

**LTIs granted – 2016**

Details of the performance rights granted to KMP under the 2016 LTI Plan (operating between 1 January 2016 and 31 December 2018) are set out in the table below:

Senior Executive	LTI Plan	Number of performance rights granted	Vesting date	Fair value of performance rights <sup>1</sup>	Minimum value of grant \$	Maximum value of grant \$
Michael Connaghan	Base Plan 2016-2018	773,029	March 19	\$0.59	—	456,087
Lukas Aviani	Base Plan 2016-2018	294,118	March 19	\$0.59	—	173,530
<b>Total</b>		<b>1,067,147</b>			<b>—</b>	<b>629,617</b>

1. The maximum value of the grant has been estimated based on the fair value as calculated at the time of the grant. Further information on the calculation of fair value is outlined in Note 31 – Share - based Payments.

**Retention award – 2016**

Senior Executive	LTI Plan	Number of performance rights granted	Vesting date	Fair value of performance rights	Minimum value of grant \$	Maximum value of grant \$
John Steedman	Performance rights	350,000	April 2018	\$1.00	—	350,000

Mr John Steedman was awarded 350,000 performance rights in April 2016 on his commencement with WPP AUNZ in an Executive Director role. The retention shares will be held on trust for a period of two years and will vest subject to Mr. Steedman being an employee on 1 April 2018.

Mr Steedman will not be entitled to any dividends paid by the Company in relation to the retention shares or be able to exercise any voting rights. He will be eligible to participate in 2017 LTI Plan.

**LTIs vested – 2016**

At 31 December 2016, the performance hurdles were tested for the 2014 LTI Plan (operating between 1 January 2014 and 31 December 2016). WPP AUNZ did not achieve the minimum requirements for the EPS and TSR performance hurdles. With the exception of performance shares issued to Mr. Michael Connaghan, no other LTI vested under the 2014 - 2016 LTI Plan.

**CEO's LTI vested – 2016**

The below table represents the details of Mr. Michael Connaghan's performance rights vested, as a result of the Transaction.

Mr. Connaghan received a total of 345,439 shares that represented a pro-rata entitlement to his performance rights from the commencement date of the 2014 Plan and 2015 Plan to the date that the Transaction was approved by the shareholders:

	Performance rights granted in 2014		Vested in 2016			Forfeited in 2016		
	Number	Maximum Value <sup>1</sup> \$	Number	% of total grant	Maximum Value <sup>1</sup> \$	Number	% of total grant	Maximum Value <sup>1</sup> \$
Michael Connaghan	266,620	291,457	201,668	76%	220,454	64,952	24%	71,003
	Performance rights granted in 2015		Vested in 2016			Forfeited in 2016		
	Number	Maximum Value <sup>1</sup> \$	Number	% of total grant	Maximum Value <sup>1</sup> \$	Number	% of total grant	Maximum Value <sup>1</sup> \$
Michael Connaghan	360,855	166,895	152,771	42%	70,657	—	—	—
<b>Total vested</b>			<b>354,439</b>	<b>n/a</b>	<b>291,111</b>	<b>—</b>	<b>—</b>	<b>—</b>

1. The maximum value of the grant has been estimated based on the fair value as calculated at the time of the grant. Details of the assumptions underlying the valuations are set out in a Note 31 to the financial statements.