

2021

EVERSOURCE

DIVERSITY,
EQUITY
& INCLUSION
Report

Diversity, Equity & Inclusion: A Core Value

Driving a Diversity, Equity and Inclusion (DE&I) strategy requires intentional effort, continued diligence, and respectful partnerships. As we continue our journey to build a culture of respect and belonging, we are optimistic about the future and our continued dedication to the growth of, and progress in, this important business objective. This year’s report reflects our steadfastness for transparency and highlights leadership commitments, workforce composition data, metrics and results, as well as companywide initiatives, programs and recognition. We are extremely proud of how DE&I has evolved beyond compliance into a key organizational core value.

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

Message from CEO Joe Nolan

Eversource is committed to building a diverse, empowered, and engaged team that delivers top-tier service to our 4.4 million customers. We aim to support the customers and communities we serve; work for racial and social justice; and incorporate equity principles in all areas of our work to increase both employee engagement and our engagement with vulnerable, underserved, and environmental justice communities.

To deliver superior customer service and respond to our communities' needs, it's crucial for Eversource to have a diverse, equitable, and inclusive organization that is reflective of the customers we serve, values the unique perspectives and cultural life experiences of every employee, and where all feel welcome and have an opportunity to contribute.

This report tells the story of our Diversity, Equity & Inclusion policies, practices, and programs. We have increased our use of hard data in this year's report to provide a more complete picture of where we are on this journey, our plans for progress, and the corporate metrics by which we hold ourselves accountable.

We aim to be transparent, and this year's report also includes additional detail about the demographics of our workforce, based on the racial, ethnic and gender identifications of employees from EE01 reports.

We are committed to making our results visible to our stakeholders so they can see our progress. We're also committed to continued improvement and raising the bar on most metrics, so each year's accomplishments become a starting point for the next.

Providing safe, reliable delivery of energy and water is only part of the Eversource story. Valuing and fostering diversity, equity, and inclusion in our company and our communities is also core to our success. With this report, I invite you to follow our progress.



Joe Nolan
President and Chief Executive Officer



DE&I Strategy

and Key Focus Areas

These factors underscore why DE&I is one of our core values. They also provide the business rationale for the focus areas that comprise our DE&I strategy:

- **Leadership Commitment**
- **Diverse Workforce**
- **Inclusive Workplace**
- **Diverse Supplier**
- **Community Impact**





The Business Case for DE&I is Clear

Women represent a critical source of under-represented talent.

Individuals of working age 23-38 (Gen Y) and 16-25 (Gen Z) represent the largest generations of the future workforce.

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

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

The challenges of COVID-19 introduced greater complexity in how work is performed, and services are delivered, requiring greater organizational and leadership agility.

The murder of George Floyd and the resulting public outrage has spurred an increased commitment to equity and justice in the communities we serve.

Leadership Commitment

We believe having a diverse Board of Trustees allows them to apply their combined personal and leadership experiences, perspectives and creativity toward guiding and positioning us for continued success.

Eversource Board of Trustees

BOARD COMPOSITION	2017	PRESENT
WHITE	10	8
AFRICAN AMERICAN	2	3
ASIAN AMERICAN	0	1
MEN	10	9
WOMEN	2	3

Eversource has been intentional about diversifying its board and was recently recognized by Edison Electric Institute (EEI) for the diversity of its Board of Trustees.



A: Cotton M. Cleveland
B: James S. DiStasio
C: Linda Dorcena Forry
D: Francis A. Doyle
E: Greg Jones
F: James J. Judge
G: John Y. Kim
H: Kenneth R. Leibler
I: David H. Long
J: Joseph R. Nolan, Jr.
K: William C. Van Faasen
L: Frederica M. Williams

FROM Commitment to Action

How We Drive Business Results as a Leadership Team

Joe Nolan, President and CEO, our board, leadership team and DE&I executive sponsors, set intentional goals to hold ourselves accountable for progress.

Our leaders commit by:

- Establishing DE&I metrics and annual goals on our corporate scorecard to drive accountability for progress.
- Approving talent and engagement diversity metrics and reviewing progress against goals.
- Meeting with DE&I leaders and executive sponsors to review key strategic goals and initiatives.
- Setting goals and reviewing achievements for supplier diversity.
- Creating community partnerships.
- 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 the CEO ACTION's annual Day of Understanding initiative.
- Supporting Edison Electric Institute's (EEI) DE&I commitment.
- Joining the Paradigm for Parity coalition, comprised of business leaders, board members and academics committed to addressing the corporate leadership gender gap.
- Incorporating DE&I into our core leadership behaviors for building engagement.

“

I am proud that we continue to leverage diversity, equity and inclusion in our business. Developing a diverse and talented workforce and creating a respectful and welcoming environment where experiences, backgrounds and perspectives are valued is fundamental to building engagement, innovating, delivering great service to our customers and achieving our vision.

