

# Preliminary Final Report of Mincor Resources NL for the Financial Year Ended 30 June 2008

(ABN 42 072 745 692)

*This Preliminary Final Report is provided to the Australian Stock Exchange (ASX) under  
ASX Listing Rule 4.3A*

Current Reporting Period: Financial Year ending 30 June 2008  
Previous Corresponding Period: Financial Year ending 30 June 2007

**Results for announcement to the market**

				\$'000
<b>Revenue from ordinary activities</b>	Down	1.54%	to	329,340
<b>Profit from ordinary activities after tax attributable to members</b>	Down	36.80%	to	64,041
<b>Net profit for the period attributable to members</b>	Down	36.80%	to	64,041
<b>Dividends</b>	<b>Amount per security</b>		<b>Franked amount per security</b>	
<b>Financial year ended 30 June 2008</b>				
Final dividend	6.0 cents		6.0 cents	
Interim dividend	6.0 cents		6.0 cents	
<b>Financial year ended 30 June 2007</b>				
Final dividend	6.0 cents		6.0 cents	
Interim dividend	6.0 cents		6.0 cents	

**Dividend payments**

Date the final 2008 dividend is payable

26 September 2008

Record date to determine entitlements to the dividend

1 September 2008

Date final dividend was declared

20 August 2008

**Total dividend per security (interim *plus* final)**

Ordinary securities

Current year	Previous year
12.0 cents	12.0 cents

**Total dividends paid or payable on all securities**

Ordinary securities

**Total**

Current year \$'000	Previous year \$'000
23,801	23,610
23,801	23,610

**Net Tangible Assets**

	Current year	Previous year
Net tangible assets per ordinary security	119.9 cents	76.1 cents

**Details of Entities Over Which Control Has Been Gained or Lost****Control gained over entities**

Name of entity (or group of entities)	Goldfields Mine Management Pty Ltd
Date control gained	2 July 2007

	<b>2008</b>
	<b>\$'000</b>
Contribution of the controlled entity (or group of entities) to profit before tax from ordinary activities during the period, from the date of gaining control.	39,705

	<b>2007</b>
	<b>\$'000</b>
Net profit/(loss) of the controlled entity (or group of entities) for the whole of the previous corresponding period.	-

**Loss of control of entities**

Name of entity (or group of entities)	N/A
Date control lost	N/A

	<b>2008</b>
	<b>\$'000</b>
Contribution of the controlled entity (or group of entities) to profit/(loss) from ordinary activities during the period, to the date of losing control.	N/A

	<b>2007</b>
	<b>\$'000</b>
Contribution of the controlled entity (or group of entities) to profit/(loss) from ordinary activities for the whole of the previous corresponding period.	N/A

**Details of Associates and Joint Venture Entities**

Name of Entity	Ownership Interest		Contribution to net profit	
	2008 %	2007 %	2008 \$'000	2007 \$'000
Associates	-	-	-	-
Joint Venture Entities	-	-	-	-
Aggregate Share of Profits/(Losses)	-	-	-	-

**Other Information**

Except for the matters noted above, all the disclosure requirements pursuant to ASX Listing Rule 4.3A are contained within Mincor Resources NL's Consolidated Financial Statements for the year ended 30 June 2008 which accompany this Preliminary Final Report.

This report is based on accounts which have been audited.

**Annual Meeting**

The annual meeting will be held as follows:

<b>Place</b>	Celtic Club 48 Ord Street West Perth WA 6005
<b>Date</b>	5 November 2008
<b>Time</b>	11.00am
<b>Approximate date the annual report will be available</b>	Wednesday 1 October 2008

Sign here: \_\_\_\_\_

(Director)

Print name: David Moore

Date: 20 August 2008



MINCOR RESOURCES NL

**ABN 42 072 745 692**

ANNUAL REPORT

30 June 2008

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Mincor Resources NL is a company incorporated and domiciled in Australia.  
Its registered office is:

Level 1, 56 Ord Street  
West Perth, Western Australia, 6005  
AUSTRALIA

The financial report was authorised for issue by the directors on 20 August 2008. The directors have the power to amend and re-issue the financial report.

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## CORPORATE GOVERNANCE STATEMENT

The Board of Directors of Mincor Resources NL (“the Company”) is responsible for corporate governance of the Company. The Board has made it a priority to adopt systems of control and accountability as the basis for the administration of corporate governance. The Board continually reviews its governance practices to ensure they remain consistent with the needs of the Company.

In accordance with the ASX Corporate Governance Council’s Principle’s of Good Corporate Governance and Best Practice Recommendations (“ASX Principles and Recommendations”), the Company publishes information about its governance on the Company’s website at [www.mincor.com.au](http://www.mincor.com.au). This information includes charters (for the board and its sub-committees), the Company’s code of conduct and other policies and procedures relating to the Board and its responsibilities such as:

- selection and appointment of new directors;
- process for performance evaluation;
- a summary of the policy for trading in company securities;
- a summary of the Company’s ASX continuous disclosure procedures;
- procedures for selection, appointment and rotation of external auditor;
- shareholder communication strategy; and
- summary of risk management policy.

The Company has followed each of the ASX Principles and Recommendations to the extent the Directors considered they genuinely improve the Company’s internal processes and accountability to external stakeholders. The Board continually reviews its governance practices to ensure they remain consistent with the needs of the Company. The following table sets out where the Company has followed the Recommendations or provided “if not, why not” reporting.

	ASX P & R <sup>1</sup>	If not, why not <sup>2</sup>		ASX P & R <sup>1</sup>	If not, why not <sup>2</sup>
Recommendation 1.1	✓		Recommendation 5.1	✓	
Recommendation 2.1	✓		Recommendation 5.2	✓	
Recommendation 2.2	✓		Recommendation 6.1	✓	
Recommendation 2.3	✓		Recommendation 6.2	✓	
Recommendation 2.4	✓		Recommendation 7.1	✓	
Recommendation 2.5	✓		Recommendation 7.2	✓	
Recommendation 3.1	✓		Recommendation 7.3	✓	
Recommendation 3.2	✓		Recommendation 8.1	✓	
Recommendation 3.3	✓		Recommendation 9.1	✓	
Recommendation 4.1	✓		Recommendation 9.2	✓	
Recommendation 4.2	✓		Recommendation 9.3	✓	
Recommendation 4.3	✓		Recommendation 9.4	✓	
Recommendation 4.4	✓		Recommendation 9.5	✓	
Recommendation 4.5	✓		Recommendation 10.1	✓	

1 Indicates where the Company has followed the Principles & Recommendations

2 Indicates where the Company has provided “if not, why not” disclosure

### ROLE OF THE BOARD

The Board of Directors operates pursuant to a charter which states that Mincor’s goal is to develop into a diversified mining company offering shareholders participation in the global expansion in demand for minerals through profits and capital growth.

Mincor’s fundamental aim is to be a profitable dividend payer while offering strong capital growth through a disciplined and focused exploration and acquisition strategy.

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## CORPORATE GOVERNANCE STATEMENT (continued)

The Board's objectives are to:

- (a) increase shareholder value within an appropriate framework which safeguards the rights and interests of the Company's shareholders; and
- (b) ensure the Company is properly managed.

### COMPOSITION OF THE BOARD

During the year the Board comprised a majority of independent directors (including the Chairman). Details of the Directors are set out in the Directors' Report.

In determining the independence of directors the Board has regard to the independence criteria as set out in the ASX Principles and Recommendations. To the extent that it is necessary for the Board to consider issues of materiality, the Board refers to the thresholds for qualitative and quantitative materiality as adopted by the Board and contained in the Board Charter, which is disclosed in full on the Company's website. The Company assesses independence at the time of appointment of directors and monitors the independence of directors as and when appropriate.

Applying the independence criteria, the Board considers that Messrs DJ Humann, IF Burston and JW Gardner are independent.

In the interests of disclosure, the Board notes that Mr Humann is a director of and minority shareholder in James Anne Holdings Pty Limited, a company which provides the services of Mr Humann to act as Director and Chairman of the Company. James Anne Holdings Pty Ltd receives consulting fees for providing the services of Mr Humann to the Company. The Directors (in the absence of Mr Humann) have ascertained the level of consulting fees paid to James Anne Holdings Pty Ltd is not material to either the Company, James Anne Holdings Pty Limited or Mr Humann and that the arrangement does not affect Mr Humann's non executive status. Furthermore, the Board notes that Mr Humann is not an executive and does not have a major shareholding in the Company. As such, the Board considers that there is limited scope for Mr Humann's personal interests to conflict with those of shareholders.

All Directors receive a written letter on their appointment to the Board which sets out in detail the expectations the Company has of the Director in discharging his duties as a director of the Company.

The Board delegates responsibility for the Company's administration and operation to the Managing Director, who is accountable to the Board.

### MEETINGS

The Board holds at least 4 meetings per annum and on other occasions as required. Senior managers of the Company are invited to attend meetings of the Board. Non executive Directors may meet independently of the Executive Directors, although in this financial year no such meetings occurred. At each meeting of the Board time is allocated for consideration of strategic planning issues.

### RETIREMENT AND RE-ELECTION OF DIRECTORS

The Company's constitution requires one third of directors (other than the Managing Director and alternate directors) to retire from office at each Annual General Meeting. Directors appointed by the Board are required to retire from office at the next Annual General Meeting and are not taken into account in determining the number of directors to retire by rotation at the Annual General Meeting.

Directors cannot hold office for more than three years following their appointment without submitting themselves for re-election. Retiring directors are eligible for re-election by shareholders.



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## CORPORATE GOVERNANCE STATEMENT (continued)

### APPOINTMENT OF NEW DIRECTORS

No new directors were appointed during the last financial year. The Board (subject to member's voting rights in a general meeting) is responsible for selection of new members and succession planning. Regard is given to a candidate's background and experience which is relevant to the business needs of the Company. New directors are invited to join the Board by the Chairman, who makes the invitation based on recommendations made by the Nomination Committee and approved by the Board.

### EVALUATION OF BOARD AND EXECUTIVES

During the year, the Nomination Committee reviewed the performance of the Board as a whole. The review was undertaken by way of round-table discussions relating to how the Board functions and operates effectively. No significant adverse issues were identified.

The Managing Director was evaluated by the Board by way of informal discussion. The Managing Director's performance is also subject to continuous review through on-going discussions with the Chairman. Further, the Managing Director evaluated the performance of all executives of the Company utilising personal interview processes which were appropriately documented.

### CONFLICT OF INTEREST

The Company's code of conduct states that the Board, management and employees must not involve themselves in situations where there is a real or apparent conflict of interest between them as individuals and the interest of the Company. Where a real or apparent conflict of interest arises the matter should be brought to the attention of the Chairman in the case of a Director, or the Managing Director in the case of a member of management, or a supervisor in the case of an employee, so that it may be considered and dealt with in an appropriate manner for all concerned.

### REMUNERATION

Details of remuneration, including the Company's policy on remuneration are contained in the "Remuneration Report" which forms part of the Directors' Report.

All compensation arrangements for Directors and key management personnel are determined at Board level, in consultation with the Remuneration Committee, after taking into account the current competitive rates prevailing in the market.

Remuneration levels of the Directors and key management personnel are set by reference to other similar-sized mining and exploration companies with similar risk profiles and are set to attract and retain executives capable of managing the consolidated entity's operations in Australia. Remuneration of non executive Directors is determined by the Board within the maximum approved by the shareholders from time to time. The Board undertakes an annual review of its performance against goals set at the start of the year. No bonuses are paid to non executive Directors, nor are there any termination or other benefits paid on retirement.

Details of the nature and amount of remuneration paid to each Director of Mincor Resources NL and each key management personnel of the consolidated entity are provided in the 'Remuneration Report' contained within the Directors' Report.

### INDEPENDENT ADVICE

If a Director considers it necessary to obtain independent professional advice to properly discharge the responsibility of his office as a director, then, provided the Director first obtains approval for incurring such expense from the Chairman, the Company will pay the reasonable expenses associated with obtaining such advice.

### BOARD COMMITTEES

The Board has three committees comprising the Audit, Nomination, and Remuneration Committees. Each committee has a separate charter which describes their role, composition, functions and responsibilities. Copies of each charter are set out on the Company's website.

## CORPORATE GOVERNANCE STATEMENT (continued)

Details of the number of meetings held and attendance at each committee meeting during the financial year ended 30 June 2008 are detailed below.

### NOMINATION COMMITTEE MEETINGS

Name	No. of meetings held	No. of meetings attended
DJ Humann (Independent)	1	1
DCA Moore	1	1
IF Burston (Independent)	1	1

### REMUNERATION COMMITTEE MEETINGS

Name	No of meetings held	No of meetings attended
DJ Humann (Independent)	1	1
DCA Moore	1	1
IF Burston (Independent)	1	1

### AUDIT COMMITTEE MEETINGS

Name	No. of meetings held	No. of meetings attended
IF Burston (Chairman, Independent)	4	4
DJ Humann (Independent)	4	4
JW Gardner (Independent)	4	4

The qualifications of each director are set out in the Directors Report. Mr Burston has over 30 years experience in the extractive and related industries and therefore possesses the requisite industry knowledge to participate on this committee. Mr Humann is a Chartered Accountant and therefore possesses the requisite financial literacy and expertise to participate on this committee. Mr JW Gardner is an Independent Director with requisite financial and industry knowledge.

The main responsibilities of the Audit Committee are to:

- Review and report to the Board on the annual financial report, the half-year financial report and all other financial information published by the Company or released to the market;
- Assist the Board in reviewing the effectiveness of the organisation's internal control environment covering:
  - effectiveness and efficiency of operations
  - reliability of financial reporting
  - compliance with applicable laws and regulations;
- Oversee the effective operation of the risk management framework; and
- Recommend to the Board the appointment, removal and remuneration of the external auditors, and review the terms of their engagement, and the scope and quality of the audit.

In fulfilling its responsibilities, the Audit Committee receives regular reports from management and the external auditors. It also meets with the external auditors at least twice a year – more frequently if necessary. The external auditors have a clear line of direct communication at any time to the Chairman of the Audit Committee and the Chairman of the Board.

The Audit Committee has authority, within the scope of its responsibilities, to seek any information it requires from any employee or external party.

### COMPANY'S REMUNERATION POLICIES

Details of remuneration, including the Company's policy on remuneration, are contained in the "Remuneration Report" which forms of part of the Directors' Report.

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## CORPORATE GOVERNANCE STATEMENT (continued)

### SHAREHOLDER INFORMATION

The Company values its relationship with shareholders and understands the importance of communication with them in accordance with the requirements of the ASX. For this purpose the Company has two policies, one for keeping shareholders up to date with Company information and one to ensure it is compliant with the continuous disclosure obligations of the ASX.

To keep shareholders informed the Company maintains a website at [www.mincor.com.au](http://www.mincor.com.au), on which the Company makes the following information available:

- company announcements for the last three years;
- information briefings to media and analysts for last three years;
- notices of meetings and explanatory materials;
- financial information for last three years; and
- annual reports for last three years.

The Company sends a copy of its quarterly report to all Shareholders. It also sends copies of significant announcements to Shareholders and any other person who registers with the Company as an 'Interested Party'.

The Company understands the importance of ensuring the market has full and timely information available to all on an equal basis. For this reason the Company has detailed compliance procedures for ASX listing rule disclosure requirements which covers the following areas:

- providing guidelines for identifying disclosure material and monitoring share price movements;
- guidelines for trading halts;
- guidelines for decision making processes;
- details on record keeping, confidentiality, education of executives and staff, release of disclosure material; and
- updating of procedures.

The Company has appointed an officer responsible for ensuring compliance with this policy.

### FINANCIAL REPORTS

In accordance with the requirements of the *Corporations Act 2001* and Principle 4 of the ASX Principles and Recommendations the Managing Director and Chief Financial Officer have given relevant declarations, statements and certifications in relation to the Company's 30 June 2008 Annual Report.

### RISK MANAGEMENT

The Board is responsible for overseeing the establishment and implementation of an effective risk management system and reviewing and monitoring the Company's application of that system.

Implementation of the risk management system and day-to-day management of risk is the responsibility of the Managing Director, with the assistance of senior management. The Managing Director is responsible for reporting directly to the Board on all matters associated with risk management. In fulfilling their duties, the Managing Director has unrestricted access to company employees, contractors and records and may obtain independent expert advice on any matter he believes appropriate, with the approval of the Board.

In addition, the Company maintains a number of policies and practices designed to manage specific business risks. These include:

- Audit Committee and Audit Committee Charter;
- insurance programmes;
- regular budgeting and financial reporting;
- clear limits and authorities for expenditure levels;
- procedures/controls to manage environmental and occupational health and safety matters;
- procedures for compliance with continuous disclosure obligations under the ASX listing rules; and
- procedures to assist with establishing and administering corporate governance systems and disclosure requirements.

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## CORPORATE GOVERNANCE STATEMENT (continued)

The Company's risk management system is an on-going process. It is recognised that the level and extent of the risk management system will evolve commensurate with the evolution and growth of the Company's activities.

### TRADING IN COMPANY SECURITIES

The Board has adopted a policy and procedure on dealing in the Company's securities by directors, officers, employees, and consultants which prohibits dealing in Company securities when those persons possess inside information. The policy contains a blackout period for directors, officers and senior accounting employees and also prohibits short-term or speculative trading of the Company's securities.

### CODE OF CONDUCT

A comprehensive code of conduct is set out in full on the Company's website. This code of conduct sets out the standard which the Board, management and employees of the Company are encouraged to comply with when dealing with each other, shareholders, and the broader community.

The Board supports the highest standards of corporate governance, and requires its members and the staff of the Company, to act with integrity and objectivity in relation to:

- Compliance with the law;
- Record keeping;
- Conflicts of interest;
- Confidentiality;
- Acquisitions and disposals of the Company's securities; and
- Safe and equal opportunity employment.

The Board and management are also conscious of and aim to ensure fulfilment of the wider obligations of Mincor Resources NL and its staff to people affected by its operations, and for responsible management of the environment.

### ASX PRINCIPLES AND RECOMMENDATIONS (2<sup>ND</sup> EDITION)

The Company has undertaken a review of its governance documentation as a consequence of the revision to the ASX Principles and Recommendations. The Company will be reporting against the revised ASX Principles and Recommendations in its next annual report.

## DIRECTORS' REPORT FOR THE YEAR ENDED 30 JUNE 2008

The Directors present their report on the consolidated entity consisting of Mincor Resources NL ("the Company") and its controlled entities, for the year ended 30 June 2008.

### DIRECTORS

The names of the Directors of Mincor Resources NL in office at the date of this report are:

Name	Particulars	Shareholding Interest
<b>DJ Humann</b> FCA, FCPA, FAICD (Chairman)	<p><b><i>Experience and expertise</i></b></p> <p>Mr Humann joined Mincor Resources NL on 30 September 1999 as a Non-executive Director and Chairman of the Company. Mr Humann is a fellow of the Institute of Chartered Accountants, Certified Practising Accountant and also a fellow of the Australian Institute of Company Directors.</p> <p>He was Chairman and Senior Partner of Price Waterhouse (Hong Kong and China firm) from 1986 until 1994. He was also the Managing Partner of Price Waterhouse, Asia Pacific Region, and a member of the World Board of Price Waterhouse and of the global firm's World Executive Management Committee based in London and New York. He was formerly a member of the Australia and New Zealand Firm's Executive Policy Committee. Mr Humann is a member of the boards of a number of public and private companies.</p> <p><b><i>Other current directorships</i></b></p> <p>Non-executive chairman of Advanced Braking Technologies Ltd (previously Safe Effect Technologies Ltd), Atomaer Holdings Pty Ltd; Braemore Resources PLC; Exxaro Australia Sands Pty Ltd, Logicamms Ltd and Matrix Metals Ltd.</p> <p>Non-executive director of Durack Estates Ltd (Bahamas); and Rewards Holdings Pty Ltd.</p> <p>Director of James Anne Holdings Pty Ltd.</p> <p><b><i>Former directorships in last 3 years</i></b></p> <p>Non-executive director of Durack Estates Pty Ltd from 1985 to 2007.</p> <p>Non-executive director Durack International Pty Ltd from 1985 to 2007.</p> <p>Non-executive chairman of Macmahon Holdings Ltd Group from 2000 to 2006.</p> <p>Non-executive chairman of Tethyan Copper Company Ltd from 2000 to 2006.</p> <p>Non-executive chairman of Jupiter Energy Ltd from 2003 to 2005.</p> <p>Non-executive director of India Resources Ltd from 2006 to 2008.</p> <p>Non-executive director of Monarch Gold Mining Co from 2006 to 2008.</p> <p>Non-executive director of Territory Resources Ltd from 2008 to 2008.</p>	245,000 shares

## DIRECTORS' REPORT (continued)

### DIRECTORS (continued)

Name	Particulars	Shareholding Interest
DCA Moore (Managing Director)	<p><b><i>Experience and expertise</i></b></p> <p>Mr Moore joined Mincor Resources NL on 30 September 1999 and is the Managing Director of the Company. His previous experience includes 13 years with Shell/Billiton where he worked internationally in minerals exploration, business development, project management and strategic planning. In 1996 he left a position as Billiton's Chief Geologist in Peru to join Iscor Australia Pty Ltd as director of business development. In that role he established Iscor's gold and base metal exploration unit in Australasia. During 1999 he conducted the transactions that lead to the creation of Mincor Resources NL and became Managing Director of that Company. In 2000 Mr Moore founded Tethyan Copper Company Ltd and as Managing Director drove that company's development, spin-off, listing and growth until its successful cash takeover by a joint venture between Antofagasta and Barrick in 2006. Mr Moore has worked extensively in South America, southern and eastern Africa and Australasia. He holds a B.Sc (Eng) (Mining Geology).</p> <p><b><i>Other current directorships</i></b></p> <p>None</p> <p><b><i>Former directorships in last 3 years</i></b></p> <p>Managing director of Tethyan Copper Company Ltd from 2000 to 2006.</p>	4,045,000 shares
JW Gardner	<p><b><i>Experience and expertise</i></b></p> <p>Mr Gardner is a Non-executive Director who joined the Company in February 1996. Mr Gardner graduated from the University of Melbourne in 1962 with a Bachelor of Engineering (Mechanical) degree and is a Fellow of the Institution of Engineers Australia. He also holds a Master of Business Administration degree from Curtin University, Western Australia. After holding directorships and senior management positions with Hawker Siddeley Engineering Pty Ltd, Comsteel Vickers/ANI, Minproc Engineers Pty Ltd and Broken Hill Metals NL between 1970 and 1990, he formed his own Engineering Consultancy. He has consulted on many gold and base metal projects both in Australia and overseas. Mr Gardner was chairman of Ghana Manganese Company from 1995 until 2000. From 1993 until 2006 he was actively involved in Canadian listed company, Guinor Gold Corporation where he was Chief Engineer, Mining Projects. Since 1996 he has developed and managed the 100,000 ounce per annum Lero gold Heap Leach Project and completed the LEFA Corridor project study and supervised the EPCM contractor constructing its 350,000 ounce per annum multiple open pit and CIP Plant project in remote Guinea, West Africa. Currently he is pursuing bauxite, uranium, copper and gold exploration projects in West Africa and Australia.</p> <p><b><i>Other current directorships</i></b></p> <p>Non-executive director of Vortex Minerals Pty Ltd, Mineraus Resources Pty Ltd, Viking Metals Pty Ltd, Greenline Investments Pty Ltd, Bayfield Enterprises Pty Ltd and Aerial Holdings Pty Ltd.</p> <p><b><i>Former directorships in last 3 years</i></b></p> <p>Non-executive director of Norske Precious Metals from 2006 to 2007.</p>	1,218,176 shares

## DIRECTORS' REPORT (continued)

### DIRECTORS (continued)

Name	Particulars	Shareholding Interest
IF Burston	<p><i>Experience and expertise</i></p> <p>Mr Burston is a Non-executive Director who joined the Company in January 2003. He holds a Bachelor of Engineering (Mech) degree from Melbourne University and a diploma in Aeronautical Engineering from Royal Melbourne Institute of Technology. He has completed the Insead Management Program in Paris and the Harvard Advanced Management Program in Boston. Mr Burston has over 30 years' experience in the extractive and related industries. His prior positions included Managing Director and Chief Executive Officer of Aurora Gold Ltd, Chief Executive Officer of Kalgoorlie Consolidated Gold Mines; Vice President – WA Business Development of CRA Ltd and Managing Director of Hamersley Iron Pty Ltd.</p> <p><i>Other current directorships</i></p> <p>Non-executive chairman of Imdex Ltd, Broome Port Authority and NRW Ltd.</p> <p><i>Former directorships in last 3 years</i></p> <p>Executive chairman of Aztec Resources Ltd from 2003 to 2007.            Executive chairman of Cape Lambert Iron Ore Ltd from 2006 to 2008.            Non-executive director of Aviva Corporation Ltd from 2003 to 2006.</p>	50,000 shares

Mr J S Reeve was an Executive Director of the Company from the beginning of the financial year until he passed away on 16 August 2007.

