Overview

Hawaiian Electric (HE) is committed to seeking broader participation by stakeholders and our communities and customers in shaping Hawai'i's energy future. Hawai'i is an isolated group of islands 2,500 miles from the continental United States. As the electric provider for 90% of the state's residents, we understand that our company's long-term health is inextricably linked with the strength of the economy, communities, and environment of the Hawaiian Islands. HE is committed to ensuring transparency and effective dialogue in every aspect of our work that affects our communities, from our core business of delivering electricity to our long-range, energy infrastructure projects. We know that engagement and collaboration can only be successful when we demonstrate a willingness to work with our communities through careful listening, collaboration, thoughtful responsiveness, and a commitment to embracing the environmental and cultural values of Hawai'i.

The company has experience partnering with community stakeholders, and currently has in place the Western O'ahu Community Benefits Program (WOCBP), which was developed in 2008 to support communities on the most populous island of O'ahu by mitigating the impacts of a fuel-flexible generating station that was being sited in their community. HE held a series of community meetings which resulted in six community benefits.[1] HE also implemented the Koolaupoko Resiliency Initiative as part of a multiyear collaboration with Koolaupoko community leaders, residents, technical experts, and emergency management to advance solutions and measures that ensure safe recovery for critical services and residents. This experience shows that HE has the initiative and necessary capabilities to successfully develop and execute a Community Benefits Plan for the proposed project. HE also has a strong relationship with and commitments to its workers. HE has a collective bargaining agreement in place with the International Brotherhood of Electrical Workers (IBEW), which represents 48% of HE's workforce.

HE supports efforts to increase renewable energy, ensure equitable access, advance quality careers, deepen educational and environmental stewardship programs, and strengthen community. HE strives to continually learn and adapt according to the needs of our communities. We work in partnership with the community, grassroots organizations, civic leaders, government, private sector businesses and organizations to foster our shared goal of strengthening communities to build a stronger Hawai'i. HE will build on our strong, wide-ranging relationships with community stakeholders to ensure that the proposed project is developed in collaboration with and in support of the local community. HE has experience leading community-based workshops to engage our stakeholders as part of a collaborative process to identify actions to strengthen the region's resilience. HE will leverage the experience to ensure community needs are met and benefits of the project accrue in an equitable manner.

Based on a strong record of proven collaboration, we are confident in our ability to partner with a broad group of community stakeholders to ensure that the proposed project meets community needs and delivers benefits in a just and equitable way throughout the planning, execution, and operation of the infrastructure. As it relates to this application, HE has performed initial outreach to 18 community stakeholder groups representing a wide range of

[1] Community Benefits Program | Hawaiian Electric

community interests including environmental justice, disadvantaged communities, workforce development, labor, sustainability, and economic development. HE has experience partnering with each of these groups and each has provided letters of support. HE will work with them to develop and execute a responsive Community Benefits Plan.

Community and Labor Engagement

HE will build on existing engagements and strong relationships with labor and community stakeholders to ensure the project meets their needs and provides meaningful benefits. HE will leverage our broad engagement experiences to develop a Community Benefits Agreement for the proposed project in collaboration with community stakeholder groups, to include SMART goals supporting community needs for the proposed project.

For every major project, HE conducts an engagement assessment to identify relevant community, government, and business stakeholders. We will expand upon our preliminary stakeholder engagement efforts and assessment, should the proposed project be selected for funding. The results will be used to inform our engagement strategy throughout the project life cycle. To ensure an inclusive process, we will perform additional scoping to get a better understanding of the community's needs and will work closely with community and labor groups to build and enhance existing trusted relationships. In collaboration with those groups, we will coordinate public meetings and discussions to address questions and gather feedback, thus ensuring adequate benefits are being identified.

HE recognizes the importance of being flexible and iterative during the process of engaging with stakeholders. Each island community has a distinct character and its resources supporting island sustainability are valued. We actively create opportunities for communities to share their views on projects and encourage them to participate in meaningful community dialogue. We continually learn and adapt through listening, learning, building trust and then acting to address expressed community needs.

