

2027 Compensation Committee Charter Louisiana Land Bank, ACA

PURPOSE AND OBJECTIVES

The Compensation Committee established by this charter is a committee of the Board of Directors of the Louisiana Land Bank, ACA ("Association") which shall report only to the Board of Directors. The primary function of the Compensation Committee is to assist the Board in fulfilling its responsibilities with respect to matters involving the compensation of the Chief Executive Officer, to review the compensation policies and plans for senior officers and employees, and to approve the overall compensation program for senior officers.

AUTHORITY AND DELEGATION

While the Compensation Committee has the powers set forth in this charter, it is not the duty of the Compensation Committee to approve the compensation of individual senior officers or employees. This is the responsibility of management.

The Compensation Committee will fulfill these responsibilities by carrying out the activities and processes enumerated in the following sections of this charter. In doing so, the committee has full access to all books, records, facilities, and personnel of the association.

COMPOSITION

The Compensation Committee shall be comprised of at least three members, each of whom shall be a member of the Board of Directors who is free from any relationship that would interfere with the exercise of his or her independent judgment as a Committee member as determined by the Board of Directors through proper disclosure documentation (i.e., Standards of Conduct Disclosure Form). The Compensation Committee may consist of any members of the Board, provided that each member of the Committee satisfies the independence requirement. The Committee Chairperson serves as the key contact person with the Board and senior management. The Chairperson of the Board may participate in Compensation Committee meetings in an ex-officio capacity and in a non-voting capacity.

The chairperson and members of the Committee shall be appointed by the Chairperson of the Board at the first regular meeting of the Board following the Annual Stockholders Meeting and shall serve until their successors shall be duly selected and qualified. The Board, upon recommendation of the Committee or otherwise, may remove any Committee member at any time.

MEETINGS

The Committee shall meet at least quarterly, or more frequently as circumstances dictate. Meetings may be called by the Chairperson of the Committee or by the Chairperson of the Board. A majority of the Committee shall constitute a quorum. The Committee shall have the authority to delegate any of its responsibilities to subcommittees as the Committee deems appropriate. The Committee may meet with and receive reports from management. The Committee will regularly meet in executive session without management present to discuss any matters that the Committee believes should be discussed or voted on privately.

Meeting agendas will be prepared and provided in advance to Committee members, along with appropriate briefing materials. Minutes of all Committee meetings will be prepared, approved by the Committee, and provided to the Board.

RESPONSIBILITIES AND DUTIES

As a committee of the Board, the Compensation Committee shall report only to the Board. To fulfill its responsibilities and duties, the Compensation Committee shall, with such assistance from management as the Committee deems appropriate, perform the following:

Review the adequacy of this charter on an annual basis and recommend any proposed changes to the Board for approval.

Establish the overall compensation structure and executive compensation philosophy and principles of the association in order to ensure competitive compensation programs (including employee benefits) and retention of key management and staff talent.

Review relevant and comparable compensation programs, studies and peer analyses that are provided annually by Farm Credit Foundations and the FCBT HR department.

Annually review and recommend the corporate goals and objectives for the CEO to the Board for approval.

After completion of the annual CEO evaluation by the Compensation Committee members and the Board Chair, review and compile all results into a consensus report including any verbatim comments of the CEO's performance, including documentation of key performance metrics. Make recommendations to the Board with regard to base salary, incentive and/or bonus payments and other compensation for the CEO.

Annually review the Human Capital Plan, including the commitment by the Board and management to improve overall Association diversity.

Annually review the compensation policies and plans, including incentive plans, long term compensation, retirement obligations, and employee benefits for senior officers and employees. Ensure plans are appropriate to the services performed and are not excessive or a risk to the Association while maintaining the Association's long-term business strategies and mission, as well as promote safe and sound business practices.

Annually approve the overall compensation program for all employees.

Ensure that incentive-based plans are tied to business plan measures (both qualitative and quantitative) and appropriately establish, reinforce and reward achievement of business plan goals, as well as the advancement of the operating culture of the Association.

Annually monitor the "Employee Performance Rating Report" summary results to ensure compliance with prior-approved compensation budget criteria.

Annually review the senior management succession plan outline.

Review and approve the senior officer compensation disclosure in the annual report to ensure sufficient transparency is provided to Association stockholders, as well as meeting all FCA regulatory requirements.

Annually perform a self-evaluation of the Committee's effectiveness in performing its responsibilities, the results of which shall be reported to the Board of Directors.

Make this charter available to the public on the Association's website.

Maintain records of Committee meetings, including attendances, for at least three fiscal years.

Make regular reports to the Board of Directors regarding its activities.

Understand key assumptions imbedded in pension and compensation plans, and the impact of these assumptions on the Association.

Communicate regularly and directly with CEO, Senior Officers and Human Resources.

Provide notice to FCA of any material changes in compensation programs and disclose such changes to stockholders in a timely manner.

Initiate ongoing training from professionals on compensation trends and updates, including the tax, accounting, and legal implications of compensation programs.

Approve the Association's annual Affirmative Action Plans.

The Compensation Committee shall hire, retain, and terminate external advisers and/or outside legal counsel as needed to assist the committee in performing its duties. These professionals would work directly for, and report directly to, the committee and be independent of senior management.

Perform any other activities consistent with this charter, the association's by-laws and governing law as the Committee or the Board deems necessary or appropriate.

Compensation Committee Charter Reviewed/Updated/Approved – 9/21/2026
Board Reviewed/Approved – 9/22/2026