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Community Investment Policy

Purpose and Scope

Through Hydro One's Community Investment Program, the Company contributes to registered charities and non-profit organizations that strengthen communities. The goal is to address community priorities that align with the Company's Community Investment strategy and business objectives to create shared benefits. The purpose of this policy is to establish funding and reporting criteria, as well as principles for corporate community investment, which includes donations (cash and in-kind), community sponsorships and employee giving and volunteer programs. This is to ensure Hydro One's charitable activities are carried out with due diligence and reflect our core values and Community Investment strategy.

The scope of this policy covers all Hydro One Limited companies and subsidiaries and is administered by the Manager, Community Investment.

Commercial sponsorships, political donations, memberships and associations (personal or corporate) are outside the scope of this policy.

Principles

- The Community Investment Policy is consistent with the intent and purposes of Hydro One Limited's Code of Business Conduct.
- All donations or community sponsorships must be approved by the Manager, Community Investment. Hydro One's Community Investment team reserves the right to interpret, apply and administer the provisions of the program, and its decisions shall be final.
- Hydro One limits its support to the geographic areas aligned with operational priorities and employee presence.
- The program criteria will be reviewed on an annual basis and may be amended from time to time.

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1.0 Requirements

Hydro One's Community Investment Program funds organizations that deliver social benefits to the communities and people served by Hydro One. Community Investment initiatives also support Hydro One's strategic business interests and help build and maintain the Company's brand and corporate reputation.

Hydro One's Community Investment strategy is *Building Safe Communities*. We prioritize support for organizations that focus on safety training and the promotion of safe play for young people. We are also committed to ensuring that 20% of our Community Investment funding supports initiatives with Indigenous organizations focused on reconciliation, the promotion of Indigenous-owned businesses and partnerships with Indigenous communities at a grassroots level.

Eligibility

Donations are provided to organizations that are:

- First Nations communities
- CRA registered charities or non-profit organizations in good standing
- Well-established partners that are considered experts in their area(s) of specialization, with strong brand presence
- Able to report accurately and transparently on community investment activities and impact
- Willing to collaborate on stakeholder and employee engagement opportunities

Exclusions

The following types of organizations/proposals are not eligible for Community Investment funding:

- Political parties, riding associations and candidates
- Lobbying or advocacy organizations
- Trade organizations, Chambers of Commerce or professional organizations
- Faith-based organizations for sacred or sectarian purposes
- Individuals/families
- Commercial and/or third-party fundraising initiatives
- Private or corporate foundations
- Sports teams (outside Employee Volunteer Match)
- Charity or non-profit advertising or promotional campaigns
- Organizations that discriminate on the basis of race, colour, ethnicity, creed, religion, gender, gender identity and/or expression, national origin, citizenship, ancestry, sexual orientation, age, pregnancy, disability or political affiliation

Note: Preference is given to funding programs over events, such as conferences, golf tournaments, dinners and galas.

Employee Giving & Volunteer Programs

Hydro One is proud to Stand for People by supporting the causes that employees care most about. *Power to Give* supports employees in giving back to community causes through fundraising, volunteerism and awareness building. *Power to Give* serves to encourage, promote and recognize Hydro One employees' personal community involvement while increasing employee engagement.

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Power to Give includes:

- Employee Volunteer Match: Hydro One will donate \$25/hour directly to eligible community-based charities and non-profit organizations where employees volunteer to encourage employees to volunteer personal time (up to \$500 per employee annually).
- Matching Gifts: Hydro One will match employees' personal donations to eligible registered charities to encourage employee donations to causes they care most about.

Approval Authorities

Hydro One Networks, its business units, and Hydro One subsidiaries do not have the authority to approve corporate donations or sponsorships. All funding requests to Hydro One and its subsidiaries must be forwarded to the Manager, Community Investment for review and approval.

Requests will be processed based on eligibility criteria and budget availability. Hydro One's Community Investment team reserves the right to interpret, apply and administer the provisions of the program, and its decisions shall be final. The program criteria will be reviewed on an annual basis and may be amended from time to time.

In circumstances where lines of business choose to support organizations because of a business need, they still must review this information with the Manager, Community Investment for due diligence, tracking and reporting purposes.

In compliance with the Affiliate Relationship Code, all Hydro One subsidiaries may have their own Community Investment programs in keeping with the spirit of the Hydro One Networks policy.

Application Procedure

Applications for donations and sponsorship funding requests and employee volunteer matching [must be submitted online](#) to be considered.

Reporting

Hydro One measures and monitors its Community Investment Program and is required to provide regular reports to senior leadership, as well as to disclose our Community Investment activities in our Annual Report and Sustainability Report. Organizations that Hydro One selects for Community Investment funding are required to report on specific, measurable outcomes/impact.

2.0 Definitions

Term	Definition
Donation	A financial or in-kind (e.g., equipment or services) contribution to a registered charity or non-profit organization motivated by social impact that helps build Hydro One's brand profile
Community Sponsorship	Contractual agreement with a registered charity or non-profit organization, usually for events, where Hydro One receives recognition for a specific funding level; motivated by brand/marketing objectives but also drives social impact
Matching Gift	A donation to a registered charity by Hydro One conditional upon an employee donating to that organization (also known as a "matching donation")

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Political Donation	A voluntary contribution to a political party, leader, incumbent, candidate, campaign, fundraiser or cause at the federal, provincial or municipal level
Commercial Sponsorship	Contractual agreement with a commercial organization, usually for events, motivated by business objectives
Memberships & Associations	Professional or personal affiliations with organizations for a particular shared purpose
Registered Charity	An organization that has a Registration Number from the Canada Revenue Agency (CRA), is exempt from paying tax on its revenue and can issue donation receipts for gifts it receives
Non-Profit Organization	An organization that is not a charity, but operates exclusively for social welfare, civic improvement, pleasure, recreation or any other purpose except profit

3.0 References

[Canada Revenue Agency: Charities and giving](#)

4.0 Document Management

Owner/Functional Responsibility	VP, Communications and Marketing
Approver	Chief Corporate Affairs and Customer Care Officer
Approval Date	October 2021
Effective Date	November 1, 2021
Last Reviewed Date	November 1, 2021
Next Review Date	December 1, 2022

5.0 Appendices

None.