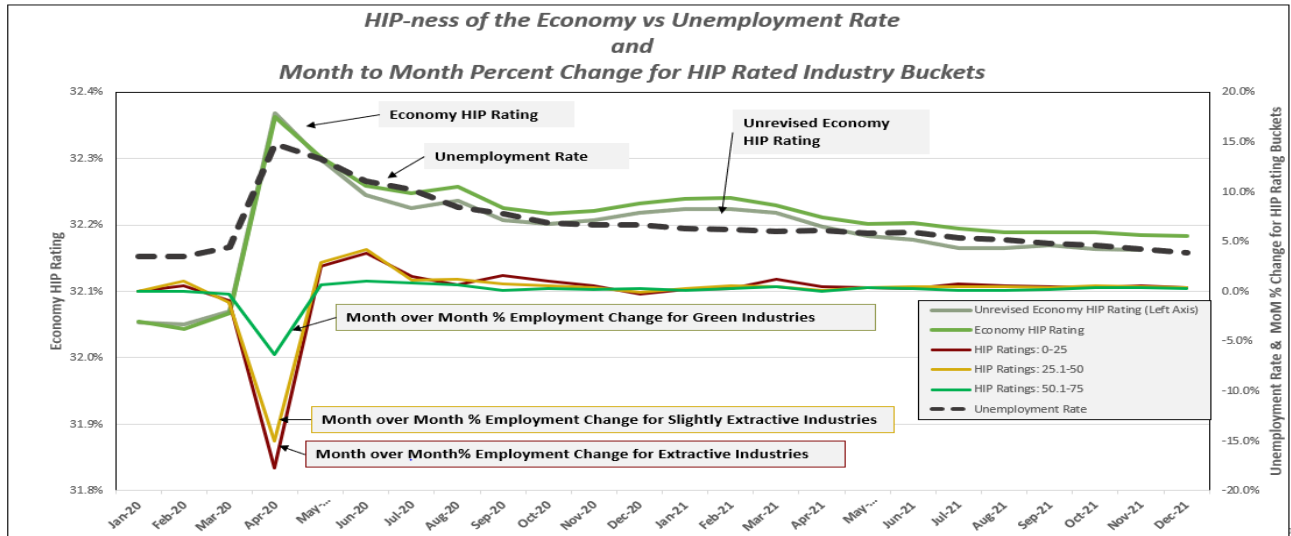


GREEN JOBS REPORT – February 2022

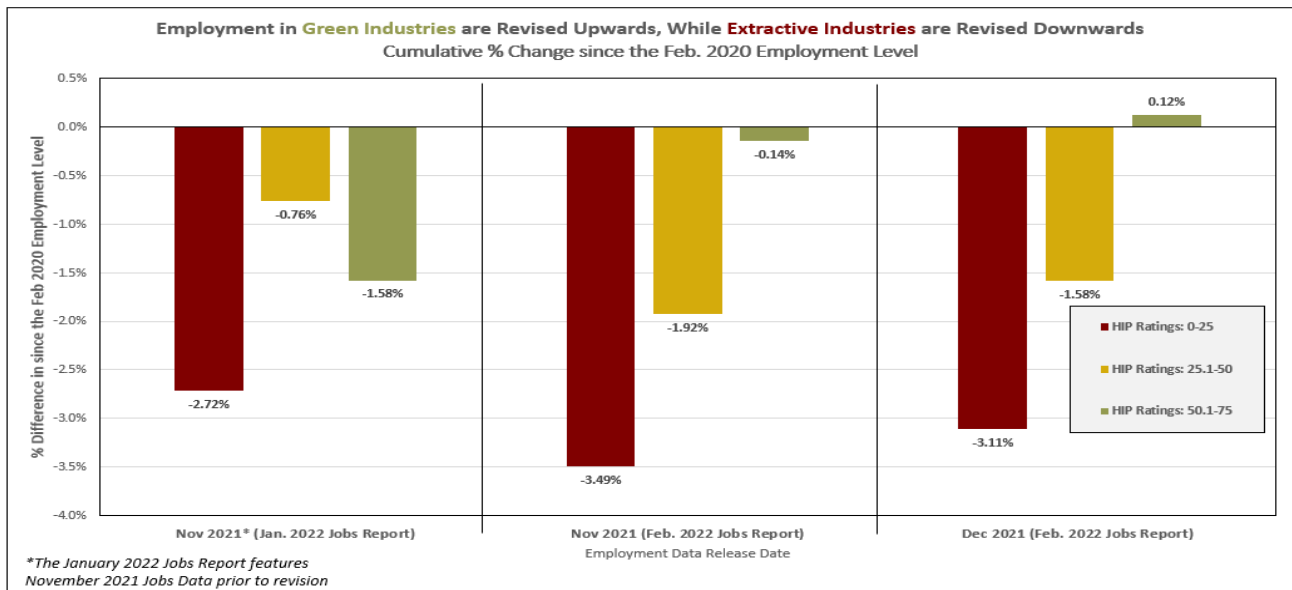
Release date February 4, 2022, based on most recent detailed jobs and pay data
Produced monthly by HIP Investor and the Global Institute for Sustainable Prosperity