The proposed project will have no impact on the community's access to natural resources and there will be no burden imposed on local communities to cleanup waste from this project. To ensure that HE's infrastructure development limits adverse impacts, HE employs more than 30 environmental professionals, including scientists, engineers, chemists, and a wildlife biologist, who work full-time at our utility to ensure employees and external contractors understand and comply with applicable environmental laws, regulations, permitting requirements and procedures regarding air and water quality, noise control, hazardous materials and protected species. Critical elements of our programs include year-round risk and opportunities assessment, continuous improvement, compliance management, air and water quality monitoring and extensive training in air quality requirements, spill prevention control and countermeasures, storm water runoff, proper handling and disposal of hazardous materials and protected species awareness and protection. All contractors working at HE sites are required to attend Contractor Environmental Orientation training conducted by our environmental staff.

HE has broad experience partnering with community stakeholders and the necessary capabilities to successfully develop and execute a Community Benefits Plan. During the development of this application, HE has reached out to 18 key stakeholder groups, all of which HE has collaborated with in the past, to begin this process. A list of these stakeholders from whom we have received letters of support is shown in the table below.

Community Engagement: CE; Labor Engagement: LE; Investing in the American Workforce: IAW; Quality Jobs: QJ; Justice40: J40 Diversity Equity Inclusion and Accessibility: DEIA

Stakeholder Group	Priority Objective	Stakeholder Mission/Partnership
International Brotherhood of Electric Workers Local 1260	LE, IAW	Labor union representing electric workers that make up approximately 48% of HE's workforce and with whom we have an active collective bargaining agreement in place. Partnership described in "Investing in the American Workforce narrative.
State of Hawai'i | Ka Moku'Āina 'O Division of Consumer Advocates (CA)	CE, DEIA, J40, IAW	CA will participate as a stakeholder in our community outreach and engagement efforts throughout the various stages of implementation of the proposed Project. The CA is a State agency established to protect, represent, and advance the interests of consumers of regulated utility and transportation services companies before the State of Hawai'i's Public Utilities Commission and local and federal agencies with regulatory jurisdiction over public utility services.
Department of Emergency Management	CE, J40	Local agency coordinates emergency management programs for the City across preparedness, mitigation, response, and recovery functions in collaboration state, federal, private, corporate, and non-government entities.
Ko'olaupoko Emergency Preparedness and Response	CE, J40, DEIA,	A community group dedicated to helping local groups implement emergency preparedness projects that will make Ko'olaupoko (Windward Oahu) more resilient in responding to emergencies.
Hawai'i Public Utilities Commission (PUC)	CE, DEIA, J40, IAW	Commission will participate in our community outreach and engagement efforts throughout the proposed Project, as appropriate. PUC regulates all chartered, franchised, certificated, and registered public utility companies operating in the State. PUC is currently considering "how to better integrate equity and justice considerations across Commission proceedings.
Kupu	CE, IAW, DEIA, J40	Non-profit, committed to empowering future generations to create a more sustainable Hawai'i. The organization provides hands-on training and national service programs that educate and mentor youth to become stewards of culture and environment.
Ulupono Initiative	CE, J40,	Non-profit that works collaboratively with communities and key stakeholders to improve the quality of life for the people of Hawai'i by working toward sustainable solutions that support and promote locally produced food, renewable energy, clean transportation choices, and better management of fresh water resources.
Vibrant Hawai'i	CE, J40	Non-profit community group committed to increasing collaborative partnerships on Hawai'i Island by facilitating conversations with diverse stakeholders to grow community awareness and build collective will to take action. Vibrant Hawai'i provides training, technical assistance, and resources to ensure equitable opportunities for all residents.
Sustainable Energy Hawai'i	CE, J40	Grassroots non-profit dedicated to improving the quality of life and security of life for Hawai'i Island residents through raising public awareness and stimulating

