

Emera Board Diversity Policy

This Board Diversity Policy (the "Diversity Policy") is intended to set out a framework to promote diversity on the Board of Directors (the "Board") of Emera Incorporated ("Emera").

The Board recognizes the value of diversity among its directors. Diversity is an important consideration for Emera in determining the composition of the Board. Emera believes that a Board made up of highly qualified individuals from diverse backgrounds promotes better corporate governance and effective decision-making.

To support the Board's diversity objectives, the Nominating and Corporate Governance Committee, when identifying and considering the selection of qualified nominees for the Board, will:

1. consider the benefits of diversity, including Indigenous heritage, racial status, persons with disabilities, and other diversity characteristics; and
2. ensure that women and men, respectively, each comprise no less than 40 percent of the independent directors.

The Nominating and Corporate Governance Committee will annually discuss and review this Diversity Policy and agree on the relevant measurable objectives for promoting diversity on the Board in light of the skills required on the Board at that time and make recommendations for consideration and approval by the Board.

In implementing its responsibilities under this Diversity Policy, the Committee will take into account Emera's diversity objectives and the diverse nature of the business environment in which Emera operates, as well as the need to maintain flexibility to effectively address succession planning and to ensure that Emera continues to attract and retain highly qualified individuals to serve on the Board.