2018

Metric	Target	Actual	Weighting
Financial Performance (70%)			
Non-GAAP Earnings Per Share	Increase earnings by 3.5%	4.5%	60%
Dividend Growth	Increase dividend beyond industry average	6.3%, exceeding the industry median of 5.1%	10%
Strategic Growth Initiatives			
Advancement of Key Strategic Projects	Achieved: Significantly advanced the Company's status as a clean energy leader through the major expansion of our offshore wind partnership with Ørsted; our Northern Pass project appeal was accepted by New Hampshire Supreme Court; and we completed construction of 62MW of solar in Massachusetts and advanced battery storage and electric vehicle infrastructure initiatives		30%
Operational Performance (30%)			
Reliability Average Months Between Service Interruptions (MBI)	15.5 to 18.5 Months	17.2 Months, at the upper end of targeted performance zone, exceeding industry peers	30%
Restoration System Average Restoration Duration (SAIDI)	80 to 67 Minutes	77.5 Minutes, within targeted performance and significantly exceeding industry peers	30%
Safety Rate	0.5 to 0.9 days away/restricted	0.7 DART – Within targeted performance and exceeding industry peers	8.00%
Gas Emergency Response	99.2% - 99.6%	99.5%; Upper level of performance range and ahead of industry average. Exceeded all internal and regulatory pipeline safety requirements	8.00%
Diverse Leadership	37% hires or promotions of leadership level to be women or people of color	42% – Performed well above target, with 83 of 200 leadership positions filled with diverse candidates. Recognized by industry organizations for diversity leadership	8.00%
Transform the Customer Experience	Successfully complete new customer outage map, increase accuracy of estimate time to restoration of 85% and achieve digital customer engagement participation at 83%	Enhanced web/digital capabilities with new outage map and improved outage communications. Key customer metrics finished above target. Estimated Times for Restoration given to customers were well managed 89% of the time and digital customer engagement finished above target at 83.2%	8.00%
Positive Regulatory Outcomes	Obtain constructive rate case outcomes	Successfully completed constructive settlements on CL&P and Yankee Gas with PURA. Constructive rate outcome in MA for Aquarion. Reached settlement on FERC Transparency docket with 30 intervenors, and progress made on 4 open FERC ROE complaints, including dismissal of one	8.00%

2019

Metric	Target	Actual	Weighting
Financial Performance (70%)			
Non-GAAP Earnings Per Share	$3.42	$3.45	60%
Dividend Growth	Increase dividend beyond industry average	5.9%, exceeding the industry median of 5.1%	10%
Strategic Growth Initiatives			
Strategic Growth Initiatives	Exceeded: Significantly advanced the Company's financial strategy and status as a clean energy leader through the major expansion of our offshore wind partnership with Ørsted. Temporary rates have been successfully negotiated in New Hampshire. Major storm costs recovered in all three states		30%
Operational Performance (30%)			
Reliability Average Months Between Service Interruptions (MBI)	15.5 to 18.5 Months	21.6 months. Best performance ever, and in the top decile of the industry peer grou	25%
Restoration System Average Restoration Duration (SAIDI)	64 to 77 Minutes	59.2 minutes. Best performance ever, and in the top decile of the industry group	25%
Safety Rate	0.5 to 0.9 days away/restricted	0.7 DART – Within performance range of the goal and exceeding industry peer	8.33%
Gas Emergency Response	99.2% - 99.6%	99.7%; Exceeded performance range and ahead of industry average	8.33%
Diverse Leadership	40% diverse hires or promotions of leadership level	41% – Performed above the goal, which was set 3% higher from 2018	8.33%
Sustainability Ranking	75th percentile vs US peer companies	At an average 94% percentile, Eversource outperformed the peer group and is well into the first quartile.	8.33%
Transform the Customer Experience and Clean Energy Execution			
Transform the Customer Experience	Launch new mobile app; increase accuracy of restoral time and customer digital engagement	Launched mobile app with strong results, estimated times for restoration given to customers were well managed 92% of the time, and customer digital engagement finished above the goal at 85.4%	8.33%
Clean Energy Executioni	Obtain constructive rate case outcomes	Significant progress with energy storage and electric vehicle projects. Energy efficiency programs continue to be recognized nationally for excellence	8.33%

