A year of change.







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Year in review

Dear friends,

2020. We will forever remember this year that demanded so much from so many people everywhere. At 1% for the Planet, despite this year's unique challenges, we are grateful that 2020 gave us the opportunity to become stronger together and more resilient—for the planet and people.

When the reality of the pandemic first hit in March 2020, we brought our work home with us, canceled events around the world, postponed our annual Global Summit until 2022 and adapted nearly every aspect of what we do. And like so many, we sharpened our pencils in anticipation of lean times ahead in a struggling economy. All the while, the environmental crisis did not pause. And, neither did we.

In the following pages, you'll see that the committed action of our global community led to a remarkable year with record numbers of membership inquiries, new members and annual certified giving. You'll also see how we expanded and deepened the way we drive environmental impact that integrates racial and social justice. And threading through all of the metrics and stories, we hope you'll witness the global relationships that shape our community: relationships between staff and members, between members and nonprofits, and between consumers and businesses that advance real change for our planet. It is these relationships that sustained us, and that fuel our path forward.

2020. For 1% for the Planet, it will stand as a year in which the hope and action that define us only grew stronger; it was a year in which our entire community strengthened our commitment to a thriving planet and to future generations.

Warmly,



Katt S6 Luc Kate Williams



T.J

T.J. Whalen



Photo provided by Project New Village

2020 metrics & global impact

Our 2020 metrics tell a story of hope. Despite, or perhaps because of, the pandemic and other global challenges facing people and the planet, record numbers of members joined 1% for the Planet last year. Not only did our global community grow, but we certified more giving from our members to environmental nonprofits than in any other year in our history. As our members fulfill their 1% commitments, thousands of nonprofits receive the vital resources they need to achieve their missions.

Our 2020 numbers also tell a story about the increasingly global nature of our community of individuals, businesses and nonprofits. 2020 marked the first year our business membership tipped from majority U.S.-based businesses to majority internationally based businesses. From Chile to Italy to Taiwan, and from electronics to insurance to manufacturing, our movement is expanding in scale and scope.

1 8%

\$32M

TOTAL CERTIFIED GIVING (USD)

12%
412
TOTAL NEW INDIVIDUAL MEMBERS

1,716

TOTAL NEW BUSINESS MEMBERS

14%

2,062

TOTAL NONPROFIT PARTNERS SUPPORTED

 $\uparrow 26\%$ 34%U.S. BRAND

AWARENESS

2020 METRICS

TOTAL APPROVED NONPROFIT PARTNERS:

4,278 from 90 countries

TOTAL INDIVIDUAL MEMBERS:

863 from 47 countries

TOTAL BUSINESS MEMBERS:

3,929 from 61 countries

INDUSTRIES REPRESENTED:

63 different industries

\$282IVI

TOTAL CERTIFIED GIVING (USD) 2002–2020

51%

49%

INTERNATIONAL

UNITED STATES













OCEANIA

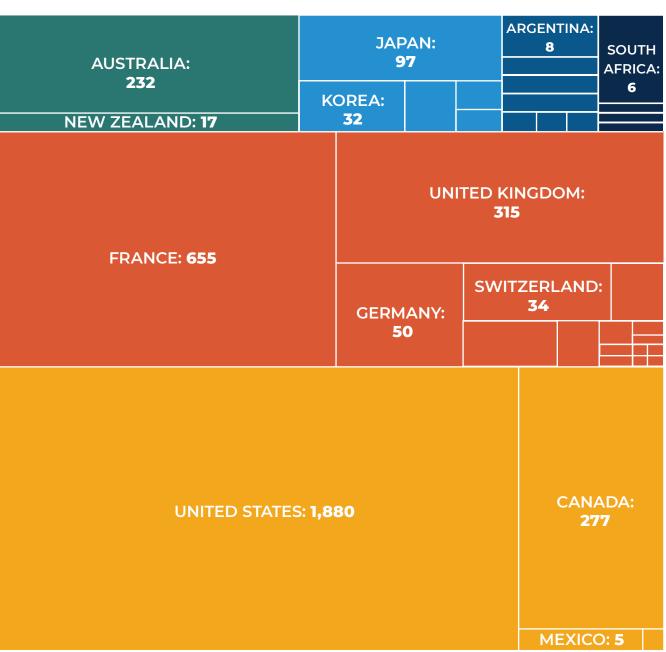
ASIA

SOUTH AMERICA

AFRICA

EUROPE

NORTH AMERICA



Forging ahead

Our strategic plan is our compass guiding us into the future and toward our North Star: to become the most recognized global environmental community. The plan incorporates everything from our core purpose and values to our strategies and key performance indicators. The following 2020 highlights provide insight into how we measure our success and meet our targets.

