

Appendices

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Category/Section	Topic	GRI Disclosure	2020
Organizational Profile	Standard Disclosure	GRI 102-1 Name of the organization	Hydro One Limited
Organizational Profile	Standard Disclosure	GRI 102-2 Activities, brands, products, and services	2020 Sustainability report, Hydro One At-A-Glance
Organizational Profile	Standard Disclosure	GRI 102-3 Location of headquarters	2020 Sustainability report, Connect with Us
Organizational Profile	Standard Disclosure	GRI 102-4 Location of operations	2020 Sustainability report, Hydro One At-A-Glance
Organizational Profile	Standard Disclosure	GRI 102-5 Ownership and legal form	2020 Sustainability report, Hydro One At-A-Glance
Organizational Profile	Standard Disclosure	GRI 102-6 Markets served	2020 Sustainability report, Hydro One At-A-Glance
Organizational Profile	Standard Disclosure	GRI 102-7 Scale of the organization	2020 Sustainability report, Hydro One At-A-Glance
Organizational Profile	Standard Disclosure	GRI 102-8 Information on employees and other workers	2020 Sustainability report, People
Organizational Profile	Standard Disclosure	GRI 102-9 Supply chain	Supplier Code of Conduct
Organizational Profile	Standard Disclosure	GRI 102-10 Significant changes to the organization and its supply chain	There were no significant changes to Hydro One in 2020

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Organizational Profile	Standard Disclosure	GRI 102-13 Memberships of associations	In 2020, Hydro One was a member of the Canadian Chamber of Commerce, Canadian Electricity Association, CD Howe Institute, Edison Electric Institute, Electricity Distributors Association, Energy Storage Canada, North American Transmission Forum, Ontario Chamber of Commerce, Ontario Energy Association, Ontario Energy Network, Plug'n Drive, Public Policy Forum, Toronto Region Board of Trade, Western Energy Institute, Young Energy Professionals and a supporter of the Ivey Energy Policy and Management Centre.
Strategy	Standard Disclosure	GRI 102-14 Statement from senior decision-maker	2020 Sustainability report, Message from Our President and CEO & Message from Our Chair
Strategy	Standard Disclosure	GRI 102-15 Key Impacts, risk and opportunities	2020 Sustainability report, Our Approach , 2020 ESG Performance Table
Ethics and Integrity	Standard Disclosure	GRI 102-16 Values, principles, standards, and norms of behavior	Code of Business Conduct and values
Ethics and Integrity	Standard Disclosure	GRI 102-17 Mechanisms for advice and concerns about ethics	Code of Business Conduct , Ombudsman , 2020 ESG Performance Table and Whistleblower policy
Governance	Standard Disclosure	GRI 102-18 Governance structure	2020 Sustainability report, Our Approach
Governance	Standard Disclosure	GRI 102-20 Executive-level responsibility for economic, environmental, and social topics	2020 Sustainability report, Our Approach
Governance	Standard Disclosure	GRI 102-21 Consulting stakeholders on economic, environmental, and social topics	Sustainability materiality assessment

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Governance	Standard Disclosure	GRI 102-22 Composition of the highest governance body and its committees	2020 Sustainability report, Our Approach , Corporate Governance
Governance	Standard Disclosure	GRI 102-23 Chair of the highest governance body	2020 Sustainability report, Our Approach , Corporate Governance
Governance	Standard Disclosure	GRI 102-24 Nominating and selecting the highest governance	2020 Sustainability report, Our Approach , Corporate Governance
Governance	Standard Disclosure	GRI 102-31 Review of economic, environmental, and social topics	2020 Sustainability report, Our Approach
Governance	Standard Disclosure	GRI 102-32 Highest governance body's role in sustainability reporting	2020 Sustainability report, Our Approach
Stakeholder Engagement	Standard Disclosure	GRI 102-40 List of stakeholder groups and partners	2020 Sustainability report, Our Approach
Stakeholder Engagement	Standard Disclosure	GRI 102-41 Collective bargaining agreements	2020 Annual Report
Stakeholder Engagement	Standard Disclosure	GRI 102-42 Identifying and selecting stakeholders	2020 Sustainability report, Our Approach
Stakeholder Engagement	Standard Disclosure	GRI 102-43 Approach to stakeholder engagement	2020 Sustainability report, Community
Stakeholder Engagement	Standard Disclosure	GRI 102-44 Key topics and concerns raised	2020 Sustainability report, Community
Reporting Practice	Standard Disclosure	GRI 102-45 Entities included in the consolidated financial statements	2020 Sustainability report, About This Report

