



Empowering Opportunity

Our firm strives to be a catalyst for equity and opportunity that has a lasting impact on our communities. 2021 was a big planning year for the Moss Adams Foundation—we refreshed our mission, vision, and strategic priorities. We hope this new perspective helps our efforts go deeper and broader with the work we already accomplished.

With our updated mission to cultivate opportunity in our communities, we invested in three key areas during 2021:

- **Education.** Provide a path to educational equity and increased opportunity.
- **Social equity.** Help all members of our communities participate, prosper, and reach their full potential.
- **Environment.** Minimize the firm's environmental footprint and support disaster relief and prevention.

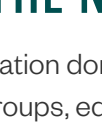
It's a strategic priority for our firm to live our pillar values—this means embracing our environmental responsibilities, being an anti-racist firm, and being leaders in our profession. We also established new metrics and goals in 2021 to hold ourselves accountable to our refreshed mission and track progress, which we look forward to reporting on next year.

While the Foundation drives our vision, none of our accomplishments are possible without our people. Our support of charities and disaster relief through giving campaigns reached new levels. We continued progressing towards our goal of a more diverse workforce by funding scholarships and educational opportunities for underrepresented students. Although our flexible work environment became routine, we didn't waver on our environmental responsibilities.

I'm incredibly proud of the achievements and progress we made, and I'm confident we'll build further on that impact in 2022 and beyond.

Eric Miles
CHAIRMAN AND CEO

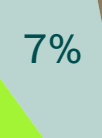
2021 ACCOMPLISHMENTS



Renewed our mission, vision, and strategic priorities.



Achieved record totals for donation and matching funds in support of worthy causes.

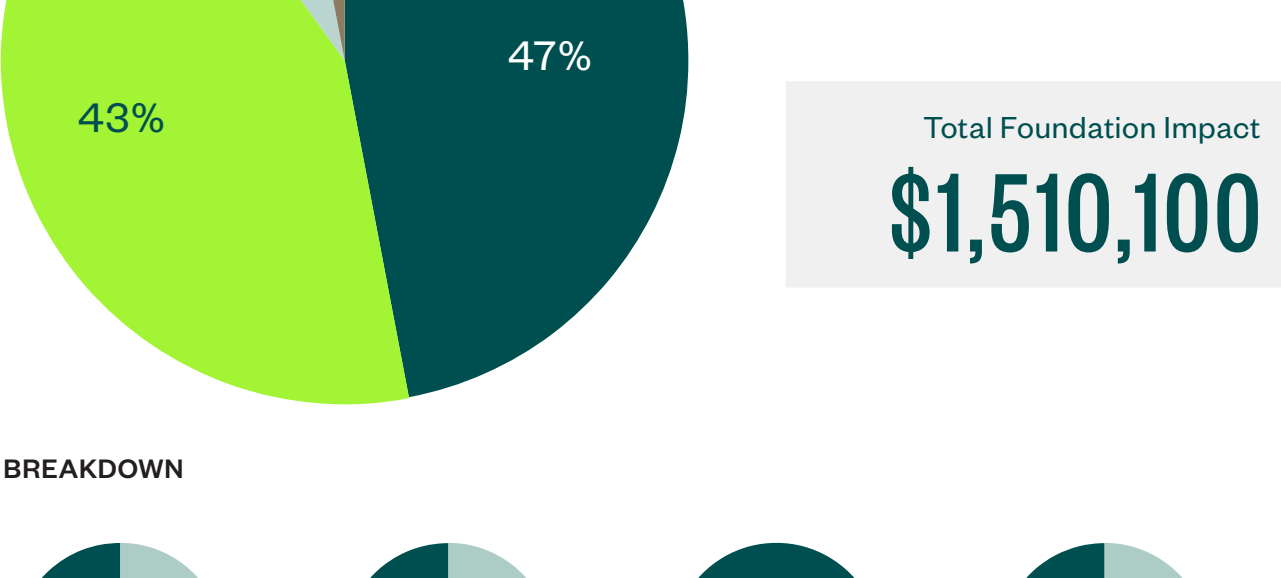


Established metrics and goals to track our progress.

2021 BY THE NUMBERS

Through Foundation donations and matching funds via the GiveBack program, we supported a range of philanthropic groups, educational initiatives, relief efforts, and other worthy causes, such as the arts and social justice organizations.

