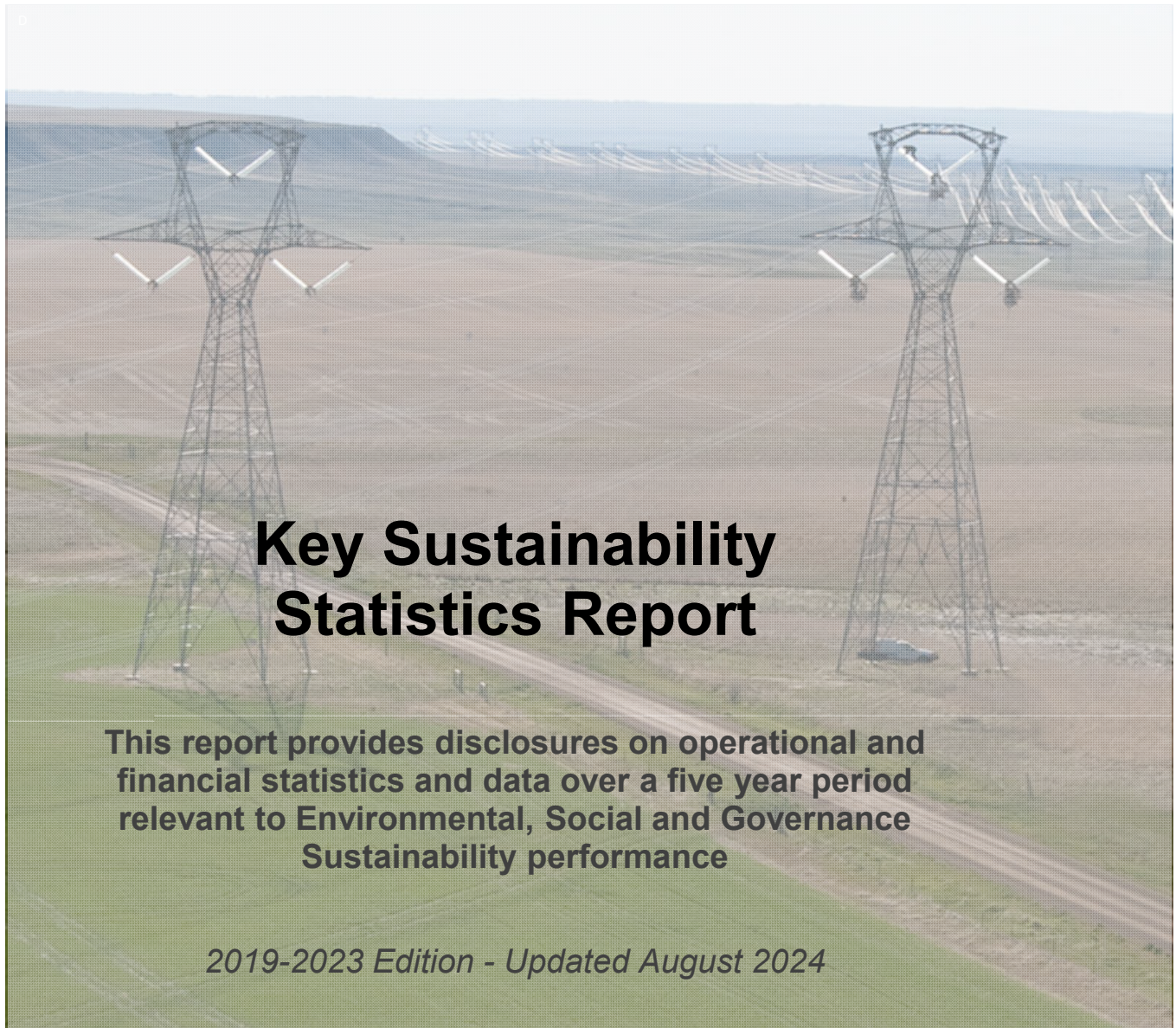




NorthWestern[®] Energy



Key Sustainability Statistics Report

This report provides disclosures on operational and financial statistics and data over a five year period relevant to Environmental, Social and Governance Sustainability performance

