



Performance, Compensation & Talent Management Committee Agenda Item Calendar 2025

Month		
January No Meeting Scheduled	February 1. Election of the Performance, Compensation & Talent Management Committee Chair and Vice Chair 2. Executive Succession Planning Update 3. Mid-Year Status Report on Incentive Plan of the Chief Executive Officer	March No Meeting Scheduled
April 1. Aligning Incentives Through a Total Portfolio Approach 2. Annual Review: 2025-26 Incentive Metrics 3. Compensation Review and Recommendations for Statutory Positions	May No Meeting Scheduled	June 1. Annual Review: 2025-26 Incentive Metrics and Compensation Policy Updates 2. 2025-26 Incentive Plan of the Chief Executive Officer 3. Compensation Review and Recommendations for Statutory Positions
July Board Offsite	August No Meeting Scheduled	September 1. Chief Executive Officer's Report of 2024-25 Performance: Executive and Investment Management Positions 2. Chief Executive Officer's 2024-25 Performance Evaluation
October No Meeting Scheduled	November 1. Board's Primary Executive and Investment Compensation Consultant Request for Proposal: Finalist Approval	December No Meeting Scheduled

Updated: July 30, 2025



Performance, Compensation & Talent Management Committee Agenda Item Calendar 2026

Month		
January No Meeting Scheduled	February 1. Election of the Performance, Compensation & Talent Management Committee Chair and Vice Chair 2. Mid-Year Status Report on Incentive Plan of the Chief Executive Officer	March No Meeting Scheduled
April 1. Annual Review: 2025-26 Incentive Metrics 2. Review of Performance, Compensation & Talent Management Committee Delegation	May No Meeting Scheduled	June 1. Annual Review: 2026-27 Incentive Metrics 2. 2026-27 Incentive Plan of the Chief Executive Officer
July Board Offsite	August No Meeting Scheduled	September 1. Chief Executive Officer's Report of 2025-26 Performance: Executive and Investment Management Positions 2. Chief Executive Officer's 2025-26 Performance Evaluation
October No Meeting Scheduled	November No Meeting Scheduled	December No Meeting Scheduled

Updated: July 30, 2025