

Current Skills Matrix – Approved by the Board on February 14, 2023

Major Competencies													
Director	Accounting/ Finance	Human Resources/Executive Compensation / Union Relations	Customer	Utility/Energy Sector	Capital Markets	Stakeholder Engagement (including Indigenous Peoples)	Government/ Regulatory/ Public Policy	Information Technology Digital & Cyber Security	Risk Management	Business Transformation	Sustainability/ESG	Large Company Senior Executive	Governance