

These amounts are reported in the Option Exercises and Stock Vested during 2024 Table.

NEO	PSUs Granted (#)	PSUs Earned (#) <sup>(1)</sup>	PSUs Payout (\$) <sup>(1)</sup>
Ralph A. LaRossa	82,538	147,441	11,948,648
Daniel J. Cregg	18,330	33,117	2,683,765
Kim C. Hanemann	12,881	23,272	1,885,956
Tamara L. Linde	13,872	25,062	2,031,052
Charles V. McFeaters	4,459	8,056	652,859

(1) Reflects rounding and includes accrued dividend equivalents earned.

**2024 Grants:** The PSU components recognize that we are predominantly a regulated company and are reflective of our commitment to long-term growth, our sustainability leadership position and carbon-free generation. The metrics for our 2024 – 2026 PSU award, granted in February 2024, are as follows:

- 50% relative TSR versus the peer panel;
- 25% EPS growth; and
- 25% ESG priorities:
  - Methane reduction target
  - Carbon-free generation target
  - Energy efficiency target – electric
  - Energy efficiency target – gas

Each of the metrics will be calculated based on results over the 2024-2026 performance period. Target performance yields a 100% payout factor, threshold performance yields a 20% payout factor, and maximum performance yields a 200% payout factor. Payout percentages above and below target will be interpolated based on actual results.

**TSR:** Relative TSR is determined by calculating the 25th, 50th and 75th percentiles of the peer group actual results, inclusive of PSEG's actual result. Actual TSR will be measured with 50th percentile as target, 25th percentile as threshold, and 75th percentile as maximum performance levels.

**EPS Growth:** Consistent with our stated non-GAAP Operating EPS growth rate of 5-7%, average performance over the 2024-2026 performance period aligns with the growth rate range, with the midpoint of that growth rate range as the target, and the threshold and maximum 0.5% above and below the top and bottom of that range, respectively.

**ESG Index:** Each of the four metrics in the ESG index are sub-weighted equally. Payout for the ESG index is measured by the sum of the payout factors of each sub-metric, provided the sum exceeds 20%.

**Methane Reduction** (CO2 Equivalent Tons) will be measured as follows: -42.4% as a zero payout, -45.5% as target, and -48.5% as maximum performance.

**Energy Efficiency Electric Savings** (GWh) will be measured as follows: 307 as a zero payout, 1,229-1,843 as target range which is consistent with our BPU order, and 2,304 as maximum performance.

**Energy Efficiency Gas Savings** (thousands of therms) will be measured as follows: 10,801 as a zero payout, 43,202-64,803 as target range which is consistent with our BPU order, and 81,004 as maximum performance.

**Carbon Free Generation** (GWh) will be measured as follows: 92,606 as a zero payout, 94,496 as target, and 96,385 as maximum performance.

We believe these metrics will drive long-term shareholder value through a sustainable, predictable, growth platform.

The mix of the long-term incentive awards is consistent with the prior grants as described in the Executive Long-Term Incentive section above, in the form of 70% PSUs and 30% RSUs vesting on a graded basis over three years starting on the date of the grant. Prior to 2024, RSUs cliff vested after three years.

The grants included in our Summary Compensation Table were approved in February 2024 for the NEOs. These grants have a three-year performance period ending December 31, 2026 and are shown in the 2024 Grants of Plan-Based Awards Table. These awards are also reported in the Summary Compensation Table at the grant date fair value.