



Diversity, Equity & Inclusion Report



2022



EVERSOURCE

About this Report

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.

WELCOME	LEADERSHIP COMMITMENT	DIVERSE WORKFORCE	INCLUSIVE WORKPLACE	DIVERSE SUPPLIER	COMMUNITY IMPACT
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Our Plans for Progress



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.

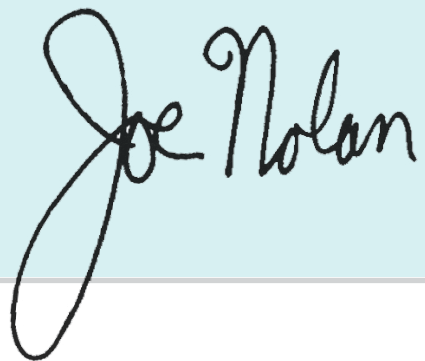
Eversource serves more than 4.4 million customers in a widely diverse range of communities, from northern New Hampshire to the southwestern tip of Connecticut to the southern part of Massachusetts. We are committed to building and maintaining a workforce as diverse as the people we serve – a team with 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)

DE&I Strategy and Key Focus Areas

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



Women
represent a
critical source
of under-
represented
talent.

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



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.



Leadership Commitment



Cotton M. Cleveland



James S. DiStasio



Linda Dorcena Forry



Francis A. Doyle



Greg Jones



James J. Judge



John Y. Kim



Kenneth R. Leibler



David H. Long



Joseph R. Nolan, Jr.



William C. Van Faasen



Frederica M. Williams

Leadership Commitment

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.

Eversource Board of Trustees*

BOARD COMPOSITION	2017	2022
CAUCASIAN	10	8
BLACK OR AFRICAN AMERICAN	2	3
ASIAN AMERICAN	0	1
MEN	10	9
WOMEN	2	3

* Board of Trustees as of December 31, 2022

How We Drive Business Results as a Leadership Team

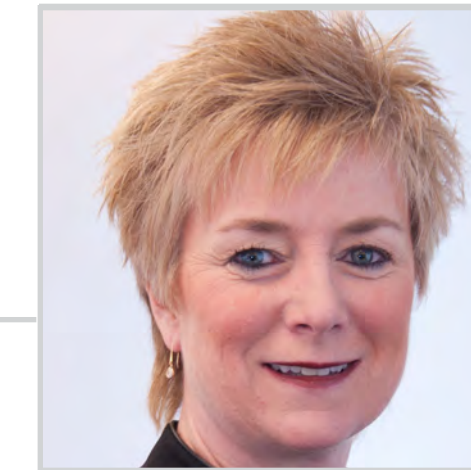
Joe Nolan, Chairman, President and CEO, along with our Board, leadership team and DE&I executive sponsors, set intentional goals to hold Eversource accountable for progress.

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.



Chris Carmody
EVP, Human Resources
and Information Technology

“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.”

Effective Leadership Is Key to DE&I Success

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.

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



Craig Hallstrom
President, MA Electric and
Enterprise Emergency Preparedness

“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.”

Diverse Workforce



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:



DE&I Metrics

	2022 TARGET	2022 ACTUAL	2023 TARGET
DIVERSE LEADERSHIP PROMOTION AND HIRES	40-45%	45.1%	40.5-45.5%
DIVERSE EXTERNAL HIRES	50%	61.6%	53%
DIVERSE CANDIDATE SLATE	55%	61.8%	56%
FEMALE EMPLOYEES	25%	25.2%	25.5%
MINORITY EMPLOYEES	19.5%	21.1%	20.0%
VETERAN HIRES	7%	10%	7%
LEADERSHIP INVOLVEMENT IN DE&I OPPORTUNITIES	70%	71.9%	75%
DIVERSITY OF HIGH POTENTIAL TALENT*	53%	48.6%	48.6%

**No formal target established.*



Equal Employment Opportunity (EEO–1) Disclosure

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.

