

An abstract graphic design featuring a grid of vertical bars. The bars are arranged in a 6x4 grid, with each bar composed of segments in light blue, dark blue, and black. A large, solid black vertical bar runs along the right edge of the composition. The overall effect is a rhythmic, geometric pattern.

1 Compares base salary levels across the group

² Represents the threshold, target and maximum short-term incentive for THC expressed as a percentage of base salary. For market statistics represents the average maximum short-term incentive opportunity

⁵ Represents the most recent actual short-term incentive award expressed as a percentage of the target award. For THC these percentages were based on the 2016 effective employee salary

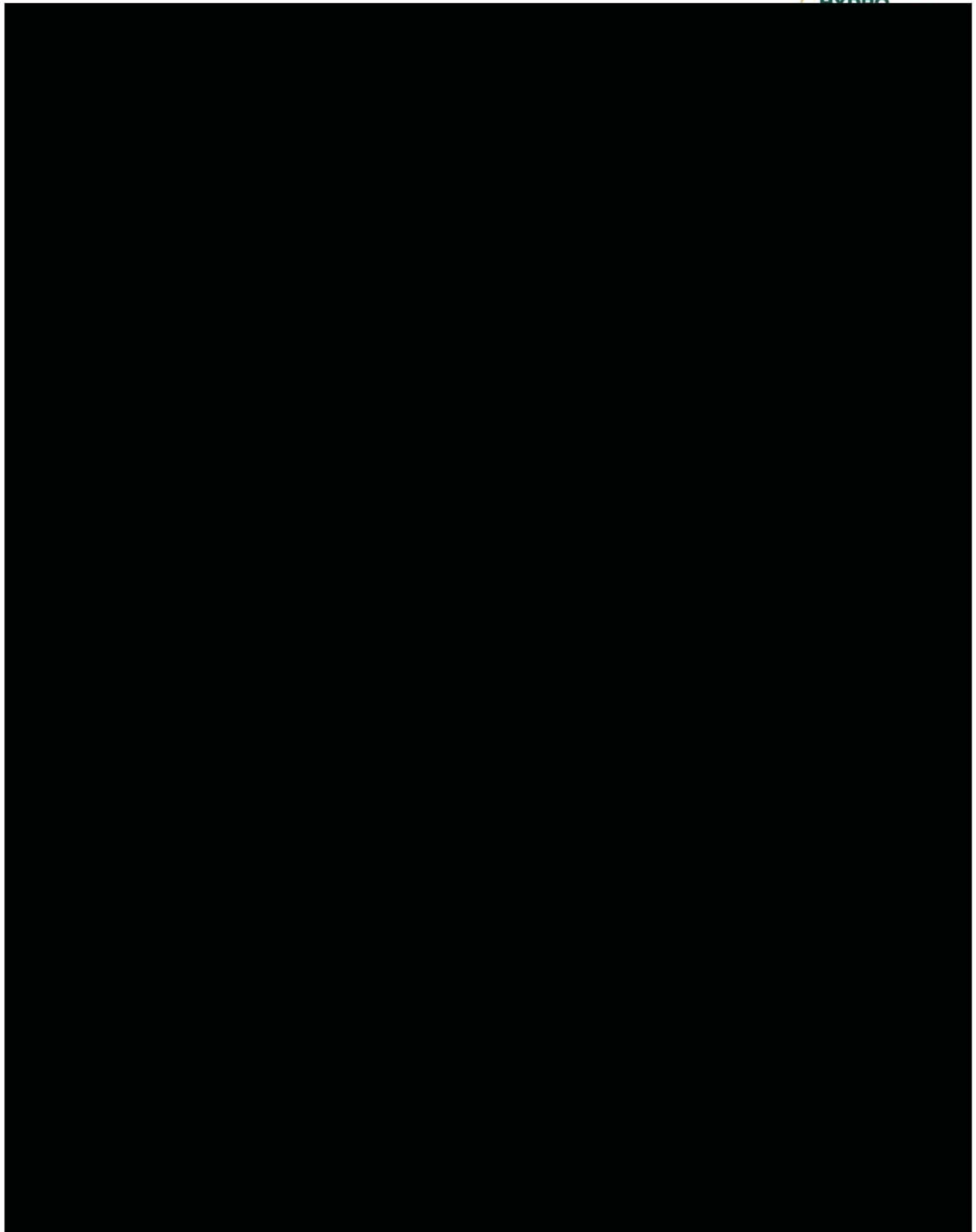
² Target total cash compensation