

2024 GRI content index

Statement of Use: Hydro One has reported the information cited in this GRI content index for the period from January 1, 2024 – December 31, 2024, with reference to the GRI standards.

Acronyms

- AR: Annual Report
- MIC: Management Information Circular
- SR: Sustainability Report
- ESG Data Index: Environmental, Social and Governance Data Index
- TCFD Recommendations: Task Force for Climate-related Financial Disclosures Recommendations

GRI Disclosure	Location or Direct Response
GRI Standards: General Disclosures 2021	
GRI 2-1 – Organizational details	2024 SR (About this Report, p. 1), 2024 AR (Corporate Profile)
GRI 2-2 – Entities included organization’s sustainability report	2024 SR (About this Report, p. 1)
GRI 2-3 – Reporting period, frequency and contact point	2024 SR (About this Report, p. 1)
GRI 2-4 – Restatements of information	2024 ESG Data Index (Environmental Performance, p. 1)
GRI 2-5 – External Assurance	KPMG Independent Practitioner’s Limited Assurance Report, GHD Letter of Assurance
GRI 2-6 – Activities, value chain and other business relationships	2024 SR (Customer Focus, p. 15; Reliability, p. 18)
GRI 2-7 – Employees	2024 ESG Data Index (Talent Management, p. 6)
GRI 2-9 – Governance structure and composition	2024 SR (Corporate Governance, p. 6), 2024 ESG Data Index (Governance, p. 1), 2025 MIC (Board Structure, p. 32)
GRI 2-10 – Nomination and selection of highest governance body	2025 MIC (Nomination of Directors, p. 34)
GRI 2-11 – Chair of the highest governance body	Mr. Timothy Hodgson is an independent director and serves as the Chair of the Board.
GRI 2-12 – Role of the highest governance body in overseeing the management of impacts	2024 SR (Corporate Governance, p. 6), 2025 MIC (Schedule “A” Hydro One Limited Mandate for the Board of Directors, p. 108)
GRI 2-13 – Delegation of responsibility for managing impacts	2024 SR (Corporate Governance, p. 6), 2025 MIC (Board Priorities, p. 45)
GRI 2-14 – Role of the highest governance body in sustainability reporting	2024 SR (Corporate Governance, p. 6)
GRI 2-15 – Conflicts of interest	2025 MIC (Conflict of Interest and Related Party Transactions, p. 37)

GRI Disclosure	Location or Direct Response
GRI Standards: General Disclosures 2021	
GRI 2-16 – Communication of critical concerns	2025 MIC (Ethical Business Conduct, p. 36)
GRI 2-17 – Collective knowledge of the highest governance body	2025 MIC (Skills and competencies of the Board, p. 23; Orientation and Continuing Education, p. 42)
GRI 2-18 Evaluation of the performance of the highest governance body	2025 MIC (Board Assessment, p. 42)
GRI 2-19 – Remuneration Policies	2025 MIC (Director Compensation, p. 25; Compensation Discussion and Analysis, p. 65)
GRI 2-20 – Process to determine remuneration	2025 MIC (Director Compensation, p. 25; Executive Compensation Decision-making Process, p. 70)
GRI 2-22 – Statement on sustainable development strategy	2024 SR (Executive message, p. 2)
GRI 2-23 – Policy Commitments	Sustainability Policies
GRI 2-24 – Embedding policy commitments	2024 SR (Corporate Governance, p. 6), 2025 MIC (Ethical Business Conduct, p. 36), Sustainability website
GRI 2-26 – Mechanisms for seeking advice and raising concerns	2024 SR (Corporate Governance, p. 6), 2024 ESG Data Index (Governance, p. 1), Code of Business Conduct, Whistleblower Policy, Ombudsman

GRI Disclosure	Location or Direct Response
GRI Standards: General Disclosures 2021	
GRI 2-28 – Membership associations	In 2024, Hydro One was a member of the Association of Edison Illuminating Companies, Canadian Chamber of Commerce, Canadian Council for Aboriginal Business, Canadian Manufacturers & Exporters, CEATI International, CIGRE Canada, Electricity Canada, C.D. Howe Institute, Edison Electric Institute, Electricity Distributors Association, Electricity Power Research Institute, Energy Storage Canada, Independent Electricity System Operator, Institute of Corporate Directors, North American Electric Reliability Corporation, North American Transmission Forum, Northeast Power Coordinating Council, Ontario Chamber of Commerce, Ontario Electricity Board, Ontario Energy Association, Ontario Energy Network, Plug’n Drive, Toronto Region Board of Trade, and a supporter of the Ivey Energy Policy and Management Centre and Transition Accelerator Electrifying Canada initiative
GRI 2-29 – Approach to stakeholder engagement	2024 SR (Our Approach to Sustainability, p. 3), 2024 How We Listen to Stakeholders and Indigenous Communities .
GRI 2-30 – Collective bargaining agreements	Hydro One Limited 2024 Management’s Discussion and Analysis (Hydro One Work Force, p. 20)

