



Board and Senior Management Diversity Policy

Amended July 29, 2020

BOARD AND SENIOR MANAGEMENT DIVERSITY POLICY

1. PURPOSE:

This Board and Senior Management Diversity Policy (the “**Policy**”) sets out the approach to diversity of the board of directors (the “**Board**”) and senior management of Inter Pipeline Ltd. (“**Inter Pipeline**”).

2. POLICY STATEMENT:

Inter Pipeline recognizes and embraces the benefits of having a diverse Board and senior management team. Furthermore, Inter Pipeline sees diversity as an increasingly important element to driving better economic performance.

In this regard, the Human Resources & Governance Committee of the Board will be guided by the following principles when recommending candidates to the Board, and the Board will be guided by these principles when considering senior management appointments:

- a) all candidates will be highly qualified based on experience, functional expertise and personal competencies and qualities;
- b) diversity criteria will be considered, including gender, age, race, ethnicity, Indigenous status, and other characteristics of the communities where Inter Pipeline operates;
- c) a balance in terms of experience, expertise, diversity and other required competencies will be sought for each appointment; and
- d) as required, qualified independent and external advisors will be engaged to support candidate searches to help achieve the purpose of this Policy.

3. ASPIRATIONAL BOARD GENDER DIVERSITY TARGET

Inter Pipeline aspires to maintain or exceed a Board composition in which between 25 to 35 percent of our directors are women.

4. REVIEW, MONITORING AND REPORTING

The Human Resources & Governance Committee will periodically review the skills, expertise, experience, independence and background of the Board, its Committees and each of its individual directors.

In addition, each year the Human Resources & Governance Committee will:

- a) assess the effectiveness of the Policy and related objectives;
- b) monitor and review Inter Pipeline's progress in achieving its aspirational target for Board gender diversity;
- c) monitor the implementation of this Policy; and
- d) report to the Board on these matters and recommend any revisions to the Policy that may be necessary.