		the political will to enable change and promotes a vision of affordable energy for Hawai'i, produced using only local renewable resources.
Leeward Empowerment Initiative	CE, J40, DEIA	Non-profit group founded to stimulate and create the conditions for the community to flourish by developing purposeful relationships and strategic partnerships across sectors and governmental agencies though finding common agreements.
Hawai'i Island and Kona-Kohala Chamber of Commerce	CE	Non-profit organizations representing businesses to promote the local economy through initiating and maintaining programs of research, education and community; identifying the issues facing the business community and acting to achieve satisfactory solutions; working with and coordinating activities with other organizations to promote a stable and healthy economy.
Hawai'i Green Infrastructure Authority (HGIA)	CE, DEIA, J40	HGIA democratizes clean energy for Hawai'i's underserved ratepayers by stimulating private investments and leverages innovative financing tools to mitigate risks and reach new markets through its inclusive programs by expanding access and affordability to disadvantaged communities.
Hawai'i Energy	CE, J40,	Helps to empower island families and businesses about the many and lasting benefits of energy efficiency and conservation.
County of Hawai'i	CE, LE, IAW, J40	The county is committed to fostering sustainable communities where everyone thrives; partnership with HE that provides support to meeting goals. Focus on maintaining reliable service for low-to-middle income customers and equity; workforce development through management of the Workforce Innovation and Opportunity Act programs for Hawai'i county.
Friends of Waimanalo	LE, J40, IAW	Non-profit organization that promotes workforce development resources to inspire, educate and train future generations and at-risk community members in the areas of build and trades, multimedia, and Hawaiian cultural education.
Office of Climate Change, Sustainability and Resiliency, City and County of Honolulu	CE, J40	Honolulu City Office tasked with tracking climate change science and potential impacts on City facilities, coordinating actions and policies of departments within the City to increase community preparedness, developing resilient infrastructure in response to the effects from climate change, and integrating sustainable and environmental values into City plans, programs, and policies.

Labor Engagement

HE is committed to provide high-quality jobs in collaboration with our labor partners, thus ensuring our development programs maintain a high-quality workforce. Approximately 48% of HE's workforce is represented by the International Brotherhood of Electrical Workers (IBEW) Local 1260. The company renewed its collective bargaining agreement with IBEW Local 1260 on November 1, 2021. The agreement is in effect through October 31, 2024. In 2019, IBEW Local 1260 and HE together developed a joint Code of Excellence (COE). The code's purpose is to create a collaborative partnership between the utility and union. For this proposal, we will utilize union labor for all project work in accordance with this collective bargaining agreement. For any labor that is contracted out for the project, it is HE's practice to share our DEI policy with those contractors/vendors to align their commitments to our own. As a part of this project, HE will develop ongoing communications and consultations with the labor union and contractors to ensure Union perspectives are included throughout the project. This will leverage existing and ongoing labor engagement methods currently utilized by HE to ensure that our workforce is a partner in our vision and has a voice in developing and furthering our company's foundational values.

As part of ongoing efforts to foster ongoing engagement with our labor force, HE holds monthly labor-management meetings in the following areas: customer service, energy delivery, generation, enterprise operations, support services and system operations to proactively engage our labor force which will mitigate risks and provide opportunities for meaningful engagement lessons that can be incorporated into HE's policies and procedures.

HE has a formal partnership with IBEW Local 1260 establishing a Strategic Opportunities Committee to proactively address the constantly changing energy landscape in a collaborative manner. These efforts are designed to further position the Company and its employees for a successful future by working together to address the evolving energy landscape in Hawai'i. The Committee consists of an equal number of representatives of each party and has quarterly meetings. Currently the Committee is focused on the following issues to support workforce development, support high-quality jobs and maintain a high-quality workforce:

I. How HE and IBEW can work together to support training for our employees so we can keep inhouse the work needed on new technologies, such as smart meters and electric vehicle chargers
II. How HE and IBEW can we find opportunities to partner to face the competitive challenges in our industry and exhaust all options to ensure continuous employment of members/employees

HE is committed to partnering with our internal workforce to support Hawai'i's community with purpose by integrating and aligning our actions with our community stakeholders.

