



Item 7: Future Agenda Items

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Human Resources and Governance (HR&G)
Committee Meeting

February 9, 2026

Purpose

The Future Agenda Items planner previews upcoming topics for the Committee.

For information only

No action is requested; for discussion only.

Key Takeaways

- During the April 2026 meeting, the HR&G Committee plans for reviews to include:
 - Governing documents
 - Human Resources Operations Report

2026-2027 Future Agenda Items

Task Description	Charter Page #	2026 Committee Meeting Date					2027 Committee Meeting Date				
		2-09	4-20	6-01	9-14	12-07	2-08	4-12	6-21	9-20	12-06
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										
5 Review ERCOT <i>Certificate of Formation and Bylaws</i>	3										
6 Review and reaffirm ERCOT <i>Board Policies and Procedures</i>	3										
7 Review frequency of meetings	3										
8 Oversee assessment of the Board, Board members, and Board committee structure	3	Periodic, as needed					Periodic, as needed				
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										
12 Oversee review of Board member compensation and expense reimbursement	3										
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										
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										
18 Public Review of/recommendation to the Board on Company's strategic plan	3										
19 Review Company's corporate communications strategy, including crisis comms	3										
20 Review Company's governmental relations efforts	3										
21 Review CEO's direct reports' performance and compensation	4										
22 Human Resources Review long-term development and succession planning report for CEO, CEO direct reports, and key employees	4										
23 Review Company's benefits strategies (health and welfare and retirement plan activities)	4										
24 Review Company's Human Resources Operations Report	1										

Moved from December

Moved from other months

"HRG" designates items addressed in meetings of the Human Resources and Governance Committee

Key Takeaway: As per Committee request, some recurring items are re-positioned to other meetings on the planner to balance the number of topics addressed during December meetings.