

CEO & Managing Director's employment contract

Boral Limited today announced that it has entered into a new employment agreement with its CEO & Managing Director, Mike Kane.

Boral's Chairman, Dr Brian Clark, said that the Board is very pleased that Mr Kane will remain in his current role and continue to lead and deliver Boral's transformation strategy.

"Over the past five years under Mike's leadership, Boral has delivered significant earnings growth and performance improvements. Boral has been transformed into a company with a larger international footprint that is positioned to deliver strong returns, capture future growth opportunities, and US diversification demonstrates the importance of this strategic acquisition to Boral."

"Boral is an Australian-listed company with its headquarters in Australia. Mr Kane's remuneration will be structured to remunerate Mr Kane having regard to Australian practice. As Mr Kane spends around half of his time with Boral's business in the USA in the USA, it makes good sense for the Company and for Mr Kane to have his remuneration structured in the USA. Dr Brian Clark."

The restructured arrangements mean that Boral will pay Mr Kane to resume contributions to his US-based pension. In addition, Boral will provide Mr Kane with expatriate benefits including rental assistance in Sydney. Mr Kane's CEO's non-monetary benefits will substantially reduce.

The attached appendix provides an overview of the key elements of Mr Kane's remuneration package.

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Appendix

Boral Limited

Incentives:

Under his new employment arrangements, Mr Kane is entitled to incentive awards calculated by reference to his BCS.

Short Term Incentive

The amount of the short term incentive (**STI**) payment in any year will be determined by the Board by assessment of Mr Kane's performance against targets set by the Board at the start of each financial year.

For performance outcomes at target level, Mr Kane would receive 110% of his BCS. For performance outcomes at