2019-2023 Edition - Updated August 2024

NorthWestern[®]
Energy
Delivering a Bright Future

Corporate Overview

General Information	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Average Number Electric Customers					
Residential	353,837	358,036	362,727	368,037	373,750
Commercial	81,710	82,947	84,400	85,990	87,411
Industrial	6,297	6,411	6,410	6,482	6,522
Total	441,844	447,394	453,537	460,509	467,683
Average Number of Natural Gas Customers					
Residential	252,415	255,523	258,319	261,096	263,656
Commercial	35,931	36,366	36,786	37,380	37,980
Industrial	403	384	395	410	422
Total	288,749	292,273	295,500	298,886	302,058
Average Number of Total Customers (electric and natural gas)					
Residential	606,252	613,559	621,046	629,133	637,406
Commercial	117,641	119,313	121,186	123,370	125,391
Industrial	6,700	6,795	6,805	6,892	6,944
Total	730,593	739,667	749,037	759,395	769,741
Population Service Area (Estimated by County)	1,760,125	1,785,490	1,806,288	1,829,031	1,843,507
Utility Plant Assets - Net (\$)	\$ 4,704,606,100	\$ 4,955,787,300	\$ 5,249,302,600	\$ 5,658,775,600	\$ 6,040,719,000
Revenues (\$)					
	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Electric	\$981,178,000	\$940,815,000	\$1,052,182,000	\$1,106,565,000	\$1,068,833,000
Natural Gas	\$276,732,000	\$257,855,000	\$320,134,000	\$371,272,000	\$353,310,000
Total	\$1,257,910,000	\$1,198,670,000	\$1,372,316,000	\$1,477,837,000	\$1,422,143,000
Total Retail Electric Energy Volumes (MWh's)					
Residential	3,170,000	3,218,000	3,300,000	3,464,000	3,398,000
Commercial	4,296,000	4,109,000	4,268,000	4,351,000	4,339,000
Industrial & Other	3,114,000	2,788,000	2,623,000	2,751,000	2,794,000
Total	10,580,000	10,115,000	10,191,000	10,566,000	10,531,000
Total Retail Natural Gas Energy Volumes (Dkt's)					
Residential	21,410,000	19,447,000	19,199,000	21,157,000	19,768,000
Commercial	13,790,000	11,953,000	11,945,000	13,156,000	13,121,000
Industrial & Other	319,000	274,000	322,000	395,000	366,000
Total	35,519,000	31,674,000	31,466,000	34,708,000	33,255,000
Natural Gas					
Annual Demand - Retail (Bcf)	35.4	31.3	30.6	39.6	40.1
Proven Reserves (Bcf)	47.2	43.1	38.8	35.1	31.5
Annual Production of Owned Reserves (Bcf)	4.5	4.1	4.3	3.7	3.6



NorthWestern Energy

Sustainability Key Performance Statistics 2019-2023



Effective Management

Earnings

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Earnings per share (Diluted)	\$3.98	\$3.06	\$3.60	\$3.25	\$3.21
Earnings per Share Non-GAAP (Diluted)	\$3.42	\$3.35	\$3.51	\$3.18	\$3.26
Dividend per share	\$2.30	\$2.40	\$2.48	\$2.52	\$2.56
Year-End Stock Price	\$71.67	\$58.31	\$57.16	\$59.34	\$50.89
Dividend Yield (Year-End Stock Price)	3.2%	4.1%	4.3%	4.2%	5.0%
Dividends Payout Ratio (GAAP)	57.7%	78.5%	68.9%	77.5%	79.8%
Dividend Payout Ratio (Non-GAAP)	67.3%	71.6%	70.7%	79.2%	78.5%
Return on Average Equity	10.1%	7.5%	8.5%	7.4%	7.1%
Return on Average Assets	3.5%	2.5%	2.8%	2.6%	2.6%
Total Shareholder Return (Includes Dividends Reinvested)	24.5%	-15.1%	2.1%	8.5%	-0.6%
Market Capitalization	\$3,615,911,000	\$2,949,739,000	\$3,088,485,000	\$3,545,219,000	\$3,116,953,000
Enterprise Value	\$5,817,071,000	\$5,332,213,000	\$5,627,143,000	\$6,155,704,000	\$5,892,375,000

