



A Culture of Giving Back

Powered by the Moss Adams Foundation, our firm comes together and gives back to effect real change in the world. While I'm proud of the growth of our financial impact over the years, donations don't convey the whole story. The true impact is the lives we touched, the values we represent, the efforts of our people, and how we enact the Foundation's mission of cultivating opportunity in our communities. We deliver by investing in social equity, education, and the environment—and in a broader sense, harnessing goodness.

In 2022, the Foundation took a new approach by focusing on participation rather than dollar amounts. We want to foster a culture of giving back and a sense of community at Moss Adams, and while it sounds simple, the best way to accomplish that is to increase involvement. The Foundation took direct and deliberate actions in motivating our people to give back, which proved successful.

We also sought new ways to make an impact. We made a significant investment to sponsor an accounting program for students from underrepresented communities. We held our first-ever Earth Day giving campaign. Our firm's leadership recognized that donations aren't the only way to give back and approved a paid volunteer time off program for our people, taking effect in 2023.

I'm tremendously proud of the efforts, dedication, and passion of our people and the Moss Adams Foundation. Our impact has made incredible strides since the Foundation's beginnings, and I'm excited to see it continue to grow.

Eric Miles
CHAIRMAN AND CEO

2022 ACCOMPLISHMENTS

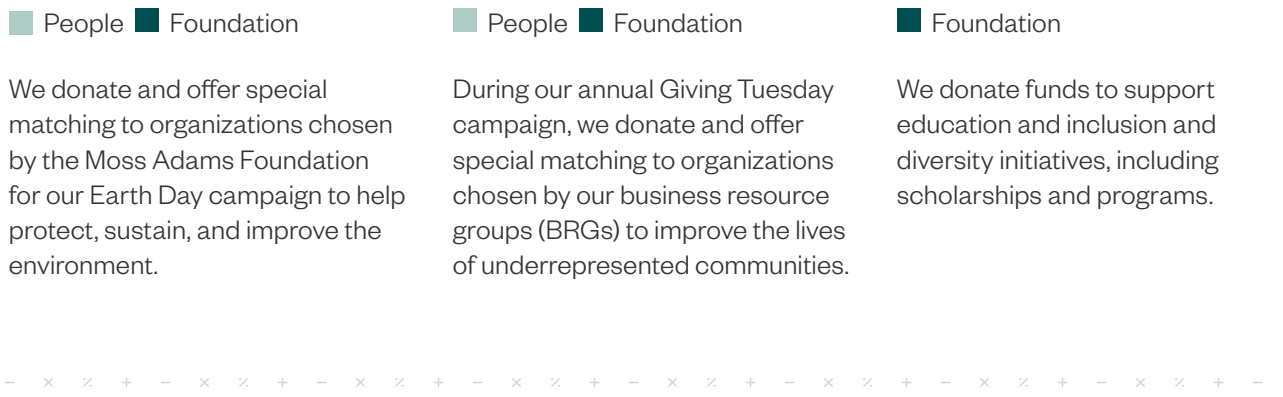
- Nearly doubled our financial impact from 2018 and broke participation records
- Introduced our first-ever Earth Day campaign
- Approved paid volunteer time off for our people

2022 BY THE NUMBERS

Through Foundation donations and matching funds via the GiveBack program, we supported a range of philanthropic groups, educational initiatives, environmental and social equity organizations, and other worthy causes.

