

2021 ANNUAL REPORT

2021 AN EXTRAORDINARY YEAR OF SHAREHOLDER POWER

As You Sow holds corporations accountable. We directly engage CEOs, senior management, and institutional investors to promote environmentally and socially responsible business practices. 2021 saw a major expansion in shareholder power, with EIGHT majority votes spanning multiple issue areas –



Energy & Climate

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



Environmental Health

Pesticides & Regenerative Ag
Antibiotics & Factory Farms
Lead in Food



Waste

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



Social Justice

Racial Justice
Diversity, Equity,
Inclusion
Income Inequality

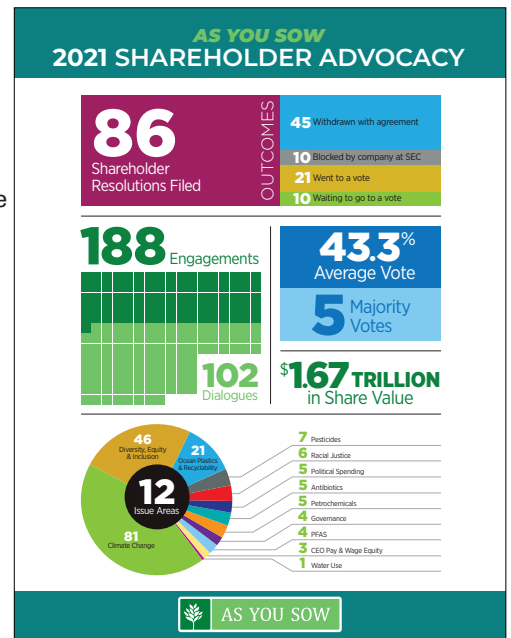


Invest Your Values

Rating mutual funds and
corporate retirement plans
on seven ESG issues

2021 HIGHLIGHTS FROM OUR CORPORATE ENGAGEMENTS

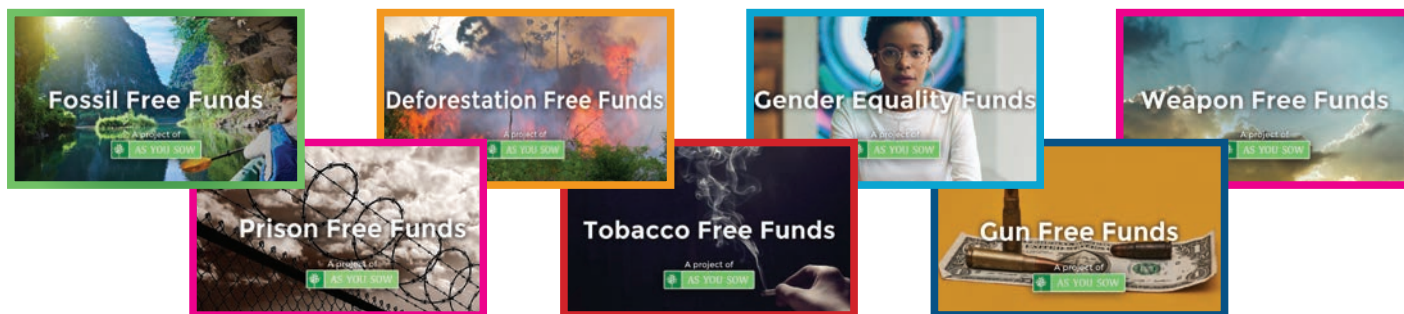
- **Morgan Stanley, JPMorgan Chase, BofA, Citi, Goldman Sachs, Wells Fargo** accepted responsibility for the emissions created by the projects their loans finance, and committed to reducing these financed emissions to net zero by 2050
- **Microsoft**, in a first-of-its-kind right-to repair agreement, committed to increasing access to spare parts and repair documents
- **Keurig Dr. Pepper, Mondelez, Pepsi, Target, Walmart** agreed to set significant absolute-reduction targets for plastics, which will permanently decrease plastics use
- **McDonald’s** announced it will phase out PFAS from all food packaging by 2025
- **General Electric**, after an historic 98% shareholder vote, agreed to target net-zero emissions by 2050 from the use of its products, including jet engines and natural gas turbines
- **Walmart** announced a new pollinator health policy aimed at reducing pesticide use and improving and expanding pollinator habitats, now the strongest policy at a national grocery retail chain
- **Pepsi** announced a regenerative agriculture initiative on 7 million acres
- **Monster Beverage, FootLocker** agreed to disclose plans to promote racial justice
- 81% of **DuPont** shareholders voted in favor of plastic pellet reporting, the highest-ever shareholder vote on an environmental shareholder resolution opposed by management
- **Dow** agreed to report on the physical climate risk exposure from its petrochemical expansion
- **Church & Dwight** agreed to engage in a multi-faceted discussion concerning known and potential risks and costs associated with state policies affecting reproductive rights
- **FedEx, Twitter, United Airlines, CarMax, Hertz, Public Storage, Cintas, Paychex** committed to strong emission reductions targets
- **Valero** will link its executive compensation to climate performance measures
- **AT&T** agreed to make changes in its Political Engagement Policy to acknowledge that it takes both traditional business issues and social issues into consideration when it makes contributions
- **Allstate, Booking Holdings, Campbell’s, CVS Health, Dollar Tree, Microsoft, Unitedhealth Group, Visa** agreed to report on plans to increase board diversity and/or assess effectiveness of overall company diversity and inclusion programs
- **Campbell’s, JM Smucker’s, Pepsi** agreed to significant progress on pesticides reduction