2020

Metric	Target	Actual	Weighting
Financial Performance (70%)			
Non-GAAP Earnings Per Share	$3.64	$3.64	60%
Dividend Growth	Increase dividend beyond industry average	6.1%, exceeding the industry median of 4.5%	10%
Strategic Growth Initiatives			
Strategic Growth Initiatives	Exceeded: Despite the restrictions resulting from the pandemic, we completed the acquisition of the assets of Columbia Gas in less than eight months at a very favorable price and the acquisition was immediately accretive to earnings and expected to be increasingly so in future years. We realized constructive outcomes in our Public Service Company of New Hampshire and NSTAR Gas Company subsidiary rate reviews, successfully completed the divestiture of generation assets in New Hampshire; completed the sale by our Aquarion Water Company of assets located in Hingham, Massachusetts and executed several incremental cost recovery filings in the three states we serve		30%
Operational Performance (30%)			
Reliability Average Months Between Service Interruptions (MBI)	15.5 to 18.5 Months	19.2 months. Above the high level of the performance goal's range and in the top decile of the industry peer group	25%
Restoration System Average Restoration Duration (SAIDI)	64 to 77 Minutes	64.0 minutes. At the lowest (best) end of the performance range, and in the top decile of the industry group as measured by recognized industry standards	25%
Safety Rate	0.5 to 0.9 days away/restricted	0.7 DART – Within performance range of the goal and exceeding industry peers, with strong performance in responding to the pandemic	8.33%
Gas Emergency Response	99.2% - 99.6%	99.6%; Performance equal to industry average	8.33%
Diverse Leadership	40% diverse hires or promotions of leadership level	47.6% – Performed well above the goal. We continued support of community efforts that address racial inequality and maintained focus within the Company of our commitment to advance racial equality	8.33%
Sustainability Ranking	75th percentile vs US peer companies	At 85th percentile, Eversource outperformed the peer group and is well into the first quartile; numerous recognitions and awards acknowledging the Company's sustainability excellence again in 2020	8.33%

2020

Metric	Target	Actual	Weighting
Transform the Customer Experience and Clean Energy Execution			
Transform the Customer Experience	Launch new mobile app; increase accuracy of restoral time and customer digital engagement	The "Ways to Save" initiative's targeted messaging and channels have pivoted to assist customers during the pandemic response with activities such as COVID-19 related product offers, employee high bill training, and virtual energy assessments. The estimated restoration time metric outperformed the goal and finished the year at 93%. Digital Customer Engagement finished above target at 88%, supported by enhancements to the Eversource.com Account Overview page, which has increased our search engine optimization and driven increased web traffic. However, despite these positive advancements, the Compensation Committee determined that because customers and other stakeholders, in Connecticut, felt our storm performance was inadequate, this measure was assessed to have not been achieved	8.33%
Clean Energy Executioni	Successfully advance and execute clean energy initiatives	We have made significant progresson advancing our agreement with the New London State Pier redevelopment, which provides our partnership access to the leading offshore wind port in the Northeast and a strategic advantage that permits greater flexibility in our installation vessel options. Our EV program met year end targets and our energy storage initiative is expected to be inservice in mid-2021, within the approved MDPU window. Our energy efficiency programs were impacted by COVID-19, and in response we became the first utility in the nation to conduct virtual home energy audits for our customers	8.33%

2021

Metric	Target	Actual	Weighting
Financial Performance (70%)			
Non-GAAP Earnings Per Share	$3.85	$3.86	60%
Dividend Growth	Increase dividend beyond industry average	6.2%, exceeding the industry median of 4.7%	10%
Strategic Growth Initiatives			
Strategic Growth Initiatives	Achieved: Received approval of a comprehensive PURA approved settlement agreement and the integration of the Columbia Gas acquisition advanced ahead of plan and below budget. Made progress to advance MA Grid Mod, accelerated recovery of 2020 capital investments for NSTAR Gas Company, received Massachusetts Department of Public Utilities Order allowing deferment of additional storm costs and completed the acquisition by our Aquarion Company of NESC		30%
Operational Performance (30%)			
Reliability Average Months Between Service Interruptions (MBI)	17.2 to 19.2 Months	19.2 months. At the top level of the performance goal's range and in the top decile of the industry peer group	25%
Restoration System Average Restoration Duration (SAIDI)	64 to 77 Minutes	69.8 minutes. At the middle of the performance range; top quartile of the industry group as measured by recognized industry standards	25%
Safety Rate	0.6 to 0.8 days away/restricted	0.9 DART — Just outside of performance range and exceeding industry peers, with strong performance in responding to the pandemic	8.33%
Gas Emergency Response	95% - 97%	98.0%; Performance above industry average, meeting or exceeding regulatory requirements and above the top level of the performance goal range	8.33%
Diverse Leadership	45% diverse hires or promotions of leadership level	41.2% — While under the aggressive goal of 45%, which was significantly increased in 2021 from 40% to 45%	8.33%
Sustainability Ranking	85th percentile vs US peer companies	At 97 percentile, Eversource outperformed the peer group and is well into the first quartile, receiving numerous awards acknowledging the Company's 2021 sustainability excellence	8.33%
Transform the Customer Experience and Clean Energy Execution			

