



Item 6: Future Agenda Items

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Vice President, Human Resources

Human Resources and Governance
Committee Meeting

ERCOT Public

June 23, 2025

2025 Future Agenda Items

| Task Description | | Charter Page # | 2025 Committee Meeting Date | | | | |
|--|---|----------------|--------------------------------|------|------|------|-------|
| | | | 2-03 | 4-07 | 6-23 | 9-22 | 12-03 |
| Admin | 1 Designate a Committee secretary | 2 | As necessary | | | | |
| | 2 Committee educational topics | 2 | As necessary when topics arise | | | | |
| | 3 Review and assess adequacy of Committee charter | 5 | HRG | | | | |
| | 4 Undertake annual self-evaluation | 5 | | | HRG | | |
| Governance | 5 Review ERCOT <i>Certificate of Formation and Bylaws</i> | 3 | | | HRG | | |
| | 6 Review and reaffirm ERCOT <i>Board Policies and Procedures</i> | 3 | | HRG | | | |
| | 7 Review frequency of meetings | 3 | | | | | |
| | 8 Oversee assessment of the Board | 3 | | | HRG | | |
| | 9 Oversee assessment of Board members | 3 | | | HRG | | |
| | 10 Review charters of Board committees | 3 | HRG | | | | |
| | 11 Review membership of Board committees | 3 | | | | | |
| | 12 Oversee Q4 annual self-evaluations of committees of the Board | 3 | | | HRG | | |
| | 13 Oversee assessment of Board committee structure | 3 | | | | | |
| | 14 Oversee review of Board member compensation and expense reimbursement | 3 | | HRG | | | |
| | 15 Review Company's ethics agreement forms for Company staff and Directors | 3 | HRG | | | | |
| | 16 Regular review of conflicts of interest disclosed by Company staff & Directors | 3 | | | | | |
| | 17 Recommend Director education and training opportunities | 3 | | | | | |
| | 18 Review CEO's performance | 3 | | | | | |
| | 19 Changes to CEO compensation and employment terms, as needed | 3 | | | | | |
| Public | 20 Review of/recommendation to the Board on Company's strategic plan | 3 | | | HRG | | |
| | 21 Review Company's corporate communications strategy, including crisis comms | 3 | | HRG | | | |
| | 22 Review Company's governmental relations efforts | 3 | | | | | |
| Human Resources | 23 Review CEO's direct reports' performance and compensation | 4 | | | | | |
| | 24 Review long-term development and succession planning report for CEO, CEO direct reports, and key employees | 4 | | | | | |
| | 25 Review Company's benefits strategies (health and welfare and retirement plan activities) | 4 | | HRG | | | |
| | 26 Review Company's Human Resources Operations Report | 1 | | HRG | | | |
| "HRG" designates items addressed in meetings of the Human Resources and Governance | | | | | | | |