

**FEDERAL HOME LOAN BANK OF PITTSBURGH
CHARTER FOR THE HUMAN RESOURCES COMMITTEE
OF THE BOARD OF DIRECTORS**

January 2024

Purpose

The Human Resources (HR) Committee (Committee) is a committee of the Board of Directors of the Federal Home Loan Bank of Pittsburgh that assists the Board in providing oversight with respect to both 1) compensation, benefits, and other human resources matters affecting Bank employees, and 2) workforce related components of the Diversity, Equity and Inclusion strategic plan as it relates to employment and utilization of women, minorities, individuals with disabilities and other identified groups. In this role the Committee shall:

- Ensure that the Bank creates and maintains competitive programs which attract, develop, motivate, reward, and retain employees, including diverse employees, committed to superior performance and the highest professional and ethical standards;
- Ensure that the HR policies, programs and plans support the Bank's strategic mission, are designed to allow the Bank to meet its business and diversity, equity and inclusion objectives and drive the culture and performance desired and comply with all applicable legal and regulatory requirements;
- Ensure that a senior leadership succession plan is in place and that such plan is reviewed annually with continued focus on inclusion and development of diverse talent;
- The Human Resources Committee and Audit Committee will monitor assessment and actions related to the Bank's culture for structural, behavioral, and operational elements as applicable.
- Review and approve Executive Committee appointments and all executive compensation and benefit plan designs, policies, and programs, including qualified and non-qualified plans;
- Facilitate and coordinate the annual CEO performance evaluation process;
- Review and approve performance ratings and related merit adjustments for the CEO and all Executive Committee members;
- Review and approve annually the Bank's Executive Incentive Compensation Plan, goals, and year-end results; approve award payouts for each participant; and
- Review the Compensation Discussion and Analysis disclosure in the Annual Report filed on Form 10-K with the SEC and will issue a report of the Committee in conjunction with the Annual Report.

Membership and Meetings

The Board shall appoint the members of the Committee and shall designate its Chairperson and Vice Chairperson. The Chairperson shall have overall responsibility for leading the Committee. The Vice Chairperson shall have an active role in supporting the Chairman by serving as a principal point of contact for management on a subset of the issues for which the Committee is responsible. The Chairperson and Vice Chairperson of the Board are non-voting *ex officio* members of the Committee who may participate in discussion and debate, but do not count for quorum requirements. The Committee shall meet as necessary to adopt new practices to

ensure that the operations of the Bank remain in conformity with changes both in the law and in governance best practices. The Committee has the authority to obtain advice and assistance from outside legal, accounting, or other advisors as the Committee deems necessary to carry out its duties. The Bank's Chief Human Resources Officer will staff the Committee and function as the Committee Secretary. Written minutes shall be prepared for each meeting. Detailed minutes of any executive session of the Committee will not be maintained; however, topics discussed will be noted in the written minutes. The approved original minutes will be forwarded to the Corporate Secretary for distribution to the full Board of Directors and filing with the Federal Housing Finance Agency.

Approved by the Board of Directors: December 14, 2023