EO Board of Directors

21-23 JUNE 2026 MEETING MINUTES

SUSAN CLOPPER | ENTREPRENEURS' ORGANIZATION

EO Board of Directors Meeting Minutes
21-23 June 2026| Antigua, Guatemala

EO BOARD OF DIRECTORS PRESENT:	JOAQUIN CORDERO, DAVID LOANEY, ROM LAPOINTE, STEVE BENITEZ, ALAN CHEUNG, TAUNYA RENSON-MARTIN, JOHN HARRINGTON, PRABHAKAR KADAVASAL, ANTHONY RAMIREZ, JENNIFER RELLO, KHURAM SALEEM
EXECUTIVE DIRECTOR:	JAMIE PUJARA
CORPORATE SECRETARY:	SUSAN CLOPPER
SENIOR LEADERSHIP TEAM:	RUSSELL GARVEY, SVP of FINANCE
GUESTS:	AS DOCUMENTED IN THE MINUTES

21 June 2026

I. CALL TO ORDER — CORDERO

The Chair welcomed everyone and opened the meeting at 08:30 CST.

II. FINANCE: FY2026/2027 BUDGET — LOANEY, KADAVASAL, GARVEY

The budget process is designed to facilitate strategic discussion and focused review of key budget areas, with budget expenditures presented to the Global Board for approval based on the recommendations of the Senior Leadership Team (SLT) and the Standing Finance Committee (SFC). Following discussion and consideration by the Board, the following motion was made and seconded:

Motion to Approve the FY2026/2027 budget as outlined in the FY26-27 Draft Proposed v6 document.
The motion passed: 10 yes, 1 no.

III. TIER 1 RATIFICATIONS — RENSON-MARTIN

Following discussion and a question-and-answer period, the following motions were duly made and seconded for approval of the FY2026/2027 Tier 1 Chair-Elect slate.

Motion to Approve the following Tier 1 Ratifications as follows:

Miriam Mazzola, LAC
Emir Karamagi, MEPA
Simon Dai, North Asia
Vikram Bhartia, South Asia
Corey Veverka, US West
Lisa MacLean, Governance
Miranda Naiman, Products Portfolio

The motion passed: 10 yes, 1 no.

Motion to Approve the following Tier 1 Ratifications as follows:

Mitch Allen, US Central
Nicola Nel, Marketing & Partnerships Portfolio

The motion passed unanimously.

Motion to Approve Raunaq Singh for an additional one-year term for FY2028/2029 allowing him to complete a two-year term as Chair, Growth Portfolio.
The motion passed unanimously.

IV. ACCELERATOR — HAUSSEGUY, TRAUTWEIN

Myrna Hausseguy, VP Accelerator, and Heiko Trautwein, Accelerator Task Force, joined the meeting via Zoom at 11:20 CST.

A review was provided noting that, in February 2026, the EO Global Board endorsed the EOA 2.0 strategy and the principle of structural independence (Phase 1). As part of Phase 2, the Board requested the development of a comprehensive structural recommendation, including a governance framework, clarity regarding the engagement model, a financially sustainable business case, and a phased implementation roadmap.

Following extensive discussion and in light of the sunset of the Accelerator Task Force effective 30 June 2026, it was recommended that the Senior Leadership Team (SLT) evaluate and advise the Board on potential alternatives for the organizational placement of the Accelerator program, including maintaining the current structure. The matter will be further reviewed with the Strategy Board Advisory Committee (BAC) in August, with a recommendation to be presented to the Board for consideration at its September meeting.

Myrna Hausseguy and Heiko Trautwein left the meeting at 11:58 CST.

The Chair thanked everyone and closed the meeting at 12:15 CST.

22 June 2026

I. CALL TO ORDER — CORDERO

The Chair welcomed everyone and opened the meeting at 08:30 CST.

Trace Haythorn, Tecker International LLC, joined the meeting at 08:30 CST.

II. GLC 2029 SELECTION — PUJARA, LEFLEMING

Helen LeFleming, Sr. Director, Global Events & Meetings, joined the meeting via Zoom at 08:31 CST.

The Board was presented an overview of the cities under consideration for GLC 2029, together with the evaluation rubric used to assess each location's suitability for hosting the event. Following a thorough discussion and question-and-answer period, the Board agreed to defer consideration of a motion until negotiations and contractual arrangements with the preferred host city have been finalized. Once all material terms have been confirmed, a recommendation and motion will be brought forward for Board approval of the GLC 2029 host location.

Helen LeFleming left the meeting at 08:58 CST.

III. MASTERPLAN WORKSHOP — RENSON-MARTIN, HAYTHORN, KELLY

Jennifer Kelly, Tecker International LLC, joined the meeting via Zoom at 09:06 CST,
Charles Bender, OSPC, joined the meeting at 09:06 CST.

Over the preceding several months, it Board has engaged in a deliberate and research-informed process to develop a future operating model that builds upon the organization's existing strengths. During the Masterplan Workshop, Tecker presented two synthesized design models for consideration and discussion, with the objective of assessing whether either model aligned with the Board's desired strategic direction and organizational structure.

