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Undertaking U-8:

To provide a copy of the objectives that are used to determine the eligibility for bonuses and incentive payments for the CEO

Response U-8:

CEO Objective	Desired Outcome	Measures
1. Build Organizational Capability	IESO's capabilities mature at a pace to enable it to meet its statutory deadlines, be seen as a capable and trusted organization and ultimately deliver value to Nova Scotians	i. Build out organizational structure (within approved budget), hiring necessary roles to meet Phase 1 & Phase 2 objectives. ii. All employees undertake cultural competence training initially focused on First Nations awareness & understanding. iii. Develop and deploy necessary NERC, Cyber, & Code of conduct/conflict of interest training. iv. Complete Board Strategy, Risk & Succession Planning Sessions.
2. Develop the culture	It is hard to define a culture, but we are looking to create an organization that people want to work for, that balances risk & innovation (keeping the lights on while trying new things), and is known for moving at pace, being focused on value for customers and is transparent/trustworthy in all it does.	i. Deploy updated vision & values. ii. Deploy Line of Sight & Performance Acceleration Process. iii. Deploy employee engagement survey to measure baseline. iv. Support the development of the leadership team including setting objectives, providing feedback and coaching as necessary. v. Develop CEO professional development plan. vi. Develop an awards program to reinforce.
3. Deliver on the 2026/27 Enterprise Priorities	Meeting our legislative mandate, securing key essential reliability resources, developing our longer-term plan & building trust with stakeholders.	i. Building a solid foundation for IESO Nova Scotia. ii. Contract our first energy resource(s). iii. Complete our inaugural Integrated Resource Plan. iv. Progress our Phase 2 transition from Nova Scotia Power. v. Constructively shape Nova Scotia & Atlantic Canada's future energy policy and electricity system.

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4. Continue to develop external relationships	Relationships & trust are going to be key to IESO-NS's long-term success. This is looking to build on the good start in 2025/26.	i. Develop Government & Stakeholder Engagement Plan. ii. Progress with key relationships including Premier, key government officials, Nova Scotia Power, NSEB and energy system stakeholders. iii. Represent IESO-NS constructively with media & at industry events.
5. Secure the financial sustainability of the organization	2025/26's funding approach is not sustainable. Getting to a stakeholder approved model for IESO-NS's revenue requirement to be transparent	i. Manage costs within approved budget ii. Secure model for on-going fees from system users. iii. Secure funding/cashflow for Phase 2 implementation. iv. Understand and develop plan to have. appropriate credit rating, as needed, to support settlement activities. v. Report on 2026/27 value case.

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