

From: AVANGRID COMPENSATION <AVANGRIDCOMPENSATION@AVANGRID.COM>

Sent: Monday, March 13, 2023 1:49 PM

Subject: 2023 Merit-Incentive Statement

Employee Id: 350857

March 13, 2023

BORIS,

Thank you for your contributions and dedication toward our 2022 objectives. As One AVANGRID we achieved strong 2022 earnings results and delivered impressive performance despite the obstacles and challenges we all faced. Your hard work and support continue to enable AVANGRID to advance the clean energy transformation for the benefit of our customers, shareholders, and communities.

The details of your pay are below and will be included in the **March 17, 2023** paycheck.

2023 MERIT

I am pleased to advise you that your annual base pay has been increased by **4.00%** to an annualized new salary of **\$106,340** USD, taking effect retroactively from January 1, 2023.

Your merit pay may impact your vacation purchase deductions and optional life insurance volume and premium on a go forward basis. Please review your next pay stub after March 17, 2023. For questions specific to this please contact Alight at 855-577-4237 or view online at www.ybr.com/benefits/avangrid.

For any assistance regarding Merit please contact your manager or AvangridCompensation@Avangrid.com.

2022 INCENTIVE AWARD

12/31/2022 APA Incentive Target = 8% Max = 16%

12/31 SALARY*: \$102,249.90 x MAXIMUM INCENTIVE %: 16% = MAXIMUM AWARD OPPORTUNITY: \$16,359.98

**Pro-rated if hired or joined plan during performance period*

	x WEIGHTING	x 2022 ACHIEVEMENT	AWARD
AVANGRID COMPONENT	20%	85.16%	\$2,786.44
NETWORK BUSINESS COMPONENT	30%	81.41%	\$3,995.59
Rating: Superior Performance	50%	75%	\$6,134.99
			\$12,917.00

*Weighted Total Target
Achievement: 158 %*

For more information about the Annual Performance Award (APA) and how it works please go to the [APA Plan Job Aid](#).

Internal Use

Incentive payments are considered 401(k) eligible earnings for all Avangrid non-union employees.

For any questions or assistance regarding Incentive please contact your manager or AvangridCompensation@avangrid.com.

We are ready for the challenges and opportunities of 2023. Your efforts will continue to help towards creating a smarter, cleaner, and more sustainable energy system for our customers.

Thank you again for your contributions!

In Appreciation,

A handwritten signature in blue ink that reads "Kyra Patterson" with a long, sweeping horizontal line extending from the end of the name.

Kyra Patterson | AVANGRID Chief HR Officer

The data on this statement was compiled on March 1, 2023. In the event of any discrepancies between the data on this statement and the awards approved by AVANGRID and/or plan documents, the latter will govern. If your employment ends prior to the payment date you are not eligible to receive an award. This statement does not constitute an employment agreement or a guarantee of compensation.