

**MINUTES OF MEETING
OF THE COMPENSATION COMMITTEE OF THE
BOARD OF DIRECTORS OF
THE UNIVERSITY OF TEXAS/TEXAS A&M INVESTMENT MANAGEMENT COMPANY**

A meeting of the Compensation Committee (the "Committee") of The University of Texas/Texas A&M Investment Management Company ("UTIMCO" or the "Corporation") convened in open session on **June 11, 2024**, by means of video and telephone conference enabling all persons participating in the meeting to hear each other, at the offices of the Corporation, Suite 1700, 210 West 7th Street, Austin, Texas, said meeting having been called by the Committee Chair, Ray Nixon ("Chair"), with notice provided to each member in accordance with the Corporation's Bylaws. The audio portion of the meeting was electronically recorded and broadcast over the internet. Participating in the meeting were the following members of the Committee:

Ray Nixon, Chair
Janet Handley
Janiece Longoria
Ray Rothrock

Also attending the meeting was Director Howard Berk, thus constituting a majority and quorum of the Committee and Board. Chair Nixon called the meeting to order at 1:03 p.m. Employees of the Corporation attending the meeting were Richard Hall, President, CEO and CIO; Joan Moeller, Treasurer and Secretary; Carolina de Onís, General Counsel and Chief Compliance Officer; Alison Rogers-McCoy, Managing Director and Chief Human Resources Officer; and other UTIMCO employees. Other attendees were Jerry Kyle of Orrick, Herrington, & Sutcliffe LLP, and Susan Lemke, Matthew Mullen, and Jim Barrett of Mercer. Copies of materials supporting the Committee meeting agenda were previously furnished to each Committee member.

Approval of Minutes

The first matter to come before the Committee was the approval of the minutes of the Compensation Committee meeting held on May 14, 2024. Upon motion duly made and seconded, the following resolution was unanimously approved by the Committee:

RESOLVED, that the minutes of the Meeting of the Compensation Committee of the Board of Directors held on May 14, 2024, be, and are hereby, approved.

Executive Session

Prior to going into Executive Session, Chair Nixon announced that, "The Compensation Committee of the Board of Directors of The University of Texas/Texas A&M Investment Management Company having been duly convened in Open Session and notice of this meeting having been duly given, I hereby announce the convening of a closed meeting as an Executive Session of the Committee, for the purpose of deliberating individual personnel compensation matters. This Executive Session meeting of the Committee is authorized by *Texas Government Code* Section 551.074 (Personnel Matters). The date is June 11, 2024, and the time is now 1:05 p.m." With the exception of Mr. Hall, Ms. Moeller, Ms. de Onís, Ms. Rogers-McCoy, Mr. Kyle, Ms.

Lemke, Mr. Mullen, and Mr. Barrett, all others left the meeting at this time. Mr. Hall, Ms. Moeller, Ms. de Onís, and Ms. Rogers-McCoy left approximately halfway through the Executive Session.

Open Session

The Committee reconvened in Open Session and Chair Nixon announced that, "The Open Session of the Compensation Committee of the Board of Directors of The University of Texas/Texas A&M Investment Management Company is now reconvened. The date is June 11, 2024, and the time is now 2:15 p.m. During the Executive Session, the Committee deliberated individual personnel compensation matters but no action was taken, nor decisions made, and no vote was called for or had by the Committee in Executive Session."

Base Salaries for the UTIMCO Officers and Other UTIMCO Compensation Program Participants for the 2024-2025 Fiscal Year and CEO's Base Salary

Chair Nixon asked for a motion to approve the resolution related to the base salaries for the UTIMCO officers and other UTIMCO Compensation Program (the "Plan") participants, excluding the CEO, for the 2024-2025 fiscal year. Upon motion duly made and seconded, the following resolution was unanimously approved by the Committee:

RESOLVED, that the base salaries of the Corporation's Officers and other UTIMCO Compensation Program Participants (except that of the CEO) for the Fiscal Year 2024-2025 in the total amount of \$18,611,100 as presented by the CEO be, and are hereby, approved.

Chair Nixon asked for a motion to approve the resolution related to the base salary of the CEO, effective September 1, 2024, in the amount of \$912,000. Upon motion duly made and seconded, the following resolution was unanimously approved by the Committee:

RESOLVED, that the Compensation Committee approves the base salary for the CEO and hereby recommends that the Board of Directors of UTIMCO approve the Base Salary of the CEO, effective September 1, 2024.

CEO's Qualitative Performance Standards

Chair Nixon asked the Committee to approve the CEO's qualitative performance standards for the Plan for the Performance Period Ending June 30, 2025. Upon motion duly made and seconded, the following resolution was unanimously approved by the Committee:

WHEREAS, Section 5.4(b) of the UTIMCO Compensation Program (the "Plan") provides that the Board will determine the Performance Standards of the CEO for each Performance Period; and

WHEREAS, the Committee has reviewed and approves the CEO's Qualitative Performance Standards for the Performance Period ended June 30, 2025, as prepared by the CEO and set forth in the document presented to the Committee.

NOW, THEREFORE, be it:


RESOLVED, that the Committee hereby recommends to the Board that the Board approve the Qualitative Performance Standards for the CEO for the Performance Period ended June 30, 2025, as set forth in the document presented to the Committee.

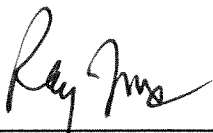
Compensation Program

Discussion related to the UTIMCO Compensation Program was deferred until the next scheduled Compensation Committee meeting.

Adjourn

There being no further business to come before the Committee, the meeting was adjourned at 2:19 p.m.

Secretary: 
Joan Moeller

Approved: 
Ray Nixon, Chair
Compensation Committee of the Board of Directors of
The University of Texas/Texas A&M Investment Management Company

Date: 6-20-24