

ATTACHMENT 6

Executive Compensation Disclosure

Named Executive Officers* as disclosed in Section 12 of the *Annual Information Form for the year ended December 31, 2021*

Agency / Corporation: Toronto Hydro

2021

Position Title	Name	Base Salary	Other Payments (Bonus / Performance Pay / Incentive Program)	Benefits	Perquisite Expenses	Total Compensation
President and Chief Executive Officer*	Anthony Haines	686,433	661,015	23,725	6,905	1,378,078
Executive Vice-President and Chief Financial Officer*	Aida Cipolla	327,862	194,709	18,216	-	540,787
Executive Vice-President and Chief Operating Officer*	Ben La Pianta	472,924	280,253	9,467	-	762,644
Executive Vice-President, Public and Regulatory Affairs and Chief Legal Officer*	Amanda Klein	338,029	203,184	10,452	-	551,665
Executive Vice-President and Chief Human Resources and Safety Officer*	Ave Lethbridge	313,058	185,517	7,756	-	506,331

*Named Executive Officers (NEOs): the Annual Information Form, which is a publicly disclosed document, requires disclosure of five highest earning officers inclusive of CEO and CFO.

Note: For additional executive compensation details refer to Part 12 of the 2021 Annual Information Form

Retirement Allowances and Termination Payments as sited in AIF, 'Part 12 - Executive Compensation':

Retirement Allowance

Mr. Haines is the only NEO entitled to a retirement allowance. Under the terms of Mr. Haines' retirement allowance if Mr. Haines had terminated (without cause) or retired from the Corporation on December 31, 2021, he would have received a \$1,125,000 retirement allowance. The amount of the existing allowance payable to Mr. Haines will thereafter be increased by an additional \$125,000 per year (from 2021 to 2024) for each full calendar year of service completed.

The maximum existing allowance payable to Mr. Haines is \$1,500,000, which Mr. Haines will earn if he remains in active service for the Corporation until December 31, 2024 and payable at his election in one or two lump sum instalments following termination of his employment. A second retirement allowance previously awarded to Mr. Haines as a result of the significant changes OMERS unilaterally made to the OMERS defined benefit pension plan in which Mr. Haines is a participant has now been replaced with a top-up benefit payment as outlined in 12.3 b) iv).

Pension Plan

In 2021, each of the NEOs participated in the OMERS pension plan. The OMERS pension plan is a group pension plan that is generally available to all salaried employees. See section 4.6(a) under the heading "Employees" and section 12.2(d)(iv) under the heading "Pension Plan" for further information on the OMERS pension plan.

In 2016, OMERS made significant unilateral changes to its defined benefit pension plan that significantly reduce the value of the pension benefit under the OMERS pension plan for certain Toronto Hydro executives. The Corporation will be providing Mr. Haines a top-up benefit payment from the Corporation through a retirement compensation arrangement at retirement of \$286,900 instead of receiving a second retirement allowance. The retirement compensation arrangement is secured by a letter of credit with a face amount equal to the applicable actuarial value of the obligation plus 30%, and the face value is remeasured and adjusted annually in light of changes in actuarial assumptions and payments made.

Termination Payments

Had Mr. Haines' employment terminated without cause on December 31, 2021, Mr. Haines would have received severance of \$2,666,157.