

2017

SUSTAINABILITY REPORT

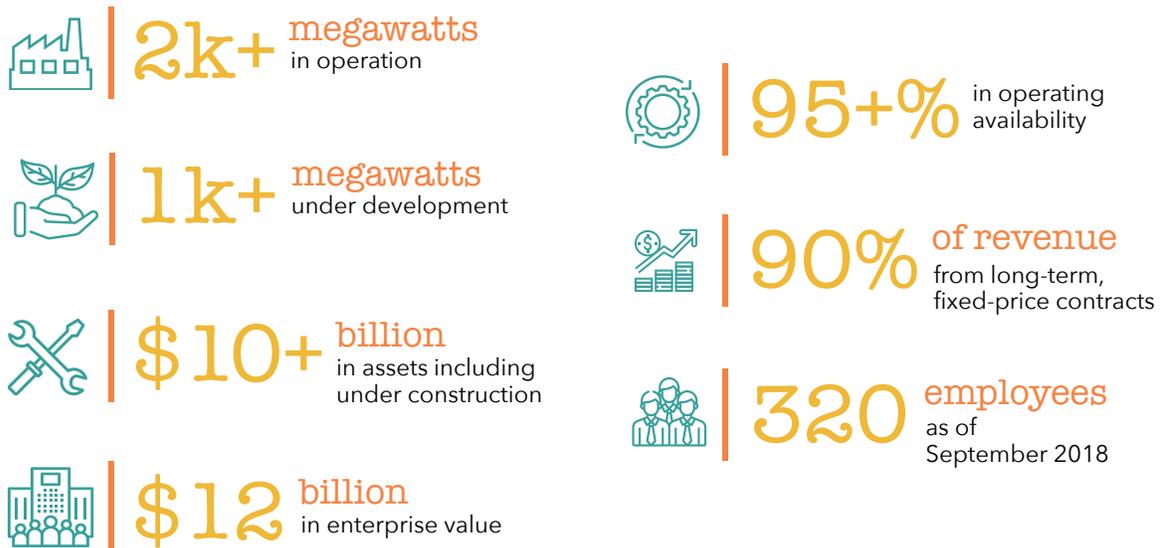
Intelligent Energy for a Greener Planet™



ABOUT NORTHLAND POWER

Northland Power (“Northland”) is an independent Canadian power producer with 26 operating power generation facilities located in Canada, Germany and the Netherlands, including two offshore wind farms, four onshore wind farms, and 13 solar facilities. In addition, Northland is currently constructing the 269 megawatts (MW) Deutsche Bucht offshore wind project in the German North Sea and has a 60% equity stake in the 1,044 MW Hai Long projects under development in Taiwan. We develop, finance, build, own and operate our own power generation facilities that produce electricity from clean-burning natural gas and renewable resources such as wind, solar and biomass.

For over thirty years, Northland has generated Intelligent Energy for a Greener Planet, creating long-term value for shareholders and helping the world to strive for a more sustainable future.



Note: all dollar values are in CAD unless otherwise stated.

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Letter from the President & CEO



Mike Crawley
CEO

A handwritten signature in black ink, appearing to be 'M. Crawley', written in a cursive style.

For Northland Power, 2017 was a transformative year. We completed and brought into operation our first two offshore wind farms, Gemini in the Netherlands and Nordsee One in Germany. Not only did these projects demonstrate our ability to deliver major power infrastructure on budget and on schedule, but they also highlight the value of our focus on international growth and offshore wind power. With these two European wind farms in our portfolio, the majority of Northland's power is now renewably sourced.

While the rest of the power-generation industry is shifting away from carbon-intensive technologies, at Northland, we have always focused on clean and green energy. Today, we operate 26 power generation facilities in Canada, Germany and the Netherlands, including seven thermal facilities, six wind, and 13 solar farms. Our continued focus on sustainable growth has been successful: in 2017, our generating capacity increased by 46% over 2016 to 2,458 MW (2,029 MW net Northland interest), and our adjusted EBITDA increased by 22% to \$765 million. We are currently building the 269 MW Deutsche Bucht project, an offshore wind farm in Germany that should be in operation by the end of 2019. To date in 2018, our Hai Long 2 and Hai Long 3 offshore wind farm projects have been awarded 1,044 MW by the Taiwan Bureau of Energy, and advanced development work is underway.

Northland's commitment to sustainability is clearly articulated through the three pillars in our vision statement. The first of these pillars, an inspired workforce, reflects that, ultimately, Northland's strength is its people. Our projects may be built with state-of-the-art technologies, but they are conceived, designed, financed, and managed by a team of highly motivated and talented professionals. As we take our place on the global stage and compete against much larger companies, our competitive edge comes from our success in attracting and retaining top-tier talent. As a company, we strive to treat everyone fairly and ethically, and to keep them safe on the job. We have nurtured a corporate culture that blends people of diverse skill sets and backgrounds, that encourages independent thought, that allows everyone to speak their mind and that encourages people to speak up when necessary.

