

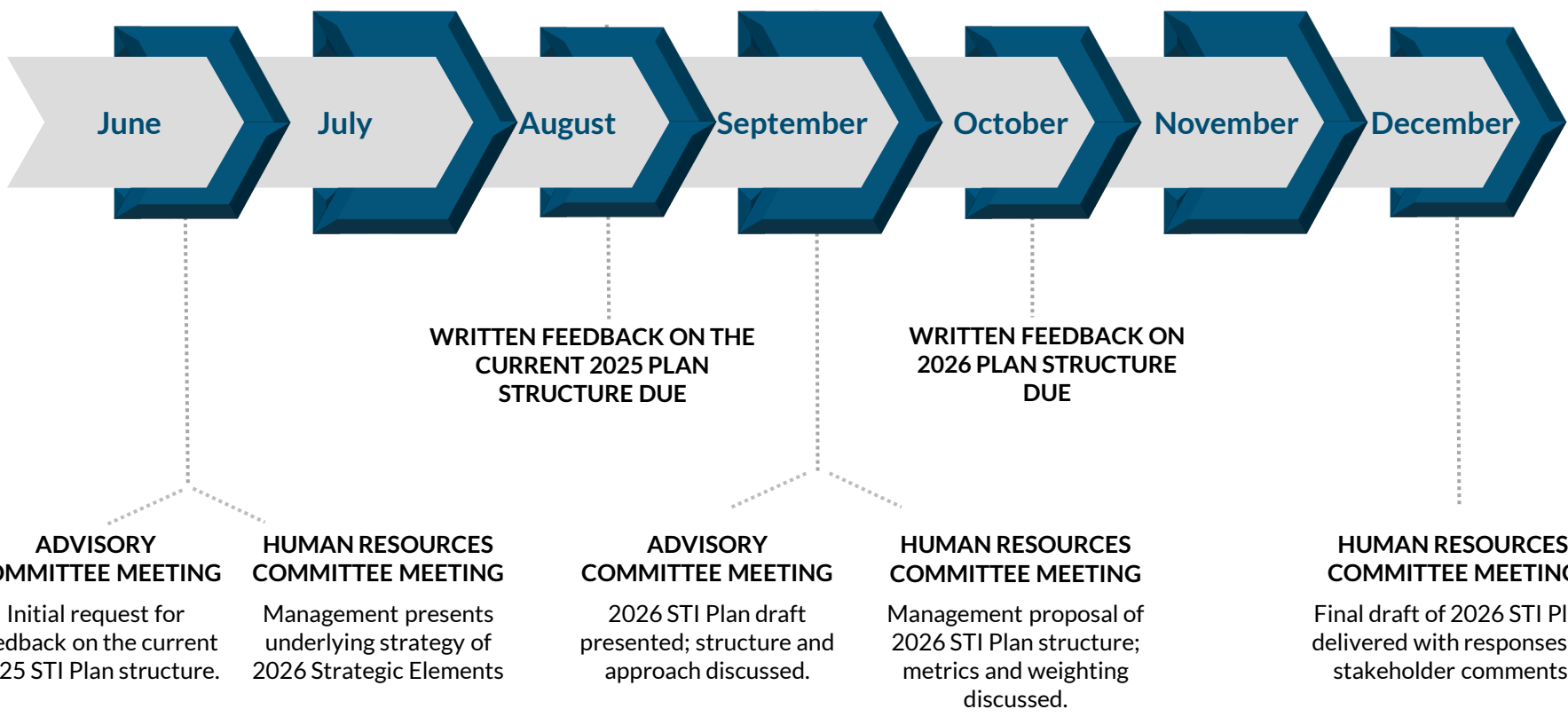


2026 Short-Term Incentive Plan Development

Advisory Committee of the
Board of Directors

June 11, 2025

2026 Short-Term Incentive Plan Development Timeline



Stakeholder Feedback Request

- Feedback on the structure of the 2025 Short-Term Incentive (STI) Plan (pp. 6-18) is requested by **Friday, August 1, 2025**.
- The feedback will be used as input for the development of the proposed 2026 Short-Term Incentive plan to be discussed in September.
- Feedback requests and responses are managed through the **Feedback Tool** on the MISO website:

misoenergy.org/stakeholder-engagement/stakeholder-feedback/



2025 Short-Term Incentive Plan

Human Resources Committee
of the Board of Directors

Approved December 4, 2024

2025 Incentive Goals & Metrics

| | | Weight | Threshold | Target | Excellent |
|-------------------------|---|-------------|---------------|-------------|---------------|
| OPERATIONAL METRICS | 1.A. Reliability | 17.5% | 0% | 17.5% | 26.25% |
| | 1.B. Security | 5% | 0% | 5% | 5% |
| | 2. Compliance | 7.5% | 3.75% | 7.5% | 11.25% |
| | 3. Unit Commitment Efficiency | 10% | 5% | 10% | 15% |
| | 4. Market Funding Efficiency | 10% | 5% | 10% | 15% |
| | 5.A. System Availability - Incidents | 2.5% | 1.25% | 2.5% | 3.75% |
| | 5.B. System Availability - Unavailability | 2.5% | 1.25% | 2.5% | 3.75% |
| | 6.A. Financial Control - Base | 5% | 2.5% | 5% | 7.5% |
| | 6.B. Financial Control - Investment | 5% | 2.5% | 5% | 7.5% |
| | 7. Customer Experience | 5% | 2.5% | 5% | 7.5% |
| STRATEGIC ELEMENTS | 8.1 Market Redefinition | 7.5% | 5% | 7.5% | 10% |
| | 8.2 Operations of the Future | 7.5% | 5% | 7.5% | 10% |
| | 8.3 Transmission Evolution | 7.5% | 5% | 7.5% | 10% |
| | 8.4 System Enhancements | 7.5% | 5% | 7.5% | 10% |
| TOTAL PLAN SCORE | | 100% | 43.75% | 100% | 142.5% |

1 | Reliability & Security

| Weight | Performance Requirements | | |
|----------------------------------|--|---|--|
| | Threshold | Target | Excellent |
| 1.A. Reliability 17.5% | Review reliability performance associated with key North American Electric Reliability Corporation (NERC) standards focused on: <ul style="list-style-type: none"> a) Grid Frequency: Control Performance Standard 1 (CPS1)¹ b) Continuous Grid Balance & Stability: Balancing Authority ACE Limit (BAAL)² c) Grid Imbalance & Instability Response: Reportable Balancing Contingency Event (RBCE)³ d) Safe & Efficient Electricity Flow: Interconnection Reliability Operating Limits (IROL)⁴ | | |
| | No payout awarded for reliability metric if performance is below Target requirement. | Compliant with CPS1 and BAAL, zero RBCE violations caused by MISO Balancing Authority and zero violations (IROL). | Compliant with CPS1, zero RBCE violations caused by MISO Balancing Authority, take measures to prevent BAAL and IROL and if events arise, resolve in a timeline 15% faster than set by NERC for BAAL and IROL. |
| 1.B. Cyber Security 5% | Review of cyber incidents causing financial or operational impacts ⁵ | | |
| | No payout awarded for cyber security metric if performance is below Target requirement. | No cyber incidents causing financial or operational impacts to the grid or MISO markets. | |

Guidance on Determining Performance:

¹ Control Performance Standard 1 (CPS1) is a rolling 12-month measure of performance. This metric requires MISO to be compliant for each 12-month period throughout the year.

² Balancing Authority ACE Limit (BAAL) is measured in real-time; any exceedance of BAAL limits for greater than 30 minutes is a violation.

³ An RBCE is an event that causes sudden imbalances that could destabilize the grid; a violation occurs if the event is not resolved within 15 minutes.

⁴ A violation of Interconnection Reliability Operating Limits (IROL) is when we are unable to mitigate these observed conditions (loading of 125%) within the NERC defined period of 30 minutes.

⁵ At the completion of the year, the officers with oversight of the relevant areas shall provide a full disclosure of all security matters impacting this goal to the Human Resources Committee of the Board during Executive review and provide a recommendation on the severity and impact to the organization of any findings. The MISO Board of Directors will use this recommendation and their discretion to determine an appropriate impact on the incentive payout for this Goal.