represents base salary plus the target short-term incentive opportunity

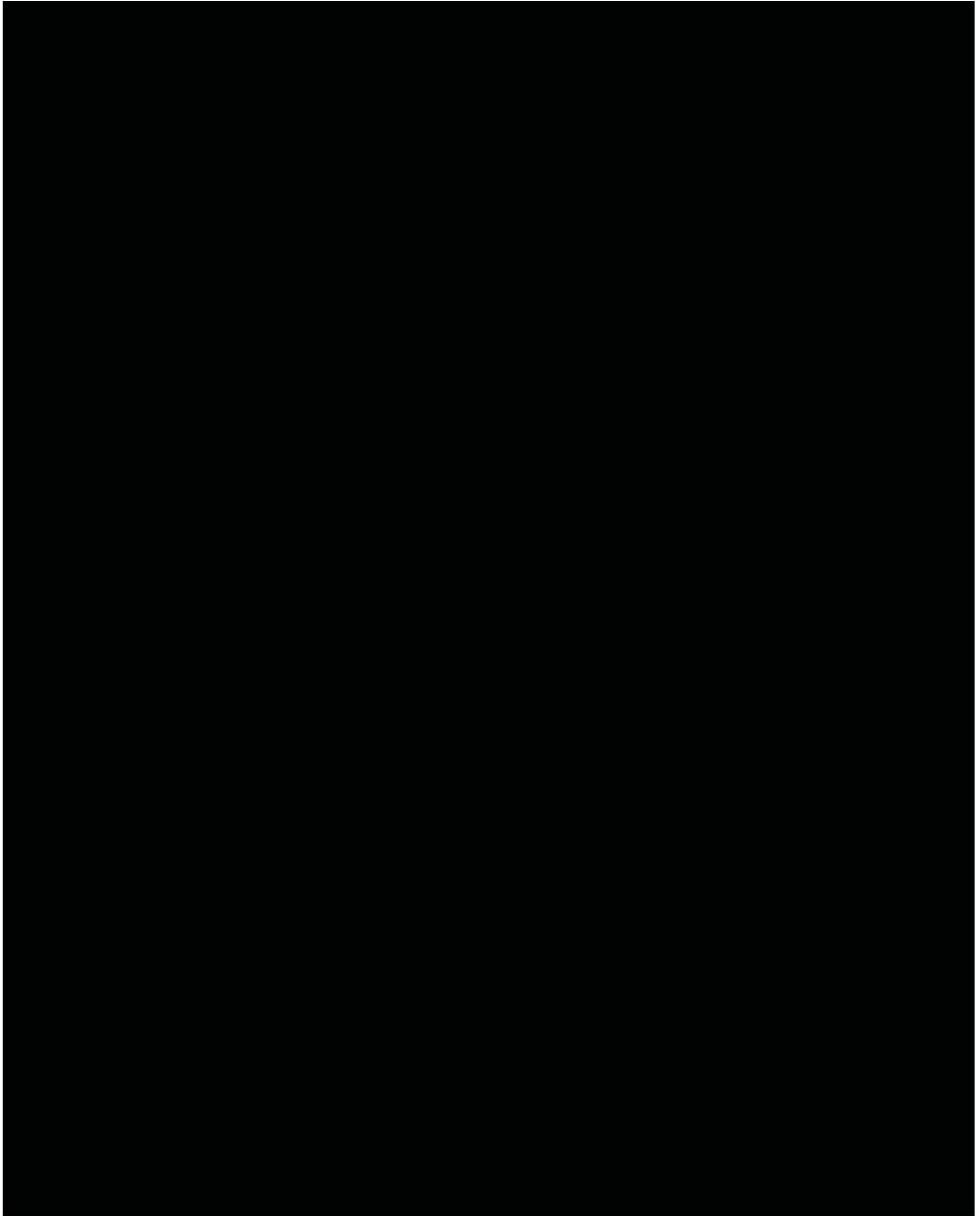
³ LTI Represents the estimated value of long-term incentive awards at grant, expressed as a percentage of base salary