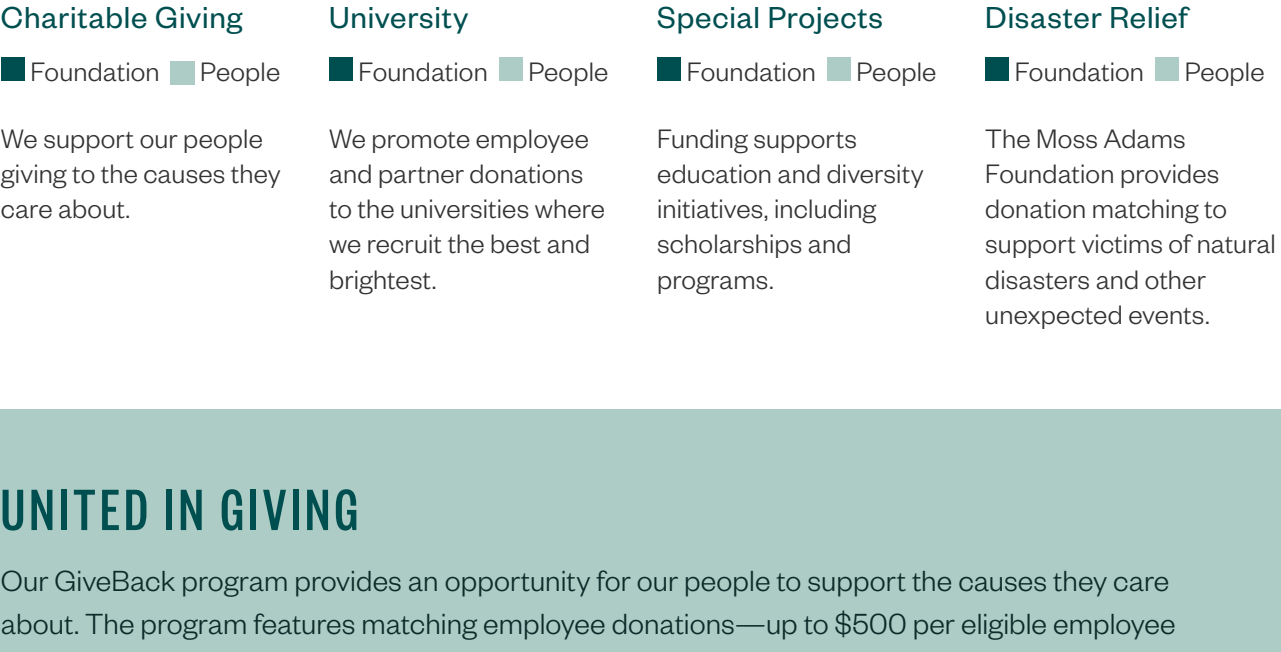
DONATION CATEGORIES



Total Foundation Impact

\$1,510,100

BREAKDOWN



UNITED IN GIVING

Our GiveBack program provides an opportunity for our people to support the causes they care about. The program features matching employee donations—up to \$500 per eligible employee annually—and unlimited matching to strategically selected educational institutions. It also includes fundraising campaigns, direct donation processing, donation matching, and volunteer opportunities to engage our people in giving back to their communities.

We made significant progress since the first full year of our GiveBack program in 2018.



FIRMWIDE CAMPAIGNS

Our efforts, which included our annual Giving Tuesday drive and disaster relief efforts, culminated in unprecedented participation and record-breaking generosity from our people. We're extremely proud of the results from our firmwide campaigns.

GIVING TUESDAY 2021: BUILDING PARTICIPATION BY BUILDING COMMUNITY

For our fourth annual Giving Tuesday campaign, we aimed to significantly increase our participation by applying proven strategies in new ways. **Inclusion** was the theme of our campaign, aligned to our CEO's word of the year, and we used the following tactics:

- Provided **unlimited 1:1 matching** on all donations to eight organizations sponsored by our business resource groups (BRGs)
- Placed **\$10 in every professional's GiveBack account** to donate to a charity of their choice
- Entered all donors in raffle drawings to win GiveBack credits and other prizes
- Leveraged internal social platforms to spread the word, share stories, and amplify our reach

Compared to past Giving Tuesday campaigns, our people were more inspired to get involved than ever, and we were overwhelmed by their generosity.



Altogether, our people supported 621 different charities with 2,102 donations and a total impact of almost \$375,000 in just seven days—half the time of our 2020 campaign.

