Driving a Diversity, Equity and Inclusion (DE&I) strategy requires intentional effort and dedication from the entire Eversource team, from the Board of Trustees to every employee. As we continue our journey to build a workplace that is diverse, empowered and engaged, we are optimistic about furthering our progress. This year’s report reflects our commitment to transparency and highlights leadership commitments, metrics and results, as well as companywide initiatives, programs and recognition. We are extremely proud of how DE&I has evolved and become an integral part of everything we do.
I am pleased to update you on Eversource Energy’s progress on Diversity, Equity & Inclusion efforts and initiatives. We take pride in our achievements and the recognition we have earned, while acknowledging that DE&I is an ongoing journey with room for continual improvement.

Eversource serves more than 4.4 million customers in a widely diverse range of communities, from northern New Hampshire to the southwestern tip of Connecticut to the southern part of Massachusetts. We are committed to building and maintaining a workforce as diverse as the people we serve – a team with different backgrounds, experiences and perspectives that is engaged, empowered and committed to delivering great service to our customers. Our commitment to DE&I and social justice starts with our diverse Board of Trustees and continues through all levels of our organization, supported by our leaders, our employee Business Resource Groups (BRGs) and our DE&I Council.

In the past year, we’ve deepened our focus on equity so we can better engage with vulnerable, underserved communities as well as those that have borne undue environmental burdens because of historical injustices and limited economic development. In 2022, we created equity guidelines and rolled out company-wide equity training to help us better understand how to incorporate these equity considerations into every decision we make and every action we take that impacts our customers in the communities we serve. These steps position us to continually deliver equitable outcomes now and in years to come.

Our DE&I initiatives have earned honors from the Bloomberg Gender-Equality Index, As You Sow and other prestigious national programs and organizations. We appreciate these independent recognitions because they reflect the importance that Eversource places on DE&I in our company and our communities as well as the efforts and engagement of our more than 9,600 employees.

This report outlines Eversource’s Diversity, Equity & Inclusion 2022 progress and efforts to be thorough and transparent. I hope it brings our company’s core values to life.

Joe Nolan
Chairman, President & Chief Executive Officer (CEO)
Diversity, Equity and Inclusion is a core value at Eversource. We promote a culture of DE&I within our workplace and in the communities we serve. The main pillars of our DE&I strategy are:

- **Leadership Commitment**
- **Diverse Workforce**
- **Inclusive Workplace**
- **Diverse Supplier**
- **Community Impact**
DE&I Strategy and Key Focus Areas

The United States is on track to become a majority-minority country by 2044.

Women represent a critical source of under-represented talent.

Individuals of working age 27–42 (Gen Y) and 16–26 (Gen Z) represent the largest generations of the future workforce.

Research indicates companies achieve stronger business results when they are diverse and inclusive, and thus incorporate diverse perspectives into their business planning, decisions, practices and policies.

A growing spotlight on racial equity and environmental justice has created renewed calls for accelerated action and progress on meaningful, positive change.
Our diverse Board of Trustees brings a wealth of combined personal and leadership experiences and perspectives to help position Eversource for continued success. Eversource has been intentional about diversifying its board. The Board of Trustees seeks diversity in gender, race/ethnicity and personal background when considering trustee candidates.

**Leadership Commitment**

Eversource Board of Trustees*

<table>
<thead>
<tr>
<th>BOARD COMPOSITION</th>
<th>2017</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>CAUCASIAN</td>
<td>10</td>
<td>8</td>
</tr>
<tr>
<td>BLACK OR AFRICAN AMERICAN</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>ASIAN AMERICAN</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>MEN</td>
<td>10</td>
<td>9</td>
</tr>
<tr>
<td>WOMEN</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

* Board of Trustees as of December 31, 2022
How We Drive Business Results as a Leadership Team

Joe Nolan, Chairman, President and CEO, along with our Board, leadership team and DE&I executive sponsors, set intentional goals to hold Eversource accountable for progress.