2020 HIGHLIGHTS 2020 HIGHLIGHTS

Serving business members

80%
WOULD
RECOMMEND
MEMBERSHIP
TARGET

94%
WOULD
RECOMMEND
MEMBERSHIP
ACTUAL

Investing in employees

8.00 EMPLOYEE WELL-BEING ON A SCALE OF 1-10

EMPLOYEE WELL-BEING ON A SCALE OF 1-10

TARGET

ACTUAL

Our committed members support nonprofits around the globe, and we strive to make it easy and enjoyable to do so. In our annual member surveys, we take the opportunity to get feedback on all aspects of our services. The survey solicits strategic insights and input on timely issues; for instance, in 2020, we captured the impact of COVID-19 on business continuity and its potential implications on membership renewal. We're pleased to have exceeded our targets for individual and business member satisfaction.

Survey highlights: 94% "likely" or "very likely" to recommend business membership to other businesses; 78% say membership has "extremely high" or "high" value; and visibility of the 1% for the Planet® brand is the most valuable member benefit.

Our annual survey feedback also helps direct our organizational priorities. In 2021, we plan to administer additional quarterly satisfaction surveys to ensure a good pulse on our community.

Thanks to strong leadership and a relentlessly dedicated staff, we were able to successfully navigate the unprecedented challenges of 2020—and more!

Our small, but growing, team gracefully transitioned to full-time remote work and kept morale and motivation at an all-time high. In addition to enhancements to policies and benefits, we supported staff with stipends to ensure work-from-home comfort; we also gave each employee a gift card of their choice to invest in their local community during this uncertain economic time.

At the start of the year, our team embarked on Diversity, Equity & Inclusion training, which continues to be an organizational priority bolstered by individual enthusiasm and interest. Our work to provide a sustainable, impactful model is both internal and external—with the vision of building a vibrant culture that serves as a model for other organizations.

2020 HIGHLIGHTS 2020 HIGHLIGHTS

Securing big brands

WITH \$10M+IN REVENUE

10
WITH \$10M+

TARGET

ACTUAL

When you combine supported employees serving happy members along with growing interest and awareness, you'll likely be able to see increased membership interest and bring on some bigger members. Well, that's what we found anyway!

In 2020, we saw a steady influx of business membership interest (about 100 inquiries per week). We were also thrilled to add some larger-revenue members to our thriving community and exceed our 2020 target in doing so. Notably, new member OXO is now the leading housewares brand in our network and 1% for the Planet's largest corporate donor. Best of all, support from these larger members includes their invaluable insights and efforts to grow the 1% for the Planet community, plus, more dollars going directly to our nonprofit partners.

"Connecting the OXO brand to the 1% for the Planet network is one of the proudest moments of my 25-year career with the brand. The significance and scale of our 1% commitment created both clarity and immediate momentum across the organization. We are excited to be part of the 1% for the Planet family and humbled by the work of so many great brands as we work together to expand the reach and impact of 1% for the Planet."

—LARRY WITT, PRESIDENT, OXO

Photos provided by OzHarvest & Big Green







2020 HIGHLIGHTS 2020 HIGHLIGHTS

Boosting brand awareness

29%

U.S. BRAND AWADENESS

TARGET

ACTUAL

Our North Star hinges on brand awareness. So as you might imagine, we were delighted to receive our annual U.S. brand awareness results—not only exceeding our target—but boasting a 26% increase from 2019 (and 126% increase since 2016). With 51% of our membership outside of the U.S., we started surveying in other key international markets such as France, Australia and the U.K.

These U.S. and international surveys reinforce brand awareness and our positive influence on purchasing decisions across demographics. We attribute this success to various efforts, such as shared storytelling. In 2020, we launched our new interactive be 1% better site designed to share our network's remarkable collective impact, immerse visitors in our mission and challenge every person, everywhere, to be 1% better.