The second pillar is our commitment to develop, own, construct and operate sustainable infrastructure assets. Our pivot to predominantly renewable power generation has put us at the forefront of the global move to decarbonization of energy production. As the field matures, we will continue to differentiate ourselves through boldness in project conception and execution and our use of new technologies. With our Deutsche Bucht project, for example, our innovative pilot application of "Mono Bucket" suction technology in two of the turbine foundations has added 17 MW of power, while reducing underwater noise and its effect on marine mammals, compared to traditional construction techniques, and increasing the project's profitability.

At Northland, we don't "build and sell". We develop, finance, build, own and operate our assets throughout their lifecycle. As a result, we make long-term commitments—which leads me to our third pillar: prosperity for all stakeholders. We are sensitive to the need for consultation and collaboration with our local communities, beginning long before construction begins and continuing after a power facility closes. We strive to be good neighbours and to deliver ongoing benefits to all, through community consultation, engagement and investments, First Nations partnerships and philanthropic endeavours.

For Northland, sustainability means conducting ourselves in a way that respects people and the environment. It means pursuing opportunities that represent a sustainable future for all. It also means conducting ourselves responsibly, as a company and as individuals. This Sustainability Report is an indication of our commitment to responsibility and transparency.

Letter from the CFO



Paul Bradley
CFO

A handwritten signature of Paul Bradley in black ink, written in a cursive style.

When I think of the success that we, at Northland, have had in removing carbon-emitting energy generation from the world, I shake my head in amazement. In the Netherlands alone, our Gemini wind farm has replaced over 6% of the country's coal consumption. Between Gemini and Nordsee One, we have brought approximately \$6 billion in investment into existence to produce emissions-free power. These are remarkable achievements for what was once a small Canadian company.

In 2017, we demonstrated that we can launch and manage large projects and have a positive, meaningful impact on the environment and the planet. We won new contracts and augmented head office staff. We grew our investment base and increased the returns we provide our investors. We matured as a company in other ways as well: we began to formalize our charitable giving and embarked on the journey of reporting on our sustainability in greater detail.

In 2018, we continue to make progress on our Deutsche Bucht wind farm in Germany. If built, our Hai Long contracts in Taiwan will replace 1,044 MW of the country's nuclear and coal generation with offshore wind power. We are now on the stage with some very large, very experienced players, and we have shown that we can grab our share of the market.

Looking to the future, the renewable energy industry is becoming more competitive. We have responded by adjusting how we look at business risks, how we report, and how we work as a team. At the same time, it's important to note that we are not after growth for growth's sake. We only seek growth that adds sustainable value, allows us to preserve our capital and continues to pay stable dividends.

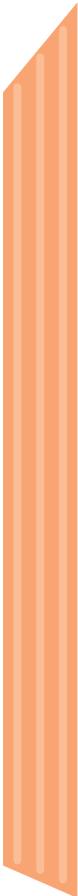
In closing, I would like to say that it is very satisfying to see what we are creating and accomplishing in this company. Northlanders have a genuine desire to contribute to making the world a better place. We are part of the solution, and we look forward to becoming an even bigger part.

OUR VISION

Northland’s vision is to be a top clean and green developer, owner, constructor, and operator of sustainable infrastructure assets, inspiring our people to achieve a sustainable and prosperous future for all stakeholders. To achieve sustainability, we focus on our Three Pillars:

1

INSPIRED WORKFORCE



- Prioritizing health and safety
- Fostering strong values and culture
- Providing meaningful career development opportunities
- Hiring locally and providing international opportunities

2

DEVELOP, BUILD, OWN AND OPERATE SUSTAINABLE INFRASTRUCTURE ASSETS



- Focusing on clean and green technologies
- Delivering strong and sustainable financial results
- Generating and distributing economic value
- Capitalizing on revenue generating opportunities created by global transition to sustainability

3

PROSPERITY FOR ALL STAKEHOLDERS



- Supporting sustainable economies through clean energy and responsible business practices
- Investing in our communities
- Partnering with First Nations
- Preserving the natural environment

This report is organized to reflect our performance in each of our Three Pillars.

ABOUT THIS REPORT

We are proud to present our inaugural Sustainability Report, which highlights our achievements and the challenges faced in 2017. This report is informed by the Global Reporting Initiative (GRI) G4 Guidelines. It establishes benchmarks for future reports and marks a commitment to transparency in reporting. In 2018 and beyond, we will continue to develop our reporting strategy and related data collection standards, guided by frameworks such as the new GRI standards released in 2018.

GRI Declaration

This report is informed by the principles of the GRI's G4 Guidelines. The GRI is an independent institution that has developed voluntary guidelines for sustainability reporting. We believe that employing the GRI reporting guidelines helps us maintain a high standard of transparency, clarity and comparability, and demonstrates our commitment to transparent reporting.

This report covers the period from January 1 through December 31, 2017. No external assurance was sought for the content of the report. The GRI Index can be found at the end of this report.

Boundaries of this report

The information and data in this report relate only to Northland's sustainability policies and practices. Economic performance is not discussed in detail, nor is technical and operational data about our various projects and operations. For financial results, see our 2017 Annual Report and other statements and filings on our website, www.northlandpower.com. For comprehensive technical details regarding our projects and operations, also visit our website.