Our leaders commit by:

- Including DE&I metrics and annual goals on our corporate scorecard to drive accountability for progress across all areas of the business.
- Establishing talent diversity and employee engagement goals and reviewing year-over-year progress against objectives.
- Meeting with DE&I leaders and executive sponsors to review key strategic goals and initiatives.
- Setting goals to increase business with diverse suppliers.
- Supporting community organizations and multicultural non-profits in the diverse communities we serve.
- Providing philanthropic support for creating more equitable and just communities.
- Pledging to the CEO ACTION for Diversity & Inclusion™, the largest CEO-driven business commitment to advance diversity and inclusion in the workplace.
- Participating in CEO ACTION’s annual Day of Understanding initiative.
- Supporting Edison Electric Institute’s (EEI) DE&I commitment.
- Sustaining our partnership with the Paradigm for Parity coalition, comprised of business leaders, board members and academics dedicated to addressing the corporate leadership gender gap.
- Incorporating DE&I into our core leadership behaviors for building engagement.
- Hosting DE&I conversations and events with our business teams.
- Taking part in community volunteering activities in support of our diverse communities.

“I’m proud that we continue to leverage diversity, equity and inclusion in our business. We value the experiences, ideas and perspectives of our diverse and talented workforce, and are dedicated to building an engaged, inclusive and empowered team that delivers great service to our customers and advances innovation.”
Eversource’s executive leadership team promotes and supports DE&I by building and leading diverse, inclusive work teams with high engagement. They remain focused on growing a pipeline of diverse talent, leveraging multiple perspectives to improve customer service, using diverse suppliers, engaging with multicultural organizations in our communities, and supporting the work of our DE&I council, racial equity task force, BRGs and pro-equity advisory team.

Effective Leadership Is Key to DE&I Success

Since adding monthly DE&I conversations to our leadership team meetings over the past year, we have covered a wide range of challenging topics that have helped us become aware of the big and small things leaders can do create a more inclusive and engaged workforce. I always look forward to the next opportunity to drive the conversation forward and deeper.”

OUR DE&I EXECUTIVE SPONSORS

Bill Akley  PRESIDENT, GAS BUSINESS
Jay Buth  VP, CONTROLLER AND CHIEF ACCOUNTING OFFICER
Greg Butler  EVP AND GENERAL COUNSEL
Chris Carmody  EVP, HUMAN RESOURCES AND INFORMATION TECHNOLOGY
Bob Coates  VP, PROJECT MANAGEMENT AND CONSTRUCTION
Doug Foley  PRESIDENT, ELECTRIC (NH)
Duncan MacKay  DEPUTY GENERAL COUNSEL AND CORP. COMPLIANCE OFFICER
Paul Renaud  VP, DISTRIBUTION ENGINEERING (MA&NH)
Donald Scacco  VP, ELECTRIC FIELD OPERATIONS (CT)
Cliff Williams  DIRECTOR, ELECTRIC OPERATIONS (CT)
Vandan Divatia  VP, TRANSMISSION POLICY AND COMPLIANCE
Diverse Workforce

Transparency and accountability are essential to reaching our DE&I commitments. To demonstrate our intentional actions to accelerate gender and racial parity and to make Eversource a more inclusive and equitable workplace, we offer these metrics, which highlight our successes as well as our challenges:

<table>
<thead>
<tr>
<th>DE&amp;I Metrics</th>
<th>2022 Target</th>
<th>2022 Actual</th>
<th>2023 Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>DIVERSE LEADERSHIP PROMOTION AND HIRES</td>
<td>40-45%</td>
<td>45.1%</td>
<td>40.5-45.5%</td>
</tr>
<tr>
<td>DIVERSE EXTERNAL HIRES</td>
<td>50%</td>
<td>61.6%</td>
<td>53%</td>
</tr>
<tr>
<td>DIVERSE CANDIDATE SLATE</td>
<td>55%</td>
<td>61.8%</td>
<td>56%</td>
</tr>
<tr>
<td>FEMALE EMPLOYEES</td>
<td>25%</td>
<td>25.2%</td>
<td>25.5%</td>
</tr>
<tr>
<td>MINORITY EMPLOYEES</td>
<td>19.5%</td>
<td>21.1%</td>
<td>20.0%</td>
</tr>
<tr>
<td>VETERAN HIRES</td>
<td>7%</td>
<td>10%</td>
<td>7%</td>
</tr>
<tr>
<td>LEADERSHIP INVOLVEMENT IN DE&amp;I OPPORTUNITIES</td>
<td>70%</td>
<td>71.9%</td>
<td>75%</td>
</tr>
<tr>
<td>DIVERSITY OF HIGH POTENTIAL TALENT*</td>
<td>53%</td>
<td>48.6%</td>
<td>48.6%</td>
</tr>
</tbody>
</table>

