

1 **SECTION 2: CUSTOMER OPERATIONS/OPERATING COSTS**
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3 **Q. Reference: PUB-NP-029**

4 **Based on Table 4 (including 2023 Actuals), please provide the total short-term**
 5 **incentive payment by position made to the CEO, executives, and directors per year,**
 6 **the percentage payout of base salary, as well as the breakdown between regulated**
 7 **and non-regulated costs.**

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 9 A. Table 1 provides the requested information for 2022 and 2023 actuals.¹

Table 1:
Executive and Director Short-Term Incentive Payments
2022 and 2023 Actual

	2022A		2023A	
	(\$)	(%)	(\$)	(%)
Executives				
President & CEO	221,000	51.2	269,000	57.4
VP Customer Operations	128,000	41.2	137,000	45.8
VP Engineering & Energy Supply	115,000	36.3	141,000	43.0
VP Finance & CFO	112,000	36.5	141,000	44.5
Directors²	385,300	16.5	438,300	19.4
Total	961,300		1,126,300	
Regulated	780,821		783,346	
Non-Regulated	180,479		342,954	
Total	961,300		1,126,300	

¹ Forecast regulated short-term incentives for 2024 to 2026 are based on the Company's weighted labour inflation rates of 3.80%, 4.45% and 4.50%, respectively.

² The average short-term incentive payment per Director was approximately \$29,600 for 2022 and \$33,700 for 2023, or an average payout of approximately 16.5% and 19.4% for 2022 and 2023, respectively.