Chris Carmody
EVP, Human Resources and Information Technology



”



Driving the DE&I Strategy

Our leadership team and executive sponsors drive the DE&I strategy and guide its execution. They accomplish this by establishing and promoting key performance goals and identifying projects that drive business performance, while leveraging the perspectives and work of the DE&I Council and BRGs.

OUR DE&I EXECUTIVE SPONSORS

Bill Akley

Michelle Beasley

Jay Buth

Greg Butler

Chris Carmody

Bob Coates

Doug Foley

Duncan MacKay

Bill Quinlan

Paul Renaud

Werner Schweiger

REPRESENT A BROAD SPECTRUM OF DEPARTMENTS:

PRESIDENT, GAS BUSINESS

VP, SITING AND PROJECT SERVICES

VP, CONTROLLER AND CHIEF ACCOUNTING OFFICER

EVP AND GENERAL COUNSEL

EVP, HUMAN RESOURCES AND INFORMATION TECHNOLOGY

VP, PROJECT MANAGEMENT AND CONSTRUCTION

PRESIDENT, OPERATIONS (NH)

DEPUTY GENERAL COUNSEL AND CORPORATE COMPLIANCE OFFICER

PRESIDENT, TRANSMISSION

VP, DISTRIBUTION ENGINEERING (MA)

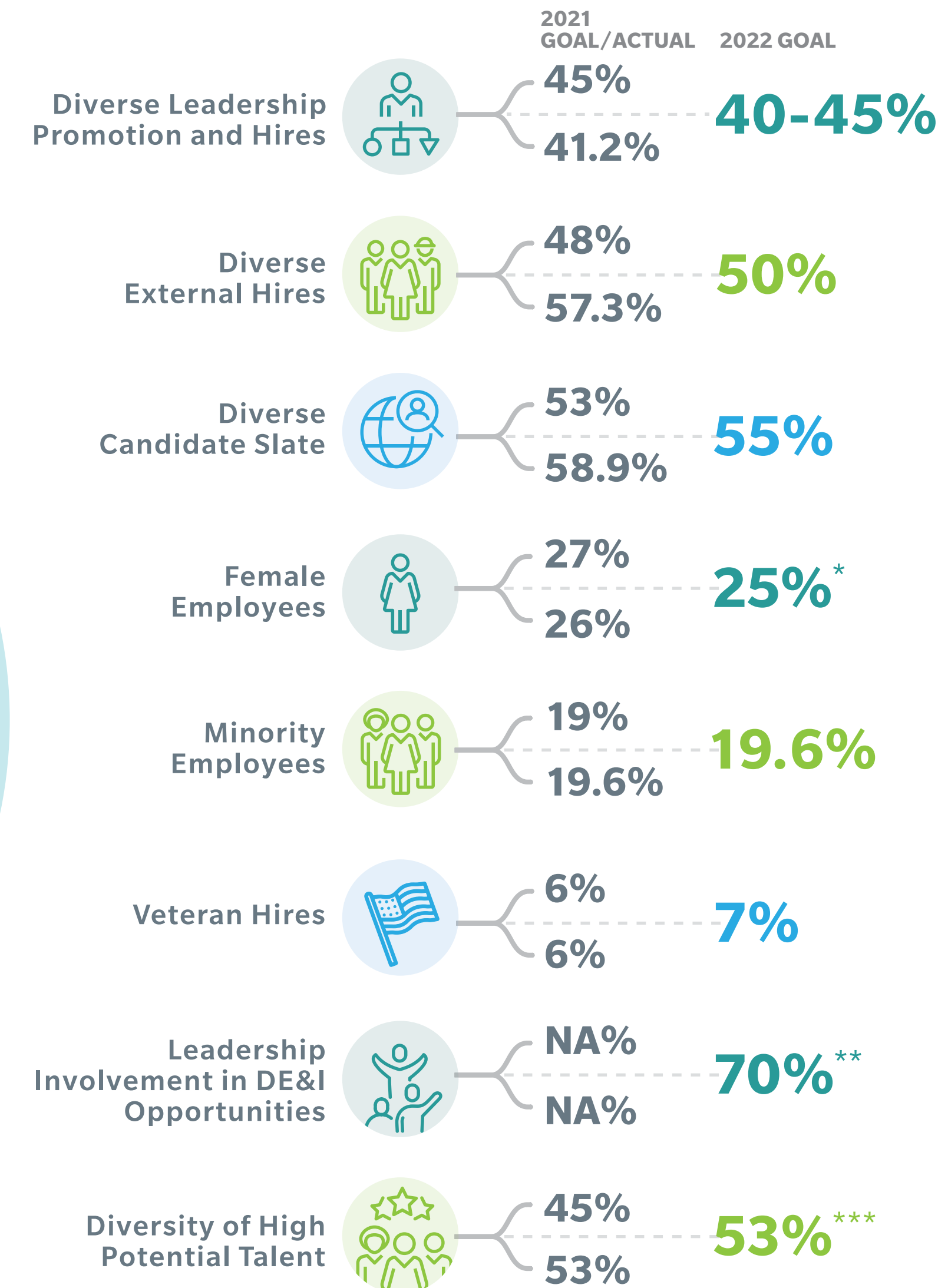
EVP AND CHIEF OPERATING OFFICER

Diverse Workforce

We strive for transparency and accountability in achieving our DE&I targets and goals. We have intentional plans in place to accelerate our progress toward gender and racial parity and to make Eversource a more inclusive workplace. These metrics demonstrate our achievements as well as our challenges.