2021

Metric	Target	Actual	Weighting
Transform the Storm Emergency Response Plan to Enhance the Customer Experience	Improved storm restoration customer communications, upgraded outage management, customer and IT technology	Successfully transformed the storm emergency response plan in several key areas including public safety, municipal communications, technology and strategic partnerships. Enhancements were successfully tested during 2021 storm events	8.33%
Clean Energy Executioni	Successfully advance and execute clean energy initiatives	Successfully advanced several clean energy initiatives, including the carbon neutral initiative, offshore wind ventures, electric vehicle infrastructure development, grid modernization and positioning gas for a clean energy future. Successfully executed our annual $500 million Energy Efficiency plan and received approval of the Company's new $1 billion 3-year (2022-2024) Massachusetts energy efficiency program	8.33%

2022

Metric	Target	Actual	Weighting
Financial Performance (70%)			
Non-GAAP Earnings Per Share	$4.06	$4.09	60%
Dividend Growth	Increase dividend beyond industry average	5.8%, exceeding the industry median of 4.5%	10%
Strategic Growth Initiatives			
Strategic Growth Initiatives	Achieved: Successfully advanced several strategic initiatives and produced positive regulatory outcomes during 2022. Eversource Gas Company of Massachusetts integration and transition was completed ahead of schedule and below budget, exiting the 115 transition service functions. Advanced offshore wind strategic review by launching process with prospective buyers, with an announcement anticipated in the 2 quarter of 2023. Aquarion Company successfully completed the purchase of Torrington Water Company, adding about 10,200 customers, and executed a purchase and sale agreement to acquire the Pinehills Water Company which will add about 2,700 customers upon closing, advancing our water customer growth initiative. NSTAR Electric's distribution rate case was completed with constructive results, including a $64M rate increase and 9.8% return on equity. Filed with the MA DPU a creative solution that allocates cost between Transmission, Distribution and Solar Developers needed to allow Renewable Distributed Energy Resources in MA to connect to the grid; favorable decision on the first of six projects received. The FERC approved an innovative, cost effective transmission support agreement between Eversource and the offshore wind project, Park City Wind, enabling us to integrate a necessary reliability project, resulting in savings to customers. NHPUC reinstated EE Customer Program and approved a $9M rate increase.		30%

2022

Metric	Target	Actual	Weighting
Operational Performance (30%)			
Reliability Average Months Between Service Interruptions (MBI)	17.2 to 19.2 Months	19.5 months. At the top level of the performance goal's range and in the top decile of the industry peer group.	25%
Restoration System Average Restoration Duration (SAIDI)	63 to 76 Minutes	65.2 minutes. At the top level of the performance range, and in the top quartile of the industry group as measured by recognized industry standards.	25%
Safety Rate	1.0 to 1.4 days away/restricted	At the lower (good) end of the performance goal range; outperformed industry; despite these strong numeric results, the performance assessment was reduced in recognition of the death of an employee who ultimately succumbed to injuries incurred on the job	8.33%
Gas Emergency Response	95% - 97%	97.8% — Performance above industry average, meeting or exceeding all regulatory requirements, and above the level of the performance goal range.	8.33%
Diverse Leadership	40% - 45% diverse hires or promotions of leadership level	45.1% — 200 out of 443 of our promotions and hires were women and/or people of color and 61.6% of external hires were women and/or people of color.	8.33%
Sustainability Ranking	85th - 97th percentile vs US peer companies	At 89.5 percentile, Eversource performance was first quartile; received numerous recognitions and awards acknowledging the Company's sustainability excellence again in 2022.	8.33%

