



2021 ANNUAL REPORT

US | SIF

US SIF | US SIF FOUNDATION

ABOUT US SIF & THE US SIF FOUNDATION

US SIF: The Forum for Sustainable and Responsible Investment^{G4-3} is the leading voice advancing sustainable investing across all asset classes. US SIF and its members advance investment practices that drive environmental, social and governance practices to generate long-term competitive financial returns and positive societal impact.^{G4-4} Our members, representing \$5 trillion in assets under management or advisement, 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^{G4-8}

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: ^{G4-56}

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

Knowledge: We provide resources that allow investors and the public to develop 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 change.

OUR STRUCTURE: US SIF is a 501(c)(6) organization.^{G4-7}

The US SIF Foundation^{G4-3} is a 501(c)(3) organization.^{G4-7} 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.^{G4-4}

ABOUT THIS REPORT

This annual report^{G4-30} covers the 2021 calendar year, which also correlates with the fiscal year for US SIF and the US SIF Foundation.^{G4-28}

As part of our commitment to broad-based sustainability in the financial markets and within our organizations, this annual report is an integrated report, incorporating sustainability and financial metrics based on the Global Reporting Initiative (GRI) G4 guidelines.^{G4-32}

We welcome any comments or questions about this report at info@ussif.org.^{G4-31-31}

CONTACT US

US SIF: The Forum for Sustainable and Responsible Investment

1660 L Street NW, Suite 306
Washington DC 20036^{G4-5}
United States^{G4-6}

Phone: +1 202-872-5361

Website: www.ussif.org

Twitter: https://twitter.com/US_SIF

LinkedIn: http://bit.ly/USSIF_LinkedIn

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MESSAGE FROM THE CEO & BOARD CHAIR^{G4-1, G4-2}

US SIF continued to innovate to deliver on its programs throughout 2021. Staff worked on a hybrid office/remote schedule as COVID-19 persisted and unexpected waves of new variants emerged. The US SIF board and staff proved resilient during the year, pivoting on strategy and programs when needed, such as organizing our first ever virtual conference.

This report presents our activities and accomplishments in 2021. We continued offering research, education and training to advance sustainable investing in the United States despite significant COVID-related interruptions. We also engaged vigorously on policy issues in the Administration and on Capitol Hill and educated and engaged with journalists. We continued the work of all our member committees and hosted a number of virtual events.

Our 2021 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 2021, US SIF and the US SIF Foundation had a positive financial position. On a consolidated basis, membership dues remained the primary source of revenue (\$924,732). Other major sources were contributions, grants and donations (\$327,777) and event revenue and sponsorships (\$275,387). Total net assets grew from \$2,083,843 at the start of the year to \$2,199,559 at the close.

In 2021, the US SIF Foundation's Center for Sustainable Investment Education released four reports. We refreshed three "how-to" guides for [retail investors](#), [financial advisors](#) and [plan sponsors](#). In addition, the Global Sustainable Investment Alliance, of which US SIF is a founding member, published the fifth edition of the [Global Sustainable Investment Review](#).

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 2021, 729 individuals had earned this designation.

In June, US SIF held our 10th Annual Conference, FORUM 2021. Offered virtually, it brought together over 400 attendees and featured our largest-ever line-up of sessions and speakers, more than 20 and 70 respectively. Topics ranged from the racial wealth gap and climate change disclosure to addressing disability in the workplace.



Lisa N. Woll
CEO



Diederik Timmer
Board Chair

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. We organized Capitol Hill Week in April, during which US SIF members met virtually with their congressional representatives and advocated for US SIF's policy priorities.

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 the *Associated Press*, *Barron's*, *Business Insider*, *Chief Investment Officer*, *CNBC*, *Entrepreneur*, *Financial Times*, *Forbes*, *Foreign Policy*, *Fortune*, *InvestmentNews*, *MarketWatch*, *NerdWallet*, *New York Times*, *Reuters*, *The National Law Review*, *Time*, *Vice* and the *Wall Street Journal*.

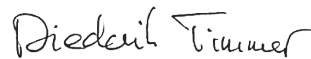
US SIF members were active contributors to and participants in multiple committees that shaped our agenda for the year. We thank the many volunteers on these committees for their service. Members also joined our webinars and online discussion groups and attended our virtual town hall meeting and annual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

We are also grateful to our board of directors for their service. Special thanks to Leslie Samuelrich, President of Green Century Funds, who completed six years of board service and termed off the board. The 2021 members of the board are listed on the next page as are board members elected for terms beginning in 2022.

Sincerely,



Lisa N. Woll, CEO



Diederik Timmer, US SIF Board Chair

2021 US SIF & US SIF FOUNDATION BOARD OF DIRECTORS AND ELECTIONS^{G4-LA12}



Diederik Timmer
*Chair**
Managing Director of
Corporate and Climate
Solutions Sustainalytics



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



Kimberly Gluck
*Treasurer**
Managing Director
Boston Trust Walde



Jonas Kron
*Secretary**
Chief Advocacy Officer
Trillium Asset
Management



Anthony Eames
Managing Director
of Responsible
Investment Strategy
Calvert Research and
Management



Steve Falci
Chief Investment Officer
Impax Asset
Management



Amberjae Freeman
CEO
Etho Capital



Kimberly Griego-Kiel
Chief Executive Officer
Horizons Sustainable
Financial Services



Ebony Perkins
Vice-President and
Director of Investor
Relations
Self-Help Credit Union



**Stephanie Cohn
Rupp**
CEO
Veris Wealth Partners



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



Lisa Woll*
CEO
US SIF

In late 2021, the membership elected **Linda Eling-Lee**, Global Head of ESG and Climate Research, MSCI for a first term and re-elected **Kimberly Gluck**, Managing Director, Boston Trust Walden.