1. The US Economy Continues to Add Greener-Industry Jobs Faster than Extractive Jobs



The US Economy’s sustainability (people, planet, and trust, currently called ESG) springs upwards due to the BLS Job Numbers Revision that indicated the US Economy gained more green jobs over the course of the current economic recovery than previously estimated. Upon revision, Green Industry employment increased by +28,000 post revision, while Slightly Extractive decreased by -76,000 and Extractive Industries were reduced by -188,000 jobs.

2. Greener Jobs Recovered from Pre-pandemic Levels, while Extractive Jobs Still Lagging

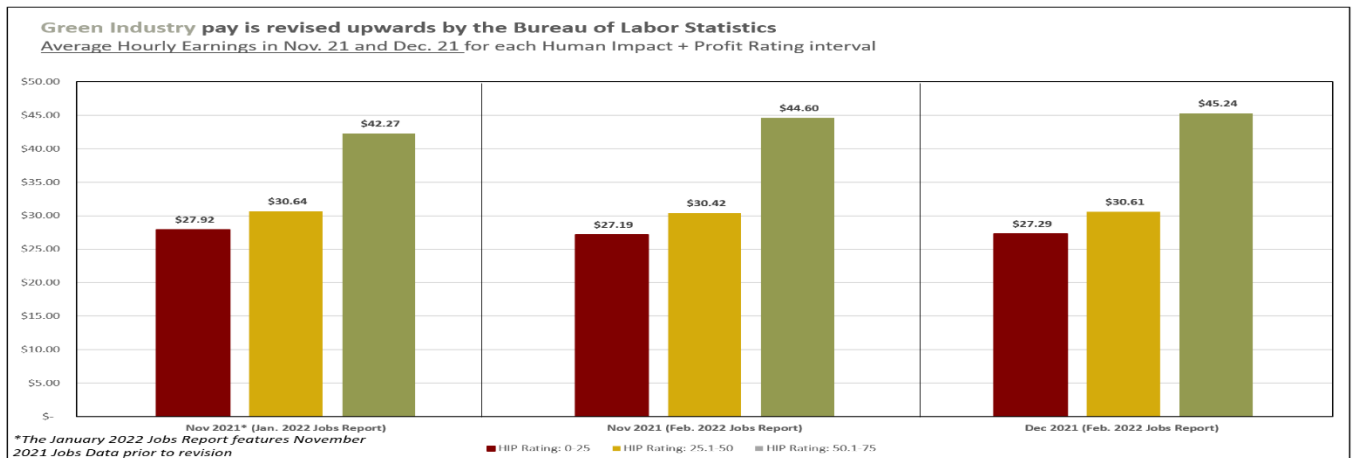


- The detailed February 2022 jobs report shows that in December 2021, Greener Industries were +0.12% below the pre-pandemic employment levels of February 2020, closing the gap with a positive change