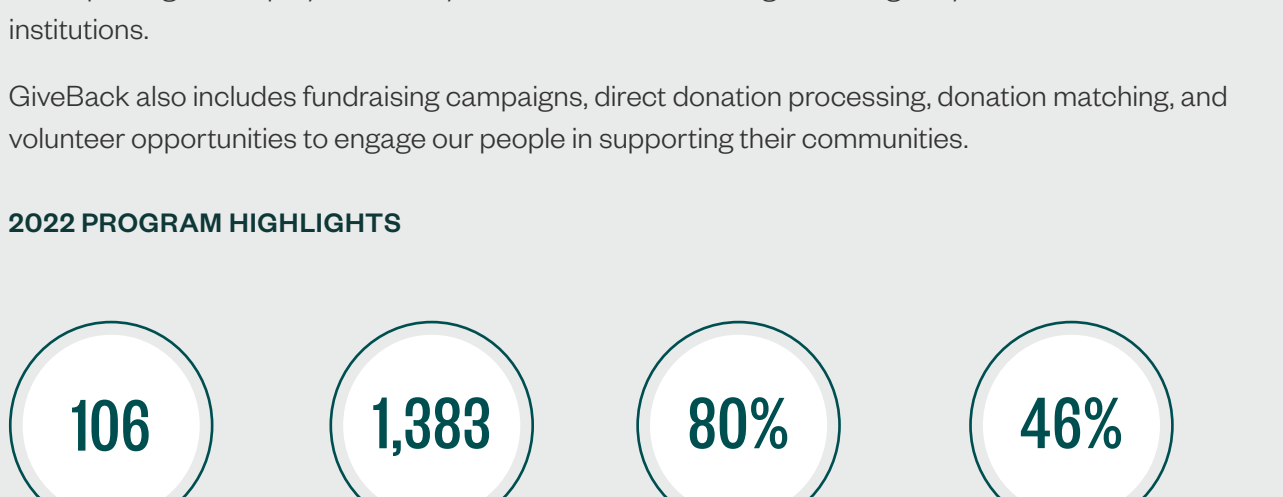
We're thrilled to see our total impact nearly doubled since our annual report in 2018, and we exceeded our total impact goal of \$1.7 million for 2022.

