



Corporate Performance Measure

For the Strategic Planning Period: 2023 - 2025

Performance Measures (1/2)

Strategic Alignment	Measure	2023	2024	2025	Measure Weight
Outcomes: <ul style="list-style-type: none"> • Drive and guide the evolution of the system to ensure long-term reliability • Maintain affordability via competition and other mechanisms • Effectively respond to changes in policy and customer choices 	1. Market Renewal Program delivery: Percentage of key milestones complete according to implementation plan	80%	90%	100%	20%
	2. Maintaining Resource Adequacy: plans in place to ensure that resource adequacy reliability standards are met for the next 5 years	100%	100%	100%	10%
	3. Resource Adequacy procurement: Supply offers (MW) in open and competitive mechanisms exceed the target capacity (MW)	20%	22%	24%	10%
	4. Enabling Resources Program delivery: Percentage complete of program plan	33%	44%	65%	10%
Enablers: <ul style="list-style-type: none"> • Evolve the IESO's culture enabled by people, tools, and processes to promote a high-performing organization • Effectively tell the IESO's story to strengthen stakeholders and community connections 	5. Employee pulse survey results for specific annual engagement areas of focus	4% avg. increase	4% avg. increase	4% avg. increase	15%
	6. Effectiveness of stakeholder engagement actions through positive survey results (within - 2% tolerance range)	80%	81%	82%	15%

Performance Measures (2/2)

Strategic Alignment	Measure	2023	2024	2025	Measure Weight
Key Risk • Maintain vigilance on cyber security threats to the IESO and the system, and adapt as required	7. Cyber threat intelligence technology implementation	90%	92%	94%	10%
	8. Phishing Metrics Trend	<5%	<4%	<3%	5%
	9. Determine pathway for assessment of appropriate regulatory instrument for system cyber risk mitigation*	Substantial Completion	TBD	TBD	5%

* Over the course of 2023, further due diligence will be conducted to develop the measure. Execution against cyber risk mitigation measure will occur in 2024-2025.