Financial Strength

Debt to Capital Ratio	52.0%	53.5%	52.1%	49.6%	50.0%
Funds From Operation (FFO) to debt	15.8%	12.7%	13.4%	13.1%	13.4%
Liquidity (Year-End)	\$113,145,000	\$233,811,000	\$90,800,000	\$108,500,000	\$291,200,000
Net Write Off as % of Revenues	0.19%	0.19%	0.20%	0.14%	0.18%
Capital Expenditures	\$325,108,000	\$403,274,000	\$452,410,000	\$566,207,000	\$557,743,000
Maintenance/New Connects Capex	\$311,579,000	\$327,641,000	\$384,608,000	\$395,662,000	\$471,255,000

Environment

Energy Sources

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Electric Generation (Owned & Long-Term Contracted) - Megawatt Hours (MWh's)					
Wind Owned	438,971	496,577	434,976	493,060	420,508
Wind Contracted	1,311,929	1,747,172	1,654,900	1,813,106	1,500,616
Hydro Owned	2,753,679	2,538,806	2,087,557	2,192,758	2,482,954
Hydro Contracted	128,896	112,601	92,401	108,261	99,736
Solar Owned	-	-	-	-	-
Solar Contracted	29,528	32,858	33,694	34,463	262,692
Coal Owned	2,280,690	1,657,451	2,180,623	2,350,683	2,298,766
Coal Contracted	761,421	732,052	780,517	751,122	796,793
Natural Gas/Oil Owned	275,895	205,687	318,572	508,758	685,656
Natural Gas/Oil Contracted	156,441	57,051	119,801	140,931	111,355
Total Electric Generation - MWh	8,137,450	7,580,255	7,703,041	8,393,142	8,659,076
Total Owned Generation	5,749,235	4,898,521	5,021,728	5,545,259	5,887,884
Total Carbon-Free Owned Generation	3,192,650	3,035,383	2,522,533	2,685,818	2,903,462
Total Long-Term Contracted Generation	2,388,215	2,681,734	2,681,313	2,847,883	2,771,192
Total Carbon-Free Long-Term Contracted Generation	1,470,353	1,892,631	1,780,995	1,955,830	1,863,044
Total Carbon-Free Generation (Owned & L-T Contracted)	4,663,003	4,928,014	4,303,528	4,641,648	4,766,506



NorthWestern Energy

Sustainability Key Performance Statistics 2019-2023



Owned Electric Generation Portfolio Delivered (Owned and Purchased Power) - MW

Owned Maximum Capacity	1,278	1,282	1,271	1,335	1,332
Long-Term Contracted Maximum Capacity	684	680	680	760	841
Total Maximum Capacity - MW	1,962	1,962	1,951	2,095	2,173

Owned Electric Generation Portfolio Delivered (As a % of Total Portfolio MWh - Owned and Purchased Power)

Wind and Solar	5.4%	6.6%	5.6%	5.9%	4.9%
Hydro	33.8%	33.5%	27.1%	26.1%	28.7%
Coal	28.0%	21.9%	28.3%	28.0%	26.5%
Natural Gas / Oil	3.4%	2.7%	4.1%	6.1%	7.9%
Total Power Generated by NWE	70.7%	64.6%	65.2%	66.1%	68.0%
Carbon-Free Portfolio	39.2%	40.0%	32.7%	32.0%	33.5%

Purchased Power Portfolio (As a % of Total Portfolio MWh - Owned & Purchased Power)

Wind and Solar	16.5%	23.5%	21.9%	22.0%	20.4%
Hydro	1.6%	1.5%	1.2%	1.3%	1.2%
Coal	9.4%	9.7%	10.1%	8.9%	9.2%
Natural Gas / Oil	1.9%	0.8%	1.6%	1.7%	1.3%
Total Purchased Power	29.3%	35.4%	34.8%	33.9%	32.0%
Carbon-Free Portfolio	18.1%	25.0%	23.1%	23.3%	21.5%