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Reporting Practice	Standard Disclosure	GRI 102-46 Defining report content and topic Boundaries	2020 Sustainability report, About This Report
Reporting Practice	Standard Disclosure	GRI 102-47 List of material topics	Sustainability materiality assessment
Reporting Practice	Standard Disclosure	GRI 102-48 Restatements of information	There are no restatements of information given in previous reports
Reporting Practice	Standard Disclosure	GRI 102-49 Changes in reporting	The information contained within this report is for Hydro One Limited. In instances where data is only available for Hydro One Networks Inc., it is noted with an asterisk
Reporting Practice	Standard Disclosure	GRI 102-50 Reporting period	2020 Sustainability report, About This Report
Reporting Practice	Standard Disclosure	GRI 102-51 Date of most recent report	August 2021
Reporting Practice	Standard Disclosure	GRI 102-52 Reporting cycle	2020 Sustainability report, About This Report
Reporting Practice	Standard Disclosure	GRI 102-53 Contact point for questions regarding the report	2020 Sustainability report, Connect with Us
Reporting Practice	Standard Disclosure	GRI 102-54 Claims of reporting in accordance with the GRI Standards	2020 Sustainability report, About This Report
Reporting Practice	Standard Disclosure	GRI 102-55 GRI content index	This table, and available as a stand-alone document on our website
Reporting Practice	Standard Disclosure	GRI 102-56 External assurance	GHD Ltd. verified Hydro One's GHG Emission report for the compliance period of January 1 to December 31, 2020
Management Approach	Standard Disclosure	GRI 103-1 Explanation of the material topic and its Boundary	2020 Sustainability report, About This Report and Our Approach
Management Approach	Standard Disclosure	GRI 103-2 The management approach and its components	2020 Sustainability report, within the approach section of each material topic

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Category/Section	Topic	GRI Disclosure	2020
Our Approach To Sustainability	Governance	GRI 205-1 Discussion on Management Approach	2020 Sustainability report, Our Approach, Management Approach and Governance
Our Approach To Sustainability	Governance	GRI 205-1 Operation assessed for risks related to corruption	Code of Business Conduct
Our Approach To Sustainability	Governance	GRI 205-2 Communications and training about anti-corruption policies and procedures	All Board Directors signed a Code of Business Conduct Compliance Form and must abide by our Code of Business Conduct . Employees receive annual communication through our Code of Business Conduct Annual Refresher. As of December 31, 2020, 7,086 employees completed the 2020 Code of Business Conduct Annual Refresher, which includes information on our Anti-Fraud and Anti-Corruption policies. Business partners are subject to our Code of Business Conduct and/or the Supplier Code of Conduct .
People	Talent	GRI 405-1 Discussion on Management Approach	2020 Sustainability report, People
People	Talent	GRI 405-1 Diversity of governance bodies and employees	2020 Sustainability report, People and Corporate Governance

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Category/Section	Topic	GRI Disclosure	2020
People	Talent	GRI EU15 Number of employees eligible to retire within 5 years, 10 years (% of workforce, by job category) ⁶⁷	<p>Electrical power line and cable workers: -% of Workforce: 5 Year: 3%, 10 Year: 3% -% of NOC Group: 5 Year: 14%, 10 Year: 20%</p> <p>Electrical and electronics engineers -% of Workforce: 5 Year: 2%, 10 Year: 3% -% of NOC Group: 5 Year: 17%, 10 Year: 27%</p> <p>Electrical and electronics engineering technologists and technicians: -% of Workforce: 5 Year: 2%, 10 Year: 3% -% of NOC Group: 5 Year: 17%, 10 Year: 29%</p> <p>Silviculture and forestry workers: -% of Workforce: 5 Year: 1%, 10 Year: 1% -% of NOC Group: 5 Year: 8%, 10 Year: 18%</p> <p>Other customer and information services representatives: -% of Workforce: 5 Year: 1%, 10 Year: 2% -% of NOC Group: 5 Year: 24%, 10 Year: 47%</p> <p>Professional occupations in business management consulting: -% of Workforce: 5 Year: 1%, 10 Year: 2% -% of NOC Group: 5 Year: 27%, 10 Year: 46%</p> <p>Contractors and supervisors, electrical trades and telecommunications occupations: -% of Workforce: 5 Year: 2%, 10 Year: 2% -% of NOC Group: 5 Year: 46%, 10 Year: 62%</p> <p>Power system electricians: -% of Workforce: 5 Year: 1%, 10 Year: 1% -% of NOC Group: 5 Year: 22%, 10 Year: 32%</p> <p>General office support workers: -% of Workforce: 5 Year: 1%, 10 Year: 1% -% of NOC Group: 5 Year: 33%, 10 Year: 54%</p>

