

BOARD AND EXECUTIVE DIVERSITY POLICY

1.0 PURPOSE AND SCOPE

- 1.1 Fortis Inc. ("**Fortis**" or the "**Corporation**") values and recognizes the benefits of all aspects of diversity within its organization.
- 1.2 This Board and Executive Diversity Policy (the "**Policy**") defines the Corporation's policy on diversity within its Board of Directors (the "**Board**") and executive leadership. This Policy should be read in conjunction with our "*Inclusion and Diversity Commitment*", which more generally outlines the Corporation's commitment to creating a workplace which values and encourages diversity and inclusion.
- 1.3 The Board's Governance and Sustainability Committee (the "**GSC**") and Human Resources Committee ("**HRC**") oversee and ensure the implementation of this Policy.

2.0 DIVERSITY DEFINED

- 2.1 In this Policy, diversity refers to all the characteristics that make individuals unique. It includes, but is not limited to, traits such as gender identity and expression, culture and ethnicity, race, age, sexual orientation, ability and disability, geographic background, economic background and unique experiences. In its implementation of diversity and inclusion programs and practices, the Corporation supports the spirit and intent of applicable human rights, employment equity and anti-discrimination laws. Fortis is committed to fostering an inclusive culture based on merit and free of bias and discrimination. Further information can be found in the Corporation's *Code of Conduct*.

3.0 DIVERSITY ON THE BOARD

- 3.1 The Corporation believes that a Board made up of highly qualified individuals from diverse backgrounds promotes better corporate governance and performance, and effective decision-making.

- 3.2 When identifying and selecting nominees for our Board, the GSC will:
- 3.2.1 consider the characteristics required of such nominees to ensure the Board is competent and fully capable to effectively perform its oversight role in the best interests of the Corporation;
 - 3.2.2 consider only candidates who are highly qualified based on their experience, functional expertise, and personal skills and qualities;
 - 3.2.3 give consideration to diversity;
 - 3.2.4 seek to maintain a Board in which women and men each represent at least 40% of independent directors, respectively;
 - 3.2.5 seek to maintain a Board in which at least two Board members self-identify as members of underrepresented groups or Indigenous persons; and
 - 3.2.6 use qualified independent external advisors, as appropriate, to assist in evaluating candidates on merit against objective criteria, while giving due consideration to the benefits a diverse Board brings to the Corporation.
- 3.3 The GSC's diversity objectives are supported by the Director Tenure provisions of the Corporation's *Board of Director Governance Guidelines*, which encourage ongoing Board renewal and regular consideration of diversity by the GSC.

4.0 DIVERSITY IN EXECUTIVE LEADERSHIP

- 4.1 The HRC is responsible for ensuring the objectives of the Policy are applied in the execution of the Corporation's talent management strategy. The HRC shall give due consideration to all aspects of diversity, including diversity of thought, perspectives and experiences, in the oversight of the Corporation's talent management strategy. Diversity may be considered in the identification and development of current executives and employees for more senior positions in the Fortis organization and in the identification and evaluation of external candidates for executive leadership positions to ensure that a diverse group of qualified candidates is evaluated.

5.0 GENDER DIVERSITY

- 5.1 As required by applicable corporate and securities laws, the Corporation's annual proxy circular informs shareholders and other stakeholders about the Corporation's diversity commitment by describing:
- 5.1.1 the Policy's objectives and key provisions;
 - 5.1.2 measures taken to effectively implement the Policy;
 - 5.1.3 annual and cumulative progress in achieving Policy objectives;
 - 5.1.4 whether and how the Board or the GSC measures Policy effectiveness;
 - 5.1.5 how the Board or GSC considers the representation of women on the Board when identifying and nominating candidates for Board election or re-election;
 - 5.1.6 how the Corporation considers the representation of women in executive officer positions when making appointments;
 - 5.1.7 voluntary targets adopted (if any) to foster Board and executive officer diversity (in particular, gender diversity) and, if applicable, annual and cumulative progress in achieving the targets;
 - 5.1.8 the number and percentage of Board members and executive officers who are women; and
 - 5.1.9 such other information in respect of Board and/or executive leadership diversity as may be required by applicable corporate and securities laws, or applicable stock exchange requirements, from time to time.

6.0 POLICY REVIEW

- 6.1 The GSC reviews and updates this Policy as needed, and in any event not less frequently than biennially.

7.0 EFFECTIVE DATE

7.1 This Policy, as amended and restated, is dated and effective as of January 1, 2026.