

The background of the cover is a photograph of the Grand Canyon. A prominent, gnarled, dead tree stands on the left side of the canyon rim. The sky is blue with scattered white clouds. A semi-transparent blue vertical bar covers the right half of the image, serving as a backdrop for the text.

2022 ANNUAL REPORT

US | SIF

US SIF | US SIF FOUNDATION

ABOUT US SIF & THE US SIF FOUNDATION

US SIF: Sustainable Investment Forum is the leading voice advancing sustainable investing across all asset classes. Its mission is to rapidly shift investment practices toward sustainability-aligned goals with the aim of achieving long-term investment goals and preserving our planet and society. US SIF members include investment management and advisory firms, mutual fund companies, asset owners, data and research firms, financial planners and advisors, broker-dealers, banks, credit unions, community development financial institutions and non-profit associations.

MISSION: Rapidly shift investment practices towards sustainability, focusing on long-term investments and the generation of positive social and environmental impacts.

VISION: Environmental, social and governance impacts are meaningfully assessed in all investment decisions resulting in a more sustainable and equitable society.

VALUES: To accomplish our work, we are guided by the following values:

Commitment: We are dedicated to our mission and achieving results.

Knowledge: We provide resources that allow investors and the public to develop sustainable, responsible and impact investing expertise.

Collaboration: We pursue robust relationships with our members and value other collaborations that advance our mission.

Inclusion: We actively seek and embrace diversity as a key component of our work.

Accountability: We filter our actions through the prism of broad environmental and social sustainability, including transparent and high-quality governance practices.

Optimism: We pursue our strategic goals with a belief in our ability to advance systemic

OUR STRUCTURE: US SIF is a 501(c)(6) organization.

The US SIF Foundation is a 501(c)(3) organization. The Foundation supports the activities and purpose of US SIF, its sole member, by assuming the responsibilities for and management of certain educational, research and programmatic activities.

ABOUT THIS REPORT

This annual report covers the 2022 calendar year, which also correlates with the fiscal year for US SIF and the US SIF Foundation.

We welcome any comments or questions about this report at info@ussif.org.

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2022

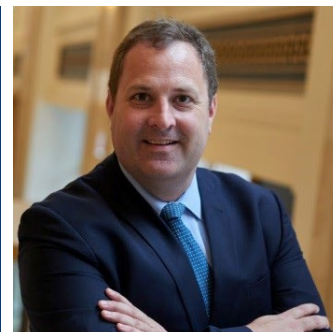
ANNUAL REPORT

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MESSAGE FROM THE MANAGING DIRECTOR

US SIF continued to deliver on its programs throughout 2022. At US SIF, 2022 was a year of returning to normal in some senses and a year of fundamental change in others. US SIF hosted its first in-person conference since 2019 at the one-of-a-kind Hyatt Regency in Tamaya in New Mexico and released its bi-annual *Trends* report. US SIF also was confronted by incredible change with many staff members leaving the organization and new folks taking their place. Long-time CEO, Lisa Woll, announced her plans to leave US SIF in early 2023 after more than 16 years as its leader and the US SIF Board of Directors began the search for the next CEO.



Bryan McGannon
Managing Director

This report presents US SIF's activities and accomplishments in 2022. We continued offering research, education and training to advance the sustainable investment field in the United States. We engaged vigorously on policy issues in the Administration and on Capitol Hill and educated and engaged with journalists. We also continued the work of all our member committees.

Our 2022 activities were guided by our strategic plan, which has three strategic goals:

1. Expand the number of firms and financial professionals practicing sustainable investment and expand the membership of US SIF.
2. Broaden sustainable investment expertise and use of best practices by providing high-quality information, education and other tools.
3. Educate and engage with federal and state-level policymakers and regulators to advance legislation and regulation that is supportive of sustainable investment.

At year-end 2022, US SIF and the US SIF Foundation had a very positive financial position. On a consolidated basis, membership dues remained the primary source of revenue (\$939,187). Other major sources were contributions, grants and donations (\$611,400) and event revenue and sponsorships (\$439,569). Total net assets shrunk slightly from \$2,199,599 at the start of the year to \$2,155,759 at the close.

In 2022, the US SIF Foundation's Center for Sustainable Investment Education released one report, the 2022 edition of the [Report on US Sustainable Investing Trends](#). This report proved to be unexpectedly difficult as it was released at a time of political pushback to sustainable investing and greenwashing allegations. This was compounded by the report including a pre-planned modification to its methodology to required firms to provide more granular information regarding the incorporation of ESG issues in order to be included in the report's measurement of sustainable investment AUM.

The Center also continued its commitment to sustainable investing education by providing online and virtual offerings of the [Fundamentals of Sustainable and Impact Investment](#), an introductory course for financial professionals, as well as the free online resource [Sustainable Investing: An Introductory Course for Individual Investors](#). In partnership with the College for Financial Planning, the US SIF Foundation also continued to offer the only sustainable investment designation in the United States, the [Chartered SRI CounselorSM \(CSRIC[®]\)](#). By the end of 2022, 729 individuals had earned this designation.

In June, US SIF held our 11th Annual Conference, FORUM 2022. From June 6 – 8, almost 300 attendees gathered at the Hyatt Regency in Tamaya, New Mexico. The event featured a line-up of more than 45 speakers in 30 different sessions. Special guests included Securities and Exchange Commissioner Carline Crenshaw, Author, Director, and Founder of the Outlaw Ocean Project, Ian Urbina and Congressman Jamie Raskin (MD-08).