Community Engagement

HE understands some communities believe they shoulder an unequal share of infrastructure burdens, and this may be reflected in their stance on projects or initiatives. It's recognized that each community has a distinct character and resources that are exceptionally valued to support island sustainability. For these reasons, Hawaiian Electric uses processes that provide opportunities for impacted communities to share their views on projects and participate in effective community dialogue.

HE will set the stage for meaningful community engagement by first creating a sense of urgency for the need for improved grid resilience the proposed project addresses. Specifically, highlighting the unique characteristics on each island that make grid resilience upgrades imperative to accommodate increasing renewable generation, widespread adoption of distributed energy resources (DERs), and increased adoption of electric vehicles, all while having to adapt to the expected increase in extreme weather events, exacerbated by climate change.

To achieve the sustainability goals of the State, our island communities must have a clear understanding of energy policies, adaptation processes, and present and future impacts. HE actively engages our communities in our pursuit of a climate action plan that addressed climate related risks affecting our communities and will build upon our experience and programs in executing our Climate Resilience program. At HE, climate mitigation and adaptation solutions such as energy decarbonization efforts are being aggressively implemented. Informed

community participation helps energy planners, and policy makers gain valuable perspective to shape policy and process in a way that is inclusive, equitable and achieves our state goals. To achieve the sustainability goals of the State, our island communities must have a clear understanding of energy policies, adaptation processes, and present and future impacts. Our climate engagement efforts will enable communities to provide informed input in energy policy-making and process improvement, so we can better serve their needs. Informed community participation helps energy planners and policy makers gain valuable perspective to shape policy and process in a way that is inclusive, equitable and achieves our state goals.

HE will leverage its experience in developing and executing community benefit programs. Currently, we have in place the WOCBP in a largely Native Hawaiian community located on the island of Oʻahu. This program was developed, designed and delivered based on community listening and feedback. Elements of the program include air quality monitoring, wildlife monitoring, environmental mitigation measures, long-term commitment to support conservation education in the community, an annual report card on company renewable energy activities, and a corporate commitment to support charitable activities in the community.

Across Oʻahu, Maui, and Hawaiʻi Islands, HE works alongside diverse community, grassroots and civic leaders, government private sector businesses and organizations to cultivate a shared commitment to strengthening communities and creating a resilient Hawaiʻi. HE consults regularly with key leaders and stakeholders to gain a deeper understanding of their needs, interests, concerns, and issues. We see our role as a connector bringing parties together in meaningful engagement that builds community capacity for a sustainable resilient future. This framework will be used to develop our community benefits plan and strategy for the proposed project.

The Community Benefits program developed under this funding will similarly follow a process encouraging meaningful community engagement and using a broad, inclusive process grounded in customer choice and community experiences. We know there are no perfect solutions. We know every choice has an impact, whether it is physical or financial. Community voices are vital to ensuring the best possible choices are made given the enormous climate risks to our island communities.

HE will perform community and stakeholder scoping to listen and solicit input into decision making. When soliciting input, we seek diverse perspectives and will engage early to clearly explain the why and how information provided by stakeholders will be used going forward, as well as the next steps and overall process design. When engaging with the community, there will always be some amount of uncertainty. The strategy, as well as the plan, must be iterative and flexible to manage unforeseen circumstances. The project team will carefully piece together information gathered and demonstrate the ideas of our stakeholders in the planning process.

