



# 2020 ANNUAL REPORT

## 2020 A YEAR OF CHANGE AND ESCALATION

As You Sow holds corporations accountable. We directly engage CEOs, senior management, and institutional investors to promote environmentally and socially responsible business practices. 2020 saw a major escalation in shareholder power, with FOUR majority votes and an order of magnitude increase in the number of shareholders authorizing As You Sow resolutions, in



### Energy

Climate Change  
Oil & Gas Transition  
Fossil-Fired Utilities  
Financed Emissions  
Petrochemicals



### Environmental Health

Antibiotics & Factory Farms  
Toxic Pesticides  
Lead in Food



### Waste

Ocean Plastic  
Single-use Plastics &  
Consumer Packaging  
Plastic Pellets ("nurdles")



### Invest Your Values

Fossil Fuels  
Gender  
Prisons  
Weapons  
Deforestation  
Tobacco



### Social Justice

Racial Justice  
Diversity, Equity,  
Inclusion  
Income Inequality

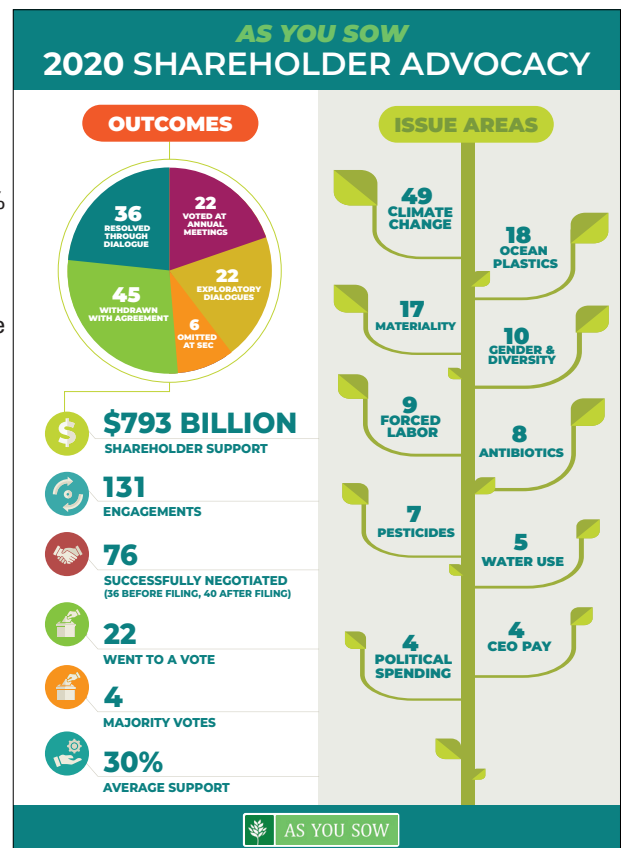


### Human Rights & Modern Slavery

Global Cotton  
Conflict Minerals

## 2020 HIGHLIGHTS FROM OUR CORPORATE ENGAGEMENTS

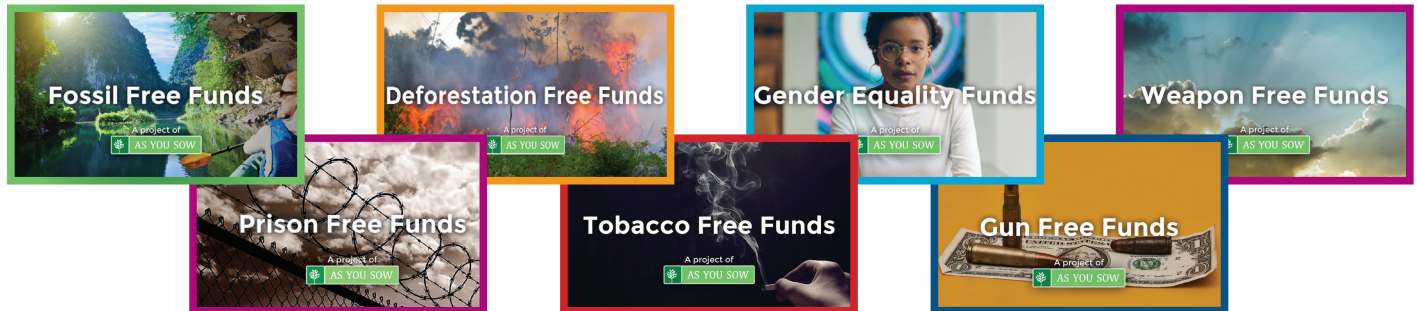
- **JP MorganChase, Goldman Sachs, Citi, Morgan Stanley, and Bank of America** are halting loans for Arctic drilling; **Chase** and **Morgan Stanley** agreed to align financing with Paris goals
- **Kroger**, the nation's largest grocery chain, committed to make its packaging 100% reusable, recyclable, or compostable
- **Starbucks** agreed to shift from single-use to reusable packaging, develop reusable container goals, and cut its global packaged waste 50%
- **Colgate-Palmolive** began shipping the first recyclable toothpaste tube. About 400 million toothpaste tubes are discarded every year in the U.S., and 1.5 billion globally
- **YUM! Brands (KFC, Taco Bell, Pizza Hut)**, the world's largest quick service restaurant company, agreed to end foam packaging globally. Together with McDonalds and Dunkin' Donuts, this means 2+ billion fewer Styrofoam containers every year
- **Kellogg's** committed to phase out glyphosate as a pre-harvest desiccant in its wheat and oat supply chains
- **Campbell's** and **JM Smucker** agreed to take steps toward reducing pesticides in their supply chains
- **General Mills** is expanding its regenerative farming commitment; suppliers already are seeing more pollinators and birds returning to farms
- **Chase, Morgan Stanley, MasterCard, Proctor & Gamble, Oracle, MetLife, and Gilead Sciences** agreed to substantial commitments on workplace equity and diversity reporting and disclosures