DONATION CATEGORIES

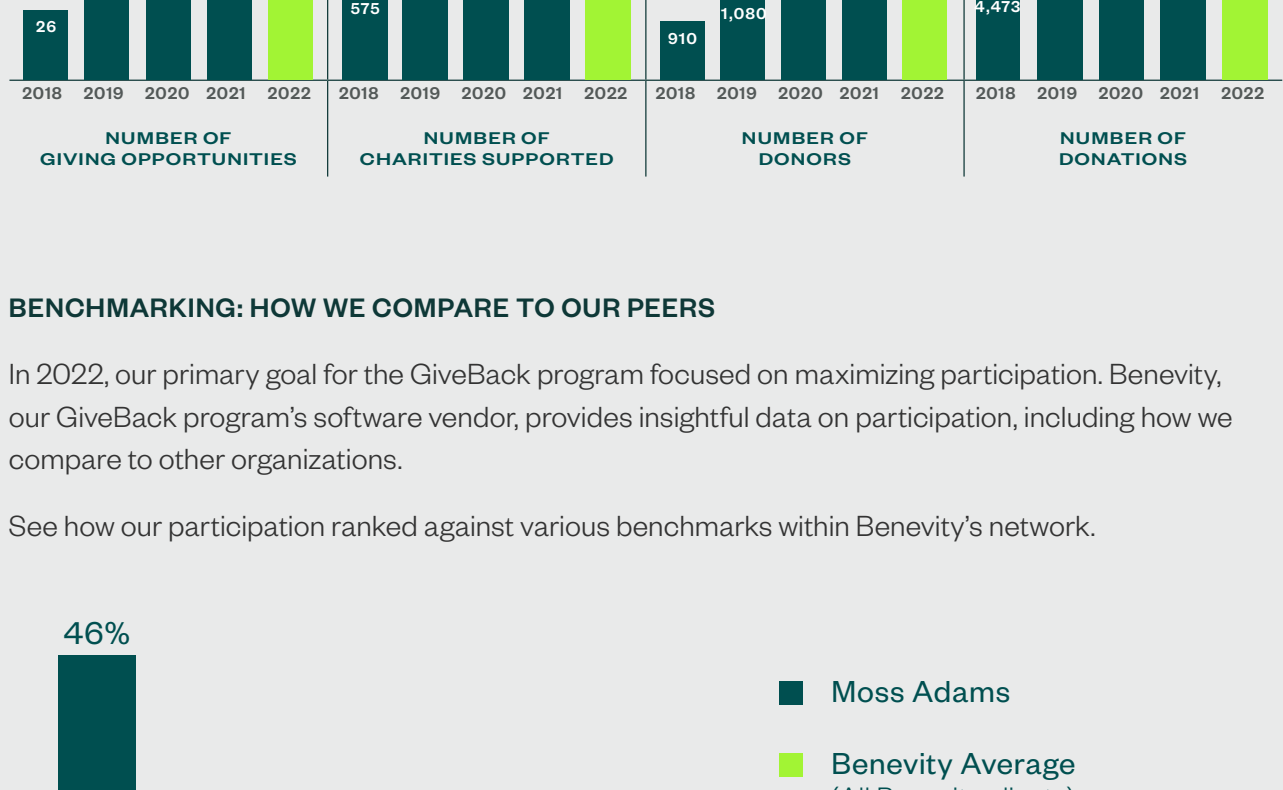


Total Foundation Impact
\$2,073,000

BREAKDOWN



We support our people giving to causes they care about. We promote employee and partner donations to the universities where we recruit the best and brightest. The Moss Adams Foundation matches donations to support victims of natural disasters and other unexpected events.



We donate and offer special matching to organizations chosen by the Moss Adams Foundation for our Earth Day campaign to help protect, sustain, and improve the environment. During our annual Giving Tuesday campaign, we donate and offer special matching to organizations chosen by our business resource groups (BRGs) to improve the lives of underrepresented communities. We donate funds to support education and inclusion and diversity initiatives, including scholarships and programs.

UNITED IN GIVING

Our GiveBack program provides an opportunity for our people to support the institutions and causes they care about. The program features matching employee donations to thousands of qualified not-for-profits—up to \$500 per eligible employee annually—and unlimited matching to strategically selected educational institutions.

GiveBack also includes fundraising campaigns, direct donation processing, donation matching, and volunteer opportunities to engage our people in supporting their communities.

2022 PROGRAM HIGHLIGHTS



BENCHMARKING: HOW WE COMPARE TO OUR PEERS
In 2022, our primary goal for the GiveBack program focused on maximizing participation. Benify, our GiveBack program's software vendor, provides insightful data on participation, including how we compare to other organizations. See how our participation ranked against various benchmarks within Benify's network.



NEW INCENTIVES FOR PARTICIPATION

To achieve our participation goals, we experimented with new incentives to encourage our people to get involved and donate to the causes they care about. We deposited rewards funds into GiveBack accounts at strategic times to increase our people's giving power.

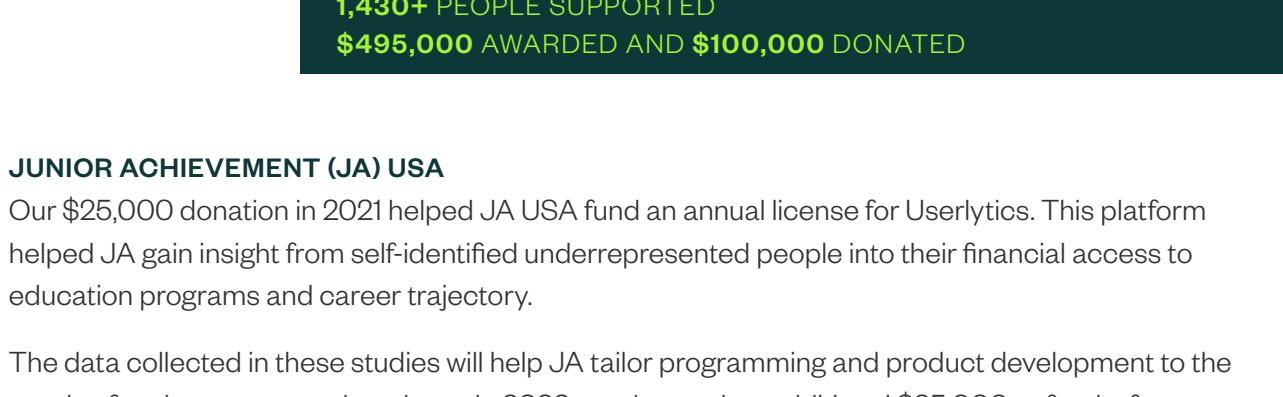
- All new hires received \$50 to donate to causes of their choice
- In lieu of receiving a fall employee appreciation gift, our people had the option to choose a \$75 deposit in their GiveBack accounts
- Everyone received \$25 to donate to our Giving Tuesday campaign

