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.
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

<table>
<thead>
<tr>
<th>BOARD COMPOSITION</th>
<th>2017</th>
<th>PRESENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>WHITE</td>
<td>10</td>
<td>8</td>
</tr>
<tr>
<td>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>

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.
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
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.
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.

<table>
<thead>
<tr>
<th>WHAT WE MEASURE: DE&amp;I Corporate Metrics</th>
<th>2021 GOAL/ACTUAL</th>
<th>2022 GOAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diverse Leadership Promotion and Hires</td>
<td>45%</td>
<td>40-45%</td>
</tr>
<tr>
<td></td>
<td>41.2%</td>
<td></td>
</tr>
<tr>
<td>Diverse External Hires</td>
<td>48%</td>
<td>50%</td>
</tr>
<tr>
<td></td>
<td>57.3%</td>
<td></td>
</tr>
<tr>
<td>Diverse Candidate Slate</td>
<td>53%</td>
<td>55%</td>
</tr>
<tr>
<td></td>
<td>58.9%</td>
<td></td>
</tr>
<tr>
<td>Female Employees</td>
<td>27%</td>
<td>25%*</td>
</tr>
<tr>
<td></td>
<td>26%</td>
<td></td>
</tr>
<tr>
<td>Minority Employees</td>
<td>19%</td>
<td>19.6%</td>
</tr>
<tr>
<td></td>
<td>19.6%</td>
<td></td>
</tr>
<tr>
<td>Veteran Hires</td>
<td>6%</td>
<td>7%</td>
</tr>
<tr>
<td></td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>Leadership Involvement in DE&amp;I</td>
<td>NA%</td>
<td>70%**</td>
</tr>
<tr>
<td>Opportunities</td>
<td>NA%</td>
<td></td>
</tr>
<tr>
<td>Diversity of High Potential Talent</td>
<td>45%</td>
<td>53%***</td>
</tr>
<tr>
<td></td>
<td>53%</td>
<td></td>
</tr>
</tbody>
</table>

*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

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.
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.

<table>
<thead>
<tr>
<th>Gender</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>10</td>
<td>78</td>
<td>318</td>
<td>178</td>
<td>2</td>
<td>11</td>
<td>29</td>
<td>1753</td>
<td>2379</td>
</tr>
<tr>
<td>MALE</td>
<td>28</td>
<td>178</td>
<td>451</td>
<td>391</td>
<td>2</td>
<td>52</td>
<td>84</td>
<td>5662</td>
<td>6848</td>
</tr>
<tr>
<td>TOTAL</td>
<td>38</td>
<td>256</td>
<td>769</td>
<td>569</td>
<td>4</td>
<td>63</td>
<td>113</td>
<td>7415</td>
<td>9227</td>
</tr>
</tbody>
</table>

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.

<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>1</td>
<td>12</td>
<td>39</td>
<td>26</td>
<td>1</td>
<td>1</td>
<td>7</td>
<td>153</td>
<td>240</td>
</tr>
<tr>
<td>Male</td>
<td>1</td>
<td>28</td>
<td>42</td>
<td>35</td>
<td>0</td>
<td>8</td>
<td>15</td>
<td>432</td>
<td>561</td>
</tr>
<tr>
<td>Unknown</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>
| **Total**              | **2**                           | **40**| **81**                    | **61**            | **1**                                    | **9** | **22**            | **586**| **802**|}

We remain focused on ensuring our current and future workforce is diverse, empowered and equipped to evolve our business.

Internal Promotions

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.

<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>3</td>
<td>8</td>
<td>42</td>
<td>24</td>
<td>1</td>
<td>1</td>
<td>4</td>
<td>184</td>
<td>267</td>
</tr>
<tr>
<td>Male</td>
<td>1</td>
<td>27</td>
<td>50</td>
<td>58</td>
<td>9</td>
<td>9</td>
<td>11</td>
<td>775</td>
<td>940</td>
</tr>
<tr>
<td>Unknown</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>4</strong></td>
<td><strong>35</strong></td>
<td><strong>92</strong></td>
<td><strong>82</strong></td>
<td><strong>10</strong></td>
<td><strong>10</strong></td>
<td><strong>15</strong></td>
<td><strong>960</strong></td>
<td><strong>1208</strong></td>
</tr>
</tbody>
</table>
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.

