



Environmental, Social and Governance Metrics 2020

ABOUT US	
Company Name	Toronto Hydro Corporation
Country	Canada
GICS Industry	Electric Utilities

FINANCIAL
Additional information relating to the Corporation, including financial information provided in the Annual Information Form, Consolidated Financial Statements, and Management's Discussion and Analysis, is available on the SEDAR website at www.sedar.com .

ENVIRONMENTAL			
	2020	2019	2018
Energy Use (GJ)	108,823	118,763	125,964
Renewable Energy Use (GJ)	18,543	18,482	20,937
GHG Emissions (metric tonnes CO ₂) – Scope 1	5,306	6,615	6,575
GHG Emissions (metric tonnes CO ₂) – Scope 2	19,278	13,846	30,261
VOC Emissions (metric tonnes)	0.1	0.1	0.1
NOX Emissions (metric tonnes)	2.6	2.9	3.2
SOX Emissions (metric tonnes)	0.1	0.1	0.1
Total Particulate Matter Emissions (metric tonnes)	0.1	0.1	0.1
Water Use (m ³)	16,236	21,122	27,671
Waste Generated (metric tonnes)	3,272	3,125	2,520
Waste Recycled (metric tonnes)	2,956	2,733	2,152
Significant Spills*	9 (approx. 1,140 litres total)	5 (approx. 760 litres total)	21 (approx. 3,615 litres total)

*Toronto Hydro is required to report significant spills to land (petroleum-based spills ≥500 L) and water (petroleum-based spills ≥100 L) annually to the Canadian Electricity Association (CEA).

SOCIAL			
	2020	2019	2018
Health & Safety			
Lost Time Injury Frequency Rate (200,000 hrs)	0.22	0.21	0.13
Total Recordable Injury Frequency Rate (200,000 hrs)	0.58	0.82	0.83
Days Away, Restricted or Transferred Rate (200,000 hrs)	29.37	17.22	25.76
Fatalities	1	0	0
Employee Turnover			
Employee Turnover, includes voluntary turnover of full-time, permanent employees (%)	3.17	4.44	4.38
Under 30 (%)	0.59	1.36	1.18
30 to 50 (%)	2.06	2.65	2.65
Over 50 (%)	0.52	0.43	0.49
Male (%)	2.14	2.15	3.13
Female (%)	1.03	2.29	1.25
New Hires			
Under 30 (#)	44	78	66
30 to 50 (#)	37	57	52
Over 50 (#)	2	2	3
Male (#)	57	101	83
Female (#)	26	36	38
Pay Equity			
CEO to Employee Pay Ratio ¹	7.6 to 1	7.1 to 1	7.1 to 1
Leadership Diversity			
Percentage of Women Board of Directors (%)	33.3	36.4	36.4
Percentage of Women in Executive Management (%)	66.7	66.7	66.7
Pension			
Defined Benefit Pension Plan Contributions (CAD\$)	17,700,000	18,200,000	18,100,000
Grid Resiliency²			
System Average Interruption Duration Index (hrs)	0.97	0.82	0.98
System Average Interruption Frequency Index (hrs)	1.62	1.30	1.48
Customer Average Interruption Duration Index (hrs)	0.60	0.63	0.66

¹ Includes salaries and benefits for full-time employees as well as term contract employees from Toronto Hydro's 2020 Financial Report and CEO compensation from Toronto Hydro's 2020 Annual Information Form

² Excludes Major Event Days as defined by the Institute of Electrical and Electronic Engineers (IEEE) Std 1366-2012, IEEE Guide for Electric Power Distribution Reliability Indices