

NATIONAL RAILROAD PASSENGER CORPORATION**BOARD OF DIRECTORS****MINUTES OF MEETING****July 8, 2025**

The Board of Directors (Board) of the National Railroad Passenger Corporation (Amtrak or Corporation) held a duly noticed meeting on Tuesday, July 8, 2025. Board members participating in the meeting were Anthony Coscia (Board Chairman), Ron Batory, David Capozzi, Lanhee Chen, Elaine Clegg, Christopher Koos, and Joel Szabat.

Steven Bradbury (Deputy Secretary of Transportation) and Paul Nissenbaum (FRA Associate Administrator) participated in the meeting.

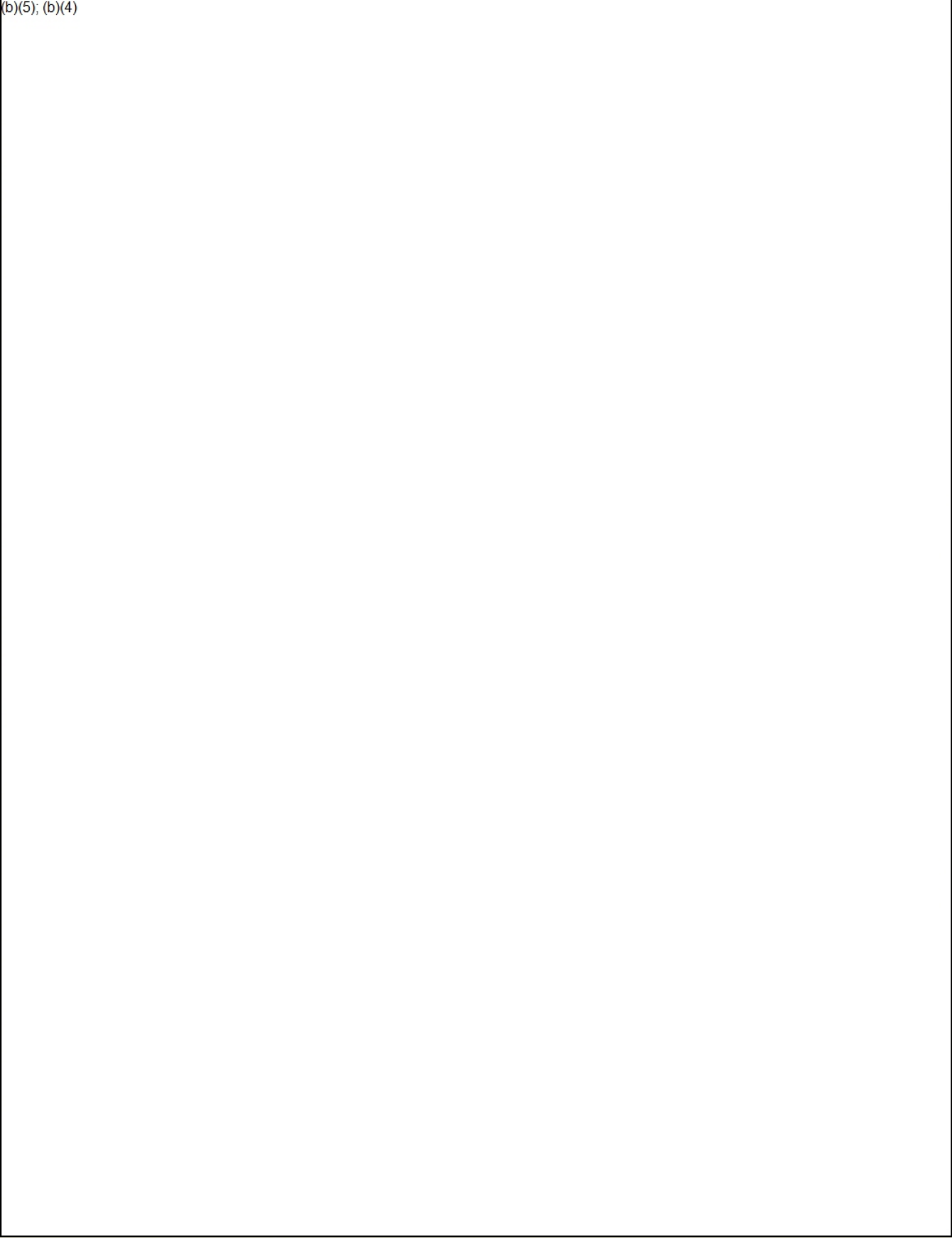
Roger Harris (President) and William Herrmann (Executive Vice President, Chief Legal Officer & General Counsel and Corporate Secretary) participated in the meeting.

Leroy Antoine (Senior Manager Capital Construction), Costin Corneanu (Deputy Chief Financial Officer), Derick Hallahan (Assistant Vice President Major Programs Tunnels & Systems), Carol Hanna (Vice President Controller), Stephanie Park (Integration & Operations Director), Jim Short (Acting Senior Vice President Capital Delivery), and Erin Lynch (Associate General Counsel) also attended the meeting.