HE will then pull a guiding team together and determine an action plan. The guiding team will involve the stakeholders identified in the Community Benefits Outreach Plan to shape

broader public outreach and engagement. The next level of engagement will include various combinations of targeted one-on-one, small group meetings, community conversations, open house meetings in communities of interest or for specific audiences, general public information meetings, community visioning meetings, forums, workshops, advisory groups, surveys, focus groups, etc.

In parallel, HE will develop plans to communicate before, during and after the engagement process. This communication will be critical for buy-in, empowering others to act, helping to produce short-term wins and seeing the process through – all parts of the implementation process. HE will monitor, document, review feedback and effectiveness of methods, tactics, etc. during the Implementation phase. Depending on early outcomes, the project team will modify its strategy, approach, tactics, etc. as necessary. In partnership with our stakeholders, we will overcome challenges that may arise, and attain our climate adaptation, resilience and sustainable energy goals.

Our projects have also been informed by and will continue to be developed based on findings and recommendations of the Integrated Grid Planning (IGP)[2] Resilience Working Group (RWG). The RWG convened over the course of six months in 2019 and comprised stakeholders representing a variety of interests including governmental agencies, commercial industries, and not-for-profit interest groups. Of particular note, the RWG included staff from the Hawaii Public Utilities Commission (HPUC), the regulatory agency in Hawaii responsible for overseeing the activities of HE and which recently opened a docket (No. 2022-0250) to investigate "how to better integrate equity and justice considerations across Commission proceedings."[3] HE plans to continue discussions with these and other stakeholders of the RWG to integrate a diversity of perspectives across the company into its work on this project.

HE will leverage existing community engagement efforts to ensure the project is responsive to the needs of communities. For instance, HE is part of the Waiʻanae Wildfire Hui in West Oʻahu and Pacific Fire Exchange on Maui. We meet monthly to share ideas and discuss priority projects. We support the Hawaiʻi Wildfire Management Organization on Hawaiʻi Island, which works with communities across the state on wildfire planning, prevention and mitigation activities. HE will engage these groups through the lifecycle of the project to ensure the grid resilience investments are deployed in a manner that meets the needs of our communities and maximizes benefits.

Investing in the American Workforce

HE proactively engages with union IBEW Local 1260 to ensure a high performing well-qualified workforce are represented through a collective bargaining agreement. Through these agreements, HE provides "quality jobs" to our union employees. As a result, union, direct and contractor cumulative contributions to the local economy, families and surrounding businesses are substantial. A user agreement with Local 1260 ensures all contractors for high-voltage work are signatories with the union, thus ensuring these contractors are union members.

[2] Docket No. 2018-0165, Hawaii Public Utilities Commission, opened on July 12, 2018.
[3] Order No. 38759, Hawaii Public Utilities Commission, filed on December 13, 2022, in Docket No. 2022-0250.

HE provides competitive wages and benefits, including health insurance, retirement/savings plans, life insurance, short and long-term disability, paid time off, career development opportunities and more. We provide trainings in safety, operational and environmental compliance, civil treatment in the workplace, and IT Security and Information Assurance. Training workshops and programs are offered for Leadership and Professional Development, apprenticeship and technical training, leadership cohorts and succession planning, and training in Diversity, Equity and Inclusion. HE also provides opportunities for internships and externships, and support science, technology, engineering & math (STEM) and mentoring programs, and is one of the largest employers of skilled tradespeople in the state with many coming through our own apprenticeship programs.

HE's employees, vendors, suppliers and contractors are required to abide by the company's Corporate Code of Conduct which is focused on respect for human rights, a Safety and Health Manual, Substance Abuse Policy, and Federal Sales Policy. Specifically, our Code of Conduct describes zero-tolerance for human trafficking and forced labor. Our commitments to a work environment that is safe, dignified, productive and free of harassment and discrimination are further embodied in our Equal Employment Opportunity and Affirmative Action Policy, Anti-Harassment Policy, and Anti-Retaliation Policy.

