

# 2022 ESG Performance Overview

All information is for Hydro One Limited unless there is an asterisk (\*), in which case the information is just for Hydro One Networks. KPMG (LLP) was engaged to provide a limited assurance conclusion over indicators identified with this † as at and for the period ended December 31, 2022. Our greenhouse gas (GHG) emissions data was verified by external auditors GHD Limited (GHD), and identified by ‡. KPMG's Independent Limited Assurance Report and GHD's Limited Assurance Letter can be found on pages 58 and 59 of the 2022 Sustainability Report.

Indicator	2020	2021	2022
<b>People</b>			
Total recordable injury rate per 200,000 hours worked	0.87	0.74	<b>0.62</b>
Lost time injury frequency rate per 200,000 hours worked <sup>1</sup>	22.7	23.6	<b>8.8</b>
High-energy serious injury and fatality (HSIF) rate (introduced in 2022)	n/a	n/a	<b>0.01</b>
Fatalities from work-related incidents (number)	1	1	<b>0</b>
Average number of learning and development per employee (hours)	34.0	45.9	<b>49.1</b>
Unionized employees (%)	89.7	90.0	<b>88.7</b>
Employee volunteer hours	3,870	4,315	<b>7,482</b>
Employee turnover rate (%) <sup>2</sup>	4.0	5.3	<b>6.1</b>
Employee diversity (%) <sup>3,4</sup>			
Women	24.0	24.4	<b>25.1</b>
Men	76.0	75.6	<b>74.9</b>
Indigenous	n/a	2.7	<b>2.9</b>
Black	n/a	1.6	<b>1.7</b>
People of Colour	n/a	10.6	<b>10.6</b>
Disability	n/a	2.9	<b>3.1</b>
2SLGBTQIA+	n/a	1.3	<b>1.3</b>
Executive diversity (%) <sup>4</sup>			
Women	25.8	30.6	<b>32.5</b> <sup>†</sup>
Men	74.2	69.4	<b>67.5</b>
Indigenous	n/a	0.0	<b>2.2</b>
Black	n/a	0.0	<b>0.0</b>
People of Colour	n/a	23.7	<b>20.3</b>
Disability	n/a	2.6	<b>9.9</b>
2SLGBTQIA+	n/a	0.0	<b>0.0</b>
Number of unresolved well-founded <sup>5</sup> privacy complaints as determined by the Privacy Commissioner of Canada	0	0	<b>0</b>
Number of cases received by our Corporate Ethics Office <sup>6</sup>	293	296	<b>389</b>

Indicator	2020	2021	2022
<b>Planet<sup>7</sup></b>			
Scope 1 GHG emissions (tCO <sub>2</sub> e) <sup>8</sup>	184,956	169,199	<b>149,995</b> <sup>†</sup>
Scope 2 GHG emissions (tCO <sub>2</sub> e) <sup>8</sup>	134,928	153,605	<b>162,337</b> <sup>†</sup>
VOC emissions (tonnes) <sup>9</sup>	29.9	30.4	<b>31.6</b>
NO <sub>x</sub> emissions (tonnes) <sup>9</sup>	1,075.2	1,084.4	<b>1,130.9</b>
SO <sub>x</sub> emissions (tonnes) <sup>9,10</sup>	35.4	35.8	<b>37.3</b>
Total particulate matter emissions (tonnes) <sup>9</sup>	23.1	19.4	<b>20.1</b>
Fleet electrification (%) <sup>11</sup>		14	<b>17</b> <sup>†</sup>
Electricity use (kWh)		42,856,242	<b>40,601,996</b>
Energy use (GJ)		234,967	<b>218,076</b>
Spill recovery rate (%) <sup>*</sup>	98	97	<b>95</b>
Total solid waste produced (tonnes) <sup>*</sup>	154,000	128,000	<b>137,000</b>
Total solid waste recycled (tonnes) <sup>*</sup>	11,000	8,767	<b>10,297</b>
Pollinator habitat established (Ha) <sup>*</sup>	20	20	<b>12</b>

<sup>1</sup> Hydro One calculates the lost-time injury frequency rate by attributing days lost to injury in any given year to the year in which the injury occurred. As a result, the 2020 and 2021 values do not reflect the data previously reported.

<sup>2</sup> The rate is calculated based on voluntary, involuntary, retirement and other departures as a percentage of the average annual number of permanent employees.

