

EMPLOYEE SHARE PLAN – ESP

ALLOCATION DATE	ISSUE PRICE	10 YEAR ANNIVERSARY	Bonus Shares
21 /7/1993	\$2.45	21/7/2003	If loan was paid out in full on the 10 year anniversary, employees received a 1 for 15 bonus issue
30/11/1994	\$2.75	30/11/2004	If loan was paid out in full on the 10 year anniversary, employees received a 1 for 17 bonus issue
14/2/1997	\$3.02	14/02/2007	No bonus shares
11/12/1998	\$5.56	11/12/2008	No bonus shares
15/3/2000	\$4.90	15/3/2010	No bonus shares
19/01/2001	\$8.11	19/01/2011	No bonus shares
30/01/2002	\$11.84	30/01/2012	No bonus shares
2/5/2003	\$12.92	2/5/2013	No bonus shares

Please note than a 3 year vesting period applied for allocations under this Plan.