2022

Metric	Target	Actual	Weighting
Transform the Customer Experience and Clean Energy Execution			
Enhance the Customer Experience	Continued enhancement and efficient execution of Emergency Response Plan, OMNI Customer Information System and new SCADA system and new OMS and analytics program	Successful go-live transition of EGMA's Customer Information System (CIS) and new SCADA system with no system interruptions, while delivering excellent employee and customer experience. Next phase of the OMNI CIS implementation impacting our other MA operations has been launched. Advanced Metering Infrastructure plan approved by the MA DPU. Outage Management System and Analytics Platform went live in 2022 along with a Storm Restoration Dashboard for storm events, incorporating input from town and state stakeholders, all of which enhance our Emergency Response capability and communication with customers. Additional technologies were implemented to reduce cyber threats. Modified the View and Report Outage function and enhanced tools that increase customer password security standards	8.33%
Clean Energy Executioni	Successfully advance and execute clean energy initiatives	Successfully advanced several additional clean energy initiatives, including the offshore wind ventures, completion of a critical duct bank installation on Long Island and receipt of key permits for all three projects. Advanced the electric vehicle infrastructure program development in CT and site installations in MA, advancing our clean energy leadership in New England. Completed Provincetown Battery Energy Storage system; Geothermal Pilot Program launched in the city of Framingham, MA; as well as demonstrating industry leadership in the MA DPU Future of Gas Proceeding. Phase I of the new MA solar program was filed with the MA DPU, while the MA DPU issued a favorable order on the next Grid Mod phase. Once again, we received the ENERGY STAR Partner of the Year Sustained Excellence Award from the Environmental Protection Agency and U.S. Department of Energy. Advanced our clean energy leadership by announcing a commitment to developing "Science Based Targets" for cross-sector emission reductions.	8.33%

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2023

Metric	Target	Actual	Weighting
Financial Performance (70%)			
Non-GAAP Earnings Per Share	$4.33	While earnings per share, excluding costs noted on Exhibit A, equaled $4.34 per share and 6.1% growth over 2022, the Committee deemed the goal to have not been achieved.	60%
Dividend Growth	Increase dividend beyond industry average	5.9%, exceeding the industry median of 5.4%	10%
Strategic Growth Initiatives			
Strategic Growth Initiatives	This goal consisted of five initiatives: 1) Maximize investment in offshore wind divesture; 2) Constructive regulatory outcomes; 3) Continue to grow the water business; 4) Successfully advance DER projects; and 5) Secure additional clean energy funding.		30%
Operational Performance (30%)			
Reliability Average Months Between Service Interruptions (MBI)	17.7 to 19.7 Months	MBI = 22.3 months. At the top level of the performance goal's range and in the top decile of the industry peer group and our best performance on record	25%
Restoration System Average Restoration Duration (SAIDI)	62 to 74 Minutes	SAIDI = 58.6 minutes. At the top level of the performance range, in the top decile of the industry group as measured by recognized industry standards and our best performance on record.	25%
Safety Rate	0.9 to 1.35 days away/restricted	0.8 DART – Substantially better than the performance goal range and industry and improving year after year.	8.33%
Gas Emergency Response	96% - 98%	98.0% – Performance met or exceeded all regulatory requirements, and at the top of the level of the performance goal range.	8.33%
Diverse Leadership	40% - 45.5% diverse hires or promotions of leadership level	48.1% – 191 out of 397 of our promotions and hires were women and/or people of color.	8.33%
Sustainability Ranking	83rd- 95th percentile vs US peer companies	At the 92.1 percentile, Eversource performance was first quartile; the Company also received numerous recognitions and awards acknowledging sustainability excellence in 2023	8.33%

2023

Metric	Target	Actual	Weighting
Transform the Customer Experience and Clean Energy Execution			
Enhance the Customer Experience	Success in advancing important customer initiatives	This goal consisted of seven initiatives: 1) Execution of the Emergency & Outage Response Plan and Stakeholder Communications Plans; 2) Replacement of the Customer Call Center Technology and achievement of milestones established for OMNI-MA Phase II; 3) Replacement of corporate-wide Electric T & D SCADA System 4) Further education of stakeholders regarding the impact of clean energy; 5) Initiation of the implementation of MA AMI Plan, including Meter Data Management System and communications network coordinated with OMNI; 6) Ensuring T & D System and Communication Plans support potential for resource adequacy issues and impacts; and 7) Educating customers regarding impact of energy supply on customer bills.	8.33%
Clean Energy Executioni	Execute important clean energy initiatives	This goal consisted of four initiatives: 1) Develop science-based targets, specific transmission interconnection infrastructure and related goals; 2) Evolve gas business to address decarbonization policy objectives; 3) Expand the development of utility owned solar and EV infrastructure; and 4) Continue to execute on the three contracted offshore wind projects until divestiture.	8.33%