WHAT WE MEASURE: DE&I Corporate Metrics



*Target was lowered due to higher-than-usual rates of attrition of females in 2021 related to the pandemic.

New goal for 2022 *No Formal target set, our goal is to improve annually

Equal Employment Opportunity

EEO-1 DISCLOSURE

The EEO-1 Component 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, sex and job categories.

By utilizing expanded, targeted recruitment strategies and programs — particularly over the past two years — we have maintained diverse representation within Eversource, despite the changing labor market, workforce and workplace conditions.

EEO-1 Data 2021 Aquarion

CO= Y002957

U= Y002957

2021 EMPLOYER INFORMATION REPORT EEO-1
CONSOLIDATED REPORT

SECTION B - COMPANY IDENTIFICATION

1. AQUARION INC
835 MAIN STREET
BRIDGEPORT, CT 06604

2.a. AQUARION INC
835 MAIN STREET
BRIDGEPORT, CT 06604

c. EIN= 060272360

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- N 3- N 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 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	5	0	0	1	0	0	2	0	0	0	0	0	8
FIRST/MID OFFICIALS & MGRS	1	0	29	2	0	0	0	0	15	4	0	0	0	0	51
PROFESSIONALS	1	4	21	4	0	4	0	0	19	3	0	2	0	0	58
TECHNICIANS	4	0	44	2	0	0	0	0	4	0	0	0	0	0	54
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	3	14	5	2	0	2	0	0	33	8	0	1	0	0	68
CRAFT WORKERS	2	0	48	0	0	0	0	0	4	0	0	0	0	0	54
OPERATIVES	3	0	35	5	0	1	0	0	1	0	0	0	0	0	45
LABORERS & HELPERS	0	0	8	0	0	0	0	0	5	0	0	1	0	0	14
SERVICE WORKERS	0	0	5	0	0	0	0	0	0	0	0	0	0	0	5
TOTAL	14	18	200	15	0	8	0	0	83	15	0	4	0	0	357
PREVIOUS REPORT TOTAL															

SECTION F - REMARKS

EEO-1 report includes 18 additional headcount for (T1 and T2) temporary workers and contractors.

[Click chart to view larger version](#)

EEO-1 Data 2021 Eversource Energy

CO= 0048323

U= 0048323

EQUAL EMPLOYMENT OPPORTUNITY

2021 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

c. EIN= 060810627

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

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	44	0	0	5	1	0	9	1	0	0	0	0	60
FIRST/MID OFFICIALS & MGRS	49	25	1059	76	1	31	3	11	308	27	1	8	1	5	1605
PROFESSIONALS	66	42	1153	77	0	96	3	28	605	75	0	56	1	9	2211
TECHNICIANS	32	6	452	29	0	7	2	5	70	7	0	2	1	1	614
SALES WORKERS	0	0	5	0	0	0	0	0	1	1	0	0	0	0	7
ADMINISTRATIVE SUPPORT	28	76	174	38	0	5	2	6	592	176	1	7	5	13	1123
CRAFT WORKERS	148	7	2038	168	1	16	12	19	57	6	0	1	2	0	2475
OPERATIVES	53	2	577	45	0	10	5	15	28	4	0	0	0	1	740
LABORERS & HELPERS	1	2	14	2	0	0	0	0	17	6	0	0	0	0	42
SERVICE WORKERS	0	0	4	0	0	0	0	0	0	0	0	0	0	0	4
TOTAL	377	160	5520	435	2	170	28	84	1687	303	2	74	10	29	8881
PREVIOUS REPORT TOTAL	365	162	5593	432	2	156	30	74	1768	293	1	68	11	29	8984

