

**Northwest Natural Holding Company
 Compensation Policy for Non-Employee Directors
 Effective as of January 1, 2024**

Directors of Northwest Natural Holding Company (“Company”) who are not employed by the Company or one of its subsidiaries (“Non-Employee Directors”) receive compensation for their services to the Board of Directors and Committees of the Board of Directors as set forth below.

Annual Cash Retainer for All Board Members	\$ 20,000
Annual Cash Retainer for Audit Committee Chair	\$ 2,000
Annual Cash Retainer for Organization and Executive Compensation Committee Chair	\$ 2,000
Annual Cash Retainer for Finance Committee Chair	\$ 1,500
Annual Cash Retainer for Governance Committee Chair	\$ 1,500
Annual Cash Retainer for Public Affairs and Environmental Policy Committee Chair	\$ 1,500
Annual Cash Retainer for Chair of the Board	\$ 10,000
Annual Cash Retainer for Vice Chair of the Board.....	\$ 5,000
Annual Cash Retainer for Audit Committee Members	\$ 1,000
Annual Cash Retainer for Organization and Executive Compensation Committee Members	\$ 1,000
Annual Cash Retainer for Finance Committee Members.....	\$ 750
Annual Cash Retainer for Governance Committee Members	\$ 750
Annual Cash Retainer for Public Affairs and Environmental Policy Committee Members.....	\$ 750
Board/Committee Meeting Fees*.....	\$ 150

The cash retainer amounts are paid to, or deferred by Non-Employee Directors on a quarterly basis, with each installment equal to one-fourth of the annual amount and paid in advance at the beginning of each quarter.

Non-Employee Directors are also reimbursed for their reasonable expenses to attend meetings of the Board of Directors and Committees and otherwise attend to Company business.

Non-Employee Directors may participate in the Company’s Deferred Compensation Plan for Directors and Executives.

* Meeting fees will be paid for those meetings exceeding regularly scheduled meetings beginning with the second unscheduled meeting for each of the Board and each respective committee.