*No formal target established.
The EEO-1 report is a mandatory annual data collection that requires all private sector employers with 100 or more employees, and federal contractors with 50 or more employees meeting certain criteria, to submit demographic workforce data, including data by race/ethnicity, gender and job categories. By expanding our targeted recruitment strategies and programs, we have maintained diverse representation within Eversource despite the changing labor market and workplace conditions and expectations.
# 2022 Workforce Composition by Gender and Race

<table>
<thead>
<tr>
<th></th>
<th>American Indian or Alaska Native</th>
<th>Asian</th>
<th>Black or African American</th>
<th>Hispanic or Latino</th>
<th>Native Hawaiian or Other Pacific Islander</th>
<th>Other</th>
<th>Two or More Races</th>
<th>White</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>11</td>
<td>90</td>
<td>329</td>
<td>181</td>
<td>2</td>
<td>13</td>
<td>43</td>
<td>1777</td>
<td>2446</td>
</tr>
<tr>
<td>Male</td>
<td>31</td>
<td>212</td>
<td>485</td>
<td>453</td>
<td>1</td>
<td>71</td>
<td>111</td>
<td>5815</td>
<td>7179</td>
</tr>
<tr>
<td>Total</td>
<td>42</td>
<td>302</td>
<td>814</td>
<td>634</td>
<td>3</td>
<td>84</td>
<td>154</td>
<td>7592</td>
<td>9625</td>
</tr>
</tbody>
</table>

2022 data: Eversource and Aquarion combined.
Actively providing opportunities for employees of all backgrounds – across race, gender, ethnicity, culture, age, disability and veteran status – is important to our mission.

We take a holistic approach to talent acquisition by leveraging the DE&I Council and Business Resource Groups; academic institutions at the middle, high school, community and four-year college levels; and external strategic partners and community-based organizations to broaden our reach to as many targeted alliances as possible.

We encourage our historically underrepresented employees to participate in both internal and external activities that support the business, and many represent Eversource at career fairs to share their perspectives on engineering and technical careers.

Attracting Talent

Programs and Partnerships That Support Our Talent Acquisition Goals

Eversource continuously looks for innovative ways to replenish the workforce by expanding and refining our programs because business needs are evolving. Specifically, we work to build a pipeline of diverse individuals who are technically oriented and have an interest in career advancement. The development of several unique programs has proven to be a successful strategy to expand our pipeline of diverse, fully qualified and skilled electric and gas utilities workers. These programs help address the utility industry’s tremendous growth and serve the energy demands of homeowners, businesses and municipalities.

Intern and Co-op Programs
Offer internship and co-op opportunities with the goal of hiring students into full-time positions upon graduation. We partner with some of the best colleges and universities in our service territory and beyond to give students real-world experience in various business areas.

Workforce Development for Information Technology
Partners with non-profit organizations to provide apprenticeships, with the goal of hiring candidates from underrepresented groups into early-career IT positions.

Development Programs
Focus on Electric Engineering, Transmission, Gas and Safety to cultivate early-in-career talent that includes a variety of field and classroom training opportunities.

Manchester Community College - Manchester NH
Eversource partners with New Hampshire’s Manchester Community College, the International Brotherhood of Electrical Workers (IBEW) Locals 104 and 1837, and the National Electrical Contractors Association (NECA) to offer a certificate program that upskills diverse candidates and prepares graduates for lineworker apprenticeships.

New England Women in Energy & the Environment (NEWIEE)
Supports women working in energy and environmental fields, providing education, development, networking and mentoring opportunities.

Supervisor Development Program
Trains new hires from diverse backgrounds to manage electric operations. The approach has successfully created a more diverse candidate pool for these supervisor positions than ever before.