SECTION F - REMARKS

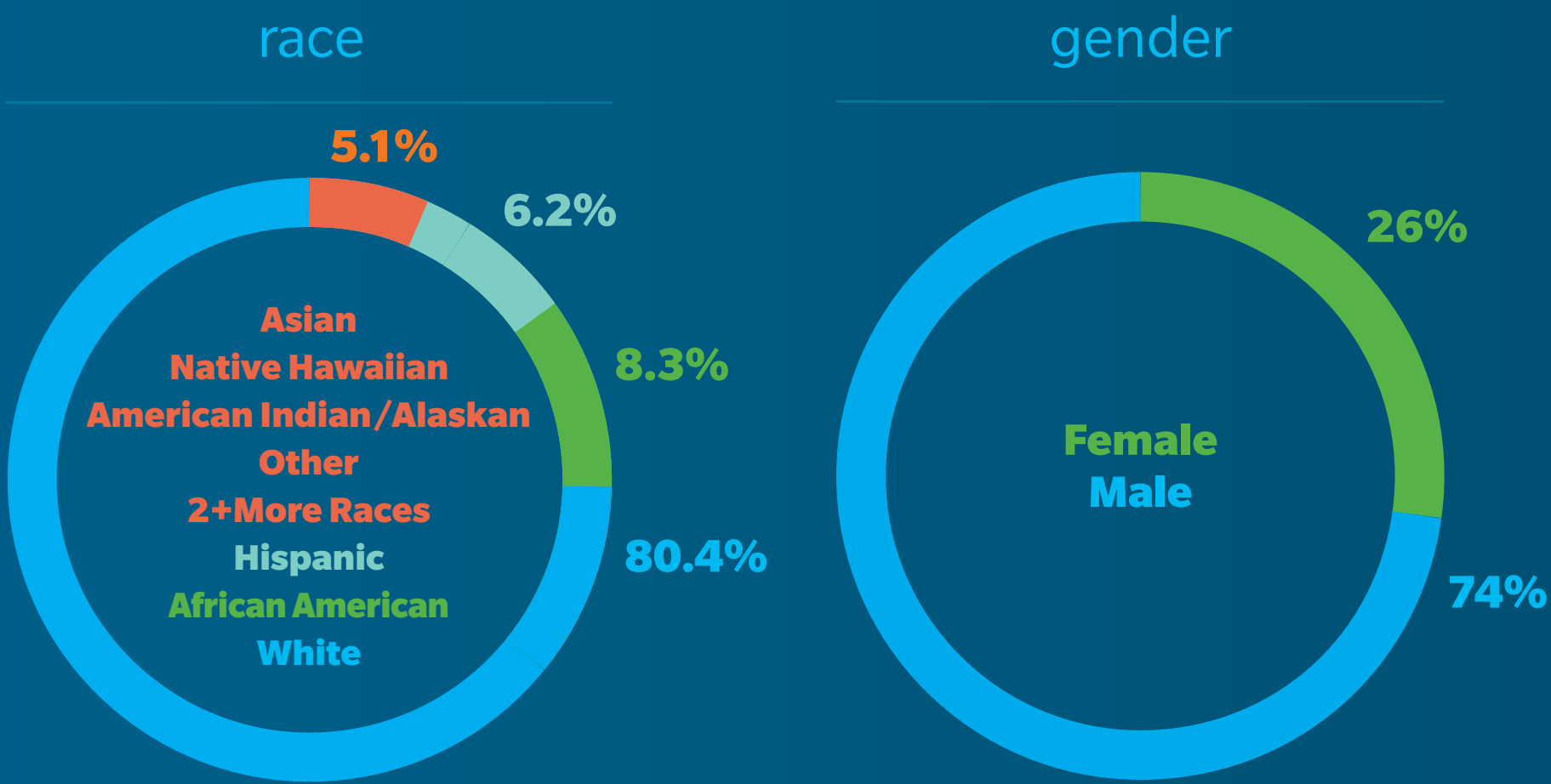
[Click chart to view larger version](#)

Workforce Composition by Gender and Race

Despite the competitive talent marketplace, we have made incremental improvements in the representation of Black, Indigenous and People of Color (BIPOC) employees. In the past few years, we experienced a slight decrease in female representation and will continue to focus our sourcing efforts to recruit and hire female workers. We expect leaders to engage and retain our employees and will continue to focus our efforts to recruit and retain underrepresented talent.

	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	10	78	318	178	2	11	29	1753	2379
MALE	28	178	451	391	2	52	84	5662	6848
TOTAL	38	256	769	569	4	63	113	7415	9227

2021 data: Eversource and Aquarion combined.



Total New Hires: Gender and Race

12,301 (59%) of 20,875 external qualified candidate presented to hiring managers were female/BIPOC qualified candidates.

	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	1	12	39	26	1	1	7	153	240
MALE	1	28	42	35	0	8	15	432	561
UNKNOWN	0	0	0	0	0	0	0	1	1
TOTAL	2	40	81	61	1	9	22	586	802

2021 data: Eversource and Aquarion combined.

Internal Promotions

We remain focused on ensuring 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	8	42	24	1	1	4	184	267
MALE	1	27	50	58	9	9	11	775	940
UNKNOWN								1	1
TOTAL	4	35	92	82	10	10	15	960	1208

2021 data: Eversource and Aquarion combined.



