



Performance, Compensation & Talent Management Committee Meeting Summary

April 15, 2025

This is intended as a guide for the Committee Chair. Other than the motions, this need not be read verbatim. The Chair may add context/comment as appropriate.

The Performance, Compensation & Talent Management Committee met on April 14, 2025.

The Committee received reports on the following topics:

- Aligning Incentives Through a Total Portfolio Approach
- Annual Review: 2025-26 Incentive Metrics
- Compensation Review and Recommendations for Statutory Positions

The Committee heard public comment on the following topics:

- Incentive metric and reward structures for management positions, and
- Comparator groups used to set compensation for management positions

At this time I would like to share some highlights of what to expect at the June 2025 Performance, Compensation & Talent Management Committee meeting:

- The Committee will review the 2025-26 incentive metrics, the 2025-26 incentive plan of the Chief Executive Officer, and compensation recommendations for statutory positions

The next meeting of the Performance, Compensation & Talent Management Committee is scheduled for June 17, 2025, in Sacramento, California.