- **Arizona Public Service** announced it would deliver 100% clean, carbon-free electricity to customers by 2050 and end all coal-fired generation
- **Duke Energy**, the U.S.'s largest utility, **Dominion Energy**, and **Southern Co** all set goals to achieve net-zero GHG emissions
- **General Electric** announced its exit from coal in the new build power market
- **Uber** committed to become a net-zero platform and to set a Science-Based Target to align with Paris





## INITIATIVES AND PUBLICATIONS

- We launched a major **Racial Justice initiative**, to hold corporations accountable on the statements so many made in response to George Floyd and the Black Lives Matter movement. Statements are easy; ensuring that People of Color are hired, paid, promoted, and retained equitably is less so
- Our two groundbreaking databases ranking S&P500 companies on their **Racial Justice** and **Diversity, Equity, & Inclusion** disclosures are changing the way corporations assess their progress
- **Prison Free Funds** joined the **Invest Your Values** line-up of mutual fund screening tools —



Our ground-breaking original research is always freely available to you at [www.asyousow.org](http://www.asyousow.org)



We make big changes at big corporations. This direct engagement with today's most powerful companies is made possible entirely by your generosity.

We thank you – for your interest, for your support, for your active engagement in some of the most crucial and critical issues facing the world.

**Here's to our sustainable future, together**

**As You Sow**

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**Board of Directors**  
 Cari Rudd, Chair  
 Amanda Hanley, Vice Chair  
 Annarie Lyles, Treasurer  
 Kaveri Marathe, Secretary  
 Randy Hayes – Ric Lucien  
 Abigail Rome – Thomas Van Dyck

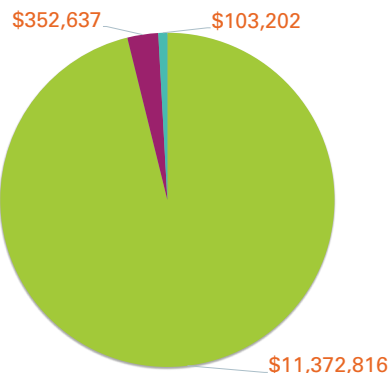
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**CEO: Andrew Behar**  
*As of Jan 2021*

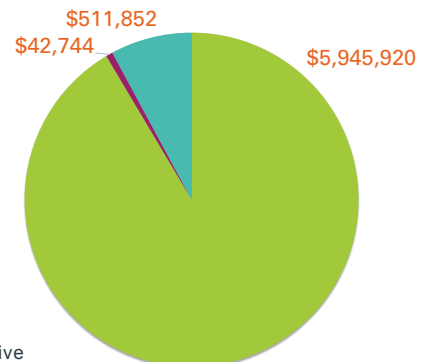
## FINANCIALS 2020

**FINANCIAL POSITION:** Assets: \$ 8,487,141      Liabilities: \$ 644,897      Net Assets: \$ 7,842,243

**SUPPORT & REVENUE**  
 \$ 11,828,655



**EXPENSES**  
 \$ 6,500,516



- Foundation and Sponsorships
- Individual Contributions
- Settlements from Litigation

- Program Services
- General & Administrative
- Fundraising

*As of December 2020, pre-audit*