Date Filed: September 01, 2026

Witness: Sasha Lazor
Request from: Office of Consumer Counsel

Question:

Incentive Compensation. Did the Company reduce incentive compensation payouts in any of the years 2021, 2022, 2023, 2024, and 2025 in order to use the funds for other expenses or expenditures? If so, explain.

Response:

No, the decision on pay-outs for the annual variable pay compensation program to enterprise-wide employees is a very significant decision each year that is undertaken on an independent and comprehensive basis starting with the Board of Trustee process outlined in the annual proxy statements. It is not like other operating costs that may be managed from year to year at the operating level to juggle competing budgetary demands. As a result, Eversource Energy did not reduce variable compensation payouts in any year "in order to use the funds for other expenses or expenditures."