2024

Metric	Target	Actual	Weighting
Financial Performance (70%)			
Non-GAAP Earnings Per Share	$4.52	While GAAP earnings per share equaled $2.27 per share, non-GAAP earnings, excluding costs noted on Exhibit A, amounted to $4.57 per share, a 5.3% increase over 2023 non-GAAP earnings.	60%
Dividend Growth	Increase dividend beyond industry average	Increased dividend to $2.86 per share, a $0.16 increase and 5.9% growth over 2023, exceeding the industry median increase of 5.3% and consistent with our long-range plan and management guidance.	10%
Strategic Growth Initiatives			
Strategic Growth Initiatives	This goal consisted of seven separate initiatives: 1) Finalize the divestiture of offshore wind investments; 2) Develop plans and implement a cost recovery strategy across three states for $800 million in storm costs that are currently deferred, in addition to pursuing resolution for the recently filed storms in CT for $635 million; 3) Successfully execute regulatory initiatives in each state such as the PSNH and Aquarion rate cases, electric and gas capital tracker mechanisms and PBR/K-bar filings; 4) Continue to implement plans and strategies to improve the Connecticut political and regulatory environment, while strengthening Massachusetts and New Hampshire stakeholder relations; 5) Achieve four additional approvals and execute upon Massachusetts Distributed Energy Resource initiatives; 6) Continue to drive the opportunity to secure clean energy funding from available state and federal programs; and 7) Continue to take leadership positions in all of our regions to drive regulatory policy that benefits customers and stakeholders		30%
Operational Performance (30%)			
Reliability Average Months Between Service Interruptions (MBI)	17.7 to 19.7 Months	MBI = 21.2 months. At the top decile of the performance goal's range and in the top decile of the industry peer group.	25%
Restoration System Average Restoration Duration (SAIDI)	62 to 74 Minutes	SAIDI = 63.5 minutes. At the top level of the performance range, in the top decile of the industry group as measured by recognized industry standards.	25%
Safety Rate	0.85 to 1.3 days away/restricted	0.76 DART – Substantially better than the performance goal range and industry and improving year over year.	8.33%
Gas Emergency Response	96% - 98%	98.1% – Performance met or exceeded all regulatory requirements, and at the top of the level of the performance goal range.	8.33%
Diverse Leadership	Expand Talent Pool	43.70%	8.33%
Sustainability Ranking	81st – 93rd percentile vs. US peer companies	Eversource performance slightly below the target goal partly relating to the loss on sale of offshore wind investments; the Company received numerous recognitions and awards acknowledging sustainability excellence in 2024.	8.33%
Transform the Customer Experience and Clean Energy Execution			
Enhance the Customer Experience	Success in advancing important customer initiatives	This goal consisted of seven separate initiatives: 1) Continued enhancement and efficient execution of the Emergency and Outage Response Plan and Stakeholder Communications Plans; 2) Implement a Communication Plan to ensure policymakers, customers and employees are aware of energy resource adequacy impacts; 3) Establish a Meter Data Sharing policies/platform and communicate customer options in an online portal; 4) Successfully advance the implementation of AMI and MDMS to improve customer information in MA; 5) Achieve milestones established for OMNI-MA Phase II including go-live for Western MA in Q1 and Eastern MA in Q2; 6) Expand the development of utility-owned solar and storage projects; and 7) Scale decarbonization offerings to support increased energy efficiency goals.	8.33%
Clean Energy Executioni	Execute important clean energy initiatives	This goal consisted of six separate initiatives: 1) Support on-going offshore wind project construction; 2) Successfully finalize and implement the MA ESMP to enable a transition to a clean energy future and support state goals; 3) Plan, develop and build transmission infrastructure to facilitate the interconnection of clean, renewable energy projects; 4) Expand the development of utility-owned solar and EV infrastructure; 5) Continue to empower the cross-functional team to finalize science-based targets to advance carbon neutrality objectives; and 6) Plan and execute natural gas opportunities to support decarbonization and position natural gas as a key part of the clean energy transition, and advancing geo-thermal and hydrogen opportunities.	8.33%