Substantive progress was achieved during the workshop, and the Board expressed its intention to continue advancing the initiative based on the momentum generated through the discussions. As a next step, the proposed designs will be presented to the SLT for review and input. In collaboration with the SLT, the Board will be asked to consider and respond to a series of specific design questions, with findings and recommendations scheduled to be presented at the July 2026 Board meeting.

Trace Haythorn, Jennifer Kelly and Charles Bender left the meeting at 13:59 CST.

IV. CHAIR SELECTION FOR FY2027-2029 — CORDERO, CLOPPER

The Board reviewed the process to be undertaken for selection of the FY2027-2029 Chair of the EO Board of Directors. Presentations were given by the eligible candidates with the Board given the opportunity to ask questions. Using the procedures for Global Board Elections as outlined in EO's Policy and Procedures, Chapter 8: Global Board Selection Procedures, Section 10: Selection Process for Chair of the Board, the Board selected Anthony Ramirez, EO Chicago, as Chair Elect-Elect.

The Chair thanked everyone and closed the meeting to go into Executive Session at 16:10 CST.

23 June 2026

I. CALL TO ORDER CORDERO

The Chair welcomed everyone and opened the meeting at 09:01 CST.

Emily Carrion, Chief Marketing Officer, joined the meeting at 09:01 CST.

II. BOARD ADVISORY COMMITTEE IMPLEMENTATION SALEEM, RELLO

The Board was advised that the Board Advisory Committee (BAC) Working Group concluded its work and was sunset effective 30 June 2026. Following the completion of the Working Group's mandate, the Governance BAC identified the core governance changes required to support the official launch of the BACs effective 01 July 2026. Proposed changes requiring Board approval for launch were separated from matters that may be addressed through subsequent implementation workstreams. The Board was asked to consider and approve the amendments to EO's governing documents, Bylaws and Policy & Procedures, necessary to establish and implement the BAC framework effective 01 July 2026. Subsequently, the following motion was made and seconded.

Motion to Approve the following recommendations to EO's Bylaws:

- Create five BACs as the Board's primary oversight structures.
- Define that BAC Chairs must be current Board directors.
- Provide high-level identification of the structure and core requirements for BACs in the Bylaws.
- Establish the BAC operational subcommittees as a permitted structure.
- Preserve all current ex officio corporate officer roles for the duration of their current terms with a transition to Governance and Finance BAC Chair Corporate Officers as of FY2027/2028.

The motion passed unanimously.

Mikelis Munters, VP of Legal and Compliance, joined the meeting via Zoom at 09:45 CST.

Further discussion was held regarding the amendments to the Policy and Procedures required as a result of the Board-approved Bylaw changes. It was noted that the current Governance Committee would operate under the oversight of the Governance BAC. The Standing Finance Committee was identified as an operational component of the Finance BAC. Following discussion, it was agreed that all corresponding changes to the Policy and Procedures would be finalized and submitted to the Board for approval through a Unanimous Written Consent (UWC) process.

Mikelis Munters left the meeting at 10:05 CST.

III. HUMAN CAPITAL ADVISORY COUNCIL (HCAC) BENITEZ

An updated HCAC Charter was presented to the Board for review. Following discussion, the Board agreed to retain the current HCAC Charter in its existing form for the immediate future. During deliberations, broader discussion focused on the criteria for Tier 1 leadership roles and opportunities to expand the pool of qualified Tier 1 leaders. The Board agreed that the Leadership BAC, in consultation with the Strategy BAC, would further evaluate these matters and bring recommendations forward for Board consideration at the September 2026 meeting.

IV. ANNUAL BOARD SELF-ASSESSMENT BENITEZ

The Board participated in its annual self-assessment review, during which the results of the peer-to-peer evaluation were presented. A thoughtful and comprehensive discussion of the findings followed, providing valuable insights to support the Board's ongoing development and inform future decision-making and actions.

V. KEY RELATIONSHIPS TEJAVATH

Saakshi Tejavath, VP of Asia Operations, joined the meeting via Zoom at 11:35 CST.

As the Key Relationships Task Force was scheduled to sunset effective 30 June 2026, its recommendations were presented to the Board for consideration. Following a detailed question-and-answer period, the Board approved the designation of SLP as a Chapter Officer position. It was further noted that the NextGen framework would be presented to the Governance BAC for review, while the associated funding model would be presented to the Finance BAC. Following consideration by both BACs, the recommendations will be brought back to the Board for final approval at the September 2026 Board meeting.

Saakshi Tejavath left the meeting via Zoom at 11:55 CST.

VI. BOARD NOMINATION COMMITTEE (BNC) RELLO, BOLIN

Jane Bolin, Chair, BNC, joined the meeting via Zoom at 13:00 CST.

The Chair of the BNC presented the proposed BNC committee slate for Board consideration. Following a brief discussion, the Board agreed that the BNC Chair would identify and recommend additional candidates to supplement the proposed slate. The additional committee candidates will be brought forward to the Board for approval at a future date. The following motion was made and seconded for the current slate presented.