The Partnership and Conexion
Focus on hiring, retaining and developing female, racially and ethnically diverse talent. Working with these external partners in all sectors helps build racially and ethnically diverse pipelines.

Gas Training Program
In partnership with Middlesex Community College in Connecticut, this program helps develop the future workforce needed in the gas field and provides people with an opportunity to upskill into equitably paying jobs.
2022 Total New Hires: Gender and Race

In 2022, 61.6% of all external hires were women and/or Black, Indigenous, People of Color (BIPOC), which exceeded our goal of 50%. Also, 15,235 (61.8%) of 24,662 external qualified candidates presented to hiring managers were female and/or BIPOC.

<table>
<thead>
<tr>
<th></th>
<th>American Indian or Alaskan Native</th>
<th>Asian</th>
<th>Black or African American</th>
<th>Hispanic or Latino</th>
<th>Native Hawaiian or Other Pacific Islander</th>
<th>Other</th>
<th>Two or More Races</th>
<th>White</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>2</td>
<td>21</td>
<td>66</td>
<td>40</td>
<td>0</td>
<td>3</td>
<td>20</td>
<td>249</td>
<td>401</td>
</tr>
<tr>
<td>Male</td>
<td>5</td>
<td>63</td>
<td>84</td>
<td>91</td>
<td>0</td>
<td>18</td>
<td>34</td>
<td>679</td>
<td>974</td>
</tr>
<tr>
<td>Total</td>
<td>7</td>
<td>84</td>
<td>150</td>
<td>131</td>
<td>0</td>
<td>21</td>
<td>54</td>
<td>928</td>
<td>1375</td>
</tr>
</tbody>
</table>

2022 data: Eversource and Aquarion combined.
2022 Internal Promotions

In 2022, 14.53% of our employees moved into new roles of increasing responsibility. We remain focused on ensuring that our current and future workforce is diverse, empowered and equipped to evolve our business.

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian or Alaska Native</td>
<td>3</td>
<td>5</td>
<td>8</td>
</tr>
<tr>
<td>Asian</td>
<td>18</td>
<td>36</td>
<td>54</td>
</tr>
<tr>
<td>Black or African American</td>
<td>43</td>
<td>58</td>
<td>101</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>22</td>
<td>62</td>
<td>84</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Other</td>
<td>5</td>
<td>15</td>
<td>20</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>5</td>
<td>17</td>
<td>22</td>
</tr>
<tr>
<td>White</td>
<td>263</td>
<td>846</td>
<td>1109</td>
</tr>
<tr>
<td>Total</td>
<td>360</td>
<td>1039</td>
<td>1399</td>
</tr>
</tbody>
</table>

2022 data: Eversource and Aquarion combined.
2022 Leadership Hires and Promotions

Of the 444 employees hired or promoted into leadership roles in 2022, 200 (45.1%) were women and/or BIPOC.

<table>
<thead>
<tr>
<th></th>
<th>AMERICAN INDIAN OR ALASKA NATIVE</th>
<th>ASIAN</th>
<th>BLACK OR AFRICAN AMERICAN</th>
<th>HISPANIC OR LATINO</th>
<th>NATIVE HAWAIAN OR OTHER PACIFIC ISLANDER</th>
<th>OTHER</th>
<th>TWO OR MORE RACES</th>
<th>WHITE</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>FEMALE</td>
<td>0</td>
<td>4</td>
<td>9</td>
<td>7</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>86</td>
<td>112</td>
</tr>
<tr>
<td>BIPOC</td>
<td>1</td>
<td>14</td>
<td>28</td>
<td>12</td>
<td>17</td>
<td>10</td>
<td>6</td>
<td>0</td>
<td>88</td>
</tr>
<tr>
<td>TOTAL</td>
<td>1</td>
<td>18</td>
<td>37</td>
<td>19</td>
<td>20</td>
<td>12</td>
<td>7</td>
<td>86</td>
<td>200</td>
</tr>
</tbody>
</table>

2022 data: Eversource and Aquarion combined.
2022 Retention Rates

We continue to listen to employees through surveys, town hall meetings and online employee groups, and work to engage them. Turnover is also an opportunity to continue diversifying our workforce.