We equipped our network with a comprehensive toolkit and guidance on how to participate in the campaign. Our toolkit saw nearly 5,000 page visits—signaling the value-add of this engagement tool. We recognize that there are many factors for this continued increased awareness, and thank our network of changemakers; we know that as our community grows, our impact and brand does, too!

Certifying member giving



\$32M

TOTAL CERTIFIED
GIVING (USD)

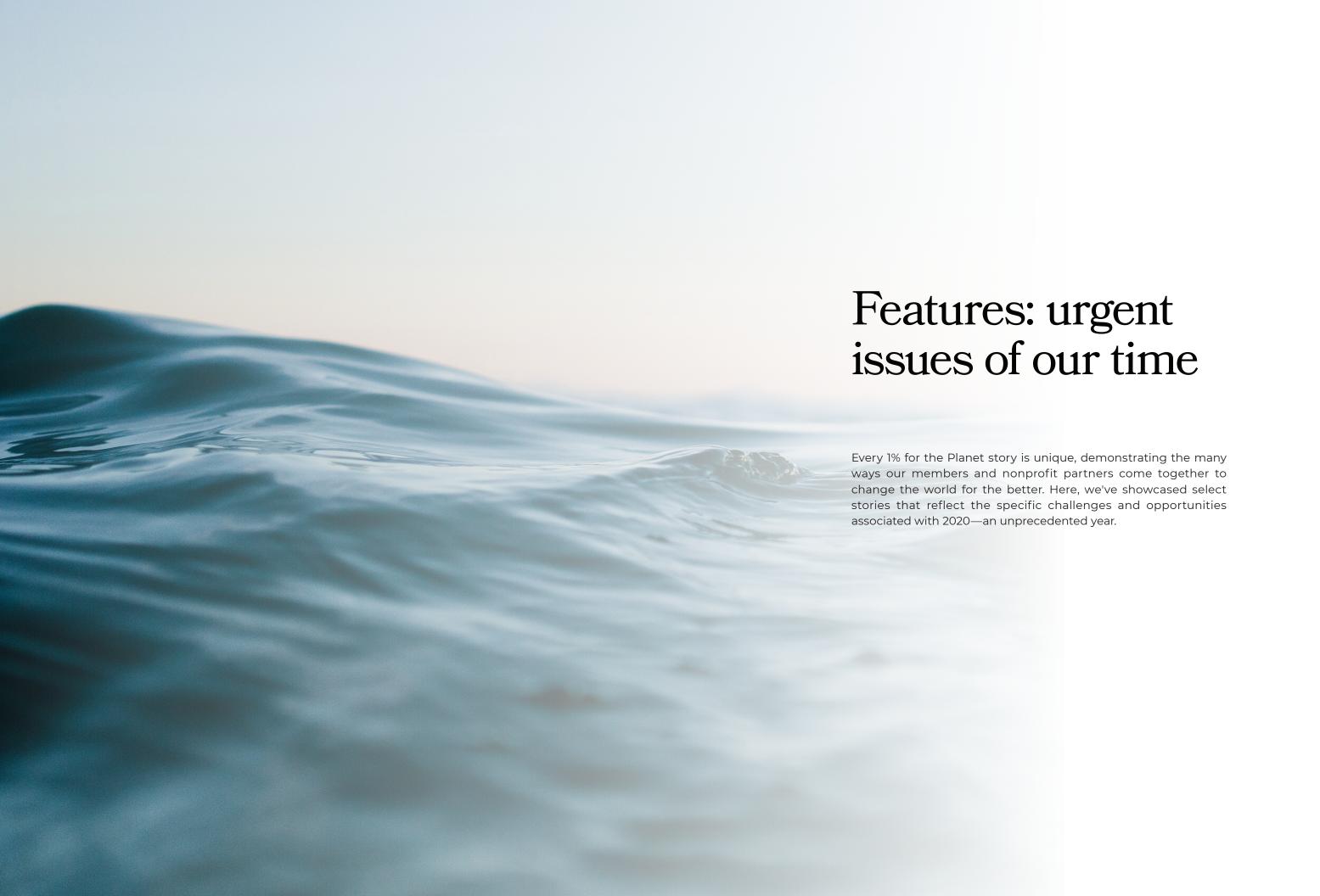
TARGET

ACTUAL

We make environmental giving easy and effective through partnership advising, impact storytelling and third-party certification. Our certified giving number is a key metric that indicates we're delivering on our value proposition. Despite an unsettling year, we were inspired by our committed members who, collectively, surpassed our annual certified giving target.

