

MINUTES

HOUSTON FIRST CORPORATION

GOVERNANCE AND COMPENSATION COMMITTEE MEETING

August 25, 2025, beginning at 1:00 P.M.

George R. Brown Convention Center, 3rd Floor Executive Board Room

1001 Avenida de las Americas

Houston, Texas 77010

The Governance and Compensation Committee ("Committee") of Houston First Corporation (the "Corporation"), a Texas local corporation created and organized by the City of Houston as a local government corporation pursuant to TEX. TRANSP. CODE ANN. §431.101 et seq. and TEX LOC. GOV'T. CODE ANN. §394.001 et seq., held a meeting at the George R. Brown Convention Center, 1001 Avenida de las Americas, Houston, Harris County, Texas 77010 on Tuesday, August 25, 2025, commencing at 1:00 p.m.

Written notice of the meeting including the date, hour, place, and agenda for the meeting was posted in accordance with the Texas Open Meetings Act.

The following Committee Members participated in the meeting: Nicki Keenan (Chair), Elizabeth Brock, and Jay Zeidman.

- I. **Call to Order.** The meeting was called to order by Nicki Keenan (Chair) at 1:03 p.m. A quorum was established. Michael Heckman, CEO & President, Paula Whitten-Dollin, General Counsel, of the Corporation, Nathan Tollett, Senior Vice President of Sales, and Bethanie DeRose with Hunden Partners, were also present.
- II. **Public Comments.** None
- III. **Minutes** – Following a duly seconded motion, the minutes for May 29, 2025, were approved as presented.
- IV. **Presentation, Reports, and Updates**
 - A. **Analysis of Convention Hotel Packages**

Bethanie DeRose, with Hunden Partners reported on the Feasibility and Economic Impact Study for the South Building Expansion, noting projected stabilized improvements of a 30% increase in events, 62% increase in

citywide equivalents, 66% reduction in dark days, 8% increase in CBD hotel occupancy, and 337,000 additional room nights.

Over 30 years, the expansion is expected to generate \$20 billion in new spending, \$5.6 billion in new hotel revenue, \$6 billion in payroll, and \$740 million in new tax revenue, including \$121 million in city sales tax, \$393 million in city hotel occupancy tax, \$112 million for the Sports Authority, and additional county HOT revenue.

Competitive analysis identified the need for additional walkable hotel inventory, recommending a new 800-room headquarters hotel as a baseline addition. The space strategy emphasizes creating more adaptable breakout and ballroom spaces and overlapping events to optimize use during shoulder and off-peak periods.

B. Assessment of Current Policies

Mr. Heckman advised that the next step is to refresh the policies and present an updated version reflecting the discussion from today's meeting.

- V. **Executive Session.** Ms. Keenan announced an executive (closed) session at 2:07 p.m. pursuant to Texas Government Code Section 551.074 for the purpose of deliberation regarding the performance of the Officers of the Corporation.

Committee Members and Paula Whitten-Dollin, General Counsel, remained in the room. The Executive Session ended at 2:21 p.m.

- VI. **Adjourn.** The meeting adjourned at 2:24 p.m.