EEO-1 Data 2022 Aquarion

CO=		Y002957		EQUAL EMPLOYMENT OPPORTUNITY												
U=		Y002957		2022 EMPLOYER INFORMATION REPORT EEO-1												
CONSOLIDATED REPORT																
SECTION B - COMPANY IDENTIFICATION								SECTION C. - TEST FOR FILING REQUIREMENT								
1 AQUARION INC 835 MAIN STREET BRIDGEPORT, CT 06604				2.a. AQUARION INC 835 MAIN STREET BRIDGEPORT, CT 06604				1- Y 2-N 3-Y				DUNS=050633890				
								SECTION E - ESTABLISHMENT INFORMATION								
								NAICS: 221310 - Water Supply and Irrigation Systems								
SECTION D - EMPLOYMENT DATA																
JOB CATEGORIES		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												OVERALL TOTALS
				*****MALE*****						*****FEMALE*****						
		MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIANCE OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIANCE OR ALASKAN NATIVE	TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	1	13	1	0	0	0	0	4	0	0	0	0	0	19	
FIRST/MID OFFICIALS & MGRS	2	0	19	1	0	0	0	0	8	2	0	0	0	0	32	
PROFESSIONALS	2	3	24	3	0	3	0	0	22	4	0	2	0	0	63	
TECHNICIANS	4	0	28	2	0	0	0	0	5	0	0	0	0	0	39	
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
ADMINISTRATIVE SUPPORT	2	12	7	3	0	2	0	0	31	9	0	1	0	0	67	
CRAFT WORKERS	0	0	4	0	0	0	0	0	0	0	0	0	0	0	4	
OPERATIVES	7	0	95	3	0	2	0	0	4	0	0	0	0	1	112	
LABORERS & HELPERS	0	0	3	1	0	0	0	0	0	0	0	0	0	0	4	
SERVICE WORKERS	2	0	8	1	0	0	0	0	2	0	0	0	0	0	13	
TOTAL	19	16	201	15	0	7	0	0	76	15	0	3	0	1	353	
PREVIOUS REPORT TOTAL	14	18	200	15	0	8	0	0	83	15	0	4	0	0	357	
SECTION F - REMARKS																

Click chart to view larger version

EEO-1 Data 2022 Eversource Energy

CO= 0048323

U= 0048323

EQUAL EMPLOYMENT OPPORTUNITY

2022 EMPLOYER INFORMATION REPORT EEO-1

CONSOLIDATED REPORT

SECTION B - COMPANY IDENTIFICATION

1 EVERSOURCE ENERGY
56 PROSPECT STREET
HARTFORD, CT 06103

2.a. EVERSOURCE ENERGY
56 PROSPECT STREET
HARTFORD, CT 06103

SECTION C. - TEST FOR FILING REQUIREMENT

1- Y 2-N 3-Y DUNS=052543980

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 221121 - Electric Bulk Power Transmission and Control

SECTION D - EMPLOYMENT DATA

c. EIN=060810627

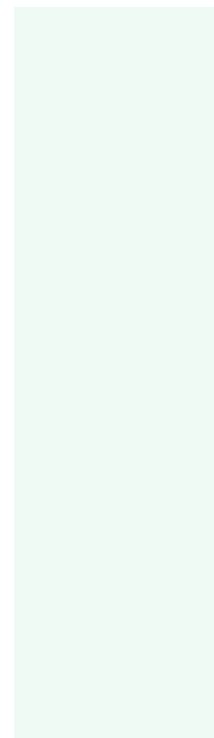
JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												OVERALL TOTALS
	MALE	FEMALE	*****MALE*****						*****FEMALE*****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	46	0	0	5	1	0	12	1	0	0	0	0	65
FIRST/MID OFFICIALS & MGRS	60	30	1124	83	0	37	2	34	335	28	1	10	1	10	1755
PROFESSIONALS	95	46	1216	108	0	121	4	52	606	96	0	64	2	18	2428
TECHNICIANS	34	4	444	32	0	8	2	17	75	6	0	2	1	3	628
SALES WORKERS	0	0	10	0	0	0	0	0	1	1	0	0	0	0	12
ADMINISTRATIVE SUPPORT	26	75	171	32	0	6	2	7	566	165	1	10	4	23	1088
CRAFT WORKERS	151	9	2014	160	1	19	14	38	57	8	0	1	2	0	2474
OPERATIVES	68	0	574	52	0	9	5	31	28	3	0	0	0	1	771
LABORERS & HELPERS	1	1	16	3	0	0	1	2	18	5	0	0	1	1	49
SERVICE WORKERS	0	0	4	0	0	0	0	0	0	0	0	0	0	0	4
TOTAL	435	165	5619	470	1	205	31	181	1698	313	2	87	11	56	9274
PREVIOUS REPORT TOTAL	377	160	5520	435	2	170	28	84	1687	303	2	74	10	29	8881