HE is committed to providing quality jobs through ongoing programs, including:

- Offering apprenticeship programs, in partnership with IBEW Local 1260 and registered with the State of Hawai'i Department of Labor and Industrial Relations;
- Developing a Pre-Apprentice Lineman program with Northwest Line College to address labor shortages and train workforce locally for a variety of jobs associated with poles and other utility infrastructure;
- Partnerships with the University of Hawai'i System, American Job Center, Chamber of Commerce Hawai'i, and the Hawai'i State Energy Office to develop training programs to meet employers' skills gaps;
- Partnership with the State of Hawai'i Department of Education to create a Career and Technical Education (CTE) Energy Pathway, scheduled to start in the 2023 school year. Participating schools for 2023 school year are Kapolei High School and Wai'anae High School. Both schools have high populations of Native Hawaiian/Pacific Islander students with Kapolei at (35%) and Wai'anae at (69%).

Many safety programs and investments protect our workers and the public through proactive measures including programs such as SafeStart®, a behavior-based safety program that reduces risk of injuries by training employees to be more aware of their state and applying critical reduction techniques to reduce risk; development and use of the Safety Classification and Learning (SCL) Model[4] and, the application of Executive Incident Review Board (EIRB) to

[4] The SCL Model is the latest tool developed by the EEI Occupational Safety & Health Committee to address serious injuries and fatalities by defining near miss events with the potential to be serious or fatal (PSIF) and unlocking the learning opportunities provided by these events. The SCL Model leverages the latest scientific knowledge and the best features of existing methods to define safety incidents and observations.

provide a multidisciplinary review of workplace injuries and incidents to identify root cause of the circumstance surrounding injury/incident and opportunity for enhancement and improvement. Within the last two years, HE has not received any citations of violations under the National Labor Relations Act, Fair Labor Standards Act, Occupational Safety and Health Act, Service Contract Act, Davis-Bacon Act, or Title VII of the Civil Rights Act, or the Occupational Safety and Health Act.

HE has a robust and highly qualified employee workforce for planning, designing, and installing electric transmission and distribution infrastructure. HE employs certified personnel that are qualified to design, engineer, install, monitor, and maintain a safe and reliable electric grid. In addition to having its own internal and union employees, HE regularly works with several qualified contractors with the skills and qualifications necessary to contribute to HE's installation and expansion of its electric grid. HE also ensures all direct employees, contractors, and subcontractors have attained the requisite skills through on-the-job training, independent course study, job performance testing, and apprenticeship programs. In addition, HE requires contractors providing construction services to have a current contractor license and be electrically qualified.

HE is committed to attracting talent from Hawai'i's diverse communities. Our commitment is imperative to the success of this project. HE has developed a series of programs and initiatives to proactively identify and seek talent statewide from Hawai'i's diverse communities, including disadvantaged communities, to ensure access to skills/professional development and to contribute to the growth and economic development of the state. HE's apprenticeship programs are sponsored in partnership with IBEW Local 1260 and registered with the State of Hawai'i Department of Labor and Industrial Relations. HE is committed to developing highly qualified journey workers. All apprenticeship programs are 3-years with 6,000 hours of on-the-job training paid at a percentage of the journey worker rate. Upon successful completion of an apprenticeship program, apprentices are promoted to the job in which they apprenticed. In addition, HE is working with Northwest Line College to develop a Pre-Apprentice Lineman program to address labor shortages and train workforce locally for a variety of jobs associated with poles and other utility infrastructure. HE anticipates that this program will create the flexibility for apprentices to obtain quality, well-paying careers on O'ahu and the neighbor islands.

HE is working with Honolulu Community College (HCC) to develop a partnership through HCC's Computing, Security, and Networking Technology (CSNT) program to establish a talent pipeline. The partnership will allow HE to influence the curriculum. HE will partner with local organizations to create a workforce to strengthen our communities and provide highly skilled jobs that pay a living wage enabling opportunities for rewarding careers in Hawai'i. The Company's proposed project will provide opportunities for skilled and well-paying jobs in information technology, cybersecurity, and telecommunications in Hawai'i.