Rationale for reporting

This report was created to provide investors and stakeholders with more information about how we contribute value to our host communities, serve our markets, benefit employees, and capitalize on opportunities related to climate change. At Northland, we strongly believe that sustainability reporting will help us improve our performance tracking and help us identify and address new risks and opportunities that face our business and our industry.

Stakeholders and materiality

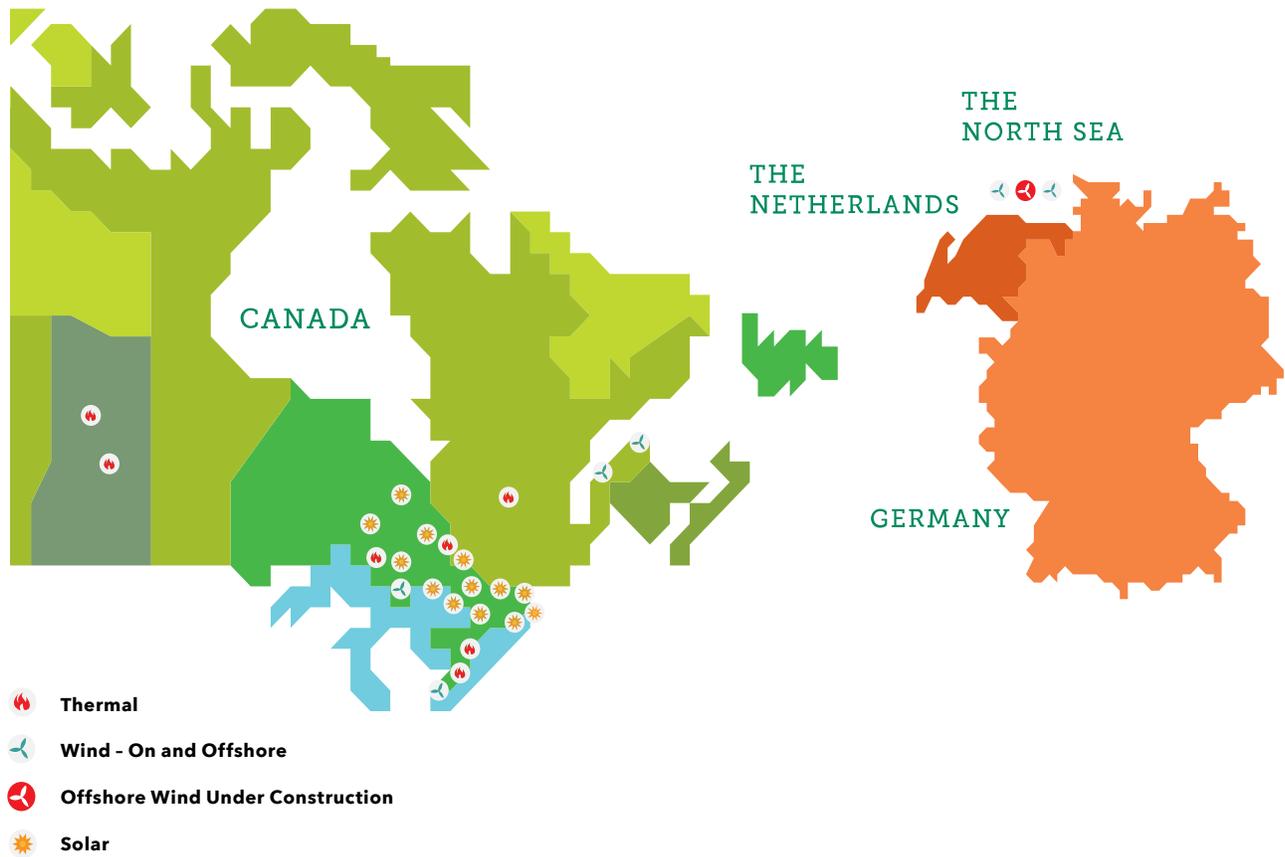
The content of this report is guided by common principles in sustainability reporting and our understanding of the needs of our stakeholders. It is informed by the Guidelines for a GRI G4 Core (self-reported) Sustainability Report.

With respect to our vision and this report, our stakeholders include employees and contractors, local governments, Indigenous groups, investors and debtholders, the general public, and the media, as well as special interest groups such as non-governmental organizations. In defining our stakeholders, we apply a broad definition of inclusiveness: any entities or individuals that may be significantly affected by our activities, products, and services, and/or who may in turn affect our ability to achieve our objectives.

Stakeholder engagement is key for informing our community consultation, strategy development, and risk management activities and helps us focus and prioritize our corporate sustainability initiatives. We interact with stakeholder groups to better understand and address the issues that matter most to our stakeholders and our business. We invite comments and dialogue at our Annual General Meeting and in our ongoing community consultations, especially in our frequent communications with our First Nations partners. As our sustainability reporting evolves over time, we hope to refine our identification of key stakeholder groups and the subjects of material interest to them.

We welcome comments through our website and by contacting us at sustainability@northlandpower.com.