### COMPANY SECRETARY

The name of the Company Secretary of Mincor Resources NL in office at the date of this report is:

Name	Particulars
B Lynn	Mr Lynn is a Chartered Accountant with over 20 years experience. He joined Mincor in May 2001 and prior to this held various senior financial positions with companies involved in the mining industry, including gold and mineral sands.

### REVIEW OF OPERATIONS AND SIGNIFICANT EVENTS

#### *Mining Operations*

During the year, the Company's South Kambalda Operations (including Miitel, Mariners, Redross and Wannaway Nickel Operations) produced 585,684 dry metric tonnes at an average grade of 2.36%, to produce 11,782 tonnes of nickel-in-concentrate.

The Company's North Kambalda Operations (including Otter Juan, Coronet and McMahon Nickel Operations and Mincor's 70% interest in the Carnilya Hill Nickel Operation) produced 136,931 dry metric tonnes at an average grade of 3.77%, to produce 4,880 tonnes of nickel-in-concentrate.

#### *Exploration and Development Projects*

During the year, the Company spent \$18.5 million, comprising \$12.8 million on regional exploration activities and \$5.7 million on extensional exploration activities.

In June 2007 the Company approved the development of the Carnilya Hill Nickel Project. The Carnilya Hill Project commenced production in January 2008.

In November 2007 the Company approved the development of the McMahon Nickel Mine. The McMahon Nickel Mine commenced production in July 2008.

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## DIRECTORS' REPORT (continued)

### REVIEW OF OPERATIONS AND SIGNIFICANT EVENTS (continued)

#### *Exploration and Development Projects (continued)*

In November 2007 the Company reached an agreement with BHP Billiton Limited to acquire a major package of highly prospective nickel sulphide tenements in the Kambalda nickel district known as the Bluebush Line. The Bluebush Line contains numerous higher grade nickel occurrences extending over a 40 kilometre strike length.

In February 2008 the Company unveiled a maiden copper resource at its Tottenham Project in New South Wales of 3.7 million tonnes @ 1.1% copper for 41,850 tonnes of copper metal.

In March 2008 the Company announced a 42% increase in its Durkin Deeps nickel resource to 374,500 tonnes @ 5.1% nickel for 18,800 tonnes of contained nickel metal.

In June 2008 the Company entered into a zinc-lead joint venture agreement with the Japan, Oil, Gas and Metals National Corporation ("JOGMEC") covering the Company's 100% owned Georgina Basin Project in the Northern Territory. Under the joint venture agreement JOGMEC have the ability to earn up to 40% in the Project by spending \$4.5 million over 3 years. JOGMEC are required to spend a minimum commitment of \$1 million by March 2009.

#### **Corporate**

The Company has sold forward 4,150 tonnes of nickel to May 2010 at an average price of A\$35,854 per tonne.

During the year the Company paid \$51.75 million to the former shareholders of Goldfields Mine Management Pty Ltd as part of the \$68.5 million acquisition of that company. A deposit of \$11.785 million was paid in June 2007 and the remaining \$5 million was paid in July 2008 on satisfaction of certain conditions pertaining to tenement licences.

On 28 September 2007 the Company paid its fifth fully franked annual dividend of 6 cents per share to shareholders.

On 31 March 2008 the Company paid a fully franked interim dividend of 6 cents per share in respect of the year ending 30 June 2008.

### PRINCIPAL ACTIVITIES

The principal activities of the companies in the consolidated entity during the course of the year were the mining and exploration of mineral resources.

No significant change in the activities occurred during the twelve months to 30 June 2008, except as outlined below.

### SIGNIFICANT CHANGES IN THE STATE OF AFFAIRS

Other than as noted elsewhere in this report, there have been no significant changes in the state of affairs of the consolidated entity during the financial period.

### GROUP RESULTS

The profit of the consolidated entity for the year after income tax was \$64,041,000 (2007 profit: \$101,330,000).

### DIVIDENDS

A fully franked dividend of 6 cents per share in respect of the year ended 30 June 2007 was paid on 28 September 2007. On 31 March 2008 a fully franked interim dividend of 6 cents per share in respect of the year ended 30 June 2008 was paid. On 20 August 2008 the Directors declared a fully franked final dividend of 6 cents per share in respect of the year ended 30 June 2008.



## DIRECTORS' REPORT (continued)

### MEETINGS OF DIRECTORS'

The number of meetings of the Company's board of Directors and of each board committee held during the year ended 30 June 2008, and the number of meetings attended by each Director were:

	Total Directors Meetings Available	Directors Meetings Attended	Total Audit Committee Meetings Available	Audit Committee Meetings Attended
DJ Humann	5	5	4	4
DCA Moore	5	5	-	-
JW Gardner	5	5	4	4
IF Burston	5	3	4	4
JS Reeve	1	1	-	-

### FUTURE DEVELOPMENTS

Details of important developments occurring in this financial year have been covered in the Review of Operations. The Company will continue to actively explore for minerals, and any significant information or data will be released to the market and the shareholders pursuant to the Continuous Disclosure rules as and when they are to hand.

Further information on likely developments in the operations of the consolidated entity and the expected results of operations have not been included in this report because the Directors believe it would be likely to result in unreasonable prejudice to the consolidated entity.

### REMUNERATION REPORT

All compensation arrangements for Directors and key management personnel are determined at Board level after taking into account the competitive rates prevailing in the market place.

Remuneration levels of the Directors and key management personnel are set by reference to other similar sized mining and exploration companies with similar risk profiles and are set to attract and retain executives capable of managing the consolidated entity's operations in Australia. Remuneration levels for the Managing Director and key management personnel are determined by the Board based upon recommendations from the Remuneration Committee. Remuneration of Non-executive Directors is determined by the Board within the maximum approved by the shareholders from time to time. The Board undertakes an annual review of its performance against goals set at the start of the year. No bonuses are paid to Non-executive Directors.

The information provided in this remuneration report has been audited as required by section 308 (3C) of the *Corporations Act 2001*.

The remuneration report is set out under the following main headings:

- a) Principles Used to Determine the Nature and Amount of Remuneration
- b) Details of Remuneration
- c) Service Agreements
- d) Share-based Compensation
- e) Additional Information

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## DIRECTORS' REPORT (continued)

### REMUNERATION REPORT (continued)

#### a) *Principles Used to Determine the Nature and Amount of Remuneration*

The Company's key management personnel remuneration framework aligns their remuneration with the achievement of strategic objectives and the creation of value for shareholders, and conforms with market best practice for delivery of reward. The Board ensures that the remuneration of key management personnel is competitive and reasonable, acceptable to shareholders, and aligns remuneration with performance.

#### **Remuneration of Non-executive Directors**

Fees and payments to non-executive directors reflect the demands which are made on, and the responsibilities of, the directors. Non-executive directors' fees and payments are reviewed annually by the Board. The Board receives advice from independent remuneration consultants to ensure non-executive directors' fees and payments are appropriate and in line with the market. The Chairman's fees are determined independently to the fees of non-executive directors based on comparative roles in the external market. The Chairman is not present at any discussions relating to the determination of his own remuneration.

#### i) *Directors' Fees*

The current base remuneration was last reviewed with effect from 8 November 2006. The Chairman's and non-executive directors' remuneration is inclusive of committee fees.

Fees for the Chairman and non-executive directors' are determined within an aggregate directors' fee pool limit of \$350,000, which was last approved by shareholders on 8 November 2006.

#### ii) *Retirement Allowances for Directors*

No retirement allowances exist for non-executive directors.

#### **Remuneration of Key Management Personnel**

The pay and reward framework for key management personnel has four components:

- Base pay and benefits
- Short-term performance incentives
- Long-term incentives through participation in employee share option plans, including the Mincor Employee Share Option Plan and Mincor Resources Executive Share Option Scheme; and
- Other remuneration.

The combination of these comprises the key management personnel's total remuneration.

#### i) *Base Pay and Benefits*

The base pay is inclusive of statutory superannuation and is structured as a total employment cost package, which may be delivered as a combination of cash and prescribed non-financial benefits at the executives' discretion.

Key management personnel are offered a competitive base pay that comprises the fixed component of pay and rewards. External remuneration consultants provide analysis and advice to ensure base pay is set to reflect the market for a comparable role. Base pay for key management personnel is reviewed annually to ensure the executive's pay is competitive with the market. The pay of key management personnel is also reviewed on promotion.

There is no guaranteed base pay increase included in any key management personnel's contract. Key management personnel receive benefits including car allowances and provision of accommodation.

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## DIRECTORS' REPORT (continued)

### REMUNERATION REPORT (continued)

#### **a) Principles Used to Determine the Nature and Amount of Remuneration (continued)**

##### *ii) Short Term Incentives (STI)*

The Company has established an Incentive Bonus Scheme, which is designed to encourage and reward superior performance. The Incentive Bonus Scheme has both a company performance component linked to the Company's annual result as well as an individual component linked to the employee's performance. Whilst it is the Company's intention to apply the Incentive Bonus Scheme annually, it is solely at the discretion of the Directors.

For the year ended 30 June 2008, the Incentive Bonus Scheme was linked to group, individual business and personal objectives.

##### *iii) Long Term Incentives (LTI)*

Long term incentives are provided to certain employees via the Executive Share Option Scheme and 2002 Employee Share Option Plan. Information on the Executive Share Option Scheme and the 2002 Employee Share Option Plan is set out in Note 34 to the financial statements.

#### **b) Details of Remuneration**

Details of the remuneration of the directors and the key management personnel of Mincor Resources NL and the consolidated entity are set out in the following tables.

The key management personnel of Mincor Resources NL and the consolidated entity (as defined in AASB 124) includes the Directors and the following executive officers who report directly to the managing director and who have authority and responsibility for planning, directing and controlling the activities of the consolidated and parent entity.

- ST Cowle – Chief Operating Officer
- B Lynn – Chief Financial Officer
- GL Fariss – General Manager, Corporate Development
- P Muccilli – Exploration Manager

All of the above persons were also key management personnel during the year ended 30 June 2007, except Mr GL Fariss and Mr P Muccilli.

## DIRECTORS' REPORT (continued)

### REMUNERATION REPORT (continued)

#### b) Details of Remuneration (continued)

##### i) Key Management Personnel of Mincor Resources NL and its Controlled Entities

Name	Short-Term Employee Benefits					Post - employment Benefits	Long-term Benefits	Share- based Payments	Total
	Directors Fees	Salary	Bonus	Non- monetary benefits	Other	Super- annuation	Long service leave	Options	
	\$	\$	\$	\$	\$	\$	\$	\$	\$
<b>Non-executive Directors</b>									
DJ Humann (Chairman)	100,100	-	-	-	-	9,900	-	-	110,000
JW Gardner	50,459	-	-	-	-	4,541	-	-	55,000
IF Burston	55,000	-	-	-	-	-	-	-	55,000
<b>Sub-total</b>	<b>205,559</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>14,441</b>	<b>-</b>	<b>-</b>	<b>220,000</b>
<b>Executive Directors</b>									
DCA Moore*	-	528,783	150,000	588	-	13,129	23,468	-	715,968
<b>Other Key Management Personnel</b>									
ST Cowle*	-	304,283	51,136	588	-	13,129	6,552	-	375,688
B Lynn*	-	296,660	26,752	588	-	29,160	7,000	31,719	391,879
GL Fariss*	-	199,836	21,420	588	-	19,486	3,555	42,292	287,177
P Muccilli*	-	191,614	15,606	588	-	18,703	5,445	42,292	274,248
<b>Former</b>									
J Reeve (Passed away 16 August 2007)	-	44,434	-	88	-	3,853	660	-	49,035
<b>Total</b>	<b>205,559</b>	<b>1,565,610</b>	<b>264,914</b>	<b>3,028</b>	<b>-</b>	<b>111,901</b>	<b>46,680</b>	<b>116,303</b>	<b>2,313,995</b>

\* Denotes one of the 5 highest paid executives of the Company and the consolidated entity, as required to be disclosed under the *Corporations Act 2001*.

Name	Short-Term Employee Benefits					Post - employment Benefits	Long-term Benefits	Share- based Payments	Total
	Directors Fees	Salary	Bonus	Non- monetary benefits	Other	Super- annuation	Long service leave	Options	
	\$	\$	\$	\$	\$	\$	\$		\$
<b>Non-executive Directors</b>									
DJ Humann (Chairman)	100,100	-	-	-	-	9,900	-	-	110,000
JW Gardner	50,459	-	-	-	-	4,541	-	-	55,000
IF Burston	55,000	-	-	-	-	-	-	-	55,000
<b>Sub-total</b>	<b>205,559</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>14,441</b>	<b>-</b>	<b>-</b>	<b>220,000</b>
<b>Executive Directors</b>									
DCA Moore*	-	471,726	29,100	588	-	12,686	11,942	-	526,042
JS Reeve*	-	176,342	33,750	363	-	11,629	8,283	573	230,940
<b>Other Key Management Personnel</b>									
ST Cowle*	-	250,685	25,696	588	27,733	12,686	6,962	2,321	326,671
M Hildebrand*	-	218,726	21,120	-	-	19,685	3,786	119,025	382,342
B Lynn*	-	274,640	33,000	588	-	24,771	7,923	73,385	414,307
<b>Total</b>	<b>205,559</b>	<b>1,392,119</b>	<b>142,666</b>	<b>2,127</b>	<b>27,733</b>	<b>95,898</b>	<b>38,896</b>	<b>195,304</b>	<b>2,100,302</b>

\* Denotes one of the 5 highest paid executives of the Company and the consolidated entity, as required to be disclosed under the *Corporations Act 2001*.

## DIRECTORS' REPORT (continued)

### REMUNERATION REPORT (continued)

#### b) Details of Remuneration (continued)

The relative proportions of remuneration that are linked to performance and those that are fixed are as follows:

Name	Fixed Remuneration	At Risk - LTI	At Risk - STI
	2008	2008	2008
<i>Directors of Mincor Resources NL</i>			
DJ Humann (Chairman)	100%	-	-
DCA Moore	79%	-	21%
JW Gardner	100%	-	-
IF Burston	100%	-	-
JS Reeve	100%	-	-
<i>Other Key Management Personnel of the consolidated entity</i>			
ST Cowle	86%	-	14%
B Lynn	85%	8%	7%
GL Fariss	77%	15%	8%
P Muccilli	79%	15%	6%

#### ii) Cash bonuses and options

For each cash bonus and grant of options included in the above tables, the percentage of the available bonus or grant that was paid, or that vested, in the financial year, and the percentage that was forfeited because the person did not meet the service and performance criteria is set out below. No part of the bonuses are payable in future years.

Name	Cash Bonus		Options					
	Paid %	Forfeited %	Year granted	Vested %	Forfeited %	Financial years in which options may vest	Minimum total value of grant yet to vest \$	Maximum total value of grant yet to vest \$
DCA Moore	100	-	-	-	-	-	-	-
JS Reeve	100	-	-	-	-	-	-	-
ST Cowle	100	-	-	-	-	-	-	-
B Lynn	100	-	2006	33 <sup>1</sup> / <sub>3</sub>	-	30/06/2009	Nil	212,500
GL Fariss	100	-	2006	33 <sup>1</sup> / <sub>3</sub>	-	30/06/2009	Nil	283,333
P Muccilli	100	-	2006	33 <sup>1</sup> / <sub>3</sub>	-	30/06/2009	Nil	283,333

#### c) Service Agreements

Remuneration and other terms of employment for the Managing Director and other key management personnel are formalised in employment contracts. Each of these agreements provide for the participation in the Company's Incentive Option Schemes and Incentive Bonus Scheme. Other major provisions of the agreements relating to remuneration are set out below.

All contracts with executives may be terminated early by either party providing between 1 to 3 months notice, subject to termination payments as detailed below.

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## DIRECTORS' REPORT (continued)

### REMUNERATION REPORT (continued)

#### c) *Service Agreements (continued)*

*DCA Moore, Managing Director*

- No set term of agreement.
- Base salary, inclusive of superannuation, for the year ended 30 June 2008 of \$600,000.
- Payment of a termination benefit on early termination by the Company, other than for gross misconduct, equal to three months of the base salary.

*ST Cowle, Chief Operating Officer*

- No set term of agreement.
- Base salary, inclusive of superannuation, for the year ended 30 June 2008 of \$318,000.
- Payment of a termination benefit on early termination by the Company, other than for gross misconduct, equal to one month of the base salary.

*B Lynn, Chief Financial Officer*

- No set term of agreement.
- Base salary, inclusive of superannuation, for the year ended 30 June 2008 of \$324,000.
- Payment of a termination benefit on early termination by the Company, other than for gross misconduct, equal to one month of the base salary.

*GL Fariss, General Manager, Corporate Development*

- No set term of agreement.
- Base salary, inclusive of superannuation, for the year ended 30 June 2008 of \$236,000.
- Payment of a termination benefit on early termination by the Company, other than for gross misconduct, equal to one month of the base salary.

*P Muccilli, Exploration Manager*

- No set term of agreement.
- Base salary, inclusive of superannuation, for the year ended 30 June 2008 of \$230,000.
- Payment of a termination benefit on early termination by the Company, other than for gross misconduct, equal to one month of the base salary.

#### d) *Share-based Compensation – Options*

*2002 Employee Share Option Plan*

The 2002 Employee Share Option Plan ("Plan") was introduced on 21 August 2002. Persons eligible to participate in the Plan include Directors and all employees of the Company or companies or bodies corporate in which the Company holds at least 20% of all the voting shares.

Options are granted under the Plan for no consideration for a maximum period of 5 years and can be exercised at any time between the date the option is granted and the expiry date, subject to the imposition of any specified vesting date determined at the discretion of the Directors. The employee's entitlements to the options are vested and the options carry no dividend or voting rights.

When exercisable, each option is convertible into one ordinary share. Amounts receivable on the exercise of the options are recognised as share capital.

The exercise price of options is based on the weighted average price at which the Company's shares are traded on the Australian Stock Exchange during the 5 trading days immediately before the options are granted.

The Plan rules contain a restriction on removing the 'at risk' aspect of the instrument granted to Plan participants. Plan participants may not enter into any transaction designed to remove the 'at risk' aspect of an instrument before it vests.

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## DIRECTORS' REPORT (continued)

### REMUNERATION REPORT (continued)

#### d) *Share-based Compensation – Options (continued)*

*Prospectus Dated 6 December 2007*

The Prospectus was issued on 6 December 2007. Persons eligible to participate pursuant to the Prospectus include Directors and all employees of the Company.

Options are granted under the Prospectus for no consideration for a maximum period of 5 years and can be exercised at any time between the date the option is granted and the expiry date, subject to the imposition of any specified vesting date determined at the discretion of the Directors. The employee's entitlements to the options are vested and the options carry no dividend or voting rights.

When exercisable, each option is convertible into one ordinary share. Amounts receivable on the exercise of the options are recognised as share capital.

The exercise price of options is based on the weighted average price at which the Company's shares are traded on the Australian Stock Exchange during the 5 trading days immediately before the options are granted.

#### *Mincor Resources Executive Share Option Scheme*

The Mincor Resources Executive Share Option Scheme ("Scheme") was introduced on 8 May 2006. Persons eligible to participate in the Scheme include key employees, who are determined at the discretion of the Directors.

Options are granted under the Scheme for no consideration for a maximum period of 5 years and can be exercised at any time between the date the option is granted and the expiry date, subject to the imposition of any specified vesting date determined at the discretion of the Directors.

When exercisable, each option is convertible into one ordinary share. Amounts receivable on the exercise of options are recognised as share capital.

The exercise price of options is based on the weighted average price at which the Company's shares are traded on the Australian Stock Exchange during the 5 trading days immediately before the options are granted.

The Scheme rules contain a restriction on removing the 'at risk' aspect of the instrument granted to Scheme participants. Scheme participants may not enter into any transaction designed to remove the 'at risk' aspect of an instrument before it vests.

