| | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) |
|---|---|---|---|---|---|---|---|---|
| | Executive Number | Title | ENTITY | 2025 Accrued Cash Variable Compensation to CL&P | 2025 Accrued LTI Variable Compensation to CL&P | 2025 CL&P Annual Cash Variable Compensation Target | 2025 CL&P Actual Paid Cash Variable Compensation | 2026 CL&P Annual LTI Variable Compensation Target |
| 1 | Executive 1 | Chairman, President and Chief Executive Officer | SERVICE COMPANY | $ 437,717 | $ 1,204,360 | $ 316,781 | $ 470,700 | $ 1,599,720 |
| 2 | Executive 2 | Executive Vice President, Chief Financial Officer and Treasurer | SERVICE COMPANY | 135,953 | 479,870 | 98,409 | 182,499 | 354,265 |
| 3 | Executive 3 | Executive Vice President and Chief Operating Officer | SERVICE COMPANY | 154,420 | 291,888 | 112,146 | 162,539 | 352,303 |
| 4 | Executive 4 | Executive Vice President and General Counsel | SERVICE COMPANY | 102,392 | 189,570 | 74,123 | 98,269 | 199,764 |
| 5 | Executive 5 | Executive Vice President, Human Resources and Information Technology | SERVICE COMPANY | 116,222 | 147,271 | 85,360 | 123,772 | 257,422 |
| 6 | Executive 6 | Executive Vice President, Corporate Relations and Sustainability, and Corporate Secretary | SERVICE COMPANY | 86,208 | 133,163 | 62,446 | 117,675 | 192,780 |
| 7 | Executive 7 | Executive Vice President, Customer Experience and Energy Strategy | SERVICE COMPANY | 102,970 | 154,392 | 76,522 | 111,014 | 206,106 |
| 8 | Executive 8 | Senior Vice President and Chief Information Technology Officer | SERVICE COMPANY | 36,103 | 32,368 | 37,782 | 59,541 | - |
| 9 | Executive 9 | President, Electric Operations, Massachusetts | SERVICE COMPANY | 81,902 | 59,082 | 60,761 | 87,146 | 108,273 |
| 10 | Executive 10 | President, Transmission | SERVICE COMPANY | - | - | - | - | - |
| 11 | Executive 11 | President, CL&P | SERVICE COMPANY | 163,271 | 287,740 | 121,606 | 182,438 | 216,525 |
| 12 | Executive 12 | President, Gas Distribution | SERVICE COMPANY | - | - | - | - | - |
| 13 | Executive 13 | Vice President, Controller and Chief Accounting Officer | SERVICE COMPANY | 22,595 | 25,029 | 16,351 | 23,708 | 30,488 |
| 14 | Executive 14 | Senior Vice President, Engineering | SERVICE COMPANY | 56,518 | 38,379 | 41,344 | 45,470 | 73,712 |
| 15 | Executive 15 | Senior Vice President, Regulatory & Strategic Financial Planning | SERVICE COMPANY | 65,119 | 15,281 | 48,378 | 66,278 | 86,923 |
| 16 | Executive 16 | Sr. Vice President, Customer Operations and Digital Strategy, Chief Customer Officer | SERVICE COMPANY | 72,298 | 82,344 | 53,986 | 71,799 | 96,163 |
| 17 | Executive 17 | Vice President, Investor Relations | SERVICE COMPANY | 34,453 | 27,459 | 24,931 | 29,924 | 46,548 |
| 18 | Executive 18 | Vice President, Human Resources Consulting, Employee and Labor Relations | SERVICE COMPANY | 52,074 | 51,892 | 38,555 | 59,758 | 49,342 |
| 19 | Executive 19 | Vice President, Chief Information Security Officer, Compliance and Networking | SERVICE COMPANY | 36,103 | 32,368 | 24,033 | 32,972 | 63,562 |
| 20 | Executive 20 | President, Eversource New Hampshire Operations | PSNH | - | - | - | - | - |
| 21 | Executive 21 | Vice President, Financial Planning and Analysis | SERVICE COMPANY | 29,561 | 29,981 | 21,391 | 35,456 | 27,600 |
| 22 | Executive 22 | Vice President, Energy Supply | SERVICE COMPANY | 29,141 | 23,524 | 21,087 | 25,104 | 39,263 |
| 23 | Executive 23 | Deputy General Counsel and Corp Compliance Officer | SERVICE COMPANY | 35,072 | 31,874 | 25,553 | 33,820 | 33,442 |
| 24 | Executive 24 | Vice President, Internal Audit and Security | SERVICE COMPANY | 30,708 | 26,478 | 22,222 | 29,651 | 28,394 |
| 25 | Executive 25 | Vice President, Compensation, Benefits Strategy and HR Shared Services | SERVICE COMPANY | 39,274 | 9,781 | 28,874 | 38,292 | 38,317 |