Throughout the year, US SIF communicated with policymakers about its support for proposed regulations that advanced sustainable investing and environmental, social and corporate governance (ESG) issues. 2022 was a year of great political pushback towards the sustainable investment field. Policymakers in both Congress and state legislatures began proposing anti-ESG legislation. There was also a large greenwashing critique, although the Securities and Exchange Commission proposed legislation, the Names Rule Amendments and ESG Fund and Advisor Disclosure Proposal, to quash that issue. US SIF began preliminary talks with staff in Representative Juan Vargas (CA-51) and Representative Sean Castens' (IL-06) offices to create a Sustainable Investment Caucus in Congress.

In addition, US SIF engaged media outlets and employed social media to highlight key initiatives and messages and responded to inaccuracies in coverage of the field. Our staff was quoted, and our data was cited, in various outlets including *Barron's*, *Bloomberg*, *CNBC*, the *Economist*, *ESG Clarity*, *ESG Investor*, *Financial Times*, *Forbes*, *The Hill*, *Pensions & Investments*, *Roll Call*, the *Wall Street Journal* and *Wealth Magazine*.

US SIF members were active contributors to and participants in multiple committees that shaped our agenda for the year. We thank the many volunteers on these committees for their service. Members also joined our webinars and online discussion groups and attended our virtual town hall meeting and annual member meeting.

We are also grateful to our board of directors for their service. Special thanks to Steve Falci, Chief Investment Officer, Impax Capital Management and Amberjae Freeman, CEO, Etho Capital, who left the US SIF board as well to Jonas Kron, Chief Advocacy Officer, Trillium Asset Management, who stepped out of his role as Secretary and member of the Executive Committee but will remain on US SIF's board. The 2022 members of the board are listed on the next page in addition to board members elected for terms beginning in 2023.

Lastly, we want to thank our long-time CEO, Lisa Woll, for her years of work building US SIF to the organization that it is today. After 16 years at the helm, Lisa announced that she will be leaving the organization in early 2023. We are beyond grateful for her impact on US SIF and the sustainable investment industry. We look forward to seeing what she does in the future and hope to continue working with her to make a most just and equitable economy.

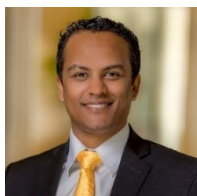
Sincerely

Bryan McGannon
US SIF: Sustainable Investment Forum
Managing Director

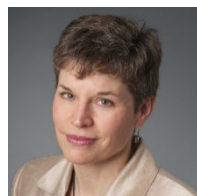
2022 US SIF & US SIF FOUNDATION BOARD OF DIRECTORS AND ELECTIONS



Diederik Timmer, Chair*
Executive Vice President
of Institutional Relations
Sustainalytics



**Iyassu Essayas,
Vice-Chair***
Founder
E&I Consulting Services



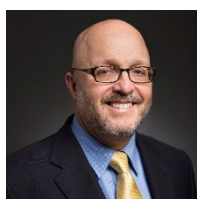
**Kimberly Gluck,
Treasurer***
Managing Director
Boston Trust Walden



Jonas Kron, Secretary*
Chief Advocacy Officer
Trillium Asset Management



Anthony Eames
Vice President and
Director of Responsible
Investment Strategy
Calvert Research and
Management



Steve Falci
Chief Investment Officer
Impax Asset
Management



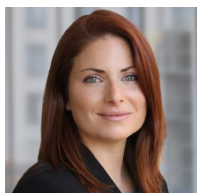
Amberjae Freeman
Chief Operating Officer
Etho Capital



Kimberly Griego-Kiel
Chief Executive Officer
Horizons Sustainable
Financial Services



Linda-Eling Lee
Managing Director,
Global Head of ESG &
Climate Research
MSCI, Inc.



Stephanie Cohn Rupp
CEO
Veris Wealth Partners



Mamadou-Abou Sarr
Président and CEO
V-Square Quantitative
Management



Lisa Woll*
CEO
US SIF

In late 2022, the membership elected **Julie Gorte**, Senior Vice President for Sustainable Investing, Impax Asset Management and **Daniel Hanson**, Head of Sustainable Equity Team, Managing Director, Senior Portfolio Manager, Neuberger Berman for their firm terms and re-elected **Iyassu Essayas**, Founder, E&I Consulting Services and **Jonas Kron**, Senior Vice President, Director of Shareholder Advocacy, Trillium Asset Management for their second terms. **Stephanie Cohn Rupp**, CEO, Veris Wealth Partners was also elected Treasurer.

We said farewell and thanked our outgoing directors **Steve Falci**, Chief Investment Officer, Impax Asset Management and **Amberjae Freeman**, CEO, Etho Capital as well as thanked **Jonas Kron**, Chief Advocacy Officer, Trillium Asset Management as he stepped out of his role as Secretary and member of the Executive Committee but remained on the board as an at large member.

* Member of Executive Committee



OUR WORK

The Core Activities
of US SIF

RESEARCH & OTHER RESOURCES

US SIF

MUTUAL FUND AND ETF PERFORMANCE CHART: This [chart](#), updated monthly, offers data from Bloomberg on US SIF members' funds, including performance, screening and shareholder advocacy.

SEPARATE ACCOUNTS CHART: This [chart](#), updated monthly, lists the sustainable investment strategies offered by US SIF's institutional member firms to separate account clients.