## DIRECTORS' REPORT (continued)

### REMUNERATION REPORT (continued)

#### d) Share-based Compensation – Options (continued)

The terms and conditions of each grant of options affecting remuneration in the previous, this or future reporting periods are as follows:

Grant Date	Date Vested and Exercisable	Expiry Date	Exercise Price	Value per Option at Grant Date
6 November 2003 <sup>(1)</sup>	50% after 6 November 2004; 50% after 6 November 2005	6 November 2008	\$0.84	\$0.286
22 December 2005 <sup>(1)</sup>	100% after 18 November 2006	25 October 2010	\$0.70	\$0.1834
8 May 2006 <sup>(2)</sup>	33 <sup>1/3</sup> % after 8 May 2007	7 May 2011	\$0.85	\$0.240
	33 <sup>1/3</sup> % after 8 May 2008	7 May 2011	\$0.85	\$0.230
	33 <sup>1/3</sup> % after 8 May 2009	7 May 2011	\$0.85	\$0.220
9 September 2006 <sup>(2)</sup>	100% after 30 June 2007	8 September 2011	\$1.21	\$0.4761
20 October 2006 <sup>(2)</sup>	33 <sup>1/3</sup> % after 18 October 2007	19 October 2011	\$1.74	\$0.753
	33 <sup>1/3</sup> % after 18 October 2008	19 October 2011	\$1.74	\$0.753
	33 <sup>1/3</sup> % after 18 October 2009	19 October 2011	\$1.74	\$0.753
6 December 2006 <sup>(1)</sup>	100% after 6 December 2007	5 December 2011	\$2.16	\$0.7989
24 July 2007 <sup>(2)</sup>	33 <sup>1/3</sup> % after 22 July 2008	22 July 2012	\$4.23	\$1.53
	33 <sup>1/3</sup> % after 22 July 2009	22 July 2012	\$4.23	\$1.53
	33 <sup>1/3</sup> % after 22 July 2010	22 July 2012	\$4.23	\$1.53
25 March 2008 <sup>(2)</sup>	25% after 6 March 2009	5 March 2013	\$3.23	\$0.9552
	25% after 6 March 2010	5 March 2013	\$3.23	\$0.9552
	25% after 6 March 2011	5 March 2013	\$3.23	\$0.9552
	25% after 6 March 2012	5 March 2013	\$3.23	\$0.9552
1 April 2008 <sup>(3)</sup>	100% after 5 June 2009	5 December 2012	\$4.40	\$0.9023

- (1) Options granted under the 2002 Employee Share Option Plan which was approved by shareholders at the 2006 annual general meeting. All staff are eligible to participate in the Plan.
- (2) Options granted to certain senior executives under the Executive Option Scheme, pursuant to specified terms and conditions.
- (3) Options granted pursuant to the Prospectus dated 6 December 2007.

All options granted carry no dividend or voting rights.

#### Options Provided as Remuneration

Details of options over ordinary shares in the Company provided as remuneration to each Director of Mincor Resources NL and each of the key management personnel of the consolidated entity are set out below. Further information on the options is set out in Note 34 to the financial statements.

Name	Number of Options Granted during the Year	Number of Options Vested during the Year
	2008	2008
<i>Directors of Mincor Resources NL</i>		
DJ Humann (Chairman)	-	-
DCA Moore	-	-
JW Gardner	-	-
IF Burston	-	-
<i>Other Key Management Personnel of the consolidated entity</i>		
ST Cowle	-	-
B Lynn	-	250,000
GL Fariss	-	333,333
P Muccilli	-	333,333



## DIRECTORS' REPORT (continued)

### REMUNERATION REPORT (continued)

#### d) *Share-based Compensation – Options (continued)*

##### *Fair Value of Options Granted Pursuant to the Prospectus dated 6 December 2007*

The assessed fair value at grant date of options granted under the Prospectus during the year ended 30 June 2008 was 90.23 cents per option. The fair value at grant date is independently determined using the Binomial option valuation methodology that takes into account the exercise price, the term of the option, the impact of dilution, the share price at grant date and expected price volatility of the underlying share, the expected dividend yield and the risk free interest rate for the term of the option.

The model inputs for the options granted during the year ended 30 June 2008 included:

- a) options are granted for no consideration and are exercisable any time between 5 June 2009 and the expiry date. Vested options are exercisable for a period of four years after vesting.
- b) exercise price: \$4.40
- c) grant date: 1 April 2008
- d) expiry date: 5 December 2012
- e) share price at grant date: \$2.89
- f) expected price volatility of the Company's shares: 75%
- g) expected dividend yield: 4.3%
- h) risk-free interest rate: 6.1%

##### *Fair Value of Options Granted Under the Scheme*

The assessed fair value at grant date of options granted under the Mincor Resources Executive Option Scheme during the year ended 30 June 2008 was 153 cents per option for options granted on the 24 July 2007 and 95.52 cents per option for options granted on 25 March 2008. The fair value at grant date is independently determined using the Binomial option valuation methodology that takes into account the exercise price, the term of the option, the impact of dilution, the share price at grant date and expected price volatility of the underlying share, the expected dividend yield and the risk free interest rate for the term of the option.

The model inputs for the options granted during the year ended 30 June 2008 included:

	2008		2007	
	Options are granted for no consideration and will vest over 4 annual instalments	Options are granted for no consideration and will vest over 3 annual instalments	Options are granted for no consideration and will vest over 10 months	Options are granted for no consideration and will vest over 3 annual instalments
Consideration and vesting period				
Exercise price	\$3.23	\$4.23	\$1.21	\$1.74
Grant date	25 March 2008	24 July 2007	9 September 2006	20 October 2006
Expiry date	5 March 2013	22 July 2012	8 September 2011	19 October 2011
Share price at grant date	\$2.78	\$3.98	\$1.305	\$1.98
Expected price volatility of the Company's shares	75%	67%	50%	50%
Expected dividend yield	4.3%	2.55%	1.59%	1.59%
Risk-free interest rate	6.1%	6.5%	5.775%	6.0%

## DIRECTORS' REPORT (continued)

### REMUNERATION REPORT (continued)

#### e) Additional Information

##### *Relationship between Compensation and Company Performance*

The overall level of key management personnel's compensation takes into account the performance of the consolidated entity over a number of years, with greater emphasis given to the current and prior year. Over the past 5 years, the consolidated entity's profit from ordinary activity after income tax has grown at an average rate per annum of 83.2%. During the same period, average key management personnel compensation has increased by approximately 17.5% per annum.

In considering the consolidated entity's performance, due regard is given to shareholder wealth creation including dividends paid, movements in the market value of the Company's shares and any return of capital to shareholders. The following table summarises the performance of the Company over the last five financial years.

	2008	2007	2006	2005	2004
Net profit attributable to shareholders of Mincor Resources NL (\$000)	64,041	101,330	29,309	20,302	11,309
Earnings per share (cents)	32.4	51.8	15.1	10.4	6.0
Dividends paid (\$000)	23,722	17,596	7,786	4,859	2,680
Dividends paid per share (cents)	12.0	9.0	4.0	2.5	1.5
30 June share price (\$)	3.32	4.70	0.95	0.63	0.71

##### *Details of Remuneration*

Further details relating to options are set out below:

Name	A Remuneration Consisting of Options	B Value at Grant Date \$	C Value at Exercise Date \$	D Value at Lapse Date \$
B Lynn	8.1%	-	\$935,000	-
GL Fariss	14.7%	-	\$1,246,665	-
P Muccilli	15.4%	-	-	-

A = The percentage of the value of remuneration consisting of options, based on the value of options expensed during the current year.

B = The value at grant date calculated in accordance with AASB 2 *Share-based Payment* of options granted during the year as part of remuneration.

C = The value at exercise date of options that were granted as part of remuneration and were exercised during the year, being the intrinsic value of the options at that date.

D = The value at lapse date of options that were granted as part of remuneration and that lapsed during the year. Lapsed options refer to options that vested but expired unexercised.

## DIRECTORS' REPORT (continued)

### REMUNERATION REPORT (continued)

#### e) Additional Information (continued)

Details of ordinary shares in the Company provided as a result of the exercise of remuneration options to each Director of Mincor Resources NL and other key management personnel of the parent entity and the consolidated entity during the year ended 30 June 2008 are set out below.

Name	Date of Exercise of Options	Number of Ordinary Shares Issued on Exercise of Options During the Year	Amount Paid per Share
<i>Other Key Management Personnel of the consolidated entity</i>			
ST Cowle	13 December 2007	5,000	\$2.16
B Lynn	8 May 2008	250,000	\$0.85
GL Fariss	8 May 2008	333,333	\$0.85

### SHARES UNDER OPTION

Unissued ordinary shares in the Company under option at the date of this report are as follows:

Date Options Granted	Expiry Date	Issue Price of Shares	Number of Options
22 December 2005	25 October 2010	\$0.70	60,000
8 May 2006	7 May 2011	\$0.85	1,632,462
23 October 2006	19 October 2011	\$1.74	667,001
6 December 2006	5 December 2011	\$2.16	320,000
24 July 2007	22 July 2012	\$4.23	100,000
25 March 2008	5 March 2013	\$3.23	200,000
1 April 2008	5 December 2012	\$4.40	695,000
			<b>3,674,463</b>

No option holder has any right under the option to participate in any share issue of the Company or any other entity.

### SHARES ISSUED ON THE EXERCISE OF OPTIONS

The following ordinary shares of the Company were issued during and/or since the year ended 30 June 2008 and up to the date of this report on the exercise of options granted under both the 2002 Employee Share Option Plan and Executive Share Option Scheme. No amounts are unpaid on any of the shares.

Date Options Granted	Issue Price of Shares	Number of Shares Issued
6 November 2003	\$0.84	28,000
22 December 2005	\$0.70	82,000
8 May 2006	\$0.85	918,332
9 September 2006	\$1.21	250,000
23 October 2006	\$1.74	182,999
6 December 2006	\$2.16	130,000
		<b>1,591,331</b>

### MATTERS SUBSEQUENT TO THE END OF THE FINANCIAL YEAR

On 20 August 2008 the Directors declared a fully franked dividend of 6 cents per share in respect of the year ended 30 June 2008.

### CORPORATE GOVERNANCE

The Company's corporate governance policies and practices are set out separately in this document.

## DIRECTORS' REPORT (continued)

### ENVIRONMENTAL MATTERS

The consolidated entity is subject to environmental regulation on its mineral properties. To the best of the belief and knowledge of the Directors, no breach of environmental legislation occurred during the year and up to the date of this report. Further details on environmental policy are set out in the Annual Report under the Corporate Governance section and the Health, Safety and Environmental Policy section.

### INSURANCE OF OFFICERS

During the financial year, the Company paid a premium of \$41,570 to insure the Directors, secretary and senior executives of the Company and its Australian based controlled entities.

The liabilities insured are legal costs that may be incurred in defending civil or criminal proceedings that may be brought against the officers in their capacity as officers of the Company and any other payments arising from liabilities incurred by the officers in connection with such proceedings. This does not include such liabilities that arise from conduct involving a wilful breach of duty by the officers or the improper use by the officers of their position or of information to gain advantage for themselves or someone else or to cause detriment to the Company.

### NON-AUDIT SERVICES

The Company may decide to employ the auditor on assignments additional to their statutory audit duties where the auditor's expertise and experience with the Company and/or the consolidated entity are important.

Details of the amounts paid or payable to the auditor (PricewaterhouseCoopers) for audit and non-audit services provided during the year are provided in Note 25 to the financial statements.

The board of Directors has considered the position and in accordance with the advice received from the audit committee, is satisfied that the provision of the non-audit services is compatible with the general standard of independence for auditors imposed by the *Corporations Act 2001*. The Directors are satisfied that the provision of non-audit services by the auditor, as set out in Note 25, did not compromise the auditor independence requirements of the *Corporations Act 2001* for the following reasons:

- All non-audit services have been reviewed by the audit committee to ensure they do not impact the impartiality and objectivity of the auditor;
- None of the services undermine the general principles relating to auditor independence as set out in APES 110 Code of Ethics for Professional Accountants.

### AUDITORS' INDEPENDENCE DECLARATION

A copy of the auditors' independence declaration as required under section 307C of the *Corporations Act 2001* is set out separately in this report.

### ROUNDING OF AMOUNTS

The Company is of a kind referred to in Class Order 98/0100, issued by the Australian Securities & Investments Commission, relating to the "rounding off" of amounts in the Directors' Report. Amounts in the Directors' Report have been rounded off in accordance with that Class Order to the nearest thousand dollars, or in certain cases, to the nearest dollar.

Dated in Perth this 20th day of August 2008 in accordance with a resolution of the Directors.



---

**DCA Moore**  
Managing Director

PricewaterhouseCoopers  
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## Auditor's Independence Declaration

As lead auditor for the audit of Mincor Resources NL for the year ended 30 June 2008, I declare that to the best of my knowledge and belief, there have been:

- a) no contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and
- b) no contraventions of any applicable code of professional conduct in relation to the audit.

This declaration is in respect of Mincor Resources NL and the entities it controlled during the period.



John O'Connor  
Partner  
PricewaterhouseCoopers

Perth  
20 August 2008

## INCOME STATEMENTS FOR THE YEAR ENDED 30 JUNE 2008

	Note	CONSOLIDATED		PARENT ENTITY	
		2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Revenue	3	329,340	334,507	232,488	334,507
Mining contractor costs		(65,145)	(56,566)	(63,430)	(56,566)
Ore tolling costs		(25,955)	(21,315)	(21,288)	(21,315)
Utilities expense		(9,528)	(4,607)	(5,672)	(4,607)
Royalty expense		(14,397)	(25,993)	(12,398)	(25,993)
Employee benefit expense		(34,046)	(15,263)	(19,858)	(15,263)
Finance costs	4	(548)	(417)	(492)	(417)
Foreign exchange loss		(2,010)	(5,594)	(894)	(5,594)
Exploration costs expensed	4	(12,823)	(10,333)	(4,839)	(10,153)
Depreciation and amortisation expense	4	(55,638)	(35,002)	(37,047)	(35,002)
Other expenses from ordinary activities		(17,308)	(14,408)	(12,507)	(14,405)
Profit before income tax		91,942	145,009	54,063	145,192
Income tax expense	5	(27,901)	(43,679)	(16,737)	(43,679)
Profit attributable to the members of Mincor Resources NL		64,041	101,330	37,326	101,513
		Cents	Cents		
Earnings per share	33	32.4	51.8		
Diluted earnings per share	33	32.1	51.3		

*The above Income Statements should be read in conjunction with the accompanying notes.*

## BALANCE SHEETS AS AT 30 JUNE 2008

	Note	CONSOLIDATED		PARENT ENTITY	
		2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
<b>Current Assets</b>					
Cash and cash equivalents	31	112,499	169,567	76,000	169,567
Trade and other receivables	6	32,877	57,197	28,551	57,662
Inventory	7	2,352	43	303	43
Derivative financial instruments	8	19,438	7,529	19,438	7,529
Other financial assets	9	-	11,750	-	11,750
<b>Total Current Assets</b>		<b>167,166</b>	<b>246,086</b>	<b>124,292</b>	<b>246,551</b>
<b>Non-Current Assets</b>					
Available-for-sale financial assets	10	1,707	2,951	674	1,052
Property, plant and equipment	11	78,239	50,487	46,582	50,487
Exploration, evaluation and development expenditure	12	66,369	7,485	23,038	5,749
Derivative financial instruments	8	15,476	3,764	15,476	3,764
Other financial assets	9	-	-	113,576	2,047
<b>Total Non-Current Assets</b>		<b>161,791</b>	<b>64,687</b>	<b>199,346</b>	<b>63,099</b>
<b>TOTAL ASSETS</b>		<b>328,957</b>	<b>310,773</b>	<b>323,638</b>	<b>309,650</b>
<b>Current Liabilities</b>					
Payables	13	47,532	42,270	84,879	42,269
Interest bearing liabilities	14	792	971	792	971
Current tax liabilities	15	1,954	33,039	1,954	33,039
Provisions	16	3,005	540	1,009	540
Derivative financial instruments	8	-	62,208	-	62,208
<b>Total Current Liabilities</b>		<b>53,283</b>	<b>139,028</b>	<b>88,634</b>	<b>139,027</b>
<b>Non-Current Liabilities</b>					
Interest bearing liabilities	14	1,555	2,404	1,555	2,404
Provisions	16	3,951	1,883	2,386	1,883
Deferred tax liabilities	17	31,684	7,119	19,425	6,735
Derivative financial instruments	8	-	10,073	-	10,073
<b>Total Non-Current Liabilities</b>		<b>37,190</b>	<b>21,479</b>	<b>23,366</b>	<b>21,095</b>
<b>TOTAL LIABILITIES</b>		<b>90,473</b>	<b>160,507</b>	<b>112,000</b>	<b>160,122</b>
<b>NET ASSETS</b>		<b>238,484</b>	<b>150,266</b>	<b>211,638</b>	<b>149,528</b>
<b>Equity</b>					
Contributed equity	18	31,244	29,481	31,244	29,481
Reserves	19	20,589	(25,547)	20,081	(26,662)
Retained profits	20	186,651	146,332	160,313	146,709
<b>TOTAL EQUITY</b>		<b>238,484</b>	<b>150,266</b>	<b>211,638</b>	<b>149,528</b>

*The above Balance Sheets should be read in conjunction with the accompanying notes.*

## STATEMENTS OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2008

	Note	CONSOLIDATED				PARENT ENTITY			
		Issued Capital \$'000	Retained Earnings \$'000	Other Reserves \$'000	Total Equity \$'000	Issued Capital \$'000	Retained Earnings \$'000	Other Reserves \$'000	Total Equity \$'000
<b>At 1 July 2007</b>		29,481	146,332	(25,547)	150,266	29,481	146,709	(26,662)	149,528
Change in fair value of available-for-sale investments, net of tax				(871)	(871)			(264)	(264)
Change in fair value of cash flow hedges, net of tax		-	-	46,447	46,447	-	-	46,447	46,447
<b>Total income and expense recognised directly in equity</b>		-	-	45,576	45,576	-	-	46,183	46,183
Profit for the year		-	64,041	-	64,041	-	37,326	-	37,326
<b>Total recognised income and expense for the year</b>		-	64,041	45,576	109,617	-	37,326	46,183	83,509
Issue of shares on conversion of options		1,763	-	-	1,763	1,763	-	-	1,763
Payment of dividends	21	-	(23,722)	-	(23,722)	-	(23,722)	-	(23,722)
Cost of share based payment	19	-	-	560	560	-	-	560	560
<b>At 30 June 2008</b>		<b>31,244</b>	<b>186,651</b>	<b>20,589</b>	<b>238,484</b>	<b>31,244</b>	<b>160,313</b>	<b>20,081</b>	<b>211,638</b>
<b>At 1 July 2006</b>		27,313	62,598	(18,789)	71,122	27,313	62,792	(19,525)	70,580
Change in fair value of available-for-sale investments, net of tax		-	-	169	169	-	-	(210)	(210)
Change in fair value of cash flow hedges, net of tax		-	-	(7,734)	(7,734)	-	-	(7,734)	(7,734)
<b>Total income and expense recognised directly in equity</b>		-	-	(7,565)	(7,565)	-	-	(7,944)	(7,944)
Profit for the year		-	101,330	-	101,330	-	101,513	-	101,513
<b>Total recognised income and expense for the year</b>		-	101,330	(7,565)	93,765	-	101,513	(7,944)	93,569
Issue of shares on conversion of options		2,168	-	-	2,168	2,168	-	-	2,168
Payment of dividends	21	-	(17,596)	-	(17,596)	-	(17,596)	-	(17,596)
Cost of share based payment	19	-	-	807	807	-	-	807	807
<b>At 30 June 2007</b>		<b>29,481</b>	<b>146,332</b>	<b>(25,547)</b>	<b>150,266</b>	<b>29,481</b>	<b>146,709</b>	<b>(26,662)</b>	<b>149,528</b>

*The above Statements of Changes on Equity should be read in conjunction with the accompanying notes.*



## CASH FLOWS STATEMENTS FOR THE YEAR ENDED 30 JUNE 2008

	Note	CONSOLIDATED		PARENT ENTITY	
		2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
<b>Cash Flows from Operating Activities</b>					
Receipts from customers (inclusive of GST)		339,516	369,890	241,209	369,890
Payments to suppliers and employees (inclusive of GST)		(200,552)	(168,919)	(162,343)	(168,919)
		<u>138,964</u>	<u>200,971</u>	<u>78,866</u>	<u>200,971</u>
Interest received		7,317	4,757	5,522	4,757
Other revenue		1,603	423	785	423
Interest paid		(237)	(401)	(293)	(401)
Income tax paid		(53,809)	(13,592)	(38,134)	(13,592)
<b>Net Cash Inflow from Operating Activities</b>	31(a)	<u>93,838</u>	<u>192,158</u>	<u>46,746</u>	<u>192,158</u>
<b>Cash Flows from Investing Activities</b>					
Payments for acquisition of exploration properties		(116)	(1,135)	(116)	(1,135)
Payment for purchase of subsidiary, net of cash acquired	30	(55,074)	(11,750)	(90,698)	(11,750)
Payments for available-for-sale financial assets		-	(1,300)	-	(1,300)
Payments for property, plant and equipment		(37,398)	(28,769)	(31,849)	(28,769)
Proceeds from sale of property, plant and equipment		-	5	-	5
Payments for exploration, evaluation and development expenditure		(35,331)	(9,414)	(18,487)	(9,231)
Loans from/(to) related parties		-	-	23,824	(182)
Repayments of loans from other parties		-	65	-	65
<b>Net Cash Outflow from Investing Activities</b>		<u>(127,919)</u>	<u>(52,298)</u>	<u>(117,326)</u>	<u>(52,297)</u>
<b>Cash Flows from Financing Activities</b>					
Proceeds from issues of shares		1,763	2,168	1,763	2,168
Dividends paid		(23,722)	(17,596)	(23,722)	(17,596)
Finance lease payments		(1,028)	-	(1,028)	-
<b>Net Cash Outflow from Financing Activities</b>		<u>(22,987)</u>	<u>(15,428)</u>	<u>(22,987)</u>	<u>(15,428)</u>
<b>Net (Decrease)/Increase in Cash Held</b>		<u>(57,068)</u>	<u>124,432</u>	<u>(93,567)</u>	<u>124,433</u>
Cash at the Beginning of the Financial Year		<u>169,567</u>	<u>45,135</u>	<u>169,567</u>	<u>45,134</u>
<b>Cash at the End of the Financial Year</b>	31(b)	<u>112,499</u>	<u>169,567</u>	<u>76,000</u>	<u>169,567</u>
Non-cash financing and investing activities	32				

*The above Cash Flows Statements should be read in conjunction with the accompanying notes.*

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## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2008

### NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of the financial report are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated. The financial report includes separate financial statements for Mincor Resources NL as an individual entity and the consolidated entity consisting of Mincor Resources NL and its subsidiaries.

