



AIMSE

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Eversource Energy – DEI Initiatives

Eversource has a strong commitment to Diversity and Inclusion

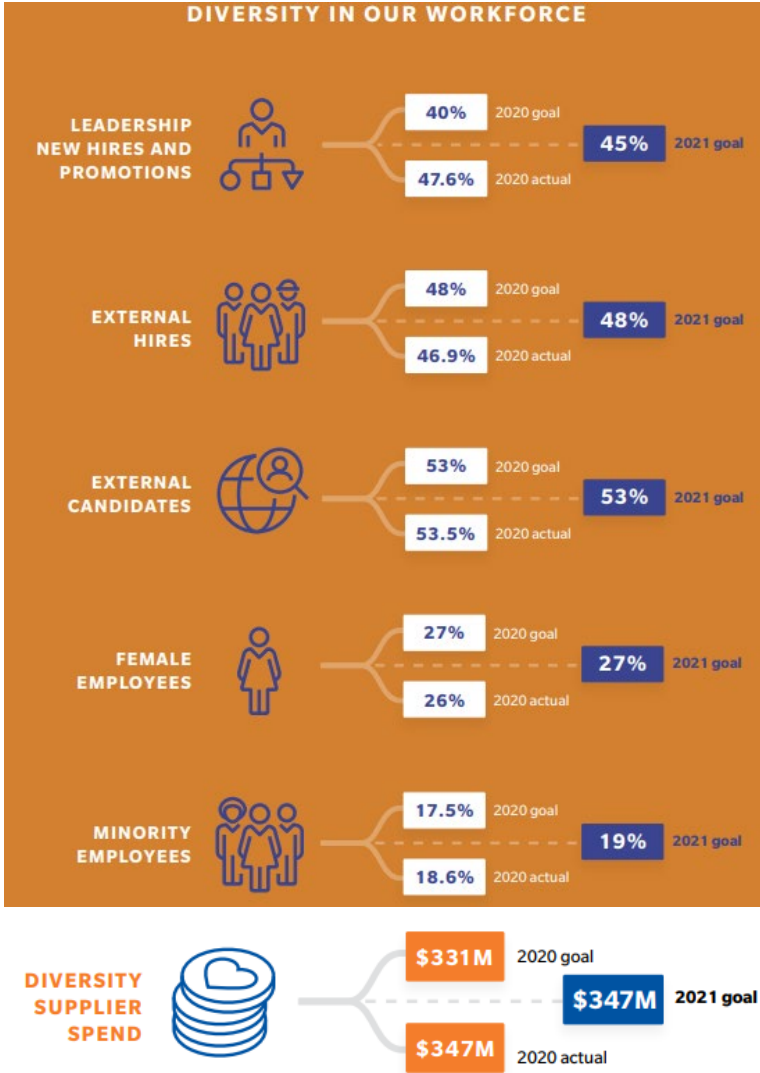
- In 2020, Eversource formed a dedicated Racial Equity Task Force focused on racial equity and social justice efforts with three areas of focus:
 - *building a more inclusive workplace*
 - *increasing leadership commitment*
 - *enhancing support for diverse communities and minority suppliers*

- Increased diversity leadership promotions and diverse employee hires

- Eversource is a signatory to the CEO Action for Diversity & Inclusion™ pledge

- CEO has joined the Paradigm for Parity, a group of business leaders, board members, and academics committed to addressing the corporate leadership gender gap

- Eversource honored by the National Organization on Disability as Leading Disability Employer in 2020





Eversource Pension Plan – DEI Initiatives

Eversource is evolving to address Diversity and Inclusion in the Pension Plan

- Eversource Pension is a \$6.5 billion plan broadly diversified across Public Equity (37%) Fixed Income (30%) Private Equity (18%) and Real Assets (15%)
- Formal ESG language was incorporated into the Investment Policy Statement in 2019
- The Pension has an allocation of 12% to diversity managers (>50% woman or minority owned) but does not have a stated goal or mandate for investing with diverse firms
- A small team is responsible for sourcing and selecting Investment Managers across the plan
 - Rely on consultant to identify diverse managers public equity and fixed income manager searches
 - Cast a wide funnel for alternative investments/mandates and share ideas within the local institutional investment community
 - Establish partnerships with select managers and fund of funds to identify best in class diverse managers in Private Equity Private Credit and Real Assets as well as frontier markets
- Utilize Burgiss Private i to measure performance and benchmark diverse managers across various vintages and strategies
- Focus on continued education of Investment Committee in setting appropriate DEI goals while also meeting fiduciary requirements of ERISA plan