Diversity, Equity, Inclusions, and Accessibility

HE is committed to creating a diverse and inclusive work environment, seeking the best candidates while giving all applicants an equal employment opportunity. HE's workforce

continues to be racially diverse, reflecting the unique demographics of Hawai'i. As seen in our 2022 EEO-1 data, 89.9% of our utility's total workforce was non-white, as were 85% of our leaders and 56.3% of our executives. 28.8% of our total workforce was female, as were 28.9% of leaders and 37.5% of our executives. The Company is also firmly committed to taking affirmative action to employ qualified individuals with disabilities, veterans with disabilities, veterans, minorities, and women and to advance them in employment. We partner with several organizations to maintain a pool of diverse, qualified candidates.

Finding and attracting a diverse and talented workforce requires thoughtful planning and partnering with the community. HE has multiple programs that encourage the hiring of a diverse workforce, such as direct outreach efforts focused on the recruitment of women, minorities, individuals with disabilities and veterans, and partnering with organizations that promote opportunity and inclusion. Examples of our outreach efforts in recent years include:

- Partnering with Kupu and a statewide Green Job Youth Corps (utilizing state CARES Act funds and federal funding). The program goal is to stand-up a green industry workforce in renewable energy and conservation. The program employs and trains displaced workers and recent graduates in green collar jobs through internships and possible future employment with our company.
- Participating in career fairs, including those targeted for individuals with disabilities and veterans with the University of Hawai'i – Center on Disability Studies, American Job Center and Military and Family Support Center.
- Promoting our job openings with agencies such as Alu Like, Inc., Catholic Charities Hawai'i, YWCA, Women's Fund of Hawai'i, The Arc of Kona, Work for Warriors Hawai'i, Department of Veterans Affairs and U.S. VETS – Hawai'i.
- Conducting employer presentations to highlight our company, available careers and employee benefits with organizations such as the State of Hawai'i Vocational Rehabilitation Division.

Diversity, Equity and Inclusion are not just words, they are priorities at HE. In 2021, our leaders established a DEI goal and program for all employees to raise awareness of DEI and unconscious bias. To ensure we are progressing towards our commitment of a more diverse, equitable and inclusive workplace, a DEI & EEO Program Manager position was created to lead these efforts and drive our company-wide DEI strategy.

In 2022, HE supported local organizations that advocate for inclusion and acceptance. A few examples include the following: we walked and fundraised to expand programs that benefit people with intellectual and developmental disabilities in Hawai'i for Best Buddies; we officiated bocce competitions with Special Olympics Hawai'i athletes at their 'Aukake Classic event; and raised awareness of how the white cane empowers blind and visually impaired individuals giving them independence, freedom and confidence by participating in Ho'opono Services for the Blind's White Cane Walk. We celebrated unity, equal rights and inclusion of all gender identities and the diversity of our LGBTQIA+ community at the Honolulu Pride Festival. As allies we engaged with our LGBTQIA+ community at our booth. In 2023, HE will continue to grow the program by establishing an Executive Diversity Council, Employee Resource Groups and an Employee Diversity Committee.

Justice40

HE is committed to enabling everyone to participate in and benefit from the energy transition. HE performed initial project design to ensure equitable benefits are provided to vulnerable communities, such as federally-identified disadvantaged communities and those who live on Native Hawaiian Homelands. Our GIS teams have mapped the locations of disadvantaged communities within our service territories, as detailed in the "Project Locations" attachment. We have set a goal for 40% of the overall benefits of certain climate and clean energy investments flow to disadvantaged communities.

Our targeted population of beneficiaries falls under the 80% Housing and Urban Development (HUD) Income Limit—$60,050 for one person and $85,750 for a household of four—which encompasses 41% of households in Hawai'i, as well as those who participate in at least one State or Federal assistance program such as Low Income Home Energy Assistance Program (LIHEAP), Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), or Supplemental Security Income (SSI).