2017 OPERATIONAL HIGHLIGHTS



Technology:	Operating ¹ :	Construction ¹ :
Thermal	1,001 MW	-
Wind	1,326 MW	252 MW
Solar	131 MW	-
Total (Gross)	2,458 MW	252 MW
Total (Net)²	2,029 MW	252 MW

1. As of December 31, 2017

2. Represents Northland's net economic interest

INSPIRED WORKFORCE

Our goal is to inspire our people to achieve a sustainable, prosperous future for all our stakeholders. Our company is the sum total of our employees' strengths, and it is a company-wide focus to develop their careers and protect their health and safety.

Promoting workplace health and safety

At each of our facilities, especially those in the construction phase, we strive to foster a safety-committed culture that begins with a strong sense of personal responsibility. A safe, well-trained workforce is a productive workforce. Currently, each facility has its own tailored Health and Safety Management System. Nine Joint Health & Safety Committees represent the larger facilities and five Safety Worker Representatives represent the smaller facilities. Health and safety performance, challenges and opportunities are reported monthly to our CEO and on a quarterly basis to the Board of Directors.

In over 30 years of operations, Northland has not experienced any fatalities. With a continued focus on maintaining and improving our safety culture, in 2017 we established a five-point Health and Safety Management System that includes:

- Management Leadership Commitment
- Employee Involvement
- Communication and Training
- Management System Manual
- Performance Evaluation and Improvement

We also introduced a Safety Scorecard, for roll-out in 2018. These elements will standardize our health and safety performance across all Northland operations and allow us to improve monitoring and performance over time.

Employee Health and Safety (all 26 power generation facilities and head office)	As of Dec 31, 2017
Employees in Health and Safety Committees (14% of workforce)	40
Total hours worked (all sites)	626,100 hours
Lost-time injuries	3
Days lost	14 work days
Fatalities or critical injuries	0
Occupational illnesses	0
Lost-Time Injury Frequency Rate (LTIFR)*	1.01

Employees only (no contractors)

H & S Committees represent management and workers.

* LTIFR is the number of lost-time injuries per 200,000 hours worked. (lost-time injuries × 200,000) ÷ total hours worked per 100 employees. That is, for every 100 employees, 1.01 employees have been involved in a lost time injury.

Time Since Last Lost-Time Injury*	As of Dec 31, 2017
Thermal Generating Plants	
Kingston	20 yrs 10 mos
Iroquois Falls	8 yrs 8 mos
Thorold	7 yrs 10 mos
Spy Hill	6 yrs 2 mos
North Battleford	4 yrs 6 mos
Kirkland Lake	1 yr 10 mos
Chapais	5 mos
Onshore Wind Farms	
4 plants - all zero LTI since commercial opening	since 2009, 2011, 2014, 2016
Solar Farms	
13 plants - all zero LTI since commercial opening	since 2013, 2014 and 2015

Case study

Building teamwork with Habitat for Humanity

Habitat for Humanity is an international non-profit association that raises money and builds housing for families in need. In 2017, we were proud to support Habitat for Humanity GTA. Employees from across the organization collected more than double the fundraising goal. On Build Day, Northland people showed up en masse to roll up their sleeves and help build a brighter future for local families.



* Our overseas operations commenced commercial operation partway through the year; therefore, for 2017, some workforce information is only available for Canada.

Fostering strong values & culture

Our corporate values include honesty and integrity, a commitment to excellence, and promotion of a spirit of entrepreneurship. We strive to create a culture of inclusivity that is reflected in our hiring, promotion, and overall human resource practices. All employees, officers, and directors are required to follow the company's policies and bylaws including its Code of Business Conduct and Ethics, which is intended to promote integrity and the highest level of ethical behaviour (for more information, visit www.northlandpower.com).

Providing meaningful life-long careers

Everywhere we operate, we hope to be recognized as an employer of choice, as a result of our competitive wages and benefits and our policies of recognizing and rewarding employee performance and promoting from within. Our lean organizational structure allows everyone access to management and ensures that all voices are heard.

Hiring locally and providing international opportunities

We preferentially hire and subcontract locally whenever practical and provide opportunities for hiring from our First Nations partner communities where feasible.

We provide exciting career development opportunities for our people, with the potential for national and international mobility. Employees are encouraged to have short-term and long-term goals to guide their training and education opportunities, and all employees are reimbursed for approved training, education, membership and association fees.

Workforce (Canada only)*	2017
Total employees male/female	271
Full-time/part-time ratio	268:3
Male/female ratio	212:59
Percentage covered by collective bargaining agreements	13.6%
Investment in professional and career education and training	\$125,000

Global Workforce	2017
Employee wages and benefits	\$46,964,100
Investment in safety courses and training	\$300,000

Case study

Relay teaches conservation to elementary students and Indigenous communities

Relay Education (formerly TREC)'s "Kids' World of Energy" Festival is an annual education event that directly engages and inspires over 11,000 elementary-school students and their parents. Through hands-on workshops, it makes the connection between energy and the environment and working towards an energy-conscious world. In 2017, we sponsored the Festival as well as Relay's "First Nations Kids' World of Energy" program, supporting renewable energy workshops in elementary schools in First Nations communities across Ontario.



BECOMING A LEADER IN CLEAN, GREEN POWER

We believe that "intelligent energy" is energy that meets today's needs without compromising our shared future. At Northland, we produce intelligent energy from sources that are sustainable in the long term and that contribute to global decarbonization and energy security.