2019 2020 2021 2022 2023

Owned & Purchased Power Portfolio (As a % of Total Portfolio MWh)

Wind and Solar	21.9%	30.0%	27.6%	27.9%	25.2%
Hydro	35.4%	35.0%	28.3%	27.4%	29.8%
Coal	37.4%	31.5%	38.4%	37.0%	35.7%
Natural Gas / Oil	5.3%	3.5%	5.7%	7.7%	9.2%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Owned & Purchased Power Portfolio (As a % of Total Portfolio MWh)

Carbon-Free Portfolio	57.3%	65.0%	55.9%	55.3%	55.0%
Total Generation Portfolio - Owned & L-T Contracts (MWh)	8,137,450	7,580,255	7,703,041	8,393,142	8,659,076

Maximum Capacity - Owned Resource (As a % of Total Portfolio Megawatts - Owned & L-T Contracts)

Wind & Solar	6.7%	6.7%	6.7%	6.3%	6.0%
Hydro	23.0%	22.8%	23.2%	21.9%	21.4%
Coal	22.0%	22.0%	22.1%	20.6%	19.9%
Natural Gas / Oil	13.5%	13.8%	13.1%	14.9%	14.0%
Total	65.1%	65.3%	65.1%	63.7%	61.3%
Carbon-Free Portfolio	29.7%	29.5%	29.9%	28.2%	27.4%

Maximum Capacity - Long-Term Resource (As a % of Total Portfolio Megawatts - Owned and L-T Contracts)

Wind & Solar	25.9%	25.7%	25.8%	27.9%	30.6%
Hydro	1.9%	1.9%	1.9%	1.8%	1.7%
Coal	4.4%	4.4%	4.5%	4.2%	4.0%
Natural Gas / Oil	2.7%	2.7%	2.7%	2.5%	2.4%
Total	34.9%	34.7%	34.9%	36.3%	38.7%
Carbon-Free Portfolio	27.8%	27.6%	27.7%	29.6%	32.3%



NorthWestern Energy

Sustainability Key Performance Statistics 2019-2023



Maximum Capacity - Owned and Long-Term Resource (As a % of Total Portfolio Megawatts)

Wind & Solar	32.6%	32.4%	32.6%	34.1%	36.6%
Coal	26.5%	26.5%	26.6%	24.8%	23.9%
Total	100.0%	100.0%	100.0%	100.0%	100.0%
Non-Carbon Total	57.4%	57.1%	57.7%	57.8%	59.7%

Owned Coal Facilities

Coal Combustion Residuals (CCR) generated - Metric Tons - Owned Facilities	163,989	137,799	134,112	139,977	141,780
--	---------	---------	---------	---------	---------

Greenhouse Gases (GHG) - CO2e Emissions

Scope 1 CO2e Emissions (Metric Tons)	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Electric Transmission System (SF6 & PFC leaks)	6,481	3,455	1,237	777	2,133
Company Owned Fleet	13,922	13,197	13,539	13,965	11,139
Scope 2 CO2e Emissions	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Natural Gas	751	767	1,034	1,181	968

Note: Our Scope 1 and Scope 2 CO2e Emissions are estimates based available data

Water Use - Coal and Natural Gas Facilities

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Water Withdraw - Generation Facilities - Cubic Meters	4,528,261	3,923,196	4,006,704	4,935,341	4,827,779
Water Use - Generation Facilities - Cubic Meters	4,460,588	3,850,786	3,926,545	4,857,444	4,760,417
Water Recycled - Generation Facilities - Percentage	1.5%	1.8%	2.0%	1.6%	1.4%

Energy Usage at Facilities in our Operations

Electricity - NWE Supplied- MWh's	22,519	20,968	22,327	22,068	22,182
-----------------------------------	--------	--------	--------	--------	--------

* Energy usage includes energy supplied by NorthWestern Energy or a 3rd party to power their operations

Waste (Hazardous & Non-Hazardous) - All Facilities

Waste - Non-Hazardous - Metric Tons		738	3,691	1,552	849
Waste - Hazardous - Metric Tons		43	36	20	18
Recycled Waste - Non-Hazardous - Metric Tons		391	3,634	707	728
Recycled Waste - Hazardous - Metric Tons		25	35	3	11



