(A)	(B)	(C)	(D) = (B) / (C)	(E)	(F) = (D) x (E)	(G)	(H)	(I)	(J)	(K)	(L)	(M)
Award Date (date of communication to participants)	Target Grant Value	Share Price used to determine shares	Shares Granted	Grant-Date Fair Value per share	ASC 718 Grant Date Total Compensation Cost	Vesting Period	Expected 2025 compensation cost	Adjustments (Performance-related remeasurement, forfeitures and related assumption, vesting impacts)	Accounting Expense for ES Consolidated in 2025	Accounting Expense in 2025 to CL&P	NEOs ES Consolidated	NEOs CL&P
02/01/2023	$ 18,191,029	$ 80.16	226,934	$ 82.71	$ 18,769,711	PSU - (a)	$ 6,225,940	(839,716)	$ 5,386,224	$ 955,823	$ 3,786,680	$ 625,549
11/17/2023	599,981	53.03	11,314	58.51	$ 661,982	PSU - (a)	306,284	89,778	396,062	63,362	396,062	63,370
1/31/2024	20,975,669	54.09	387,792	54.22	$ 21,026,082	PSU - (a)	7,008,694	(3,551,363)	3,457,331	630,156	2,175,229	366,098
7/8/2024	157,488	57.31	2,748	57.31	$ 157,488	PSU - (a)	63,447	(33,011)	30,436	4,690		-
1/29/2025	20,783,643	57.11	363,923	57.28	$ 20,845,509	PSU - (a)	6,948,503	778,144	7,726,647	1,293,703	4,824,076	798,004
2/2/2022	6,659,268	86.74	76,773	88.68	$ 6,808,207	RSU - (b)	282,396	(152,854)	129,543	22,346	79,765	13,919
6/13/2022	135,000	83.90	1,609	83.90	$ 135,000	RSU - (b)	20,655	2,160	22,815	4,869		-
8/19/2022	325,052	93.81	3,465	93.63	$ 324,428	RSU - (c)	79,538	4,905	84,443	-		-
2/1/2023	6,063,804	80.55	75,280	82.71	$ 6,226,409	RSU - (b)	2,047,423	(469,320)	1,578,102	284,474	1,005,956	165,067
6/12/2023	305,501	70.23	4,350	70.23	$ 305,501	RSU - (d)	61,067	(3,051)	58,016	13,790	-	-
10/23/2023	115,000	52.46	2,192	52.46	$ 115,000	RSU - (b)	41,999	651	42,649	19,169	-	-
11/17/2023	900,000	53.03	16,972	57.48	$ 975,523	RSU - (b)	325,184	(12)	325,172	52,021		52,027
1/31/2024	6,992,160	54.09	129,269	54.22	$ 7,008,965	RSU - (b)	2,302,675	(171,735)	2,130,940	375,382	325,172	215,491
7/8/2024	196,516	57.31	3,429	57.31	$ 196,516	RSU - (b)	65,565	(2,604)	62,961	9,702	1,296,014	-
1/29/2025	6,928,185	57.11	121,313	57.68	$ 6,997,334	RSU - (b)	1,993,408	784,108	2,777,516	468,650		287,066
	89,328,296		1,427,362		90,553,655		27,772,778	(3,563,921)	24,208,857	4,198,137	13,888,954	2,586,591 (f)
							ZAS Allocated to Officer Long-term Variable Compensation:			(375,630)		
										3,822,507 (e)		

(a) PSUs vest based upon the extent to which Company goals are achieved at the end of the three-year performance measurement period.
(b) RSUs vest ratably over three years on the anniversary of the grant.
(c) RSUs vest ratably over three and four years on the anniversary of the grant.
(d) RSUs vest ratably over five years on the anniversary of the grant.
(e) Ties to UPA-015 Attachment 1, Column (E), Row 69.
(f) Ties to UPA-015 Attachment 1, Column (E), Row 76.