Click chart to view larger version

2022 Workforce Composition by Gender and Race

	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	OTHER	TWO OR MORE RACES	WHITE	TOTAL
FEMALE	11	90	329	181	2	13	43	1777	2446
MALE	31	212	485	453	1	71	111	5815	7179
TOTAL	42	302	814	634	3	84	154	7592	9625

2022 data: Eversource and Aquarion combined.



Attracting Talent

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.

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.

Workforce Pipeline Programs

Provide urban youth, veterans, under-employed adults and others from the diverse community we serve with an opportunity to qualify for well-paid craft positions by participating in certification and degree programs. Bunker Hill Community College (MA), Capital Community College (CT), and Manchester Community College (NH) are a few of our educational partners.

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.

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.

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.

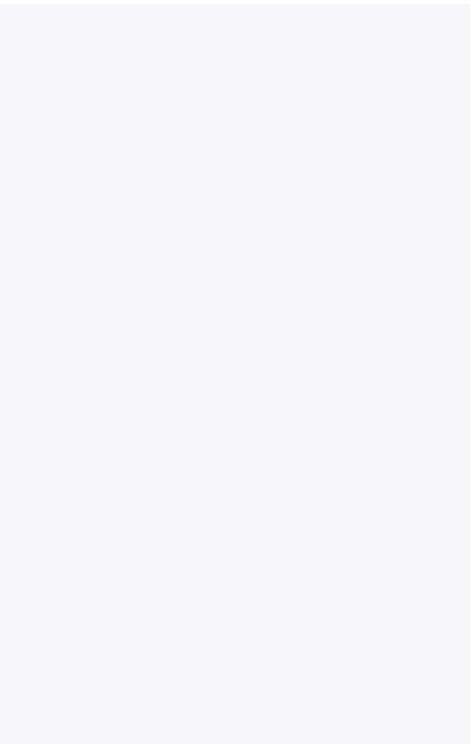


2022 Total New Hires: Gender and Race

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.

	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	OTHER	TWO OR MORE RACES	WHITE	TOTAL
FEMALE	2	21	66	40	0	3	20	249	401
MALE	5	63	84	91	0	18	34	679	974
TOTAL	7	84	150	131	0	21	54	928	1375

2022 data: Eversource and Aquarion combined.

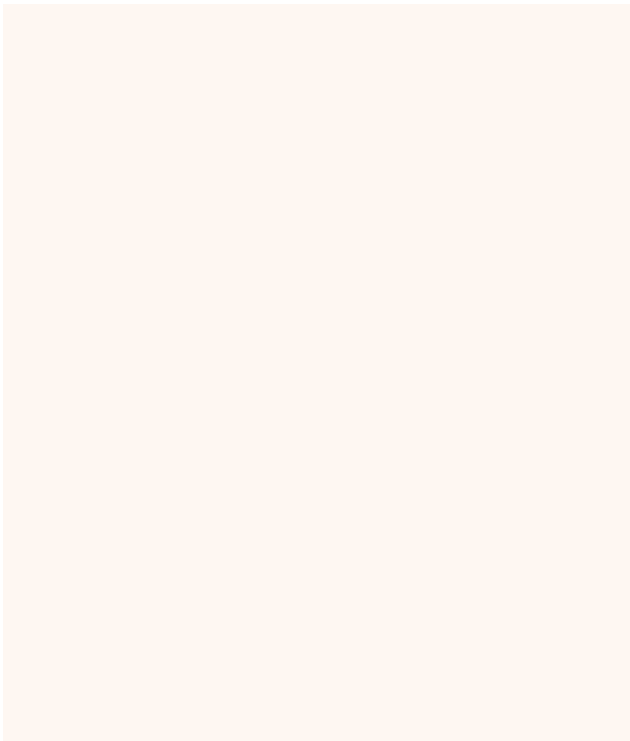
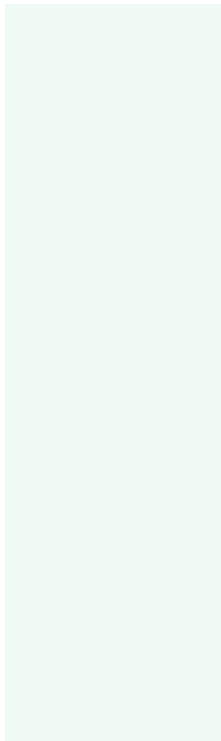


2022 Internal Promotions

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.