Social

Customers

Combined Overall Customer Satisfaction Scores	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Company Scores - JD Power	718.9	721.6	721.0	729.4	696.8

Customer Service

Average Calls per Month	89,900	94,860	46,409	38,705	39,862
Average Talk Time	3 min 47 sec	4 min 29 sec	4 min 58 sec	5 min 12 sec	5 min 5 sec

Electric Rates

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
--	-------------	-------------	-------------	-------------	-------------

Residential Bill (750 kWh per month bill) *

NWE - MT	\$90.49	\$92.10	\$91.95	\$91.27	\$109.60
NWE - SD	\$95.70	\$102.13	\$104.70	\$106.23	\$101.49
Regional States Average **	\$89.37	\$90.73	\$95.13	\$100.24	\$102.60
National Average ***	\$108.03	\$104.56	\$108.44	\$123.87	\$133.69

Commercial Bill (10,000 kWh per month bill) *

NWE - MT	\$1,209	\$1,246	\$1,245	\$1,226	\$1,485
NWE - SD	\$1,300	\$1,388	\$1,388	\$1,442	\$1,379
Regional States Average **	\$1,138	\$1,138	\$1,164	\$1,220	\$1,267
National Average ***	\$1,311	\$1,255	\$1,319	\$1,545	\$1,633

Industrial Rates (200,000 kWh per Month Bill) *

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
NWE - MT	\$19,908	\$18,749	\$18,354	\$18,274	\$22,085
NWE - SD	\$23,650	\$25,637	\$25,637	\$26,665	\$25,353
Regional States Average **	\$23,938	\$24,214	\$25,428	\$26,686	\$26,662
National Average ***	\$27,049	\$25,832	\$27,302	\$32,055	\$32,055

* As published in Edison Electric Institute's (EII) Typical Bill and Average Rate Reports (Average of January and July reports)

** Regional states include CO, IA, ID, MN, MT, ND, OR, SD, WA & WY (MT & SD exclude NWE bills from average)

*** National Average includes Investor Owned Utilities data only

Natural Gas Rates

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
--	-------------	-------------	-------------	-------------	-------------

Residential Rates (per Therm) *

NWE - MT	\$0.74	\$0.77	\$0.94	\$1.03	\$1.01
NWE - SD	\$0.81	\$0.75	\$0.97	\$1.24	\$1.20
NWE - NE	\$0.74	\$0.68	\$0.88	\$1.45	\$1.43
Regional States Average **	\$0.85	\$0.87	\$1.02	\$1.24	\$1.30
National Average	\$1.09	\$1.12	\$1.26	\$1.53	\$1.58

Commercial Rates (per Therm) *

NWE - MT	\$0.71	\$0.74	\$0.90	\$0.99	\$0.95
NWE - SD	\$0.56	\$0.49	\$0.72	\$0.99	\$0.85
NWE - NE	\$0.53	\$0.47	\$0.67	\$1.24	\$1.20
Regional States Average **	\$0.68	\$0.69	\$0.82	\$1.06	\$1.07
National Average	\$0.79	\$0.78	\$0.91	\$1.18	\$1.13

* As reported on eia.gov website.

