

WORKING TOGETHER

SAFETY & HEALTH

	2025	2024
RECORDABLE INJURIES*	13	13
HIGH POTENTIAL INCIDENTS	3	5
TOTAL RECORDABLE INJURY FREQUENCY (TRIF) RATE (TARGET OF 1.25 OR LESS)*	0.92	0.96

*Includes Fatalities, Lost Time injuries, Medical Treatment injuries and First Aid with Restrictions

Lost Time Injuries (LTI): Excluding 2020 due to Covid impacts, 2025 (3 LTIs) recorded the lowest number of lost-time injuries since 2017 (1 LTI).

DIVERSITY, EQUITY & INCLUSION

In 2025, Hydro achieved equal gender representation at its Executive level.

REPRESENTATION OF WOMEN			
OCCUPATIONAL GROUP	TARGET	DECEMBER 2025 ¹	2016
Executive ²	30%	50%	15%
Management	35%	35%	27%
Engineers <small>(Including Engineers in Training)³</small>	30%	25%	24%
Technicians & Technologists	10%	9%	5%
Field Supervisors	6%	4%	3%
Skilled Trades <small>(Including Apprentices)</small>	10%	5%	2%
Manual Workers	20%	26%	16%

¹ Updated as of December 31, 2025.

² Engineers Canada reported that 15.8% of total national membership was female-identifying in 2024.

PEOPLE

Launched IDEA

Inclusion, Diversity, Equity and Accessibility (rebrand of EDI priorities) to better reflect the breadth of Hydro's work.



Supported the development of 40 leaders with the Leadership Fundamentals Program through the Gardiner Centre.

COMMUNITY

More than **\$31,000** in employee matching donations to not-for-profit organizations throughout the province.



\$22,000 raised during the 5th Annual Energy Breakfast, bringing Hydro's total donation to Kids Eat Smart to more than \$58,000.

Donated **\$10,000 to the Community Food Sharing Association** as a result of our Employee Cheer Challenge.

15th year as presenting sponsor for the Ronald McDonald House Red Shoe Crew Walk for Families.



SCHOLARSHIPS AND AWARDS

- ★ **Women in Engineering scholarship** at Memorial University
- ★ **15 Hydro Family Scholarships**
- ★ **6 Scholarships** through Equiforce (formerly WRDC) for women in trades and technology
- ★ **15 Awards and bursaries** at College of the North Atlantic



RECOGNITION

- ★ Public Safety Canada awarded Hydro and the Churchill Falls team the **Resilient Communities Award**.

SERVING OUR PROVINCE

FINANCIAL PERFORMANCE



NET INCOME \$115 MILLION after \$554 million of self-generated funds was used for rate mitigation

CAPITAL EXPENDITURES \$487 MILLION An increase of \$115 million over 2024

Energy Marketing contributed \$82M to net income, an increase of \$32M compared to prior year - an indicator of how we optimize our energy and deliver value for our province.

RELIABILITY

SAIDI System Average Interruption Duration Index*



SAIFI System Average Interruption Frequency Index*



*For SAIDI and SAIFI, a lower number is better.



SAVED 5,181 HOURS of customer outages through the use of live line techniques.

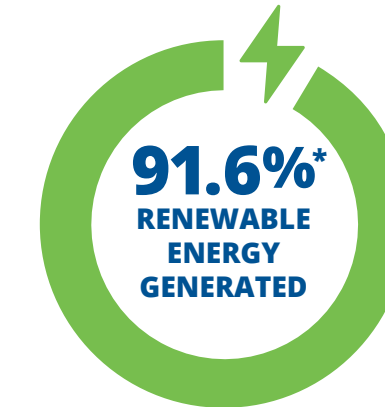
OVERALL CUSTOMER SERVICE



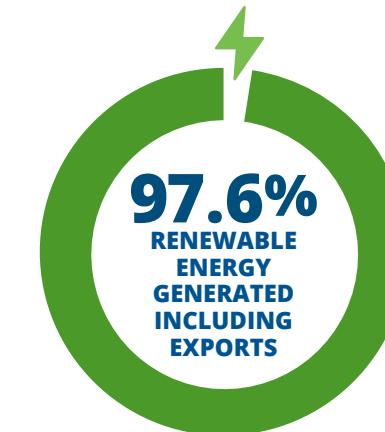
* Based on biennial Residential Customer Satisfaction survey.

ENABLING SUSTAINABLE GROWTH

RENEWABLE ENERGY



*The renewable generation for the total system (i.e. the Newfoundland and Labrador Interconnected System and Isolated Systems).



Announced **ULTRA-FAST** Electric Vehicle (EV) Charger installation project. **EIGHT NEW ULTRA-FAST** chargers constructed in 2025, with commissioning ongoing.

20,624 CHARGING SESSIONS - AN INCREASE OF 14% OVER LAST YEAR. Enough energy for an average EV to drive more than 2.8 million kilometres.

2,077 HOMES CONVERTED FROM OIL TO ELECTRIC through our takeCHARGE partnership with Newfoundland Power and the Government of Newfoundland and Labrador.

Natural Resources Canada announced **\$2.7 MILLION IN FUNDING** through its Green Industrial Facilities and Manufacturing Program to expand takeCHARGE Isolated Communities Energy Efficiency Program.

Obtained **\$450,000 IN PROVINCIAL FUNDING** (to be matched by Hydro), to pilot alternative heating technologies in diesel powered communities.

ENERGY MARKETING



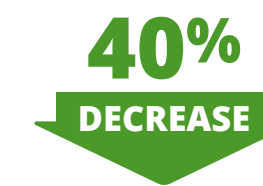
\$9.4 MILLION IN SALES of renewable energy credits.

3.6 TWh of energy delivered.

ENVIRONMENT



Surpassed year-end Environmental Management System (EMS) target, achieving a **97% COMPLETION RATE**.



In the amount of fuel used at Holyrood since 2019.



Awarded **\$100,000 TO SUPPORT** wetland conservation and rehabilitation in Newfoundland and Labrador.