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian or Alaska Native</td>
<td>90.00%</td>
<td>92.86%</td>
<td>92.11%</td>
</tr>
<tr>
<td>Asian</td>
<td>89.74%</td>
<td>85.39%</td>
<td>86.72%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>85.85%</td>
<td>90.02%</td>
<td>88.30%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>83.71%</td>
<td>93.35%</td>
<td>90.33%</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>100.00%</td>
<td>50.00%</td>
<td>75.00%</td>
</tr>
<tr>
<td>Other</td>
<td>90.91%</td>
<td>103.85%</td>
<td>101.59%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>89.66%</td>
<td>91.67%</td>
<td>91.15%</td>
</tr>
<tr>
<td>White</td>
<td>89.05%</td>
<td>91.28%</td>
<td>90.75%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td><strong>Total</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td><strong>88.27%</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td><strong>91.25%</strong></td>
</tr>
</tbody>
</table>

2022 data: Eversource and Aquarion combined.
Inclusive Workplace
Diversity, Equity & Inclusion Council and Business Resource Groups

Our DE&I Council is a cross-functional team comprised of Eversource executive sponsors, BRG leaders and Racial Equity Task Force members from across our enterprise. The council helps to set strategy and implement the initiatives supporting the company’s DE&I goals. The council also directs and advises on the efforts of the BRGs and Racial Equity Task Force.
Business Resource Groups (BRGs)

Our six BRGs are voluntary, employee-led communities that organize around a particular dimension of diversity or identity. Our BRGs embrace individual and collective diversity, contribute to our employees’ personal and professional development and offer the opportunity for our employees to connect with each other. Our BRGs also offer a safe space where people of similar backgrounds can gather to discuss issues impacting their communities and create awareness on how Eversource and allies can better support them. Apart from regular meetings, each BRG hosts multiple events every year to celebrate and support our employees. Below are some of the events we hosted in 2022:

<table>
<thead>
<tr>
<th>Engineering Showcase</th>
<th>Multicultural Awareness Campaigns</th>
<th>Young Professionals Networking Opportunities</th>
<th>Career Series</th>
<th>Wreaths for the Holidays</th>
<th>Pride Celebration Events</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hosted by our New Hire BRG, Eversource held multistate, in-person showcase events that offered employees the chance to network and to learn about updates on important projects across the company’s gas and electric engineering functions.</td>
<td>The Multicultural BRG hosted multiple company-wide signature celebration events, including Black History Month, Asian American Pacific Islander Heritage Month, and a Hispanic Heritage Month celebration featuring the compelling keynote speaker Dr. Elsa Nunez, President of Eastern Connecticut State University.</td>
<td>Several multistate events were organized by the Young Professionals BRG. These events included engaging lunch and learn sessions on effective communication as well as networking events that also provided participants with the opportunity to take professional headshots.</td>
<td>The Women’s BRG hosted several events, including career development sessions and personal branding workshops to help women advance their careers, as well as a benefits information and listening session to help women prepare for open enrollment.</td>
<td>The Veterans BRG hosted wreath-laying events at national cemeteries across our territory, honoring our fallen heroes during the December holidays. They also worked closely with our Eversource Veterans Association, a 501(c)(3), that sponsors events and raises and disperses thousands of dollars to veteran-support organizations in our communities.</td>
<td>The Pride+Allies BRG hosted compelling educational sessions for our employees during June Pride Month and Transgender Awareness Week to build greater awareness and understanding of the unique needs of the LGBTQ community and their families.</td>
</tr>
</tbody>
</table>
Racial Equity Strategy Progress

We have made significant progress on our journey to drive meaningful, positive change in our workplace by addressing racial equity and social justice. We have taken various steps to promote education, dialogue and action related to diversity, equity and inclusion in our organization:

- **Our Racial Equity Task Force**, which identifies challenges and develops solutions for creating greater equity in talent management, increased support of our under-served communities, creating a more inclusive workplace culture.

- **We’ve held continual education, dialogue and action planning sessions throughout leadership and business teams.**

- **Our self-service intranet hub** provides information and updates on racial and social justice along with a toolkit of resources and support materials for leaders and employees.

