Date Filed: September 25, 2026

**Witness: Sasha P. Lazor and Marianne H. Eichler**
**Request from: Office of Consumer Counsel**

**Question:**

(VARIABLE PAY) Please refer to EMPLOYEE-CLP-1, Table 8 and the Response to OCC-198, Attachment 1. Each year from 2018 through 2023 had a separate table. Please explain if Table 8 reflects 2024 metrics or 2025 metrics and provide whichever year Table 8 does not reflect.

**Response:**

Employee-CLP-1, Table 8, is pulled from the Company's 2026 Proxy Statement, which covers performance for 2025.

2024 Goals are included in OCC-611, Attachment 1.