

**TERMS OF REFERENCE FOR THE  
HUMAN RESOURCES & COMPENSATION COMMITTEE**

**I. CONSTITUTION**

There shall be a committee, to be known as the Human Resources & Compensation Committee (the “Committee”), of the Board of Directors (the “Board”) of Enbridge Inc. (the “Corporation”).

**II. MEMBERSHIP**

Following each annual meeting of shareholders of the Corporation, the Board shall elect from its members, not less than three (3) Directors to serve on the Committee (the “Members”). The Members and the Chair of the Committee are elected by the Board after the Board has received the Governance Committee’s recommendations. Members of the Committee shall meet applicable requirements and guidelines for compensation committee service, including requirements and guidelines with respect to being independent, as set forth in applicable securities laws or stock exchange requirements. Determinations as to whether a Director satisfies the requirements for membership on the Committee shall be made by the Board. Any Member may be removed or replaced at any time by the Board and shall cease to be a Member upon ceasing to be a Director of the Corporation. Each Member shall hold office until the close of the next annual meeting of shareholders of the Corporation or until the Member ceases to be a Director, resigns or is replaced, whichever first occurs.

**III. MEETINGS**

The procedures for Committee meetings shall be as specified in the Terms of Reference for the Board.

**IV. PURPOSE**

The purpose of the Committee is to fulfill public company compensation committee legal obligations and to assist the Board with oversight of human capital management; human resources strategy, policies and practices; succession, development and retention plans; compensation philosophy and programs; executive compensation; and compensation, benefits, savings and retirement plans.

**V. DUTIES AND RESPONSIBILITIES OF THE CHAIR**

The Chair is responsible for:

- A. providing leadership to the Committee, assisting the Committee in reviewing and monitoring its responsibilities and reporting to the Board on the recommendations and decisions of the Committee;
- B. designating the times and places of Committee meetings, ensuring Committee meetings are duly convened and that quorum is present when required;
- C. working with management on the development of agendas and related materials for the Committee meetings and ensuring the Committee has sufficient information to permit it to properly make decisions when decisions are required; and
- D. ensuring Committee meetings are conducted in an efficient, effective and focused manner.

**VI. DUTIES AND RESPONSIBILITIES OF THE COMMITTEE**

The Committee shall, as permitted by and in accordance with the requirements of the Corporation's articles, by-laws, applicable law and stock exchange requirements:

- A. review, approve, amend, or make recommendations to the Board or to the board(s) of the Corporation's subsidiaries and affiliates in respect of:
  - (i) human capital management and human resources strategy, policies, practices and structures;
  - (ii) compensation programs, annual salary budgets, employee benefits plans, cash-based and equity-based incentive compensation plans, other management incentive and perquisite plans, any other non-standard remuneration plans, and any clawback policies;
  - (iii) the comparator group of companies to be used for executive compensation purposes;
  - (iv) executive officer appointments and their compensation, including special pension arrangements, and other officer appointments;
  - (v) share ownership guidelines for senior management;
  - (vi) management succession, development and retention plans and termination policies/arrangements;
  - (vii) the Committee's report and the annual report on executive compensation, to be included in the Corporation's management information circular, and any other executive compensation disclosure to be included in any other public disclosure document of the Corporation, in accordance with applicable law, rules and regulations; and
  - (viii) the Corporation's diversity and inclusion strategy, including monitoring the Corporation's progress thereon.
- B. receive reports from management, including the Corporate Risk Assessment, and provide oversight with respect to risk management in human resources and compensation areas;
- C. oversee the Corporation's compensation programs from a risk perspective to ensure they do not encourage individuals to take inappropriate or excessive risks that are reasonably likely to have a materially adverse impact on the Corporation;
- D. in conjunction with management, oversee regulatory compliance with respect to compensation matters, including, to the extent applicable, overseeing the Corporation's policies on structuring compensation programs to preserve tax deductibility, and, as and when required, establishing performance goals and certifying that performance goals have been attained for purposes of Section 162(m) of the Internal Revenue Code;
- E. review and administer incentive compensation plans, including short-term incentive, incentive stock option, performance stock unit, restricted stock unit, and similar plans, and any clawback policies;

- F. in conjunction with the Chair of the Board, lead the annual Chief Executive Officer (“CEO”) review process, including requesting input from all Board members on the CEO’s performance against objectives, and report the results to the Board. In that regard, the Committee shall review and approve corporate goals and objectives relevant to the compensation of the CEO, evaluate the CEO’s performance in light of those goals and objectives, and determine and recommend the CEO’s compensation to the independent members of the Board for their approval;
- G. in conjunction with the Chair of the Board and with input from the Board members, identify a CEO succession plan to be recommended to the Board for their approval;
- H. review, approve or make recommendations to the Board or to the boards of the Corporation’s subsidiaries and affiliates in respect of the following pension, retirement, and savings plan matters:
- (i) the design of pension, retirement and savings plans, including material changes thereto; and
  - (ii) the terms of reference of the management pension committee and appointment of its Chair;
- I. receive annual pension reports, including in respect of compliance with policies, funding position, investment performance, financial risk aspects of policies and investment portfolios, and other material matters;
- J. review, on an annual basis, key talent priorities including those pertaining to collective bargaining for employees;
- K. exercise authority and utilize funding (which funding the Corporation must provide) and resources, as appropriate, to discharge the duties and responsibilities of the Committee, including, as deemed necessary by the Committee, authority to select, retain, terminate and approve terms of engagement including fees, for any compensation consultants, outside legal counsel or other advisors to the Committee (each, an “Advisor”) as it deems appropriate, without seeking approval of the Board or management. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any Advisor it retains. The Committee may select or receive advice from an Advisor only after taking into consideration all factors relevant to the Advisor’s independence from management, including the factors set forth in the rules of the New York Stock Exchange. Although the Committee is required to consider these factors, it is free to select or receive advice from an Advisor that is not independent;
- L. meet separately with senior management, employees or independent advisors in respect of human resources and compensation matters, as deemed necessary by the Committee;
- M. in conjunction with the Governance Committee, conduct an annual performance evaluation of the Committee; and
- N. consider any other matter properly referred to the Committee by the Chair of the Board, the Board, a Director, the CEO, or the management of the Corporation, for review, recommendation or decision.

**VII. REVIEW OF TERMS OF REFERENCE**

The Committee shall review and reassess the adequacy of its Terms of Reference at least annually.

**VIII. DELEGATION TO SUBCOMMITTEE AND MANAGEMENT PENSION COMMITTEE**

- A. The Committee may, in its discretion, delegate to a subcommittee of the Committee all or a portion of its duties and responsibilities that may be lawfully delegated.
- B. The Committee may, in its discretion, delegate to the Chair of the management pension committee the appointment of members to the management pension committee.
- C. The Committee may, in its discretion, delegate to the management pension committee the approval of policies and guidelines with respect to the funding of liabilities and the investment of assets of each pension and retirement plan.

**IX. NO RIGHTS CREATED**

These Terms of Reference are a broad policy statement and are intended to be part of the Committee's flexible governance framework. While these Terms of Reference should comply with applicable laws, regulations and stock exchange requirements, and the Corporation's articles and by-laws, these Terms of Reference do not create any legally binding obligations on the Committee, the Board or the Corporation.