Focusing on clean and green technologies

Our power-producing facilities convert three energy sources to electricity:

- **Thermal (natural gas and biomass)** Our seven thermal plants convert heat to electricity using clean-burning natural gas or carbon-neutral biomass; many of our newer projects operate their turbines only when the renewable source (sun or wind) is unavailable.
- **Wind farms** Our four onshore and two offshore wind farms generate clean electricity from wind, usually replacing coal and nuclear power sources. A third offshore wind farm is under construction off the coast of Germany.
- **Solar** Our 13 solar farms, all in Ontario, generate clean electricity from the sun.

Delivering strong and sustainable financial results

Our ongoing research and development is focused on bringing down the cost of renewable power generation. By reducing costs and increasing efficiency, we improve the competitiveness and the economic feasibility of renewable power, thus improving its proliferation while improving returns from our installed portfolio of assets.

Generating and distributing economic value

Most of our revenue comes from selling electricity under long-term revenue contracts. We continually reinvest in our operating assets to ensure maximum efficiency and long-term viability. We return value to our stakeholders in the form of salaries and wages, taxes, dividends, appreciation in share value, and shared revenue with landowners and First Nations. Our goal is high-quality results from every investment.

Economic Value Generated and Distributed	2017 (mill)
Revenues	\$1,376.26
Operating costs	\$176.64
Employee wages and benefits	\$46.96
Retained earnings	\$295.59
Payments to capital providers	\$625.45
Payments to governments	N/A

The global transition to sustainability

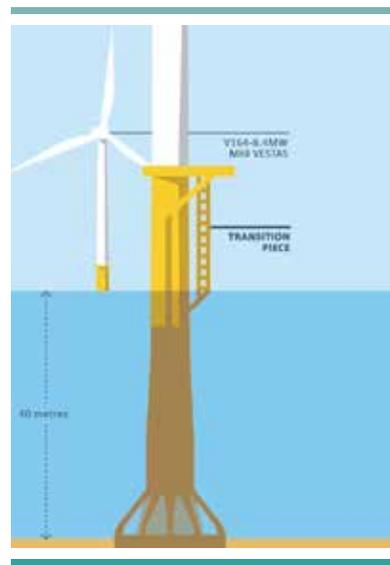
We see many new opportunities arising as the global awareness of climate change drives the decarbonization of energy generation. Weather patterns and severe weather events are causing reviews of government energy policies at the local, regional, and national levels. The European Union expects renewables to account for 70% of its total generation by 2040. Government policy changes and government incentives are driving a rise in renewables and coal retirement targets across the EU as well as Canada, the United States, Mexico, and other jurisdictions. In Asia, approximately 1,700 GW of renewables capacity is expected to be added over the next 25 years.

Our development teams are actively seeking new opportunities for renewable power installations in Canada, the United States and Europe, as well as in Asia and Latin America. Our experience and track record place us in a strong position as policy-makers seek trusted suppliers of renewable energy.

Case study

Innovative piling technology adds megawatts, reduces environmental impact

Through a pilot project at our Deutsche Bucht wind farm project, we will erect two additional wind turbines using innovative Mono Bucket foundations. The technology eliminates the loud hammering of conventional foundation-building, reducing negative impacts on marine mammals. Deutsche Bucht will be the first offshore wind farm worldwide to test this new type of foundation structure under commercial operating conditions. The pilot offers the opportunity to test an environmentally sound solution that could be of benefit to future offshore wind farms. The learnings from this pilot could allow Northland to construct faster and at lower costs for certain site conditions at future offshore wind sites.



Case study

Protecting vulnerable habitats

While building our Gemini project in the North Sea, we worked closely with the Wadden Sea Association (Waddenvereniging) to lay a cable in the vulnerable Natura 2000 area while respecting the natural environment. The organization advocates for preservation of the Wadden Sea ecosystem, the largest unbroken system of intertidal sand and mud flats in the world. We were proud to present the Association with a donation at our Gemini grand opening event held in Amsterdam in May 2017, in appreciation of their support and collaboration.



While government policy will play a strong role in the global energy transition, it is up to the industry to advance technologies and improve efficiencies to build ever-stronger business cases.



Committed to environmental sustainability

We understand that our projects have an environmental impact, especially during the construction phase. We strive to improve the efficiency of our use of natural resources and to minimize and mitigate the effects of our operations on the land and water. We support stringent regulatory requirements and always aim to meet and, where possible, exceed applicable laws and regulations related to sustainable development and environmental practices.

In 2017, reportable environmental incidents at our facilities were as follows:

- Two minor silt runoffs at our Long Lake solar farm;
- Three phosphate exceedances at our Kirkland Lake thermal facility;
- Two minor oil leaks at our McLean's Mountain Wind Farm;
- A minor glycol spill as a result of a pipe rupture at our Iroquois Falls thermal facility;
- A notice of non-conformance was received related to the use of wood ash from our Chapais thermal facility as part of the remediation of a local, closed mine site;
- Accidental release of water combined with a propylene glycol solution at our North Battleford thermal facility due to a leaking buried pipe. Propylene glycol is used at this facility in lieu of highly toxic ethylene glycol, to reduce environmental impacts, should unintended releases occur.