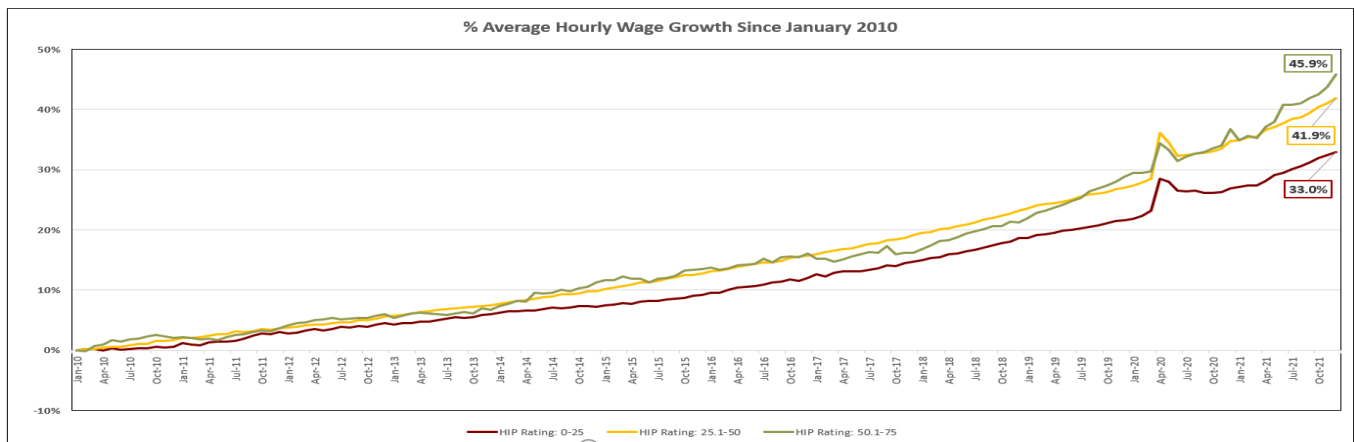
of +0.26% from the month prior. **When comparing Pre and Post Revision numbers for November 2021 Data, Green Industries increased from -1.58% to -0.14% below the February 2020 Employment Level for Green Industries.**

- **Slightly Extractive Industries** were **-1.58%** below its pre-pandemic level of employment, a positive change +0.34% from the previous month. **When comparing Pre and Post Revision numbers for November 2021 Data, Slightly Extractive Industries decreased from -0.76% to -1.92% below the February 2020 Employment Level for Slightly Extractive Industries.**
- **Extractive Industries** displayed a **-3.72%** gap in employment compared to its pre-pandemic level, closing the gap with a positive change of +0.38% over the month. **When comparing Pre and Post Revision numbers for November 2021 Data, Extractive Industries decreased from -2.72% to -3.49% below the February 2020 Employment Level for Extractive Industries.**

3. Greener-Industry WAGES Significantly HIGHER than Extractive-Industries PAY – and Greener-Industry PAY is Growing FASTER than Extractive-Industries Pay Since 2010