- **We’ve hosted learning events throughout the year to celebrate the histories and contributions of under-represented groups and communities.**

- **Our DE&I Council and BRG leaders continue to be a sounding board and vital partner to HR and the business as we adapt to emerging changes in the workplace and roll out new policies and practices.**

- **In partnership with our Customer Experience team, we have expanded use of our multilingual translation initiative, which has resulted in one of the first Spanish language mobile apps for utilities in the United States as well as the translation of critical customer website pages and printed collateral into Spanish.**

- **Our DE&I/Multicultural BRG Book Club meets monthly, with the goal of fostering a culture of greater respect, inclusion, and understanding for diverse and under-represented groups.**

- **We’ve increased focus on racial equity and social justice through our community support events and initiatives.**

- **We are focused on fostering relationships with social justice and other groups in the advancement of our shared objectives.**

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**DE&I in Action:**

**the Racial Equity Task Force.**

Developed by our Racial Equity Task Force, this profile series was launched by Eversource on our internal communications channels, social media platforms, website and digital customer newsletter to amplify the voices, experiences and perspectives of our employees and to highlight the contributions and achievements of some of our diverse team members.

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Ken Lomax
Technical Training Manager

Ken Lomax shared why his experiences with systemic racism propelled him to join Eversource’s Racial Equity Task Force, and said, “Let’s have conversations about things that are related to the Black community.”
Our Women’s Business Resource Group (WBRG) is focused on building bridges and pathways for women to make new connections, share experiences and form collaborations to develop their careers.

**Paradigm for Parity**
As a committed partner of Paradigm for Parity, we hosted a virtual lunch & learn session featuring keynote speaker Sandra Quince, CEO of Paradigm for Parity. Sandra inspired employees as she elaborated on the movement that strives to achieve full gender parity by 2030, with a short-term goal of women holding at least 30% of senior roles.

**Career Series**
The WBRG held a career development series featuring renowned authors and career development experts who provided sessions on resume writing, interviewing skills, goal setting, personal branding, and advice for career advancement through internal opportunities.

**Military Women at Eversource**
The WBRG hosted a signature Women’s History Month Celebration event in partnership with our Veterans BRG (VBRG) highlighting the importance of and key strategies for attracting, hiring and retaining women from the military.

**Workforce Development with New England Women in Energy & the Environment (NEWIEE)**
Eversource sponsors the NEWIEE and two leaders hold seats on the board. NEWIEE supports women working in the energy and environmental fields, providing education, networking, leadership and mentoring opportunities.

**Girls With Impact**
Over the past five years, Eversource has been a major sponsor of Girls With Impact. Their “mini-MBA” program equips girls from historically underserved communities with the skills, knowledge and confidence to launch their own businesses and ultimately become the leaders, entrepreneurs and innovators of tomorrow.

**Women’s Energy Network (WEN)**
Eversource has sponsored WEN since 2020. The organization provides networking and educational programming, such as panel discussions on relevant topics, workshops, mentoring, social events and mixers with other local organizations and community civic engagement events.

"I have a daughter and I know she looks to me to show her what’s possible – I’ve always told her that she can do anything," said Pease, whose daughter also works in a male-dominated field, taxiing commercial planes at an airport.

---

**We promote career advancement for women through several thoughtful, strategic initiatives, including:**

- **Paradigm for Parity**
- **Career Series**
- **Military Women at Eversource**
- **Workforce Development with New England Women in Energy & the Environment (NEWIEE)**
- **Girls With Impact**
- **Women’s Energy Network (WEN)**
Diverse Supplier
Diverse Supplier

Eversource’s Supplier Diversity Program provides value for the company, while positively impacting diverse businesses, which include minority and women owned businesses, and the communities they operate within. In 2022, our number of diverse suppliers reached 297, the highest we have achieved to date. Eversource is also strengthening our internal approach to supplier diversity.