GIVING TUESDAY 2022: OPPORTUNITY TO EFFECT CHANGE

For our fifth annual Giving Tuesday campaign, we enhanced strategies used in 2021 to drive overall participation and increase our impact. Opportunity, the theme of our campaign, aligned with our CEO's word of the year, and we employed the following tactics:

- Offered unlimited 2:1 matching on all donations made to eight organizations sponsored by our BRGs
- Placed \$25 in everyone's GiveBack account to donate to a charity of their choice
- Entered all donors who gave to our BRG-sponsored organizations in raffle drawings to win GiveBack credits and other prizes
- Shared testimonials and stories from BRG members and leveraged internal social platforms to amplify our reach

These strategies paid off. Not only did impact increase from our 2021 Giving Tuesday campaign, but Giving Tuesday 2022 became the largest giving campaign in our firm's history.



Altogether, our people supported **961 different charities** with **3,412 donations** and a total impact of over **\$574,000** in just seven days.

	Number of Causes	Total Donors	Funds Donated by Our People	Funds Matched by the Foundation	Total Dollar Impact
BRG CHARITIES	8	1,081	\$110,439	\$166,484	\$276,923
GIVING TUESDAY	953	1,366	\$192,054	\$105,104	\$297,158
TOTALS	961	2,447	\$302,493	\$271,588	\$574,081

BRG CHARITY TOTAL GIVING BREAKDOWN



SUPPORT FOR THE UKRAINIAN PEOPLE

The Moss Adams Foundation encouraged all team members interested in helping Ukrainian civilians to donate via our GiveBack platform. Funds were distributed to various organizations providing shelter, food, and medicine to displaced Ukrainian citizens.

Our people's contributions combined with the Moss Adams Foundation's match generated almost \$80,000 in relief for this humanitarian crisis.

PARTNERING FOR EDUCATIONAL OPPORTUNITY

As outlined in the Foundation's mission, we're committed to providing a path to educational equity and increased opportunity for all. Learn more about some of the programs we supported and how our impact progressed.

UNIVERSITY GIVING

We support individual giving to universities as a way of giving back to the educational institutions from which we recruit the best and brightest. Our offices and regions also make contributions to schools, supporting scholarships and other programming. Matches from the Moss Adams Foundation amplify all university giving.



WE CARE ABOUT OUR PARTNER ORGANIZATIONS

The Moss Adams Foundation has a deep history of providing support to important partner organizations and directly to students, especially those from underrepresented communities, as they enter the accounting and consulting profession. We're proud of our ongoing support of these communities.



TOTAL IMPACT
1,430+ PEOPLE SUPPORTED
\$495,000 AWARDED AND \$100,000 DONATED

JUNIOR ACHIEVEMENT (JA) USA

Our \$25,000 donation in 2021 helped JA USA fund an annual license for Userlytics. This platform helped JA gain insight from self-identified underrepresented people into their financial education to education program and career trajectory.

The data collected in these studies will help JA tailor programming and product development to the needs of underrepresented students. In 2022, we donated an additional \$25,000 to fund a future project, bringing our total investment in JA to \$75,000 over three years.

