



POLICY

DOCUMENT ID.	Z-005
REVISION NUMBER	001
EFFECTIVE DATE	December 7, 2023
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SUBJECT: DIVERSITY POLICY

DIVERSITY POLICY

Revision Number	Description of Change	Effective Date	Author	Approver
01	Annual Update	December 7, 2023	Yonni Fushman	Board of Directors



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1. PURPOSE

1.1 Northland Power Inc. (the "Corporation") recognizes and embraces the benefits of promoting diversity and inclusion to its board of directors (the "Board") and in executive management. Diversity promotes the inclusion of different perspectives and ideas and ensures that the Corporation has the opportunity to benefit from all available talent. The Corporation believes that diversity enhances organizational strength, problem solving ability and the opportunity for innovation.

2. DIVERSITY

- 2.1 Diversity refers to all the characteristics that make individuals different from each other, including, but not limited to, gender identity, geographical representation, education, experience, race, ethnicity, Indigenous status, age, sexual orientation, and disability.
- 2.2 Diversity is, and will continue to be, an important consideration in determining the composition of the Board as well as executive management. The Board has delegated the responsibility of overseeing and ensuring the implementation of this Diversity Policy (the "Policy") to the Governance & Nominating Committee (the "Committee").

3. BOARD AND EXECUTIVE DIVERSITY

- 3.1 When selecting potential nominees to the Board and the executive team, the Corporation identifies candidates who have a broad range and variety of skills, qualifications, capabilities, talents, insights and professional and life experiences. The Corporation considers nominees on the basis of merit, using objective criteria and taking into account diversity and the needs of the Board and executive team. The Corporation understands that diversity and inclusion matters are multifaceted and should not be limited to gender alone, and instead should include other designated groups, namely Indigenous peoples, persons with disabilities, persons belonging to visible minorities, and members of the LGBTQ2+. Consideration of potential candidates who are members of these designated groups is an important component of the selection process. If external advisors are engaged to assist, they will be instructed to be mindful of such considerations.
- 3.2 The Corporation seeks to have a Board in which (i) at least 30% of the directors are women, and (ii) at least one (1) director is a member of one or more designated groups, which include Indigenous peoples, persons with disabilities, persons belonging to visible minorities, and members of the LGBTQ2+ by the end of 2024.
- 3.3 The Corporation seeks to have an executive management team in which at least 30% of the members of executive management are women.
- 3.4 It is recognized that the achievement of the Corporation's targets will be influenced by a number of factors outside of the Corporation's control, such as the frequency at which relevant positions become vacant and the availability of appropriately skilled candidates.



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- 3.5 This policy will be reviewed on an annual basis.
- 3.6 Confirmed by the Board of Directors on December 7, 2023.