#### a) Basis of Preparation

This general purpose financial report has been prepared in accordance with Australian Accounting Standards, other authoritative pronouncements of the Australian Accounting Standards Board, Urgent Issues Group Interpretations and the *Corporations Act 2001*. Comparative information is reclassified where appropriate to enhance comparability.

##### **Compliance with IFRSs**

Australian Accounting Standards include Australian equivalents to International Financial Reporting Standards ("AIFRS"). Compliance with AIFRS ensures that the financial report of Mincor Resources NL complies with International Financial Reporting Standards ("IFRS").

##### **Historical Cost Convention**

These financial statements have been prepared under the historical cost convention, as modified by the revaluation of available-for-sale financial assets, financial assets and liabilities (including derivative instruments) at fair value either through profit or loss or equity and certain classes of property, plant and equipment.

#### b) Principles of Consolidation

##### **Subsidiaries**

The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of Mincor Resources NL ("company" or "parent entity") as at 30 June 2008 and the results of all subsidiaries for the year then ended. Mincor Resources NL and its subsidiaries together are referred to in this financial report as the Group or the consolidated entity.

Subsidiaries are all those entities (including special purpose entities) over which the consolidated entity has power to govern the financial and operating policies, generally accompanying a shareholding of more than one-half of the voting rights. The existence and effect of potential voting rights that are currently exercisable or convertible are considered when assessing whether the consolidated entity controls another entity.

Subsidiaries are fully consolidated from the date on which control is transferred to the consolidated entity. They are de-consolidated from the date that control ceases.

The purchase method of accounting is used to account for the acquisition of subsidiaries by the consolidated entity (refer to Note 1(s)).

Intercompany transactions, balances and unrealised gains on transaction between Group companies are eliminated. Unrealised losses are also eliminated unless the transaction provides evidence of the impairment of the asset transferred. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the Group.

Investments in subsidiaries are accounted for at a cost in the individual financial statements of Mincor Resources NL.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 1

#### SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

##### c) Segment Reporting

A business segment is identified for a group of assets and operations engaged in providing products or services that are subject to risks and returns that are different to those of other business segments. A geographical segment is identified when products or services are provided within a particular economic environment and is subject to risks and returns that are different from those of segments operating in other economic environments.

##### d) Revenue Recognition

Sales revenue comprises revenue earned from the provision of products to entities outside the consolidated entity. Sales revenue is recognised when the product is delivered and:

- risk has been passed to the customer;
- the product is in a form suitable for delivery;
- the quantity of the product can be determined with reasonable accuracy;
- the product has been despatched to the customer and is no longer under the physical control of the producer; and
- the selling price can be determined with reasonable accuracy.

Sales revenue represents gross proceeds receivable from the customer. Sales are initially recognised at estimated sales value when the product is delivered. Adjustments are made for variations in metal price, assay, weight and currency between the time of delivery and the time of final settlement of sales proceeds.

Interest income is recognised as it accrues using the effective interest rate method.

##### e) Property, Plant and Equipment

Office property, plant and equipment are stated at historical cost less depreciation. Historical costs include expenditure that is directly attributable to the acquisition of the items.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Group and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.

Office property, plant and equipment are depreciated or amortised over their estimated useful economic lives using either the straight line or reducing balance method. The expected useful lives are as follows:

- Plant and Equipment - 2 to 5 years
- Furniture and Fittings - 3 to 10 years

Refer to Notes 1(i), 1(j), 1(k) and 1(l) for the accounting policy with respect to exploration and evaluation expenditure, development properties, mine properties, and mine buildings, machinery and equipment.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These are included in the income statement.

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## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 1

#### SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

##### f) Income Tax

The income tax expense or revenue for the period is the tax payable on the current period's taxable income based on the national income tax rate for each jurisdiction adjusted by changes in deferred tax assets and liabilities attributable to temporary differences and to unused tax losses.

Deferred income tax is provided in full, using the liability method, on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the consolidated financial statements. However, deferred income tax is not accounted for if it arises from initial recognition of an asset or liability in a transaction other than a business combination that at the time of the transaction affects neither accounting nor taxable profit or loss. Deferred income tax is determined using tax rates (and laws) that have been enacted or substantially enacted by the balance sheet date and are expected to apply when the related deferred income tax asset is realised or the deferred income tax liability is settled.

Deferred tax assets are recognised for deductible temporary differences and unused tax losses only if it is probable that future taxable amounts will be available to utilise those temporary differences and losses.

Deferred tax liabilities and assets are not recognised for temporary differences between the carrying amount and tax bases of investments in controlled entities where the parent entity is able to control the timing of the reversal of the temporary differences and it is probable that the differences will not reverse in the foreseeable future.

Current and deferred tax balances attributable to amounts recognised directly in equity are also recognised directly in equity.

##### ***Tax Consolidation Legislation***

Mincor Resources NL and its wholly-owned Australian controlled entities have implemented the tax consolidation legislation.

The head entity, Mincor Resources NL and the controlled entities in the tax consolidated group account for their own current and deferred tax amounts. These tax amounts are measured on the basis that each entity is subject to tax as part of the tax consolidated group.

In addition to its own current and deferred tax amounts, Mincor Resources NL also recognises the current tax liabilities (or assets) and the deferred tax assets arising from unused tax losses and unused tax credits assumed from controlled entities in the tax consolidated group.

Assets or liabilities arising under tax funding arrangements with the tax consolidated entities are recognised as amounts receivable from or payable to entities in the consolidated entity. Details about the funding agreement are disclosed in Note 5.

Any difference between the amounts assumed and amounts receivable or payable under the tax funding agreement are recognised as a contribution to (or distribution from) wholly-owned tax consolidated entities.

##### g) Foreign Currency Translation

##### i) ***Functional and Presentation Currency***

Items included in the financial statements of each of the consolidated entity's entities are measured using the currency of the primary economic environment in which the entity operates ("the functional currency"). The consolidated financial statements are presented in Australian dollars, which is Mincor Resources NL's functional and presentation currency.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 1

#### SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

##### g) Foreign Currency Translation (continued)

##### ii) Transactions and Balances

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the income statement, except when they are deferred in equity as qualifying cash flow hedges and qualifying net investment hedges or are attributable to part of the net investment in a foreign operation.

Translation differences on non-monetary financial assets and liabilities such as equities held at fair value through profit or loss are recognised in profit and loss as part of the fair value gain or loss. Translation differences on non-monetary items such as equities classified as available-for-sale financial assets are included in the fair value reserve in equity.

##### iii) Group Companies

The results and financial position of all the consolidated entity's entities (none of which has the currency of a hyperinflationary economy) that have a functional currency different from the presentation currency are translated into the presentation currency as follows:

- assets and liabilities for each balance sheet presented are translated at the closing rate at the date of that balance sheet;
- income and expenses for each income statement are translated at average exchange rates (unless this is not a reasonable approximation of the cumulative effect of the rates prevailing on the transaction dates, in which case income and expenses are translated at the dates of the transactions); and
- all resulting exchange differences are recognised as a separate component of equity.

On consolidation, exchange differences arising from the translation of any net investment in foreign entities, and of borrowings and other currency instruments designated as hedges of such investments, are taken to shareholders' equity. When a foreign operation is sold or borrowings repaid, a proportionate share of such exchange differences are recognised in the income statement as part of the gain or loss on sale.

Goodwill and fair value adjustments arising on the acquisition of a foreign entity are treated as assets and liabilities of the foreign entity and translated at the closing rate.

##### h) Inventories

##### *Raw materials and stores, work in progress and finished goods*

Raw materials and stores, work in progress and finished goods are stated at the lower of cost and net realisable value. Cost comprises direct materials, direct labour and an appropriate proportion of variable and fixed overhead expenditure, the latter being allocated on the basis of normal operating capacity.

Costs are assigned to individual items of stock on the basis of weighted average costs. Net realisable value is the estimated selling price in the ordinary course of business less estimated costs of completion and the estimated costs necessary to make the sale.

##### i) Exploration and Evaluation Expenditure

Identifiable exploration assets acquired are recognised as assets at their cost of acquisition.

Subsequent exploration and evaluation costs related to an area of interest are written off as incurred except they may be carried forward as an item in the balance sheet where the rights of tenure of an area are current and one of the following conditions is met:

- the costs are expected to be recouped through successful development and exploitation of the area of interest, or alternatively, by its sale; and

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 1

#### SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

##### i) Exploration and Evaluation Expenditure (continued)

- exploration and/or evaluation activities in the area of interest have not at the reporting date reached a stage which permits a reasonable assessment of the existence or otherwise of economically recoverable reserves, and active and significant operations in, or in relation to, the area of interest are continuing.

Acquired exploration assets are not written down below acquisition cost until such time as the acquisition cost is not expected to be recovered through use or sale.

##### j) Development Expenditure

Development expenditure incurred by or on behalf of the consolidated entity is accumulated separately for each area of interest in which economically recoverable reserves have been identified to the satisfaction of the Directors. Such expenditure comprises net direct costs and an appropriate portion of related overhead expenditure having a specific nexus with the development property.

Once a development decision has been taken, any deferred exploration and evaluation expenditure is transferred to "Development Expenditure".

All expenditure incurred prior to the commencement of commercial levels of production from each development property, is carried forward to the extent to which recoupment out of revenue to be derived from the sale of production from the relevant development property, or from the sale of that property, is reasonably assured.

No amortisation is provided in respect of development properties until they are reclassified as "Mine Properties" following a decision to commence mining.

##### k) Mine Properties

Mine properties represent the accumulation of all exploration, evaluation and development expenditure incurred by or on behalf of the consolidated entity in relation to areas of interest in which mining of a mineral resource has commenced.

When further development expenditure is incurred in respect of a mine property after the commencement of production, such expenditure is carried forward as part of the mine property only when it is probable that the associated future economic benefits will flow to the consolidated entity, otherwise such expenditure is classified as part of the cost of production.

Amortisation of costs are provided on the unit-of-production method with separate calculations being made for each mineral resource. The unit-of-production basis results in an amortisation charge proportional to the depletion of the economically recoverable mineral reserves.

##### l) Mine Buildings, Machinery and Equipment

The cost of each item of buildings, machinery and equipment is written off over its expected useful life using either the unit-of-production or straight-line method. Cost includes expenditure that is directly attributable to the acquisition of the items. The unit-of-production basis results in an amortisation charge proportional to the depletion of the recoverable mineral reserves. Each item's economic life has due regard to both its own physical life limitations and to present assessments of recoverable mineral reserves of the mine property at which the item is located, and to possible future variations in those assessments.

Estimates of remaining useful lives are made on a regular basis for all mine buildings, machinery and equipment, with annual reassessments of major items.

The expected useful lives are as follows:

- Mine buildings – the shorter of applicable mine life and 5 years;
- Machinery and equipment – the shorter of applicable mine life and 2 to 10 years, depending on the nature of the asset.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 1

#### SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

##### m) Borrowing Costs

Borrowing costs are recognised as expenses in the period in which they are incurred, except where they are included in the cost of qualifying assets. Qualifying assets are assets that take more than 12 months to prepare for their intended use or sale.

The capitalisation rate used to determine the amount of borrowing costs to be capitalised is the weighted average interest rate applicable to the entity's outstanding borrowings during the year. No interest was capitalised in 2008 (2007: Nil).

Borrowing costs include:

- interest on bank overdrafts and short-term and long-term borrowings;
- amortisation of ancillary costs incurred in connection with the arrangement of borrowings, and
- finance lease charges.

##### n) Leased Non-Current Assets

Leases of property, plant and equipment where the consolidated entity has substantially all the risks and rewards of ownership are classified as finance leases. Finance leases are capitalised at the lease's inception at the fair value of the leased property or, if lower, the present value of the minimum lease payments. The corresponding rental obligations, net of finance charges, are included in interest bearing liabilities. Each lease payment is allocated between the liability and finance cost so as to achieve a constant rate on the finance balance outstanding. The interest element of the finance cost is charged to the income statement over the lease period so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period. The property, plant and equipment acquired under finance leases is depreciated in accordance with policy 1(e) above.

Leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases (net of any incentives received from the lessor) are charged to the income statement on a straight-line basis over the period of the lease.

Lease income from operating leases where the consolidated entity is a lessor is recognised in income on a straight-line basis over the lease term.

##### o) Joint Ventures

The proportionate interests in the assets, liabilities and expenses of jointly controlled assets have been incorporated in the financial statements under the appropriate headings. Details of the joint ventures are set out in Note 28.

##### p) Employee Benefits

###### i) Wages and Salaries, Annual Leave and Sick Leave

Liabilities for wages and salaries, including non-monetary benefits, annual leave and accumulating sick leave expected to be settled within 12 months of the reporting date are recognised in other payables in respect of employees' services up to the reporting date and are measured at the amounts expected to be paid when the liabilities are settled. Liabilities for non-accumulating sick leave are recognised when the leave is taken and measured at the rates paid or payable.

###### ii) Long Service Leave

The liability for long service leave is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

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## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 1

#### SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

##### p) Employee Benefits (continued)

###### iii) Share-based Payments

Share-based compensation benefits are provided to employees via the Mincor Resources NL 2002 Employee Share Option Plan, the Prospectus issued 6 December 2007 and an Executive Share Option Scheme.

The fair value of options granted under both the Mincor Resources NL 2002 Employee Share Option Plan, the Prospectus issued 6 December 2007 and the Executive Share Option Scheme is recognised as an employee benefit expense with a corresponding increase in equity. The fair value is measured at grant date and recognised over the period during which the employees become unconditionally entitled to the options.

The fair value at grant date is independently determined using a Binomial option valuation model that takes into account the exercise price, the term of the option, the vesting and performance criteria, the impact of dilution, the non-tradeable nature of the option, the share price at grant date and expected price volatility of the underlying share, the expected dividend yield and the risk-free interest rate for the term of the option.

The fair value of the options granted excludes the impact of any non-market vesting conditions (for example, profitability and sales growth targets). Non-market vesting conditions are included in assumptions about the number of options that are expected to become exercisable. At each balance sheet date, the entity revises its estimate of the number of options that are expected to become exercisable. The employee benefit expense recognised each period takes into account the most recent estimate. The impact of the revision to original estimates, if any, is recognised in the income statement with a corresponding adjustment to equity.

##### q) Cash and Cash Equivalents

For cash flow statement presentation purposes, cash and cash equivalents includes deposits at call, short-term bank bills, and cash at bank and in transit, all of which are used in the cash management function on a day to day basis, net of outstanding bank overdrafts.

##### r) Trade and Other Payables

These amounts represent liabilities for goods and services provided to the consolidated entity prior to the end of the financial year which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

##### s) Business Combinations

The purchase method of accounting is used to account for all business combinations, including business combinations involving entities or businesses under common control, regardless of whether equity instruments or other assets are acquired. Cost is measured as the fair value of the assets given, equity investments issued or liabilities incurred or assumed at the date of exchange plus costs directly attributable to the acquisition. Where equity instruments are issued in an acquisition, the fair value of the instruments is their published market price as at the date of exchange unless, in rare circumstances, it can be demonstrated that the published price at the date of exchange is an unreliable indicator of fair value and that other evidence and valuation methods provide a more reliable measure of fair value. Transaction costs arising on the issue of equity instruments are recognised directly in equity.

Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination are measured initially at their fair values at the acquisition date, irrespective of the extent of any minority interest. The excess of the cost of acquisition over the fair value of the consolidated entity's share of the identifiable net assets acquired is recorded as goodwill. If the cost of acquisition is less than the consolidated entity's share of the fair value of the identifiable net assets of the subsidiary acquired, the difference is recognised directly in the income statement, but only after a reassessment of the identification and measurement of the net assets acquired.



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## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 1

#### SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

##### s) Business Combinations (continued)

Where settlement of any part of the cash consideration is deferred, the amounts payable in the future are discounted to their present value as at the date of exchange. The discount rate used is the entity's incremental borrowing rate, being the rate at which a similar borrowing could be obtained from an independent financier under comparable terms and conditions.

##### t) Impairment of Assets

Assets that have an indefinite useful life are not subject to amortisation and are tested annually for impairment. Assets that are subject to amortisation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (cash generating units).

Non-financial assets other than goodwill that suffered an impairment are reviewed for possible reversal of the impairment at each reporting date.

##### u) Investments and Other Financial Assets

###### **Classification**

The consolidated entity classifies its investments into the following categories:

- financial assets at fair value through profit or loss;
- loans and receivables;
- held-to-maturity investments, and
- available-for-sale financial assets.

The classification depends on the purpose for which the investments were acquired. The Company determines the classification of its investments at initial recognition, and in the case of assets classified as held-to-maturity re-evaluates this designation at each reporting date.

###### *i) Financial Assets at Fair Value through Profit or Loss*

Financial assets at fair value through profit or loss are financial assets held for trading. A financial asset is classified in this category if acquired principally for the purpose of selling in the short term. The policy of management is to designate a financial asset if there exists the possibility it will be sold in the short term and the asset is subject to frequent changes in fair value.

Derivatives are also categorised as held for trading unless they are designated as hedges. Assets in this category are classified as current assets.

###### *ii) Loans and Receivables*

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They arise when the consolidated entity provides money, goods or services directly to a debtor with no intention of selling the receivable. They are included in current assets, except for those with maturities greater than 12 months after the balance sheet date, which are classified as non-current assets. Loans and receivables are included in trade and other receivables in the balance sheet.

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## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 1

#### SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

##### u) Investments and Other Financial Assets (continued)

###### iii) Held-to-maturity Investments

Held-to-maturity investments are non-derivative financial assets with fixed or determinable payments and fixed maturities that the consolidated entity's management has the positive intention and ability to hold to maturity. Held to maturity financial assets are included in non-current amounts, except for those with maturities less than 12 months from the reporting date, which are classified as current assets.

###### iv) Available-for-sale Financial Assets

Available-for-sale financial assets, comprising principally marketable equity securities, are non-derivatives that are either designated in this category or not classified in any of the other categories. They are included in non-current assets unless management intends to dispose of the investment within 12 months of the balance sheet date.

##### **Recognition and De-recognition**

Purchases and sales of financial assets are recognised on trade-date – the date on which the consolidated entity commits to purchase or sell the asset. Investments are initially recognised at fair value plus transaction costs for all financial assets not carried at fair value through profit or loss. Financial assets at fair value through profit and loss are initially recognised at fair value and transactional costs are expensed in the income statement. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the consolidated entity has transferred substantially all the risks and rewards of ownership.

When securities classified as available-for-sale are sold, the accumulated fair value adjustments recognised in equity are included in the income statement as gains and losses from investment securities.

##### **Subsequent Measurement**

Loans and receivables and held-to-maturity investments are carried at amortised cost using the effective interest method.

Available-for-sale financial assets and financial assets at fair value through profit and loss are subsequently carried at fair value. Realised and unrealised gains and losses arising from changes in the fair value of the 'financial assets at fair value through profit or loss' category are included in the income statement in the period in which they arise. Unrealised gains and losses arising from changes in the fair value of non-monetary securities classified as available-for-sale are recognised in equity in the available-for-sale investments revaluation reserve. When securities classified as available-for-sale are sold or impaired, the accumulated fair value adjustments are included in the income statement as gains and losses from investment securities.

##### **Fair value**

The fair values of quoted investments are based on current bid prices. If the market for a financial asset is not active (and for unlisted securities), the consolidated entity establishes fair value by using valuation techniques. These include reference to the fair values of recent arm's length transactions, involving the same instruments or other instruments that are substantially the same, discounted cash flow analysis, and option pricing models refined to reflect the issuer's specific circumstances.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 1

#### SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

##### u) Investments and Other Financial Assets (continued)

###### *Impairment*

The consolidated entity assesses at each balance date whether there is objective evidence that a financial asset or group of financial assets is impaired. In the case of equity securities classified as available-for-sale, a significant or prolonged decline in the fair value of a security below its cost is considered as an indicator that the securities are impaired. If any such evidence exists for available-for-sale financial assets, the cumulative loss – measured as the difference between the acquisition cost and the current fair value, less any impairment loss on that financial asset previously recognised in profit and loss – is removed from equity and recognised in the income statement. Impairment losses recognised in the income statement on equity instruments are not reversed through the income statement.

##### v) Derivatives

Derivatives are initially recognised at fair value on the date a derivative contract is entered into and are subsequently remeasured to their fair value at each reporting date. The method of recognising the resulting gain or loss depends on whether the derivative is designated as a hedging instrument, and if so, the nature of the item being hedged. The consolidated entity designates certain derivatives as either:

- hedges of the fair value of recognised assets or liabilities or a firm commitment (fair value hedges); or
- hedges of highly probable forecast transactions (cash flow hedges).

The consolidated entity documents at the inception of the transaction the relationship between hedging instruments and hedged items, as well as its risk management objective and strategy for undertaking various hedge transactions. The consolidated entity also documents its assessment, both at hedge inception and on an ongoing basis, of whether the derivatives that are used in hedging transactions have been and will continue to be highly effective in offsetting changes in fair values or cash flows of hedged items.

The fair values of various derivative financial instruments used for hedging purposes are disclosed in Note 8. Movements in the hedging reserve in shareholders' equity are shown in Note 19. The full fair value of a hedging derivative is classified as a non-current asset or liability when the remaining maturity of the hedged item is more than 12 months; it is classified as a current asset or a liability when the remaining maturity of the hedged item is less than 12 months.

##### i) Fair Value Hedge

Changes in the fair value of derivatives that are designated and qualify as fair value hedges are recorded in the income statement, together with any changes in the fair value of the hedged asset or liability that are attributable to the hedged risk. If the hedge no longer meets the criteria for hedge accounting, the adjustment to the carrying amount of a hedge item for which the effective interest method is used is amortised to profit or loss over the period to maturity using a recalculated effective investment rate.

##### ii) Cash Flow Hedge

The effective portion of changes in the fair value of derivatives that are designated and qualify as cash flow hedges is recognised in equity in the hedging reserve. The gain or loss relating to the ineffective portion is recognised immediately in the income statement within other income or other expense.