<sup>3</sup> In the 2021 Sustainability Report, we reported Hydro One's % of Black and People of Colour collectively for regular employees in 2021 as 12.4%. The actual percentage in 2021 was 12.2%.

<sup>4</sup> Executive management and regular employee diversity by gender is calculated as the monthly average headcount over the fiscal year based on sex at birth or self-declaration. All other categories are reported as a yearly average from our myExperience survey. The myExperience survey was first introduced in 2021 and therefore the data excluding gender are comparable only across 2021 and 2022. We define executives as VP and above.

<sup>5</sup> The term "well-founded" is used by the Office of the Privacy Commissioner of Canada when the commissioner has found that an organization has failed to respect a provision of the Personal Information Protection and Electronic Documents Act.

<sup>6</sup> Over the past three years, we have seen an increase in cases received. Hydro One welcomes this, as we believe it points to the effectiveness of our training program and our employees' comfort in reporting.

<sup>7</sup> Figures are approximate.

<sup>8</sup> The Scope 1 and 2 emissions for 2020 and 2021 were recalculated. Please refer to footnote #32 on page 23 for additional details.

<sup>9</sup> Hydro One Remote Communities Inc. only.

<sup>10</sup> We report our SO<sub>x</sub> emissions as SO<sub>2</sub> which is a subset of SO<sub>x</sub> emissions and required for reporting under Canadian law.

<sup>11</sup> Fleet electrification is the percentage of Hydro One's light-duty vehicle fleet (sedans and SUVs) that are electric or hybrid vehicles at the end of the fiscal year.

<sup>12</sup> The increase in the R&D expenditures was driven by the projects undertaken to respond to business priorities, including those related to demand response, asset analytics and resiliency initiatives.

<sup>13</sup> Indigenous procurement spend (%) is the ratio of total sourceable Indigenous procurement spend to total sourceable procurement spend for the fiscal year then ended.

<sup>14</sup> We report the transmission SAIDI for multi-circuit supplied delivery points. The Transmission SAIDI numbers do not include any events with more than 10,000 MW\* minutes unsupplied energy, initiated by uncontrollable causes, such as weather, environment, or foreign object interference.

<sup>15</sup> We report the transmission SAIFI for multi-circuit supplied delivery points. The Transmission SAIFI numbers do not include any events with more than 10,000 MW\* minutes unsupplied energy, initiated by uncontrollable causes, such as weather, environment, or foreign object interference.

<sup>16</sup> The Distribution SAIDI numbers do not include any force majeure events. We define a force majeure event to have occurred when electricity service to 10% or more of our distribution customers has been interrupted by an event.

<sup>17</sup> The Distribution SAIFI numbers do not include any force majeure events. We define a force majeure event to have occurred when electricity service to 10% or more of our distribution customers has been interrupted by an event.

Indicator	2020	2021	2022
<b>Community</b>			
Capital Investments (\$ millions)	1,878	2,125	<b>2,132</b>
Investment in R&D (\$ millions)	4.7	6.0	<b>15.8</b> <sup>‡</sup>
Indigenous procurement spend (\$ millions)	42.0	58.3	<b>95.9</b>
% Indigenous procurement spend to total spend (%) <sup>13</sup>		3.4	<b>5.2</b> <sup>†</sup>
Community investment donations and sponsorships (\$ millions)	3.1	3.3	<b>4.0</b>
Transmission customer satisfaction (%) <sup>*</sup>	83	92	<b>88</b>
Commercial and industrial satisfaction (%) <sup>*</sup>	86	80	<b>74</b>
Residential and small business customer satisfaction (%) <sup>*</sup>	87	89	<b>87</b>
Productivity savings (\$ millions)	286.0	343.9	<b>373.6</b>
Transmission System Average Interruption Duration Index (SAIDI) <sup>*14</sup> (per delivery point per year) (minutes)	4.6	4.2	<b>8.8</b>
Transmission System Average Interruption Frequency Index (SAIFI) <sup>*15</sup> (per delivery point per year)	0.2	0.3	<b>0.3</b>
Distribution SAIDI <sup>*16</sup> (per customer per year) (hours)	7.3	6.5	<b>6.9</b>
Distribution SAIFI <sup>*17</sup> (per customer per year)	2.5	2.4	<b>2.5</b>
Customer Average Interruption Duration Index (CAIDI) (per customer per year) (hours)	2.9	2.8	<b>2.8</b>