We have a goal to increase our spend with diverse businesses while empowering them through business development and partnerships. We actively identify, develop and do business with diverse suppliers that reflect the market, customers and communities we serve. The list below reflects the company’s ongoing commitment to leverage the skills, innovation and services of diverse suppliers:

**Procurement Directed Addressable Spend with Diverse Businesses (2022)**

- **$422 million**
  - *Tier I Spend is **$333.5M** and Tier II Spend is **$88.4M**

**Procurement Directed Addressable Spend with Minority Business Enterprise Suppliers (2022)**

- **$115.5 million**
  - **Tier I Spend only**

**Target Number of Active Diverse Suppliers (2023)**

- **312 suppliers**

**Number of Active Diverse Suppliers (2022)**

- **297 suppliers**
Community Impact
As Eversource builds, modernizes and improves our energy infrastructure, programs and services, we are dedicated to infusing equity as a core business imperative into our operational projects, community interactions, operating policies and practices. We acknowledge and recognize the historical inequities and ongoing disparities, particularly for those communities that are predominantly BIPOC, environmentally burdened and economically challenged, and are working collaboratively and intentionally to address them. As we continue to focus on the well-being and safety of our customers and communities, we will prioritize equity as an anchor to govern and strengthen our external partnerships and community engagements.

Since 2021, the company’s Vice President of Corporate Citizenship and Equity has led the company’s enterprise-wide focus on pro-equity, establishing a cross-functional Pro-Equity Advisory Team (PEAT). This diverse team of employees from across Eversource developed a strategy that includes pro-equity guidelines and training to help employees ensure decisions impacting our external customers and communities are anchored in equity. Additionally, in 2022, we established a new team focused on equity & environmental justice to operationalize the PEAT’s Equity framework, recommendations and training.

“Purposeful engagement is how we make progress on the issues that matter. By working collaboratively, Eversource positively influences critical issues impacting our employees and those in the communities where we live and work.”
Community Partnerships with a Purpose

Eversource is committed to supporting communities that are particularly vulnerable to economic, social and environmental inequities. We believe that a shift to clean energy can generate a future full of possibilities for all, and we are diligently working to ensure that our transition is just, fair and inclusive. In doing so, we partner with community-based organizations and educational institutions across our service territory that are invested in the values of diversity, equity, inclusion, economic development, professional development and personal growth.

Our commitment includes:

- **Leveraging diverse workforce insights to support residential energy needs**
- **Supporting education enrichment goals**
- **Encouraging our employees to volunteer with local community organizations**

More on equity and Eversource’s role can be found in our Sustainability Report >
Community Philanthropy and Volunteer Events

Our employees are passionate about making a positive impact in the communities where we live and work. In 2022, more than 5,000 employees gave more than 27,000 hours volunteering their time to various charitable events that are aligned with our vision.

We remain committed partners in our communities, providing $6 million in grants and sponsorships in 2022, including $4.5 million to support diverse, community-based organizations and the sponsorship of prominent signature events across all three states.

Eversource offers Matching Grant, Dollars for Doers and Pledge Partner programs to employees and retirees in recognition of their generosity of time and philanthropy. In 2022, Eversource contributed more than $591,000 through its employee giving programs.

5,000 employees gave more than 27,000 hours volunteering

$591,000 of contributions made to charities on behalf of our employees and retirees through employee giving program

4.5 million to support diverse, community-based organizations
Recognition and Awards

2022 was a year of great accomplishments. Awards we received related to DE&I include:

- **Just Capital – Top 100 of America’s Most Responsible Companies**
- **Newsweek’s America’s Most Responsible Companies**
- **Institutional Investor - 2022 Most Honored Company for industry-leading ESG, investor relations and multiple other categories as voted by institutional investors**
- **2022 Bloomberg Gender-Equality Index**
- **As You Sow named Eversource a “Top 10” overall out of the Russell 1000 index for transparency and accountability on the path to justice.**
- **2022 HIRE Vets Medallion Award**
- **Inclusion Infusion Award by Disability:IN Connecticut**

Olivia Knight  
As You Sow Racial Justice Initiative Manager

“Eversource serves as an example that businesses across sectors can look to as a leader in taking action to advance DE&I initiatives that make a difference.”
Eversource remains committed to advancing our DE&I initiatives and making meaningful progress through collaboration with our employees, customers, partners, shareholders and communities. We are proud of the advancements we made throughout 2022 and look forward to continuing this momentum as our journey continues.