

2025 ESG data index

The information contained in this report is for Hydro One Limited (January 1, 2025 – December 31, 2025). In instances where data is available only for our operating subsidiary, Hydro One Networks Inc. (Hydro One Networks), it will be noted with an asterisk (*).

1. Governance performance

Table 1.1: Governance

Indicator	2023	2024	2025
Board diversity ¹ (%)			
Women	45	45	40
Men	55	55	60
Indigenous	18	18	10
Black	0	0	0
People of colour	0	0	0
Disability	0	0	10
2SLGBTQIA+	0	0	0
Number of unresolved well-founded ² privacy complaints as determined by the Privacy Commissioner of Canada (#)	0	0	0
Cases received by our Corporate Ethics Office (#)	351	455	490

¹ Based on self-identification.

² 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*.

KPMG LLP (KPMG) was engaged to provide a limited assurance conclusion over indicators identified with † as at and for the period ended December 31, 2025. Our greenhouse gas (GHG) emissions data for 2025 was verified by external auditors GHD Limited (GHD) and identified by ‡. For more information, refer to the KPMG Independent Practitioner’s Limited Assurance Report and the GHD Letter of Assurance.

2. Environmental performance

Table 2.1: Environmental targets

Indicator	Target	2023	2024	2025
GHG operations-driven emissions reduction ¹ (2018 baseline) (%)	30% by 2030 Net-zero by 2050	23	41	27†
Fleet electrification ² (%)	50% by 2025 100% by 2030	34	44	57†

¹ Hydro One’s GHG Inventory is aligned with the GHG Protocol Corporate Accounting and Reporting Standard; ISO 14065 Greenhouse Gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition (ISO 14065: 2020); Greenhouse Gas Emissions: Quantification, Reporting and Verification Regulation (O.Reg.390/18). Emission Factors are from Canada’s National Inventory Report 1990–2023 and Global Warming Potential (GWP) from the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report, 2014 (AR5). The emission factor used for this calculation is the best available information at the time of production of this report.

² 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.

2. Environmental performance

Table 2.2: Climate change

Indicator	2023	2024	2025
Scope 1 GHG emissions ¹ (tCO ₂ e)	129,994	98,914	123,058 [‡]
Scope 1 – Fleet emissions	55,705	52,097	55,828
Scope 1 – Fuel consumption emissions	5,299	5,356	6,270
Scope 1 – Generation emissions for remotes	47,230	23,786	18,945
Scope 1 – SF ₆ emissions	21,389	17,406	41,968
Scope 2 GHG emissions operations driven (tCO ₂ e)	1,363	1,991	2,039 [‡]
Scope 2 GHG emissions delivery system losses (tCO ₂ e)	207,928	318,240	297,903 [‡]
Avoided emissions ² (tCO ₂ e)	3,667	2,927	4,657 [‡]
VOC emissions ³ (tonnes)	26.7	14.9	12.5
NOx emissions ³ (tonnes)	936.0	477.9	383.3
SOx emissions ^{3,4} (tonnes)	31.2	16.7	13.7
Total particulate matter emissions (tonnes) ³	17.2	10.0	8.6

¹ Refrigerants are not represented in the breakdown of Scope 1 emissions presented in this table as they are less than 0.1% of Scope emissions at 47 tCO₂e. Fuel consumption includes emissions from natural gas, propane and diesel.

² These avoided emissions are equivalent to a year's exhaust from more than 1,555 passenger vehicles (calculated from [Greenhouse Gas Equivalencies Calculator | Natural Resources Canada](#)). The 2025 avoided emissions figure does not include avoided emissions from sustainable financing. For the projected sustainable finance avoided emissions, please refer to tables 3-4 in the 2025 Sustainable Finance Impact Report.

³ Hydro One Remote Communities Inc. only.

⁴ We report our SO_x emissions as SO₂ which is a subset of SO_x emissions and required for reporting under Canadian law.

Table 2.3: Environmental management

Indicator	2023	2024	2025
Number of inspections/investigations by Environmental Regulatory Agencies on Hydro One sites (#)	9	10	7
Critical environmental actions (charges/fines) (#)	0	0	0
Electricity use (kWh)	38,635,387	37,108,638	37,994,993
Energy use (GJ)	234,170	220,907	239,192
Number of spills* (#)	326	352	495
Number of spills from extreme weather* (#)	44	55	220 ¹
Spill recovery rate* (%)	95	98	96
Total solid waste produced* (thousands) (tonnes)	78	67	85
Total solid waste recycled* (thousands) (tonnes)	11	14	12
Pollinator habitat established* (Ha)	22	62	82
Total excess soil diverted* ² (thousands) (tonnes)			88
Total oil recycled* (thousands) (litres)	1,879	2,955	1,429
Rebate from recycling oil and solid waste* (\$ million)	5.5	7.3	6.6

¹ The total number of spills from extreme weather in 2025 includes 170 spills that can be attributed to the generational ice storm in March 2025.

