Date Filed: September 01, 2026

Witness: Sasha Lazor
Request from: Office of Consumer Counsel

Question:

Incentive Compensation. For each of the years 2021, 2022, 2023, 2024, and 2025 did the Company adjust the non-financial goals annually based on prior years achievements? If so, provide a detailed explanation of the change. If not, explain why not.

Response:

Please refer to OCC-297, Attachment 1, providing a comparison of the non-financial goals pertaining to the Board of Trustees' analysis of the incentive compensation funding decision and executive variable pay compensation program for the years 2021 to 2025.