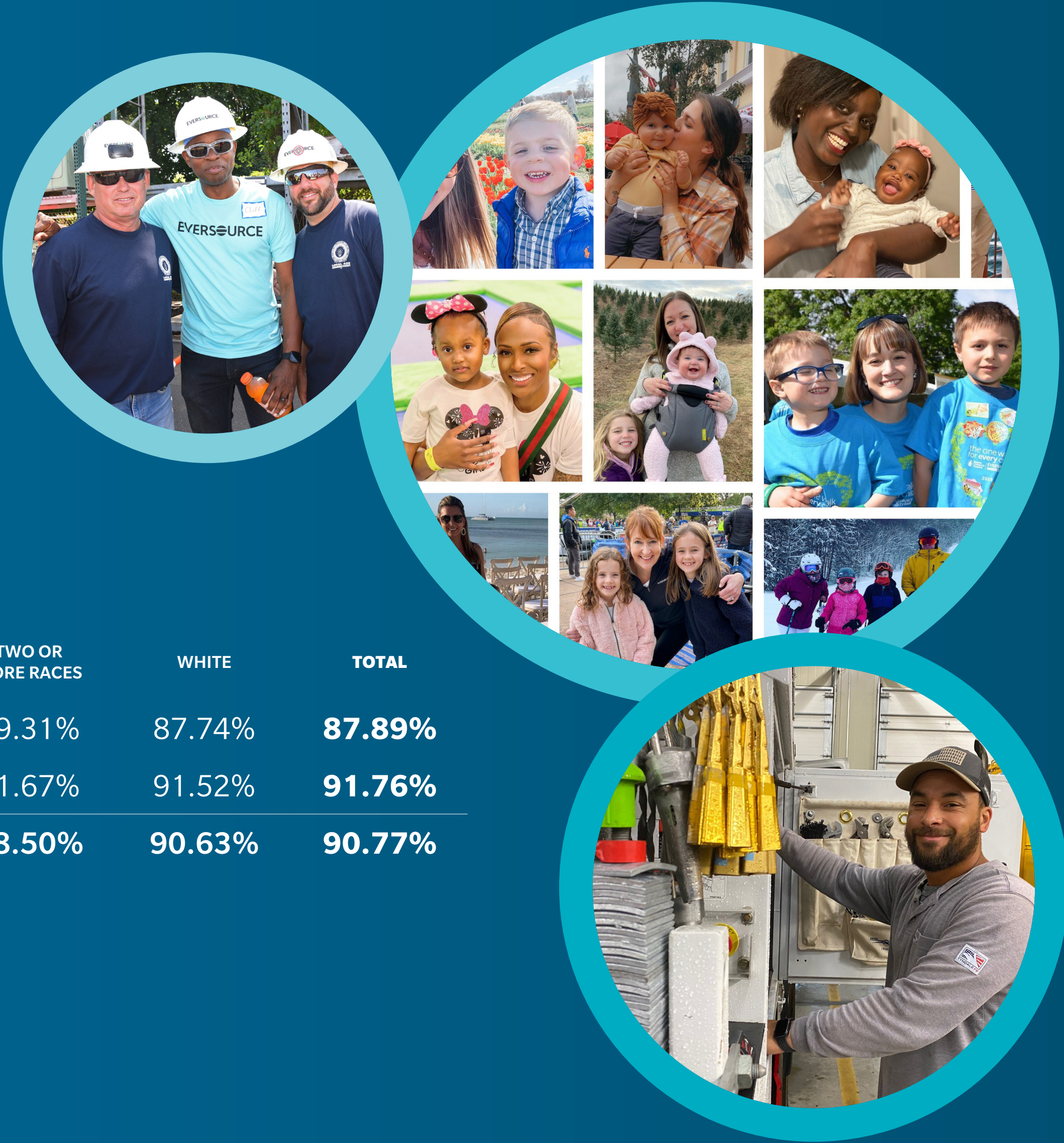
For the third year in a row, Eversource was included in the **Bloomberg Gender-Equality Index** (GEI), which recognizes companies around the globe committed to advancing women’s equality in the workplace through policy development, representation and transparency. To be included in the index, publicly traded companies must meet a threshold on more than 70 gender-related data metrics. This continued recognition reflects our unyielding commitment to diversity and inclusion as one of the most important core values.

Retention

We continue to listen to employees through surveys, town hall meetings, online employee groups, and implement actions 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	80.00%	92.31%	91.82%	84.83%	100.00%	45.45%	79.31%	87.74%	87.89%
MALE	89.29%	93.26%	91.80%	94.63%	50.00%	94.23%	91.67%	91.52%	91.76%
TOTAL	86.84%	92.97%	91.81%	91.56%	75.00%	85.71%	88.50%	90.63%	90.77%

*2021 data: Aquarion included.



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 involve women and BIPOC employees to participate on speaker and interview panels and join us at career fairs to provide real-life perspectives on engineering and technical careers. Examples of the programs and partnerships that support our diverse talent management goals are shown at right.



PROGRAMS AND PARTNERSHIPS THAT SUPPORT OUR TALENT MANAGEMENT GOALS

Private Industry Council

Participants are offered Eversource internships and scholarships.

Cohort Programs

Programs for electric, gas, transmission and engineering employees designed to attract, develop and retain future leaders and ensure a pipeline of diverse qualified talent.

Workforce Pipeline Programs

Provides high school graduates and others an opportunity to participate in six-month or two-year degree programs to qualify for well-paying craft positions. Special effort is made to reach out to urban youth, veterans and under-employed adults for these community college programs.

The Partnership

Works with organizations in all sectors to build racially and ethnically diverse pipelines.