In developing the scope of this project, HE targeted project outcomes to ensure disadvantaged communities are realizing the benefits from the proposed investments. Some of the activities such as critical transmission hardening, critical pole hardening, hazard tree removal, and control center resiliency initiatives will have broad demographic and grid resiliency benefits.

Other initiatives, such as wildfire mitigation will involve targeted efforts to ensure resilience benefits are realized in disadvantaged communities, by identifying opportunities to locate investments in high-risk rural areas and provide energy resilience for critical customers. Critical customer circuit hardening will seek a combination of both broad-based benefits as well as targeted benefits to disadvantaged communities. HE is committed to enabling everyone to participate in and benefit from the energy transition. We have set a goal for 40% of the overall benefits of certain climate and clean energy investments flow to disadvantaged communities. Two of these initiatives are described below.

Critical Transmission Line Hardening:

The planned transmission line hardening work on Oahu is designed in such a way as to broadly benefit the entire island of Oahu, by targeting critical transmission lines that are part of a "minimum transmission restoration path" required to restore the island's transmission system in the event of an island-wide or wide-area blackout. Therefore, the planned investment will benefit the entire island of Oahu, including all disadvantaged communities on the island.

Critical Customer Circuit Hardening:

HE has developed a list of 224 critical loads across its service territories, of which a portion will be targeted for critical customer circuit hardening. HE determined that 81% of the critical loads identified either 1) serve the entire island on which the facility is located, including all disadvantaged communities, or 2) directly serve a specific region that includes disadvantaged communities. HE commits to ensure that a *minimum* of 50% of the critical loads to be targeted for distribution hardening serve either an entire island (including its disadvantaged

communities) or specific intra-island regions with disadvantaged communities. We will strive to exceed this target. It is important to note that, given the small island geography of HE's service territory, hardening distribution lines serving critical community lifeline facilities will in many cases benefit the entire island or large portions of the island, including disadvantaged communities. For example, the largest major hospitals on Oahu serve not only the entire island of Oahu, but also residents of other islands, who often need to travel by plane to Oahu hospitals for certain kinds of procedures not available at hospitals on other islands. Hardening distribution infrastructure serving these types of highly critical, central facilities on each island therefore benefits the entire island and beyond.

Goals and Metrics

HE will track the following data types and commit to the goals in the table below for each budget period. HE will also work in collaboration with our community partners to update the Community Benefits Plan throughout the project in order to create additional SMART goals ensuring project goals and outcomes are responsive to community needs.

Initiative	Metrics
Critical T-Line Hardening	% of spend allocated to T-lines that benefit DACs
Highway Crossings	• # of crossings hardened that benefit DACs • % of spend allocated to crossings that benefit DACs
Critical Customer Circuit Hardening	• # of circuits benefited that serve DACs • % of spend benefiting circuits serving DACs
	• # of community lifeline facilities benefited that serve DACs • % of spend benefiting community lifeline facilities serving DACs
Wildfire Prevention & Mitigation	• # circuits mitigated benefiting DACs • % of spend allocated to circuits serving DACs
Lateral Undergrounding	• # of lateral miles undergrounded that benefit DACs • % of spend allocated to laterals serving DACs
Hazard Tree Removal	• # of lines addressed that benefit DACs • % of spend allocated to lines serving DACs
Total Project	**% of spend allocated to projects that serve DACs**

Initiative	Goal
Community Meetings	HE will hold at least 3 public community meetings in each budget period
Public Reporting	HE will issue public reports documenting each public community meeting within 3 months of event occurrence
Stakeholder Meetings	HE will engage with at least 6 community-based organizations/stakeholder groups in the first year to develop a CBP
Stakeholder Diversity	HE will engage with at least one community-based organizations/stakeholder group which represents each of the following categories: Labor, Local Communities, DEIA, Environmental Justice