No significant fines and sanctions related to environmental non-compliance were levied against any of our operations.

Environmental performance*		2017
Energy consumption by primary energy source (GJ of natural gas)		23,447,410
Total water withdrawal by source (m ³)		71,065,573
Water sources affected by withdrawal of water		Rivers, lakes 4 sources (insignificant): Welland Canal, Murdoch Creek in Kirkland Lake, Abitibi River, Iroquois Falls, and Kingston takes its water out of Lake Ontario
Direct greenhouse gas emissions		1,178,378
NOx, SOx and other significant air emissions by type and weight (metric tonnes)	VOC Emissions (metric tonnes)	203
	NOx Emissions as NO ₂ MW 46 (metric tonnes)	2,367
	SOx Emissions (metric tonnes)	24
	Total Particulate Matter (PM) emissions (metric tonnes)	132

* These totals are from our combined Canadian operations. Energy consumption by primary source includes thermal facilities and does not include Chapais. The direct greenhouse gas emissions total includes thermal facilities and does not include Chapais. Water withdrawal is related to four of Northland's thermal facilities - IFPC, Thorold, KLPC, and Kingston. Thorold and IFPC return the vast majority of the water they take. A small portion of the water withdrawn at KLPC and Kingston evaporates in the facilities' cooling towers; the specific amount varies based on internal and external conditions. In total, approximately 93% of the removed waters are ultimately returned to their original source; the removed waters are returned in a similar or better state than when they were taken. We will consider the information needs of our stakeholders on an ongoing basis and expand our reporting boundaries accordingly.

Case study

Supporting biodiversity in the North Sea

Together with WNF (the Dutch branch of the World Wildlife Federation), Northland's Gemini offshore wind farm is supporting the long-term health of the North Sea ecosystem through the development of oyster banks. Shellfish banks are hotspots of biodiversity that contribute to a more healthy and resilient marine ecosystem. With 1,000 kg. of oysters situated around two turbines in the wind farm, Gemini and WNF will monitor survival, growth, reproduction and settlement of the oysters over the next several months.



CREATING PROSPERITY FOR ALL STAKEHOLDERS

At Northland, intelligent energy generates economic sustainability. We pursue business opportunities that create and support sustainable prosperity for all of our stakeholders, from shareholders and Northlanders, to our First Nations partners and local communities, to governments and contractors.

Our clean and green power projects directly contribute to the global decarbonization of energy. In many cases, each megawatt of wind or solar power that we build and operate removes a megawatt of coal-burning energy from the world.

The UN's Sustainable Development Goals

Of the United Nations' 17 Sustainable Development Goals, five are directly related to our business: Affordable and Clean Energy (#7); Decent Work and Economic Growth (#8); Industry, Innovation and Infrastructure (#9); Sustainable Cities and Communities (#11); and Climate Action (#13).

Investing in our communities

As a builder and operator, our commitments are long term: our community consultations begin early in the proposal phase and continue through construction and operations. We fully acknowledge and respect our obligations to consult with Indigenous communities and actively seek out opportunities to create value for, and in some cases formally partner with, Indigenous communities.

Case study

Celebrating a wind farm partnership at McLean's Mountain

On June 28, 2017, nearly 100 Northlanders, First Nations partners, and other community members gathered on beautiful Manitoulin Island to celebrate the partnership at our 60 MW wind farm. Organized with the United Chiefs and Councils of Mnidoo Mnising (UCCMM), the event celebrated the fact that the wind farm is generating clean renewable power and bringing in revenues that benefit the local communities. A traditional blessing was followed by a lunchtime feast of local whitefish.



Charitable and philanthropic contributions

At all times, we strive to be good neighbours and to deliver ongoing benefits through community investments, partnerships and philanthropic commitments. We financially support non-profit activities and provide sponsorships, in-kind contributions, and donations of time. We make it a priority to invest in our host communities in a visible and meaningful way that enhances the lives of as many community members as possible while maintaining fiscal responsibility. We also encourage our staff to participate in fundraising activities, events, and volunteer activities, through our Charity of Choice program as well as monetary and in-kind donations.

In 2017, we began developing a company-wide community investment strategy, to help us become more strategic and consistent in our community contributions. One of our new commitments is as lead sponsor of the Gord Downie & Chanie Wenjack Fund's Legacy Schools Program, which embodies the commitment of Gord Downie and his survivors to aid our collective reconciliation journey through awareness, education, and action. We look forward to providing more detail on our strategy and initiatives in future reports.

Case study

Backing our teams in the Little Native Hockey League

The Little NHL (www.lnhl.ca) is a league of over 200 teams and approximately 3,000 First Nations players. The annual tournament, held in Mississauga, hosts over 500 games in four days. For years, Northland has supported teams from our partner First Nations to travel to Mississauga for the tournament.