Amounts accumulated in equity are recycled in the income statement in the periods when the hedged item affects profit or loss (for instance when the forecast sale that is hedged takes place). However, when the forecast transaction that is hedged results in the recognition of a non-financial asset or a non-financial liability, the gains and losses previously deferred in equity are transferred from equity and included in the measurement of the initial cost or carrying amount of the asset or liability.

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## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 1

#### SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

##### v) Derivatives (continued)

##### ii) Cash Flow Hedge (continued)

When a hedging instrument expires or is sold or terminated, or when a hedge no longer meets the criteria for hedge accounting, any cumulative gain or loss existing in equity at that time remains in equity and is recognised when the forecast transaction is ultimately recognised in the income statement. When a forecast transaction is no longer expected to occur, the cumulative gain or loss that was reported in equity is immediately transferred to the income statement.

##### iii) Derivatives that do not qualify for hedge accounting

Certain derivative instruments do not qualify for hedge accounting. Changes in the fair value of any derivative instrument that does not qualify for hedge accounting are recognised immediately in the income statement and are included in other income or other expenses.

##### w) Fair Value Estimation

The fair value of financial assets and financial liabilities must be estimated for recognition and measurement or for disclosure purposes.

The fair value of financial instruments traded in active markets (such as publicly traded derivatives, and trading and available-for-sale securities) is based on quoted market prices at the balance sheet date. The quoted market price used for financial assets held by the consolidated entity is the current bid price and the appropriate quoted market price for financial liabilities is the current ask price.

The fair value of financial instruments that are not traded in an active market (for example, over-the-counter derivatives) is determined using valuation techniques. The consolidated entity uses a variety of methods and makes assumptions that are based on market conditions existing at each balance date. Quoted market prices or dealer quotes for similar instruments are used for long-term debt instruments held. Other techniques, such as estimated discounted cash flows, are used to determine fair value for the remaining financial instruments. The fair value of forward exchange contracts is determined using forward exchange market rates at the balance sheet date.

The carrying value less impairment provision of trade receivables and payables are assumed to approximate their fair values due to their short-term nature. The fair value of financial liabilities for disclosure purposes is estimated by discounting the future contractual cash flows at the current market interest rate that is available to the consolidated entity for similar financial instruments.

##### x) Contributed Equity

Ordinary shares are classified as equity.

Incremental costs directly attributable to the issue of new shares or options are shown in equity as a deduction, net of tax, from the proceeds. Incremental costs directly attributable to the issue of new shares or options for the acquisition of a business are not included in the cost of the acquisition as part of the purchase consideration.

##### y) Dividends

Provision is made for the amount of any dividend declared, determined or publicly recommended by the Directors on or before the end of the financial period but not distributed at balance date.

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## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 1

#### SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

##### **z) Earnings per Share**

###### **i) Basic Earnings per Share**

Basic earnings per share is calculated by dividing the profit attributable to equity holders of the company, excluding any costs of servicing equity other than ordinary shares, by the weighted average number of ordinary shares outstanding during the financial year, adjusted for bonus elements in ordinary shares issued during the year.

###### **ii) Diluted Earnings per Share**

Diluted earnings per share adjusts the figures used in the determination of basic earnings per share to take into account the after income tax effect of interest and other financing costs associated with dilutive potential ordinary shares and the weighted average number of shares assumed to have been issued for no consideration in relation to dilutive potential ordinary shares.

##### **aa) Rehabilitation and Mine Closure Costs**

The consolidated entity has obligations to dismantle, remove, restore and rehabilitate certain items of property, plant and equipment.

Under AASB 116 Property, Plant and Equipment, the cost of an asset includes any estimated costs of dismantling and removing the asset and restoring the site on which it is located. The capitalised rehabilitation and mine closure costs are depreciated (along with the other costs included in the asset) over the asset's useful life.

AASB 137 Provisions, Contingent Liabilities and Contingent Assets requires a provision to be raised for the present value of the estimated cost of settling the rehabilitation and restoration obligations existing at balance date. The estimated costs are discounted using a pre-tax discount rate that reflects the time value of money. The discount rate does not reflect risks for which future cash flow estimates have been adjusted. As the value of the provision represents the discounted value of the present obligation to restore, dismantle and rehabilitate, the increase in the provision due to the passage of time is recognised as a borrowing cost.

##### **ab) Royalties**

Royalties, to the extent that they represent period costs, are accrued and charged against earnings when the liability from production or sale of the mineral crystallises.

In the case of business combinations, future royalty payments may represent contingent purchase consideration. Where this is the case and an estimate of the probable payments can be reliably measured, such amounts are included in the cost of the business combination.

##### **ac) Goods and Services Tax (GST)**

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the taxation authority. In this case it is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the taxation authority is included with other receivables or payables in the balance sheet.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the taxation authority, are presented as operating cash flow.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 1

#### SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

##### ad) Critical Accounting Estimates and Judgements

Critical accounting estimates and judgements are continually evaluated and are based on management's historical experience and knowledge of relevant facts and circumstances at that time.

The consolidated entity makes estimates and judgements concerning the future. The resulting accounting estimates and judgements may differ from the related actual results and may have a significant effect on the carrying amounts of assets and liabilities within the next financial year and on the amounts recognised in the financial statements. Information on such estimates and judgements are contained in the accounting policies and/or notes to the financial statements.

Key accounting estimates include:

- estimation of sales revenue when product is delivered (Note 1(d));
- estimation of royalties based on estimated sales revenue;
- estimation of dismantling, restoration costs, environmental clean up costs and the timing of this expenditure (Notes 1(aa) and 16);
- asset carrying value and impairment charges;
- determination of ore reserves; and
- capitalisation and impairment of exploration and evaluation expenditure.

Critical judgements in applying the entity's accounting policies include determining:

- the effectiveness of forward foreign exchange contracts and futures commodity contracts as cash flow hedges and fair value hedges (Note 1(v)).

##### ae) New Accounting Standards and Interpretations

Certain new accounting standards and interpretations have been published that are not mandatory for the 30 June 2008 reporting period. The consolidated entity's and the parent entity's assessment of the impact of these standards and interpretations is set out below.

##### ***AASB 8 Operating Segments and AASB 2007-3 Amendments to Australian Accounting Standards arising from AASB 8***

AASB 8 and AASB 2007-3 are effective for annual reporting periods commencing on or after 1 January 2009. AASB 8 will result in a change in the approach to segment reporting, as it requires adoption of a "management approach" to reporting on the financial performance. The information being reported will be based on what the key decision-makers use internally for evaluating segment performance and deciding how to allocate resources to operating segments. The consolidated entity has not yet decided when it will be adopting AASB 8. Application of AASB 8 may result in different segments, segment results and different information being reported in the segment note of the financial report. However, it will not affect any of the amounts recognised in the financial statements.

##### ***Revised AASB 123 Borrowing Costs and AASB 2007-6 Amendments to Australian Accounting Standards arising from AASB 123 [AASB 1, AASB 101, AASB 107, AASB 111, AASB 116 & AASB 138 and Interpretations 1 & 12]***

The revised AASB 123 is applicable to annual reporting periods commencing on or after 1 January 2009. It has removed the option to expense all borrowing costs and - when adopted - will require the capitalisation of all borrowing costs directly attributable to the acquisition, construction or production of a qualifying asset. There will be no impact on the financial report of the consolidated or parent entity, as the consolidated and parent entity already capitalises its borrowing costs for qualifying assets.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 1

#### SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

##### ae) New Accounting Standards and Interpretations (continued)

###### ***Revised AASB 101 Presentation of Financial Statements and AASB 2007-8 Amendments to Australian Accounting Standards arising from AASB 101***

The revised AASB 101 that was issued in September 2007 is applicable for annual reporting periods beginning on or after 1 January 2009. It requires the presentation of a statement of comprehensive income and makes changes to the statement of changes in equity but will not affect any of the amounts recognised in the financial statements. If an entity has made a prior period adjustment or a reclassification of items in the financial statements, it will also need to disclose a third balance sheet (statement of financial position), this one being as at the beginning of the comparative period.

###### ***AASB 2008-1 Amendments to Australian Accounting Standard - Share-based Payments: Vesting Conditions and Cancellations***

AASB 2008-1 was issued in February 2008 and will become applicable for annual reporting periods beginning on or after 1 January 2009. The revised standard clarifies that vesting conditions are service conditions and performance conditions only and that other features of a share-based payment are not vesting conditions. It also specifies that all cancellations, whether by the entity or by other parties, should receive the same accounting treatment. The consolidated entity will apply the revised standard from 1 July 2009, but it is not expected to affect the accounting for the consolidated entity's share-based payments.

###### ***Revised AASB 3 Business Combinations, AASB 127 Consolidated and Separate Financial Statements and AASB 2008-3 Amendments to Australian Accounting Standards arising from AASB 3 and AASB 127***

Revised accounting standards for business combinations and consolidated financial statements were issued in March 2008 and are operative for annual reporting periods beginning on or after 1 July 2009, but may be applied earlier. The consolidated entity has not yet decided when it will apply the revised standards. However, the new rules generally apply only prospectively to transactions that occur after the application date of the standard. Their impact will therefore depend on whether the consolidated entity or parent entity will enter into any business combinations or other transactions that affect the level of ownership held in the controlled entities in the year of initial application. For example, under the new rules:

- all payments (including contingent consideration) to purchase a business are to be recorded at fair value at the acquisition date, with contingent payments subsequently remeasured at fair value through income;
- all transaction cost will be expensed;
- the Group will need to decide whether to continue calculating goodwill based only on the parent's share of net assets or whether to recognise goodwill also in relation to the non-controlling (minority) interest; and
- when control is lost, any continuing ownership interest in the entity will be remeasured to fair value and a gain or loss recognised in profit or loss.

##### af) Rounding of Amounts

The Company is of a kind referred to in Class Order 98/0100, issued by the Australian Securities and Investments Commission, relating to the "rounding off" of amounts in the financial report. Amounts in the financial report have been rounded off in accordance with that Class Order to the nearest thousand dollars, or in certain cases, to the nearest dollar.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 2 FINANCIAL RISK MANAGEMENT

The consolidated entity's activities expose it to a variety of financial risks: market risk (including currency risk, price risk and interest rate risk), credit risk and liquidity risk. The consolidated entity's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of the consolidated entity. The consolidated entity uses derivative financial instruments such as forward foreign exchange contracts and commodity price futures to hedge certain risk exposures. Derivatives are exclusively used for hedging purposes and not as trading or other speculative instruments.

Financial risk management is carried out by senior management utilising policies approved by the Board of Directors. The Board provides written policies covering specific areas, such as mitigating foreign exchange and price risks, use of derivative financial instruments and investing excess liquidity. The consolidated entity uses different methods to measure the different types of risk to which it is exposed. These methods include sensitivity analysis in the case of foreign exchange, commodity price and interest rate risks.

The consolidated entity hedges less than 60% of its proved and probable ore reserves from its combined operations. The consolidated entity will not hedge more than 80% of its budgeted or forecast production over any 6 month period and will not enter into hedging contracts that terminate less than 6 months before planned exhaustion of ore reserves.

There has been no change to the consolidated entity's exposure to market risks or the manner in which it manages and measures the risk.

#### (a) Market risk

##### (i) Foreign exchange risk

Foreign exchange risk arises when future commercial transactions and recognised financial assets and financial liabilities are denominated in a currency that is not the entity's functional currency. The entity manages its foreign exchange risk exposure arising from future commercial transactions through sensitivity analysis, cash flow management and forecasting.

The consolidated entity and parent entity is exposed to foreign exchange risk principally through the sale of commodities denominated in US dollars. The consolidated entity hedges part of this exposure through the use of derivative instruments in accordance with policies approved by the Board of Directors.

The consolidated entity's exposure to foreign currency risk at the reporting date was as follows:

	30 June 2008	30 June 2007
	USD	USD
	\$'000	\$'000
Cash and cash equivalents	16,838	35,902
Trade and other receivables	26,307	46,625
Derivative financial instruments		
- Futures commodity contracts	89,975	137,989
- Forward foreign exchange contracts	(83,083)	(134,426)



## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 2 FINANCIAL RISK MANAGEMENT (continued)

#### (a) Market risk (continued)

##### (i) Foreign exchange risk (continued)

The parent entity's exposure to foreign currency risk at the reporting date was as follows:

	30 June 2008	30 June 2007
	USD	USD
	\$'000	\$'000
Cash and cash equivalents	7,179	35,902
Trade and other receivables	20,774	46,625
Derivative financial instruments		
- Futures commodity contracts	89,975	137,989
- Forward foreign exchange contracts	(83,083)	(134,426)

#### Group sensitivity

Based on the financial instruments held at 30 June 2008, had the Australian dollar strengthened/weakened by 10% against the US dollar with all other variables held constant, the consolidated entity's post-tax profit for the year would have been \$2,141,000 lower/\$3,203,000 higher (2007: \$6,081,000 lower/\$7,435,000 higher), mainly as a result of foreign exchange gains/losses on translation of US dollar denominated trade receivables and US dollar denominated cash and cash equivalents.

Equity would have been \$2,355,000 higher/\$2,292,000 lower (2007: \$2,685,000 higher/\$3,279,000 lower) had the Australian dollar strengthened/weakened by 10% against the US dollar, arising mainly from US dollar denominated trade receivables, US dollar denominated cash and cash equivalents and currency hedging contracts.

#### Parent entity sensitivity

Based on the financial instruments held at 30 June 2008, had the Australian dollar strengthened/weakened by 10% against the US dollar with all other variables held constant, the consolidated entity's post-tax profit for the year would have been \$1,237,000 lower/\$1,851,000 higher (2007: \$6,081,000 lower/\$7,435,000 higher). This is as a result of foreign exchange gains/losses on translation of US dollar denominated trade receivables and US dollar denominated cash and cash equivalents.

Equity would have been \$3,259,000 higher/\$3,644,000 lower (2007: \$2,685,000 higher/\$3,279,000 lower) had the Australian dollar strengthened/weakened by 10% against the US dollar, mainly as a result of US dollar denominated trade receivables, US dollar denominated cash and cash equivalents and currency hedging contracts.

##### (ii) Price risk

The consolidated entity and the parent entity are exposed to commodity price risk and equity security price risk. Commodity price risk arises from the sales of nickel, copper and cobalt. The entity manages its commodity price risk exposure arising from future commodity sales through sensitivity analysis, cashflow management and forecasting.

Equity security price risk arises from investments held by the consolidated entity and the parent entity and are classified as available-for-sale instruments. The price risk for equity securities classified as available-for-sale instruments is not material to post tax profit or total equity and has not been included in the sensitivity analysis.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 2 FINANCIAL RISK MANAGEMENT (continued)

#### (a) Market risk (continued)

#### (ii) Price risk (continued)

##### Group sensitivity

Based on the financial instruments held at 30 June 2008, had commodity prices strengthened/weakened by 10% against those recognised with all other variables held constant, the consolidated entity's post-tax profit for the year would have been \$1,394,000 higher/\$1,394,000 lower (2007: \$3,272,000 higher/\$3,272,000 lower), and equity would have been \$2,345,000 lower/\$2,345,000 higher (2007: \$9,322,000 lower/\$9,322,000 higher).

##### Parent entity sensitivity

Based on the financial instruments held at 30 June 2008, had commodity prices strengthened/weakened by 10% against those recognised with all other variables held constant, the consolidated entity's post-tax profit for the year would have been \$991,000 higher/\$991,000 lower (2007: \$3,727,000 higher/\$3,727,000 lower), and equity would have been \$2,748,000 lower/\$2,748,000 higher (2007: \$9,322,000 lower/\$9,322,000 higher).

#### (iii) Cash flow interest rate risk

Interest rate risk arises from the consolidated entity's cash and cash equivalents earning interest at variable rates. The significance and management of the risks to the consolidated entity and the parent entity are dependant on a number of factors including:

- interest rates;
- level of cash, liquid investments and borrowings and their term;
- maturity dates of investments.

At the reporting date, the consolidated entity's exposure to interest rate risk and the effective weighted average interest rate for classes of financial assets and financial liabilities are set out below:

	30 June 2008		30 June 2007	
	Weighted Average Interest Rate	Balance \$'000	Weighted Average Interest Rate	Balance \$'000
Cash and cash equivalents	6.05%	112,499	5.93%	169,567
Lease liabilities	9.72%	2,347	9.57%	3,375

The risk is managed by the consolidated entity and parent entity by maintaining an appropriate mix between short term fixed and floating rate cash and cash equivalents.

##### Group sensitivity

Based on the financial instruments at 30 June 2008, if interest rates had changed by +/-50 basis points from the year end rates with all other variables held constant, post-tax profit for the year and equity would have been \$393,000 higher/\$393,000 lower (2007: \$594,000 higher/\$594,000 lower).

##### Parent entity sensitivity

Based on the financial instruments at 30 June 2008, if interest rates had changed by +/-50 basis points from the year end rates with all other variables held constant, post-tax profit for the year and equity would have been \$266,000 higher/\$266,000 lower (2007: \$594,000 higher/\$594,000 lower).

The consolidated entity and parent entity interest bearing liabilities have not been included in the sensitivity analysis as their possible impact on profit or loss or total equity is not considered material.

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## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 2 FINANCIAL RISK MANAGEMENT (continued)

#### (b) Credit risk

Credit risk arises from cash and cash equivalents, derivative financial instruments and deposits with banks and financial institutions, as well as credit exposure to trade customers, including outstanding receivables and committed transactions and represents the potential financial loss if counterparties fail to perform as contracted. The consolidated entity has credit policies in place and the exposure to credit risk is monitored on an ongoing basis.

All revenue from operations and related trade receivables balances are due from BHP Billiton Limited pursuant to Ore Tolling and Concentrate Purchase Agreements. The receivables balances are monitored on an ongoing basis.

The age analysis of trade receivables past due but not impaired is disclosed in Note 6. The carrying amount of trade receivables individually determined to be impaired and the movement in the related allowance for impairment is also disclosed in Note 6.

For cash and cash equivalents, derivative financial instruments and deposits with banks and financial institutions, the consolidated entity controls credit risk by setting minimum creditworthiness requirements of counterparties, which for banks and financial institutions is a Standard & Poor's rating of A or better.

The carrying amount of financial assets recorded in the financial statements represent the consolidated entity's and parent entity's maximum exposure to credit risk.

#### (c) Liquidity risk

Prudent liquidity risk management implies maintaining at all times sufficient cash, liquid investments and committed credit facilities to meet the operating commitments of the business.

The consolidated entity aims at maintaining flexibility in funding to meet ongoing operational requirements, exploration and development expenditure and small-to-medium sized business development opportunities by prudent cashflow management and maintaining committed credit facilities.

To the extent that the consolidated entity and parent entity has liabilities on its cash flow hedges, the consolidated entity and parent entity expects to produce sufficient nickel from its nickel operations to deliver into its committed hedge contracts.

The consolidated entity and the parent entity had access to undrawn borrowings. Refer to Note 14 for details at the reporting date.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 2 FINANCIAL RISK MANAGEMENT (continued)

#### (c) Liquidity risk (continued)

The following tables detail the consolidated entity's and parent entity's remaining contractual maturity for its financial liabilities and derivatives. The amounts presented represent the future undiscounted principal and interest cash flows.

At 30 June 2008	Less than 1 year \$'000	Between 1 and 5 years \$'000
<b>Consolidated</b>		
<b>Non-Derivative Financial Liabilities</b>		
Non-interest bearing liabilities	47,532	-
Lease liabilities	792	1,555
<b>Total Non Derivative Financial Liabilities</b>	<b>48,324</b>	<b>1,555</b>
<b>Parent</b>		
<b>Non-Derivative Financial Liabilities</b>		
Non-interest bearing liabilities	84,879	-
Lease liabilities	792	1,555
<b>Total Non Derivative Financial Liabilities</b>	<b>85,671</b>	<b>1,555</b>
At 30 June 2007	Less than 1 year \$'000	Between 1 and 5 years \$'000
<b>Consolidated</b>		
<b>Non-Derivative Financial Liabilities</b>		
Non-interest bearing liabilities	42,270	-
Lease liabilities	971	2,404
<b>Total Non Derivative Financial Liabilities</b>	<b>43,241</b>	<b>2,404</b>
<b>Derivative Financial Liabilities</b>		
Futures commodity contracts – cash flow hedges	39,109	10,073
Futures commodity contracts – fair value hedges	23,099	-
<b>Total Derivative Financial Liabilities</b>	<b>62,208</b>	<b>10,073</b>
<b>Parent</b>		
<b>Non-Derivative Financial Liabilities</b>		
Non-interest bearing liabilities	42,269	-
Lease liabilities	971	2,404
<b>Total Non Derivative Financial Liabilities</b>	<b>43,240</b>	<b>2,404</b>
<b>Derivative Financial Liabilities</b>		
Futures commodity contracts – cash flow hedges	39,109	10,073
Futures commodity contracts – fair value hedges	23,099	-
<b>Total Derivative Financial Liabilities</b>	<b>62,208</b>	<b>10,073</b>

## NOTES TO THE FINANCIAL STATEMENTS (continued)

NOTE 3  
REVENUE

	CONSOLIDATED		PARENT ENTITY	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
<b>Revenue</b>				
Sale of goods	321,029	329,595	226,133	329,595
<b>Other Revenue</b>				
Interest income	7,317	4,757	5,522	4,757
Sundry income	994	155	833	155
	<u>329,340</u>	<u>334,507</u>	<u>232,488</u>	<u>334,507</u>

NOTE 4  
EXPENSES

	CONSOLIDATED		PARENT ENTITY	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Profit before income tax includes the following specific expenses:				
<b>Expenses</b>				
Cost of sale of goods	136,549	95,314	106,611	95,314
Finance costs				
- Interest paid or due and payable to other persons	293	417	293	417
- Unwinding of discount on rehabilitation	255	-	199	-
	<u>548</u>	<u>417</u>	<u>492</u>	<u>417</u>
Exploration expenditure written off	12,823	10,333	4,839	10,153
Rental expenses relating to operating leases	450	246	450	246
Government royalty expense	8,485	19,671	8,485	19,671
Depreciation and amortisation:				
- Mine property	47,144	24,114	29,980	24,114
- Plant and equipment	8,494	10,888	7,067	10,888
	<u>55,638</u>	<u>35,002</u>	<u>37,047</u>	<u>35,002</u>

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 5 INCOME TAX EXPENSE

	CONSOLIDATED		PARENT ENTITY	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
<b>a) Income tax expense</b>				
Current tax	23,408	40,525	24,307	40,524
Deferred tax	5,030	3,939	(7,103)	3,940
Over provision in prior year	(537)	(785)	(467)	(785)
Aggregate income tax expense	27,901	43,679	16,737	43,679
<b>b) Numerical reconciliation of income tax expense to prima facie tax payable</b>				
Profit before income tax expense	91,942	145,009	54,063	145,192
Tax at the Australian tax rate of 30% (2007: 30%)	27,583	43,503	16,219	43,558
Tax effect of amounts which are not deductible (taxable) in calculating taxable income:				
Amortisation of property, plant and equipment	231	596	231	596
Over provision in prior year	(537)	(785)	(467)	(785)
Sundry items	624	365	754	310
Income tax expense	27,901	43,679	16,737	43,679
<b>c) Amounts recognised directly in equity</b>				
Aggregate current and deferred tax arising in the reporting period and not recognised in net profit or loss but directly debited or credited to equity				
Net deferred tax credited directly to equity (Note 19)	(19,533)	(3,242)	(19,792)	(3,404)

Mincor Resources NL and its wholly-owned Australian controlled entities implemented the tax consolidated legislation from 1 July 2006. The accounting policy in relation to this legislation is set out in Note 1(f).