GRI Disclosure		Location or Direct Response																	
Material Topics 2021																			
GRI 3-1 – Process to determine material topics		Materiality Matrix																	
GRI 3-2 – List of material topics		Materiality Matrix																	
GRI Standards: Topic-Specific Disclosures																			
Economic Performance 2016																			
GRI 201-1 – Direct economic value generated and distributed		Economic value created for stakeholders as of December 31, 2024 (\$ million) ¹ <table><tr><td>Economic Value Generated (Revenues)</td><td>8,485</td></tr><tr><td>Economic Value Distributed</td><td>10,591</td></tr><tr><td>Payments to Suppliers</td><td>6,672</td></tr><tr><td>Payments to Employees</td><td>1,857</td></tr><tr><td>Payments to Providers of Capital</td><td>1,443</td></tr><tr><td>Payments to Government</td><td>456</td></tr><tr><td>Payments to Indigenous Businesses</td><td>158</td></tr><tr><td>Community Investments</td><td>4</td></tr></table>		Economic Value Generated (Revenues)	8,485	Economic Value Distributed	10,591	Payments to Suppliers	6,672	Payments to Employees	1,857	Payments to Providers of Capital	1,443	Payments to Government	456	Payments to Indigenous Businesses	158	Community Investments	4
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GRI 201-2 – Financial implications and other risks and opportunities due to climate change		2024 TCFD Recommendations																	
Indirect Economic Impacts 2016																			
GRI 3-3 – Management of material topics		2024 SR (Our Approach to Sustainability, p. 3);																	
GRI 203-1 –Infrastructure investments and services supported		2024 SR (Our Approach to Sustainability, p. 3; Environmental, p. 8; Reliability, p. 18; Indigenous Relations, p. 20)																	

¹ Economic value distributed as defined by the GRI disclosure 201-1. This is not a financial reporting indicator and should not be confused with our year-end financial statements.

GRI Disclosure	Location or Direct Response
Procurement Practices 2016	
GRI 3-3 – Management of material topics	2024 SR (Indigenous Relations, p. 20)
GRI 204-1 – Proportion of spending on local suppliers	2024 SR (Indigenous Relations, p. 20)
Anti-corruption 2016	
GRI 3-3 – Management of material topics	2024 SR (Corporate Governance, p. 6), 2025 MIC (Ethical Business Conduct, p. 36)
GRI 205-2 – Communication and training about anti-corruption policies and procedures	2024 SR (Corporate Governance, p. 6), 2025 MIC (Ethical Business Conduct, p. 36)
Emissions 2016	
GRI 3-3 – Management of material topics	2024 SR (Environmental, p. 8)
GRI 305-1 – Direct (Scope 1) GHG emissions	2024 SR (Climate Change Mitigation, p. 9), 2024 ESG Data Index (Climate Change, p. 2)
GRI 305-2 – Energy indirect (Scope 2) GHG emissions	2024 SR (Climate Change Mitigation, p. 9), 2024 ESG Data Index (Climate Change, p. 2)
GRI 305-5 – Reduction of GHG emissions	2024 SR (Climate Change Mitigation, p. 9), 2024 ESG Data Index (Environmental Targets, p. 1)

GRI Disclosure	Location or Direct Response
Effluents and Waste 2016	
GRI 306-3 – Significant spills	2024 ESG Data Index (Environmental Management, p. 2)
Waste 2020	
GRI 306-3 – Waste generated	2024 ESG Data Index (Environmental Management, p. 2)
Employment 2016	
GRI 401-1 – Employee hires and turnover ²	<div><div><div><div>2024 New Hires</div><div>New Hire Count & Rate: 242; 3.3%</div></div><div><div>% of Total Hires</div><div>Women: 47.9%</div><div>Men: 52.1%</div></div><div><div>Ages 20-29: 33.9%</div><div>Ages 30-39: 34.7%</div><div>Ages 40-49: 17.8%</div><div>Ages 50-59: 11.6%</div><div>Ages 60-69: 2.1%</div></div></div><div><div>2024 Turnover</div><div>Count & Rate: 247; 3.4%</div></div><div><div>% of Total Turnover</div><div>Women: 30.4%</div><div>Men: 69.6%</div></div><div><div>Ages 20-29: 5.7%</div><div>Ages 30-39: 20.2%</div><div>Ages 40-49: 13.4%</div><div>Ages 50-59: 21.1%</div><div>Ages 60-69: 36.8%</div><div>Ages 70+: 2.8%</div></div></div>
Occupational Health and Safety 2018	
GRI 3-3 – Management of material topics	2024 SR (Health and Safety, p. 13)
GRI 403-1 – Occupational health and safety management system	2024 SR (Health and Safety, p. 13)
GRI 403-9 – Work-related injuries	2024 SR (Health and Safety, p. 13), 2024 ESG Data Index (Health and Safety, p. 3)