NEWSLETTER: US SIF's monthly online [newsletter](#) keeps members updated on US SIF's research, education and events, policy issues and other developments both at US SIF and in the sustainable investment field. US SIF also released a quarterly online newsletter for non-members.

US SIF Foundation

In 2022, the US SIF Foundation's Center for Sustainable Investment Education released one report.



The 2022 edition of the [Report on US Sustainable Investing Trends](#) – the 14th in the series – was released on December 13, 2022. *Trends* plays a critical role in advancing how the industry, public, policymakers and media understand the field.

The research for the 2022 Trends report took place as major regulatory developments occurred that will likely shape sustainable investing for years to come. Additionally, we used a modified methodology, which required more granular information regarding the incorporation of ESG issues in order to be included in the report's measurement of sustainable investment AUM.

The 2022 edition identified:

- \$7.3 trillion in US-domiciled assets for which environmental, social and governance (ESG) criteria are applied.
- \$3.0 trillion in US-domiciled assets held by institutional investors or money managers that led or co-led shareholder resolutions on ESG issues between 2020 and the first half of 2022.
- The net total of sustainable investment assets under management at the beginning of 2022 was \$8.4 trillion, without double counting for assets involved in both strategies. This represents 13 percent of the total US assets under professional management.

The US SIF Foundation held a set of *Trends* virtual launch webinars. This included a webinar for the sponsors of *Trends*, a media-focused webinar, a briefing for Securities and Exchange Commission commissioner and staff, a briefing for the White House and other federal agencies and the US SIF membership. The flagship event of the *Trends* launch was the member-exclusive webinar which included an introduction by the Comptroller for the City of New York, Brad Lander.

RESEARCH COMMITTEE AS OF DECEMBER 2022

- Sarah Cleveland, Founder and Independent Consultant, Sarah Cleveland Consulting
- Sarah Cohn, Executive Director of Marketing, Sustainalytics
- Justin Conway, Vice President of Investment Partnerships, Calvert Impact Capital
- Iyassu Essayas, Founder, E&I Consulting Services
- Steve Falci, Chief Investment Officer, Impax Asset Management
- Jared Fernandez, Senior ESG Analyst & Manager of Proxy Voting, Boston Trust Walden
- Ivy Jack, Head of Equity Research, NorthStar Asset Management
- Pooja Khosla, Executive Vice President of Client and Product Development, Entelligent
- Linda-Eling Lee, Global Head of ESG and Climate Research, MSCI
- Mary Jane McQuillen, Managing Director, Portfolio Manager, Head of ESG Investment, ClearBridge Investments
- Mamadou-Abou Sarr, Founder, President and CEO, V-Square Asset Management
- Tim Smith, Senior ESG Advisor, Boston Trust Walden
- Diederik Timmer, Managing Director of Corporate and Climate Solutions, Sustainalytics

EDUCATION

US SIF Foundation

The US SIF Foundation currently offers three courses.

Fundamentals of Sustainable and Impact Investment: This course is an introductory resource for investment advisors, financial planners and other financial professionals who want to learn the basics of sustainable and impact investment, and to incorporate it into investment portfolios and client conversations. Three hours of continuing education (CE) credits are available for the course. In 2022, US SIF Foundation hosted this course live three times virtually, in March, September and December, and once live in-person June at FORUM 2022. Overall, 320 financial advisors and other investment professionals took the online course or participated in one of our virtual course offerings.

Chartered SRI CounselorSM (CSRIC[®]): In partnership with the College for Financial Planning[®] – a Kaplan Company, US SIF offers the only professional services designation for sustainable investing in the United States, the Chartered SRI CounselorSM (CSRIC[®]). This professional designation is a groundbreaking certification in the fast-growing field of sustainable investing and is an industry-recognized credential encouraged by top financial firms. The designation began being updated with Trends 2022 data at the end of 2022 to be relaunched mid-1st quarter 2023.

Sustainable Investing: An Introductory Course for Individual Investors: This free course is designed for retail investors who want to learn the basics of sustainable investing and how to align their portfolios to address their social and environmental priorities.

EDUCATION COMMITTEE AS OF DECEMBER 2022:

- Sam Adams, CEO, Vert Asset Management
- Sarah Adams, Chief Sustainability Officer, Vert Asset Management
- Sarah Cleveland, Independent Consultant, Sarah Cleveland Consulting
- Stephanie Cohn Rupp, CEO and Partner, Veris Wealth Partners
- Jennifer Coombs, Director of Client Success (Ethos ESG), ACA Group and Adjunct Professor, College for Financial Planning
- Iyassu Essayas, Founder, E&I Consulting Services
- Kim Griego-Kiel, CEO, Horizons Sustainable Financial Services
- Manisha Kathuria, Head of Responsible Investing, BNY Mellon Investor Solutions

EVENTS & MEDIA

US SIF

ANNUAL CONFERENCE:

From June 6 – 8, 2022, US SIF gathered with almost 300 attendees at the Hyatt Regency in Tamaya, New Mexico for its 11th annual conference, FORUM 2022. This was US SIF's first in-person conference since 2019. US SIF held a conference offering the *Fundamentals of Sustainable and Impact Investing* and a Member Day attended by nearly 150 members.

The conference had more than 45 speakers and 30 sessions, including plenary sessions with Securities and Exchange Commissioner Carline Crenshaw, Author, Director, and Founder of the Outlaw Ocean Project, Ian Urbina and Congressman Jamie Raskin (MD-08). Thank you to our conference sponsors.

