

## Performance Awards for Chief Executive Officers of Crown Corporations

At-Risk Pay Pursuant to the PMP for 2020-21				
Performance Rating	CEO 1 to 3 % of salary	CEO 4 & 5 % of salary	CEO 6 & 7 % of salary	CEO 8 % of salary
Did Not Meet / Unable to Assess	X	X	X	X
Succeeded -	✓ 3.75%	✓ 6.5%	✓ 7%	✓ 8.25%
Succeeded	✓ 7.5%	✓ 13%	✓ 14%	✓ 16.5%
Succeeded +	✓ 11.25%	✓ 19.5%	✓ 21%	✓ 24.75%
Surpassed	✓ 15%	✓ 26%	✓ 28%	✓ 33%