

DECEMBER 2025

2025 year-end review of performance against IESO Performance measures and targets

Performance Targets and Results for 2025

Measure	2025 Target	2025 Actual
1. Market Renewal Program delivery - Percentage of key milestones complete according to implementation plan	100%	100%
2. Resource Adequacy - plans in place to ensure that resource adequacy reliability standards are met for the next 5 years	100%	100%
3. Resource Adequacy - Supply offers (MW) in open and competitive mechanisms exceed the target capacity (MW)	24%	25%
4. Enabling Resources Program (planning phase) delivery - Percentage complete of program plan	75%	100%

Performance Targets and Results for 2025

Measure	2025 Target	2025 Actual
5. Employee pulse survey results for specific annual engagement areas of focus	Positive Trend (≥70%)	77
6. Effectiveness of stakeholder engagement actions through positive survey results	77%	78%
7. Data Loss Prevention (DLP) technology implementation (percentage of completion)	50%	100%
8. Phishing Metrics Trend (pass rate)	≥97%	98.6%
9. Percentage of completion for development of Market Assessment Compliance Division (MACD) plan to enable enduring risk mitigation arising from cyber threats to the IESO Administered Markets and the IESO Controlled Grid	75%	73%

IESO 2025 Performance Results Legend

Performance Level	Performance Level Description
Exceeded	Result was above target
Met	Result met target
Did Not Meet	Result was below target