

ICANN BOARD PAPER NO. 2026.01.25.C3a

TITLE: Update of Organizational Objectives for FY26

PROPOSED ACTION: For Board Consideration and Approval

EXECUTIVE SUMMARY:

Per its charter, the Compensation Committee has worked with the President and CEO to establish a set of Organizational Objectives for FY26, which were adopted by the Board at its meeting on 8 June 2025.

In the adopted [Organizational Objectives](#), Objective 3 references the progression of the Pilot Holistic Review (PHR) and the fourth Accountability and Transparency Review (ATRT4). However, as the Board at its meeting on the 19 May 2025 decided to defer ATRT4, as well as conclude PHR and instead initiate a Cross Community Group on Review of Reviews (CCG) to review the ICANN review mechanisms, the deliverables under Objective 3 have become obsolete as they have been overtaken by subsequent events.

The President and CEO has developed a new set of deliverables in support of the CCG and the continued Continuous Improvement Program as per the Reference Materials, Attachment A. The Board is being asked to adopt the Compensation Committee's recommendation and approve the Update to Organizational Objectives for FY26.

COMPENSATION COMMITTEE RECOMMENDATION:

The Compensation Committee recommends that the Board approve the Update to Organizational Objectives for FY26 as reflected in the Reference Materials.

PROPOSED RESOLUTION:

Whereas, on 8 June 2025, the Board adopted a set of Organizational Objectives for FY26, including Objectives covering outcomes for the Pilot Holistic Review and the fourth Accountability and Transparency Review.

Whereas, on 19 May 2025, the Board concluded the Pilot Holistic Review, deferred the fourth Accountability and Transparency Review and initiated the Cross Community Group on Reviews.

Whereas, the Compensation Committee has worked with the President and CEO to update the Organizational Objectives for FY26 following the Board's decisions on 19 May 2025.

Resolved (2026.01.25.xx), the Board hereby approves the Update to the Organizational Objectives for FY26.

PROPOSED RATIONALE:

It is good governance for an organization to have annual objectives, including specified key results, key performance indicators and milestones to be achieved. It is further good governance to ensure these annual objectives are updated throughout the year to reflect changes in circumstances. Doing so helps ensure that the Organizational Objectives remain achievable and are consistent with the mission and strategy of the organization as circumstances evolve, which is clearly within the public interest.

In the adopted [Organizational Objectives for FY26](#), Objective 3 references the progression of the Pilot Holistic Review (PHR) and the fourth Accountability and Transparency Review (ATRT4). However, as the Board at its meeting on the 19 May 2025 decided to defer ATRT4, as well as conclude PHR and instead initiate a Cross Community Group on Review of Reviews (CCG) to review the ICANN review mechanisms, the deliverables under Objective 3 cannot be met have become obsolete as they have been overtaken by subsequent events.

The President and CEO has developed a new set of deliverables in support of the CCG and the continued Continuous Improvement Program as per the Reference Materials, Attachment A. The Board has reviewed that new set of deliverables and agrees with the Compensation Committee's recommendation to approve the Update to Organizational Objectives for FY26.

The decision to adopt the updated Organizational Objectives for FY26 will not have a direct fiscal impact on ICANN outside of the impact that the overall ICANN FY26

Strategic and Operating Plan will have, as the objectives are directly linked to those plans.

This decision will not have an impact on the security, stability or resiliency of the domain name system.

This is an Organizational Administrative Function that does not require public comment.

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