

Our Commitment to Sustainability

At Eversource, our commitment to sustainability is fully integrated into our business practices and underpins our vision to be the best energy and water company in the nation.

Our priority is to deliver vital services to our customers safely and reliably while caring for the communities we serve. We recognize our responsibility to help address some of the greatest challenges facing our society, such as climate change and historical inequities faced by environmental justice communities. These and other sustainability efforts throughout our business are essential to securing a positive future for generations to come.

Environmental

We are committed to environmental stewardship and minimizing our impact on the environment while addressing climate change.

OUR COMMITMENT INCLUDES:

- **Managing our facilities** to limit demands on resources and mitigating our impact on areas where we operate through responsible land management practices to preserve or improve biodiversity.
- **Reducing greenhouse gas (GHG) emissions.** In 2022, we committed to setting a science-based target, building on our goal to achieve carbon neutrality in our operations by 2030. This demonstrates our focus on addressing climate change and supporting decarbonization in our region.
- **Advancing projects to enable wind and solar development** and grid modernization while pursuing solutions that improve system reliability and resiliency.
- **Implementing plans and customer solutions focused on carbon reduction**, including our energy efficiency programs and efforts to expand electric vehicle infrastructure.
- **Accelerating the Just Transition** to a low-carbon economy by aligning our efforts with aggressive state and regional emission reduction goals.
- **Protecting water resources** through conservation, water quality management and water saving technologies. Our water delivery subsidiary, Aquarion Water Company, promotes sustainable practices through watershed and reservoir ecosystem monitoring programs and extensive water quality testing.

Decreased our greenhouse gas emissions by 13% from 2018 through 2021.

Partnered with a global leader to develop at least 4,000 MW of offshore wind projects.

Completed the construction of an industry-leading **Battery Energy Storage System**.



Social

We have a responsibility to conduct our business in ways that bring value to our communities and embrace our differences.

OUR COMMITMENT INCLUDES:

- Recruiting and developing **diverse, capable talent** through engagement, training programs and comprehensive benefits to ensure employee wellbeing and retention.
- **Recognizing and understanding historical inequities and ongoing disparities**, particularly for those communities that are predominantly Black, Indigenous, People of Color (BIPOC), environmentally burdened, and economically challenged.
- **Advocating for social justice** within and outside of the company. We have a responsibility to protect the rights and celebrate the differences of our employees, customers and neighbors.
- Improving our operational and corporate processes to better understand and **serve the needs and unique circumstances of our customers**.
- **Safety first and always** for our customers, employees, and communities.
- **Supporting organizations, initiatives, and services** that create economic growth, benefit our region, and support our communities. This includes community outreach, philanthropy **through the Eversource Foundation**, participation in local business organizations and economic development groups, investments in community initiatives and tax credit programs to support community development and revitalization, and investments in STEM education partnerships with local colleges and universities.

Released a Diversity, Equity & Inclusion Report in 2022.

The Pro-Equity Advisory Team created Equity Guidelines for our business operations.

Released a Human Rights Policy summarizing our values and practices surrounding human rights.

Governance

We are dedicated to ethical business practices — doing the right thing, acting with honesty and integrity, and providing transparent information.

OUR COMMITMENT INCLUDES:

- **Strong policies** to govern our day-to-day activities with ethical, respectful and transparent conduct, such as our Code of Business Conduct and Human Rights Policy.
- Clear expectations for our employees and vendors that require **accountability** at every level of the company.
- **Enterprise risk management** assessments and strategies to ensure the success of our business, provide superior customer service, protect the environment, and support our communities well into the future.
- **A Board of Trustees-level Governance, Environmental and Social Responsibility Committee** that provides primary oversight for our company's climate action, environmental, human capital management and social responsibility programs and performance.

Enhanced our Code of Business Conduct to include increased expectations for suppliers.

Of our 11 Board members, 10 are independent, six have served on the board for five or fewer years, **four are women**, and **four are persons of color**.

Completed the fourth issuance of green bonds in 2022 to economically finance eligible green expenditures.