Thank You FORUM 2022 Sponsors



CONFERENCE AGENDA COMMITTEE AS OF DECEMBER 2022:

- Sarah Cleveland, Independent Consultant, Sarah Cleveland Consulting
- Anthony Eames, Vice President and Director of Responsible Investment Strategy, Calvert Research and Management
- Noel Friedman, Executive Director, ESG Research, MSCI
- Kate Finn, Executive Director, First Peoples Worldwide
- Nina Gardner, Founder and Director, Strategy International
- Erin Gray, Manager of Marketing and Strategic Analysis, Green Century Capital Management
- Kimberly Griego-Kiel, CEO, Horizons Sustainable Financial Services
- Jon Hale, Global Head of Sustainability Research, Morningstar
- Jonas Kron, Chief Advocacy Officer, Trillium Asset Management

- Claire Kurmel, Head of Marketing Strategy, Parnassus Investments
- Anna Mabrey, Senior Officer, Investor Relations, Calvert Impact Capital
- Gretchen Postula, Managing Director, Head of Investor Relations, North Sky Capital
- Leah Wood, Managing Director, Head of Global Client Experience, Impax Asset Management
- Lou Coppola, Partner and Executive Vice President, Governance and Accountability Institute
- Amberjae Freeman, Chief Operating Officer, Etho Capital

MEMBER EVENTS: US SIF held a mixture of virtual and in-person events throughout the year, including a virtual Annual Member meeting. We also conducted multiple webinars for members (for a full list of webinars, please see page 15.)

SOCIAL MEDIA: US SIF lost followers on Twitter, with 0.2% of followers unfollowing the account during 2022 to a final of 8,312. This is likely partially because of the decrease in total number of accounts on Twitter following the purchase of the platform by Elon Musk. Its number of LinkedIn followers grew by 23% to 5,442.

PRESS AND MEDIA: US SIF and the US SIF Foundation issued 13 press releases and statements. US SIF staff and US SIF Foundation data were quoted in a variety of outlets, including *Barron's*, *Bloomberg*, *CNBC*, the *Economist*, *ESG Clarity*, *ESG Investor*, *Financial Times*, *Forbes*, *The Hill*, *Pensions & Investments*, *Roll Call*, the *Wall Street Journal* and *Worth Magazine*.

We also authored and co-authored several articles and appeared as featured on several podcasts, including:

- [*Lisa Woll: How to invest to make money and change the world*](#) – *Pittsburgh Post-Gazette*
- [*Insider Q&A: The ESG industry on becoming a political target*](#) – *AP News*
- [*Commentary: New DOL rule should accelerate sustainable investment options in retirement plans*](#) – *Pensions & Investments*
- [*Commentary: TSP's new mutual fund window – including ESG options – is long overdue*](#) – *Pensions & Investments*
- [*Money Talks: The Backlash against ESG*](#) – *The Economist Podcasts*
- [*GovExec Daily: The TSP, Sustainability and the Mutual Fund Window*](#) – *Government Executive Podcasts*
- [*Setting the Standards for Green Investors*](#) – *Green Investor Podcast from Investopedia*
- [*Ep 78: Expand Your ESG Investing Expertise – With Michael Young*](#) – *The Flexible Advisor Podcast*
- [*Letter to Editor: SEC Climate-Risk Disclosures Will Help Investors*](#) – *Wall Street Journal*
- [*Why 2022 Is the Time to Align Your Investments With Your Social and Environmental Priorities*](#) – *Worth Magazine*

PUBLIC POLICY

US SIF

US SIF's 2022 public policy agenda was outlined in its policy recommendations document [Toward a Just and Sustainable Economy](#). The year was highlighted by the proposal of many important rules at the Department of Labor and the Securities and Exchange Commission as well as growing concerns of greenwashing of sustainable investment products and a coordinated anti-ESG pushback at both the federal and state level.

Investor Roundtable with Department of Treasury on Climate Law

On October 31, US SIF participated in an investor roundtable convened by the US Department of Treasury. Secretary Janet Yellen led the discussion on investor views on the implementation of the climate provisions in the Inflation Reduction Act.

Department of Labor (DOL) Engagement

Public Comments Overwhelmingly Support US Labor Department Proposal to Allow ESG Considerations in Retirement Plans

On January 25, US SIF, with partners Ceres and the Environmental Defense Fund, released an analysis of the institutional and individual comments received by the Department of Labor on the proposed rulemaking, ["Prudence and Loyalty in Selecting Plan Investments and Exercising Shareholder Rights."](#) The complete analysis can be found [here](#).

Sign on Letter: DOL Request on Climate-related Financial Risk in Retirement Plans

On February 11, the DOL issued a [request for information](#) on how the department should protect retirement savings in the United States from climate risk.

On May 16, US SIF submitted its [comment letter](#) responding to the DOL's request for information (RFI) on climate risk and pensions plans. US SIF members "signed-onto" the letter. While the RFI is not a rulemaking, the DOL was seeking public input about how it could consider climate issues in plans under its jurisdiction in the future.

Securities and Exchange Commission (SEC) Engagement

Support for SEC Proposed Climate-Risk Disclosure Rule

On March 21, the SEC released a proposed rule to create a standardized reporting framework for climate-related risk [The Enhancement and Standardization of Climate-Related Disclosures for Investors](#). The proposal includes important elements of disclosure including climate-risk strategy, management and governance, the impacts of climate-related events on financial statements and metrics for company-set climate-related targets or goals, and assurance standards. It covers scopes 1 and 2 emissions, and, for all but the smallest companies, scope 3 as well. US SIF released a [press statement](#) the day of the proposal.