Motion to Approve the following members of the FY2026/2027 Board Nomination Committee:

[The names are not listed to maintain confidentiality per the Policy & Procedures].
The motion passed unanimously.

Jane Bolin left the meeting at 13:16 CST.

VII. TRAINERS TASK FORCE 2.0 SALINAS, RAMIREZ

Hugo Salinas, Leader, Trainers 2.0 Task Force, joined the meeting at 13:17 CST.

The Board reviewed the recommendations of the Trainers Task Force 2.0, which was scheduled to sunset effective 30 June 2026. It was noted that the Task Force had been established to address the long-term sustainability and scalability of EO's Trainer and Facilitator Networks. Over the preceding six months, the Task Force conducted a comprehensive review process, incorporating broad stakeholder feedback and extensive analysis to develop its recommendations. The Board was advised that the current model is experiencing increasing challenges and is not optimally positioned to consistently support governance, quality, accountability, and member experience at a global scale.

Following a robust discussion, the Board considered potential paths forward and agreed on next steps. The Senior Leadership Team (SLT) was tasked with identifying a viable initial approach that would maintain continuity within the current model while establishing the structures necessary for trainer onboarding, certification, performance review, and offboarding. The proposed approach will also address mechanisms to ensure trainer accountability and compliance with EO's governing policies.

Hugo Salinas left the meeting at 14:15 CST.

VIII. ORGANIZATIONAL STRATEGY & PLANNING COUNCIL (OSPC) LEE

Aaron Lee, Chair, OSPC, joined the meeting via Zoom at 14:20 CST.

At the Board's request, a proposed meeting cadence was presented as a process-driven and sustainable annual framework designed to reduce organizational fragmentation and improve clarity, alignment, and outcomes across the enterprise. It was noted that the proposed cadence would support EO's ongoing multi-year and annual requirements related to strategy development, prioritization, planning, alignment, and execution. During discussion, the Board recognized that the Organizational Strategy and Planning Council (OSPC) operates under the Strategy BAC and requested that OSPC work with the Strategy BAC to further refine and validate the proposed cadence. The Strategy BAC will bring a final recommendation to the Board for consideration and approval at a future meeting.

Aaron Lee left the meeting via Zoom at 14:45 CST.

The Chair thanked everyone and closed the meeting to go into Executive Session at 15:14 CST.

UNANIMOUS WRITTEN CONSENT

The following is a list of motions the Board approved by unanimous written consent (UWC) since the last regular Board Meeting to date:

1. **The Board of Directors ("Board") of Entrepreneurs' Organization ("EO"),** pursuant to Article VII, Section 4 of EO's Bylaws ("Bylaws"), adopts this Unanimous Written Consent ("UWC").

   WHEREAS, EO's Governance Committee received complaints alleging that Matt Connor engaged in conduct violating EO's Code of Conduct and Anti-Harassment, Anti-Retaliation, and Non-Discrimination Policy;

   WHEREAS, EO referred the matter for a neutral fact-finding investigation by an outside investigation firm, and Mr. Connor was provided an opportunity to respond; and

   WHEREAS, after reviewing the investigation record, witness information, Mr. Connor's response, and applicable EO policies, EO's Governance Committee determined that Mr. Connor's conduct constituted harassment in violation of EO's Code of Conduct and Anti-Harassment, Anti-Retaliation, and Non-Discrimination Policy, and voted nine in favor, one opposed, and one abstention to recommend that the Board terminate Mr. Connor's EO membership and bar him from future EO membership;

   NOW, THEREFORE, BE IT RESOLVED, that, pursuant to Article I, Section 5 of the Bylaws, Matt Connor's EO membership is terminated, effective immediately, and he is barred from future EO membership. EO's staff and officers are hereby authorized to take all actions necessary or appropriate to implement this resolution. After the UWC has been signed, it will be filed with the minutes of the Board.
   04 June 2026

2. **IT IS RESOLVED** to approve the May 2026 EO Board Meeting Minutes as written.
   02 June 2026

3. **IT IS RESOLVED** that the Board hereby approves to ratify Raunaq Singh for an additional one-year term (FY27/28), allowing him to complete a two-year term as Growth Portfolio Chair.
   26 June 2026

4. **The Board of Directors ("Board") of Entrepreneurs' Organization ("EO"),** pursuant to Article VII, Section 4 of EO's Bylaws ("Bylaws"), adopts this Unanimous Written Consent ("UWC").

   WHEREAS, EO's Membership Eligibility Procedures permit the Board to award Honorary Lifetime Membership Status in EO by written decision; and

   WHEREAS, the Board has determined that Mark Cuban's contributions to entrepreneurship and alignment with EO's mission merit Honorary Lifetime Membership Status in EO;

   NOW, THEREFORE, BE IT RESOLVED, that Mark Cuban is awarded Honorary Lifetime Membership Status in EO, effective as of the date of this signed UWC.
   26 June 2026