² Attrition rate is calculated based on voluntary, involuntary, retirement and other departures as a percentage of the average annual number of regular employees.

GRI Disclosure	Location or Direct Response
Training and Education 2016	
GRI 404-1 – Average hours of training per year per employee	2024 ESG Data Index (Talent Management, p. 6)
GRI 404-2 – Programs for upgrading employee skills and transition assistance programs	2024 SR (Inclusion, p. 22)
Diversity and Equal Opportunity 2016	
GRI 3-3 – Management of material topics	2024 SR (Inclusion, p. 22)
GRI 405-1 – Diversity of governance bodies and employees	2024 ESG Data Index (Governance, p. 1; Workforce Inclusion, p. 5)
Rights of Indigenous Peoples 2016	
GRI 3-3 – Management of material topics	2024 SR (Indigenous Relations, p. 20)

GRI Disclosure	Location or Direct Response																																												
General Standard Disclosures for the Electric Utility Sector																																													
GRI EU2 – Net energy output broken down by primary energy source and regulatory regime	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). The Ontario system-wide electricity supply mix for 2023 can be accessed here .																																												
GRI EU4 – Length of above and underground transmission and distribution lines by regulatory regime	<div><div>Transmission</div><table><tr><td>Voltage</td><td>Overhead (km)</td><td>Underground (km)</td></tr><tr><td>115 kV</td><td>10,226</td><td>218</td></tr><tr><td>230 kV (including 345 kV¹)</td><td>14,587</td><td>53</td></tr><tr><td>500 kV</td><td>4,469</td><td>–</td></tr></table><div>¹For overhead only.</div></div> <div><div>Distribution</div><table><tr><td>Voltage</td><td>Overhead (km)</td><td>Underground (km)</td><td>Subcable (km)</td></tr><tr><td>14.4/25.01 kV</td><td>6,227.5</td><td>110.8</td><td>562.7</td></tr><tr><td>16.0/27.6 kV</td><td>14,221.6</td><td>2,778.7</td><td>127.9</td></tr><tr><td>2.4/4.16 kV</td><td>1,581.6</td><td>360.3</td><td>3.6</td></tr><tr><td>4.8/8.32 kV</td><td>48,211.1</td><td>2,459.7</td><td>327.6</td></tr><tr><td>44 kV</td><td>10,015.1</td><td>65.7</td><td>25.1</td></tr><tr><td>7.2/12.51 kV</td><td>33,700.3</td><td>886.9</td><td>3,010.3</td></tr><tr><td>8.0/13.8 kV</td><td>369.0</td><td>182.9</td><td>0.7</td></tr></table></div>	Voltage	Overhead (km)	Underground (km)	115 kV	10,226	218	230 kV (including 345 kV ¹)	14,587	53	500 kV	4,469	–	Voltage	Overhead (km)	Underground (km)	Subcable (km)	14.4/25.01 kV	6,227.5	110.8	562.7	16.0/27.6 kV	14,221.6	2,778.7	127.9	2.4/4.16 kV	1,581.6	360.3	3.6	4.8/8.32 kV	48,211.1	2,459.7	327.6	44 kV	10,015.1	65.7	25.1	7.2/12.51 kV	33,700.3	886.9	3,010.3	8.0/13.8 kV	369.0	182.9	0.7
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GRI EU28 – Power outage frequency	2024 ESG Data Index (Reliability and Resilience, p. 4)																																												
GRI EU29 – Average power outage duration	2024 ESG Data Index (Reliability and Resilience, p. 4)																																												

Refer to the About the Report section of the [2024 Sustainability Report](#) for information on the report scope, process and frameworks. The Forward-looking Statements in the 2024 Sustainability Report applies to this document and is incorporated by reference into this document.