	Number of Causes	Total Donors	Funds Donated by Our People	Funds Matched by the Foundation	Total Dollar Impact
BRG CHARITIES	8	751	\$63,035	\$61,859	\$124,894
GIVING TUESDAY	628	654	\$175,963	\$133,387	\$309,350
TOTALS	636	1,217	\$238,998	\$195,246	\$434,244

WESTERN WILDFIRES RESPONSE

When historic wildfires impacted several Western states in 2021, we expanded our support to not only natural disaster relief, but also to raise funds for the National Forest Foundation—an organization dedicated to the restoration of our national forests and the prevention of wildfires. Take a look at the impact we made during our two-week special matching campaign:



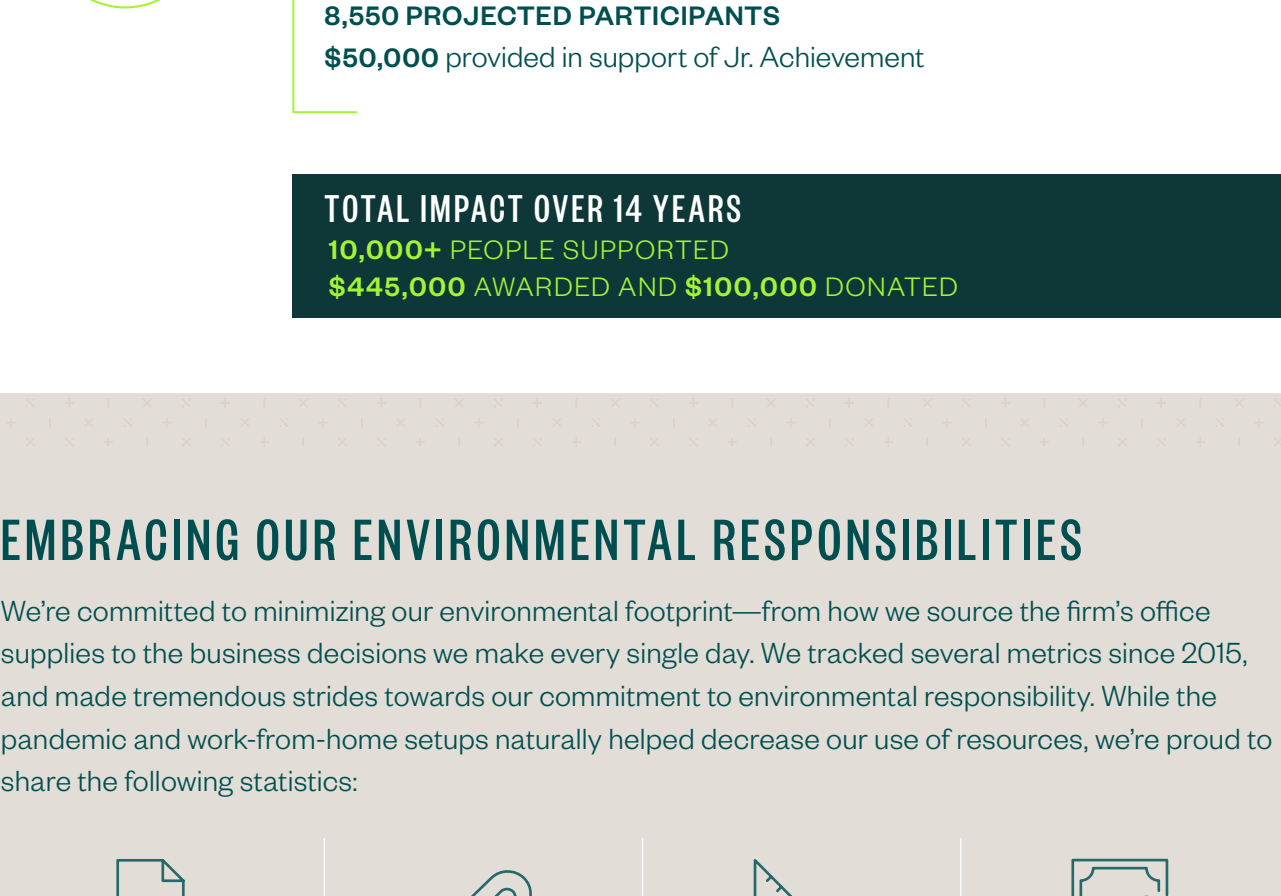
UNIVERSITY GIVING

We support individual giving to universities as a way of giving back to the educational institutions from which we recruit the best and brightest.