On June 17, US SIF submitted its [comment letter](#) in support of the Securities and Exchange Commission's proposal. US SIF also shared a toolkit with members.

SEC Proposed Rules on ESG Fund and Advisor Disclosures and Amendments to the Names Rule

On May 25, the SEC released two proposals to enhance and standardize disclosures required by sustainable funds [Enhanced Disclosures by Certain Investment Advisers and Investment Companies about Environmental, Social, and Governance Investment Practices](#) and to ensure that funds names accurately represent how the fund invests capital [Amendments to the Investment Company Names](#). The proposals included important

changes to existing regulations that would allow for easier and more accurate comparisons between different funds, but there were many changes that needed to be made for the proposals to complete what they set out to do and be beneficial for investors.

Due to the importance of the proposals and the large impact they will likely have on the sustainable investment industry, US SIF extra took steps to include its membership in the creation of the Forum's comment letters to the SEC. US SIF created and distributed a membership-wide survey to hear feedback from all members that wished to respond. US SIF also convened a member working committee to discuss the proposals, comprised of members with special interest in the proposals and/or expertise in public policy.

On August 16, US SIF submitted its [comment letter on the names rule amendments](#) and its [comment letter on the ESG fund and adviser proposal](#) to the Securities and Exchange Commission with recommended changes to each proposal. US SIF also shared toolkits for each proposal with members.

In November, US SIF along with Policy Committee members Julie Gorte of Impax Asset Management, Jonas Kron of Trillium Asset Management, Aron Szapiro of Morningstar, Kristen Lang of Boston Trust Walden and Michael Kramer of Natural Investments, met virtually with staff of SEC Chair Gary Gensler, Commissioner Caroline Crenshaw and staff of the Division of Investment Management, to discuss our recommendations to improve the two proposals.

SEC proposed rule on shareholder proposal exclusion requirements, Rule 14a-8

On July 13, the SEC announced amendments to Rule 14a-8, which governs how and when companies can legally exclude shareholder proposals from their proxy statements [Substantial Implementation, Duplication, and Resubmission of Shareholder Proposals Under Exchange Act Rule 14a-8](#). The proposal includes amendments to the exclusion categories: substantial implementation, duplication and resubmission.

On September 16, US SIF submitted its [comment letter](#) in support of the Securities and Exchange Commission's proposal. US SIF also shared a toolkit with members.

Meeting with New SEC Commissioner

On October 6, US SIF staff met with Jamie Lizarraga, the Democratic commissioner appointed to replace Allison Lee. Several of his staff also attended, and it was a productive meeting.

POLICY COMMITTEE AS OF DECEMBER 2022

- Julie Gorte, Senior Vice President for Sustainable Investing, Impax Asset Management
- Michael Kramer, Managing Partner, Natural Investments
- Jonas Kron, Chief Advocacy Officer, Trillium Asset Management
- Kristen Lang, Deputy Director of ESG Investing, Boston Walden Trust
- Beth-Ann Roth, Shareholder and Attorney R|K Invest Law, PBC
- Larissa Ruoff, Shareholder Advocacy and SRI Research, The Sustainability Group, Loring, Wolcott & Coolidge Trust
- Tim Smith, Senior ESG Advisor, Boston Trust Walden
- Aron Szapiro, Head of Retirement Studies and Public Policy, Morningstar

OTHER MEMBER PROGRAMS

US SIF

MEMBER PROGRAMMING AND WEBINARS

As part of our effort to provide education to our members and deepen practices within the field of sustainable investing, US SIF and the US SIF Foundation held six webinars in 2022 on the following topics:

1. Amy Domini and Joe Keefe in Conversation
2. System Stewardship and Guardrails
3. Policy Briefing: Investor briefing on the SEC climate-risk disclosure proposal with Ceres and the Principles for Responsible Investment
4. Messaging to Counter Anti-ESG Sentiment
5. Policy Briefing: Sec Names Rule and SEC Fund/Advisor Disclosure Proposals
6. Racial Justice in Investing

US SIF Foundation

GLOBAL SUSTAINABLE INVESTMENT ALLIANCE (GSIA)

The Global Sustainable Investment Alliance (GSIA) is a collaboration of membership-based sustainable investment organizations around the world. US SIF is a founding member and participant of the GSIA. Other members in 2022 included Eurosif, Japan Sustainable Investment Forum, Responsible Investment Association (RIA) Canada, Responsible Investment Association Australasia (RIAA) and UKSIF.

The GSIA's mission is to deepen and expand the practice of sustainable investing through intentional international collaboration. The GSIA's vision is a world where sustainable investment is integrated into financial systems and the investment chain, and where all regions of the world have coverage by vigorous membership-based institutions that represent and advance the sustainable investment community. The GSIA produces the *Global Sustainable Investment Review* every two years. In 2021, the fifth edition of the report was released.



Our Commitment to
SUSTAINABILITY

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICIES

Below is an overview of US SIF's environmental and social policies and information on the organization's governance structure and accountability.

