Compensation Committee Activities Report – 1 January 2025 through 30 June 2026

Completed Activities:[1]

Item	Description	Committee Completion Date	Accomplishments/Outcome
1. Progress report on FY26 Organizational and CEO Objectives.	The President and CEO presented his mid-fiscal year report on progress against the FY26 Organizational Objectives and on the FY26 CEO Objectives. The CEO also recommended a change to one of the Organizational Objectives that has been overtaken by events.	15 January 2026	The Committee agreed with the President and CEO's progress report and the change of the Organizational Objectives,
2. FY27 Organizational Objectives and FY27 CEO Objectives	The President and CEO, across two committee meetings, presented and adopted some changes recommended by the Committee to the FY27 Organizational Objectives and FY27 CEO Objectives. The Committee agreed with revised versions.	21 April 2026	The Committee recommended that the Board approve the proposed FY27 Organizational Objectives and FY27 CEO Objectives, which the Board approved on 3 May 2026 (see https://www.icann.org/en/board-activities-and-meetings/materials/approved-resolutions-regular-meeting-of-the-icann-board-03-05-2026-en#section1.b).
3. Officer Compensation	The President and CEO presented his proposal to the Committee asking for Board authorization to increase the base salary of the Officers in an amount not to exceed 3.5%, consistent with the budget for other staff members, effective 1 July 2026. The Committee discussed the proposal with	2 July 2026	The Committee recommended that the Board approve the President and CEO's proposal, which the Board did on 20 July 2026 (see https://www.icann.org/en/board-activities-and-meetings/materials/approved-resolutions-

[1] This report is intended to capture the activities of the Compensation Committee from 1 January 2026 to 30 June 2026. However, because the report was prepared in July 2026, Committee activities that occurred in early July 2026 are also captured in the report.

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Item	Description	Committee Completion Date	Accomplishments/Outcome
	the President and CEO, and then recommended that the Board approve the proposal. The President and CEO noted that he has been having some internal discussions about the overall compensation structure and will bring recommendations to the Compensation Committee before taking any material action.		special-meeting-of-the-icann-board-20-07-2026-en#section3.a).
4. Ombuds Office FY26 and FY27 Objectives	The Ombuds reported on progress toward the Ombuds Office Objectives set for second half of FY26, and presented her proposal for FY27 Ombuds Office Objectives. Following discussion, the Committee recommended approval of the FY27 Ombuds Office Objectives.	2 July 2026	The Committee recommended that the Board approve the FY27 Ombuds Office Objectives, which the Board did on 20 July 2026 (see https://www.icann.org/en/board-activities-and-meetings/materials/approved-resolutions-special-meeting-of-the-icann-board-20-07-2026-en#section3.b).