Case study

Bassin' for Kids raises funds for sick children

For 31 years, Michael McLaughlin, a tireless Northland employee from Kirkland Lake, has volunteered with Bassin' for Kids, a bass-fishing tournament that has raised more than \$795,000. In 2017, Northland sponsored the event, matching the dollars raised by Michael's boat. The tournament's proceeds go to many organizations affiliated with sick children, including James D. Smyth Pediatric Stroke Fund, The Hospital for Sick Children Foundation, Camp Wabikon Foundation, and Camp Quality.



CORPORATE GOVERNANCE

Headquartered in Toronto, Canada, Northland partners with local communities, municipalities and independent developers to develop and operate power-generation facilities in Canada and Europe. Northland sells electricity under long-term revenue contracts and maintains an active development program to discover new and innovative power-generation opportunities to increase its production base and create value for all shareholders and stakeholders.

Publicly traded since 1997, the company is listed on the Toronto Stock Exchange (TSX:NPI).

Directors

James C. Temerty, Chair
The Right Honourable John N. Turner
Linda L. Bertoldi, Secretary
Dr. Marie Bountrogianni
John Brace
Barry Gilmour
Russell Goodman

Executive officers

Mike Crawley, President & Chief Executive Officer
Paul Bradley, Chief Financial Officer
Troy Patton, Chief Operations Officer
Morten Melin, Executive Vice President, Construction
Michael D. Shadbolt, Vice President and General Counsel

Board Committees

- **Audit Committee** Oversees accounting and financial reporting; internal controls and management information; risks and risk management; the external audit process; and compliance with all applicable laws and regulations.
- **Compensation Committee** Oversees the compensation of Northland's executive management and Board.
- **Governance and Nominating Committee** Responsible for governance issues, such as recommending new Board candidates and committee nominees; assessing the effectiveness of the Board, its committees and members; and orienting new members and advising on Board compensation matters.

GRI INDEX

The following Index lists each GRI indicator that Northland has reported on, with its description and the page number for where that information is found within this report.

General Standard Disclosures - Core option

GRI indicator	Description	Location/Page
STRATEGY AND ANALYSIS		
1	Statement of the most senior decision-maker	Page 4
ORGANIZATIONAL PROFILE		
3	Name of the organization	Page 2
4	Primary brands, products and/or services	Page 2
5	Location of organization's headquarters	Page 17
6	Number of countries where the organization operates, and/or are relevant to sustainability issues	Page 2, 8
8	Markets served	Page 8, 17
9	Scale of the organization	Page 8, 17
10	Total number of employees by employment contract and gender Number of permanent employees by type and gender Total workforce by region and gender etc.	Page 10 (partial)
11	Percentage of total employees covered by collective bargaining agreements	Page 10
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
18	Process for defining report content and aspect boundaries.	Page 7 (partial)
19	Material aspects identified in the process of defining report content	Page 7 (partial)
STAKEHOLDER ENGAGEMENT		
24	List of stakeholder groups engaged by the organization	Page 7
25	Basis for identification and selection of stakeholders with whom to engage	Page 7
REPORT PARAMETERS		
28	Reporting period for information provided	Page 7
30	Reporting cycle	Page 7
31	Contact point for questions	Page 7
32	"In Accordance" option chosen	Page 7 (partial)
33	Policy and current practice re: seeking external assurance for the report	Page 7 (no assurance)
GOVERNANCE		
34	Governance structure of the organization Including committees, and any committees responsible for decision-making on economic, environmental and social impacts	Page 17 (partial)
36	Executive-level position/positions with responsibility for economic, environmental and social topics, and whether they report directly to the highest governing body	Page 17 (partial)
38	The composition of the highest governance body and its committees.	Page 17

39	Whether the chair is also an executive officer	Page 7
48	The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material aspects are covered	Executive Office

ETHICS AND INTEGRITY

56	Mission, values, codes of conduct	Page 6, 10 www.northlandpower.com
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SPECIFIC STANDARD DISCLOSURES

HUMAN RIGHTS

HR3	Incidents of discrimination and actions taken	None
HR5	Operations and suppliers at risk for child labour	None
HR6	Operations and suppliers at risk for forced or compulsory labour	None
HR10	Incidents /violations re rights of Indigenous peoples	None
HR9	Operations that have been subject to human rights review and/or impact assessments	None
HR12	Grievances re human rights	None

LABOUR AND DECENT WORK

LA5	Workforce represented in health and safety committees	Page 9
LA6	Rates of injury, occupational diseases, lost days, and absenteeism by gender	Page 9 (partial)
LA10	Skills management and lifelong learning for employees	Page 10
LA16	Labour grievances filed, addressed, and resolved	None

