

## BOARD DIVERSITY POLICY

### PURPOSE

This policy aims to set out the key considerations of the board of directors (the "**Board**") of AltaGas Ltd. ("**AltaGas**") in relation to Board composition and the Board's approach for achieving diversity on its Board, including gender diversity.

### DEFINITIONS

"**Aspirational Target**" means a number or percentage established by the Board as a means to ensure that it reaches a specified threshold with respect to one or more Diversity Criteria within a certain period of time, which may be amended from time to time by resolution of the Board.

"**Diversity Criteria**" means certain characteristics of a nominee that will be considered as part of the nomination process, including, without limitation, gender, age, race, ethnicity, sexual orientation, education, geographic location and other characteristics of the communities in which AltaGas operates or membership within a 'designated group' as specified by the *Canada Business Corporations Act*.

### OBJECTIVE AND SCOPE

The Board recognizes that diversity among its directors enhances decision-making by utilizing the differences in perspective of the members of the Board. The Board is committed to diversity among its members by actively seeking qualified candidates who are diverse in professional experience, skills and functional expertise, knowledge, personal competencies and qualities and diverse with respect to other attributes included as part of the Diversity Criteria, which are essential to successful Board function and the achievement of the Corporation's current and future objectives.

The Governance Committee will be guided by the following principles when recommending nominees for appointment to the Board:

- all nominees will be highly qualified;
- a balance in terms of experience, expertise, diversity (including consideration of Diversity Criteria) and other required competencies will be sought for each nomination;
- nominees will be evaluated based upon their skills with reference to skills identified as required by the Board in accordance with the director skills matrix; and
- Aspirational Targets will be considered when making recommendations.

The following Aspirational Targets have been approved by the Board:

- achieve 50% gender and ethnic/racial diversity on the Board by 2025
- continue to ensure at least 30% of the directors on the Board are women

In the event of an unexpected retirement which negatively impacts diversity, the Board shall use best efforts to improve diversity within one year of such retirement.

The Governance Committee will periodically assess the effectiveness of the nomination process in achieving the Aspirational Targets and will continue to promote its overall objectives by taking steps to ensure that nominee recruitment and identification processes are appropriate in terms of depth and scope to foster identification and progression of diverse candidates.

The Governance Committee will review this Policy from time to time as necessary, and make recommendations to the Board for consideration and approval. This Policy may be materially amended or modified only with prior approval by the Board.