² 2025 is the first year for disclosure of this metric.

3. Social performance

Table 3.1: Social targets

Indicator	Target	2023	2024	2025
Black Board members and executives (%)	3.5% by 2025	0	0	0
Black students (%)	5% by 2025	6 ¹	5	5
Indigenous procurement spend ² (%)	5% by 2026	5.7	5.5	7.1[†]
Donations and sponsorship to Indigenous communities (%)	20%	22	21	24

¹ Hydro One hired a total of 53 students between June 22, 2023, and December 31, 2023. Within the total student hires, there were three Black students. Data prior to June 22, 2023, could not be captured because of an upgrade to the HR reporting system.

² Indigenous procurement spend (%) is the ratio of total sourceable Indigenous procurement spend to total sourceable procurement spend for the fiscal year then ended. Total sourceable Indigenous procurement spend means, for any fiscal year, the dollar amount of purchases of materials and services which are procured by a vendor that is an Indigenous Business (or a non-Indigenous Business, in the circumstances described in the following sentence), either through a competitive sourcing event, or through direct negotiations, with such purchases recorded based on the payment clearance date. In the case of a non-Indigenous Business vendor, the dollar amount of such purchases shall be included in Total Sourceable Indigenous Procurement spend to the extent that (a) such vendor or supplier to the company subcontracts out a portion of the award to an Indigenous Business, provided that only the portion of work conducted for the company invoiced by the Indigenous Business is included in the dollar amount of such purchases, or (b) in the case where the non-Indigenous Business employs Indigenous persons in the provision of work to the company, only the employed Indigenous Persons' respective salary amounts are recognized in the dollar amount of such purchases for the duration of the contract. In all such cases, amounts are recorded based on the date the Indigenous Business vendor payment is verified. Total sourceable procurement spend means, for any fiscal year, the dollar amount of all company-wide external purchases that could be sourced by supply management and does not include such items as taxes, cost of power, government fees, utilities payments, legal judgments, charitable contributions, or other similar costs, with the amount recorded based on the posting date of the transaction.

Indigenous means First Nations, Métis and Inuit. Indigenous Person(s) means, a collective name for the original peoples of North America and their descendants. *The Constitution Act, 1982* recognizes three groups of Indigenous peoples, First Nations, Metis and Inuit. Aboriginal (Indigenous) and treaty rights of Aboriginal peoples are recognized and affirmed in Section 35 of the *Constitution Act, 1982*. Indigenous Business is a business that is, directly or indirectly, at least 51% owned and controlled by an Indigenous Person(s), or is identified as an Indigenous Business by an Indigenous government.

Table 3.2: Health and safety

Indicator	2023	2024	2025
Total recordable injury rate per 200,000 hours worked (#)	0.56	0.55	0.68
High-energy serious injury and fatality rate per 200,000 hours worked (#)	0.02	0.02	0
Total number of fatalities (#)	0	0	0
Total fatality rate per 200,000 hours worked (#)	0	0	0
Near-miss frequency rate per 200,000 hours worked (#)	23.45	26.04	21.73

Table 3.3: Customer satisfaction and affordability*

Indicator	2023	2024	2025
Transmission customer satisfaction ¹ (%)	88	85	79
Commercial and industrial customer satisfaction ² (%)	82	85	82
Residential and small business customer satisfaction (%)	87	88	88
Residential customers (disconnected for non-payment) reconnected within 30 days (%)	70	68	70

¹ Transmission customers include transmission end users, local distribution companies and transmission-connected generators.

² Commercial and industrial customers include the customer group over 50 KW and large distribution accounts over 2 MW.

3. Social performance

Table 3.4: Reliability and resiliency*

Indicator	2023	2024	2025
Transmission System Average Interruption Duration Index (SAIDI) ¹ (per delivery point per year) (minutes)	5.2	4.3	8.3
Transmission System Average Interruption Frequency Index (SAIFI) ¹ (per delivery point per year) (#)	0.3	0.3	0.3
Distribution SAIDI ² (per customer per year) (hours)	7.5	7.7	8.2
Distribution SAIFI ² (per customer per year) (#)	2.8	2.7	2.9
Customer Average Interruption Index (CAIDI) (per customer per year) (hours)	2.7	2.9	2.9
Distribution SAIDI for tree-related interruptions (hours)	1.7	2.0	2.1
Vegetation-defects safely treated – Distribution (#)	592,257	682,785	456,166
Area of brush vegetation-controlled clearing as part of the transmission brush control clearing program ³ (Ha)	15,205	10,658	6,666
Vegetation clearing along transmission lines as a part of the transmission line clearing program ⁴ (km)	3,254	2,584	1,747
Length of transmission lines (km)	29,632	29,664	30,200
Length of distribution lines (km)	124,948	125,229	125,882
Total wholesale electricity purchased for Hydro One (MWh)	30,619,019	31,522,526	33,293,905
Distribution modernization devices installed (#)	1,431	1,563	1,138
Distribution grid modernization savings – customer minutes (million)	29	28	25