ENVIRONMENTAL POLICIES

STAFF TRAVEL: US SIF policy strongly encourages staff to use bicycles, public transportation or shared rides whenever possible when commuting to work or traveling on US SIF business. US SIF participates in the Washington Metropolitan Area Transit Authority's SmartBenefits program, allowing employees to pay for public transportation expenses with pre-tax income. US SIF's central office location, adjacent to four major subway lines and bus transportation and a metropolitan private shared bike service, provides an incentive for employees to use public transit. On business travel, train use is promoted over air travel for short trips. Detailed information on staff travel appears in the organization's carbon footprint analysis in the environmental practices section on page 19.

RECYCLING AND WASTE REDUCTION: US SIF recycles office paper, cardboard, drink containers and other items, including toner cartridges for its printers. It also uses partially recycled paper. US SIF donates or responsibly recycles all used electronic equipment. US SIF staff and guests also use non-disposable drink containers, plates and utensils, and US SIF staff composts its coffee grounds. US SIF offers electronic versions of all of its marketing, research reports and other print materials to minimize paper use and limits print materials whenever possible. The default setting on all US SIF printers is double-sided. More information on US SIF's paper use appears in the environmental practices section on page 19.

ENVIRONMENTAL CONSIDERATION FOR EVENTS: US SIF considers the sustainability initiatives of the prospective venues it reviews during the site selection process for conferences. These considerations include energy efficiency, use of renewable energy, green building certifications, water use, recycling and waste management, use of local organic food, food donations, stakeholder relations and labor practices. US SIF also weighs whether a site is compliant with the Green Hotel Initiative and whether it has calculated its carbon footprint with the goal of reducing its greenhouse gas emissions. At event venues, US SIF encourages attendees to recycle and makes recycling as easy as possible. It also seeks sustainable and local food in menu selections and avoids using bottled water at its events. US SIF does not serve red meat at its events.

SOCIAL POLICIES

EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY: US SIF's anti-bias policy states that it "shall not discriminate and shall take affirmative action to ensure that it conducts all business without regard to a person's race, color, religion, gender, age, affectional or sexual orientation, marital or familial status, national origin, ancestry, non-job related disability, veteran status or other unlawful bases." As an organization based in the District of Columbia, US SIF also is prohibited from discriminating in employment based on gender identity.

EMPLOYEE BENEFITS: US SIF offers employees a group health and dental plan and subsidizes the premiums for employees working more than 30 hours a week. It also provides a 401(k) plan, matches

contributions up to 5 percent of an employee's annual salary before taxes and offers sustainable and other investment options through Social(k). US SIF provides sick, vacation and personal leave to all employees as well as disability and life insurance. Employees may also elect to make pre-tax contributions to participate in the SmartBenefits program offered by the local transportation authority and in flexible spending account programs for medical and child-care expenses.

US SIF also offers the opportunity to apply for a one- to three-week sabbatical to all employees after five years of full-time employment. Unlike vacation or other types of paid leave, the objective of the sabbatical leave is to provide staff with the opportunity to enjoy a period of time away from the day-to-day demands of their jobs to concentrate on a work-related project and develop further professionally.

GOVERNANCE POLICIES, STRUCTURE AND ACCOUNTABILITY

BY-LAWS: A full copy of US SIF's by-laws is available to members through the Member Center on the US SIF website.

POLITICAL CONTRIBUTIONS: US SIF does not make political contributions or endorse candidates for public office.

BOARD SIZE AND ELECTIONS: US SIF's board size is capped at 17 directors and must have a minimum of nine. The membership elects the majority. In addition, the board may appoint up to four directors from among the membership to provide diversity relative to gender, race and ethnicity, expertise, industry network, geographical representation, or any other purpose. One non-voting director seat is automatically assigned to US SIF's CEO.

TERM LENGTH AND LIMITS: The term of a director is three years. At-large directors and appointed directors are limited to two consecutive full terms of service. After a minimum of one year's absence, an ex-director is once again eligible to serve on the board.

BOARD DIVERSITY: In creating the slate for elected positions and in appointing directors, the board and its nominating committee seek to diversify the board in terms of gender, race, religion, ethnic origin, sexual orientation, geographic representation and business focus within the field of sustainable investing.

CLASSIFIED BOARD: The at-large directors are elected in three staggered-term classes. The number of elected and appointed directors may be changed by an amendment of the organization's by-laws. However, no such amendment may reduce the term of any director then in office.

SEPARATION OF CHAIR AND CEO: The CEO is prohibited from serving as the chair of the board.

DIRECTOR COMPENSATION: Directors are not compensated for their time and are only reimbursed for expenses if approved by a majority vote of the board.

MEETINGS: The board typically holds at least three in-person meetings per year. However, due to the COVID-19 pandemic, only one in-person meeting was held in 2021. The board held the remaining three board meetings via video conference call.

DIRECTOR ATTENDANCE: Directors must attend at least two-thirds of all board meetings or risk being asked to resign.

ANNUAL REVIEW: The board conducts an annual self-review, led by the chair. The board sets annual goals as a body. All board members also set individual goals.

BOARD COMMITTEES

There are two standing committees of the board defined in US SIF's by-laws: the Executive Committee and the Nominating and Governance Committee. In addition to these two committees, there was one additional committee in 2021, the Audit & 401k Committee. Lisa Woll is an ex officio member of all board committees.