* Member of Executive Committee



OUR WORK

The Core Activities
of US SIF

RESEARCH & OTHER RESOURCES

US SIF

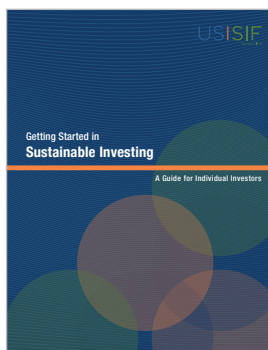
MUTUAL FUND AND ETF PERFORMANCE CHART: This [chart](#), updated monthly, offers data from Bloomberg on US SIF members' funds, including performance, screening and shareholder advocacy.

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

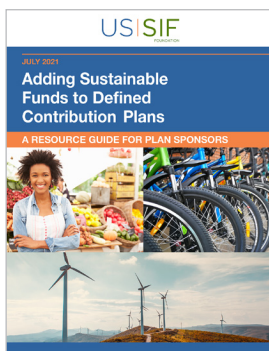
NEWSLETTER: US SIF's monthly online [newsletter](#) keeps members updated on US SIF's research, education and events, policy issues and other developments both at US SIF and in the sustainable investment field. In 2021, US SIF launched a quarterly online newsletter for non-members.

US SIF Foundation

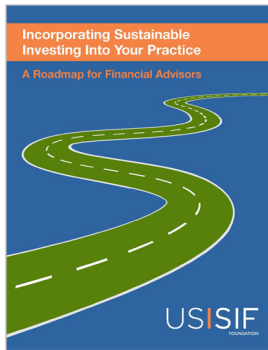
In 2021, the US SIF Foundation's Center for Sustainable Investment Education released four reports.



[Getting Started in Sustainable Investing: A Guide for Individual Investors:](#) This guide helps retail, non-accredited investors get started in sustainable investing. It provides information on how to get professional help from financial advisors or robo-advisors offering sustainable investment options.



[Adding Sustainable Funds to Defined Contribution Plans: A Resource Guide for Plan Sponsors:](#) This details the five steps plan sponsors can take to add sustainable funds to defined contribution (DC) retirement plans—i.e., increasing knowledge of sustainable investing, gauging participants' interest, discussing implementation, choosing funds and educating participants.



Incorporating Sustainable Investing into Your Practice: A Roadmap for Financial Advisors: This guide details the steps financial advisors can take to begin offering sustainable investment services to clients as well as to enhance their practice.



Global Sustainable Investment Review 2020: This report was published by the Global Sustainable Investment Alliance (GSIA), which includes Eurosif, Japan Sustainable Investment Forum, Responsible Investment Association (RIA) Canada, Responsible Investment Association Australasia (RIAA), UKSIF and US SIF. The report is the fifth edition of this biennial report mapping the size, growth and dynamics of the global sustainable investment industry. for members of the media.

RESEARCH COMMITTEE AS OF DECEMBER 2021

- Sarah Cleveland, Independent Consultant, Sarah Cleveland Consulting
- Sarah Cohn, Executive Director of Marketing, Sustainalytics
- Justin Conway, Vice President of Investment Partnerships, Calvert Impact Capital
- Anthony Eames, Vice President and Director of Responsible Investment Strategy, Calvert Research and Management
- Steve Falci, Chief Investment Officer, Impax Asset Management
- Ivy Jack, Head of Equity Research, NorthStar Asset Management
- Pooja Khosla, Executive Vice President of Client and Product Development, Entelligent
- Mary Jane McQuillen, Managing Director, Portfolio Manager, Head of ESG Investment, ClearBridge Investments
- Mamadou-Abou Sarr, President and CEO, V-Square Asset Management
- Tim Smith, Senior ESG Advisor, Boston Trust Walden
- Diederik Timmer, Executive Vice President of Institutional Relations, Sustainalytics
- Jackie VanderBrug, First Mover Fellow, The Aspen Institute
- Nathalie Wallace, Global Head of Sustainable Investment, Natixis Investment Managers
- Tom Woelfel, Senior Director of Impact, HCAP Partners

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 2021, 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.

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 2021:

- Sam Adams, CEO, Vert Asset Management
- Sarah Adams, Chief Sustainability Officer, Vert Asset Management
- Sarah Cleveland, Independent Consultant, Sarah Cleveland Consulting
- Jennifer Coombs, Associate Professor, College for Financial Planning
- Iyassu Essayas, Founder, E&I Consulting Services
- Kim Griego-Kiel, CEO, Horizons Sustainable Financial Services
- Manisha Kathuria, ESG Portfolio Specialist, Senior Vice President, Neuberger Berman
- Ebony Perkins, Vice-President and Director of Investor Relations, Self-Help Credit Union

EVENTS & MEDIA

US SIF

ANNUAL CONFERENCE: From June 15–18, 2021, US SIF gathered virtually with over 400 attendees for its 10th annual conference, FORUM 2021. US SIF held a pre-conference offering of the *Fundamentals of Sustainable and Impact Investing* followed by nearly 200 members joining for Member Day. The conference had more than 20 sessions and 70 speakers, including lifetime disability rights advocate Judy Heumann. Thank you to our conference sponsors.