On adoption of the tax consolidation legislation, the entities in the tax consolidated group entered into a tax sharing agreement which, in the opinion of the directors, limits the joint and several liability of the wholly-owned entities in the case of a default by the head entity, Mincor Resources NL.

The entities have also entered into a tax funding agreement under which the wholly-owned entities fully compensate Mincor Resources NL for any current tax payable assumed and are compensated by Mincor Resources NL for any current tax receivable and deferred tax assets relating to unused tax losses or unused tax credits that are transferred to Mincor Resources NL under the tax consolidation legislation. The funding amounts are determined by reference to the amounts recognised in the wholly-owned entities' financial statements.

The amounts receivable/payable under the tax funding agreement are due upon receipt of the funding advice from the head entity, which is issued as soon as practicable after the end of each financial year. The head entity may also require payment of interim funding amounts to assist with its obligations to pay tax instalments. The funding amounts are recognised as current intercompany receivables or payables (see Note 29(d)).

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 5 INCOME TAX EXPENSE (continued)

		PARENT ENTITY	
		2008	2007
		\$'000	\$'000
d)	<b>Franking credits</b>		
	Franking credits available for subsequent financial years based on a tax rate of 30%	83,855	20,777

The amounts represent the balance of the franking account as at the end of the financial year, adjusted for:

- i) Franking credits that will arise from the payment of the current tax liability;
- ii) Franking debits that will arise from the payment of dividends recognised as a liability at the reporting date;
- iii) Franking credits that will arise from the receipt of dividends recognised as receivables at the reporting date; and
- iv) Franking credits that may be prevented from being distributed in subsequent financial years.

### NOTE 6 TRADE AND OTHER RECEIVABLES

	CONSOLIDATED		PARENT ENTITY	
	2008	2007	2008	2007
	\$'000	\$'000	\$'000	\$'000
<b>Current</b>				
Trade receivables	30,774	56,358	25,020	56,358
Other receivables	1,280	308	1,254	306
Prepayments	823	531	585	531
Amounts owing from controlled entities	-	-	1,692	467
	<u>32,877</u>	<u>57,197</u>	<u>28,551</u>	<u>57,662</u>

Recoverability of the Company's interest in loans to and shares in controlled entities is subject to the successful exploitation and development of the controlled entities' interests in mineral tenements or alternatively, the sale of the Company's interest in the loans and shares at amounts at least equal to the book values.

The total revenue from operations and the related trade receivables' balance are due from BHP Billiton Limited pursuant to Ore Tolling and Concentrate Purchase Agreements.

#### a) Impaired Receivables

The consolidated entity and parent entity have no impaired receivables.

#### b) Past due but not impaired

Financial assets that are neither past due or impaired are trade receivables with companies with a good collection track record with the consolidated entity.

Where financial assets are past due but not impaired, the consolidated entity has assessed that the credit quality of these amounts has not changed and the amounts are still considered recoverable.

None of the current and non-current trade and other receivables are either impaired or past due but not impaired.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 6

#### TRADE AND OTHER RECEIVABLES (continued)

##### c) Effective interest rate and credit risk

All receivables in 2008 and 2007 are non-interest bearing and therefore have no exposure to interest rate risk. The maximum exposure to credit risk at the reporting date is the carrying amount of each class of receivable mentioned above. The consolidated entity does not hold collateral as security. Refer to Note 2 for more information on the risk management policy of the consolidated entity.

##### d) Foreign exchange risk

Note 2(a)(i) details the trade and other receivables not denominated in Australian dollars and provides an analysis of the sensitivity of trade and other receivables to foreign exchange risk.

### NOTE 7

#### INVENTORY

	CONSOLIDATED		PARENT ENTITY	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Stores – at net realisable value	2,049	-	-	-
Work in progress – at cost	303	43	303	43
	<u>2,352</u>	<u>43</u>	<u>303</u>	<u>43</u>

### NOTE 8

#### DERIVATIVE FINANCIAL INSTRUMENTS

	CONSOLIDATED		PARENT ENTITY	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
<b>Current Assets</b>				
Forward foreign exchange contracts - cash flow hedges	6,914	6,287	6,914	6,287
Futures commodity contracts – cash flow hedges	4,832	-	4,832	-
Forward foreign exchange contracts - fair value hedges	2,662	1,242	2,662	1,242
Future commodity contracts – fair value hedges	5,030	-	5,030	-
Total Current Derivative Financial Instrument Assets	<u>19,438</u>	<u>7,529</u>	<u>19,438</u>	<u>7,529</u>
<b>Non-Current Assets</b>				
Forward foreign exchange contracts - cash flow hedges	3,072	3,764	3,072	3,764
Futures commodity contracts – cash flow hedges	12,404	-	12,404	-
Total Non-Current Derivative Financial Instrument Assets	<u>15,476</u>	<u>3,764</u>	<u>15,476</u>	<u>3,764</u>
<b>Current Liabilities</b>				
Futures commodity contracts - cash flow hedges	-	(39,109)	-	(39,109)
Futures commodity contracts - fair value hedges	-	(23,099)	-	(23,099)
Total Current Derivative Financial Instrument Liabilities	<u>-</u>	<u>(62,208)</u>	<u>-</u>	<u>(62,208)</u>
<b>Non-Current Liabilities</b>				
Futures commodity contracts - cash flow hedges	-	(10,073)	-	(10,073)
Total Non-Current Derivative Financial Instrument Liabilities	<u>-</u>	<u>(10,073)</u>	<u>-</u>	<u>(10,073)</u>
Net Derivative Financial Instrument Assets/(Liabilities)	<u>34,914</u>	<u>(60,988)</u>	<u>34,914</u>	<u>(60,988)</u>



## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 8

#### DERIVATIVE FINANCIAL INSTRUMENTS (continued)

##### a) Instruments used by the Consolidated Entity

The consolidated entity is party to derivative financial instruments in the normal course of business in order to hedge exposure to fluctuations in future commodity price and foreign exchange rates.

##### i) Forward Exchange Contracts – Cash Flow Hedges

The consolidated entity enters into forward exchange contracts where it agrees to sell specified amounts of foreign currencies in the future at a predetermined exchange rate. The objective is to match the contract with anticipated future cash flows from sales in foreign currencies, to protect the Company against the possibility of loss from future exchange rate fluctuations. Exchange gains or losses on forward exchange contracts are charged to the Income Statement except those relating to hedges of specific commitments which are deferred and included in the measurement of the sale.

The following table sets out the net value of Australian dollars to be received under foreign currency contracts, the weighted average contracted exchange rates and the settlement periods of outstanding contracts for the consolidated entity.

Year	Weighted Average Rate		Total Value (AUD\$'000)	
	2008	2007	2008	2007
Sell US Dollars				
30 June 2008	-	0.7861	-	109,662
30 June 2009	0.7818	0.7678	50,959	42,244
30 June 2010	0.8386	0.7963	36,885	6,099
			87,844	158,005

The portion of the gain or loss on the hedging instrument that is determined to be an effective hedge is recognised directly in equity. When the cash flows occur, the Company adjusts the initial measurement of the component recognised in the income statement by the related amount deferred in equity.

##### *For the Consolidated Entity and Parent Entity*

At balance date these contracts represented assets of \$9,986,000 (2007: \$10,051,000).

During the year ended 30 June 2008 a gain of \$14,087,000 (2007: gain of \$5,520,000) was removed from equity and transferred to sales revenue in the income statement.

##### ii) Commodity Price Contracts – Cash Flow Hedges

The Company has entered into forward sales contracts that oblige it to sell specified quantities of base metals in the future at predetermined prices. The contracts are matched against anticipated future base metal production to protect the Company against the possibility of a fall in base metal prices.

The following table sets out details of forward nickel sales contracts in place at 30 June 2008:

Year	Nickel Tonnes		Average Price (US\$/Tonne)	
	2008	2007	2008	2007
30 June 2008	-	3,526	-	24,448
30 June 2009	1,440	1,200	27,665	27,031
30 June 2010	1,010	150	30,627	32,377
Total	2,450	4,876		

The portion of the gain or loss on the hedging instrument that is determined to be an effective hedge is recognised directly in equity. When the cash flows occur, the Company adjusts the initial measurement of the component recognised in the income statement by the related amount deferred in equity.

##### *For the Consolidated Entity and Parent Entity*

At balance date these contracts represented assets of \$17,236,000 (2007: liability of \$49,182,000).

During the year ended 30 June 2008 a loss of \$24,521,000 (2007: loss of \$127,814,000) was removed from equity and transferred to sales revenue as a reduction in the income statement.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 8

#### DERIVATIVE FINANCIAL INSTRUMENTS (continued)

##### iii) Forward Exchange Contracts - Fair Value Hedges

Certain forward exchange contracts are designated as fair value hedges as they protect the Company against changes in the fair value of recognised assets. Changes in the fair value of the fair value hedges are recorded in the Income Statement together with any changes in the fair value of the hedged asset or liability that are attributable to the hedged risk. A gain of \$2,662,000 (2007: gain of \$1,242,000) was recognised in the income statement which was offset by a loss of \$2,662,000 (2007: loss of \$1,242,000) of the hedged item.

##### iv) Commodity Price Contracts - Fair Value Hedges

Certain futures commodity contracts are designated as fair value hedges as they protect the Company against changes in the fair value of recognised assets. Changes in the fair value of the fair value hedges are recorded in the Income Statement together with any changes in the fair value of the hedged asset or liability that are attributable to the hedged risk. A gain of \$5,030,000 (2007: loss of \$23,099,000) was recognised in the income statement which was offset by a loss of \$5,030,000 (2007: gain of \$23,099,000) of the hedged item.

##### b) Interest rate, foreign exchange and commodity price risk

An analysis of the sensitivity of derivatives to interest rate, foreign exchange and commodity price risk is provided at Note 2. The maximum exposure to credit risk at the reporting date is the carrying amount of each class of derivative financial assets mentioned above.

### NOTE 9

#### OTHER FINANCIAL ASSETS

	CONSOLIDATED		PARENT ENTITY	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
<b>Current</b>				
Deposit for post balance date acquisition of controlled entity	-	11,750	-	11,750
<b>Non-Current</b>				
<i>Shares in subsidiaries (refer Note 26)</i>				
At beginning of year	-	-	2,047	2,047
Additions (refer Note 30)	-	-	111,529	-
At end of year	-	-	113,576	2,047

These financial assets are carried at cost.

### NOTE 10

#### AVAILABLE-FOR-SALE FINANCIAL ASSETS

At beginning of year	2,951	1,410	1,052	52
Additions	-	1,300	-	1,300
Revaluation in current year transferred to equity	(1,244)	241	(378)	(300)
At end of year	1,707	2,951	674	1,052
Represented by:				
Equity securities – listed	1,707	2,951	674	1,052

##### a) Listed investments

No analysis of the sensitivity of available-for-sale financial assets is provided in Note 2 as market risks are not material to post tax profits or total equity.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 11 PROPERTY, PLANT AND EQUIPMENT

Consolidated	Mine Property \$'000	Plant & Equipment \$'000	Leased Plant & Equipment \$'000	Total \$'000
<b>At 1 July 2006</b>				
Cost	126,827	20,494	8,502	155,823
Accumulated depreciation/amortisation	(85,589)	(10,570)	(2,991)	(99,150)
Net book amount	41,238	9,924	5,511	56,673
<b>Year ended 30 June 2007</b>				
Opening net book amount	41,238	9,924	5,511	56,673
Additions	18,192	9,815	738	28,745
Disposals	-	-	(46)	(46)
Transfers	-	14	103	117
Depreciation/amortisation charge	(24,114)	(8,055)	(2,833)	(35,002)
Closing net book amount	35,316	11,698	3,473	50,487
<b>At 30 June 2007</b>				
Cost	145,019	30,309	9,194	184,522
Accumulated depreciation/amortisation	(109,703)	(18,611)	(5,721)	(134,035)
Net book amount	35,316	11,698	3,473	50,487
<b>Year ended 30 June 2008</b>				
Opening net book amount	35,316	11,698	3,473	50,487
Acquisition of subsidiary (refer Note 30)	41,124	3,149	-	44,273
Additions	34,206	4,807	449	39,462
Disposals	-	(345)	-	(345)
Depreciation/amortisation charge	(47,144)	(7,172)	(1,322)	(55,638)
Closing net book amount	63,502	12,137	2,600	78,239
<b>At 30 June 2008</b>				
Cost	220,349	37,920	9,643	267,912
Accumulated depreciation	(156,847)	(25,783)	(7,043)	(189,673)
Net book amount	63,502	12,137	2,600	78,239

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 11 PROPERTY, PLANT AND EQUIPMENT (continued)

Parent	Mine Property \$'000	Plant & Equipment \$'000	Leased Plant & Equipment \$'000	Total \$'000
<b>At 1 July 2006</b>				
Cost	126,827	20,494	8,502	155,823
Accumulated depreciation/amortisation	(85,589)	(10,570)	(2,991)	(99,150)
Net book amount	<u>41,238</u>	<u>9,924</u>	<u>5,511</u>	<u>56,673</u>
<b>Year ended 30 June 2007</b>				
Opening net book amount	41,238	9,924	5,511	56,673
Additions	18,192	9,815	738	28,745
Disposals	-	-	(46)	(46)
Transfers	-	14	103	117
Depreciation/amortisation charge	(24,114)	(8,055)	(2,833)	(35,002)
Closing net book amount	<u>35,316</u>	<u>11,698</u>	<u>3,473</u>	<u>50,487</u>
<b>At 30 June 2007</b>				
Cost	145,019	30,309	9,194	184,522
Accumulated depreciation/amortisation	(109,703)	(18,611)	(5,721)	(134,035)
Net book amount	<u>35,316</u>	<u>11,698</u>	<u>3,473</u>	<u>50,487</u>
<b>Year ended 30 June 2008</b>				
Opening net book amount	35,316	11,698	3,473	50,487
Additions	29,338	4,576	449	34,363
Disposals	-	(345)	-	(345)
Transfers	-	(876)	-	(876)
Depreciation/amortisation charge	(29,980)	(5,745)	(1,322)	(37,047)
Closing net book amount	<u>34,674</u>	<u>9,308</u>	<u>2,600</u>	<u>46,582</u>
<b>At 30 June 2008</b>				
Cost	174,357	33,664	9,643	217,664
Accumulated depreciation/amortisation	(139,683)	(24,356)	(7,043)	(171,082)
Net book amount	<u>34,674</u>	<u>9,308</u>	<u>2,600</u>	<u>46,582</u>

Refer to Note 14 for information on non-current assets pledged as security by the parent entity or its controlled entities.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 12 EXPLORATION, EVALUATION AND DEVELOPMENT EXPENDITURE

	CONSOLIDATED		PARENT ENTITY	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
<b>Exploration and Evaluation Expenditure</b>				
Opening balance	7,485	6,351	5,749	4,615
Current year expenditure	12,823	10,333	4,839	10,153
Cost of acquisition – new tenements	116	1,134	116	1,134
Cost of acquisition – subsidiary (refer Note 30)	32,562	-	-	-
Expenditure transferred to development expenditure	(22,462)	-	(155)	-
Expenditure transferred to investment	(278)	-	(278)	-
Expenditure written off in current year	(12,823)	(10,333)	(4,839)	(10,153)
Closing balance	17,423	7,485	5,432	5,749
<b>Development Expenditure</b>				
Opening balance	-	-	-	-
Acquisition of subsidiary (refer Note 30)	34	-	-	-
Expenditure transferred from exploration and evaluation expenditure	22,462	-	155	-
Current year expenditure	26,450	-	17,451	-
Closing balance	48,946	-	17,606	-
<b>Total Exploration, Evaluation and Development Expenditure</b>	<b>66,369</b>	<b>7,485</b>	<b>23,038</b>	<b>5,749</b>

### NOTE 13 PAYABLES

	CONSOLIDATED		PARENT ENTITY	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
<b>Current</b>				
Trade payables	14,781	12,122	14,419	12,122
Other creditors and accruals	32,751	30,148	28,620	30,147
Amounts owing to consolidated entities	-	-	41,840	-
	47,532	42,270	84,879	42,269

#### a) Foreign currency risk

Note 2(a)(i) details the trade and other payables not denominated in Australian dollars. An analysis of the sensitivity of trade and other payables to foreign exchange and foreign currency risk is provided at Note 2.

### NOTE 14 INTEREST BEARING LIABILITIES

	CONSOLIDATED		PARENT ENTITY	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
<b>Current</b>				
Lease liabilities (secured)	792	971	792	971
<b>Non-Current</b>				
Lease liabilities (secured)	1,555	2,404	1,555	2,404

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 14 INTEREST BEARING LIABILITIES (continued)

Lease liabilities are effectively secured as the rights to the leased assets revert to the lessor in the event of default.

#### Financing Arrangements

Entities in the consolidated entity have access to the following financing arrangements at balance date:

	CONSOLIDATED		PARENT ENTITY	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Bonding Facility – secured	2,000	1,500	2,000	1,500
Less: Draw down portion	(1,503)	(1,100)	(1,503)	(1,100)
	497	400	497	400

The Bonding Facility is denominated in Australian dollars and is secured by a first ranking charge over the assets and undertakings of the parent entity and consolidated entities. An annual performance bond fee is charged at market rates.

### NOTE 15 TAX LIABILITIES

	CONSOLIDATED		PARENT ENTITY	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Current Income tax	1,954	33,039	1,954	33,039

The current tax liability for the Company and consolidated entity of \$1,954,000 (2007: \$33,039,000) represents the amount of income taxes payable in respect of current and prior financial periods.

The consolidated entity has entered into a tax funding agreement. Refer to Note 5.

### NOTE 16 PROVISIONS

	CONSOLIDATED		PARENT ENTITY	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Current Employee benefits	3,005	540	1,009	540
Non-Current Rehabilitation	3,951	1,883	2,386	1,883

As at 30 June 2008 the consolidated entity employed 267 people (2007: 146 people).

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 16 PROVISIONS (continued)

#### Mine Rehabilitation

In accordance with State government legislative requirements, a provision for mine rehabilitation has been recognised in relation to the consolidated entity's nickel mining operations. The basis for accounting is set out in Note 1(aa) of the significant accounting policies. Because of the long-term nature of the liability, the key uncertainty in estimating the provision is the costs that will be incurred and the life of the mine.

#### a) Movements in Provisions

Movements in the rehabilitation provision during the financial year are set out below.

	Consolidated \$'000	Parent \$'000
<b>Rehabilitation 2008</b>		
Carrying amount at start of year	1,883	1,883
Acquired through acquisition of subsidiary (refer Note 30)	1,118	-
Amounts capitalised	758	367
Charged to the income statement		
- additional provisions recognised	255	199
Amounts used during the period	(63)	(63)
Carrying amount at end of year	3,951	2,386

#### b) Amounts Not Expected to be Settled Within the Next 12 Months

The current provision for long service leave includes all unconditional entitlements where employees have completed the required period of service and also those where employees are entitled to pro-rata payments in certain circumstances. The entire amount is presented as current, since the Group does not have an unconditional right to defer settlement. However, based on past experience, the Group does not expect all employees to take the full amount of accrued long service leave or require payment within the next 12 months. The following amounts reflect leave that is not expected to be taken or paid within the next 12 months.

	CONSOLIDATED		PARENT ENTITY	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Long service leave obligation expected to be settled after 12 months	955	359	542	359

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 17 DEFERRED TAX LIABILITIES

	CONSOLIDATED		PARENT ENTITY	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
The balance comprises temporary differences attributable to:				
<i>Amounts recognised in profit or loss</i>				
Trade receivables	13,476	19,294	11,044	19,294
Inventory	(1,916)	(1,495)	(1,959)	(1,495)
Property, plant and equipment	2,369	709	1,290	709
Evaluation and acquired exploration	10,580	1,712	1,141	1,189
Employee benefits	(1,024)	(331)	(530)	(331)
Investments in subsidiary	-	-	614	614
Rehabilitation	(822)	(565)	(470)	(565)
Other items	900	(791)	391	(791)
	<u>23,563</u>	<u>18,533</u>	<u>11,521</u>	<u>18,624</u>
<i>Amounts recognised directly in equity</i>				
Available-for-sale financial assets	(45)	325	(262)	(150)
Cash flow hedges	8,166	(11,739)	8,166	(11,739)
	<u>8,121</u>	<u>(11,414)</u>	<u>7,904</u>	<u>(11,889)</u>
Net deferred tax liabilities	<u>31,684</u>	<u>7,119</u>	<u>19,425</u>	<u>6,735</u>
Deferred tax liabilities to be settled within 12 months	14,960	6,831	12,470	6,831
Deferred tax liabilities to be settled after more than 12 months	16,724	288	6,955	(96)
	<u>31,684</u>	<u>7,119</u>	<u>19,425</u>	<u>6,735</u>

### NOTE 18 CONTRIBUTED EQUITY

#### a) Issued and Paid-up Capital

	CONSOLIDATED		PARENT ENTITY	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Fully paid 198,882,342 ordinary shares (2007: 197,291,011)	31,244	29,481	31,244	29,481

Ordinary shares entitle the holder to participate in dividends and the proceeds on winding up of the Company in proportion to the number of and amounts paid on the shares held.

On a show of hands every holder of ordinary shares present at a meeting in person or by proxy, is entitled to one vote, and upon a poll each share is entitled to one vote.



## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 18

#### CONTRIBUTED EQUITY (continued)

##### b) Movements in Ordinary Share Capital

2008	No. of Shares	Issue Price	\$'000
Opening balance	197,291,011		29,481
Shares issued pursuant to the exercise of options over fully paid shares	82,000	\$0.70	57
Shares issued pursuant to the exercise of options over fully paid shares	28,000	\$0.84	24
Shares issued pursuant to the exercise of options over fully paid shares	918,332	\$0.85	781
Shares issued pursuant to the exercise of options over fully paid shares	250,000	\$1.21	302
Shares issued pursuant to the exercise of options over fully paid shares	182,999	\$1.74	318
Shares issued pursuant to the exercise of options over fully paid shares	130,000	\$2.16	281
	198,882,342		31,244

2007	No. of Shares	Issue Price	\$'000
Opening balance	194,663,005		27,313
Shares issued pursuant to the exercise of options over fully paid shares	368,000	\$0.70	258
Shares issued pursuant to the exercise of options over fully paid shares	1,060,800	\$0.84	891
Shares issued pursuant to the exercise of options over fully paid shares	1,199,206	\$0.85	1,019
	197,291,011		29,481

##### c) Options

At 30 June 2008 options to take up shares in the parent entity are as follows:

Number and Class	Issue Date	Expiry Date	Exercise Price
60,000 unlisted <sup>(1)</sup>	22 December 2005	25 October 2010	70 cents per share
1,632,462 unlisted <sup>(2)</sup>	8 May 2006	7 May 2011	85 cents per share
667,001 unlisted <sup>(2)</sup>	20 October 2006	19 October 2011	174 cents per share
320,000 unlisted <sup>(1)</sup>	6 December 2006	5 December 2011	216 cents per share
100,000 unlisted <sup>(2)</sup>	24 July 2007	22 July 2012	423 cents per share
200,000 unlisted <sup>(2)</sup>	25 March 2008	5 March 2013	323 cents per share
695,000 unlisted <sup>(3)</sup>	1 April 2008	5 December 2012	440 cents per share

- (1) Options have been granted under the Mincor Resources NL 2002 Employee Share Option Plan. Each option entitles the holder to acquire one ordinary share by payment of the exercise price prior to the expiry date.
- (2) Options have been granted under the Executive Share Option Scheme to certain senior executives. Each option entitles the holder to acquire one ordinary share by payment of the exercise price prior to the expiry date.
- (3) Options have been granted pursuant to a Prospectus dated 6 December 2007. Each option entitles the holder to acquire one ordinary share by payment of the exercise price prior to the expiry date.

##### d) Capital Risk Management

The consolidated entity manages its capital to ensure entities in the Group will be able to continue as going concerns while maximising the return to stakeholders through the optimisation of its capital structure comprising equity, debt and cash.

The capital structure of the consolidated entity consists of debt, which includes borrowings disclosed in Note 14, cash and cash equivalents and equity attributable to equity holders of the parent, comprising issued capital, reserves and retained earnings as disclosed in Notes 19 and 20 respectively.

The consolidated entity reviews the capital structure on an ongoing basis. As part of this review the consolidated entity considers the cost of capital and the risks associated with each class of capital. Based on recommendations from the consolidated entity, the Group will balance its overall capital structure through the payment of dividends, new share issues, new debt or the refinancing or repayment of existing debt.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 18

#### CONTRIBUTED EQUITY (continued)

##### d) Capital Risk Management (continued)

The consolidated entity and the parent entity review their gearing level. This ratio is calculated as net debt divided by total capital. Net debt is calculated as total borrowings (including 'interest bearing debt' and 'trade and other payables' as shown in the balance sheet) less cash and cash equivalents. Total capital is calculated as 'equity' as shown in the balance sheet plus net debt.

As the consolidated entity and parent entity had no net debt at 30 June 2008, it's gearing level was Nil (30 June 2007: Nil).

### NOTE 19 RESERVES

	CONSOLIDATED		PARENT ENTITY	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Available-for-Sale Investments Revaluation Reserve	(104)	767	(612)	(348)
Hedging Reserve – Cash Flow Hedges	19,054	(27,393)	19,054	(27,393)
Share-based Payments Reserve	1,639	1,079	1,639	1,079
	20,589	(25,547)	20,081	(26,662)
<b>Movements:</b>				
<i>Available-for-Sale Investments Revaluation Reserve</i>				
Balance at 1 July	767	598	(348)	(138)
Revaluation – gross (Note 10)	(1,244)	241	(378)	(300)
Deferred tax (Note 17)	373	(72)	114	90
Balance at 30 June	(104)	767	(612)	(348)
<i>Hedging Reserve – Cash Flow Hedges</i>				
Balance at 1 July	(27,393)	(19,659)	(27,393)	(19,659)
Revaluation – net	66,353	(11,048)	66,353	(11,048)
Deferred tax (Note 17)	(19,906)	3,314	(19,906)	3,314
Balance at 30 June	19,054	(27,393)	19,054	(27,393)
<i>Share-based Payments Reserve</i>				
Balance at 1 July	1,079	272	1,079	272
Option expense (Note 34)	560	807	560	807
Balance at 30 June	1,639	1,079	1,639	1,079

#### Nature and Purpose of Reserves

##### i) Available-for-Sale Investments Revaluation Reserve

Changes in the fair value and exchange differences arising on translation of investments, such as equities, classified as available-for-sale financial assets, are taken to the available-for-sale investments revaluation reserve, as described in Note 1(u). Amounts are recognised in profit and loss when the associated assets are sold or impaired.

##### ii) Hedging Reserve – Cash Flow Hedges

The hedging reserve is used to record gains or losses on a hedging instrument in a cash flow hedge that are recognised directly in equity, as described in Note 1(v). Amounts are recognised in profit and loss when the associated hedged transaction affects profit and loss.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 19 RESERVES (continued)

#### Nature and Purpose of Reserves (continued)

##### iii) Share-based Payments Reserve

The share-based payments reserve is used to recognise the fair value of options issued to employees but not exercised.

### NOTE 20 RETAINED PROFITS

	CONSOLIDATED		PARENT ENTITY	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Balance 1 July	146,332	62,598	146,709	62,792
Profit for the year	64,041	101,330	37,326	101,513
Dividends paid (Note 21)	(23,722)	(17,596)	(23,722)	(17,596)
Balance 30 June	186,651	146,332	160,313	146,709

### NOTE 21 DIVIDENDS

#### a) Ordinary Shares

	PARENT ENTITY	
	2008 \$'000	2007 \$'000
Final fully franked dividend for the year ended 30 June 2007 of 6 cents (2007: 3 cents) per fully paid ordinary shares paid on 28 September 2007 (2007: 6 October 2006)	11,854	5,840
Interim fully franked dividend for the year ended 30 June 2008 of 6 cents (2007: 6 cents) per fully paid ordinary share paid on 29 March 2008 (2007: 30 March 2007)	11,868	11,756
	23,722	17,596

#### b) Dividends Not Recognised at Year End

The Directors have recommended the payment of a final dividend of 6 cents per fully paid ordinary share, (2007: 6 cents) fully franked based on tax paid at 30%. The aggregate amount of the proposed dividend expected to be paid on 26 September 2008 out of retained profits at 30 June 2008, but not recognised as a liability at year end is \$11,933,000.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 22

#### KEY MANAGEMENT PERSONNEL DISCLOSURES

##### a) Directors

The following persons were Directors of Mincor Resources NL during the financial year:

- DJ Humann – Non-executive Chairman
- DCA Moore – Managing Director
- JW Gardner – Non-executive Director
- IF Burston – Non-executive Director
- JS Reeve – Executive Director (passed away on 16 August 2007)

##### b) Other Key Management Personnel

The following persons also had authority and responsibility for planning, directing and controlling the activities of the consolidated entity, directly or indirectly, during the financial year:

- ST Cowle – Chief Operating Officer
- B Lynn – Chief Financial Officer
- GL Fariss – General Manager, Corporate Development
- P Muccilli – Exploration Manager

All the above persons are employees of Mincor Resources NL and were also key management persons during the year ended 30 June 2007, except Mr GL Fariss and Mr P Muccilli.

##### c) Key Management Personnel Compensation

	CONSOLIDATED		PARENT ENTITY	
	2008	2007	2008	2007
	\$	\$	\$	\$
Short-term employee benefits	2,039,111	1,770,204	2,039,111	1,770,204
Post-employment benefits	111,901	95,898	111,901	95,898
Long-term benefits	46,680	38,896	46,680	38,896
Share-based payments	116,303	195,304	116,303	195,304
	2,313,995	2,100,302	2,313,995	2,100,302

Detailed remuneration disclosures can be found in sections (a) to (d) of the Remuneration Report contained in the Directors' Report.

##### d) Equity Instruments Disclosures Relating to Key Management Personnel

###### i) Options provided as remuneration and shares issued on exercise of such options

Details of options provided as remuneration and shares issued on the exercise of options, together with terms and conditions of the options, can be found in section (d) of the Remuneration Report contained in the Directors' Report.

###### ii) Option holdings

The number of options over ordinary shares in the Company held during the financial year by each director of Mincor Resources NL and other key management personnel of the parent entity and consolidated entity, including their personally-related parties, are set out below.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

## NOTE 22

## KEY MANAGEMENT PERSONNEL DISCLOSURES (continued)

## d) Equity Instruments Disclosures Relating to Key Management Personnel (continued)

2008 Name	Balance at the start of the year	Granted as compensation	Exercised	Other changes	Balance at the end of the year	Vested and exercisable	Unvested
<i>Directors of Mincor Resources NL</i>							
DJ Humann (Chairman)	-	-	-	-	-	-	-
DCA Moore	-	-	-	-	-	-	-
JW Gardner	-	-	-	-	-	-	-
IF Burston	-	-	-	-	-	-	-
JS Reeve	10,000	-	(10,000)	-	-	-	-
<i>Other Key Management Personnel of the consolidated entity</i>							
ST Cowle	5,000	-	(5,000)	-	-	-	-
B Lynn	500,000	-	(250,000)	-	250,000	-	250,000
GL Fariss	666,667	-	(333,333)	-	333,334	-	333,334
P Muccilli	714,118	-	-	-	714,118	380,784	333,334

2007 Name	Balance at the start of the year	Granted as compensation	Exercised	Other changes	Balance at the end of the year	Vested and exercisable	Unvested
<i>Directors of Mincor Resources NL</i>							
DJ Humann (Chairman)	-	-	-	-	-	-	-
DCA Moore	-	-	-	-	-	-	-
JW Gardner	-	-	-	-	-	-	-
IF Burston	-	-	-	-	-	-	-
JS Reeve	10,000	-	-	-	10,000	10,000	-
<i>Other Key Management Personnel of the consolidated entity</i>							
M Hildebrand	-	250,000	-	-	250,000	-	250,000
ST Cowle	1,010,000	5,000	(1,010,000)	-	5,000	-	5,000
B Lynn	760,000	-	(260,000)	-	500,000	-	500,000

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 22

#### KEY MANAGEMENT PERSONNEL DISCLOSURES (continued)

##### d) Equity Instruments Disclosures Relating to Key Management Personnel (continued)

##### iii) Shareholdings

The number of shares in the Company held during the financial year by each director of Mincor Resources NL and other key management personnel of the parent entity and the consolidated entity, including their personally-related parties, are set below.

2008	Balance at the start of the year	Received during the year on the exercise of options	Other changes during the year	Balance at the end of the year
<i>Directors of Mincor Resources NL</i>				
<b>Ordinary shares</b>				
DJ Humann (Chairman)	200,000	-	45,000	245,000
DCA Moore	4,000,000	-	45,000	4,045,000
JW Gardner	1,618,176	-	(400,000)	1,218,176
IF Burston	50,000	-	-	50,000
JS Reeve	791,000	-	(791,000)	-
<i>Other Key Management Personnel of the consolidated entity</i>				
<b>Ordinary shares</b>				
ST Cowle	1,010,000	5,000	(600,000)	415,000
B Lynn	70,000	250,000	(20,000)	300,000
GL Fariss	223,333	333,333	-	556,666
P Muccilli	295,882	-	(295,882)	-

All vested options are exercisable at the end of the year.

2007	Balance at the start of the year	Received during the year on the exercise of options	Other changes during the year	Balance at the end of the year
<i>Directors of Mincor Resources NL</i>				
<b>Ordinary shares</b>				
DJ Humann (Chairman)	200,000	-	-	200,000
DCA Moore	5,334,374	-	(1,334,374)	4,000,000
JW Gardner	4,974,276	-	(3,356,100)	1,618,176
IF Burston	50,000	-	-	50,000
JS Reeve	791,000	-	-	791,000
<i>Other Key Management Personnel of the consolidated entity</i>				
<b>Ordinary shares</b>				
M Hildebrand	-	-	-	-
ST Cowle	-	1,010,000	-	1,010,000
B Lynn	15,000	260,000	(205,000)	70,000

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 23 EXPENDITURE COMMITMENTS AND CONTINGENCIES

#### a) Exploration Expenditure Commitments

	CONSOLIDATED		PARENT ENTITY	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Discretionary exploration expenditure commitments relating to existing mineral tenements are as follows:				
- Within one year	6,356	4,338	4,797	4,338

In order to maintain current rights of tenure to exploration tenements, the Company is required to perform minimum exploration work to meet the minimum expenditure requirements specified by various State governments. These obligations are subject to renegotiation when application for a mining lease is made and at other times. These obligations are not provided for in the financial report and are payable within one year. All of the above obligations are subject to renegotiation upon expiry of the mineral tenements and are not provided for in the accounts.

#### b) Operating Lease Commitments

Operating lease commitments are as follows:

	CONSOLIDATED		PARENT ENTITY	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Office Rental				
Within 1 year	674	42	674	42
Later than 1 year but not later than 5 years	2,742	-	2,742	-
	<u>3,416</u>	<u>42</u>	<u>3,416</u>	<u>42</u>

#### c) Finance Lease Commitments

Finance and hire purchase rentals for plant and equipment are payable as follows:

- Within 1 year	959	1,228	959	1,228
- Later than 1 year but not later than 5 years	1,633	2,667	1,633	2,667
- Minimum lease payments	2,592	3,895	2,592	3,895
- Less: Future finance charges	(245)	(520)	(245)	(520)
- Recognised as a liability	<u>2,347</u>	<u>3,375</u>	<u>2,347</u>	<u>3,375</u>

Representing interest bearing liabilities:

- Current (Note 14)	792	971	792	971
- Non-current (Note 14)	1,555	2,404	1,555	2,404
	<u>2,347</u>	<u>3,375</u>	<u>2,347</u>	<u>3,375</u>

#### d) Capital Commitments

There are no capital expenditure commitments as at 30 June 2008.

#### e) Contingent Liabilities

There are no known contingent liabilities as at 30 June 2008.

### NOTE 24 SEGMENT INFORMATION

The consolidated entity operates in the mining industry which is its primary business segment and operates within the geographical area of Australia.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 25 REMUNERATION OF AUDITORS

During the year the following fees were paid or payable for services provided by the auditor of the parent entity and its related practices.

	CONSOLIDATED		PARENT ENTITY	
	2008	2007	2008	2007
	\$	\$	\$	\$
<b>(a) Audit services</b>				
PricewaterhouseCoopers Australian firm				
- Audit and review of financial reports and other audit work under the <i>Corporations Act 2007</i>	150,600	113,000	150,600	113,000
Overseas PricewaterhouseCoopers firm	-	18,009	-	18,009
Total remuneration for audit services	150,600	131,009	150,600	131,009
<b>(b) Non-audit services</b>				
<i>Taxation services</i>				
PricewaterhouseCoopers Australian firm				
- Tax compliance services, including review of company income tax returns	115,887	129,953	115,887	129,953
- Tax advice on acquisitions	-	105,000	-	105,000
Overseas PricewaterhouseCoopers firm				
- Tax compliance services and international tax advice	-	17,855	-	17,855
Non-PricewaterhouseCoopers firm				
- Tax compliance services and advice on acquisitions	41,312	24,000	-	24,000
Total remuneration for taxation services	157,199	276,808	115,887	276,808
<i>Other Services</i>				
PricewaterhouseCoopers Australian firm				
- Professional services related to the 2007 Annual General Meeting	-	1,000	-	1,000
- Due diligence and accounting advice for acquisitions	12,750	20,000	12,750	20,000
- Other	36,457	-	36,457	-
Overseas PricewaterhouseCoopers firm				
- Other services	-	6,537	-	6,537
	49,207	27,537	49,207	27,537

### NOTE 26 SUBSIDIARIES

Name of Entity	Country of Incorporation	Class of Shares	Equity Holding	
			2008 (%)	2007 (%)
Oribi Resources Inc	British Virgin Islands	Ordinary	100	100
Mincor Operations Pty Limited	Australia	Ordinary	100	100
Mincor Holdings Pty Ltd	Australia	Ordinary	100	100
Mincor Gold Pty Ltd	Australia	Ordinary	100	100
Mincor Copper Pty Ltd	Australia	Ordinary	100	100
Mincor Tungsten Pty Ltd	Australia	Ordinary	100	100
Mincor Zinc Pty Ltd	Australia	Ordinary	100	100
Goldfields Mine Management Pty Ltd*	Australia	Ordinary	100	-

\*This subsidiary has been granted relief from the necessity to prepare financial reports in accordance with Class Order 98/1418 issued by Australian Securities and Investments Commission. For further information refer to Note 27.



## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 27

#### DEED OF CROSS GUARANTEE

Mincor Resources NL and Goldfields Mine Management Pty Ltd are parties to a deed of cross guarantee under which each company guarantees the debts of the other. By entering into the deed, the wholly-owned entity has been relieved from the requirement to prepare a financial report and director's report under Class Order 98/1418 (as amended) issued by the Australian Securities and Investments Commission.

#### a) Consolidated income statement and a summary of movements in consolidated retained profits

The above companies represent a 'Closed Group' for the purposes of the Class Order, and as there are no other parties to the Deed of Cross Guarantee that are controlled by Mincor Resources NL, they also represent the 'Extended Closed Group'.

Set out below is a consolidated income statement and a summary of movements in consolidated retained profits for the year ended 30 June 2008 of the Closed Group consisting of Mincor Resources NL and Goldfields Mine Management Pty Ltd. There are no comparatives as this subsidiary was acquired on 2 July 2007.

	2008 \$'000
<b>Income Statement</b>	
Revenue	329,340
Mining contractor costs	(65,145)
Ore tolling costs	(25,955)
Utilities expense	(9,528)
Royalty expense	(14,397)
Employee benefit expense	(34,046)
Finance costs	(547)
Foreign exchange loss	(2,010)
Exploration costs expensed	(10,999)
Depreciation and amortisation expense	(55,638)
Other expenses from ordinary activities	(17,306)
Profit before income tax	93,769
Income tax expense	(28,504)
Profit for the year	65,265
<b>Summary of movements in consolidated retained profits</b>	
Retained profits at the beginning of the financial year	146,709
Profit for the year	65,265
Dividends provided for or paid	(23,722)
Retained profits at the end	188,252

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 27

#### DEED OF CROSS GUARANTEE (continued)

##### b) Balance Sheet

Set out below is a consolidated balance sheet as at 30 June 2008 of the Closed Group consisting of Mincor Resources NL and Goldfields Mine Management Pty Ltd.

	2008 \$'000
<b>Current Assets</b>	
Cash and cash equivalents	112,499
Trade and other receivables	34,566
Inventory	2,352
Derivative financial instruments	19,438
<b>Total Current Assets</b>	168,855
<b>Non-Current Assets</b>	
Available-for-sale financial assets	674
Property, plant and equipment	78,239
Exploration and evaluation expenditure	64,633
Derivative financial instruments	15,476
Other financial assets	2,047
<b>Total Non-Current Assets</b>	161,069
<b>TOTAL ASSETS</b>	329,924
<b>Current Liabilities</b>	
Payables	47,531
Interest bearing liabilities	792
Current tax liabilities	1,954
Provisions	3,005
<b>Total Current Liabilities</b>	53,282
<b>Non-Current Liabilities</b>	
Interest bearing liabilities	1,555
Provisions	3,951
Deferred tax liabilities	31,559
<b>Total Non-Current Liabilities</b>	37,065
<b>TOTAL LIABILITIES</b>	90,347
<b>NET ASSETS</b>	239,577
<b>Equity</b>	
Contributed equity	31,244
Reserves	20,081
Retained profits	188,252
<b>TOTAL EQUITY</b>	239,577

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 28 INTERESTS IN JOINT VENTURES

The consolidated entity has the following joint ventures:

Name	Principal Activity	Percentage Interest	
		2008	2007
Bankole Joint Venture <sup>(1)</sup>	Gold exploration	-	20
Minerals International Limited Farm-in and Joint Venture <sup>(2)</sup>	Gold exploration	-	Earning
Webe Creek Farm-in and Joint Venture <sup>(3)</sup>	Gold exploration	18.75	75
Carnilya Hill Farm-in and Joint Venture*	Nickel exploration	70	70
Image Resources Farm-in and Joint Venture <sup>(4)</sup> *	Nickel exploration	Earning	Earning
Tectonic Resources NL Farm-in and Joint Venture <sup>(5)</sup> *	Nickel exploration	Earning	Earning
Georgina Basin Farm-in and Joint Venture <sup>(6)</sup> *	Zinc exploration	100	-
West Tipperary Farm-in and Joint Venture <sup>(7)</sup> *	Zinc exploration	51	-

\*The interest in the joint venture is controlled by Mincor Resources NL and is not jointly controlled.

1. During the year Bankole Joint Venture lapsed due to expiry of tenement leases.
2. During the year Golden Rim Resources Ltd acquired the Company's interest in the Minerals International Limited Farm-in and Joint Venture.
3. Golden Rim Resources Ltd have met the earn-in expenditure commitments to acquire 75% of the Company's share in Webe Creek Farm-in and Joint Venture.
4. During 2007 the Company entered into an agreement with Image Resources NL ("Image Resources") whereby it undertook to spend a minimum of \$750,000 by 26 January 2010 to earn a 51% interest in the West Kambalda Project.
5. During 2007 the Company entered into an agreement with Tectonic Resources NL ("Tectonic") whereby it agreed to pay \$700,000 to Tectonic, subscribe for 10 million Tectonic shares at a price of 13 cents per share and sole funding \$5 million over 3 years to earn an 80% interest in the tenement holding RAV 8 nickel mine in Western Australia.
6. During 2008 the Company entered into an agreement with the Japan, Oil, Gas and Metals National Corporation ("JOGMEC") whereby JOGMEC have undertaken to spend \$2.5 million over 2 years to earn a 25% interest in the Georgina Basin Project which is currently 100% owned by the Company. JOGMEC may elect to earn a further 15% interest by spending an additional \$2 million on the project over a further 12 month period.
7. During the year the Company acquired a 51% interest in the West Tipperary Joint Venture with Fractore Pty Ltd by meeting expenditure commitments of \$200,000 within 12 months of the commencement date.