As with any of these 2020 highlights, there are many key ingredients and loads of work that led to our success. The significance behind the amount of total certified giving, in particular, is best felt through stories. The foundation of the 1% for the Planet model is the member-nonprofit partnership. In the following pages, we share some select partnership stories—many of which underscore our ability to drive critical funding to the most timely and urgent issues of today.

And as we know in 2020, there were no shortages of challenges and accompanying opportunities to drive positive change and reinforce how all issues are environmental issues.



1% for the Planet community rallies to offer wildfire aid

IN 2020, WILDFIRES DEVASTATED COMMUNITIES AROUND THE GLOBE. AND IN RESPONSE, THE 1% FOR THE PLANET NETWORK STEPPED UP TO PROVIDE SUPPORT.

When it comes to the issues threatening our environment and communities, one thing always proves true—1% for the Planet members care.

From the United States to Australia, wildfires broke records around the world, including the largest wildfire year on record in California. As uncontrollable fires scorched through ecosystems, communities and livelihoods, 1% for the Planet members rallied to fund organizations providing both immediate disaster relief and longer-term solutions. In a year that was challenging on so many fronts, we were proud to see the level of dedication and responsiveness within our network. With donation receipts pouring in, some members found creative new ways to use their business to make a positive impact.

Reese Cooper is a Los Angeles-based fashion designer and 1% for the Planet Business Member. Motivated by the impact of the California wildfires, he used his AW21 collection and runway show to transform garments into a platform for raising awareness about climate change, wildfires and forest management.

As part of the runway show, Cooper launched a co-branded collection with the National Forest Foundation (NFF). Proceeds from the collection benefitted NFF's Southern California Fund, which aids post-fire restoration, wildfire mitigation and rebuilding local infrastructure. The collection was launched at Paris Fashion Week, creating a global buzz around the wildfires and other critical environmental issues.

With the help of our network, we are constantly looking for ways to maximize impact and protect the planet for future generations. As the climate crisis becomes more and more pressing, we must come together to offer long-term solutions and short-term relief to those most impacted.









"'What happens to the land, happens to the people' and 'The call of the wild should not be help!' are powerful mantras repeated across the collection, both through graphics as well as sustainable manufacturing techniques, including 100% botanical garment dyes."

—Leah Cooper, President at Reese Cooper, 1% for the Planet Business Member & L.A.-based fashion designer



Runway photos provided by Reese Cooper.

Environmental justice for all

"I DON'T THINK YOU TRULY STAND FOR JUSTICE IF YOU DON'T STAND FOR BLACK PEOPLE."

- LEAH THOMAS, INTERSECTIONAL ENVIRONMENTALIST

This year, the demand for racial justice echoed across the world. We're dedicated to answering that call—and amplifying the voices fighting for justice. Our mission centers around protecting the planet for generations to come. This entails building a safe and just future for all, and recognizing the disproportionate impacts that the climate crisis has on communities of color. That's why we've spent the year looking inward, evaluating our approach, finding our role in the conversation, and most importantly: listening.

Climate action does not work without the inclusion of justice. Intersectional environmentalism is the key to an inclusive movement that works for everyone. We must recognize who has been left out of the movement. Black, Indigenous and other People of Colors have always been at the forefront of climate action, but their contributions have been historically erased from the narrative. Amplifying the diverse voices of the movement is imperative, and we're committed to using our platform to do this.

We're proud to celebrate the many ways our network stepped up this year to advance environmental justice around the globe. In 2020, we welcomed more justice-focused nonprofits into our network. This means more support than ever before to environmental justice causes from dedicated and passionate members of our community. While 2020 was a year of vital growth and learning, the work is nowhere near done. We are steadfast in our focus on equity and inclusion, and mobilizing our network to drive justice forward.

On the page that follows, get to know three nonprofits in our network working to advance racial justice and build a better future for all.





Soul Trak Outdoors connects communities of color to outdoor spaces and builds a coalition of diverse outdoor leaders.

Their programming is focused and hands-on learning. Despite presented in 2020, this nonprofit modified their programs and Soul Trak Outdoors continued with socially distanced hiking, paddling, rock climbing and more. They also launched encouraging teams and during August 2020.



