Date Filed: November 06, 2026

Witness: Sasha P. Lazor
Request from: Public Utilities Regulatory Authority

Question:

(EXECUTIVE COMPENSATION APPROVAL) Audit Plan No. 8. Provide the materials presented to or relied on by the Compensation Committee and the Board of Trustees of Eversource Energy and by the Board of Directors of CL&P in setting or approving executive compensation levels and types for the Test Year and the pro forma period, and describe the review process each board or committee undertook.

Response:

To the extent this Interrogatory seeks materials relating to the CL&P Board of Directors, please note that the CL&P Board of Directors has no role in setting executive compensation for executive officers. Executive compensation is reviewed and approved by the Eversource Energy Board of Trustees and its Compensation Committee, as applicable.

As a result, the CL&P Board of Directors does not receive, review, or rely upon materials for purposes of determining executive compensation levels or types, and no responsive documents exist with respect to the CL&P Board.

Executive compensation for Eversource Energy officers is reviewed and approved by the Compensation Committee of the Eversource Energy Board of Trustees and the Committee recommends approval of the Chief Executive Officer's compensation to the Board of Trustees.

The Committee annually reviews Company and individual performance, market compensation data, peer utility compensation practices, and analyses prepared by its independent compensation consultant, Pay Governance. The Committee establishes executive compensation objectives, approves annual and long-term incentive performance metrics and targets, evaluates performance against those goals, determines incentive payouts, and approves long-term incentive awards. The Committee's review considers financial performance, operational performance, safety, customer service, sustainability and strategic objectives, as well as individual executive performance. The Eversource Energy Compensation Committee of the Board of Trustees maintains oversight of the executive compensation program through its governance framework and receives regular reports concerning Company performance and related compensation matters. The CL&P Board of Directors does not participate in the establishment or approval of executive officer compensation.

Please refer to RRU-144, Attachment 1 CONFIDENTIAL, and RRU-144, Attachment 2 CONFIDENTIAL, for the requested materials.