

**DECEMBER 12, 2022**

# 2022 year-end review of performance against IESO Performance measures and targets

# Performance Measures for 2022

Measure	Strategic Target	2022 Target	2022 Actual
<b>1. Employee engagement</b> - Commitment to the execution of enterprise priorities	Annual employee pulse survey results for specific engagement areas sustain 4% average increased performance.	4%	3%
<b>2. Organizational Agility</b> - Openness to Change	Annual employee survey results improve each year to a result of 70%.	70%	68%
<b>3. Operational Efficiency</b> - Strategic Initiatives schedule adherence	No more than 2 Strategic Initiatives deviate from their approved Project Plans	≤ 2	2

# Performance Measures for 2022 (continued)

2022 Measure	Strategic Outcome	2022 Target	Year-to-Date
<b>4. Stakeholder Satisfaction</b> – Engagement process	A 5-year target of 84%.	80%	74%
<b>5. Cost Effectiveness</b> – Short Term (Day ahead) Forecast accuracy	Have annual forecast error within +/- 2.5% (actual vs. forecast).	+/- 2.25%	2.10%
<b>6. Cost Effectiveness</b> – Resource balance: Energy Curtailments Index	10% reduction (2% annually) from 2020 base year index value (of 1.81%) to achieve five-year target of 1.63% and represents the amount of energy curtailments to total energy production annually.	1.74%	0.68%
<b>7. Cost Effectiveness</b> – Resource balance: Energy Shortage Index	10% reduction (2% annually) from 2020 base year index value (of 0.067%) achieve five year target of 0.060% representing the instances of energy and/or operating reserve shortfall annually.	0.064%	0.139%

# IESO 2022 Performance Results

## Legend

Colour	Performance Level
Dark Green	Exceeds
Green	Met
Dark Orange	Did Not Meet