



Performance, Compensation & Talent Management Committee Meeting Summary

April 16, 2024

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 15, 2024.

THE COMMITTEE RECOMMENDS AND I MOVE, the Board approve the following:

- AGENDA ITEM 3c – Review of Performance, Compensation & Talent Management Committee Delegation

Approve the current Performance, Compensation and Talent Management Committee Delegation Resolution with no proposed changes.

The Committee received reports on the following topics:

- Annual Review: 2024-25 Incentive Metrics

The Committee heard public comment.

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

- The Committee will review the 2024-25 Incentive Metrics and the 2024-25 Incentive Plan of the Chief Executive Officer.

The next meeting of the Performance, Compensation & Talent Management Committee will be scheduled for June 11, 2024, in Sacramento, California.