CONFERENCE AGENDA COMMITTEE AS OF DECEMBER 2021:

- Susan Babcock, Independent Consultant
- John Balbach, Director, Impact Investments, MacArthur Foundation
- 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
- 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
- Gretchen Postula, Managing Director, Head of Investor Relations, North Sky Capital
- Mark Regier, Vice President of Stewardship Investing, Praxis Mutual Funds

MEMBER EVENTS: US SIF held a mixture of virtual and in-person events throughout the year, including a virtual Annual Member meeting and outdoor, in-person networking events in New York and Washington DC. We also conducted multiple webinars for members (for a full list of webinars, please see page 13.)

SOCIAL MEDIA: US SIF grew its number of Twitter followers by 5 percent to 8,266, and its number of LinkedIn followers by 29 percent to 4,427. US SIF also maintains a LinkedIn group for members.

PRESS AND MEDIA: US SIF and the US SIF Foundation issued 20 press releases and statements. US SIF staff and US SIF Foundation data were quoted in a variety of outlets, including the *Associated Press*, *Barron's*, *Bloomberg Green*, *Business Insider*, *Chief Investment Officer*, *CNBC*, *Entrepreneur*, *ESG Investor*, *Financial Times*, *Financial Planning*, *Forbes*, *Foreign Policy*, *Fortune*, *Ignites*, *InvestmentNews*, *MarketWatch*, *Morningstar*, *NerdWallet*, *New York Times*, *Plan Sponsor*, *Pensions & Investments*, *Reuters*, *Roll Call*, *The National Law Review*, *Time*, *Vice* and the *Wall Street Journal*.

We also authored and co-authored several articles, including:

- [Will Biden's SEC Seize the Moment for Sustainability?](#)—*Barron's*
- [Joe Biden Can be the President of a Sustainable Private Sector](#)—*GreenBiz*
- [Can the United States Accelerate Sustainability in Financial Regulations?](#)—*International Banker*
- [Opinion: Why 401\(k\) Plans Should Offer ESG Options](#)—*MarketWatch*
- [Let's Not Leave Behind the S & G in ESG](#)—*Morningstar*
- [Why Are Retirement Plan Sponsors So Far Behind on Sustainable Investing?](#)—*Plan Sponsor*
- [What Shareholders Can Expect from a Biden SEC](#)—*Proxy Preview*
- [A New Year Opportunity: Invest Your Money and Make the World a Better Place](#)—*ValueWalk*
- [Global Sustainable Investment Review: The US Leading in Assets](#)—*ValueWalk*
- [Letter to Editor: A New Investing Rule and the Future of ESG](#)—*Wall Street Journal*

PUBLIC POLICY

US SIF

US SIF's 2021 public policy agenda was outlined in its policy recommendations document [Toward a Just and Sustainable Economy](#). With the inauguration of the Biden administration and a new Congress, several US SIF priorities received immediate attention, including appointing staff to key positions who are knowledgeable about sustainable finance.

Through outreach to members of Congress, regulators and White House staff, US SIF advances public policy initiatives including better corporate disclosure, shareholder rights, addressing climate change and financial reform.

Letter to President Biden on policy recommendations

In February, US SIF, joined by 87 business organizations and investors representing over \$420 billion in assets under management, sent a letter to President Biden to advance the policy recommendations in US SIF's [Toward a Just and Sustainable Economy](#). The [letter](#) was also shared with White House staff and congressional offices.

US SIF member participation in Capitol Hill Week

Thirty-one US SIF members met virtually with their congressional representatives during Capitol Hill Week, April 26-30. Participants advocated for US SIF's policy priorities and urged a 'yes' vote on congressional resolutions to overturn the flawed shareholder rights rule at the Securities and Exchange Commission.

Endorsement for ERISA ESG legislation

US SIF [endorsed](#) the [Financial Factors in Selecting Retirement Plan Investments Act](#) introduced by Senator Tina Smith (D-MN). The bill makes clear that ESG criteria may be considered in ERISA-governed retirement plans. We believe a legislative fix is necessary to end the policy pendulum of regulatory interpretation by the Department of Labor.

DEPARTMENT OF LABOR (DOL) ENGAGEMENT

Briefing with DOL on Thrift Savings Plan

On September 27, US SIF and US SIF member As You Sow briefed DOL staff on how the Thrift Savings Plan has taken ESG factors, including climate-related financial risk, into account. DOL was required to report on this issue under Executive Order [14030](#).

Support for DOL ESG and proxy voting proposal

On October 13, the DOL released the proposed rule on ESG and proxy voting in ERISA-governed retirement plans [Prudence and Loyalty in Selecting Plan Investments and Exercising Shareholder Rights](#). The proposal clarified that climate change and other ESG factors may be considered in 401(k) plans. It removed language added by the 2020 rule that prohibited the inclusion of ESG in default plans or QDIAs, clarified how the tie-breaker test should be applied, and removed provisions that may have dissuaded fiduciaries from proxy voting and exercising shareholder rights.

On December 13, US SIF submitted its [comment](#) letter in support of the Department of Labor's proposal. US SIF shared a toolkit with members and collaborated with allies to analyze the comment letters.

SECURITIES AND EXCHANGE COMMISSION (SEC) ENGAGEMENT

Letter to the SEC supporting Nasdaq board diversity listing requirement

US SIF filed a [comment](#) letter on January 4 in support of Nasdaq's proposal to require listed companies to have at least one woman and one representative of an under-represented minority or LGBTQ+ community on their board of directors. In the letter, US SIF urged the SEC to encourage other exchanges in the United States to implement similar rules.