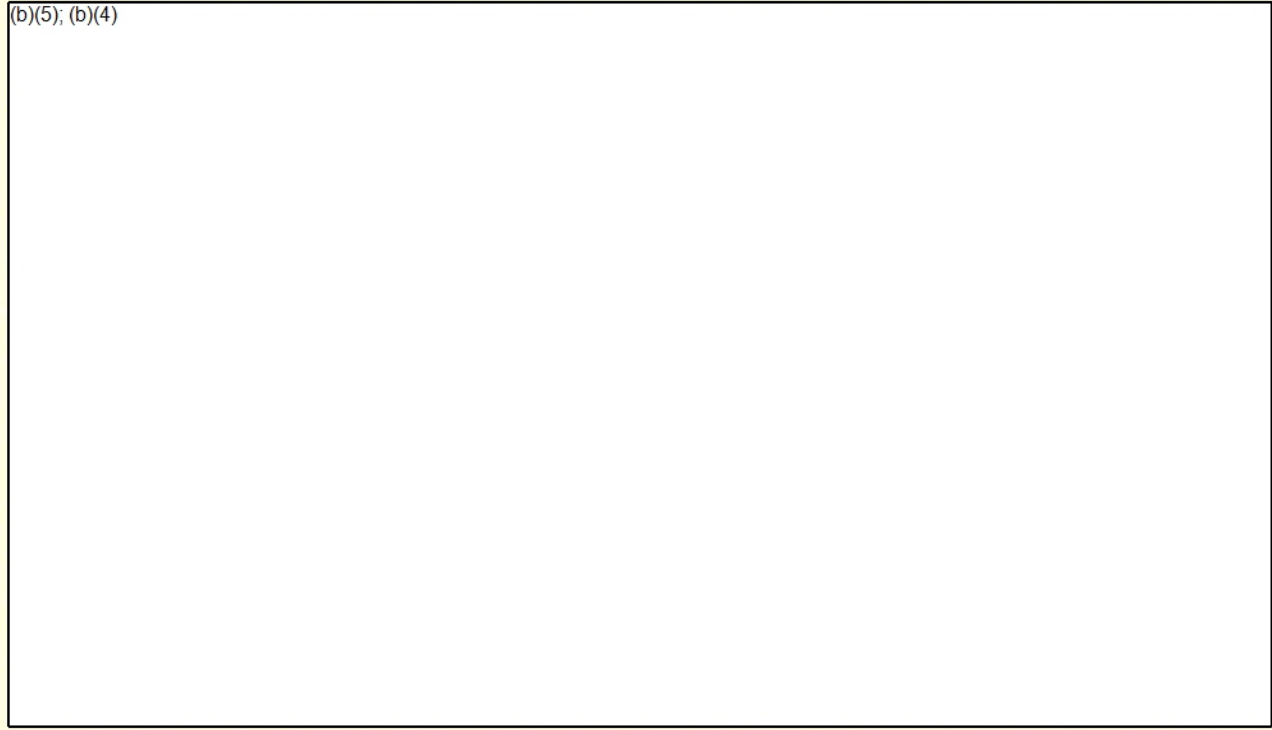
Mr. Szabat called the meeting to order at 2:00 p.m. Mr. Short provided the safety briefing. Mr. Coscia arrived at 2:10 p.m. The minutes were recorded by Ms. Lynch.

(b)(5); (b)(4)

(b)(5); (b)(4)



(b)(5); (b)(4)



The Board broke at 2:35 p.m. and the meeting restarted at 4:32 p.m. Mr. Chen, Mr. Batory and Mr. Nissenbaum did not rejoin. Eliot Hamlish (Executive Vice President Marketing & Chief Commercial Officer), Lisa Copeland (Vice President Loyalty & Customer Engagement), Nathan Counts (Vice President Total Rewards), and Ryan Basques (Senior Manager Marketing Research) joined the meeting. Consultants Lauren Peek and Bentham Stradley also joined the meeting.

CUSTOMER SATISFACTION METRICS

Mr. Hamlish introduced Ms. Copeland who then proceeded with the presentation. Discussion ensued.

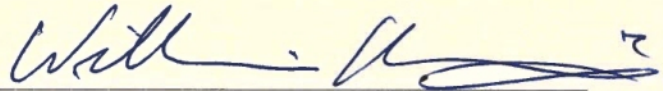
INCENTIVE AND EXECUTIVE COMPENSATION

Mr. Counts provided the FY26 recommendations for STI/LTI design and ELT compensation. Discussion ensued.

The Board met in executive session at 6:25 p.m.

ADJOURNMENT

There being no further business before the Board, the meeting adjourned at 6:45p.m.



William Herrmann
Executive Vice President and Chief
Legal Officer & General Counsel and
Corporate Secretary