

HUMAN RESOURCE COMMITTEE CHARTER

Thrivent Financial for Lutherans

<p>Purpose</p>	<p>Pursuant to Section 22 of the Bylaws, the Board of Directors designated a Human Resource Committee with the authority and responsibility to oversee the Society’s human capital resources and programs, compensation programs, and succession planning and leadership development, and their alignment to the corporate strategies. In support of its stated purpose, the Committee shall perform the duties listed below, in addition to others as deemed necessary by the Committee.</p>
<p>Key Responsibilities</p>	
<p>Compensation, Benefits and Welfare Programs</p>	<ol style="list-style-type: none"> 1. In collaboration with the CHRO and in consultation with the Committee’s independent consultant, the Committee shall: <ol style="list-style-type: none"> a. Establish and review the overall compensation and benefits philosophy of the Society. b. Oversee the development and implementation of all executive compensation programs, including base pay, short and long-term incentive plans, and other executive bonus plans. c. Review compensation programs to determine whether they are properly coordinated, competitive, aligned with enterprise strategy and meeting their intended purpose. d. Review and oversee the employee retirement and welfare benefit plans. e. Review and oversee the implementation of the corporate metrics and the application of the corporate metrics to the annual incentive plans (short and long-term) applicable to senior executives and the CEO. <ol style="list-style-type: none"> i. Review at least annually and recommend the appropriate corporate goals, objectives and metrics relevant to the principal officers, including the CEO, performance; and monitor application to the payout of total compensation. f. Approve the appointment of members to the Employee Benefits Administration Committee and the Employee Benefits Investment Committee. <ol style="list-style-type: none"> i. Delegate administrative, investment and other fiduciary functions of the Society’s benefit plans to the EBIC, EBAC trustee or officer, as appropriate, and monitor the activities of each such Committee. 2. In conjunction with the Board Chair, review at least annually, and recommend the approval of the total compensation of the principal officers (and other senior leaders as appropriate), including base salary, annual incentive grants and payouts (short term and long-term). 3. In conjunction with the Board Chair, the Governance Committee, and the Committee’s independent consultant, review at least annually, and recommend to the Board of

	<p>Directors the approval of Board compensation, which is to be consistent with the Society’s compensation philosophies.</p> <p>4. In collaboration with the CHRO, establish and review the philosophy for use of employment agreements.</p> <p>5. In collaboration with the CHRO, establish and review the philosophy for use of severance agreements. Approve the severance plan for senior executives.</p>
<p>Human Capital Resources</p>	<p>6. Oversee the talent strategy and associated policies and programs, including talent acquisition, deployment, performance management, and development, including:</p> <ul style="list-style-type: none"> a. In collaboration with the President/CEO, review and evaluate the diversity & inclusion practices for the Society to foster a high-performing more diverse culture and mindset. b. Monitor the culture and health of the organization. <p>7. Facilitate the annual performance review process of the Chief Executive Officer.</p> <p>8. In collaboration with the President/CEO, review and evaluate the performance of senior management and report to the Board.</p> <ul style="list-style-type: none"> a. Engage senior executives in deep dive talent management reviews of their respective teams and receive periodic updates. <p>9. In collaboration with the Governance Committee, President/CEO and Board Chair, as appropriate, conduct an annual review of the succession, leadership and talent development plans for key executive positions, including the Chief Executive Officer.</p> <ul style="list-style-type: none"> a. Review progress against succession and development plans to identify talent gaps. b. Ensure the CEO has a talent development plan in place for senior executives. <p>10. Review changes to the organizational structure and key executive responsibilities as proposed by the Chief Executive Officer.</p> <ul style="list-style-type: none"> a. Recommend for approval the annual election of principal officers
<p>Risk Management</p>	<p>11. Oversight of Human Resource related litigation and Workforce Relations.</p> <ul style="list-style-type: none"> a. Oversee Employee Dispute Resolution Program and receive an annual report of the Program. b. Committee is responsible for oversight of the Society’s risks related to human capital. <p>12. Review and oversee such employment, talent or compensation matters related to Enterprise Risk Management that may be</p>

	delegated to the Committee from time to time.
Other	13. Establish an annualized calendar for fulfillment of the Committee and Board's obligations.
Membership	<p>The Governance Committee, in consultation with the Board Chair, will recommend assignment of Board members to committees, including the Chair of each such committee, to the Board for approval.</p> <p>Members of the Committee shall be independent from management.</p> <p>The Chief Executive Officer shall name a management representative and a committee secretary to coordinate committee activities.</p>
Meeting Frequency	At least in conjunction with the regularly scheduled in-person Board of Directors meetings, and additionally as determined by the Committee Chair.

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