⁶⁷ NOC is the National Occupational Classification and the region for reporting is Ontario.

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Category/Section	Topic	GRI Disclosure	2020												
People	Talent	GRI 401-1 Employee hires and employee turnover ⁶⁸	2020 New Hire												
			New Hire Count and Rate: 134; 2.3%												
			% of Total New Hires												
			<table border="0"> <tr> <td style="padding-right: 10px;">Women: 31%</td> <td>Ages 20 - 29: 23%</td> </tr> <tr> <td>Men: 69%</td> <td>Ages 30 - 39: 38%</td> </tr> <tr> <td></td> <td>Ages 40 - 49: 23%</td> </tr> <tr> <td></td> <td>Ages 50 - 59: 14%</td> </tr> <tr> <td></td> <td>Ages 60 - 69: 1%</td> </tr> </table>	Women: 31%	Ages 20 - 29: 23%	Men: 69%	Ages 30 - 39: 38%		Ages 40 - 49: 23%		Ages 50 - 59: 14%		Ages 60 - 69: 1%		
Women: 31%	Ages 20 - 29: 23%														
Men: 69%	Ages 30 - 39: 38%														
	Ages 40 - 49: 23%														
	Ages 50 - 59: 14%														
	Ages 60 - 69: 1%														
2020 Turnover															
Count and Rate: 233; 4.0%															
% of Total Turnover															
			<table border="0"> <tr> <td style="padding-right: 10px;">Women: 19%</td> <td>Ages 20 - 29: 3%</td> </tr> <tr> <td>Men: 81%</td> <td>Ages 30 - 39: 9%</td> </tr> <tr> <td></td> <td>Ages 40 - 49: 7%</td> </tr> <tr> <td></td> <td>Ages 50 - 59: 48%</td> </tr> <tr> <td></td> <td>Ages 60 - 69: 31%</td> </tr> <tr> <td></td> <td>Ages 70 - 79: 1%</td> </tr> </table>	Women: 19%	Ages 20 - 29: 3%	Men: 81%	Ages 30 - 39: 9%		Ages 40 - 49: 7%		Ages 50 - 59: 48%		Ages 60 - 69: 31%		Ages 70 - 79: 1%
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Men: 81%	Ages 30 - 39: 9%														
	Ages 40 - 49: 7%														
	Ages 50 - 59: 48%														
	Ages 60 - 69: 31%														
	Ages 70 - 79: 1%														
People	Health and Safety	GRI 403-1 Discussion on Management Approach	2020 Sustainability report, People												
People	Health and Safety	GRI 403-1 Occupational Health and Safety Management System	2020 Sustainability report, People												
People	Health and Safety	GRI 403-8 Workers Covered By Occupational Health and Safety Management System	2020 Sustainability report, People												
People	Health and Safety	GRI 403-9 Work-Related Injuries	2020 Sustainability report, People 2020 ESG Performance Summary												

⁶⁸ Attrition rate is calculated based on voluntary, involuntary, retirement and other departures as a percentage of the average annual number of regular employees.

