

Dates and the total amounts of “performance-based incentive” awarded
between 2009-2010 and 2012-2013

Year of Award	Date of awarding Performance-based Incentive	Total Amount of Performance-based Incentive (As a % of Total Expenditure)
2009-2010	February and August 2010	\$0.43 million (0.1%)
2010-2011	February and August 2011	\$ 0.94 million (0.2%)
2011-2012	February and August 2012	\$ 1.92 million (0.4%)
2012-2013	November 2012 and April 2013	\$ 7 million (1.3%) (This is a one-off “Special Performance-based Incentive”)