Earth Guardians

Earth Guardians works globally to empower diverse youth to be effective leaders in the environmental, climate and social justice movements.

on making connections Their programs use art, music, through outdoor adventure storytelling, on-the-ground projects, civic engagement the quarantine challenges and legal action to advance climate solutions. This year, Earth Guardians helped to made a substantial impact. register more than 25,000 new voters through their online to get people moving outdoors registration portal. They also launched their Decolonize Youth Leadership Training program, leading 25 youth participants their "Miles for Soul" program, to address the intersectionality between systemic racism and individuals to move 50,000 miles the environmental crisis. The program trained participants to use their voices, votes and communities to take action.



Soul Fire Farm

Soul Fire Farm is a Afro-Indigenous centered community farm in Petersburg, NY committed to uprooting racism and injustice in the food system.

Not only does Soul Fire Farm grow and distribute food, their mission is centered around using farming as a means of healing. Their food sovereignty programs reach over 10,000 people each year. In 2020 alone, Soul Fire Farm delivered more than 1,000 boxes of food at no cost to survivors of food apartheid in their local community. The nonprofit also established 44 new urban gardens for local families through their Soul Fire in the City initiative.

Photos provided by Soul Trak Outdoors, Unsplash, Soul Fire Farm



Unprecedented times, unwavering support

THE 1% FOR THE PLANET COMMUNITY CAME TOGETHER
TO FIND CREATIVE WAYS TO OFFER AID, RELIEF AND
HOPE DURING THE COVID-19 CRISIS.

It's impossible to share our 2020 impact without discussing the COVID-19 crisis. The pandemic challenged us to reexamine how we operate as an organization, and it reinforced the interconnectedness of our planet's most pressing issues—from the spread of a deadly virus, to wildlife protection, to climate justice, and everything in between.

As the global pandemic changed our reality, our network met unprecedented challenges with action. To support our members with their pandemic-relief efforts, 1% for the Planet staff identified environmental nonprofits working to fulfill urgent, short-term needs, as well as those focused on preventing future pandemics and providing long-term solutions to many of the unexpected repercussions.

Feeding America estimates that 45 million people (1 in 7), including 15 million children may have experienced food insecurity in 2020.

1% for the Planet members gave directly to organizations that work in many areas—from disease prevention and wildlife conservation to food justice. With many strong partnerships between businesses and food-focused nonprofits, our network is uniquely positioned to address food insecurity—a major consequence of the pandemic.



Photo provided by Conscious Alliance

"Ocean's Halo is grateful for the work the Conscious Alliance team does finding fast and creative solutions for getting our healthy foods to people in need. Our brand is empowered by Conscious Alliance's work donating our products to food-insecure families, especially during such critical times in people's lives."

