

- 1 **Q. Reference: CA-NP-51: for the purposes of the ST1 plan when are the corporate and**  
2 **individual measures set in each year?**  
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4 A. Corporate and individual measures for the STI plan are set by the Company's Board of  
5 Director's in January.  
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7 Draft targets are typically reviewed by the Governance and Human Resources Committee  
8 of the Board of Directors in advance of the Company's Board of Directors setting the  
9 targets.