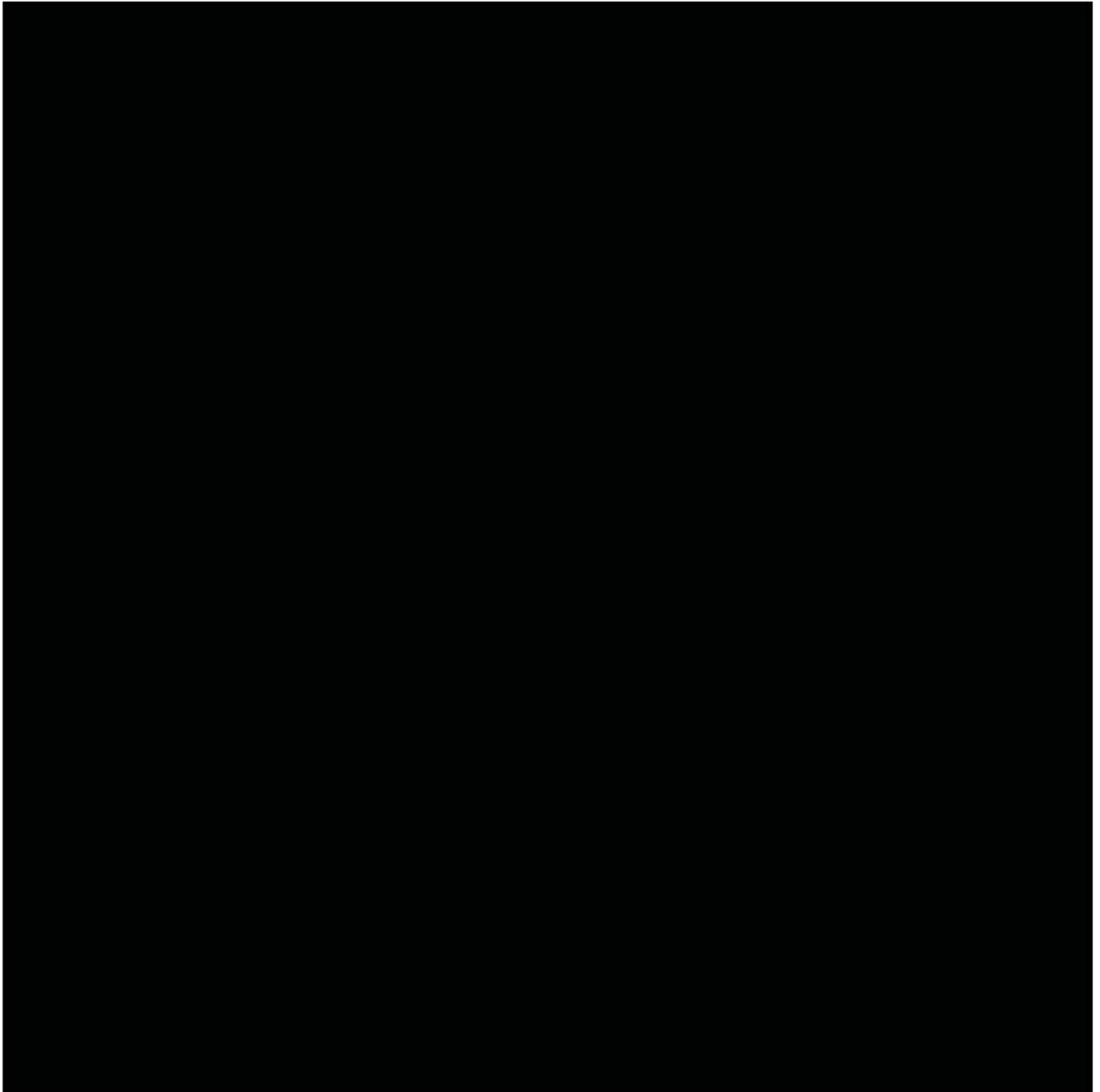
⁹ Target total direct compensation represents target total cash plus the long-term incentive opportunity

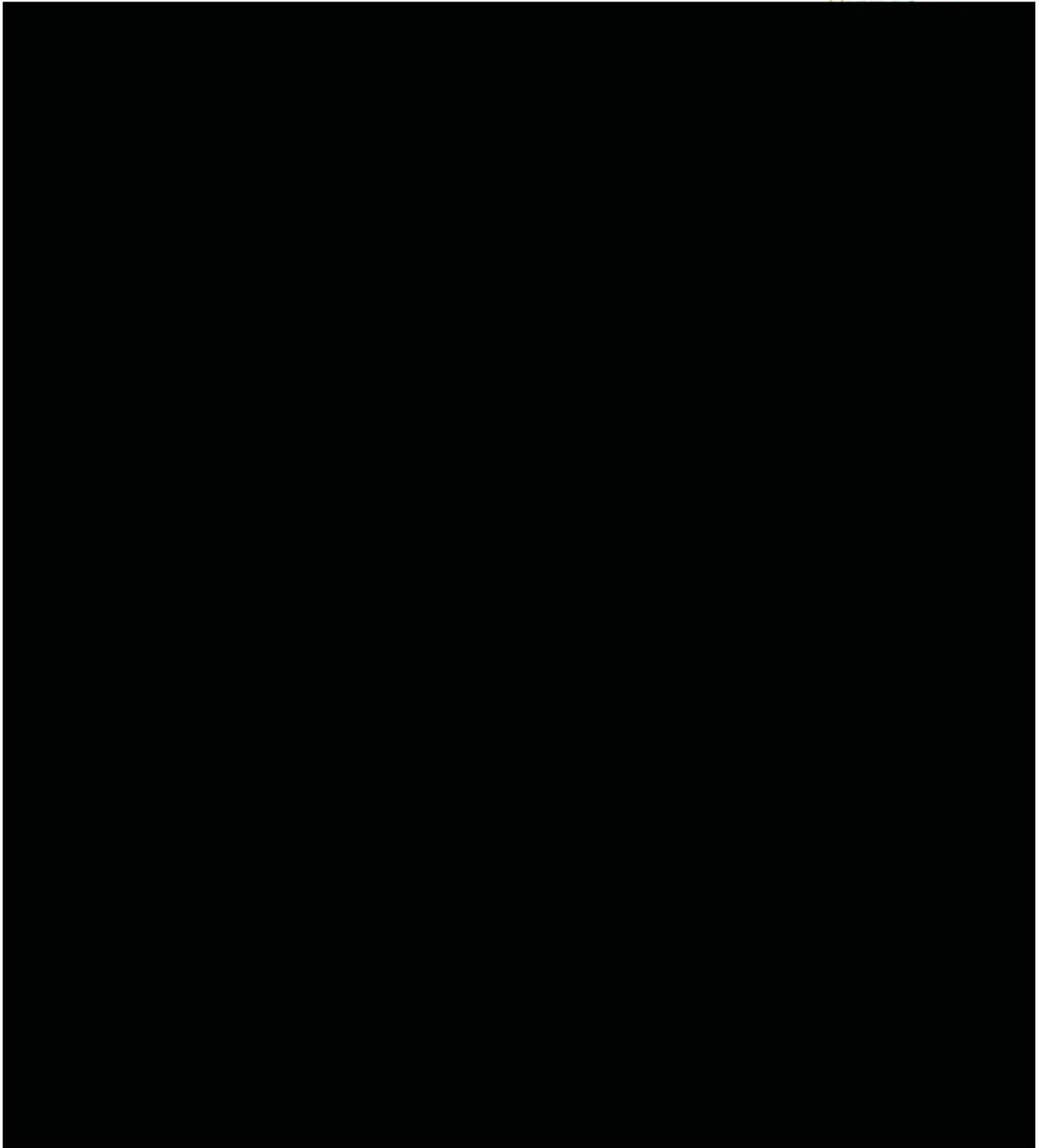