	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	OTHER	TWO OR MORE RACES	WHITE	TOTAL
FEMALE	3	18	43	22	1	5	5	263	360
MALE	5	36	58	62	0	15	17	846	1039
TOTAL	8	54	101	84	1	20	22	1109	1399

2022 data: Eversource and Aquarion combined.

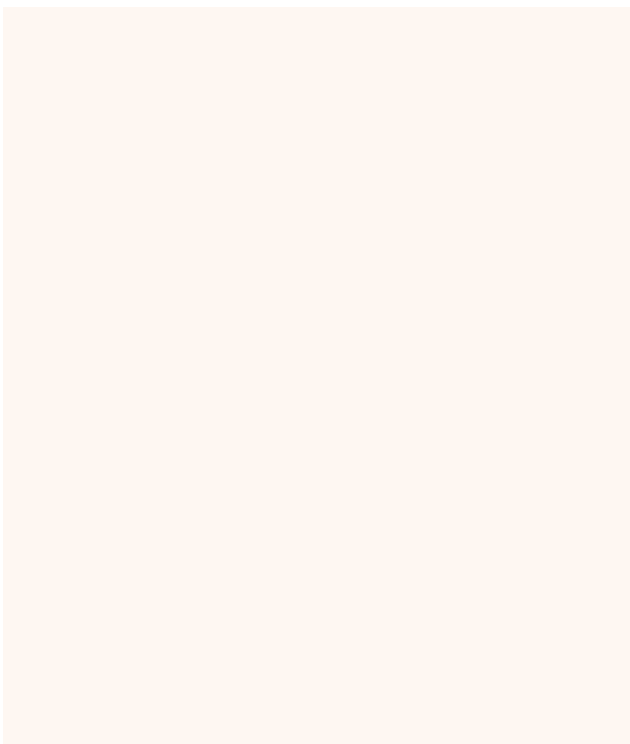
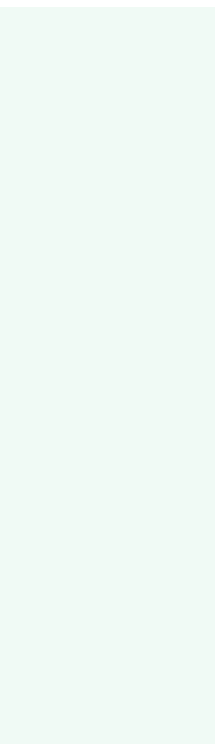


2022 Leadership Hires and Promotions

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

	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	OTHER	TWO OR MORE RACES	WHITE	TOTAL
FEMALE	0	4	9	7	3	2	1	86	112
BIPOC	1	14	28	12	17	10	6	0	88
TOTAL	1	18	37	19	20	12	7	86	200

2022 data: Eversource and Aquarion combined.

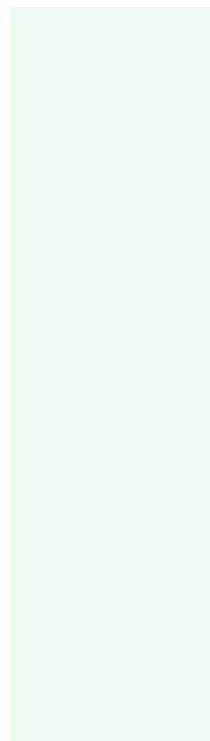


2022 Retention Rates

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.

