

Annual Wrap-Up

2022 A REMARKABLE YEAR FOR SHAREHOLDER VOICES

Shareholders are a strong, powerful force for creating positive, lasting change for a sustainable future. We use that power to protect health and the environment and to move companies toward increased sustainability and justice for the long-term benefit of all stakeholders and humanity. We make big changes at big corporations.



Energy & Climate
Oil & Gas Transition
Fossil-Fired Utilities
Fossil Finance – Banks & Insurance
Methane



Environmental Health
Antibiotics & Factory Farms
Toxic Pesticides
Regenerative Agriculture



Circular Economy
Single-use Plastics
Consumer Product Packaging
Petrochemicals
Electronics Right-to-Repair



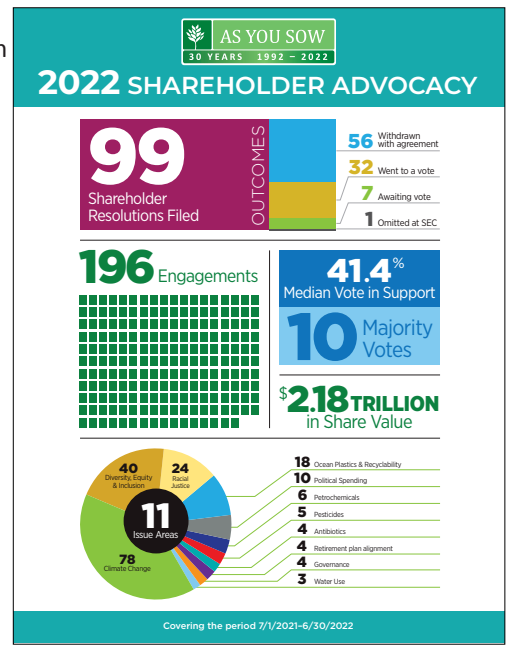
Social Justice
Racial Justice
Diversity, Equity, Inclusion
Gender Equity
Income Inequality



Invest Your Values
Rating mutual funds and corporate retirement plans on seven ESG issues

2022 HIGHLIGHTS FROM OUR CORPORATE ENGAGEMENTS

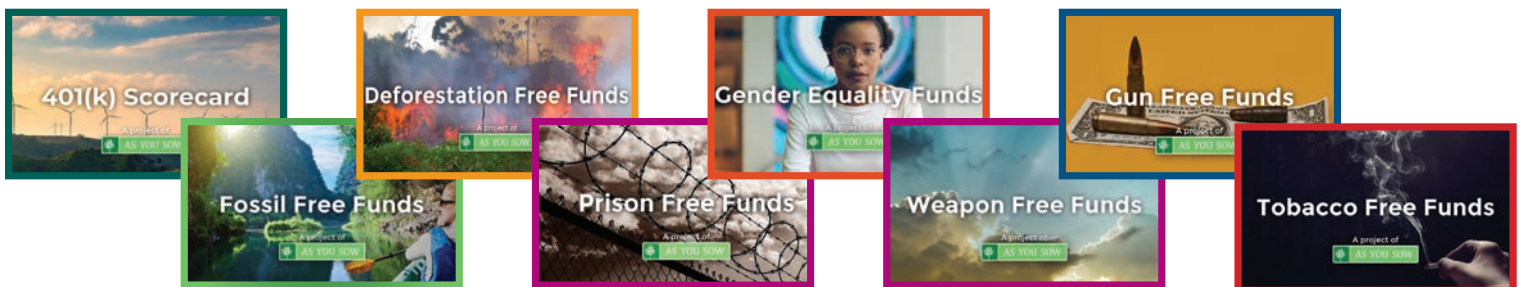
- **Truist** and **US Bank** joined Morgan Stanley, JPMorgan Chase, BofA, Citibank, Goldman Sachs, Wells Fargo in announcing targets to reduce financed emissions in alignment with Paris goals
- **KraftHeinz** and **Arm & Hammer** made commitments to set a substantial virgin fossil fuel based plastic reduction goal, to include packaging redesign, product innovation, increased recycled content use, and reusable packaging
- **YUM! Brands** announced it will reduce virgin plastic content in packaging by 10% by 2025 across all brands
- **Kinder Morgan** agreed to bolster its environmental justice community outreach policies and meet with local community representatives, in response to our inaugural climate justice resolution
- **Duke Energy** and **Dominion Energy** committed to increase greenhouse gas emissions covered in their reduction targets
- **FedEx, Twitter, United Airlines, CarMax, Hertz, Public Storage, Cintas, Paychex** committed to strong emission reductions targets
- **Hertz** committed to purchase 100,000 electric vehicles
- **McDonald's** and **Restaurant Brands Int'l** committed to eliminating PFAS in food packaging by 2025
- **Coca-Cola** agreed to increase the share of beverages delivered in returnable/refillable containers to 25% of sales by 2030
- **Pepsi** agreed to set a goal for a percent of volume of beverages to be delivered via strategies that avoid or minimize single-use packaging
- **Microsoft** delivered on the first part of its groundbreaking “right-to-repair” commitment to *As You Sow*, outlining several actions they can take to improve device reparability and concludes that doing so would significantly reduce waste generation and greenhouse gas emissions
- 38 companies, including **Nike, Procter & Gamble, Uber,** and **Charles Schwab,** took explicit steps to improve their racial justice and workplace equities policies and practices by committing to disclose recruitment, retention, and promotion data by gender and by race/ethnicity
- **Valero** linked executive compensation to climate performance measures
- **Dow** agreed to report on physical climate risk exposure from its petrochemical expansion





INITIATIVES AND PUBLICATIONS

- **As You Vote** is now voting proxies for foundations, endowments, and asset managers. This initiative continues to grow, offering one-click proxy voting that enables institutional investors to easily, efficiently, and economically vote their values
- Our **Racial Justice & DEI scorecards** now benchmark the 1000 largest public companies on 63 key performance indicators. The RJ initiative works to reduce broad systemic racism; the DEI work seeks to ensure more equitable economic opportunities for diverse employees
- Our **401(k) / 403(b) Report Card** now aggregates fund-level scores for over 40 corporate and university retirement plans, with new plans added regularly
- **Fossil Free Funds** now includes banking and insurance ratings, to account for the loans, underwriting, and financial support that enable fossil fuel projects and companies to continue business as usual



- Our ground-breaking original research and reports are always available on our website at www.asyousow.org



As You Sow’s direct engagement with today’s most powerful companies is made possible entirely by your partnership and generosity. Thank you – for your interest, for your support, for your active engagement in some of the most crucial and critical issues facing the world. Let’s build the future we want to see, together.

Here’s to our sustainable future, together
www.asyousow.org

As You Sow

Board of Directors

Cari Rudd, Chair
 Kaveri Marathe, Vice President
 Cecily Joseph, Secretary
 Annarie Lyles, Treasurer
 Thomas Van Dyck – Amanda Hanley
 Geoff Haynes – Jason Katz-Brown

CEO: Andrew Behar

As of Jan 2023