

# **Emera Sustainability Governance Structure**

Our approach to the oversight and management of sustainability at the Board, Management and operating company level.

# **Board of Directors**

Oversight of Emera's approach to addressing sustainability impacts, risks and opportunities

### Risk & Sustainability Committee

Oversight of enterprise risk, including sustainability and opportunities to advance sustainability

#### Nominating and Corporate Governance Committee

Oversight of matters relating to corporate governance, including Board diversity

#### Health, Safety and Environment Committee

Oversight of health, safety and environmental programs and risks

#### **Audit Committee**

Oversight of matters relating to mandatory sustainability disclosures

#### Management Resources and Compensation Committee

Oversight of performance-related compensation linked to sustainability

# **Executive** Leadership

Executive oversight and leadership on sustainability programs and progress

### Enterprise Risk Management Committee

Coordinating ERM policies, programs and reporting

### Strategy Council

Oversees ongoing strategic initiatives and provides direction for long-term strategic planning

#### Leadership Safety Advisory Committee

Includes senior leaders from across business; provides strategic oversight and guidance on safety programs to operating companies

#### Sustainability Management Committee

Chaired by CEO, includes senior leaders from across the business; provides oversight, advice and support to manage risks and opportunities that guide Emera's sustainability performance and disclosures

# Emera-wide **Action Teams**

Cross-company and cross-functional teams driving sustainability programs and progress

### Corporate Sustainability Group

Led by Chief Risk and Sustainability Officer and supported by Sr. Director and Manager of Sustainability; coordinates integrated sustainability function, including reporting, disclosures and strategy

### **Enterprise Sustainability Team**

Advises and supports the management of sustainability

and execution of specific priorities

#### Working Groups

ESG Policy & Guidelines; Mandatory Sustainability Disclosures

### **Environment Council**

Provides oversight and direction on the improvement and execution of environmental management systems and common initiatives across the company

#### Working Groups

Climate Adaptation; Climate Commitment Tracking

## Safety Council

Provides direction on the improvement and execution of safety management systems and common initiatives across the company

#### Global DEI Council

Implementing Emera-wide DEI strategy

**Operating Company Board** and Executive Teams

Oversight of operational teams responsible for areas including safety, environment, customer experience, energy generation and delivery, storm response, community relations, DEI, cybersecurity