	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	OTHER	TWO OR MORE RACES	WHITE	TOTAL
FEMALE	90.00%	89.74%	85.85%	83.71%	100.00%	90.91%	89.66%	89.05%	88.27%
MALE	92.86%	85.39%	90.02%	93.35%	50.00%	103.85%	91.67%	91.28%	91.25%
TOTAL	92.11%	86.72%	88.30%	90.33%	75.00%	101.59%	91.15%	90.75%	90.48%

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:

Eversource has six BRGs:



New Hire Business Resource Group



Multicultural Business Resource Group



Women’s Business Resource Group



Young Professionals Business Resource Group



Veterans Business Resource Group



Pride+Allies Business Resource Group

Engineering Showcase	Multicultural Awareness Campaigns	Young Professionals Networking Opportunities	Career Series	Wreaths for the Holidays	Pride Celebration Events
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.	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.	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.	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.	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.	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.

Racial Equity Strategy Progress

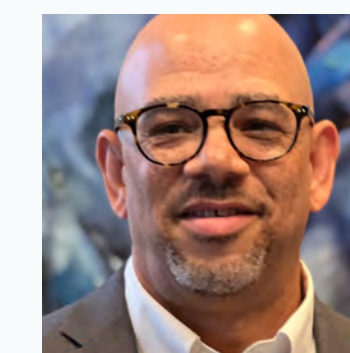
We have made significant progress on our journey to drive meaningful, positive change in our workplace by addressing racial equity and social justice. We have taken various steps to promote education, dialogue and action related to diversity, equity and inclusion in our organization:

- **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.**



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.



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."

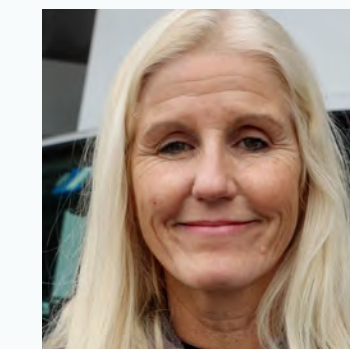
Ken Lomax
Technical Training Manager

A Continued Commitment to Women

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.



“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.



Tammy Pease
Eversource's First Female
Underground Troubleshooter

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

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.



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

**TARGET NUMBER
OF ACTIVE DIVERSE
SUPPLIERS (2023)**

312
suppliers

**NUMBER OF
ACTIVE DIVERSE
SUPPLIERS (2022)**

297
suppliers

**PROCUREMENT
DIRECTED ADDRESSABLE
SPEND WITH MINORITY
BUSINESS ENTERPRISE
SUPPLIERS (2022)**

\$115.5**
million

**Tier I Spend only

Community Impact



Pro-Equity

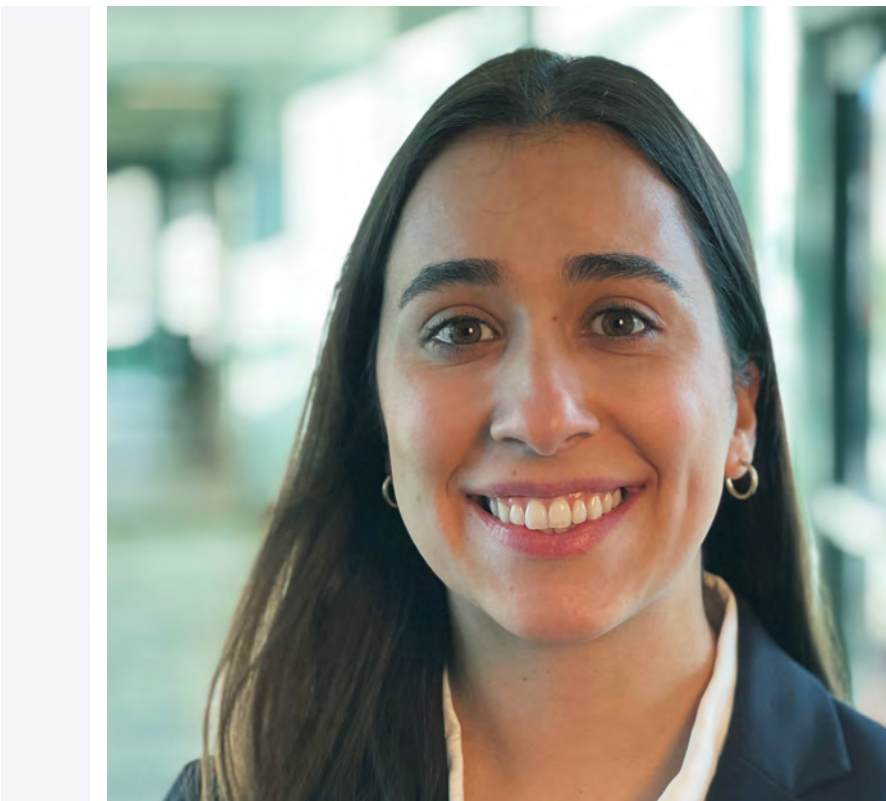
As Eversource builds, modernizes and improves our energy infrastructure, programs and services, we are dedicated to infusing equity as a core business imperative into our operational projects, community interactions, operating policies and practices. We acknowledge and recognize the historical inequities 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.