College and Career Fairs

We participate in various fairs in cities and towns across our three-state service territory.

New England Women in Energy & the Environment

Supports women working in energy and environmental fields, providing education, networking and mentoring opportunities.

Inclusive Workplace

We rely on, seek out and embrace the different perspectives of our diverse, empowered and engaged workforce to help us safely deliver great service to our diverse customers and the communities we serve.



EVERSOURCE CORE VALUES

Ethical conduct

Safety first and always

**DIVERSITY, EQUITY
AND INCLUSION**

Customer focus

Community service

ALIGNED

EVERSOURCE VISION

BEST ENERGY COMPANY
1st to be Carbon Neutral by 2030

CUSTOMER

Easy to do
business with
every time

EMPLOYEE

Diverse, empowered
and engaged,
ready to deliver
great service safely

COMMUNITY

Leading partner
in communities
we serve

CLEAN ENERGY

Leader in clean
energy and
environmental
stewardship

FINANCIAL

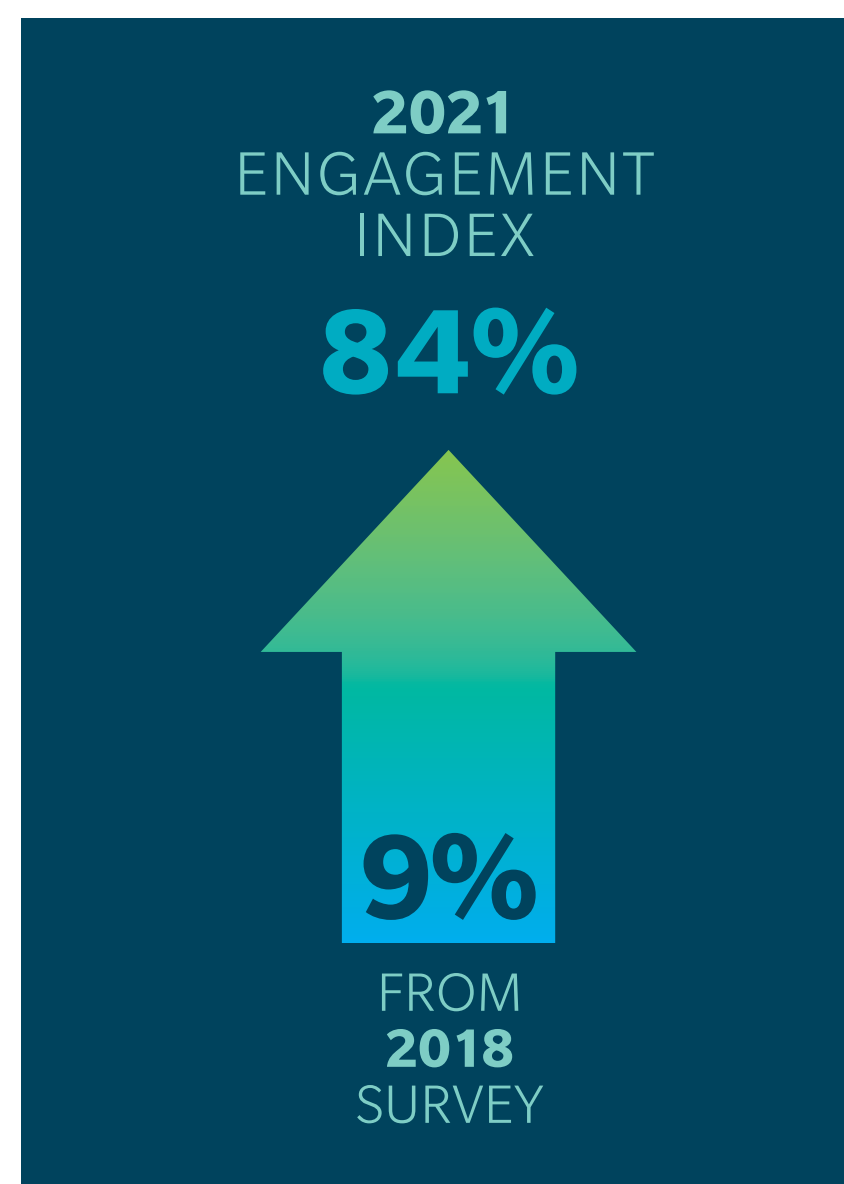
Top tier financial performance
and condition

RELIABILITY

Top tier customer reliability and
operational excellence

Employee Engagement

We measure our engagement progress through our full Employee Engagement Survey, administered every other year (delayed in 2020 due to COVID), and our bi-annual employee pulse surveys. In 2021, employee scores indicated engagement was high and employees felt good about their work and the company.



Our Employee Engagement Survey includes seven questions that are DE&I focused. Since 2018, we have seen significant improvements in survey results, demonstrating continued progress in our efforts to emphasize and accelerate these goals.

2021 SURVEY: EMPLOYEE ENGAGEMENT QUESTIONS

91.4%

I like the work I do.

83.7%

My work gives me a feeling of personal accomplishment.

