



Western AgCredit
COMPENSATION COMMITTEE CHARTER

PURPOSE

The Compensation Committee (Committee) of Western AgCredit (Association) is established by, and reports to, the Association Board of Directors (Board). This Committee is established to comply with Farm Credit Administration (FCA) Regulation 620.31 and FCA Bookletter BL-060. The role and mission of the Committee is to assist the Board in fulfilling its responsibilities to prudently manage compensation programs, align compensation practices with sound operations and long-term performance, and provide, in an open and transparent manner, accurate, comprehensive, and understandable disclosures on compensation programs and practices in accordance with regulations promulgated by the FCA. As part of its mission, the Committee also has the responsibility to ensure that incentives provided do not create risks that could threaten the institution's safety and soundness.

The Committee is responsible for reviewing and approving a recommendation to the Board of the overall compensation package for the Chief Executive Officer (CEO) and other Senior Officers. The Committee is also responsible for reviewing the compensation program for all Association employees. In doing so, the Committee takes into account salary programs, perquisites, short- and long-term incentives, deferred compensation, retirement and/or pension programs, supplemental pension programs for Senior Officers, executive employment and severance agreements, change-of-control provisions, succession planning and retention bonuses, and employee benefit plans. The Committee will also have responsibilities with respect to Board compensation.

COMPOSITION

The Committee shall be composed of at least three members of the Board. Only Board members are eligible to be members of the Committee. Only Board members who meet the independence criteria outlined in the Association Director Independence Criteria Policy and who are designated by the Board as independent members shall be eligible for appointment to the Committee. The Board Chairperson shall serve as an ex-officio, non-voting member of the Committee. Annually, the Board will appoint all Committee members and will designate the Committee Chairman and Vice-Chairman. The Board, upon recommendation of the Committee or otherwise, may remove any Committee member at any time.

AUTHORITY

The Board of Directors, through the adoption of this Charter, delegates to the Committee those authorities necessary to accomplish the responsibilities of the Committee as set forth in this Charter.

MEETINGS

- The Committee will meet at least twice a year and at such additional times as may be necessary to carry out its responsibilities.

- Committee meetings typically will be held in connection with regularly scheduled meetings of the Board, and any Board member may attend any meeting of the Committee.
- Meetings may be called by the Chair of the Committee or the Chair of the Board.
- A majority of the members of the Committee in attendance at a meeting of the Committee shall constitute a quorum.
- Voting will be on a one member-one vote basis, with the Chair and Vice Chair permitted to vote on all matters needing Committee action.
- Directors who are not members of the Committee can attend meetings of the Committee.
- Meeting agendas will be prepared and provided in advance to Committee members, along with appropriate briefing materials.
- Minutes of all Committee meetings, including attendance, will be prepared and approved by the Committee. Minutes will be retained for at least three (3) fiscal years. Minutes will provide sufficient detail on reasons for decisions to avoid disputes regarding prior decisions. Committee members will be provided ready access to past minutes of the Committee for purposes of reference or review.
- The Committee may hold an executive session at any time in order to discuss critical issues without members of management being present.

RESPONSIBILITIES

For the purpose of achieving the Committee's objectives, the Committee is responsible for the following activities.

- Policy Review.

Annually review the Association's compensation policy and plan for all association employees.

- Compensation Philosophy.

Annually review and make recommendations to the Board on the Association's overall compensation philosophy and ensure that this philosophy is conveyed in the annual compensation disclosure. Ensure an appropriate linkage of pay to performance to ensure that total compensation packages are meaningful relative to the Association's long-term financial outcomes.

- Review of Employee Compensation.

Annually review compensation policy and plan for all employees of the Association.

- Establishment of the CEO Standards of Performance (Objective).

Annually establish the CEO Standards of Performance for the upcoming year using the Association's approved business plan as the basis for the objective standards.

- Establishment of the CEO Standards of Performance (Subjective) – Optional.

The Committee will consider completing an annual “subjective” performance review after the conclusion of each operating year. The need for the completion of the subjective review is at the sole discretion of the Committee.

- Completion of CEO Performance Review(s).

The Objective Standards of Performance will be evaluated quarterly. The year-end performance level will be reviewed and approved by the Committee in January of the subsequent year. The annual performance results will be shared with the entire Board after the Committee has approved the actual results. If the Committee decides to complete a subjective performance review, those results will be reviewed at the same time as the objective review.

- CEO Compensation.

Annually, review and make recommendations to the Board on the overall compensation program for the CEO including base salary, annual incentives and long term or retention incentives of the CEO, as applicable.

- Review and Approval of Overall Compensation Program for CEO and Senior Officers.

Annually review and approve a recommendation to the Board of the overall compensation program for the CEO and other Senior Officers, including base salary, annual incentives, and retention incentives.

- Incentives for CEO and Senior Officers.

Carefully evaluate incentive plans for the CEO and other Senior Officers to ensure that incentive payments are based on the Association’s long-term financial performance, are consistent with prudent risk-taking, and produce safe and sound outcomes. Ensure that those incentive plans align the interests of Senior Officers with the long-term financial health of the Association.

- Association Employee Salary and Incentive Plans.

Annually review and make recommendations to the Board on base salary plans and annual and long-term incentive plans for all employees of the Association. Carefully evaluate incentive plans to ensure that incentive payments are based on the Association’s long-term financial performance, are consistent with prudent risk-taking, and produce safe and sound outcomes. Ensure that the incentive plans align the interests of employees with the long-term financial health of the Association.