Theresa Hopkins-Staten
Vice President of Corporate
Citizenship and Equity

“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:

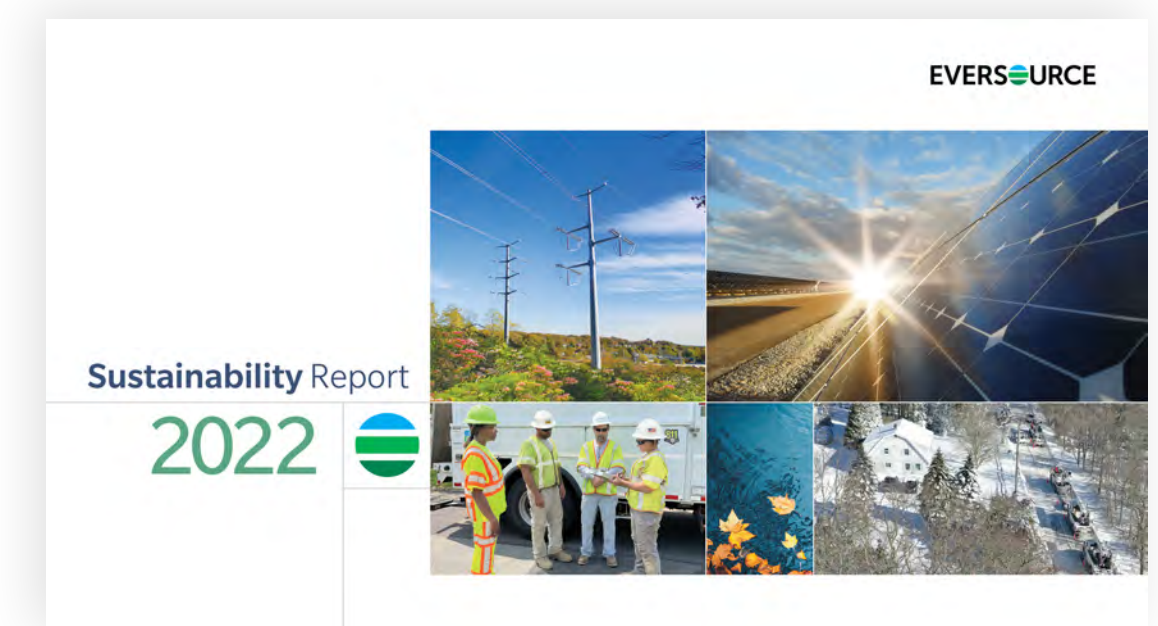
**Supporting education
enrichment goals**

**Leveraging diverse
workforce insights
to support residential
energy needs**

**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



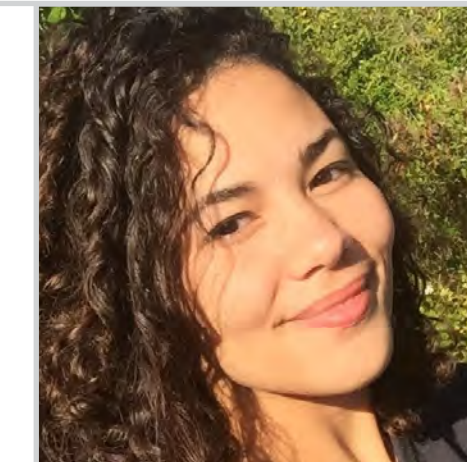
As You Sow named Eversource a “[Top 10](#)” overall out of the Russell 1000 index for transparency and accountability on the path to justice.



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.”

2022

Diversity, Equity & Inclusion Report

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.

Stay connected on:

