# 2026 Corporate Performance Goals

Eversource Energy Compensation Committee

EVERSOURCE ENERGY

# Corporate Financial Performance Goals/2026

| Financial | | | | | | |
|---|---|---|---|---|---|---|
| | **2026 Plan** | **Threshold 50%** | **Target 100%** | **Maximum 200%** | **BOT Approved Weighting** | **2025 Actual Results** |
| EPS | $ 4.62 | TBD | $ 4.62 | TBD | 60% | $ 4.76 |
| FFO/Debt | 13.25% | TBD | 13.25% | TBD | 20% | 13.5% |
| Financial Initiatives | 1) Advance storm cost recovery to strengthen long-term rate stability and system resilience<br><br>2) Execute regulatory initiatives in each state, including CL&P rate case, supported by customer value communication and engagement<br><br>3) Build relationships with new regulatory commissions focused on affordability, energy policy and favorable regulatory outcomes<br><br>4) Implement a formal strategic sourcing process building efficiencies and cost savings<br><br>5) Optimization of Supply Chain inventory<br><br>6) Improve corporate-wide cost structure and financial condition | | | | 20% | Achievement of 50% of the initiatives would result in a payout at Target. Ultimate payout to be determined proportionate to the number of individual initiatives met, partially met, or not met. |



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# Corporate Operating Performance Goals/2026

| Operational | | | | | | |
|---|---|---|---|---|---|---|
| | 2026 Plan | Threshold 50% | Target 100% | Maximum 200% | BOT approved Weighting | 2025 Actual Results |
| MBI | 16.2 - 22.2 Months | TBD | 21.20 | TBD | 25% | 21 |
| SAIDI | 60-74 Minutes | TBD | 64.00 | TBD | 25% | 66 |
| Safety Rate | 0.75 -1.20 Rate | TBD | 0.85 | TBD | 10% | 0.87 |
| Gas Emergency Response | 96%-98% | TBD | 98.0% | TBD | 10% | 98.0% |
| Sustainability Index | 85%-98% | TBD | 95.0% | TBD | 10% | 102.6% |
| Operational Excellence | 1) Deliver Transmission customer benefits<br>2) Deliver Distribution customer benefits<br>3) Deliver Best in Class cyber security<br>4) Leverage AI and emerging technologies<br>5) Invest in enterprise-wide technology infrastructure resiliency<br>6) Maintain a positive work environment through strong union partnerships & employee experience<br>7) Advance sustainability leadership in alliance with climate governance structure | | | | 10% | Achievement of 50% of the initiatives would result in a payout at Target. Ultimate payout to be determined proportionate to the number of individual initiatives met, partially met, or not met. |
| Customer & Community Impact | 1) Develop a comprehensive energy affordability framework & strategies<br>2) Continue to implement & develop energy efficiency affordability, demand reduction & cost effectiveness initiatives<br>3) Deliver AMI deployment, business case benefits and customer value<br>4) Continue to strengthen our strong safety culture<br>5) Strengthen relationships with government and community officials<br>6) Strengthen Eversource's community presence and engagement | | | | 10% | Achievement of 50% of the initiatives would result in a payout at Target. Ultimate payout to be determined proportionate to the number of individual initiatives met, partially met, or not met. |

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