

Compensation Committee Activities Report – 1 July 2025 through 31 December 2025

Completed Activities:

Item	Description	Committee Completion Date	Accomplishments/Outcome
1. Officer Compensation	The President and CEO presented his proposal to the Committee asking for Board authorization to increase three Officers that report to him in an amount not to exceed 3.5%, consistent with the budget for other staff members, effective 1 July 2025. The Committee discussed the proposal with the President and CEO, and then recommended that the Board approve the proposal. The President and CEO noted that he has started having some internal discussions about an overall compensation structure and will bring recommendations to the Compensation Committee before taking any action.	29 July 2025	The Committee recommended that the Board approve the President and CEO's proposal, which the Board did on 14 September 2025 (see https://www.icann.org/en/board-activities-and-meetings/materials/approved-resolutions-regular-meeting-of-the-icann-board-14-09-2025-en#section3.a).