THC 2016 compensation

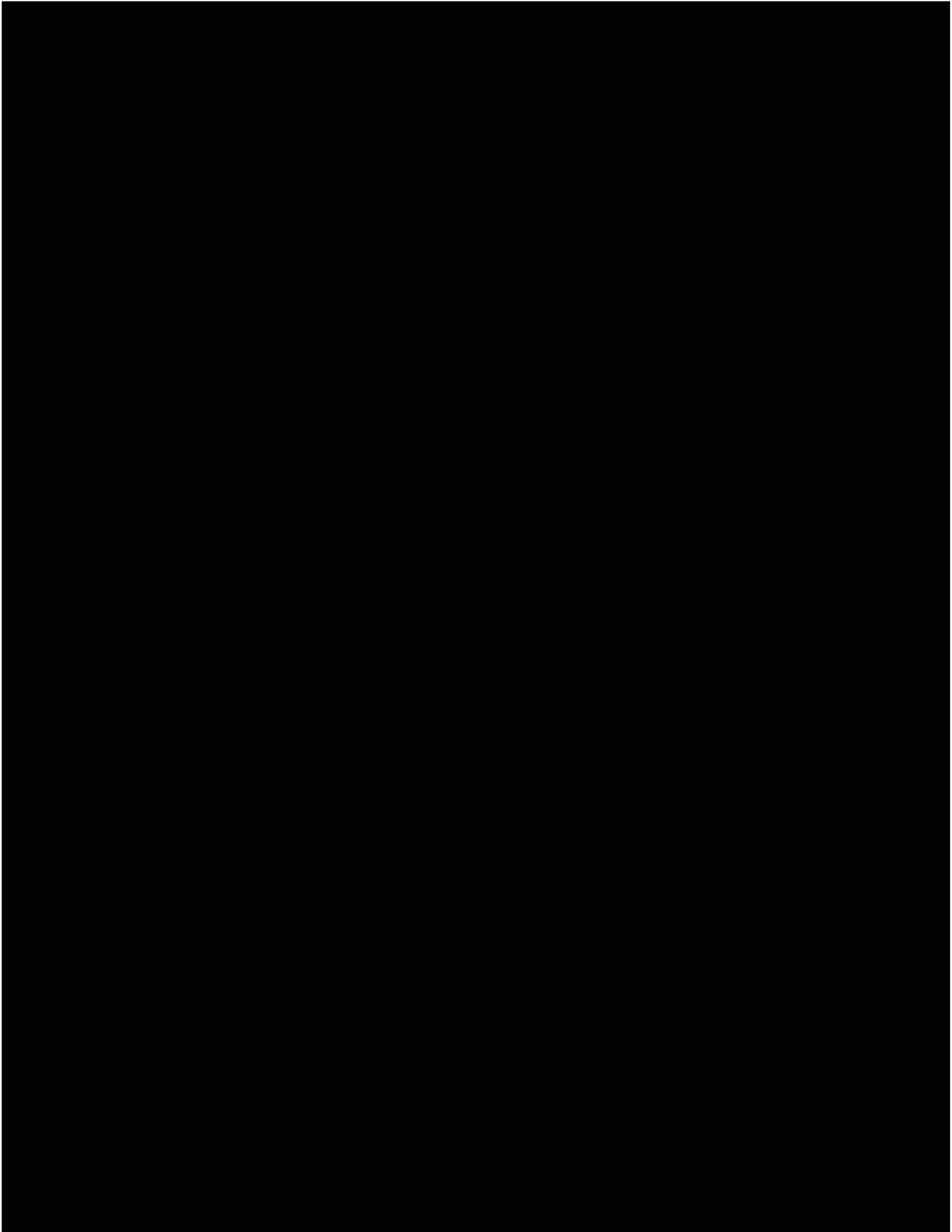
⁸ Represents THC's percentile rank relative to the market



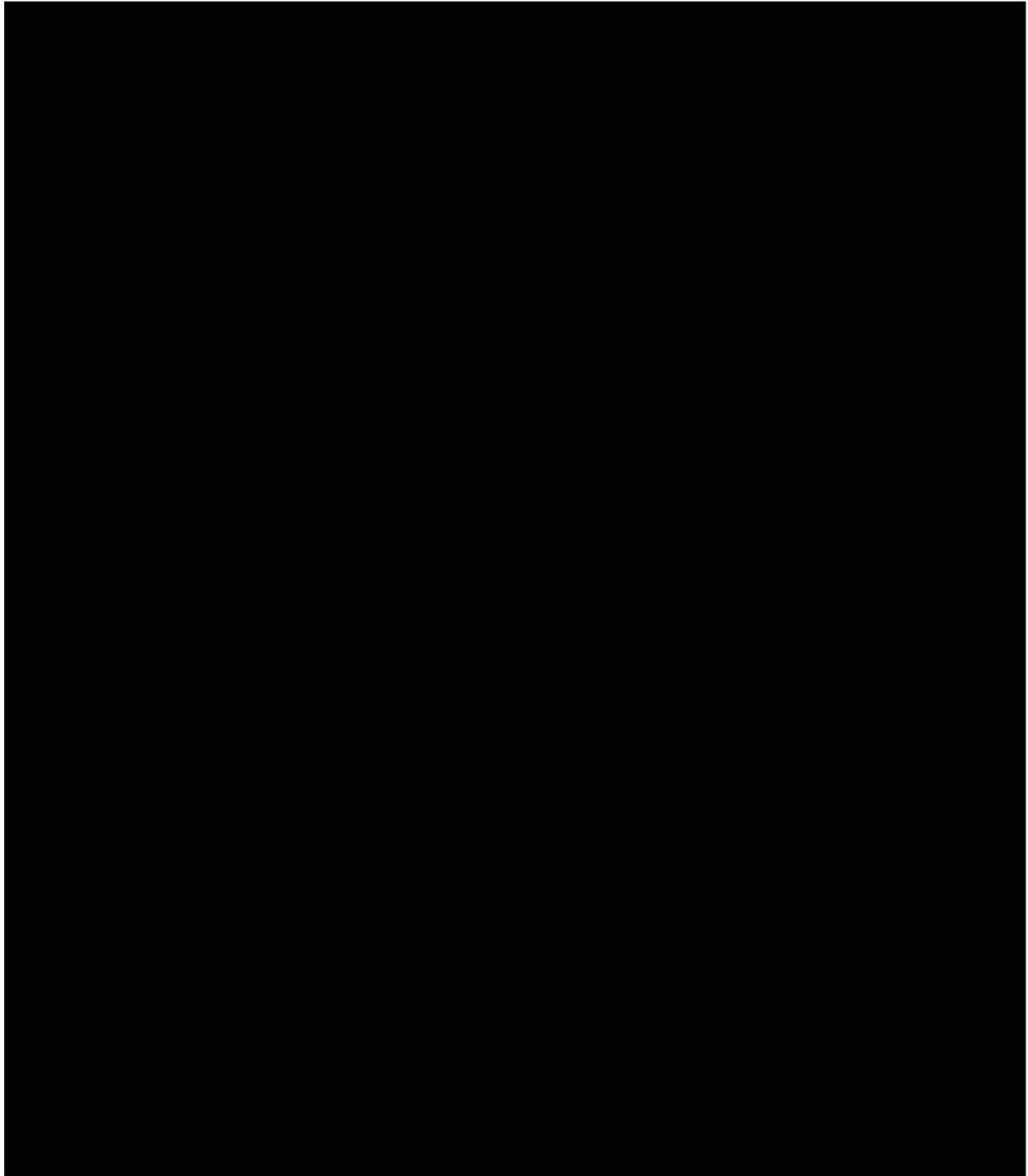


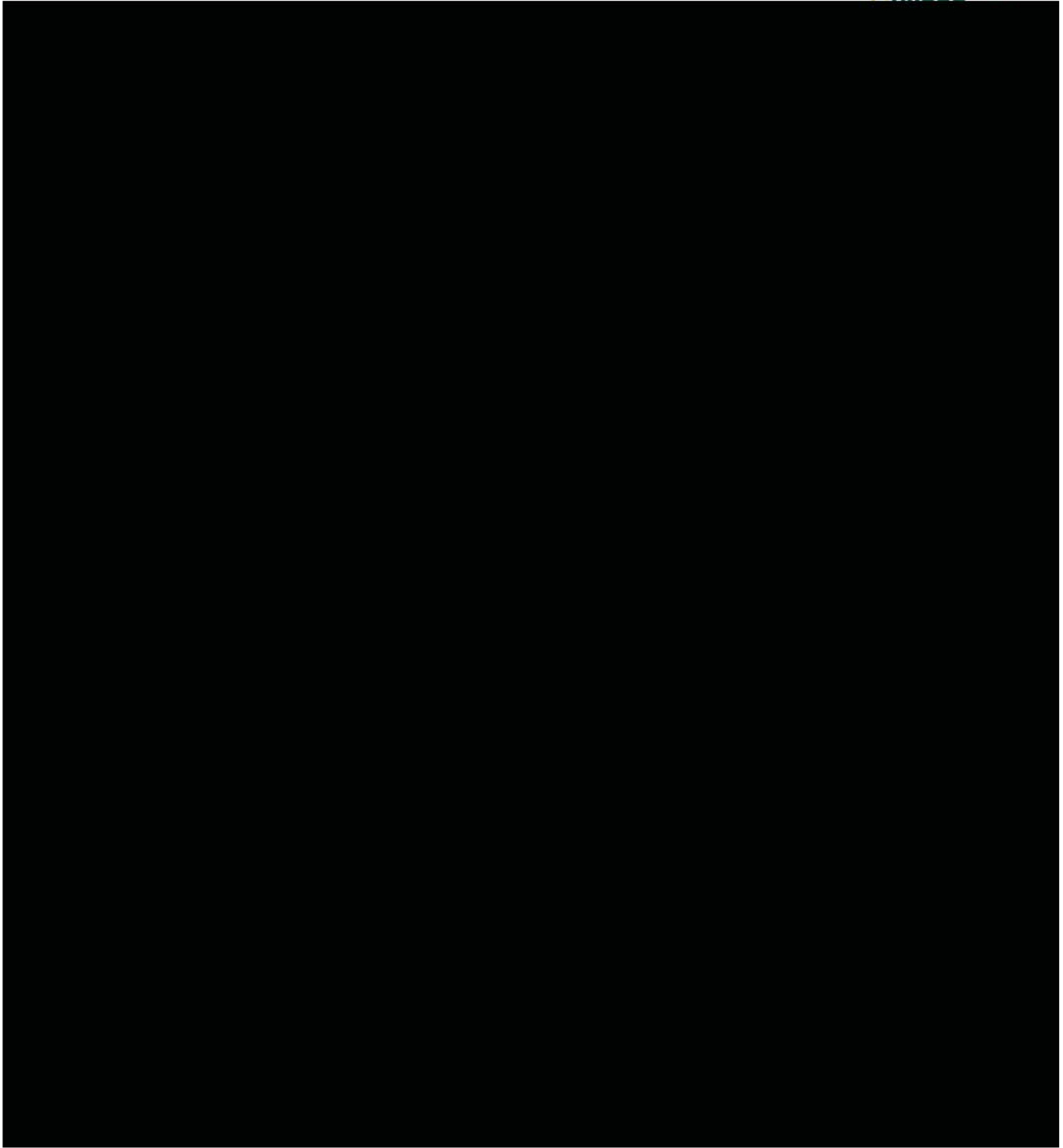