** Regional states include CO, IA, ID, MN, ND, OR, WA & WY



NorthWestern Energy

Sustainability Key Performance Statistics 2019-2023



	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Customer Programs					
Energy Efficiency					
Incremental Annual Electricity Savings (MWh)	74,796	67,606	67,939	74,377	55,590
Incremental Annual Natural Gas Savings (Dkt)	38,824	49,827	30,075	35,403	42,084
Incremental Annual Investment in DSM Programs (\$)	\$14,600,000	\$11,800,000	\$12,000,000	\$14,500,000	\$5,800,000
Net Meter Customers - Residential	2,344	2,634	3,064	3,814	5,658
Net Meter Customers - Commercial	493	541	579	618	696
Net Meter Customers - Total	2,837	3,175	3,643	4,432	6,354
Customer Disconnections	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Res. & Comm. Disconnections for Non-Payment	12,136	5,668	11,695	11,800	12,833
Res. & Comm. Reconnections within 30 Days	8,030	3,813	8,766	8,921	10,560
% Reconnected within 30 Days	66.2%	67.3%	75.0%	75.6%	82.3%
% of Electric Customers with Smart Meters	14.2%	14.5%	27.5%	44.0%	60.6%
Low Income Assistance	\$7,300,000	\$9,400,000	\$8,600,000	\$18,700,000	\$15,900,000
Reliability	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
System Average Interruption Duration Index (SAIDI) - Excluding Major Event Days (MED) (minutes)	114.40	119.43	121.77	111.51	97.30
SAIDI Excluding MED's - National Average *	149.98	134.90	138.41	145.91	135.00
System Average Interruption Frequency Index (SAIFI) - Excluding MED's (per 100 customers)	1.21	1.11	1.13	1.07	1.06
SAIFI Excluding MED's - National Average *	1.18	1.22	1.20	1.28	1.08
Customer Average Interruption Duration Index (CAIDI) - Excluding MED's (minutes)	94.70	107.69	107.95	104.75	105.13
CAIDI Excluding MED's - National Average *	122.84	103.58	104.89	105.48	120.04
<i>* SAIDI, SAIFI and CAIDI national averages includes investor owned utilities only via EIA.gov's 861 data files with 2023 data not available</i>					
Community	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Safety Education and Awareness Investment	\$1,578,400	\$1,590,300	\$1,781,800	\$1,637,100	\$1,585,229
Charitable Donations, Economic Development & Sponsorships					
Charitable Donations	\$632,951	\$849,127	\$523,295	\$550,450	\$455,953
Economic Development	\$155,961	\$275,006	\$279,612	\$452,900	\$450,626
Sponsorships	\$809,192	\$483,237	\$578,051	\$681,314	\$697,328
Employee Giving - United Way	\$122,575	\$182,111	\$194,669	\$118,940	\$115,685
Employer Match - United Way	\$61,288	\$62,863	\$70,305	\$97,459	\$58,377
Total Giving	\$1,781,967	\$1,852,344	\$1,645,931	\$1,901,063	\$1,777,969
Scholarship Funding	\$97,250	\$102,250	\$102,250	\$107,250	\$102,250
Fish & Wildlife / Public Recreation Support	\$2,096,000	\$2,080,200	\$2,158,300	\$2,150,700	\$2,228,000
Volunteering					
Non-profits receiving grants from Volunteer Program	112	104	99	126	105
Dollars Non-Profits received from Volunteering	\$153,500	\$62,950	\$54,907	\$84,200	\$95,300
Total Community Giving	\$5,707,117	\$5,688,044	\$5,743,188	\$5,880,313	\$5,788,748

Total Community Giving Includes Safety Awareness, Charitable Donations, Economic Development, Sponsorships, Scholarship Funding, Public Recreation Support & Volunteer Program Grants



NorthWestern Energy

Sustainability Key Performance Statistics 2019-2023



Property Taxes Paid	2019	2020	2021	2022	2023
Montana	\$158,943,237	\$166,885,936	\$159,726,323	\$178,037,405	\$140,845,196
South Dakota	\$4,664,797	\$5,412,546	\$5,640,195	\$5,844,139	\$5,100,323
Nebraska	\$618,446	\$662,910	\$669,090	\$764,937	\$795,904
Total Property Taxes	\$164,226,480	\$172,961,392	\$166,035,608	\$184,646,481	\$146,741,423

Economic Impact Analysis - Circle Analytics	2019	2020	2021	2022	2023
Gross Economic Output *	\$2,151,552,448	\$2,263,185,102	\$2,596,964,327	\$2,915,906,175	\$3,017,178,405
Total Labor Income **	\$443,099,531	\$465,885,608	\$534,646,891	\$600,366,675	\$621,057,806
Total Employment ***	12,549	13,262	15,194	17,032	17,698

* Gross Economic Output: aggregated market value of goods and services

** Total Labor Income: Compensation to employees and self-employed proprietors for both wages and indirect payments - includes retirement, health insurance and other fringe benefits

*** Total Employment: number of jobs generated of full and part-time positions, salary workers and sole proprietors

Employees	2019	2020	2021	2022	2023
Safety Culture					
Lost Time Incident Rate	0.58	0.39	0.66	0.59	0.45
OSHA Recordable Rate	1.87	1.36	1.77	1.57	1.34
Days-Away, Restricted, and Transfer (DART) Rate	0.84	0.65	0.91	1.11	0.76
Total number of vehicle incidents	27	17	25	29	29
Total vehicle incident rate	2.17	1.46	2.00	2.41	2.36
Work-related Fatalities	-	-	-	-	-

Number of Employees	2019	2020	2021	2022	2023
Regular Employees					
Regular Full-Time Employees - Year End	1,464	1,466	1,442	1,496	1,541
Seasonal / Part-Time / Temp Employees - Year End	69	64	41	34	32
Total Employees	1,533	1,530	1,483	1,530	1,573
Union / Non-Union					
Union Employees	650	643	605	619	633
Non-Union Employees	883	887	878	911	940
Total Employees	1,533	1,530	1,483	1,530	1,573

Number of Contingent Workers	2019	2020	2021	2022	2023
Turnover Rate - Regular Full-Time Employees	8.0%	7.5%	11.3%	12.7%	9.9%
Turnover - All Employees including Temporary & Seasonal	10.9%	9.4%	13.4%	15.2%	12.4%
Average tenure (years)	14	13	12	11	11
Employee Engagement Score	77	77	77	66	60

NorthWestern Energy has conducted employee engagement surveys periodically. 2015 & 2017 by Great Places to Work and 2019 by Spencer Stuart Culture Survey. Scores are out of 100.

Diversity	2019	2020	2021	2022	2023
Employee Age Breakdown					
Age 18-24	3.0%	3.1%	4.3%	4.4%	4.0%
Age 25-34	19.9%	20.1%	19.8%	20.1%	21.0%
Age 35-44	25.1%	25.7%	27.7%	29.8%	29.0%
Age 45-54	22.0%	22.4%	21.9%	21.8%	22.0%
Age 55+	29.9%	28.7%	26.4%	24.0%	24.0%



NorthWestern Energy

Sustainability Key Performance Statistics 2019-2023



Female Diversity

Females as % of Total Employees	27.5%	27.4%	26.7%	27.4%	26.0%
Female Senior Mgmt as % of Total Senior Management	34.5%	34.5%	34.5%	32.0%	34.5%
Female Professionals as % of Professional Positions	40.0%	38.5%	36.7%	36.8%	36.2%
Female Skilled Workforce as % of Skilled Positions	9.0%	11.5%	12.0%	12.1%	12.1%

Minority Diversity

Minorities as % of Total Employees	2.9%	3.1%	2.9%	3.2%	4.2%
Minorities Senior Mgmt as % of Total Senior Management	1.9%	1.7%	3.6%	3.4%	4.0%
Minorities Professionals as % of Professional Positions	2.5%	2.4%	1.9%	2.5%	2.5%
Minorities Skilled Workforce as % of Skilled Positions	5.6%	4.6%	5.4%	3.3%	3.9%

Total Employee Gender & Race

Female Minority as % of Total Female Employee	3.1%	3.6%	3.0%	2.9%	3.7%
Male Minority as % of Total Male Employee	2.9%	2.9%	2.9%	3.3%	4.3%

Senior Management Employees Gender & Race

Female Minority Senior Mgmt as % of Total Female Senior Mgmt	5.9%	5.0%	10.5%	10.5%	10.5%
Male Minority Senior Mgmt as % of Total Male Senior Mgmt	0.0%	0.0%	0.0%	0.0%	0.0%

Professional Employees Gender & Race

Female Minority Professionals as % of Total Female Professionals	2.5%	2.5%	1.3%	1.5%	3.3%
Male Minority Professionals as % of Total Male Professionals	2.5%	2.3%	2.3%	2.6%	2.9%

Skilled Employees Gender & Race

Female Minority Skilled as % of Total Female Skilled Employees	0.0%	0.0%	0.0%	0.0%	0.0%
Male Minority Skilled as % of Total Male Skilled Employees	6.2%	5.2%	6.2%	3.2%	2.9%

NorthWestern Energy files Equal Employment Opportunity reports and participates in Affirmative Action testing on an annual basis.

