

1.

Furnish the indicated data with respect to each executive officer and director, whether or not they received any compensation from the respondent.

2.

Executive officers include a company's president, secretary, treasurer and vice president in charge of a principal business unit, division or function (such as sales, administration, or finance), and any other person who performs similar policy making functions.

3.

Indicate with an asterisk (\*) in column (a) those directors who were members of the executive committee, if any, and by a double asterisk (\*\*) the chairman, if any, of that committee, at the end of the year.

OFFICERS AND DIRECTORS (Including Compensation)

OFFICERS AND DIRECTORS (Including Compensation - Continued)

Line No.	Name of Person (a)	Title and Department Over Which Jurisdiction Is Exercised (b)	Term Expired or Current Term Will Expire (c)	Salary		Foot-note Ref.	Deferred Compensation (f)	Incentive Pay (Bonuses, etc.) (g)	Savings Plans (h)	Stock Options (i)	Life Insurance Premiums (j)	Other (Explain Below) (k)	Total (e thru k) (l)	Line No.
				Rate at Year End (d)	Paid During Year (e)									
1	Aith, Jorge	Vice President - Processes and Technologies, Avangrid Service Company		\$240,000	\$46,043		\$0	\$16,998	\$5,616	\$0	\$39	\$0	\$68,697	1
2	Ancel, Charlotte	Vice President - Regulatory Strategy, Avangrid Service Company		\$244,000	\$45,482		\$0	\$6,809	\$3,074	\$0	\$43	\$0	\$55,407	2
3	Baker, Scott	Vice President - Customer Service, Avangrid Service Company		\$233,000	\$42,977		\$89,355	\$16,368	\$1,044	\$0	\$91	\$0	\$149,835	3
4	Bigi, Thiago	Vice President - Operational Excellence, Avangrid Service Company		\$240,000	\$44,364		\$0	\$16,362	\$5,411	\$0	\$38	\$0	\$66,176	4
5	Bilcheck, Christian	Vice President - Asset Management and Planning, Avangrid Service Company		\$243,000	\$57,782		\$136,137	\$46,601	\$1,874	\$0	\$235	\$0	\$242,629	5
6	Cole, James	Vice President - Projects, Avangrid Service Company		\$250,000	\$62,106		\$175,647	\$32,515	\$1,959	\$0	\$135	\$0	\$272,363	6
7	Craven, Michael	Vice President - Electric Operation, NYSEG and RG&E		\$226,600	\$67,677		\$96,922	\$16,754	\$2,533	\$0	\$271	\$0	\$184,157	7
8	De Souza, Giancarlo	Chief Operating Officer, Avangrid Networks, Inc. and Avangrid Service Company		\$368,000	\$68,023		\$0	\$37,743	\$5,411	\$0	\$105	\$0	\$111,282	8
9	Donnelly, Kevin	Senior Vice President - Planning and Regulatory, Avangrid Service Company		\$280,000	\$49,982		\$145,242	\$45,852	\$1,703	\$0	\$73	\$0	\$242,852	9
10	Eves, Charles	Vice President - Electric Operations, Avangrid Service Company		\$253,000	\$50,811		\$12,928	\$23,206	\$1,339	\$0	\$112	\$0	\$88,395	10
11	Fitzgerald Jr, Robert	Vice President - Controller and Treasurer, Avangrid Networks, Inc. and Avangrid Service Company		\$229,000	\$40,278	(1)	\$0	\$22,317	\$4,826	\$0	\$35	\$12,353	\$79,809	11
12	George, Gregory	Vice President - Gas Engineering, Avangrid Service Company		\$210,000	\$21,028	(2)	\$58,559	\$31,254	\$1,336	\$0	\$230	\$0	\$112,405	12
13	Kimiecik, David	Vice President - Energy Services, NYSEG and RG&E		\$210,000	\$92,106		\$75,869	\$45,918	\$2,197	\$0	\$192	\$0	\$216,282	13
14	Kinsch, Noelle M.	Vice President - General Counsel and Secretary, Avangrid Networks, Inc. and Avangrid Service Company	Director	\$323,000	\$56,148	(3)	\$0	\$60,726	\$5,090	\$0	\$130	\$0	\$122,091	14
15	Lackner, Kelly	Vice President - Human Resources, Avangrid Service Company		\$230,000	\$32,322		\$0	\$11,916	\$4,125	\$0	\$45	\$0	\$48,407	15
16	Langland, Albert	Vice President - Gas Operations, Avangrid Service Company		\$242,000	\$44,699		\$0	\$12,792	\$4,935	\$0	\$97	\$0	\$62,523	16
17	Libonatti, Sebastian	Vice President - Business Development, Avangrid Service Company		\$231,000	\$42,685		\$0	\$17,529	\$3,987	\$0	\$36	\$0	\$64,237	17
18	Marone III, Anthony	Chief Executive Officer and President, Avangrid Networks and Avangrid Service Company		\$550,000	\$44,904	(4)	\$1,279,524	\$121,470	\$1,814	\$0	\$166	\$337,590	\$1,785,463	18
19	Nilsen, Patricia	Vice President - Reliability Assurance and Emergency Preparedness, Avangrid Service Company		\$200,000	\$35,512		\$52,642	\$13,570	\$1,995	\$0	\$129	\$0	\$103,848	19
20	Rosenbloom, Jeffrey	General Counsel and Secretary, NYSEG and RG&E		\$213,358	\$37,764		\$25,716	\$20,602	\$1,697	\$0	\$78	\$0	\$85,857	20
21	Stempien, Catherine	Chief Executive Officer and President, Avangrid Networks, Inc. and Avangrid Service Company	Director	\$580,000	\$82,538	(3), (5)	\$0	\$37,000	\$1,868	\$0	\$177	\$9,768	\$131,351	21
22	Syta, Joseph	Vice President - Controller and Treasurer, NYSEG and RG&E		\$230,000	\$115,054		\$88,767	\$65,008	\$3,599	\$0	\$687	\$0	\$273,116	22
23	Taylor, Carl	NYSEG & RG&E President and Chief Executive Officer, NYSEG and RG&E	Director	\$329,000	\$164,375	(3)	\$420,229	\$120,557	\$4,565	\$0	\$716	\$0	\$710,439	23
24	Van Brooker, Theresa	Vice President - Customer Service, NYSEG and RG&E		\$195,000	\$79,920		\$73,850	\$19,887	\$3,058	\$0	\$298	\$0	\$177,013	24
25	Vanluling, Andrea	Vice President - Controller and Treasurer, Avangrid Networks, Inc. and Avangrid Service Company	Director	\$285,000	\$38,354	(3)	\$0	\$20,841	\$4,212	\$0	\$33	\$0	\$63,437	25

