



PUBLIC

Item 12: Future Agenda Items

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Human Resources and Governance
Committee Meeting

December 8, 2025

- **Purpose**

Preview upcoming topics for the Committee

- **For Information Only**

No action is currently requested. For planning purposes only.

Key Takeaways

- During the February 2026 meeting, the HR&G Committee currently plans for reviews to include the following:
 - Ethics agreement forms
 - Charters of the Board committees
 - Company strategic plan

2025-2026 Future Agenda Items

	Task Description	Charter Page #	2025 Committee Meeting Date					2026 Committee Meeting Date				
			2-03	4-07	6-23	9-22	12-03	2-09	4-20	6-01	9-14	12-07
1	Admin 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	HRG	HRG					
5	Review ERCOT <i>Certificate of Formation and Bylaws</i>	3			HRG		HRG					
6	Review and reaffirm ERCOT <i>Board Policies and Procedures</i>	3		HRG								
7	Review frequency of meetings	3					HRG					
8	Oversee assessment of the Board, Board members, and Board committee structure	3			HRG	HRG	HRG					
9	Review charters of Board committees	3	HRG									
10	Review membership of Board committees	3					HRG					
11	Oversee Q4 annual self-evaluations of committees of the Board	3			HRG	HRG	HRG					
12	Oversee review of Board member compensation and expense reimbursement	3		HRG								
13	Review Company's ethics agreement forms for Company staff and Directors	3	HRG									
14	Regular review of conflicts of interest disclosed by Company staff & Directors	3				HRG						
15	Recommend Director education and training opportunities	3										
16	Review CEO's performance	3	HRG									
17	Changes to CEO compensation and employment terms, as needed	3				HRG	HRG					
18	Public Review of/recommendation to the Board on Company's strategic plan	3			HRG	HRG	HRG					
19	Review Company's corporate communications strategy, including crisis comms	3		HRG			HRG					
20	Review Company's governmental relations efforts	3				HRG						
21	Human Resources Review CEO's direct reports' performance and compensation	4				HRG	HRG					
22	Review long-term development and succession planning report for CEO, CEO direct reports, and key employees	4				HRG	HRG					
23	Review Company's benefits strategies (health and welfare and retirement plan activities)	4		HRG								
24	Review Company's Human Resources Operations Report	1		HRG			HRG					
"HRG" designates items addressed in meetings of the Human Resources and Governance Committee												