| 26 | Executive 26 | Vice President, Talent and Culture | SERVICE COMPANY | 39,273 | 35,461 | 28,873 | 36,278 | 37,545 |
| 27 | Executive 27 | Vice President, Energy Efficiency | SERVICE COMPANY | 28,055 | 20,017 | 20,693 | 17,393 | 27,028 |
| 28 | Executive 28 | Vice President, Development, Siting & Project Engagement | SERVICE COMPANY | - | - | - | - | - |
| 29 | Executive 29 | Vice President, Substation and Transmission Line Engineering | SERVICE COMPANY | 37,130 | 32,992 | 27,161 | 16,301 | 35,612 |
| 30 | Executive 30 | Vice President, Electric System Operations | SERVICE COMPANY | 34,933 | 47,109 | 25,554 | 34,646 | 33,532 |
| 31 | Executive 31 | Vice President, Electric Field Operations | SERVICE COMPANY | 99,336 | 72,357 | 73,579 | 116,500 | - |
| 32 | Executive 32 | Vice President, Distribution Engineering | SERVICE COMPANY | 80,631 | 59,674 | 59,203 | 82,884 | 77,776 |
| 33 | Executive 33 | Vice President, Government Affairs and Community Relations | SERVICE COMPANY | 36,014 | 28,865 | 26,983 | 38,451 | 35,449 |
| 34 | Executive 34 | Vice President, Regulatory Affairs (CT, MA, NH) | SERVICE COMPANY | 62,636 | 49,790 | 46,930 | 67,099 | 61,414 |
| 35 | Executive 35 | Vice President, Supply Chain and Property Management | SERVICE COMPANY | 32,038 | 14,654 | 23,654 | 30,049 | 30,257 |
| 36 | Executive 36 | Deputy General Counsel | SERVICE COMPANY | 24,648 | 30,093 | 17,837 | 24,185 | 23,370 |
| 37 | Executive 37 | Vice President, Transmission Rates | SERVICE COMPANY | - | - | - | - | - |
| 38 | Executive 38 | Vice President, Gas Field Operations | SERVICE COMPANY | - | - | - | - | - |
| 39 | Executive 39 | Vice President, Transmission System Planning | SERVICE COMPANY | - | - | - | - | - |
| 40 | Executive 40 | Vice President, Distribution System Planning | SERVICE COMPANY | 60,984 | 15,700 | 44,329 | 49,650 | 58,115 |
| 41 | Executive 41 | Vice President, Gas Engineering | SERVICE COMPANY | - | - | - | - | - |
| 42 | Executive 42 | Vice President, Distribution Rates & Revenue Requirements | SERVICE COMPANY | 47,029 | 23,855 | 35,086 | 35,968 | 44,868 |
| 43 | Executive 43 | Vice President, Grid Modernization | SERVICE COMPANY | 59,345 | 47,524 | 43,128 | 51,324 | 56,374 |
| 44 | Executive 44 | Vice President, Sustainability and Environmental Affairs | SERVICE COMPANY | 23,288 | 10,799 | 16,852 | 21,909 | 22,068 |

| | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) |
|---|---|---|---|---|---|---|---|---|
| | **Executive Number** | **Title** | **ENTITY** | **2025 Accrued Cash Variable Compensation to CL&P** | **2025 Accrued LTI Variable Compensation to CL&P** | **2025 CL&P Annual Cash Variable Compensation Target** | **2025 CL&P Actual Paid Cash Variable Compensation** | **2026 CL&P Annual LTI Variable Compensation Target** |
| 45 | Executive 45 | Vice President, Thermal Solutions and Operational Services | SERVICE COMPANY | - | - | - | - | |
| 46 | Executive 46 | Vice President, Safety, Training and Fleet Operations | SERVICE COMPANY | 27,174 | 6,965 | 19,767 | 29,651 | 25,956 |
| 47 | Executive 47 | Vice President, Corporate Citizenship and Equity | SERVICE COMPANY | 23,261 | 20,630 | 16,832 | 21,882 | 22,049 |
| 48 | Executive 48 | Vice President, Gas System Operations | SERVICE COMPANY | - | - | - | - | - |
| 49 | Executive 49 | Vice President, PMO and NextGen Delivery | SERVICE COMPANY | 36,103 | 32,368 | 16,563 | 16,563 | 21,704 |
| 50 | Executive 50 | Vice President, Customer Operations | SERVICE COMPANY | 54,987 | 43,853 | 40,910 | 56,444 | 53,580 |
| 51 | Executive 51 | Vice President, Strategic Communication | SERVICE COMPANY | 23,005 | 18,274 | 16,647 | 22,750 | 21,864 |