82.4%

Employees in my area are committed to going above and beyond to get the job done.

82.0%

I would recommend Eversource as a good place to work to a friend or colleague.

81.7%

I feel confident about the future of Eversource.

81.6%

I am proud to work for Eversource.

Note: All percentages represent strongly favorable/favorable

2021 SURVEY: DE&I QUESTIONS

76.8%

In my work area, input and diverse perspectives are valued from all employees.

61.4%

Sufficient effort is made to get the opinions and thinking of people who work at Eversource. (Most Improved Survey Item +16 points)

79.4%

People in my work area understand the business value of DE&I.

65.5%

In my work area, we are involved in decisions that affect our work.

78.5%

My work area values differences among employees such as age, race, gender, family status, veteran status, national origin, disability or sexual orientation.

73.6%

People at Eversource are treated with respect regardless of job.

76.8%

Eversource is committed to building an inclusive workplace for all.

*Aquarion not included.

Diversity, Equity & Inclusion Council and Business Resource Groups

Our DE&I Council is a cross-functional team representing DE&I leadership, executive sponsors, and business resource group leaders. They help set strategy and lead the implementation of initiatives supporting the company's DE&I goals and plan.

Each BRG initiates opportunities to foster a culture of equity, inclusion and belonging, promote career development and build relationships through networking and mentoring opportunities. Members learn new skills, participate in learning and development opportunities and contribute to business objectives in a way that supports career growth.

There are six Business Resource Groups (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**



Initiatives and programs led by the DE&I Council and BRGs



Day of Understanding

Eversource participates annually in the Pricewaterhouse Coopers CEO Action's Day of Understanding initiative. In 2021, throughout our business, employees registered for our town hall event, featuring Dr. Robert Livingston, speaking about his book, "The Conversation." The book is a tool for jump-starting dialogues on racism and bias and transforming well-intentioned statements on diversity into concrete actions. We built on this event, by launching leader-led conversations and action planning sessions, with facilitation support by our HR business partners and DE&I team members.

Career Development Series

Our Women's BRG launched a quarterly career development series to provide employees with strategies, tools and education to help advance their careers and pursue internal opportunities.



BRG Webinar Series

We launched a BRG webinar and listening series on employee resilience and self-care, especially critical during the early days of the pandemic.



DE&I Micro-Learnings

Eversource's leaders host and facilitate DE&I discussions with their teams to identify root causes and solutions to business, safety and operational issues.



Holiday Cards for Our Military Challenge

Our Veterans BRG hosted a holiday card drive where employees from Eversource created and delivered 1,500 cards to men and women aboard three adopted naval vessels. They also collected and packaged 4,700 additional holiday cards from around the country to deliver to active-duty troops serving around the world.

Racial Equity Strategy

In 2020 we increased our focus on driving meaningful, positive change in our workplace and communities by addressing racial and social justice and inequity. Our DE&I Council and BRGs have been central to this work. In response to the death of George Floyd and the urgent calls for social justice, DE&I executive sponsors and council and BRG leaders worked quickly and collaboratively to organize a series of employee listening sessions. By actively listening and hearing the authentic voices, perspectives and lived experience of our BIPOC and other employees, we created our Racial and Social Justice plan and are using it as a road map to accelerate our efforts.

CHANGE

RACIAL AND SOCIAL JUSTICE PLAN: FOCUSED ON THREE KEY AREAS

1

BUILDING A MORE INCLUSIVE WORKPLACE

Candid discussions about racism, bias and inequity to drive personal learning and awareness

Resources for employees on how they can support each other

Identify and implement actions

2

INCREASING LEADERSHIP COMMITMENT

Support conversations with employees

Respond to difficult conversations

Be inclusive leaders

3

SUPPORTING OUR DIVERSE COMMUNITIES

Evaluate and communicate current commitments

Identify opportunities to organizations dedicated to justice and equity

Continue to increase business with diverse suppliers

ACTION

Eversource has:

- Provided increased education, dialogue, and action planning sessions. We began with a highly attended town hall series on disrupting racism, hosted by members of our Senior Leadership Team. We have followed this with a series of trainings, webinars, dialogues, and learning/action groups, continuing the conversation and work.
- Held bi-weekly listening sessions with our DE&I Council and BRG leaders. This DE&I leadership group has continued to be a sounding board and vital partner to HR and the business as we adapt and roll out new policies and practices.
- Created a self-service, online communication and learning hub on our intranet focused on racial and social justice, providing timely information and updates as well as a tool kit of resources and support materials.
- Hosted learning events throughout the year to celebrate the histories and contributions of under-represented groups and communities.
- Hosted several vaccine hesitancy webinars for our employees.

Launched a DE&I/Multicultural BRG Book Club, to encourage a culture of greater respect, inclusion and understanding for diverse and under-represented groups.

- Redesigned our Inclusive Workplace training for leaders to respond to the current events, challenges and needs of today's workplace.
- Continued our partnership with Customer Experience, translating critical customer web pages and printed collateral, building on the success of the creation one of the first Spanish language mobile apps for utilities in the United States.
- Increased focus on racial equity and social justice through our community support events and initiatives.



