



Item 10: Future Agenda Items

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Human Resources and Governance
Committee Meeting

September 14, 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 December 2026 meeting, the Committee plans for reviews to include:

- Results of Board Committee self-evaluations for 2026

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				HRG						
5	Governance	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				HRG						
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			HRG	HRG						
12		Oversee review of Board member compensation and expense reimbursement	3		HRG		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										
18	Public	Review of/recommendation to the Board on Company's strategic plan	3			HRG	HRG						
19		Review Company's corporate communications strategy, including strategic plan for crisis communications	3		HRG	HRG	HRG						
20		Review Company's governmental relations efforts	3			HRG							
21	Human Resources	Review CEO's direct reports' performance and compensation	4				HRG						
22		Review long-term development and succession planning report for CEO, CEO direct reports, and key employees	4				HRG						
23		Review Company's benefits strategies (health and welfare and retirement plan activities)	2, 4		HRG	HRG							
24		Review Company's Human Resources Operations Report	1		HRG								
"HRG" designates items addressed in meetings of the Human Resources and Governance Committee													