2 | Compliance

| Weight | Performance Requirements | | |
|-----------------------|--|---|---|
| | Threshold | Target | Excellent |
| 2. Compliance 7.5% | Executives and Board of Directors (BoD) review reports received, including, but not limited to, compliance reports on North American Electric Reliability Corporation (NERC) standards and Federal Energy Regulatory Commission (FERC) Tariff requirements and an overall assessment of our culture of compliance. The BoD considers all inputs (including executive management’s summary narrative) as part of their review and determination of a metric score rating overall. | | |
| | No more than 5 audit findings ¹ resolved as high impact, including all NERC and FERC audits (not including items self-reported ²). | No more than 3 audit findings ¹ resolved as high impact, including all NERC and FERC audits (not including items self-reported ²). | No audit findings ¹ resolved as high impact, including all NERC and FERC audits (not including items self-reported ²). |

Guidance on Determining Performance:

At the completion of the year, the officers with oversight of the relevant areas shall provide a full disclosure of all compliance matters impacting this goal to the Human Resources Committee of the Board and provide a recommendation on the severity and impact to the organization of any findings. The MISO Board of Directors will use this recommendation and their discretion to determine an appropriate impact on the incentive payout for this Goal.

¹Audit findings are assessed for incentive plan in the year they are closed out by the auditing entity.

²No impact is assessed for self-reported items unless they are repeat violations within two years of closeout of prior violation, willful conduct, or result from a systemic failure to develop internal controls. The Board will be informed of all self-reports and the processing of self-reports by the relevant reliability entities.



3 | Unit Commitment Efficiency (Real-Time Operations)

| Weight | Historic Performance (Backcast) | Performance Requirements | | | | | | | | | | | | | | |
|--------|--|---|----------------|-----------|-------|------|-------|------|-------|------|-------|------|-------|--|--|--|
| | | Threshold | Target | Excellent | | | | | | | | | | | | |
| 10% | <p>2023 and 2024 performance calculated based on most current optimal dispatch calculator version</p> <table border="1"> <caption>Unit Commitment Efficiency Performance (2020-2024)</caption> <thead> <tr> <th>Year</th> <th>Efficiency (%)</th> </tr> </thead> <tbody> <tr> <td>2020</td> <td>91.0%</td> </tr> <tr> <td>2021</td> <td>87.5%</td> </tr> <tr> <td>2022</td> <td>91.0%</td> </tr> <tr> <td>2023</td> <td>95.3%</td> </tr> <tr> <td>2024</td> <td>91.3%</td> </tr> </tbody> </table> | Year | Efficiency (%) | 2020 | 91.0% | 2021 | 87.5% | 2022 | 91.0% | 2023 | 95.3% | 2024 | 91.3% | <p>92% 93%* of ideal commitment and dispatch costs, annual cumulative.</p> | <p>93.5% 95%* of ideal commitment and dispatch costs, annual cumulative.</p> | <p>95%-97%* of ideal commitment and dispatch costs, annual cumulative.</p> |
| | | Year | Efficiency (%) | | | | | | | | | | | | | |
| 2020 | 91.0% | | | | | | | | | | | | | | | |
| 2021 | 87.5% | | | | | | | | | | | | | | | |
| 2022 | 91.0% | | | | | | | | | | | | | | | |
| 2023 | 95.3% | | | | | | | | | | | | | | | |
| 2024 | 91.3% | | | | | | | | | | | | | | | |
| | | <p>If there is a major operational event in 2025, we will report it, discuss the impacts with the board and rely upon their discretion.</p> <p>Note: MISO will be exploring a month-to-date view of Unit Commitment Efficiency and will share the results alongside our YTD calculated performance during 2025.</p> | | | | | | | | | | | | | | |

Guidance on Determining Performance:

This metric is designed to ensure MISO effectively commits generation in its forward and intraday processes to meet demand and mitigate constraints. The metric has been a part of the plan since 2007. Historically, the metric for Unit Commitment was developed using excess capacity as a proxy for efficiency. In 2020, MISO began using an enhanced metric, using data from the new Optimal Dispatch Calculator tool to measure the financial impact of commitment and dispatch decisions. MISO’s current metric is an objective, cost-based measure that captures the deviation from ideal commitment and dispatch to meet load reliably and efficiently and provides greater visibility into performance drivers.