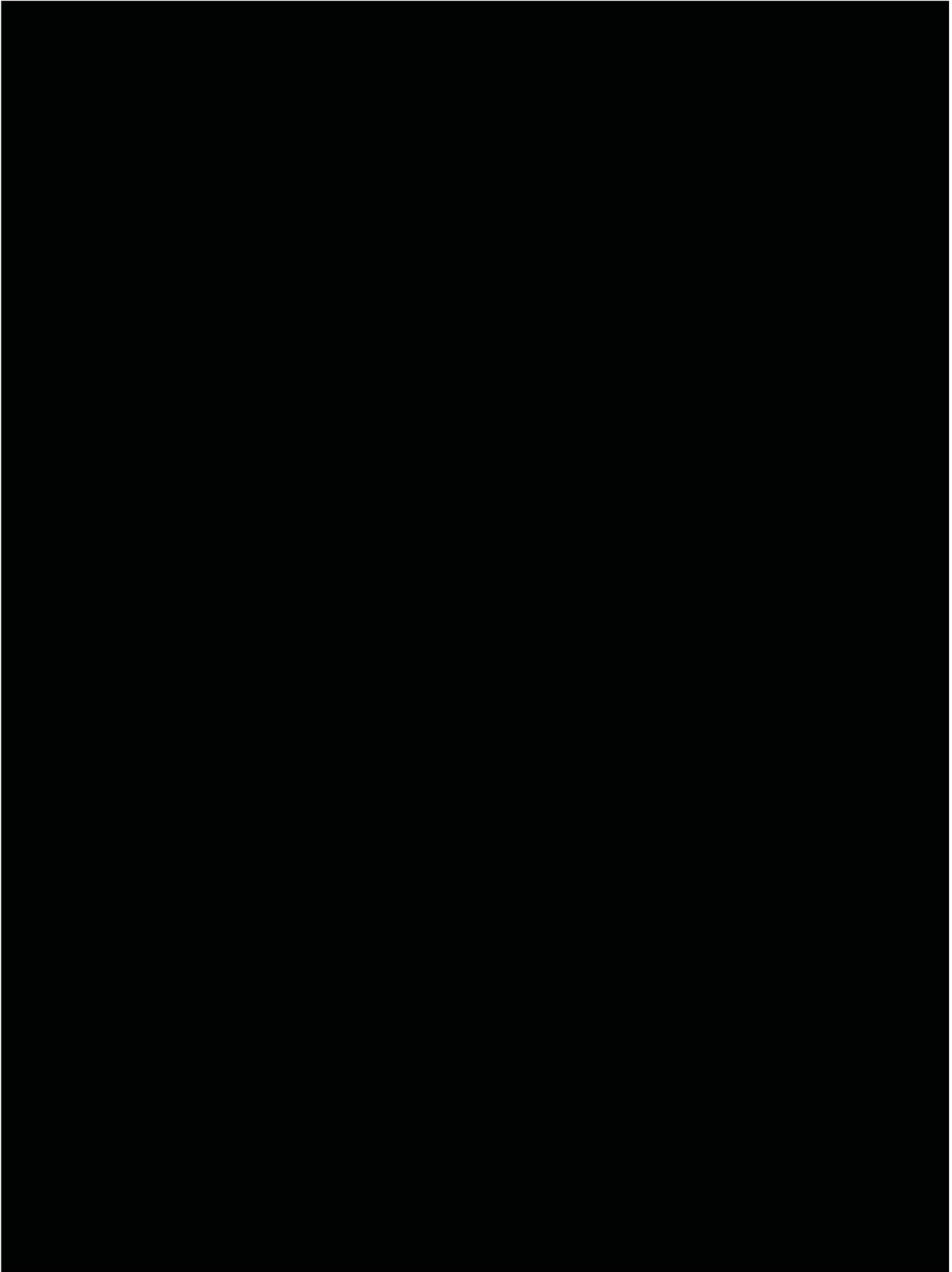




Confidential Attachment 3: Role profiles of Toronto Hydro Executive Team







Confidential Attachment 3: Role profiles of Toronto Hydro Executive Team