Note: Senior Management is defined as Executive and Director level.

Health / Benefits

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Paid in Employee Association Dues	\$100,232	\$90,388	\$70,091	\$91,814	\$86,382
Benefits to Pay Ratio	29%	28%	29%	26%	30%
Percentage of Skilled or Professional Employees - <u>Excluding</u> Directors, Managers & Supervisors	65%	65%	65%	65%	66%
Percentage of Skilled or Professional Employees - <u>Including</u> Directors, Managers & Supervisors	78%	78%	78%	78%	80%

Benefits Offered: 401(k), Medical/Prescription Plans, Vision, Dental, Wellness Program, Paid Time Off, Holiday Pay, Health Care & Dependent Care Flexible Spending Accounts, Basic Life Insurance, Employee Life Insurance, Dependent Life Insurance, Employee Accidental Death & Dismemberment (AD&D), Spouse AD&D, Employee Assistance Program (Counseling), Wellness Program, Employee Stock Purchase Plan, Incentive Pay Plan, Short-Term Disability, Long-Term Disability, Worker's Compensation, & Employee Discounts for computers, cell phones plans and vehicles.

Governance

Leadership Diversity

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Board of Directors					
Age Diversity - % 60 and Over	50%	60%	50%	60%	70%
Tenure Diversity - % over 10 Years	40%	40%	25%	10%	10%
Gender Diversity - % of Females	40%	40%	38%	40%	40%
Ethnic Diversity - % of Minorities	20%	20%	13%	20%	20%



NorthWestern Energy

Sustainability Key Performance Statistics 2019-2023



Executive Team	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Age Diversity - % 60 and Over	38%	38%	33%	40%	30%
Tenure Diversity - % over 10 Years	50%	50%	50%	70%	80%
Gender Diversity - % of Females	38%	38%	44%	40%	50%
Ethnic Diversity - % of Minorities	0%	0%	0%	0%	10%

CEO Pay Ratio	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
To NorthWestern Average Employee Pay	27 : 1	25 : 1	28 : 1	26 : 1	23 : 1
As % of Peer Group Median CEO Pay	98%	89%	79%	76%	75%

Board of Director Attendance					
Board Meeting held each year	10	5	7	5	8
Board meeting attendance %	98.8%	100.0%	100.0%	100.0%	100.0%

Corporate Governance

What we Do

- * Annual elections of all directors.
- * Majority vote plus resignation standard in uncontested elections. If a director receives more "WITHHOLD AUTHORITY" votes than "FOR" votes, the director must submit a resignation for the Board to consider.
- * Allow shareholders ownings 25 percent of our shares to call a special meeting.
- * Independent board, except for our CEO.
- * Independent Board Chair.
- * Each of our board committees (Audit, Human Resource, Nominating, Safety-Environmental-Technology & Operations, and Governance & Innovation) is made up solely of independent directors.
- * Committee authority to retain independent advisors, which will be paid for by the company.
- * Code of Conduct and Ethics. Applies to all employees and Board, with a separate Code of Ethics for Chief Executive Officers and Senior Financial Officers concerning financial reporting and other related matters.
- * Robust stock ownership guidelines for executive officers and directors.
- * Place a significant portion of executive pay at risk by granting incentive awards that are paid, if earned, based on continuing annual and long-term individual and company performance.
- * Utilize multiple performance metrics for long-term incentive awards that align executive and shareholder interests.
- * Target executive pay around median of our peers, while also considering trade area economics, turn-over, tenure, experience and other factors.

What we Do Not Do

- * Use employment or golden parachute agreements.
- * Allow option repricing or liberal share recycling on our pay practices.
- * Promise multi-year guarantees for salary increases.
- * Poison pill or a shareholder rights plan.
- * Supermajority voting, except to approve certain business combinations or mergers.
- * Corporate political contributions.
- * Hedging of company securities.