The joint ventures are not separate legal entities. They are contractual arrangements between the participants for the sharing of costs and output and do not in themselves generate revenue or profit.

### NOTE 29 RELATED PARTY TRANSACTIONS

#### a) Parent Entity

The ultimate parent entity within the consolidated entity is Mincor Resources NL.

#### b) Subsidiaries

The aggregate amounts receivable from controlled entities is disclosed in Note 6. The aggregate amount payable to controlled entities is disclosed in Note 13. These loans are on an interest free basis and are repayable on demand.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 29 RELATED PARTY TRANSACTIONS (continued)

#### c) Transactions with Related Parties

The following transactions occurred with related parties:

	CONSOLIDATED		PARENT ENTITY	
	2008	2007	2008	2007
	\$	\$	\$	\$
<i>Sale of goods and services</i>				
Sale of mobile equipment to subsidiary	-	-	876,684	-
<i>Tax consolidation legislation</i>				
Current tax receivable assumed from wholly-owned entities	-	-	16,735,477	-

#### d) Outstanding Balances Arising from Sales/Purchases of Goods and Services

The following balances are outstanding at the reporting date in relation to transactions with related parties:

	CONSOLIDATED		PARENT ENTITY	
	2008	2007	2008	2007
	\$	\$	\$	\$
<i>Current receivable (sale of goods and services)</i>				
Subsidiary	-	-	876,784	-
<i>Current payable (tax funding agreement)</i>				
Wholly-owned tax consolidated entities	-	-	16,735,477	-

No provision for doubtful debts have been raised in relation to any outstanding balances and no expense has been recognised in respect of bad or doubtful debts due from related parties

#### e) Loans to Related Parties

	CONSOLIDATED		PARENT ENTITY	
	2008	2007	2008	2007
	\$	\$	\$	\$
<i>Loans to subsidiaries</i>				
Beginning of the year	-	-	467,375	285,285
Loan advanced to controlled entities	-	-	1,773,155	182,090
Loan advanced by controlled entity	-	-	(25,652,257)	-
Amounts due under tax funding agreement	-	-	(16,735,477)	-
End of year	-	-	(40,147,204)	467,375

No provision for doubtful debts have been raised in relation to any outstanding balances and no expense has been recognised in respect of bad or doubtful debts due from related parties

#### f) Key Management Personnel

Disclosures relating to key management personnel are set out in Note 22.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 30 BUSINESS COMBINATIONS

#### a) Summary of Acquisition

On 2 July 2007 the Company acquired all the issued shares in Goldfields Mine Management Pty Ltd (GMM) for a cash consideration of \$68.5 million plus a working capital adjustment and a future nickel royalty.

GMM's assets include the operating Otter Juan and Coronet Mines, the McMahon and Durkin exploration projects and surrounding exploration ground.

The acquired business contributed revenues of \$96.9 million and a profit before tax of \$39.7 million to the Group for the period 1 July 2007 to 30 June 2008.

Details of the fair value of the assets acquired are as follows:

	\$'000
Purchase consideration	
Cash paid	68,500
Direct costs relating to the acquisition	3,550
Working capital payment	33,800
Future royalty payment	5,679
<b>Total purchase consideration</b>	<b>111,529</b>
Fair value of net identifiable assets acquired (refer to Note 30 (c))	<b>111,529</b>

#### b) Purchase Consideration

<b>Outflow of cash to acquire subsidiary, net of cash acquired</b>	
Cash consideration	(51,750)
Direct costs relating to the acquisition	(5,149)
Working capital payment	(33,800)
Payments for liabilities assumed	(19,662)
Less: Cash balances acquired	55,287
<b>Outflow of cash</b>	<b>(55,074)</b>

A deposit of \$11.785 million was paid in June 2007 and the remaining \$5 million was paid in July 2008 on satisfaction of certain conditions pertaining to tenement licences.

#### c) Assets and Liabilities Acquired

The assets and liabilities arising from the acquisition are as follows:

	Acquiree's Carrying Amount \$'000	Fair Value \$'000
Cash	55,287	55,287
Trade and other receivables	1,691	1,691
Inventories	1,600	1,600
Property, plant and equipment	4,506	44,273
Exploration and evaluation expenditure	-	32,562
Development expenditure	-	34
Deferred tax asset	997	145
Trade and other payables	(2,256)	(2,256)
Provisions	(2,410)	(2,410)
Tax liabilities	(19,397)	(19,397)
<b>Net identifiable assets acquired</b>	<b>40,018</b>	<b>111,529</b>

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 31

#### RECONCILIATION OF PROFIT AFTER INCOME TAX TO NET CASH INFLOW FROM OPERATING ACTIVITIES

##### a) Reconciliation of net cash inflow from operating activities to operating profit after income tax

	CONSOLIDATED		PARENT ENTITY	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Profit for the year	64,041	101,330	37,326	101,513
<b>Add/(Less): Non-Cash Items</b>				
Depreciation	8,494	10,888	7,067	10,888
Amortisation	47,144	24,114	29,980	24,114
Net loss on sale of non-current assets	53	19	53	19
Exploration expenditure written off	12,823	10,333	4,839	10,153
Employee benefits expense – share based payments	560	807	560	807
<b>Change in operating assets and liabilities</b>				
(Increase)/decrease in trade receivables	(3,375)	(13,995)	2,266	(13,995)
(Increase)/decrease in inventories	(709)	783	(260)	783
Increase in prepayments	(292)	(111)	(54)	(111)
(Decrease)/increase in creditors and accruals	(9,091)	27,525	(13,732)	27,522
(Decrease)/increase in income tax payable	(31,085)	26,289	(14,295)	26,289
Increase/(decrease) in deferred tax	5,177	3,940	(7,102)	3,940
Increase in employee entitlement provisions	98	236	98	236
<b>Net cash inflow from operating activities</b>	<b>93,838</b>	<b>192,158</b>	<b>46,746</b>	<b>192,158</b>

##### b) Cash and cash equivalents

	4	5	3	5
Cash at bank and in hand				
Deposits at call	112,495	169,562	75,997	169,562
	<b>112,499</b>	<b>169,567</b>	<b>76,000</b>	<b>169,567</b>

The consolidated entity and parent entity's exposure to interest rate risk is disclosed in Note 2. The maximum exposure to credit risk at the reporting date is the carrying amount of each class of cash and cash equivalents mentioned above.

### NOTE 32

#### NON-CASH FINANCING AND INVESTING ACTIVITIES

	CONSOLIDATED		PARENT ENTITY	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Acquisition of property, plant and equipment by means of finance leases	-	98	-	98

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 33 EARNINGS PER SHARE

	CONSOLIDATED	
	2008	2007
a) <b>Basic earnings per share (cents)</b> Profit attributable to the ordinary equity holders of the company	32.4	51.8
b) <b>Diluted earnings per share (cents)</b> Profit attributable to the ordinary equity holders of the company	32.1	51.3
c) <b>Earnings used in calculating earnings per share (\$'000)</b> <i>Basic and Diluted earnings per share</i> Profit for the period	64,041	101,330
Profit attributable to the ordinary equity holders of the company	64,041	101,330
d) <b>Weighted average number of shares used as the denominator</b> <i>Weighted average number of ordinary shares used as the denominator in calculating basic earnings per share</i>	197,839,506	195,453,396
Adjustments for calculation of diluted earnings per share: Options on issue	1,814,727	2,207,461
<i>Weighted average number of ordinary shares used as the denominator in calculating diluted earnings per share</i>	199,654,233	197,660,857

### NOTE 34 SHARE-BASED PAYMENTS

#### 2002 Employee Share Option Plan

The 2002 Employee Share Option Plan ("Plan") was introduced on 21 August 2002. Persons eligible to participate in the Plan include Directors and all employees of the Company or companies or bodies corporate in which the Company holds at least 20% of all the voting shares.

Options are granted under the Plan for no consideration for a maximum period of 5 years and can be exercised at any time between the date the option is granted and the expiry date, subject to the imposition of any specified vesting date which is at the discretion of the Directors. The employee's entitlements to the options are vested and the options carry no dividend or voting rights.

When exercisable, each option is convertible into one ordinary share. Amounts receivable on the exercise of the options are recognised as share capital.

The exercise price of options is based on the weighted average price at which the Company's shares are traded on the Australian Stock Exchange during the 5 trading days immediately before the options are granted.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 34 SHARE-BASED PAYMENTS (continued)

#### 2002 Employee Share Option Plan (continued)

Set out below are summaries of options granted under the Plan.

Grant Date	Expiry Date	Exercise Price	Opening Balance	Granted During the Year	Exercise d During the Year	Forfeited During the Year	Closing Balance	Vested and Exercisable at End of the Year
			Number	Number	Number	Number	Number	Number
<b>2008</b>								
17 December 2003	6 November 2008	84 cents	28,000	-	28,000	-	-	-
22 December 2005	25 October 2010	70 cents	142,000	-	82,000	-	60,000	60,000
6 December 2006	5 December 2011	216 cents	530,000	-	130,000	80,000	320,000	320,000
Total			700,000	-	240,000	80,000	380,000	380,000
Weighted average exercise price			\$1.81	-	\$1.51	\$2.16	\$1.93	\$1.93

Grant Date	Expiry Date	Exercise Price	Opening Balance	Granted During the Year	Exercise d During the Year	Forfeited During the Year	Closing Balance	Vested and Exercisable at End of the Year
			Number	Number	Number	Number	Number	Number
<b>2007</b>								
17 December 2003	6 November 2008	84 cents	1,088,800	-	1,060,800	-	28,000	28,000
22 December 2005	25 October 2010	70 cents	560,000	-	368,000	50,000	142,000	142,000
6 December 2006	5 December 2011	216 cents	-	530,000	-	-	530,000	-
Total			1,648,800	530,000	1,428,800	50,000	700,000	170,000
Weighted average exercise price			\$0.79	\$2.16	\$0.80	\$0.70	\$1.81	\$0.72

#### Fair Value of Options Granted

No options were granted under the 2002 Employee Share Option Plan during the year ended 30 June 2008.

The weighted average share price at the date of exercise of options exercised during the year ended 30 June 2008 was \$4.05 (2007:\$2.65).

The weighted average remaining contractual life of share options outstanding at the end of the period was 3.26 years (2007: 4.07 years).

#### Options Issued Pursuant to Prospectus Dated 6 December 2007

Grant Date	Expiry Date	Exercise Price	Opening Balance	Granted During the Year	Exercise d During the Year	Forfeited During the Year	Closing Balance	Vested and Exercisable at End of the Year
			Number	Number	Number	Number	Number	Number
<b>2008</b>								
1 April 2008	5 December 2013	440 cents	-	695,000	-	-	695,000	-
Total			-	695,000	-	-	695,000	-
Weighted average exercise price			-	\$4.40	-	-	\$4.40	-



## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 34

#### SHARE-BASED PAYMENTS (continued)

##### Options Issued Pursuant to Prospectus Dated 6 December 2007 (continued)

The weighted average remaining contracted life of share options outstanding at the end of the period was 4.44 years (2007: Nil)

The assessed fair value at grant date of options granted under the 2007 Prospectus during the year ended 30 June 2008 was 90.23 cents per option (2007: Nil). The fair value at grant date is independently determined using the Binomial option valuation methodology that takes into account the exercise price, the term of the option, the impact of dilution, the share price at grant date and expected price volatility of the underlying share, the expected dividend yield and the risk-free interest rate for the term of the option.

The model inputs for the options granted during the year ended 30 June 2008 included:

- a) options are granted for no consideration and are exercisable any time between 5 June 2009 and the expiry date
- b) exercise price: \$4.40
- c) grant date 1 April 2008
- d) expiry date: 5 December 2012
- e) share price at grant date: \$2.89
- f) expected price volatility of the Company's shares: 75%
- g) expected dividend yield: 4.3%
- h) risk-free interest rate: 6.1%

The expected price volatility is based on the historic volatility (based on the remaining life of the options), adjusted for any changes to future volatility due to publicly available information.

##### Mincor Resources Executive Share Option Scheme

The Mincor Resources Executive Share Option Scheme ("Scheme") was introduced on 8 May 2006. Persons eligible to participate in the Scheme include key employees, who are determined at the discretion of the Directors. Options are granted under the Scheme for no consideration for a maximum period of 5 years and can be exercised at any time on or after the following dates.

Grant Date	Number of Options Exercisable	Vesting and Date Exercisable
8 May 2006	33 <sup>1</sup> / <sub>3</sub> % of options	8 May 2007
8 May 2006	66 <sup>2</sup> / <sub>3</sub> % of options	8 May 2008
8 May 2006	100% of options	8 May 2009
9 September 2006	100% of options	1 July 2007
20 October 2006	33 <sup>1</sup> / <sub>3</sub> % of options	19 October 2007
20 October 2006	66 <sup>2</sup> / <sub>3</sub> % of options	19 October 2008
20 October 2006	100% of options	19 October 2009
24 July 2007	33 <sup>1</sup> / <sub>3</sub> % of options	22 July 2008
24 July 2007	66 <sup>2</sup> / <sub>3</sub> % of options	22 July 2009
24 July 2007	100% of options	22 July 2010
25 March 2008	25% of options	6 March 2009
25 March 2008	50% of options	6 March 2010
25 March 2008	75% of options	6 March 2011
25 March 2008	100% of options	6 March 2012

When exercisable, each option is convertible into one ordinary share. Amounts receivable on the exercise of options are recognised as share capital.

The exercise price of options is based on the weighted average price at which the Company's shares are traded on the Australian Stock Exchange during the 5 trading days immediately before the options are granted.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 34

#### SHARE-BASED PAYMENTS (continued)

##### Mincor Resources Executive Share Option Scheme (continued)

Set out below are summaries of options granted under the Scheme.

Grant Date	Expiry Date	Exercise Price	Opening Balance	Granted During the Year	Exercised During the Year	Lapsed During the Year	Closing Balance	Vested and Exercisable at End of the Year
			Number	Number	Number	Number	Number	Number
<b>2008</b>								
8 May 2006	7 May 2011	85 cents	2,550,794	-	918,332	-	1,632,462	132,462
9 September 2006	8 September 2011	121 cents	250,000	-	250,000	-	-	-
20 October 2006	19 October 2011	174 cents	850,000	-	182,999	-	667,001	100,334
24 July 2007	22 July 2012	423 cents	-	100,000	-	-	100,000	-
25 March 2008	5 March 2013	323 cents	-	200,000	-	-	200,000	-
<b>Total</b>			<b>3,650,794</b>	<b>300,000</b>	<b>1,351,331</b>	<b>-</b>	<b>2,599,463</b>	<b>232,796</b>
Weighted average exercise price			\$1.08	\$3.56	\$1.04	-	\$1.39	\$1.23

Grant Date	Expiry Date	Exercise Price	Opening Balance	Granted During the Year	Exercised During the Year	Lapsed During the Year	Closing Balance	Vested and Exercisable at End of the Year
			Number	Number	Number	Number	Number	Number
<b>2007</b>								
8 May 2006	7 May 2011	85 cents	4,500,000	-	1,199,206	750,000	2,550,794	50,794
9 September 2006	8 September 2011	121 cents	-	250,000	-	-	250,000	-
20 October 2006	19 October 2011	174 cents	-	850,000	-	-	850,000	-
<b>Total</b>			<b>4,500,000</b>	<b>1,100,000</b>	<b>1,199,206</b>	<b>750,000</b>	<b>3,650,794</b>	<b>50,794</b>
Weighted average exercise price			\$0.85	\$1.62	\$0.85	\$0.85	\$1.12	\$0.85

#### Fair Value of Options Granted

The assessed fair value at grant date of options granted under the Mincor Resources Executive Option Scheme during the year ended 30 June 2008 was 153 cents for options granted on 24 July 2007 and 95.52 cents for options granted on 25 March 2008. The fair value at grant date is independently determined using the Binomial option valuation methodology that takes into account the exercise price, the term of the option, the impact of dilution, the share price at grant date and expected price volatility of the underlying share, the expected dividend yield and the risk free interest rate for the term of the option.

The weighted average share price at the date of exercise of options exercised during the year ended 30 June 2008 was \$3.62 (2007:\$4.42).

The weighted average remaining contractual life of options outstanding at the end of the period was 3.00 years (2007:3.98 years).

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### NOTE 34

#### SHARE-BASED PAYMENTS (continued)

##### Mincor Resources Executive Share Option Scheme (continued)

The model inputs for the options granted during the year ended 30 June 2008 included:

	2008		2007	
	Options are granted for no consideration and will vest over 4 annual instalments	Options are granted for no consideration and will vest over 3 annual instalments	Options are granted for no consideration and will vest over 10 months	Options are granted for no consideration and will vest over 3 annual instalments
Exercise price	\$3.23	\$4.23	\$1.21	\$1.74
Grant date	25 March 2008	24 July 2007	9 September 2006	20 October 2006
Expiry date	5 March 2013	22 July 2012	8 September 2011	19 October 2011
Share price at grant date	\$2.78	\$3.98	\$1.305	\$1.98
Expected price volatility of the Company's shares	75%	67%	50%	50%
Expected dividend yield	4.3%	2.55%	1.59%	1.59%
Risk-free interest rate	6.1%	6.5%	5.775%	6.0%

The expected price volatility is based on the historic volatility (based on the remaining life of the options), adjusted for any changes to future volatility due to publicly available information.

##### Expenses Arising from Share-based Payment Transactions

Total expenses arising from share-based payment transactions recognised during the period as part of employee benefit expense were as follows:

	CONSOLIDATED		PARENT ENTITY	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Options issued under employee option plans (refer Note 19)	560	807	560	807

### NOTE 35

#### EVENTS OCCURRING AFTER BALANCE SHEET DATE

On 20 August 2008 the Directors declared a full franked dividend of 6 cents per share in respect of the year ended 30 June 2008.

The financial effect of this post balance date event has not been recorded in the 30 June 2008 financial statements.

## DIRECTORS' DECLARATION

In the Director's opinion:

- (a) the financial statements and notes set out on pages 24 to 77 are in accordance with the *Corporations Act 2001*, including:
  - (i) complying with Accounting Standards, the *Corporations Regulations 2001* and other mandatory professional reporting requirements; and
  - (ii) giving a true and fair view of the Company's and consolidated entity's financial position as at 30 June 2008 and of their performance for the financial year ended on that date; and
- (b) there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable; and
- (c) the remuneration disclosures set out on pages 11 to 21 of the directors' report comply with Accounting Standards AASB 124 *Related Party Disclosures* and the *Corporations Regulations 2001*; and
- (d) at the date of this declaration, there are reasonable grounds to believe that the members of the Extended Closed Group identified in Note 27 will be able to meet any obligations or liabilities to which they are, or may become, subject by virtue of the deed of cross guarantee described in Note 27.

The Directors have been given the declarations by the Chief Executive Officer and Chief Financial Officer required by section 295A of the *Corporations Act 2001*.

This declaration is made in accordance with a resolution of the Directors.

Dated at Perth this 20th day of August 2008.



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**DCA Moore**  
**Managing Director**

## **Independent auditor's report to the members of Mincor Resources NL**

### **Report on the financial report**

We have audited the accompanying financial report of Mincor Resources NL (the company), which comprises the balance sheet as at 30 June 2008, and the income statement, statement of changes in equity and cash flow statement for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the directors' declaration for both Mincor Resources NL and the Mincor Resources NL Group (the consolidated entity). The consolidated entity comprises the company and the entities it controlled at the year's end or from time to time during the financial year.

#### *Directors' responsibility for the financial report*

The directors of the company are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the *Corporations Act 2001*. This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances. In Note 1, the directors also state, in accordance with Accounting Standard AASB 101 *Presentation of Financial Statements*, that compliance with the Australian equivalents to International Financial Reporting Standards ensures that the financial report, comprising the financial statements and notes, complies with International Financial Reporting Standards.

#### *Auditor's responsibility*

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

**Independent auditor's report to the members of  
Mincor Resources NL (continued)**

Our procedures include reading the other information in the Annual Report to determine whether it contains any material inconsistencies with the financial report.

For further explanation of an audit, visit our website <http://www.pwc.com/au/financialstatementaudit>.

Our audit did not involve an analysis of the prudence of business decisions made by directors or management.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

*Independence*

In conducting our audit, we have complied with the independence requirements of the *Corporations Act 2001*.

*Auditor's opinion*

In our opinion:

- (a) the financial report of Mincor Resources NL is in accordance with the *Corporations Act 2001*, including:
  - (i) giving a true and fair view of the company's and consolidated entity's financial position as at 30 June 2008 and of their performance for the year ended on that date; and
  - (ii) complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the *Corporations Regulations 2001*, and
- (b) the financial report also complies with International Financial Reporting Standards as disclosed in Note 1.

**Report on the Remuneration Report**

We have audited the Remuneration Report included in pages 11 to 21 of the directors' report for the year ended 30 June 2008. The directors of the company are responsible for the preparation and presentation of the Remuneration Report in accordance with section 300A of the *Corporations Act 2001*. Our responsibility is to express an opinion on the Remuneration Report, based on our audit conducted in accordance with Australian Auditing Standards.

*Auditor's opinion*

In our opinion, the Remuneration Report of Mincor Resources NL for the year ended 30 June 2008, complies with section 300A of the *Corporations Act 2001*.

**Matters relating to the electronic presentation of the audited financial report**

This auditor's report relates to the financial report and remuneration report of Mincor Resources NL for the year ended 30 June 2008 included on Mincor Resources NL web site. The company's directors are responsible for the integrity of the Mincor Resources NL web site. We have not been engaged to report on the integrity of this web site. The auditor's report refers only to the financial report and remuneration report named above. It does not provide an opinion on any other

**Independent auditor's report to the members of  
Mincor Resources NL (continued)**

information which may have been hyperlinked to/from these statements or the remuneration report. If users of this report are concerned with the inherent risks arising from electronic data communications they are advised to refer to the hard copy of the audited financial report and remuneration report to confirm the information included in the audited financial report and remuneration report presented on this web site.



PricewaterhouseCoopers



John O'Connor  
Partner

Perth  
20 August 2008