

PART 2: MANDATORY MATTERS

The Corporation undertakes to achieve at least the following performance targets in 2008-2009:

2.1 FINANCIAL TARGETS

Performance Targets / Indicators	2008-2009 Budget	2006-2007 Actual	2007-2008 Budget	2007-2008 Est. Actual
EBIT	\$6,745,970	\$10,290,752	\$4,386,809	\$12,454,623
EBITDA	\$14,046,207	\$16,862,387	\$11,063,958	\$19,360,187
NPAT	\$3,941,370	\$7,164,598	\$1,538,343	\$8,318,542
Return on Total Assets	2.93%	4.91%	2.01%	5.70%
Return on Equity	2.05%	4.28%	0.91%	4.59%
Debt/Equity	0.11	0.06	0.16	0.05
Current Ratio	1.34	3.20	1.2	1.43
Interest Cover	6.05	14.56	3.44	21.81

Note: the above includes the effect of revaluation adjustments in compliance with AEIFRS.

2.2 NON-FINANCIAL PERFORMANCE TARGETS

Performance Targets / Indicators	2008-2009 Target	2006-2007 Actual	2007-2008 Target	2007-2008 Est. Actual
Trade Growth & Shareholder Value				
Tonnage Throughput	10,683,500	9,557,477	10,491,000	10,241,917
No. of New Trades	2	New Target	1	1
Operations, Safety, Security				
Average Berth Utilisation	> 30%	32.22%	> 30%	> 30%
Unplanned Maintenance Items	< 10%	11.8%	< 10%	< 10%
Planned Program Maintenance Activities Completed	100%	96.5%	100%	95%
Number of Security Incidents	0	0	0	0
Number of Deaths	0	0	0	0
Number of Lost Time Incidents	Reduction	0	Reduction	1
Lost Time Injury Frequency Rate (LTIFR)	Reduction	0	Reduction	6.17
Lost Time Injury Duration Rate (LTIDR)	Reduction	0	Reduction	31 days
Lost Time Incident Rate (LTIR)	Reduction	0	Reduction	1.18
External Certification of OHS System	System Developed	Works Progressing	System Certified	30% Works Completed
Information Security Management System	System Certified	Works Progressing	Works Progressing	Works Progressing
Corporate Citizenship & Stakeholder Confidence				
Customer Satisfaction	> 60%	58%	> 60%	> 60%
Number of Unresolved Customer Complaints	0	0	0	0
% of Revenue Returned to Community Initiatives	> 1.5%	0.72%	> 1.5%	>1.5%
Number of Unresolved Community Complaints	0	3	0	0
Positive Community Perceptions of the port	> 65%	80-90% believe TPA is important to the economy	> 60%	> 60%
Number of Environmental Compliance Breaches	0	0	0	0
% of Revenue Returned to Environmental Management	>1.5%	1.581%	> 1.5%	>1.5%
External Certification of Environmental Management System	System Certified	Works Progressing	Works Progressing	Works Progressing

Performance Targets / Indicators	2008-2009 Target	2006-2007 Actual	2007-2008 Target	2007-2008 Est. Actual
Employees				
Employee Satisfaction	> 65%	54%	> 60%	> 60%
% of Total Salaries Spent on Training	>1.5%	1.9%	> 1.5%	>1.5%
External Certification of Quality System	System Certified	System Certified	System Certified	System Certified
Timely Compliance with Statutory Reporting Time-frames and Data Submission & Reporting Requirements in Treasury Financial Circulars	100%	New Target	New Target	New Target

LTIFR = Lost Time Injury Frequency Rate - the number of lost time injuries and diseases for each one million hours worked. The LTIFR formula is:

$$\frac{\text{number of LTI/Ds}}{\text{number of hours worked}} \times 1000000$$

LTIDR = Lost Time Injury Duration Rate - the average number of working days lost per lost time injury and disease. For the purposes of this calculation, an upper limit of 220 standard working days (one working year) lost time per claim is assigned. For the purposes of calculating the average time lost rate, fatal injuries are assigned a time lost of 220 working days. This is consistent with the procedures specified in AS 1885.1-1990.

LTIR = Lost Time Incident Rate - LTIR is the number of lost time injuries and diseases for each one hundred workers employed. The formula used is:

$$\frac{\text{number of LTI/Ds}}{\text{number of workers}} \times 100$$

2.3 ASSUMPTIONS

2.3.1 Financial & Economic Assumptions

The Corporation's undertaking to achieve its performance outcomes is predicated upon the following financial and economic assumptions:

Assumptions	2008-2009 Budget	2006-2007 Actual	2007-2008 Budget	2007-2008 Est. Actual
Economic Indices				
> CPI	2.90%	3.30%	2.75%	2.75%
> Wages Growth Rate Per Annum	4.50%	3.50%	4.50%	4.50%
> Long Term Interest Rates	7.00%	7.00%	7.00%	7.00%
Corporation Trading Revenue Increase	5.38%	1.40%	11.80%	17.40%
Corporation Operating Expenditure Increase	-10.61%	-2.6%	12.0%	13.88%

2.3.2 Trade Assumptions

The Corporation's trade and revenue forecasts for 2008/2009 have been based on trade throughput estimates available at January 2008, which include marginal increases in most existing trades and also two new trades. Trade forecasts from the Corporation's recent master planning process show potential significant increases beyond 2008/2009. These forecasted increases do not impact on the trade and revenue forecasts for 2008/2009, but have been included in five year forecasts in the Corporation's Corporate Plan. Further information on market outlook and trade forecasts beyond 2008-2009 is provided in the Corporate Plan 2008-2013.