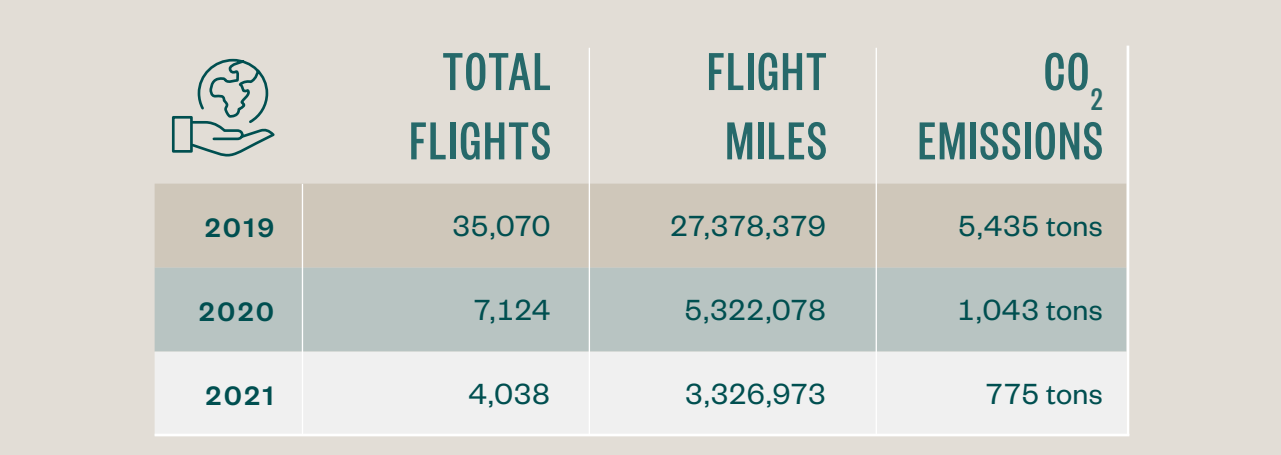
PARTNERING FOR EDUCATIONAL OPPORTUNITY

The Moss Adams Foundation has a deep history of providing support to important special projects, partner organizations, and directly to students, especially those from underrepresented backgrounds, as they enter the accounting and consulting profession. See the educational impact we've made over the last 14 years:



EMBRACING OUR ENVIRONMENTAL RESPONSIBILITIES

We're committed to minimizing our environmental footprint—from how we source the firm's office supplies to the business decisions we make every single day. We tracked several metrics since 2015, and made tremendous strides towards our commitment to environmental responsibility. While the pandemic and work-from-home setups naturally helped decrease our use of resources, we're proud to share the following statistics:



EMISSIONS FROM AIR TRAVEL

As more clients expand to new locations outside our physical presence, we'll continue to encourage the use of alternative transportation and implement solutions that help reduce our carbon footprint. The biggest opportunity to lower our emissions is strategically reducing transportation-related emissions from business travel to clients, firm-sponsored events and trainings, and daily commutes. As the pandemic evolves, we're exploring new ways to change our business practices to keep our emissions as low as possible.

	TOTAL FLIGHTS	FLIGHT MILES	CO ₂ EMISSIONS
2019	35,070	27,378,379	5,435 tons
2020	7,124	5,322,078	1,043 tons
2021	4,038	3,326,973	775 tons

LOOKING TO THE FUTURE: NEW METRICS, NEW GOALS

In 2021, the Foundation board established our True North metrics, aligned to the firm's 2025 road map and the Foundation's strategic priorities of education, social equity, and the environment. The targets we track will increase accountability and help us measure our progress. We gathered preliminary data in 2021 to use as our baseline, and we're excited to share our progress after our first full year.

The Foundation's work never stops—it always moves forward—and while our 2021 results were exemplary, we'll continue to aim higher, inspire our people to make an impact, and seek new ways to make positive change in our communities and the world.

2021 FOUNDATION BOARD	STANDING MEMBERS
Corinne Baughman PARTNER, Irvine	Tricia Bencich ASSOCIATE DIRECTOR, INCLUSION & SOCIAL RESPONSIBILITY, Seattle
Olga Darlington PARTNER, Seattle	Silke Olsen ASSOCIATE DIRECTOR, RECRUITING, Seattle
Liz Dollar PARTNER, San Francisco	Jana Peterneck PROGRAM MANAGER, INCLUSION & SOCIAL RESPONSIBILITY, Seattle
Chris Schmidt PAST CHAIRMAN AND CEO, Seattle	Varonica Ragan CONTROLLER, Seattle
Jennifer Price PARTNER, Portland	Jen Wyne EXECUTIVE DIRECTOR, HR, Seattle
Lisa Todd PARTNER, Albuquerque	
Craig Verrecruysse PARTNER, Seattle	

ABOUT MOSS ADAMS

With more than 3,800 professionals across 30-plus locations in the West and beyond, Moss Adams provides the world's most innovative companies with specialized accounting, consulting, and wealth management services to help them embrace emerging opportunity. Discover how Moss Adams brings more West to business.

Assurance, tax, and consulting offered through Moss Adams LLP. SEC/IEC 37001 services offered through Calderone Assurance LLC, a Moss Adams company. Investment advisory offered through Moss Adams Wealth Advisors LLC. ©2022 Moss Adams LLP.