

Northwest Natural Holding Company
Compensation Policy for Non-Employee Directors
Effective as of January 1, 2026

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	\$ 21,000
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 directors in attendance at those meetings exceeding regularly scheduled meetings beginning with the second unscheduled meeting for each of the Board and each respective committee. Meeting fees will be paid with the next quarterly retainer payment following such unscheduled meeting.