Letter to the SEC on climate and ESG disclosure

On June 14, US SIF filed a [comment](#) in response to the SEC's request for information on climate change and ESG disclosure. US SIF provided members with a toolkit to assist them in responding to the SEC.

Recommendations on human capital management disclosure sent to SEC

On December 7, US SIF submitted this [letter](#) with recommendations for the SEC's proposed rulemaking on human capital management (HCM) disclosures by issuers.

POLICY COMMITTEE AS OF DECEMBER 2021

- Julie Gorte, Senior Vice President for Sustainable Investing, Impax Asset Management
- Michael Kramer, Managing Partner and Director of Research, Natural Investments
- Jonas Kron, Chief Advocacy Officer, Trillium Asset Management
- 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
- Stephanie Cohn Rupp, CEO, Veris Wealth Partners
- Tim Smith, Director of ESG Shareowner Engagement, 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 2021 on the following topics:

1. Briefing on Presidential Transition and US SIF Activities
2. Beyond the First 100 Days: Leadership & policy opportunities for a more sustainable and inclusive economy (co-organized with the Aspen Institute and Just Capital)
3. Addressing the Challenge of Climate Change with Senator Sheldon Whitehouse
4. Bringing Sustainable Investing Options to 140 Million Americans (co-organized with Environmental Defense Fund and Ceres)
5. Changing the Protein Supply Chain
6. US SIF Member Town Hall, to discuss critiques of sustainable investment “greenwashing”

US SIF also organized member calls to discuss and seek input on two CFA Institute initiatives—the CFA’s ESG Disclosure Standards and its Diversity Equity and Inclusion (DEI) Code Draft.

RACIAL JUSTICE TASK FORCE INITIATIVES

US SIF created a [Racial Justice Resources webpage](#) with input from its member Racial Justice Task Force. The webpage provides information on investing to advance racial justice and embedding racial equity in the workplace. It additionally highlights organizations working on racial justice. US SIF also completed a survey of its members’ work on advancing racial justice.

RACIAL JUSTICE TASK FORCE MEMBERS AS OF DECEMBER 2021

- Iyassu Essayas, Founder, E&I Consulting Services
- Julie Gorte, Senior Vice President for Sustainable Investing, Impax Asset Management
- Theresa Gusman, Chief Investment Officer, First Affirmative Financial Network
- Nicole Middleton Holloway, Financial Advisor, Natural Investments
- Olivia Knight, Racial Justice Initiative Manager, As You Sow
- Andy Mims, Partner and Trustee, The Sustainability Group, Loring, Wolcott & Coolidge Trust
- Ebony Perkins, Vice-President and Director of Investor Relations, Self-Help Credit Union
- David Sand, Chief Impact Strategist, Community Capital Management
- Randy Strickland, Director, Pathstone

MEMBER PROGRAMMING COMMITTEE

The Member Programming Committee helps organize programs for the Member Day portion of US SIF’s annual conference and other convenings including webinars.

MEMBER PROGRAMMING COMMITTEE AS OF DECEMBER 2021

- Michael Kramer, Managing Partner, Natural Investments
- Ken Locklin, Director, North America, Impax Asset Management
- Lou Coppola, Partner and Executive Vice President, Governance and Accountability Institute
- Amberjae Freeman, Chief Operating Officer, Etho Capital
- Leslie Samuelrich, President, Green Century Capital Management
- Greg Wait, Partner, Riverwater Partners

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.^{G4-16} Other members in 2021 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 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^{G4-56}

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

ENVIRONMENTAL POLICIES^{G4-DMA}

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. 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^{G4-LA2}. 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.

GOVERNANCE POLICIES, STRUCTURE AND ACCOUNTABILITY^{G4-32}

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^{G4-34}. In addition to these two committees, there was one additional committee in 2021, the Audit & 401k Committee. The CEO 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 2021, 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 2021, its members were: Iyassu Essayas (Chair), Amberjae Freeman, Mamadou-Abou Sarr, Leslie Samuelrich, Diederik Timmer and Lisa Woll.

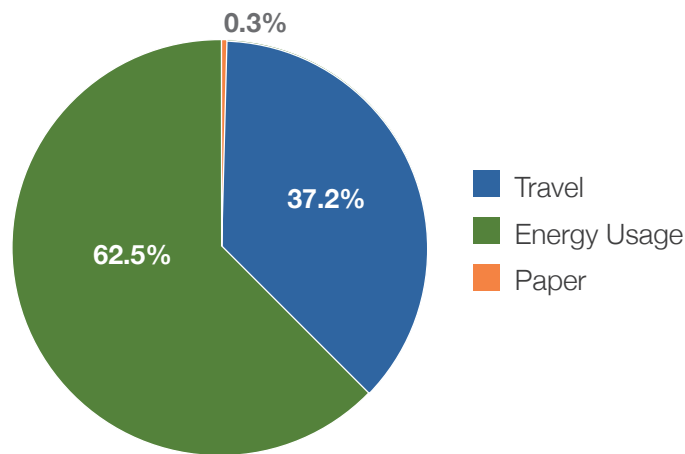
AUDIT & 401K COMMITTEE: This committee reviews US SIF's audit and 990s. Committee members also act as trustees for the 401k plan and meet with the advisor to review the funds offered. Its members were: Kimberly Gluck (Chair), Steve Falci, Stephanie Cohn Rupp and Lisa Woll.