NOTES:

(c) The by-laws of NYSEG and RG&E state that "Each director shall be elected to serve until the next annual meeting of stockholders, and thereafter until his successor shall be elected and shall qualify."

(e) Salary Paid During the Year - Actual earnings, including holidays, vacation, vacation pay-out, sick pay, funeral leave, jury duty leave, and personal days. The amounts in this column are ratepayer funded.

(f) Deferred Compensation - Includes the following:

(i) Amounts credited to deferred compensation plan per employment agreements or distributions from the plan.

(ii) The change in the pension liability from 2020 to 2021. Pension plan values include the qualified plans, the Excess Plan, and SERP for those who earn in excess of the IRS limits and have not waived participation in this plan; for those who took a distribution of their pension benefit upon termination in 2021, if applicable, the actual annuity or lump-sum value.

(g) Incentive Pay (Bonuses, etc.) - Amounts paid in 2021 for 2020 performance under the Annual Incentive Plan, LTIP, signing bonuses, retention bonuses, and ad hoc bonuses for the current year (i.e. Gratitude Awards).

(h) Savings Plans - 401(k) standard Company matching contributions, 401(k) non-elective Core contributions (6% of eligible wages) for those who have frozen pension benefit or no pension benefit, and Company contributions to an employee's Health Savings Account for those who participate in a High Deductible Health Plan. The amounts in this column are ratepayer funded.

(i) Stock Options - No cash payments were made in 2021 from any Company stock plans.

(j) Life Insurance Premiums - Imputed income for company-provided life insurance in excess of \$50,000; the plan provides life insurance of 1x pay for all nonunion employees hired prior to January 1, 2011 and \$50,000 of coverage for those hired on or after January 1, 2011. Company-provided life insurance varies for union employees based on the applicable collective bargaining agreement. The amounts in this column are ratepayer funded.

(k) Other - Includes the following:

(i) Robert Fitzgerald, Jr: Severance Payment

(ii) Anthony Marone III: Severance Payment

(iii) Catherine Stempien: Relocation payment

Footnotes:

(1) Terminated on 12/15/2021; 2020 EVP Award included; Director; received no compensation for such position

(2) Terminated on 4/30/2021; 2020 and 2021 APA Awards included

(3) Director; receives no compensation for such position

(4) Terminated on 4/30/2021; 2020 EVP Award included

(5) Hired on 3/15/2021

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