¹ We report the transmission SAIDI and SAIFI for multi-circuit supplied delivery points. These 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.

² The distribution SAIDI and SAIFI numbers do not include any force majeure events. We deem a force majeure event to have occurred when the daily SAIDI/SAIFI exceeds the 2.5 Beta threshold based on IEEE standard.

³ Managing vegetation growth on right-of-ways (ROWs) to ensure Hydro One's standing and falling clearance distances to overhead conductors are maintained.

⁴ Designed to remove or selectively trim vegetation and danger trees on edge of, or adjacent to ROWs that have potential to exceed Hydro One's falling and standing clearances to overhead transmission lines.

3. Social performance

Table 3.5: Economic development

Indicator	2023	2024	2025
Capital investments (\$ million)	2,531	3,063	3,366
Productivity savings (\$ million)	113.9	149.5	254.3
Investment in R&D* (\$ million)	12.6	11.4	9.7
Total procurement spend (\$ million)	2,491	2,901	3,042
Total procurement spend in Canada (\$ million)	2,307	2,687	2,778
Total procurement spend in Ontario ¹ (\$ million)	1,885	2,051	1,887
Indigenous procurement spend (\$ million)	143	158	216
Indigenous companies from which we purchased materials and services (direct spend) (#)	86	96	85
Economic value generated ² (revenues) (\$ million)	7,844	8,485	9,044
Economic value distributed ² (\$ million)	9,522	10,599	11,359

¹ We define Ontario goods and services as those purchased by the vendor address.

² Economic value generated and 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. The economic value distributed values for 2023 and 2024 were restated due to corrected information.

Table 3.6: Workforce inclusion

Indicator	2023	2024	2025
Executive diversity ¹ (%)			
Women	36.5	41.7	46.4[†]
Men	63.5	58.3	53.6
Indigenous	2.5	2.4	2.3
Black	0	0	0
People of colour	18.6	15.8	8.5
Disability	12.7	12.0	9.2
2SLGBTQIA+	0	0	2.6
Employee diversity ¹ (%)			
Women	25.8	27.0	27.2
Men	74.2	73.0	72.8
Indigenous	3.2	3.3	3.4
Black	1.6	1.8	1.8
People of colour	10.5	10.8	10.8
Disability	2.8	2.6	2.5
2SLGBTQIA+	1.3	1.4	1.4

¹ Executive management and regular employee diversity by gender is calculated as the monthly average headcount over the fiscal year based on self-declaration. All other categories are reported as a yearly average from our *myExperience* (annual employee engagement) survey. We define executives as VP and above.

3. Social performance

Table 3.7: Talent management

Indicator	2023	2024	2025
Average number of employees ¹ (#)	9,700	10,100	9,600
Unionized employees (%)	89.6	89.4	89.5
Employees eligible to retire within 5 years (%)	16	17	17
Employees eligible to retire within 10 years (%)	31	32	32
Employee turnover rate ² (%)	4.1	3.4	6.2
Average number of learning and development per employee (hours)	47.9	42.7	34.4

¹ This approximate number includes both regular and non-regular employees.

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

Table 3.9: Community investment

Indicator	2023	2024	2025
Community investment donations and sponsorships (\$ millions)	3.6	4.2	3.8
Community support agreements (\$ million)	3.2	1.4	2.9
Employee volunteer hours (#)	7,853	9,676	11,336

Table 3.8: myExperience employee survey

Indicator	2023	2024	2025
Participation rate (%)	71	80	78
Employees who feel proud to work for Hydro One (%)	85	84	79
Safety index (formerly the Safety perception index) (%)	88	88	87
Inclusion and psychological index (%)	74	74	71
Manager effectiveness (%)	74	74	74
Job enablement (%)	76	76	75
Growth and development (%)	69	70	66
Employee engagement (%)	72	72	69
Sustainability and community investment (%)	82	81	77

Refer to the About this report section of the [2025 Sustainability Report](#) for information on the report scope, process and frameworks. The Forward-looking statements section in the 2025 Sustainability Report applies to this document and is incorporated by reference into this document.