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Planet	Climate Change and Environment Management	GRI 305-1 Discussion on Management Approach	2020 Sustainability report, Planet
Planet	Climate Change	GRI 305-1 Direct Scope 1 GHG Emissions	2020 Sustainability report, Planet
Planet	Climate Change	GRI 305-2 Energy Indirect (Scope 2) GHG Emissions	2020 Sustainability report, Planet
Planet	Environmental Management	GRI 307-1 Non-Compliance with Environmental Laws and Regulations	2020 Sustainability report, Planet
Community	Affordability	GRI 203-1 Discussion on Management Approach	2020 Sustainability report, Community
Community	Affordability	GRI 203-1 Indirect Economic Impacts	2020 Sustainability report, Community
Community	Indigenous Relations	GRI 411-1 Discussion on Management Approach	2020 Sustainability report, Community
Community	Economic Performance	GRI 201-1 Economic Value Generated and Distributed	2020 Sustainability report, Community
Community	Supply Chain	GRI 204-1 Proportion of Spending on Local Suppliers	2020 Sustainability report, Community
Community	Customer Service	GRI EU3 Discussion on Management Approach	2020 Sustainability report, Community
Community	Customer Service	GRI EU3 Number of Residential, Industrial, Institutional, and Commercial Customer Accounts	2020 SASB Table

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Category/Section	Topic	GRI Disclosure	2020		
Community	Reliability	GRI EU4 Length of Above and Underground Transmission and Distribution Lines by Regulatory Regime	<p>2020 Sustainability report, Hydro One At-A-Glance</p> <table border="1"> <tr> <td>TX OVERHEAD: 115 kV: 10,507 km 230 kV (including 345 kV): 14,439 km 500 kV: 4,468 km</td> <td>TX UNDERGROUND: 115kV: 224km 230kV: 59km</td> </tr> </table> <hr/> <p>DX- OVERHEAD</p> <ul style="list-style-type: none"> • 14.4/25.01 kV – 5,493 km • 16.0/27.6 kV- 11,108 km • 2.4/4.16 kV- 1,293 km • 4.8/8.32 kV- 50,666 km • 44 kV- 9,918 km • 7.2/12.51 kV- 34,785 km • 8.0/13.8 kV- 212 km <hr/> <p>DX- UNDERGROUND</p> <ul style="list-style-type: none"> • 14.4/25.01 kV – 97 km • 16.0/27.6 kV- 2,402 km • 2.4/4.16 kV- 323 km • 4.8/8.32 kV- 2,209 km • 44 kV- 54 km • 7.2/12.51 kV- 862 km • 8.0/13.8 kV- 110 km <hr/> <p>DX- SUBCABLE</p> <ul style="list-style-type: none"> • 14.4/25.01 kV – 406 km • 16.0/27.6 kV- 97 km • 2.4/4.16 kV- 12 km • 4.8/8.32 kV- 339 km • 44 kV- 21 km • 7.2/12.51 kV- 3,078 km • 8.0/13.8 kV- N/A 	TX OVERHEAD: 115 kV: 10,507 km 230 kV (including 345 kV): 14,439 km 500 kV: 4,468 km	TX UNDERGROUND: 115kV: 224km 230kV: 59km
TX OVERHEAD: 115 kV: 10,507 km 230 kV (including 345 kV): 14,439 km 500 kV: 4,468 km	TX UNDERGROUND: 115kV: 224km 230kV: 59km				
Community	Reliability	GRI EU28 Average Power Outage Frequency (Transmission SAIFI) (# of Interruptions Per Delivery Point Per Year)	2020 ESG Performance Chart		

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Community	Reliability	GRI EU28 Average Power Outage Frequency (Distribution SAIFI) (# of Interruptions Per Delivery Point Per Year)	2020 ESG Performance Chart
Community	Reliability	GRI EU29 Average Power Outage Duration (Transmission SAIDI) (Hours Per Customer Per Year)	2020 ESG Performance Chart
Community	Reliability	GRI EU29 Average Power Outage Frequency (Distribution SAIFI) (# of Interruptions Per Customer Per Year)	2020 ESG Performance Chart
Community	Business Model Pressures	Discussion on Management Approach	2020 Sustainability report, Community
Community	Business Model Pressures	GRI EU2 Net Energy Output – Transmission and Distribution (%) (Input)	Hydro One does not determine the energy mix for the Province of Ontario; this is a key responsibility of the Independent Electricity System Operator (IESO)