

AGENDA

MEETING OF THE
COMPENSATION & FINANCE COMMITTEE OF THE
BOARD OF DIRECTORS FOR CITIZENS ENERGY GROUP
2150 DOCTOR MARTIN LUTHER KING, JR. STREET, INDIANAPOLIS, INDIANA 46202
WEDNESDAY, AUGUST 26, 2026

The Compensation & Finance Committee of the Board of Directors for Citizens Energy Group will meet in Executive Session beginning at 8:15 a.m. on Wednesday, August 26, 2026, in the Operations Conference Room located at 2150 Doctor Martin Luther King, Jr. Street, Indianapolis, Indiana, for the purpose of discussing the subject matter set forth below:

PUBLIC SESSION

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| I. | Call to Order: Christia Hicks | 8:15 |
| II. | Report of External Consultant: David Wathen | 8:15 – 8:20 |
| III. | Report of Vice President of Human Resources: Jodi Whitney | 8:20 – 8:30 |
| IV. | Motion to Recommend Board Approval: Christia Hicks (ACTION) | |
| | a. Resolution – Executive Compensation | |
| | i. Recommendations for Officer Fiscal Year 2027 Base Pay Movement, effective October 1, 2026 | |
| | ii. Recommendations for approval of the Short Term Incentive Pay Plan opportunity for FY2027 | |
| | iii. Proposed Fiscal Year 2027 Short Term Incentive Plan Framework | |
| V. | Adjournment: Christia Hicks | 8:30 |