**DRAFT GENERAL SESSION MINUTES OF THE
HUMAN RESOURCES AND GOVERNANCE COMMITTEE MEETING
OF ELECTRIC RELIABILITY COUNCIL OF TEXAS, INC.**

8000 Metropolis Drive (Building E), Suite 100, Boardroom A
Austin, Texas 78744
June 1, 2026

Pursuant to notice duly given and after determination that a quorum was present, the meeting of the Human Resources and Governance (HR&G) Committee of the Board of Directors (Board) of Electric Reliability Council of Texas, Inc. (ERCOT) convened on the above-referenced date.

Meeting Attendance:

Present: Peggy Heeg (Chair), Chris Krummel, Benjamin Barkley, and Kathleen McAllister.

Attending: William “Bill” Flores, Pablo Vegas, Thomas Gleeson, Kathleen Jackson, Courtney Hjaltman, Brandon Gleason, Adam Martinez, Dawn Herms, Kim Rainwater, and Penney Ebbs.

Convene General Session

The Human Resources and Governance (HR&G) Committee of the ERCOT Board of Directors convened in General Session at approximately 9:32 a.m.

ERCOT Antitrust & Security Admonition

The Antitrust Admonition and Security Map were included in the meeting materials.

Call General Session to Order (Agenda Item 1)

Chair Heeg called the meeting to order and confirmed that a quorum was present. The meeting was webcast live.

Notice of Public Comment, if Any (Agenda Item 2)

The meeting was posted on the ERCOT website on May 22, 2026. Brandon Gleason confirmed that no requests for public comment had been received.

April 20, 2026 General Session Meeting Minutes (Agenda Item 3)

The Committee reviewed the April 20, 2026 General Session meeting minutes.

Motion:
Kathleen McAllister, seconded by Chris Krummel, moved to approve the minutes.

Key Decision:

Approved by unanimous voice vote.

Review of Draft Committee Self-Evaluation Surveys (Agenda Item 4)

Chair Heeg presented the draft Committee Self-Evaluation Surveys and reviewed the proposed questionnaire content and format.

Key Discussion Topics:

- Structure and content of the Committee self-evaluation questionnaire;
- Administration of the survey later in 2026;
- Review of survey results at the December Committee meeting; and
- Opportunity for Committee members to provide additional feedback before survey distribution.

Committee members also discussed that the evaluation questions were succinct, distinct, and not repetitive. Chair Heeg encouraged members to provide any additional comments before the evaluation process begins later in the year.

Future Agenda Items (Agenda Item 5)

Mr. Gleason reviewed future agenda items anticipated for upcoming Committee meetings.

Other Business (Agenda Item 6)

No other business was raised.

Convene Executive Session

Chair Heeg noted that no voting items were anticipated from Executive Session and that the Committee would adjourn following the conclusion of Executive Session. Chair Heeg adjourned General Session at approximately 9:36 a.m. and convened Executive Session at approximately 9:41 a.m.

Reconvene General Session; Vote on Matters from Executive Session; Adjournment (Agenda Items 7—8)

There were no voting items from Executive Session.

Chair Heeg adjourned the meeting at approximately 11:48 a.m. following the conclusion of Executive Session.

Committee materials and presentations from the meeting are available on ERCOT's website at http://www.ercot.com/committees/board/hr_governance.

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Brandon Gleason
Assistant Corporate Secretary