- Director Compensation.

Review and make recommendations to the Board on director compensation periodically as appropriate.

- Employee Benefits.

- Annually, or more frequently if necessary, review the health and welfare and retirement benefits approved by the Farm Credit Foundations Plan Sponsor Committee and provided to Association employees and executives through Farm Credit Foundations to ensure that the Association's compensation programs are appropriate in light of competitive benefits of other employers and current Association benefits provided through Farm Credit Foundations.
- Make a report to the Board on the financial impact to the Association of any changes that Farm Credit Foundations has made to those benefits and make recommendations to the Board on providing input to Farm Credit Foundations regarding those benefits.
- Annually review the benefits provided to Association employees and executives outside the purview of Farm Credit Foundations and make recommendations to the Board on any changes to these benefits to ensure the compensation programs are appropriate.

- Human Resources.

Oversee policies regarding human resources, including the management succession policy, and annually, or as otherwise appropriate, review and make recommendations to the Board.

- Compensation Disclosure.

Review and approve the compensation disclosure information that is included in the Annual Report to the Stockholders or the Annual Meeting Information Statement and ensure that disclosures are made in an open and transparent manner and provide accurate, comprehensive and understandable information on programs and practices in accordance with FCA regulations.

- Liabilities/Metrics.

Fully analyze and justify the long-term liability to the Association in developing compensation packages and fully understand the financial commitment and total costs to the Association. Utilize appropriate metrics to fully understand the effects of the compensation package as it pertains to the CEO and individual Senior Officers.

- Retirement Benefits.

Ensure that retirement benefits are appropriate and not excessive in light of bonus programs and other compensation already paid to executives.

- Pension Programs.

Ensure that pension programs are appropriately structured to attract, retain, and reward staff and that pension programs are appropriately funded. Understand key assumptions used to calculate compensation and pension plan obligations and the sensitivity of the Association's financial exposure to such assumptions.

- Communication and Collaboration.

Communicate and collaborate effectively with the CEO and other Senior Officers and managers (particularly those with Human Resources or risk management responsibilities) so

that the flow of information between the Committee and management is not impeded. The Committee Chair is authorized to be the key contact between the Committee and management and between the Committee and the Board. The Committee Chair, in his/her discretion, may brief the Board Chair and advise him/her of any key decisions of the Committee in advance so that the Board is prepared to deal with the issue(s) when the Board meets.

- Outside Professionals.

Consult with, or employ as needed, professionals and/or external legal counsel who (i) report directly to the Committee, (ii) are independent of senior management, and (iii) bring the necessary perspective and expertise to work directly with the Committee on compensation-related issues.

- Compensation Committee Training.

Annually establish a schedule of training for the Committee and make other appropriate training opportunities available to Committee members. It is the Board's responsibility to ensure that Committee members receive adequate training from professionals on compensation trends and updates, including the tax, accounting and legal implications of compensation programs. Committee members should strive to attend such training.

- Enterprise Risk Management.

The Committee will review and monitor its assigned areas of responsibilities within the Association's Enterprise Risk Management Program.

- Reporting Responsibilities.

The Committee Chairman or designee will report on the activities of the Committee to the full Board. The Committee will prepare and furnish meeting minutes and otherwise report to the Board related to the work performed by the Committee to discharge its responsibilities and authorities. The Board Secretary is available to the Committee to record and prepare these minutes.

RESOURCES

The Committee shall have the authority to engage and authorize expenses, whether budgeted or unbudgeted, for independent counsel and other external advisers as the Committee deems necessary to carry out its duties. This may include the engagement and/or termination of any compensation consultants utilized to assist in evaluating the compensation, or compensation related issues, of the Association's CEO, Senior Officers, or employees. The Committee also has reasonable access to Association resources and personnel, particularly Senior Officers and managers with Human Resources responsibilities, to obtain needed information and gain the best overall understanding of the compensation program. A two-thirds majority vote of the full Board of Directors is required to deny the Chairperson's request for resources.

SELF EVALUATION AND CHARTER REVIEW

The Committee will perform an annual evaluation of the Committee's performance and training needs and communicate the results of the self-evaluation to the Board. The Committee will also

annually, or as otherwise appropriate, review and reassess the adequacy of this Charter and recommend that the Board reaffirm or amend this Charter. The review of the Charter will be documented in the Committee minutes.

COMPENSATION COMMITTEE MEMBERS

Kim Haws, Chairman PO Box 75 Newton, UT 84327 435.770.5719	O. Scott Wayment, Vice Chairman 5817 West 1400 North Ogden, UT 84404 801.589.3832	Shirelle Erb 2180 South 1300 East, Suite 360 Salt Lake City, UT 84106 801.450.1335
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This Compensation Committee Charter was reconfirmed by the Committee during their September 22, 2020 meeting, and is recorded as such in the minutes. This charter will be reviewed by the Committee at least annually.

CONFIDENTIALITY

The information shared, reviewed and discussed during Compensation Committee meetings is very confidential. The meeting contents should not be discussed or distributed with anyone, other than with the members of the Compensation Committee, the Board, Senior Management of the Association (CEO, CCO, CFO), outside consultants, and representatives of the FCS Regulator (FCA). Violation of this requirement may result in the offending party's removal from the Committee.