The Connecticut Light and Power Company
d/b/a Eversource Energy
Summary Linking Employee Goals to Executive Key Initiatives

Line No.	Employee Goal Report (Refer to Exhibit CLP-EMPLOYEE-4C)	Business Unit	Company	Executive Key Initiatives Report (Refer to Exhibit CLP-EMPLOYEE-4B)	2025 Rating	2025 Merit %	2025 Variable Compensation %
1	23	HR	EESCO	EVP Human Resources & IT	Successful Contributor	3.00%	124.75%
2	5	HR	EESCO	EVP Human Resources & IT	Successful Contributor	3.00%	100.42%
3	21	IT	EESCO	SVP & Chief Technology Officer	Successful Contributor	3.00%	83.30%
4	25	IT	EESCO	SVP & Chief Technology Officer	Successful Contributor	2.75%	100.00%
5	26	IT	EESCO	SVP & Chief Technology Officer	Successful Contributor	3.00%	98.50%
6	31	IT	EESCO	SVP & Chief Technology Officer	Successful Contributor	2.00%	105.76%
7	4	Customer	EESCO	VP Customer Grid Electrification Solutions & Experience	Successful Contributor	3.00%	96.61%
8	38	Customer	EESCO	VP Customer Grid Electrification Solutions & Experience	Successful Contributor	3.00%	116.85%
9	7	Engineering Standards	EESCO	VP Distribution Engineering	High Contributor	3.25%	148.48%
10	2	Engineering Standards	EESCO	VP Distribution Engineering	Improvement Needed	2.00%	56.55%
11	22	Distribution Engineering	CL&P	VP Distribution Engineering	Successful Contributor	3.00%	108.50%
12	19	Distribution Rates & Revenue Requirements	EESCO	VP Distribution Rates & Revenue Requirements	Successful Contributor	3.08%	100.21%
13	20	Distribution Rates & Revenue Requirements	EESCO	VP Distribution Rates & Revenue Requirements	Successful Contributor	3.18%	100.13%
14	6	Electric Field Operations	CL&P	VP Electric Field Operations	High Contributor	4.00%	161.50%
15	10	Electric Field Operations	CL&P	VP Electric Field Operations	Top Achiever	5.00%	198.65%
16	12	Electric Field Operations	CL&P	VP Electric Field Operations	Successful Contributor	2.80%	97.80%
17	14	Electric Field Operations	CL&P	VP Electric Field Operations	Successful Contributor	2.00%	70.00%
18	24	Electric Field Operations	CL&P	VP Electric Field Operations	Successful Contributor	2.00%	70.51%
19	28	Electric Field Operations	CL&P	VP Electric Field Operations	Successful Contributor	2.80%	98.09%
20	32	Electric Field Operations	CL&P	VP Electric Field Operations	Successful Contributor	2.80%	98.04%
21	34	Distribution Engineering	CL&P	VP Electric Field Operations	High Contributor	3.00%	142.50%
22	35	Distribution Engineering	CL&P	VP Electric Field Operations	High Contributor	3.00%	133.79%
23	36	Distribution Engineering	CL&P	VP Electric Field Operations	Successful Contributor	3.00%	99.97%
24	39	Electric Field Operations	CL&P	VP Electric Field Operations	High Contributor	3.50%	152.35%
25	13	Electric System Operations	CL&P	VP Electric System Operations	Successful Contributor	3.25%	120.63%
26	37	Energy Efficiency	EESCO	VP Energy Efficiency	Successful Contributor	3.50%	100.00%
27	9	Energy Efficiency	EESCO	VP Energy Efficiency	Successful Contributor	3.00%	100.00%
28	27	Energy Efficiency	EESCO	VP Energy Efficiency	High Contributor	4.00%	150.00%
29	11	Energy Supply	EESCO	VP Energy Supply	Top Achiever	3.60%	183.21%
30	15	Customer	EESCO	VP Renewable Programs & Strategy	Successful Contributor	3.00%	99.99%
31	1	Substation Operations	CL&P	VP Station Operations & Field Engineering/Communications	Successful Contributor	3.00%	117.78%
32	3	Substation Operations	CL&P	VP Station Operations & Field Engineering/Communications	Successful Contributor	3.00%	101.45%
33	16	Field Communications	CL&P	VP Station Operations & Field Engineering/Communications	Successful Contributor	3.10%	107.83%
34	18	Substation Operations	CL&P	VP Station Operations & Field Engineering/Communications	Improvement Needed	2.00%	66.94%
35	29	Field Communications	CL&P	VP Station Operations & Field Engineering/Communications	Successful Contributor	3.30%	103.79%
36	30	Field Engineering	CL&P	VP Station Operations & Field Engineering/Communications	Successful Contributor	3.00%	101.41%
37	40	Strategic Communications	EESCO	VP Strategic Communication	Successful Contributor	3.00%	115.71%
38	8	Supply Chain	EESCO	VP Supply Chain & Property Management	High Contributor	4.50%	169.98%
39	33	Supply Chain	EESCO	VP Supply Chain & Property Management	Did Not Meet Performance Expectations	0.00%	0.00%
40	17	Environmental Affairs	EESCO	VP Sustainability & Environmental Affairs	High Contributor	4.00%	127.66%