Additionally, several board members also participated on the Conference Agenda Committee (see p. 9), Education Committee (see p. 8), Member Programming Committee (see p. 13), Policy Committee (see p. 12) and Research Committee (see p. 7).

ENVIRONMENTAL FOOTPRINT^{G4-DMA}

Below is an overview of US SIF’s environmental footprint. Additional information appears in the GRI Index at the end of this report.

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.^{G4-DMA} 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 2021 CARBON FOOTPRINT SUMMARY

EMPLOYEE DAILY COMMUTE AND TRAVEL: In 2021, US SIF employed eight full-time equivalent (FTE) staff members. Employee commuting continued to be significantly disrupted due to the COVID-19 pandemic. Employees worked in both remote and then a hybrid format, slowly increasing from fully remote to, as the year went on, commuting 1 day, then 2 days and finally 3 days per week into the office. Commuting distances were calculated for all staff, taking into account the shift in commuting patterns brought about by COVID-19, and are presented in the following table.

2021 COMMUTING DISTANCES

	CAR MILES	BUS MILES	LIGHT RAIL MILES	TRAIN MILES	WALK/BIKE MILES
Total Miles for the Year	5,070	0	0	6,334	683

EMPLOYEE BUSINESS-RELATED TRAVEL: US SIF employees are required to file trip reports for all business-related travel. A limited amount of business travel resumed in 2021.

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 Environmental Protection Agency’s Center for

Corporate Climate Leadership. The most significant factor in our total carbon footprint was car transit, followed by train. In total, the carbon footprint of US SIF's travel was **3.21 metric tons of CO2-e**, up from 1.17 metric tons in 2020. The significant decrease in overall travel and associated CO2-e for 2021 in comparison to 2019 and prior continued to be a result of COVID-19..

2021 TOTAL CARBON EMISSIONS FROM TRAVEL

Mode of Transportation	Total Miles Traveled	Emissions Factor	Total CO2-e (Metric Tons)
Air	3,600	0.00013	0.468
Train	7,334	0.00013	0.953
Bus	0	0.00005	0
Car	5,270	0.00034	1.792
Total for 2021			3.213

OFFICE ENERGY CONSUMPTION: US SIF leased office space in the KITA Building, located at 1660 L Street NW, Suite 306, Washington, DC during 2021. The KITA Building used 1,084,089 kilowatt-hours (kWh) of electricity for its 135,245 square feet or 8.02 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 17,098 kWh.^{G4-EN3}

Using the average emissions factor for our region (0.000315 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 **5.39 metric tons of CO2-e** in 2021, up from 3.60 metric tons in 2020. 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 10 reams of paper^{G4-EN1} 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,^{G4-EN2} 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 **0.0285 metric tons of CO2-e**, down from 0.4949 metric tons in 2020.

TOTAL CARBON FOOTPRINT: Based on our calculations and assumptions, we calculate the US SIF carbon footprint to be **8.63 metric tons of CO2-e**^{G4-EN16} or 1.172 metric tons per FTE staff. In 2021, US SIF's total carbon footprint was mainly due to energy usage (62.5 percent of total emissions), followed by travel (37.2 percent) and paper use (.3 percent), as seen on page 19. The drop in the carbon footprint for 2021 in comparison to 2019 and prior years continued to be due to COVID-19.

Year	2021	2020	2019	2018	2017
Carbon Footprint (metric ton/FTE)	1.172	0.715	4.464	3.487	3.778

US SIF & US SIF FOUNDATION STAFF

AT YEAR-END 2021 G4-9, G4-10, G4-LA12



Lisa Woll
CEO



Ginny Brooks
Policy and Programs
Associate



Jane Bulnes-Fowles
Chief Operating Officer



Farzana Hoque
Research and
Communications
Consultant



Harry Langer
Director of Research



Bryan McGannon
Director of Policy
and Programs



Adam Sickle
Operations and
Events Associate



Michael Young
Manager of Education
Programs



2021

Audited
Financials G4-9, G4-22, NGO8

**US SIF: THE FORUM FOR SUSTAINABLE AND RESPONSIBLE INVESTMENT
AND US SIF FOUNDATION**

**CONSOLIDATED STATEMENT OF FINANCIAL POSITION
DECEMBER 31, 2021**

(WITH SUMMARIZED FINANCIAL INFORMATION AS OF DECEMBER 31, 2020)

	2021	2020
Assets		
Current Assets		
Cash and Cash Equivalents	\$ 2,782,524	\$ 2,572,853
Accounts Receivable	18,490	24,579
Prepaid Expenses	3,654	8,691
Total Current Assets	2,804,668	2,606,123
Property and Equipment		
Equipment	34,349	33,055
Leasehold Improvements	7,630	7,630
Accumulated Depreciation and Amortization	(25,317)	(15,243)
Total Property and Equipment	16,662	25,442
Security Deposit	9,754	9,754
Total Assets	\$ 2,831,084	\$ 2,641,319
Liabilities and Net Assets		
Current Liabilities		
Accounts Payable and Accrued Expenses	\$ 89,498	\$ 77,632
Refundable Advances	72,500	80,140
Deferred Revenue	458,046	383,189
Deferred Rent	-	14,787
Total Current Liabilities	620,044	555,748
Deferred Rent, Net of Current Portion	9,753	-
Sublease Security Deposit	1,728	1,728
Total Liabilities	631,525	557,476
Net Assets		
Without Donor Restrictions	2,099,559	1,983,843
With Donor Restrictions	100,000	100,000
Total Net Assets	2,199,559	2,083,843
Total Liabilities and Net Assets	\$ 2,831,084	\$ 2,641,319

