

Compensation Committee Activities Report – 1 January 2025 through 30 June 2025

Completed Activities:

Item	Description	Committee Completion Date	Accomplishments/Outcome
1. CEO and Organizational Objectives	Over several Committee meetings in April, and one in June, the Committee discussed with the President and CEO the restructured approach to both individual CEO Objectives similar to those established for the rest of ICANN staff and a set of Organizational Objectives that were developed for the entire organization. The Committee recommended that the Board approve both sets of Objectives.	7 June 2025	Following several meetings with the Committee and the Board, both the CEO Objectives and the Organizational Objectives were approved by the Board on 8 June 2009 (see https://www.icann.org/en/board-activities-and-meetings/materials/approved-resolutions-regular-meeting-of-the-icann-board-08-06-2025-en#section3.a).