

**MINUTES OF MEETING
OF GOVERNANCE AND HUMAN RESOURCE COMMITTEE OF
NEW YORK CITY ENERGY EFFICIENCY CORPORATION**

August 13, 2025

At a meeting of the Directors of the New York City Energy Efficiency Corporation (the "Corporation") comprising the Governance and Human Resource Committee (the "Committee") of the Board of Directors of the Corporation (the "Board"), held remotely by Zoom video conference, at approximately 11:00 a.m. on August 13, 2025, the following Directors and Officers of the Corporation were present:

Greg Hale, Director and Committee Chair Curtis Probst, President
Jeff Brodsky, Director
Bruce Schlein, Director

It was noted that a quorum existed and the meeting was called to order.

Reference was made to the meeting materials previously provided by e-mail to the Committee members (the "Meeting Materials "). Reference was also made to the recent meeting of the Audit and Finance Committee of the Board at which that committee recommended that the Committee consider the matters covered in the Meeting Materials and certain human resource matters related thereto. A conversation was had concerning the subjects addressed by the Meeting Materials, the current operating environment in which the Corporation conducts its affairs, certain human resource and staff compensation matters, and other related matters.

In the course of such conversation, financial projections for the Corporation were referenced and further discourse was had on expected revenues and expenses. Guidance was provided by the Committee on various considerations that management should bear in mind when determining how to best achieve balance between revenues and expenses, and on potential actions the Corporation could take to achieve such balance.

The Committee expressed its appreciation for the update and confidence in management's approach to dealing with such potentially sensitive and difficult issues.

Upon a motion duly made, seconded and unanimously approved, the meeting was adjourned.

Respectfully submitted,

Curtis Probst
Meeting Secretary