Measured costs include 1) commitment and dispatch costs for energy, 2) ancillary services procurement and scarcity costs, and 3) constraint management and violation costs. The metric will objectively compare the actual cost of MISO’s commitment and dispatch actions compared to optimal performance across the year; i.e., Actual Cost less Optimal Cost divided by Actual Cost. Performance against this metric will motivate efficient use of capacity and reduce uplift charges.

* While the Board retains discretion in determining final performance results, MISO leadership believes it is important to raise the bar now, rather than waiting until year-end, to clearly signal that the original performance requirements do not reflect enhancements in our capabilities.

4 | Market Funding Efficiency

| Weight | Historic Performance | Performance Requirements | | | | | | | | | | | | | | |
|--------|---|--------------------------|--------|-----------|---|------|---|------|---|------|---|------|----|---|---|--|
| | | Threshold | Target | Excellent | | | | | | | | | | | | |
| 10% | <table border="1"> <caption>Historic Performance Data</caption> <thead> <tr> <th>Year</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>2020</td> <td>8</td> </tr> <tr> <td>2021</td> <td>9</td> </tr> <tr> <td>2022</td> <td>8</td> </tr> <tr> <td>2023</td> <td>8</td> </tr> <tr> <td>2024</td> <td>12</td> </tr> </tbody> </table> | Year | Score | 2020 | 8 | 2021 | 9 | 2022 | 8 | 2023 | 8 | 2024 | 12 | 8 months achieve Market Funding Efficiency scoring is at least 90% 95%*. | 9 months achieve Market Funding Efficiency scoring is at least 90% 95%*. | 11 months achieve Market Funding Efficiency scoring is at least 90% 95%*. |
| Year | Score | | | | | | | | | | | | | | | |
| 2020 | 8 | | | | | | | | | | | | | | | |
| 2021 | 9 | | | | | | | | | | | | | | | |
| 2022 | 8 | | | | | | | | | | | | | | | |
| 2023 | 8 | | | | | | | | | | | | | | | |
| 2024 | 12 | | | | | | | | | | | | | | | |

Guidance on Determining Performance:

The Market Funding Efficiency (MFE) metric is a monthly calculation to identify the absolute value of any Financial Transmission Right funding and Excessive Congestion Funding deviations which will be summed throughout the calendar year and measured against the Total FTR Target Credit. The metric is calculated as follows:

- Monthly Market Funding Efficiency = $(FTR\ Target\ Credits - ABS(Financial\ Transmission\ Rights\ Deviation + Real\ Time\ Excess\ Congestion\ Charge\ Fund\ Deviation)) / FTR\ Target\ Credits$

To calculate the Yearly MFE, the following performance measurement is utilized.

- Each month with a score above 90% will count towards the performance requirement.

* While the Board retains discretion in determining final performance results, MISO leadership believes it is important to raise the bar now, rather than waiting until year-end, to clearly signal that the original performance requirements do not reflect enhancements in our capabilities.



5 | System Availability (Information Technology)