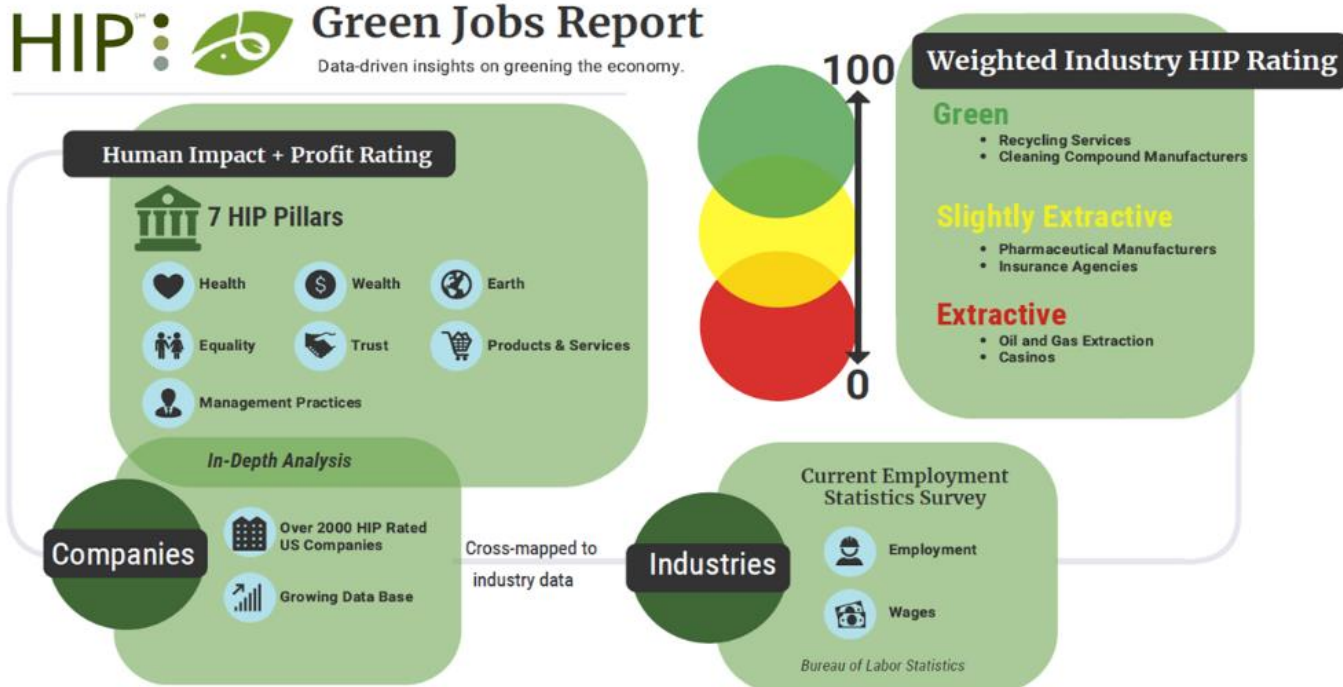
Our comprehensive analysis has shown that **Greener Industries** pay significantly more, **\$45/hour, equivalent to an annualized \$90,000 per year**, as compared to **Extractive Industries, \$27/hour**, or \$54,000 equivalent. **With the February 2022 Employment Data Revision, Green Industry average hourly pay was revised upwards by \$2.33 per hour** when comparing Pre- and Post- Revision data for November 2021. **Both Slightly Extractive and Extractive pay decreased due to the revision.**



Along with higher levels of pay, **Greener and Slightly Extractive Industries** over the past decade have delivered **wage growth** when compared to **Extractive Industries**. Since January 2010, average hourly wage has **increased by +45.9%** for **Green Industries** compared to **only +33%** for **Extractive Industries** during the same period.

HIP: Green Jobs Report

Data-driven insights on greening the economy.



The **Monthly Green Jobs Report**, produced by **HIP Investor Inc.** and the **Global Institute for Sustainable Prosperity**, provides an in-depth, data driven analysis on US industry employment and the momentum towards a greener economy.

Our analysis performs a comprehensive synthesis of material sustainability data of 2,000+ US publicly listed companies onto job industry data provided by the Bureau of Labor Statistics.

The HIP Ratings, Pillars, and Metrics focus on health, wealth, earth, equality, trust, management practices and products and services, which result in quantitative Human Impact + Profit (HIP) Ratings reflecting a measure of “green-ness” by industry.

We use this measure of greenness to categorize each industry into three groups:

- **Greener** Industries, with a HIP Rating from 50 (net positive) and up;
- **Extractive** Industries, with HIP Rating of less than 25; and,
- **Slightly Extractive** Industries, rating from above 25 to below 50 (net negative).

The **Monthly Green Jobs Report** is delivered monthly via www.ESGX.org webinars, with the latest available granular data on the US Economy, sustainable jobs, and worker pay.

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