- MATT RYAN, DIRECTOR OF PRODUCT SALES & MARKETING, OCEAN'S HALO

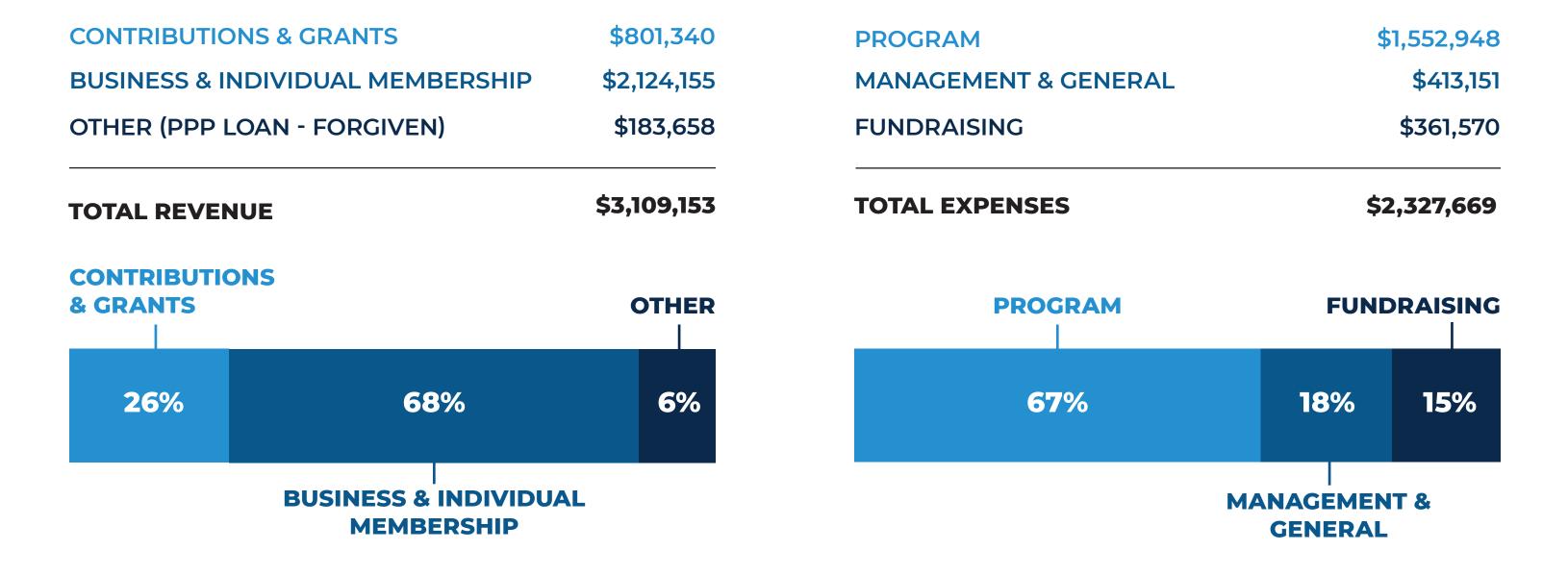
1% for the Planet Nonprofit Partner Conscious Alliance provides meals to vulnerable communities by rescuing food once-destined for the landfill. This year, they stepped up operations to meet the newly increased need for food assistance. Through their partnerships, they were able to distribute over 1.5 million meals to families in need—a more than 400,000 meal increase from what was donated in 2019. 1% for the Planet Business Members contributed more than 878,666 pounds of food.

Business members Boxed Water, Bundle Organics, Kefla, Mamma Chia, Ocean's Halo, OliKo, Patagonia Provisions, Simmer, The BU LLC, Schultz's, Three Bears and Thrive Tribe donated food and beverages directly to Conscious Alliance, keeping excess products out of landfills and providing hunger relief to 11 underserved communities.

OUR FINANCIALS OUR FINANCIALS

2020 revenue

2020 expenses



TOTAL NET ASSETS (END OF YEAR 2020)

\$2,883,241

INCREASE IN NET ASSETS (2020 ACTIVITY)

\$781,484

Our supporters

The work described in this report was made possible by the many individuals, corporations and foundations who support 1% for the Planet. Here, we recognize those who made a donation of \$100 or greater (beyond member dues) to 1% for the Planet between January 1 and December 31, 2020. To the donors listed—and to all of our everyday donors who give under \$100—we thank you!

Key: (*) 1% for the Planet Board Member, past or present.

We have made every effort to ensure the accuracy of this list. Nonetheless, errors and omissions may rarely occur. If your name has been inadvertently omitted or misspelled, we sincerely apologize.

FOUNDATION & NONPROFIT

AmazonSmile Foundation Congregational Church of Sam & Peggy Grossman Family
Anonymous Middlebury UCC Foundation

Bill & Melinda Gates Foundation Emmett Foundation The Quarforth Family
Climate Ride Foundation United Service Foundation

CORPORATE

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1908 Brands Basso Capital SPAC Fund **Bukit & Soul** 3BLC BeachNecessities.com Chulengo Expeditions 50/50 Goods Bekko Box Clean Energy Counsel adMixt beyondGREEN biotech, Inc. CodeCrew American Outdoor Products Bluestone Financial Advisors. Color The World LLC Cornucopia Natural Foods Apple Bluestone Life Arctic Silver Innovation DailyKARMA Boba Guys Aspire Sustainability **Delighted Spirit** Bodhi Surf + Yoga Backpacker's Pantry EarthHero Branded Bills, LLC - Landscape Bank of the West Earthly Labs Series

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Relish Studio

27

Merry Year Social Company

INDIVIDUAL

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"We've deeply appreciated our partnership with 1% for the Planet. Their willingness to experiment, learn and iterate has helped generate insights on charitable giving behavior that will not only benefit 1% for the Planet members, but also the giving field writ large."

—**AGUS GALMARINI,** PROGRAM OFFICER, PHILANTHROPIC PARTNERSHIPS. BILL & MELINDA GATES FOUNDATION







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