| Weight | Historic Performance | Performance Requirements | | | | | | | | | | | | | | |
|-------------------------------|---|--------------------------|--------|-----------|-----|------|-----|------|-----|------|-----|------|-----|---|---|--|
| | | Threshold | Target | Excellent | | | | | | | | | | | | |
| Incidents 2.5% | <table border="1"> <caption>Incident Counts by Year</caption> <thead> <tr> <th>Year</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>2020</td> <td>2</td> </tr> <tr> <td>2021</td> <td>3</td> </tr> <tr> <td>2022</td> <td>2</td> </tr> <tr> <td>2023</td> <td>1</td> </tr> <tr> <td>2024</td> <td>1</td> </tr> </tbody> </table> | Year | Count | 2020 | 2 | 2021 | 3 | 2022 | 2 | 2023 | 1 | 2024 | 1 | MISO critical services will have no more than 2 unplanned incidents exceeding 30 minutes (each) of unavailability per year. | MISO critical services will have no more than 1 unplanned incidents exceeding 30 minutes (each) of unavailability per year. | MISO critical services will have no more than 0 unplanned incident exceeding 30 minutes (each) of unavailability per year. |
| Year | Count | | | | | | | | | | | | | | | |
| 2020 | 2 | | | | | | | | | | | | | | | |
| 2021 | 3 | | | | | | | | | | | | | | | |
| 2022 | 2 | | | | | | | | | | | | | | | |
| 2023 | 1 | | | | | | | | | | | | | | | |
| 2024 | 1 | | | | | | | | | | | | | | | |
| Unavailability 2.5% | <table border="1"> <caption>Total Unplanned Unavailability by Year</caption> <thead> <tr> <th>Year</th> <th>Hours</th> </tr> </thead> <tbody> <tr> <td>2020</td> <td>3.3</td> </tr> <tr> <td>2021</td> <td>4.0</td> </tr> <tr> <td>2022</td> <td>3.2</td> </tr> <tr> <td>2023</td> <td>3.5</td> </tr> <tr> <td>2024</td> <td>1.5</td> </tr> </tbody> </table> | Year | Hours | 2020 | 3.3 | 2021 | 4.0 | 2022 | 3.2 | 2023 | 3.5 | 2024 | 1.5 | Maximum total unplanned unavailability: 4 hours (99.95% availability) | Maximum total unplanned unavailability: 3 hours (99.97% availability) | Maximum total unplanned unavailability: 2 hours (99.98% availability) |
| Year | Hours | | | | | | | | | | | | | | | |
| 2020 | 3.3 | | | | | | | | | | | | | | | |
| 2021 | 4.0 | | | | | | | | | | | | | | | |
| 2022 | 3.2 | | | | | | | | | | | | | | | |
| 2023 | 3.5 | | | | | | | | | | | | | | | |
| 2024 | 1.5 | | | | | | | | | | | | | | | |

Guidance on Determining Performance:

2025 critical services: Energy Management System (EMS) and Day-Ahead Real Time (DART).

6 | Financial Control

| Weight | Historic Performance | Performance Requirements | | | | | | | | | | | | | | |
|--|--|--------------------------|----------|-----------|-------|------|-------|------|-------|------|-------|------|-------|-------------|-------------|---------------|
| | | Threshold | Target | Excellent | | | | | | | | | | | | |
| <p>Net Base Budget Variance</p> <p>5%</p> | <table border="1"> <tr> <th>Year</th> <th>Variance</th> </tr> <tr> <td>2020</td> <td>-2.9%</td> </tr> <tr> <td>2021</td> <td>-1.5%</td> </tr> <tr> <td>2022</td> <td>3.3%</td> </tr> <tr> <td>2023</td> <td>1.8%</td> </tr> <tr> <td>2024</td> <td>-0.4%</td> </tr> </table> | Year | Variance | 2020 | -2.9% | 2021 | -1.5% | 2022 | 3.3% | 2023 | 1.8% | 2024 | -0.4% | ± 3% budget | ± 2% budget | ± 1.5% budget |
| Year | Variance | | | | | | | | | | | | | | | |
| 2020 | -2.9% | | | | | | | | | | | | | | | |
| 2021 | -1.5% | | | | | | | | | | | | | | | |
| 2022 | 3.3% | | | | | | | | | | | | | | | |
| 2023 | 1.8% | | | | | | | | | | | | | | | |
| 2024 | -0.4% | | | | | | | | | | | | | | | |
| <p>Net Project Investment Budget Variance</p> <p>5%</p> | <table border="1"> <tr> <th>Year</th> <th>Variance</th> </tr> <tr> <td>2020</td> <td>1.2%</td> </tr> <tr> <td>2021</td> <td>-5.5%</td> </tr> <tr> <td>2022</td> <td>-8.8%</td> </tr> <tr> <td>2023</td> <td>-0.7%</td> </tr> <tr> <td>2024</td> <td>0.7%</td> </tr> </table> | Year | Variance | 2020 | 1.2% | 2021 | -5.5% | 2022 | -8.8% | 2023 | -0.7% | 2024 | 0.7% | ± 7% budget | ± 5% budget | ± 3% budget |
| Year | Variance | | | | | | | | | | | | | | | |
| 2020 | 1.2% | | | | | | | | | | | | | | | |
| 2021 | -5.5% | | | | | | | | | | | | | | | |
| 2022 | -8.8% | | | | | | | | | | | | | | | |
| 2023 | -0.7% | | | | | | | | | | | | | | | |
| 2024 | 0.7% | | | | | | | | | | | | | | | |

