CHARTER | COMPENSATION AND PEOPLE COMMITTEE

June 27, 2025

Members

The Compensation and People Committee (committee) of the board of directors (board) of the Federal Home Loan Bank of Topeka (FHLBank) will consist of at least five directors appointed by the board chair who will also appoint the chair of the committee. Each member of the committee shall meet any applicable independence requirements, if any, and at least one member of the committee shall have practical skills and experience in risk management.

Purpose

The committee shall assist the board by providing oversight of certain executive and director compensation activities, people strategy and FHLBank's Minority and Women Inclusion (MWI) activities in accordance with Federal Housing Finance Agency (FHFA) regulation 12 CFR 1223 including:

1. Compensation paid to executive officers and directors, leveraging review of market comparability.
2. Succession planning, particularly succession planning for FHLBank's executive officers and people strategy activities.
3. MWI Activities, particularly with respect to workforce, procurement and finance activities.

Specific Duties and Responsibilities

In the furtherance of its purpose, the committee shall have the following duties and responsibilities:

Executive Officer and Director Compensation

- Advise the board with respect to FHLBank's pay philosophy for executive officers and the Executive Incentive Compensation Plan (EICP), which includes: (1) annual incentive targets for the Named Executive Officers (NEOs); (2) performance measures of the annual incentive targets; and (3) the threshold, target and optimum measurements for achieving the incentive targets, and recommend board approval.
- Establish the CEO feedback process for board approval and recommend the CEO's annual compensation, including base salary and EICP opportunity, based on the CEO's performance, relevant labor market data and the performance of FHLBank, for board approval.
- Approve EICP distributions for the Named Executive Officers (NEOs).
- Receive the CEO's evaluations of other executive officers' performance, and review and approve the CEO's recommendations regarding changes in compensation for NEOs, including salary and EICP opportunities, reflecting performance, relevant labor market data and the performance of FHLBank.
- Periodically review and approve, or recommend to the board approval of, as applicable, any compensation-related policies applicable to the NEOs, to the extent they include components not available to all FHLBank business partners.
- Review and approve compensation paid as part of related person transactions as required by applicable law.
- Annually review the compensation paid to directors and recommend to the board approval of adjustments in alignment with competitive market data.
- Review and recommend to the board approval of the travel policy applicable to directors and executive officers.
- Direct the preparation of the Compensation Discussion and Analysis (CD&A), and associated tables and narratives, to be included in the FHLBank's filings with the United States Securities and Exchange Commission and the FHLBank's reports to the Federal Housing Finance Agency (FHFA) on director compensation and the compensation of executive officers, as defined by the FHFA. Review and approve the CD&A for inclusion in the FHLBank's annual Form 10-K filed with the Securities and Exchange Commission.

People Strategy

- Review and recommend to the board approval of the succession plan and position description for the CEO at least annually.

- Review and approve the executive officer succession plans.
- Nominate officer candidates for consideration by the board.
- Review and recommend approval or ratification by the board of revisions to the organizational structure of FHLBank.
- Periodically assess whether compensation and benefit offerings are in line with the market to support FHLBank's goal of attracting and retaining key talent.
- Oversee the performance evaluation process used to evaluate the performance of the CEO.
- Provide advice and counsel to senior management regarding people issues brought to the attention of the committee.
- Receive reports on and evaluation of FHLBank's culture from FHLBank management and consultants, as deemed appropriate by the committee.

MWI Activities

- Advise the board with respect to MWI matters, including overseeing FHLBank's compliance with the MWI regulation and the FHFA's Office of MWI (OMWI) requirements.
- Ensure FHLBank develops a long-term MWI strategic plan regarding its MWI activities, provides sufficient resources to ensure the successful implementation of the activities, and assesses the progress made under the plan. Review the strategic plan at least annually and readopt at least every three years.
- Receive FHLBank's MWI Annual Report and other regular data submissions and receive regular progress / status reports from management on quantitative and qualitative aspects of the MWI activities.
- Ensure FHLBank's OMWI is provided relevant resources sufficient to fulfill the FHFA OMWI requirements, that those directing and overseeing the MWI activities have been empowered, and have the necessary knowledge, skills, competencies and abilities, to effectively implement the FHFA OMWI standards and requirements.
- Annually review and recommend to the board approval of the MWI Policy and the Anti-Harassment and Equal Opportunity Policy Statement.

Outside Advisors / Consultants / Counsel

The committee shall have the authority to retain and terminate independent advisors, consultants and counsel as it determines appropriate to assist it in the full performance of its duties and responsibilities. The committee shall also have authority to approve any related fees and other retention terms related to the independent advisors, consultants and counsel. The FHLBank shall provide appropriate funding, as determined by the committee, for payment of compensation to any advisor, consultant or counsel retained by the committee. Any communications between the committee and legal counsel in obtaining legal advice will be considered privileged communications of the FHLBank, and the committee will take all necessary steps to preserve the privileged nature of those communications.

Meetings

The committee will generally meet on a quarterly basis, in person, via video conference or telephonically, and at such times as the committee shall determine. It will report its activities to the board and make such recommendations to the board for action from time to time as deemed appropriate related to its charter duties and responsibilities. Quorum requirements and procedures for calling special meetings are set forth in the Board of Directors' Operating Guidelines.

Charter

The committee shall review its charter annually. The committee shall perform an annual self-assessment to conduct an evaluation of its performance and, as part of that self-assessment, confirm that all responsibilities outlined in this charter have been fulfilled.

Minutes

Written minutes shall be prepared for each meeting, with a copy made available to the board.

FHFA Reporting

Committee meeting materials and approved committee minutes will be provided to the FHFA.