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

AND US SIF FOUNDATION

CONSOLIDATED STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED DECEMBER 31, 2021

(WITH SUMMARIZED FINANCIAL INFORMATION FOR THE YEAR ENDED DECEMBER 31, 2020)

	Without Donor Restrictions	With Donor Restrictions	2021 Total	2020 Total
Revenues				
Membership Dues	\$ 924,732	\$ -	\$ 924,732	\$ 918,541
Contributions	327,777	-	327,777	564,285
Event Related Income	275,387	-	275,387	159,725
Interest Income	1,799	-	1,799	1,871
Course Registration	28,440	-	28,440	27,150
CSRIC	42,979	-	42,979	59,019
Publications	9,800	-	9,800	12,300
Other Revenue	16,109	-	16,109	27,950
	<u>1,627,023</u>	<u>-</u>	<u>1,627,023</u>	<u>1,770,841</u>
Expenses				
Program Services	992,950	-	992,950	1,298,297
Management and General	443,471	-	443,471	223,915
Fundraising	74,886	-	74,886	75,668
	<u>1,511,307</u>	<u>-</u>	<u>1,511,307</u>	<u>1,597,880</u>
Change in Net Assets	115,716	-	115,716	172,961
Net Assets, Beginning of Year	<u>1,983,843</u>	<u>100,000</u>	<u>2,083,843</u>	<u>1,910,882</u>
Net Assets, End of Year	<u><u>\$ 2,099,559</u></u>	<u><u>\$ 100,000</u></u>	<u><u>\$ 2,199,559</u></u>	<u><u>\$ 2,083,843</u></u>

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



GRI

Reporting Index

GRI CONTENT INDEX

US SIF is including the following GRI Index using the G4 Guidelines to assist readers in locating particular information on US SIF pertaining to the GRI's indicators.

GENERAL STANDARD DISCLOSURES		
General Standard Disclosures	Page and Notes	Description
STRATEGY AND ANALYSIS		
G4-1	Message from CEO and Board Chair—page 2	Statement from the most senior decision-maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.
G4-2	Message from CEO and Board Chair—page 2	Description of key impacts, risks and opportunities.
ORGANIZATIONAL PROFILE		
G4-3	About US SIF and US SIF Foundation—page ii	Name of the organization.
G4-4	About US SIF and US SIF Foundation—page ii	Primary brands, products and services.
G4-5	Contact Us—page ii	Location of the organization's headquarters.
G4-6	Contact Us—page ii	Number of countries where the organization operates and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.
G4-7	About US SIF and US SIF Foundation—page ii	Nature of ownership and legal form.
G4-8	About US SIF and US SIF Foundation—page ii	Markets served (including geographic breakdown, sectors served and types of customers and beneficiaries).
G4-9	2021 US SIF Staff—page 21 2021 Audited Financials—page 24–25	Scale of reporting organization, including: Total number of employees; Total number of operations; Net sales (for private sector organizations) or net revenues (for public sector organizations); Total capitalization broken down in terms of debt and equity (for private sector organizations); and Quantity of products or services provided.

G4-10	<p>2021 US SIF and US SIF Foundation Staff— page 21</p> <p>At year-end 2021, there were six full-time employees in Washington, DC, one full-time employee in Pittsburgh, PA, and one contractor (a former staff member) in Malta. Four were female, and four were male.</p>	<p>Total number of employees by employment contract and gender; Total number of permanent employees by employment type and gender; Total workforce by employees and supervised workers and by gender; Total workforce by region and gender; Whether a substantial portion of the organizations' work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors; and Any significant variation in employment numbers.</p>
G4-11	Zero	Percentage of total employees covered by collective bargaining agreements.
G4-12	<p>Our supply chain primarily involved office operations and programmatic activities. Whenever possible, US SIF sources sustainable materials, such as recycled office paper. US SIF also hires external consultants to support certain programs.</p>	The organization's supply chain.
G4-13	None	<p>Significant changes during the reporting period regarding its size, structure, ownership, or supply chain, including: Changes in the location of, or changes in operations, including facility openings, closings, and expansions; Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations); and Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination.</p>
G4-14	The precautionary principle is not addressed by the organization.	Whether and how the precautionary approach or principle is addressed by the organization.

G4-15	US SIF is a signatory of the <i>Investor Statement of Solidarity to Address Systemic Racism and Call to Action</i> along with more than 120 other investors and organizations. The Statement of Solidarity calls for accountability and action from the investment community to dismantle systemic racism and promote racial equity and justice. US SIF contributed to the drafting of the statement, which was organized by the Racial Justice Investing (RJI) Coalition. US SIF also frequently works in partnership with other members of the Global Sustainable Investment Alliance, as well as Ceres, the Interfaith Center on Corporate Responsibility, the Investor Network on Climate Risk and the Principles for Responsible Investment. US SIF also has coordinated policy work with Americans for Financial Reform, the Council of Institutional Investors, US Impact Investing Alliance and other organizations.	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.
G4-16	US SIF is a member of the Global Sustainable Investment Alliance (GSIA). Other than the GSIA, US SIF does not have positions on governance bodies of other organizations; however, as noted in G4-15 above, the organization does work in partnership with organizations it views as strategic.	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: holds positions on the governance body; participates in projects or committees; provides substantive funding beyond routine membership dues; views membership as strategic.
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
G4-17	US SIF and the US SIF Foundation; All entities included in the report	List all entities included in the organization's consolidated financial statements or equivalent documents. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.
G4-18	Staff review	Process for defining report content and the Aspect Boundaries. Explain how the organization has implemented the Reporting Principles for Defining Report Content.
G4-19	Affected Stakeholder Engagement; Coordination; Diversity and Equal Opportunity; Emissions; Employment; Feedback, Complaints and Actions; Public Awareness and Advocacy	All the material Aspects identified in the process for defining report content.
G4-20	Entire organization	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.
G4-21	None	State any specific limitations on the scope or boundary of the report.

