

22/23 STIP and 22-25 LTIP

Metric and Target	Owner	Threshold	Target	Stretch	Evidenced
Rebuilding Trust: Inquiry Ensure POL provides the support, information and cooperation needed by the POHIT Inquiry team and we respond to requests in a reasonable manner, so that positive feedback on our engagement is given by the Inquiry Secretariat	Ben Foat (Fintan Canavan)	- Requests for Information from the Inquiry (Rule 9s, Section 21s) are serviced and within reasonable timeframes unless extensions are agreed with the Inquiry. - Key Witnesses are identified, appropriately supported, with any subsequent associated witness statements provided to the Inquiry within the prescribed timeframes, unless extensions are agreed with the Inquiry - Responsive materials are identified and harvested onto the Relativity 1 data platform, so as to enable POL to respond to requests from the Inquiry in a timely manner - Full and transparent disclosures, in line with the commitments made to the Inquiry, are made.	N/A	N/A	In the absence of a final Inquiry report or commentary from the Inquiry, data held by the Inquiry Team and reported via Steerco.
Rebuilding Trust: Compensation Deliver to plan, and within mutually agreed timelines with the shareholder, all compensation programmes (HSS/OHC/suspension pay)	Ben Foat (Simon Recaldin)	- HSS scheme 90% by y.e, - OHC – to have concluded on pilot cases. - Suspension Payments - to secure budget and commence operations.	- HSS – 95% by year end, - OHC to have commenced post pilot cases. - Suspension Payments, to be on plan.	- HSS – deliver above 95% - OHC to be exceeding plan - Suspension Payments to have delivered ahead of plan.	Financial forecasts and performance.