Guidance on Determining Performance:

These goals are intended to promote the wise use of financial resources committed to MISO. The Net Base Operations Budget and Net Project Investments Budget goals measure our ability to complete scheduled work at scheduled costs. The focus is on accurate and predictable business planning and operations.

The financial metrics, post 2024, will account for the impact of external funding directly reimbursing expenses incurred.

- Net Base Operations Budget for metric purposes = Base Operating Costs less direct cost reimbursement less incentive compensation and property taxes.
- Net Investments Budget for metric purposes = Project Investments less direct cost reimbursement.

7 | Customer Experience

| Weight | Historic Performance | Performance Requirements | | | | | | | | | | | | | | |
|---|--|--------------------------|-----------------|-----------|-----|------|-----|------|-----|------|-----|------|-----|--|--|--|
| | | Threshold | Target | Excellent | | | | | | | | | | | | |
| Customer Relationship Index 5% | <table border="1"> <caption>Historic Performance Data</caption> <thead> <tr> <th>Year</th> <th>Performance (%)</th> </tr> </thead> <tbody> <tr> <td>2020</td> <td>81%</td> </tr> <tr> <td>2021</td> <td>81%</td> </tr> <tr> <td>2022</td> <td>81%</td> </tr> <tr> <td>2023</td> <td>80%</td> </tr> <tr> <td>2024</td> <td>79%</td> </tr> </tbody> </table> | Year | Performance (%) | 2020 | 81% | 2021 | 81% | 2022 | 81% | 2023 | 80% | 2024 | 79% | 78% of survey respondents provide an average rating of 5 or better on a 7-point scale. | 80% of survey respondents provide an average rating of 5 or better on a 7-point scale. | 82% of survey respondents provide an average rating of 5 or better on a 7-point scale. |
| | | Year | Performance (%) | | | | | | | | | | | | | |
| 2020 | 81% | | | | | | | | | | | | | | | |
| 2021 | 81% | | | | | | | | | | | | | | | |
| 2022 | 81% | | | | | | | | | | | | | | | |
| 2023 | 80% | | | | | | | | | | | | | | | |
| 2024 | 79% | | | | | | | | | | | | | | | |
| Rolling average questions focused on MISO-value delivery, alignment to our Mission and Vision, and overall customer effort. | | | | | | | | | | | | | | | | |
| <i>Note: In 2023, a third-party consultant validated that the level of the performance requirements outlined above are demanding standards and well above Utility and Energy benchmarks for satisfaction.</i> | | | | | | | | | | | | | | | | |

Guidance on Determining Performance:

The Customer Relationship Index is intended to measure the value of MISO’s strategic relationship with our stakeholder community. In 2025, the customer relationship survey consists of six questions focused on MISO’s ability to achieve the strategic vision and our commitment to partnership and flexibility. Responses to these questions are rated on a scale from 1 to 7 (1 being the least favorable response and 7 being the most favorable response). Response scores from 5 to 7 are scored as favorable. The survey is distributed on a quarterly basis, and the composite score is measured on a rolling 12-month average.



8.1 | Market Redefinition

| Weight | Description | Required Performance | | |
|--------|---|---|-----------------------|---|
| | | Threshold: Complete 1 initiative Target: Complete 2 initiatives Excellent: Complete 3 initiatives | | |
| 7.5% | <p>Develops significant market enhancements and optimizations to ensure continued reliability and value in anticipation of the changing resource mix, more frequent extreme weather events, and increasing electrification.</p> <p>This Strategic Element is focused on two areas of value delivery:</p> <ul style="list-style-type: none"> • Energy and Ancillary Services Markets • Resource Adequacy Construct | 1. Complete Site Acceptance Testing for real-time Ambient Adjusted Ratings... | <i>in order to...</i> | maximize use of the transmission system |
| | | 2. Deliver a roadmap for enhancing ancillary service deliverability... | <i>in order to...</i> | better manage risk and uncertainty with market-based tools |
| | | 3. Define requirements to update resource adequacy risk analysis... | <i>in order to...</i> | more accurately reflect risk of evolving resource portfolio |