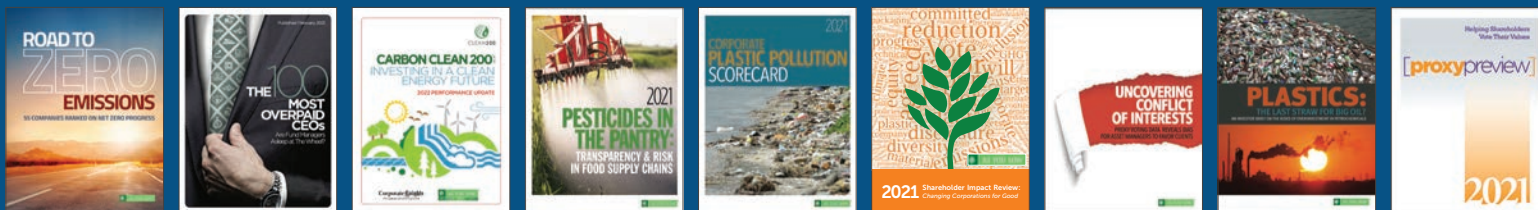


INITIATIVES AND PUBLICATIONS

- We expanded our **Racial Justice scorecard** to cover the entire Russell 1000. Exxon places dead last on racial justice out of all 1,000 companies
- We launched **As You Vote**, an ESG values-aligned proxy voting service. Voting fees support non-profit shareholder advocacy tackling issues like climate change, racial justice, ocean plastics, industrial farming, and modern slavery
- We began publishing **Corporate Retirement Plan Sustainability Scorecards**, grading the investment options in companies' 401(k) plans, starting with **Adobe, Amazon, Apple, Comcast, Disney, Facebook, Microsoft, and Visa**. Our goal is to cover all S&P500 companies. The corporate scorecards join the *Invest Your Values* line-up of mutual fund screening tools —



- Our ground-breaking original research and reports are freely available to you at 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 partnership and 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

www.asyousow.org

As You Sow

Board of Directors
 Cari Rudd, Chair
 Amanda Hanley, Vice President
 Kaveri Marathe, Secretary
 Annarie Lyles, Treasurer
 Thomas Van Dyck – Abigail Rome
 Cecily Joseph – Geoff Haynes

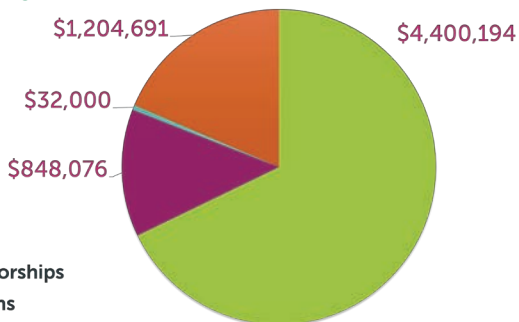
CEO: Andrew Behar
As of Jan 2022

AUDITED FINANCIALS 2021

FINANCIAL POSITION: Assets: \$10,531,676 Liabilities: \$377,711 Net Assets: \$10,153,965

SUPPORT & REVENUE

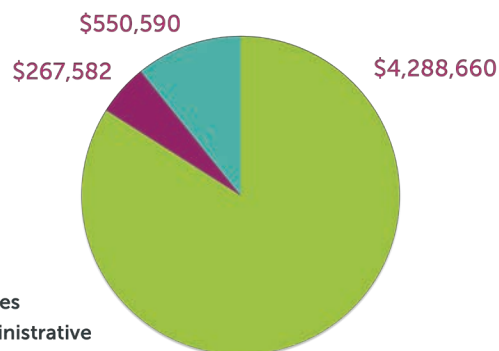
\$6,484,960



- Foundation and Sponsorships
- Individual Contributions
- Settlements from Litigation
- Other Sources

EXPENSES

\$5,106,832



- Program Services
- General & Administrative
- Fundraising