



Performance, Compensation & Talent Management Committee Meeting Summary

February 19, 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 February 18, 2025.

The Committee held an election of the Performance, Compensation & Talent Management Committee Chair and Vice Chair. Mullissa Willette was elected Chair, and Malia Cohen was elected Vice Chair.

The Committee received reports on the following topics:

- Executive Succession Planning Update

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

- The Committee will receive reports on fiscal year 2025-26 incentive metrics for executive and investment management positions and market compensation survey data.
- The Committee will receive an education session around incentives and a Total Portfolio Approach.

The next meeting of the Performance, Compensation & Talent Management Committee is scheduled for April 14, 2025, in Sacramento, California.