8.2 | Operations of the Future

| Weight | Description | Required Performance | | |
|--------|---|---|-----------------------|---|
| | | Threshold: Complete 1 initiative Target: Complete 2 initiatives Excellent: Complete 3 initiatives | | |
| 7.5% | <p>Advance the skills, processes and technologies needed to ensure MISO can effectively manage the grid of the future under increased complexity.</p> <p>This Strategic Element is focused on two areas of value delivery:</p> <ul style="list-style-type: none"> • Grid Management • Control Room and Operator Readiness | 1. Implement the centralized outage process system integration layer... | <i>in order to...</i> | facilitate the quick study and restudy of outages under multiple scenarios, assessing risk and responding to that risk quickly, effectively and efficiently |
| | | 2. Prototype a process that utilizes net uncertainty and associated risk to define dynamic ramp and regulation requirement using artificial intelligence-driven models... | <i>in order to...</i> | manage increasingly complex uncertainties through markets |
| | | 3. Use newly available data in upgraded control room data historian to prototype new performance monitoring... | <i>in order to...</i> | increase insights for control room operators |

8.3 | Transmission Evolution

| Weight | Description | Required Performance | | |
|--------|--|--|-----------------------|--|
| | | Threshold: Complete 1 initiative Target: Complete 2 initiatives Excellent: Complete 3 initiatives | | |
| 7.5% | <p>Advance innovative planning processes to support utility and state resource plans, while improving system resiliency, reliability and efficiency.</p> <p>This Strategic Element is focused on two areas of value delivery:</p> <ul style="list-style-type: none"> • Enable Resource Fleet • Enable Transmission | 1. Map MISO’s regional and interregional processes related to FERC Order 1920 and create roadmap for additional gaps... | <i>in order to...</i> | provide evidence of compliance with the FERC order and coordinate with neighbors on more efficient interregional planning |
| | | 2. Issue a series of core, long-term resource and load outlooks and resulting Future scenarios to reflect underlying key drivers in planning horizons... | <i>in order to...</i> | further identify transmission needs that will lead to efficient, reliable, least-cost grid enhancements that will enable the significant fleet change occurring in MISO and to inform State and Load Serving Entities (LSE) planning for resource adequacy |
| | | 3. Develop new proposals to enable timely interconnection of new generation to meet state and member resource plans... | <i>in order to...</i> | reduce the time required for new resources to secure interconnection agreements |

8.4 | System Enhancements

| Weight | Description | Required Performance | | |
|--------|--|--|----------------|---|
| | | Threshold: Complete 1 initiative Target: Complete 2 initiatives Excellent: Complete 3 initiatives | | |
| 7.5% | <p>Creates flexible, upgradeable and secure systems that integrate advanced technologies to process increasingly complex information and evolve with the industry.</p> <p>This Strategic Element is focused on three areas of value delivery:</p> <ul style="list-style-type: none"> • Digital Transformation and Agility • Data and Analytics • Cyber Security | 1. Complete design of the future settlements system... | in order to... | improve performance and useability of the settlements system, support FERC requests, ease adoption of market changes, and move to more supportable, maintainable technologies |
| | | 2. Begin Factory Acceptance Testing (FAT) for the Look Ahead Commitment (LAC) study mode... | in order to... | improve performance, security, and modularity of the Real-Time Market Clearing Engine |
| | | 3. Implement infrastructure for redefined scope of Bulk Electrical System (BES) Cyber System Categorization as governed by NERC CIP-002* standard... | in order to... | optimize infrastructure design while increasing our security posture for critical assets |

*NERC = North American Electric Reliability Corporation. CIP = Critical Infrastructure Protection. The purpose of CIP-002 is to ensure that critical cyber assets within the BES are properly identified, categorized, and protected.