

A-2023-00041

Performance year	No. of SOs as of December 31*	Performance pay \$	No. Received Performance pay	At-risk pay \$	No. Received At-risk pay
2015	69	\$ 683,794	41	0	0
2016	70	\$ 550,064	34	0	0
2017	71	\$ 350,912	19	\$ 2,222,003	67
2018	73	\$ 514,055	24	\$ 2,409,558	70
2019	78	\$ 654,701	29	\$ 2,606,422	73
2020	79	\$ 859,139	33	\$ 2,735,542	74
2021	79	\$ 868,114	34	\$ 2,917,788	77
2022	82	\$ 507,856	25	\$ 3,080,468	80

*excludes SDG and Governor

The Bank uses a performance incentive system where a portion of an employee's salary is at-risk. Those employees who successfully meet all their performance objectives receive the at-risk portion of their salary once a year.

Employees who are assessed to have exceeded or greatly exceeded their performance objectives are eligible to receive performance pay. These are employees whose performance has gone beyond or far beyond expectations on performance objectives and who act as a role model in demonstrating the Bank's expected behavioural competencies.

An employee must meet the performance incentive system's criteria for active service with the Bank during the performance year to be eligible for at-risk pay and performance pay.