Date Filed: October 14, 2026

Witness: Sasha P. Lazor and Marianne H. Eichler
Request from: Public Utilities Regulatory Authority

Question:

(OFFICER VARIABLE COMPENSATION—PERFORMANCE ASSESSMENTS) Application, Sch. C-3.7; Exs. CLP-EMPLOYEE-4A–4C. The referenced exhibits provide representative employee goal reports, executive key-initiative reports, and employee-to-executive linkages. Do not reproduce those materials. Instead, for each anonymized officer/executive whose short-term or long-term variable compensation remains included in Schedule C-3.7, after the Company's stated exclusions, provide the completed 2025 year-end performance assessment or scorecard. For each individual, identify:

a. each goal or key initiative;
b. its weight, if any;
c. target and actual performance;
d. final assessment or rating;
e. target incentive opportunity;
f. any manager, senior-management, or Compensation Committee adjustment; and
g. a calculation methodology from the completed assessment to the actual short-term and/or long-term variable-compensation amount included in Schedule C-3.7

Response:

a. Please refer to UPA-009, Attachment 1, containing the 2025 year-end performance scorecards for each anonymized officer/executive (less those previously excluded and those previously provided in Exhibit CLP-EMPLOYEE-4B) whose variable compensation is included in Schedule C-3.7.

   Goals included on executive scorecards are tied to specific initiatives used to measure the performance of officers, executives, and departments. These scorecards do not represent a comprehensive view of an individual officer's or executive's full set of goals and responsibilities. Most goals are shared by two or more executives and/or officers, both within departments and across the organization.

c. The performance target for each milestone and goal is "C" (Complete), as indicated in Column I (milestones) and Column V (goals) of each scorecard. The final rating for each goal is indicated in Column V of each scorecard. Performance is measured using the following indicators:

- R (Red): Not Met
- Y (Yellow): Partially Met
- G (Green): On Track / Met

d. through e. Please refer to UPA-015, Attachment 1, for details both the target and actual variable compensation payout for each officer in Schedule C-3.7.

f. There is no manager, senior management, or Compensation Committee adjustment to these awards.

g. The actual variable compensation payouts are included in UPA-015, Attachment 1.