G4-22	None	Effect of any restatements of information provided in previous reports, and the reasons for such restatements.
G4-23	None	Significant changes from previous reporting periods in the Scope and Aspect Boundaries.
STAKEHOLDER ENGAGEMENT		
G4-24	<p>US SIF's primary stakeholders are its members. A list of members is available at http://www.ussif.org/institutions</p> <p>US SIF's other primary stakeholders are its employees. US SIF staff set goals for the year and are evaluated against those goals. The board annually evaluates the CEO's performance as well as its own performance.</p> <p>US SIF also conducts policy work in Washington, DC and therefore regularly meets with members of Congress and their staffs, in addition to officials of several regulatory organizations within the US government, including the Environmental Protection Agency, the Department of Labor and the Securities and Exchange Commission.</p>	List of stakeholder groups engaged by the organization.
G4-25	<p>Members: US SIF is a membership association, and its mission, strategy and operating plans are largely developed in consultation with the board. Members—through their dues and sponsorship of key programs—provide a significant portion of US SIF's annual revenues, and they also play key roles on committees.</p> <p>Non-Members:</p> <p>1. Financial Professionals: Non-members in the finance field are a key audience for US SIF convenings, research, education and other initiatives.</p> <p>2. Other sustainable and impact investment organizations: US SIF dialogues and engages with similar institutions in order to coordinate and amplify the work of all.</p> <p>3. Employees: US SIF would not be able to fulfill its mission, strategic objectives and operating plan without its employees.</p> <p>4. Legislators and regulators: In order to advance responsible investing practices, it is necessary at times to advocate for legislative and regulatory changes and to educate policymakers on these issues.</p> <p>5. Media: In order to advance responsible investing practices, it is necessary to engage with and educate journalists on these issues.</p>	Basis for identification and selection of stakeholders with whom to engage.

G4-26	US SIF engages all of its members through its communications, including electronic discussion groups and reports, as well as events, including teleconferences, conferences and member receptions. US SIF also holds an annual meeting for its members and surveys its members periodically on their evaluation of US SIF's services and priorities. US SIF also engages with a broader group of investors to educate them about sustainable and impact investing.	Organization's approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.
G4-27	US SIF's staff and members can identify and work on key topics and initiatives by participating in committees and task forces, virtual town halls, and by responding to member surveys. As examples, members have provided ideas and feedback concerning our research, policy initiatives, racial justice work and annual conference speakers and sessions.	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.
REPORT PROFILE		
G4-28	About this Report—page ii	Reporting period (such as fiscal or calendar year) for information provided.
G4-29	The previous annual report, for 2020, was issued in 2021.	Date of most recent previous report (if any).
G4-30	About this Report—page ii	Reporting cycle (annual, biennial, etc.).
G4-31	About this Report—page ii	Contact point for questions regarding the report or its contents.
G4-32	About this Report—page ii	Report the 'in accordance' option the organization has chosen. Report the GRI Context Index for the chosen option. Report the reference to the External Assurance Report, if the report has been externally assured.
G4-33	The financial information presented was audited by an independent accounting firm. US SIF does not submit the other portions of the report for independent verification.	Organization's policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Report the relationship between the organization and the assurance providers. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.

GOVERNANCE		
G4-34	Environmental, Social, and Governance (ESG) Policies—page 18	Governance structure of the organization, including committees under the highest governance body. Identify any committees responsible for decision-making on economic, environmental, and social impacts.
ETHICS AND INTEGRITY		
G4-56	About US SIF & the US SIF Foundation—page ii Environmental, Social and Governance (ESG) Policies—page 16	The organization’s values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.