FOCUS

Racial Equity Task Force

To assist in the company's efforts to identify and address issues of racial equity and social justice, the Racial Equity Task Force was created. After a selective application process, 16 employees were selected to participate, bringing in a broad range of talents, perspectives and experiences. The team meets monthly to discuss key issues and works towards the company's strategic equity goals, focusing on three key areas: talent management, inclusion, and support for diverse communities.

Diverse Supplier

Eversource is committed to leveraging a competitive and diverse supply chain to drive outstanding business results. We actively identify, develop, and do business with diverse suppliers that reflect the market, customers, and communities we serve. Here the company's ongoing commitments to leverage the skills, innovation, and services of diverse suppliers:

TARGET NUMBER
OF ACTIVE DIVERSE
SUPPLIERS (2022)

306
suppliers

NUMBER OF
ACTIVE DIVERSE
SUPPLIERS (2021)

291
suppliers

PROCUREMENT
DIRECTED ADDRESSABLE
SPEND WITH MINORITY
BUSINESS ENTERPRISE
SUPPLIERS (2021)

\$63.2
million

PROCUREMENT
DIRECTED ADDRESSABLE
SPEND WITH DIVERSE
BUSINESSES (2021)

\$330.1
million

“

Our Supplier Diversity program is driven by our commitment to provide fair and equal opportunities for all businesses in our communities that are interested in becoming a valued supplier partner to Eversource.

”

Ellen Greim
Vice President Supply
Chain and Property
Management



Community Impact

Pro-Equity

Eversource is committed to recognizing and understanding historical and current issues of racial inequality and social injustice. We take to heart the importance of fair treatment and meaningful engagement of all people, regardless of race, color, national origin, English language proficiency, income, or those who may be marginalized in any way. We do this with respect to our customers and the communities we serve and recognize that historical inequities and ongoing disparities -- particularly for those communities that are predominantly BIPOC, environmentally burdened, and economically challenged — must be addressed.

To demonstrate our commitment, we have appointed a Vice President of Corporate Citizenship and Equity and launched a 15-member, cross-functional Pro-Equity Advisory Team (PEAT) in 2021. This team of multi-generational leaders from different positions was asked to develop a strategy and plan that includes a definition, commitment statement, pillars of focus, Pro-Equity Guidelines, a change management/communication plan, leadership toolkits and training materials. Our goal is to ensure decisions impacting our external customers and communities are anchored in equity.

Community Partnerships

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

“

We are taking proactive steps to rethink how we operate our business to ensure equitable experiences and outcomes for all customers.

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Theresa Hopkins-Staten

Vice President, Corporate Citizenship and Equity



For more information on Equity, access our [sustainability report](#)

Community Philanthropy & Volunteer Events



In 2021, more than 4,900 employees gave more than 23,700 hours volunteering their time to various charitable events that are aligned with our vision. We are committed partners in our communities, with \$5.8 million in grants and sponsorships in 2021, including \$4 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 2021, Eversource contributed over \$572,000 through its employee giving programs.

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Recognition and Awards

2020 – 2021 WERE YEARS OF GREAT ACCOMPLISHMENTS

Among the awards we received related to DE&I:



**Newsweek's
America's Most Responsible Companies 2020.**
#1 energy and utility spot in Newsweek's list of America's Most Responsible Companies for two years in a row.



**American's Most Just Companies -
Forbes and JUST Capital 2020.**
America's Most JUST Companies for 2020 according to Forbes and JUST Capital. We ranked as the No. 1 utility on the annual top-100 list.



**Bloomberg
Gender-Equality Index (GEI) 2021.**
This is the third time Eversource has been included in the index.



Recognized as one of America's "best employers for diversity" by Forbes magazine, which surveyed over 50,000 U.S. employees regarding age, gender, ethnicity, LGBTQA and diversity in their current workplace.



Again selected as a "most honored" company by Institutional Investor magazine in its survey of some 1,500 portfolio managers and investment analysts. Eversource was designated as being one of the top three utilities in each of the eight survey categories, including the No. 1 ranking for our Investor Relations officer.



HIRE Vets Medallion Award.
2020 and 2021 - Eversource was recognized by the U.S. Department of Labor as a HIRE Vets Medallion Award recipient for our commitment to recruiting, employing, and retaining veterans.



NOD Leading Disability Employer Seal.
The National Organization on Disability (NOD) honored Eversource as a 2020 Leading Disability Employer.



In 2021, Aquarion received the Diversity & Inclusion Award from the CT Section of the American Water Works Association.

“At Eversource, we highly value our employees with military experience. They have put their lives on the line to protect our freedom and it is an honor and a privilege to work alongside our selfless colleagues.”

Bob Coates
Vice President,
Project Management
and Construction
Executive Sponsor,
Veterans BRG



For more information on our awards and recognitions, access our [sustainability report](#)

EVERSOURCE