ECONOMIC

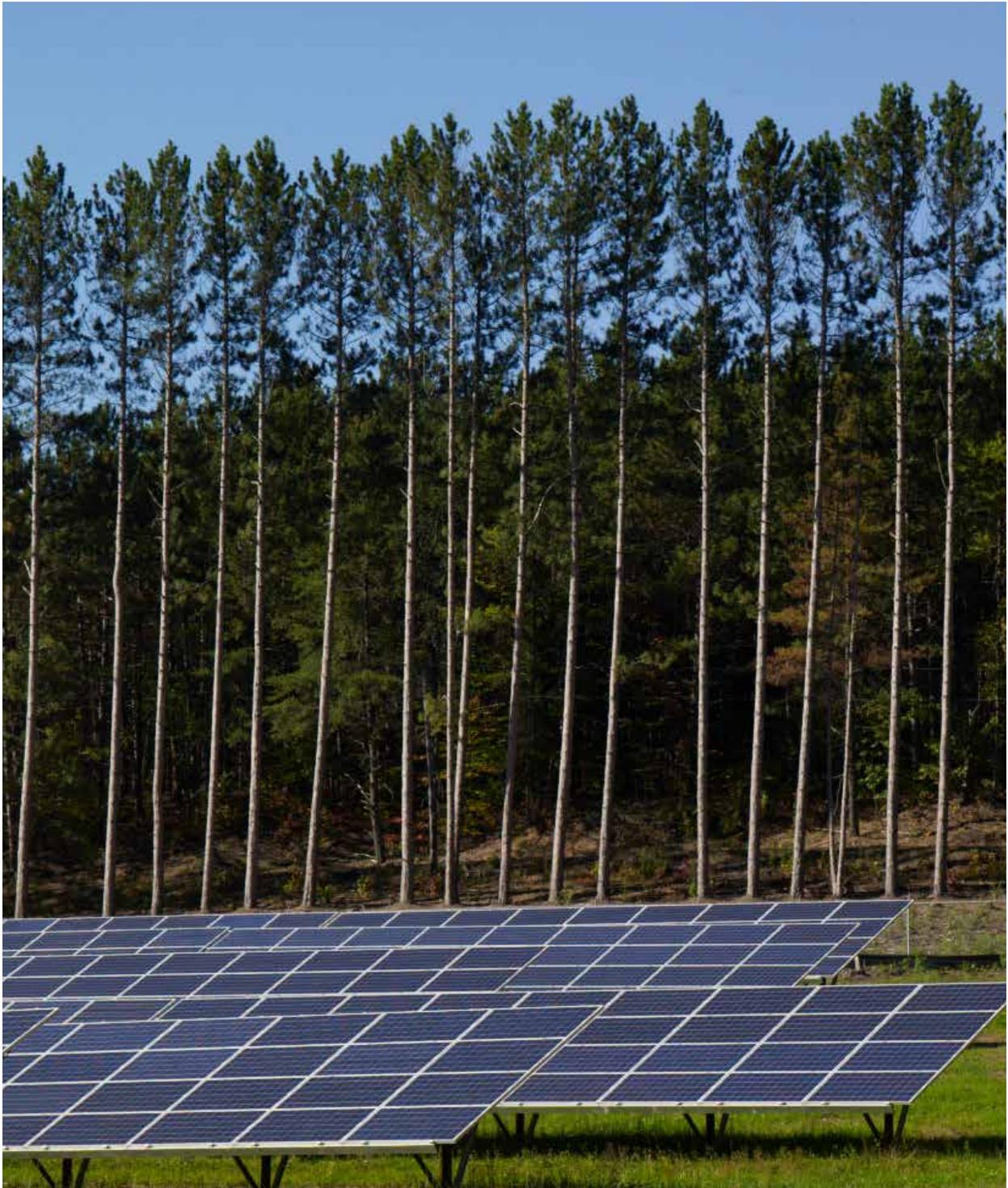
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee wages and benefits, donations and other community investments, retained earnings, and payments to capital providers and payments to governments	Page 10, 12
EC2	Financial implications and other risks and opportunities due to climate change	Page 12
EC7	Impact of infrastructure investments and services for public benefit	Page 11, 12 (partial)

ENVIRONMENT

EN3	Energy consumption by primary energy source	Page 14
EN8	Total water withdrawal by source	Page 14
EN15	Direct greenhouse gas emissions	Page 14
EN21	NOx, SOx and other significant air emissions by type and weight	Page 14
EN29	Monetary value of significant fines and non-monetary sanctions for non-compliance with environmental laws and regulations	Page 13, None

SOCIAL /COMMUNITY

SO3	Number and percentage of operations assessed for risks related to corruption and the risks identified	None
SO5	Confirmed incidents of corruption and actions taken	None
SO7	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	None



This report contains certain forward-looking statements that are provided for the purpose of presenting information about management's current expectations and plans. Readers are cautioned that such statements may not be appropriate for other purposes. Forward-looking statements include statements that are predictive in nature, depend upon or refer to future events or conditions, or include words such as "expects", "anticipates", "plans", "believes", "estimates", "intends", "targets", "projects", "forecasts" or negative versions thereof and other similar expressions, or future or conditional verbs such as "may", "will", "should", "would" and "could". These statements may include, without limitation, statements regarding future adjusted EBITDA or adjusted EBITDA, cash flows and dividend payments, the construction, completion, attainment of commercial operations, cost and output of development projects, plans for raising capital, and the future operations, business, financial condition, financial results, priorities, ongoing objectives, strategies and outlook of Northland and its subsidiaries. This information is based upon certain material factors or assumptions that were applied in developing the forward-looking statements, including the design specifications of development projects, the provisions of contracts to which Northland or a subsidiary is a party, management's current plans, its perception of historical trends, current conditions and expected future developments, as well as other factors that are believed to be appropriate in the circumstances.