SPECIFIC STANDARD DISCLOSURES		
DMA and Indicators	Page Number or Link	Description
ECONOMIC		
Material Aspect: Resource Allocation (NGO Sector Disclosures)		
G4-DMA	US SIF's accounting systems ensure that it allocates funding to the proper programs, and it records transactions based on GAAP.	List standards used for tracking and allocating resources.
Material Aspect: Ethical Fundraising (NGO Sector Disclosures)		
NGO8	2021 Audited Financials – page 24–25 Donors providing more than \$5,000 annually are listed in US SIF and the US SIF Foundation's 900 filings to the Internal Revenue Service. These are available online via Guidestar .	Breakdown of funding received by source, including listing of 5 largest donors.
ENVIRONMENTAL		
Material Aspect: Energy and Emissions		
G4-DMA	Environmental, Social and Governance (ESG) Policies—page 16 Environmental Footprint—page 19–20	Energy and Emissions
G4-EN1	Environmental Footprint—page 20 US SIF and US SIF Foundation jointly used approximately 10 reams of paper in 2021.	Materials used by weight or volume. See Indicator Protocol for guidance on calculation.
G4-EN2	Environmental Footprint—page 20 100 percent of the paper used at US SIF contains recycled content. US SIF also recycles all paper, toner cartridges and electronic equipment.	Percentage of materials used that are recycled input materials
G4-EN3	Environmental Footprint—page 20 No direct consumption; indirect consumption of electricity: 17,098 kWh.	Direct energy consumption by primary energy source. Indirect energy consumption by primary source.
G4-EN6	It is US SIF office procedure to turn off all lights and non-dedicated server computer equipment every evening. The office building owner has installed fluorescent and compact fluorescent bulbs that are activated by motion sensors to conserve energy in offices and many common areas.	Energy saved due to conservation and efficiency improvements. Initiatives to reduce indirect energy consumption and reductions achieved.
G4-EN16	Environmental Footprint—page 20 Based on our calculations and assumptions, US SIF's and US SIF Foundation's combined carbon footprint is the equivalent of 8.63 metric tons of CO ₂ -e.	Total direct and indirect greenhouse gas emissions by weight.
G4-EN17	Not applicable	Other relevant indirect greenhouse gas emissions by weight.

G4-EN19	US SIF staff strives to conserve energy and reduce the consumption of paper products. US SIF's conference programs also seek environmentally responsible venues. US SIF participates in the Washington Metropolitan Area Transit Authorities' Smart Benefits program to encourage its staff to use public transportation.	Initiatives to reduce greenhouse gas emissions and reductions achieved.
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SOCIAL

SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK

Material Aspect: Employment

G4-DMA	US SIF supports the core conventions of the International Labor Organization (ILO) as enshrined in the ILO's Fundamental Principles and Rights at Work. Also see our social policies on page 16.	Employment
G4-LA1	One employee joined US SIF in 2021: one male 40–49 years of age located in Washington DC. Two employees left US SIF in 2021: one female between 50–59 and one male between 30–39 years of age, both located in Washington DC.	Total number and rate of employee turnover by age group, gender, and region.
G4-LA2	Environmental, Social and Governance (ESG) Policies—page 16 Employer-subsidized health, disability and dental insurance, retirement plan matching contributions and sabbatical benefits are available to all employees who work at least 30 hours a week.	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.

Material Aspect: Training and Education

G4-LA9	Senior US SIF staff train and mentor junior staff weekly. Staff members, from time to time, are given the opportunity to attend conferences, classes and other types of trainings to enhance their professional development. Staff goals include a plan for professional growth. Senior and junior staff both average ten hours per employee per year in training as defined by GRI.	Average hours of training per year per employee by employee category.
G4-LA10	US SIF staff undergo annual reviews and set goals for each year that are regularly monitored, including goals that will help them advance professionally. US SIF also has a sabbatical leave policy offering employees the opportunity to apply for a one to three-week sabbatical, with full salary and benefits, following five years of continuous full-time service.	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.

G4-LA11	100 percent	Percentage of employees receiving regular performance and career development reviews.
Material Aspect: Diversity and Equal Opportunity		
G4-DMA	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.	Diversity and Equal Opportunity
G4-LA12	<p>Board: Six women, four white women and two Black women, and six men consisting of two Black men and four white men.</p> <p>Staff & Contractors: Four women, two white women, one Asian woman and one woman of mixed-ethnicity, and four white men were on staff or employed as full-time contractor at the end of 2021. At the end of 2021, one was 20 to 29 years of age, two were 30 to 39, three were 40 to 49, one was 50 to 59, and one was 60 to 69 years of age.</p>	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.
SUB-CATEGORY: PRODUCT RESPONSIBILITY		
Material Aspect: Affected Stakeholder Engagement (NGO Sector Disclosures)		
G4-DMA	Members have input into US SIF's policies and programs through several channels: board representation, an annual in-person meeting, member town halls, periodic surveys on events and other priorities and contacting US SIF staff directly.	Involvement of affected stakeholder groups (as per the organization's mission statement) in the design, implementation, monitoring and evaluation of policies and programs.
Material Aspect: Feedback, Complaints and Action (NGO Sector Disclosures)		
G4-DMA	As mentioned earlier, US SIF elicits regular feedback from its members through its electronic discussion groups, annual meeting and occasional member town halls and surveys. When writing a new strategic plan, which it generally does every three years, it also elicits member feedback. As a result of this input, US SIF's board approves strategic goals for the organization as part of a three-year plan, which is then implemented through an annual operating plan. A snapshot of the current strategic plan is available on US SIF's website, as are the recent annual reports of US SIF and the US SIF Foundation.	Feedback and complaints mechanism in relation to programs and policies and responsive actions taken, including self-noted breaches of policies.

Material Aspect: Public Awareness and Advocacy (NGO Sector Disclosures)		
G4-DMA	Comment letters on policy issues written by US SIF and sent to various bodies are available on the public side of our website at www.ussif.org/policyletters . US SIF's policy committee and board approve US SIF policy priorities and positions.	Process to formulate, communicate, implement and change your advocacy positions and public awareness campaigns.
Material Aspect: Coordination (NGO Sector Disclosures)		
G4-DMA	US SIF's staff, and at times its board and policy committee, approve US SIF's coordination of activities with other organizations.	Processes to take into account and coordinate with the activities of other actors.



The Forum for Sustainable and Responsible Investment

1660 L Street, NW, Suite 306
Washington DC 20036
202-872-5361
www.ussif.org