CENTER FOR AUDIT QUALITY (CAQ)

We formed a new partnership commitment in 2022 by sponsoring the CAQ Accounting+ program, which offers resources for high school and college students from underrepresented minority groups—particularly Black and Latinx students—to discover the potential of accounting careers. Our sponsorship includes a \$575,000 investment beginning in 2023.

EMBRACING OUR ENVIRONMENTAL RESPONSIBILITIES

EARTH DAY CAMPAIGN

Powered by the Moss Adams Foundation, we held our first-ever Earth Day giving campaign, in alignment with our commitment to environmental responsibility. The funds we raised delivered direct support to organizations that help protect, sustain, and improve the environment.

We chose to support Green Our Planet, Waterkeeper Alliance, and National Forest Foundation, which all focus on resource equity and access—aligning with our greater mission of social equity.

After seeing the campaign's success and the interest it sparked with our people, the Foundation will make the campaign an annual giving event.

ENVIRONMENTAL FOOTPRINT

Moss Adams is committed to minimizing our environmental footprint—from how we source our office supplies to the business decisions we make every single day. The firm continues to implement its workplace strategy as leases expire or other business considerations result in early remodel projects.

A key element of this initiative is to shrink our footprint whenever possible by designing and building more efficient spaces. This has the added benefit for our employees of creating brighter and more flexible work environments—for example, all workstations are sit-to-stand in the new model.

Several metrics tracked since 2015, demonstrate our reduced footprint:

EMISSIONS FROM AIR TRAVEL

The firm is committed to operating in a hybrid jana, and we continue to evaluate opportunities to make travel more strategic, including new criteria for deciding when to meet in person or leverage virtual tools.

Although our travel increased significantly in 2022 as in-person activities resumed, we're still conscious of our responsibility and leveraging virtual options when possible. We're focused on balancing the need to connect with our clients and team members with using virtual tools when appropriate.

Accordingly, our flight mileage and emissions are well below pre-pandemic levels, despite the increase from 2021. We reached our goal to not exceed 4,543 tons in CO₂ emissions, though COVID-related travel disruptions played a significant part. As policies and guidelines evolve, we have improvements to make in this area.

Year	Total flight miles	Number of flights	CO ₂ emissions (million tons)
2022	15,902,073	18,541	2,366
2021	3,326,973	4,038	646
2020	5,322,078	7,124	1,043
2019	27,378,379	35,070	5,435

AN OUTLOOK OF PROGRESS

While 2022 was the Foundation's most impactful year yet, we'll continue striving to enact positive changes in our communities. Powered by the Moss Adams Foundation, our firm culture and people will guide us forward into 2023 and beyond.

2022 FOUNDATION BOARD

- Corinne Baughman, PARTNER, Irvine
- Olga Darlington, PARTNER, Seattle
- Liz Dollar, PARTNER, San Francisco
- Eric Miles, CHAIRMAN AND CEO, Portland
- Jennifer Price, PARTNER, Portland
- Lisa Todd, PARTNER, Albuquerque
- Craig Verrecyusse, PARTNER, Seattle

STANDING MEMBERS

- Tricia Benetch, ASSOCIATE DIRECTOR, INCLUSION & SOCIAL RESPONSIBILITY, Seattle
- Silke Olsen, DIRECTOR, RECRUITING, Seattle
- Jana Peterock, PROGRAM MANAGER, INCLUSION & SOCIAL RESPONSIBILITY, Seattle
- Varonica Kagan, CONTROLLER, Seattle
- Jon Wyne, EXECUTIVE DIRECTOR, HR, Seattle

ABOUT MOSS ADAMS

At Moss Adams, we believe in the power of possible. A business and personal advisory firm with more than 100 years of experience and 4,400 professionals across 30+ markets, we work with clients to meet the rising challenges and opportunities of tomorrow. Discover how we can help you go where you want to be next. Upward.

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