<table>
<thead>
<tr>
<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>80.00%</td>
<td>92.31%</td>
<td>91.82%</td>
<td>84.83%</td>
<td>100.00%</td>
<td>45.45%</td>
<td>79.31%</td>
<td>87.74%</td>
</tr>
<tr>
<td>MALE</td>
<td>89.29%</td>
<td>93.26%</td>
<td>91.80%</td>
<td>94.63%</td>
<td>50.00%</td>
<td>94.23%</td>
<td>91.67%</td>
<td>91.52%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>86.84%</td>
<td>92.97%</td>
<td>91.81%</td>
<td>91.56%</td>
<td>75.00%</td>
<td>85.71%</td>
<td>88.50%</td>
<td>90.63%</td>
</tr>
</tbody>
</table>

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.
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.
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.

<table>
<thead>
<tr>
<th>2021 SURVEY: EMPLOYEE ENGAGEMENT QUESTIONS</th>
<th>2021 SURVEY: DE&amp;I QUESTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>I like the work I do.</td>
<td>In my work area, input and diverse perspectives are valued from all employees.</td>
</tr>
<tr>
<td>91.4%</td>
<td>(Most Improved Survey Item +16 points)</td>
</tr>
<tr>
<td>My work gives me a feeling of personal accomplishment.</td>
<td>Sufficient effort is made to get the opinions and thinking of people who work at Eversource.</td>
</tr>
<tr>
<td>83.7%</td>
<td>People in my work area understand the business value of DE&amp;I.</td>
</tr>
<tr>
<td>Employees in my area are committed to going above and beyond to get the job done.</td>
<td>In my work area, we are involved in decisions that affect our work.</td>
</tr>
<tr>
<td>82.4%</td>
<td>My work area values differences among employees such as age, race, gender, family status, veteran status, national origin, disability or sexual orientation.</td>
</tr>
<tr>
<td>I would recommend Eversource as a good place to work to a friend or colleague.</td>
<td>People at Eversource are treated with respect regardless of job.</td>
</tr>
<tr>
<td>82.0%</td>
<td>Eversource is committed to building an inclusive workplace for all.</td>
</tr>
<tr>
<td>I feel confident about the future of Eversource.</td>
<td>Note: All percentages represent strongly favorable/favorable</td>
</tr>
<tr>
<td>81.7%</td>
<td>Aquarion not included.</td>
</tr>
<tr>
<td>I am proud to work for Eversource.</td>
<td>2021 SURVEY: DE&amp;I QUESTIONS</td>
</tr>
<tr>
<td>81.6%</td>
<td>In my work area, input and diverse perspectives are valued from all employees.</td>
</tr>
<tr>
<td>9%</td>
<td>Sufficient effort is made to get the opinions and thinking of people who work at Eversource.</td>
</tr>
<tr>
<td>FROM 2018 SURVEY</td>
<td>People in my work area understand the business value of DE&amp;I.</td>
</tr>
<tr>
<td>84%</td>
<td>In my work area, we are involved in decisions that affect our work.</td>
</tr>
<tr>
<td>FROM 2018 SURVEY</td>
<td>My work area values differences among employees such as age, race, gender, family status, veteran status, national origin, disability or sexual orientation.</td>
</tr>
<tr>
<td></td>
<td>People at Eversource are treated with respect regardless of job.</td>
</tr>
<tr>
<td></td>
<td>Eversource is committed to building an inclusive workplace for all.</td>
</tr>
</tbody>
</table>

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.
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.

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
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.
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:

**Diverse Supplier**

**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

**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

**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
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.

Theresa Hopkins-Staten
Vice President, Corporate Citizenship and Equity

For more information on Equity, access our sustainability report
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.
Recognition and Awards

2020 – 2021 WERE YEARS OF GREAT ACCOMPLISHMENTS

Among the awards we received related to DE&I:

- America’s Most Responsible Companies 2020
- America’s Most JUST Companies - Forbes and JUST Capital 2020
- Bloomberg Gender-Equality Index (GEI) 2021
- 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, LGBTQQA and diversity in their current workplace.

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.