EXECUTIVE COMMITTEE: There are at least four executive members of the board who, with the CEO, comprise the board's executive committee. The chair is the principal officer of US SIF and presides at all board meetings and executive committee meetings. The vice-chair performs the chair's duty at the chair's request or in the event of the chair's absence or disability. The secretary has general responsibility for US SIF's books, board documents, policies and minutes of board meetings. The treasurer has general responsibility for US SIF's funds, financial records, property and securities. The executive committee can approve changes to policies and other matters to ensure the smooth day-to-day operations of US SIF. However, the executive committee cannot fill vacancies on the board or any board committee, amend or repeal US SIF's by-laws, or take any action that affects more than 5 percent of US SIF's budget. It also needs to report all of its actions outside of ordinary business to the full board within 14 days. For 2022, the Executive Committee members were: Diederik Timmer (Chair), Iyassu Essayas (Vice-Chair), Jonas Kron (Secretary), Kimberly Gluck (Treasurer) and Lisa Woll (CEO).

NOMINATING AND GOVERNANCE COMMITTEE: This committee reviews and updates US SIF's governance practices and leads the annual nominations process. In 2022, its members were: Anthony Eames (Chair), Linda-Eling Lee, Stephanie Cohn Rupp, Mamadou-Abou Sarr, Diederik Timmer and Lisa Woll.

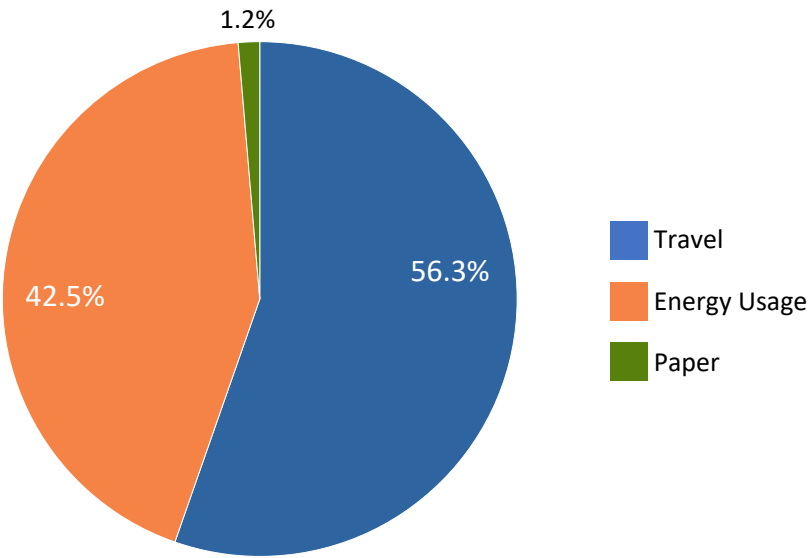
AUDIT & 401k COMMITTEE: This committee reviews US SIF's audit and 990s. Committee members also act as trustees for the 401k plan and meet with the advisor to review the funds offered. Its members were: Kimberly Gluck (Chair), Steve Falci, Kimberly Griego-Kiel and Lisa Woll.

Additionally, several board members also participated on the Conference Agenda Committee (see p. 10), Education Committee (see p. 9), Policy Committee (see p. 13) and Research Committee (see p. 8).

ENVIRONMENTAL FOOTPRINT

Below is an overview of US SIF’s environmental footprint.

US SIF uses the Greenhouse Gas Protocol (GHG Protocol) developed by the World Resources Institute and the World Business Council for Sustainable Development to calculate its greenhouse gas emissions. Specifically, it used the GHG Protocol’s guidance for small, office-based businesses: *Working 9 to 5 on Climate Change*. US SIF has no direct emissions. Under the GHG Protocol, all US SIF emissions are indirect “Scope Three” emissions as US SIF does not own its office space and does not own corporate cars or jets. US SIF focused measurements of its indirect emissions in four primary areas: employee commuting, business travel, office energy consumption and paper use.



US SIF 2022 CARBON FOOTPRINT SUMMARY

EMPLOYEE DAILY COMMUTE AND TRAVEL: In 2022, US SIF employed approximately six full time equivalent (FTE) staff members. Employees worked in a hybrid format, commuting 3 days per week into the office. This year was the first since COVID-19 where staff were regularly commuting to the office at a normal level, meaning that CO₂ from daily travel jumped from previous years. Commuting distances were calculated for all staff and are all presented in the following table.

2022 COMMUTING DISTANCES

	CAR MILES	BUS MILES	LIGHT RAIL MILES	TRAIN MILES	WALK / BIKE MILES
Total Miles for the Year	682	1,008	0	19,326	1,235

EMPLOYEE BUSINESS-RELATED TRAVEL: US SIF employees are required to file trip reports for all business-related travel. Business travel resumed at a more normal rate in 2022.

TOTAL CARBON FOOTPRINT OF US SIF TRAVEL: Based on the total number of miles traveled, we calculated the total amount of carbon emissions, in carbon dioxide equivalent (CO₂-e), for mode of transportation using the emission factors from the Congressional Budget Office’s guide on Emissions of Carbon Dioxide in the Transportation Sector. Environmental Protection Agency’s Center for Corporate Climate Leadership. The most significant factor in our total carbon footprint from travel was by air, followed by car transit and transit by train. In total, the carbon footprint of US SIF’s travel was **12.07 metric tons of CO₂ emitted**, up from 3.21 metric tons in 2021. This is a significant increase in overall travel from 2021, as travel began to return to normal post COVID-19, yet this is still a decrease from pre-COVID, in 2019, at 17/15 metric tons.