| 52 | Executive 52 | Vice President, Station Operations and Field Engineering /Communications | SERVICE COMPANY | 64,281 | 53,191 | 47,687 | 58,204 | 62,633 |
| 53 | Executive 53 | Vice President, Electric Field Operations | SERVICE COMPANY | - | - | - | - | - |
| 54 | Executive 54 | Vice President, Policy and Compliance, Transmission | SERVICE COMPANY | 617 | 519 | 457 | 545 | 598 |
| 55 | Executive 55 | Vice President, Asset Management and Process Improvement | SERVICE COMPANY | 6,887 | 5,461 | 5,005 | 5,606 | 6,551 |
| 56 | Executive 56 | Vice President, Electric System Operations | CL&P | 139,867 | 110,700 | 103,600 | 135,000 | 33,532 |
| 57 | Executive 57 | Vice President, Electric System Operations | SERVICE COMPANY | - | - | - | - | - |
| 58 | Executive 58 | Vice President, Station Operations and Field Engineering /Communications | SERVICE COMPANY | - | - | - | - | - |
| 59 | Executive 59 | Vice President, Emergency Preparedness | SERVICE COMPANY | 25,531 | 12,006 | 18,571 | 23,980 | 24,387 |
| 60 | Executive 60 | Vice President, Performance and Controls, Transmission | SERVICE COMPANY | - | - | - | - | - |
| 61 | Executive 61 | Vice President, Project Management and Construction | SERVICE COMPANY | - | - | - | - | - |
| 62 | Executive 62 | Vice President, Major Project Execution | SERVICE COMPANY | 900 | 945 | 666 | 800 | 869 |
| 63 | Executive 63 | Vice President, Solar Programs | SERVICE COMPANY | 36,043 | 26,261 | 26,686 | 16,682 | 34,912 |
| 64 | Executive 64 | Vice President, Customer Grid Electrification Solutions and Experience | SERVICE COMPANY | 52,327 | 28,832 | 39,026 | 55,244 | 50,975 |
| 65 | | | **Total:** | **$ 3,076,395** | **$ 4,222,984** | **$ 2,254,921** | **$ 3,153,813** | **$ 5,003,931** |
| 66 | | | | | | | | |
| 67 | | | Misc. Accounting Adjustments Recorded in the Test Year (2025): | $ (182,253) | $ (24,847) | $ - | | $ - |
| 68 | | | ZAS Allocated to Officer Variable Compensation: | (258,955) | (375,630) | (258,955) | | (258,955) |
| 69 | | | **Test Year Officer Variable Compensation :** | **$ 2,635,187** | **$ 3,822,507** (a) | **$ 1,995,966** | | **$ 4,744,976** |
| 70 | | | | | | | | |
| 71 | | | | | | | | |
| 72 | | | Pro-Forma Adjustment - Remove CEO,CFO and CL&P President: | $ (736,941) | $ (1,971,970) | $ (536,797) | | $ (2,170,510) |
| 73 | | | Pro-Forma Adjustment - Remove remaining NEOs (excl. CEO/CFO/CL&P President) LTI: | - | (614,621) | - | | (744,847) |
| 74 | | | Pro-Forma Adjustment - Remove 2024 Payout True-up: | 1,663,961 | - | - | | - |
| 75 | | | Pro-Forma Adjustment - Include 2025 Payout True-up: | (1,297,332) | - | - | | - |
| 76 | | | **Total Test Year Pro-Forma Adjustments:** | **$ (370,312)** | **$ (2,586,591)** | **$ (536,797)** | | **$ (2,915,356)** |
| 77 | | | | | | | | |
| 78 | | | **Total Test Year Pro-Forma:** | **$ 2,264,874** | **$ 1,235,916** (b) | **$ 1,459,170** | | **$ 1,829,619** |
| 79 | | | | | | | | |
| 80 | | | Rate Year Adjustment - 12-Months 2026 Merit Escalation: | $ 67,946 | $ 37,077 | $ 43,775 | | |
| 81 | | | Rate Year Adjustment - 12-Months 2027 Merit Escalation: | 69,985 | 38,190 | 45,088 | | 54,889 |
| 82 | | | Rate Year Adjustment - January - June 2028 Merit Escalation: | 36,042 | 19,668 | 23,220 | | 28,268 |
| 83 | | | **Total Rate Year Adjustments:** | **$ 173,973** | **$ 94,935** | **$ 112,084** | | **$ 83,156** |
| 84 | | | | | | | | |
| 85 | | | **Total Rate Year:** | **$ 2,438,847** | **$ 1,330,851** (c) | **$ 1,571,254** | | **$ 1,912,776** |

(a) Ties to UPA-014-RV01 Attachment 1, Column (B), Rows 5 and 10 respectively
(b) Ties to UPA-014-RV01 Attachment 1, Column (D), Rows 5 and 10 respectively
(c) Ties to UPA-014-RV01 Attachment 1, Column (F), Rows 5 and 10 respectively

Note: Amounts shown above may not add due to rounding.