2022 TOTAL CARBON EMISSIONS FROM TRAVEL

Mode of Transportation	Total Miles Traveled	Emissions Factor	Total CO ₂ -e (Metric Tons)
Air	57,910	0.000154	8.918
Train	19,408	0.00007711	1.497
Bus	1,008	0.000177	0.178
Car	6,935	0.000213	1.447
Total for 2022			12.07

OFFICE ENERGY CONSUMPTION: US SIF leased office space in the KITA Building, located at 1660 L Street NW, Suite 306, Washington, DC during 2022. The KITA Building used 1,383,615 kilowatt-hours (kWh) of electricity for its 135,245 square feet or 10.23 kWh per square foot during the year. US SIF occupies 2,132 square feet of space. Based on these assumptions, we estimate that US SIF used an annual total of 21,811 kWh.

Using the average emissions factor for our region (0.000433 metric tons of carbon dioxide equivalent per kilowatt-hour per the Environmental Protection Agency), we estimate that the carbon footprint for the US SIF office from electricity use was **9.44 metric tons of CO₂ e** in 2022, up from 5.39 metric tons in 2021. Our estimates do not account for US SIF’s use of common areas in the building.

PAPER CONSUMPTION: US SIF used the approximate equivalent of 123.48 reams of paper on marketing materials, reports, business cards and day-to-day office paper consumption. The average weight of a ream of paper is 2.6 kilograms per ream, and the carbon footprint for recycled content, which US SIF used, is 1.097 kilograms of CO₂-e per kilogram of paper consumed. Using these assumptions, the carbon footprint of US SIF’s paper use was **0.292 metric tons of CO₂ e**, up from 0.0285 metric tons in 2021. This

increase is largely due to the printing of *Trends* in 2022, unlike 2021. The carbon footprint from paper use in 2022 was still lower than the last *Trends* print, in 2020, which was 0.4949 metric tons.

TOTAL CARBON FOOTPRINT: Based on our calculations and assumptions, we calculate the US SIF carbon footprint to be **21.81 metric tons of CO2 e** or 3.645 metric tons per FTE staff. In 2022, US SIF’s total carbon footprint was mainly due to energy use (56.3 percent of total emissions), followed by travel (42.5 percent) and paper use (1.2 percent), as seen on page XX. The increase in carbon footprint for 2022 in comparison to 2021 and 2021 was due to US SIF, and the broader world, beginning to return to some sense of normalcy after COVID-19.

Year	2022	2021	2020	2019	2018
Carbon Footprint (metric ton CO2-e/FTE)	3.645	1.172	.715	4.464	3.487

2022 US SIF AND US SIF FOUNDATION STAFF (AT YEAR-END 2022)



Lisa Woll
CEO



Yemi Asfaw
Finance and
Operations Associate



Sam Holmes
Policy and Programs
Assistant



Farzana Hoque
Acting Director of
Research



Bryan McGannon
Managing Director



Tracy Press
Marketing and Events
Manager



Michael Young
Director of Education
and Outreach

The image shows a cover page for a financial report. It features a large orange vertical bar on the right side and a smaller dark blue vertical bar on the left side. The text '2022' is written in a large, white, sans-serif font, and 'Audited Financials' is written in a smaller, white, sans-serif font below it. The background is white with a thin black border.

2022

Audited Financials

US SIF: The Forum for Sustainable and Responsible Investment and US SIF Foundation
Consolidated Statement of Financial Position
December 31, 2022

Assets

Current assets:

Cash	\$ 1,668,593
Accounts receivable	120,091
Prepaid expenses	<u>12,011</u>

Total current assets 1,800,695

Cash-restricted and designated	850,000
Property and equipment, net	26,486
Right-of-use asset	680,237
Deposits	<u>9,754</u>

Total assets \$ 3,367,172

Liabilities and Net Assets

Current liabilities:

Accounts payable	\$ 71,335
Accrued payroll liabilities	33,562
Deferred membership dues revenue	303,368
Lease liability	<u>82,732</u>

Total current liabilities 490,997

Lease liability, non-current	718,688
Sublease security deposit	<u>1,728</u>

Total liabilities 1,211,413

Net assets:

Without donor restrictions	1,305,759
Without donor restrictions, board designated	<u>750,000</u>

Total without donor restrictions 2,055,759

With donor restrictions	<u>100,000</u>
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Total net assets 2,155,759

Total liabilities and net assets \$ 3,367,172

See accompanying notes to the consolidated financial statements.

4.

Accompanying Notes to Consolidated Financial Statements are available at www.ussif.org

US SIF: The Forum for Sustainable and Responsible Investment and US SIF Foundation
 Consolidated Statement of Activities
 For the Year Ended December 31, 2022

	Without donor restrictions	With donor restrictions	Total
Revenues:			
Membership dues	\$ 939,187	\$ -	\$ 939,187
Contributions	611,400	-	611,400
Event related income	439,569	-	439,569
Educational services	47,692	-	47,692
Rental income	25,198	-	25,198
Other income	8,535	-	8,535
Total revenues	2,071,581	-	2,071,581
Expenses:			
Program services	1,434,532	-	1,434,532
Support services:			
Management and general	547,277	-	547,277
Fundraising	133,572	-	133,572
Total support services	680,849	-	680,849
Total expenses	2,115,381	-	2,115,381
Change in net assets	(43,800)	-	(43,800)
Net assets, beginning of year	2,099,559	100,000	2,199,559
Net assets, end of year	\$ 2,055,759	\$ 100,000	\$ 2,155,759

Accompanying Notes to Consolidated Financial Statements are available at www.ussif.org