
SUSTAINABLE CONSERVATION

FINANCIAL STATEMENTS

December 31, 2025

(WITH COMPARATIVE TOTALS AS OF DECEMBER 31, 2024)

CROSBY & KANEDA

Certified Public Accountants
for Nonprofit Organizations

SUSTAINABLE CONSERVATION

Contents

Independent Auditors' Report	3-4
Financial Statements:	
Statement of Financial Position	5
Statement of Activities	6
Statement of Cash Flows	7
Statement of Functional Expenses	8
Notes to the Financial Statements	9-19

INDEPENDENT AUDITORS' REPORT

To the Board of Directors of
Sustainable Conservation
San Francisco, California

Opinion

We have audited the accompanying financial statements of Sustainable Conservation (the Organization), which comprise the statement of financial position as of December 31, 2025, and the related statements of activities, cash flows and functional expenses, for the year then ended, and the related notes to the financial statements. In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Sustainable Conservation as of December 31, 2025, and the changes in net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Organization and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Report on Summarized Comparative Information

We have previously audited the Organization's 2024 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated May 16, 2025. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2024, is consistent, in all material respects, with the audited financial statements from which it has been derived.

Crosby + Kaneda CPAs LLP

Alameda, California

June 11, 2026

SUSTAINABLE CONSERVATION

Statement of Financial Position

December 31, 2025

(With Comparative Totals as of December 31, 2024)

	2025	2024
Assets		
Assets		
Cash and cash equivalents	\$ 4,195,866	\$ 2,379,057
Investments (Note 3)	4,500,334	2,522,110
Government receivable	182,464	150,530
Accounts receivable	434,987	204,099
Contributions and grants receivable	247,127	1,697,396
Prepaid expenses and deposits	148,197	131,522
Right of use, operating lease	297,660	557,893
Property and equipment, net (Note 5)	166,672	320,512
Investments - endowment (Note 3)	2,301,616	1,961,322
Total Assets	<u>\$ 12,474,923</u>	<u>\$ 9,924,441</u>
Liabilities and Net Assets		
Liabilities		
Accounts payable and accrued expenses	\$ 251,806	\$ 251,517
Accrued benefits and paid time off (Note 8)	274,690	232,853
Deferred revenue	145,250	-
Operating lease liability (Note 6)	349,768	648,410
Total Liabilities	<u>1,021,514</u>	<u>1,132,780</u>
Net Assets		
Without donor restrictions	3,537,886	3,210,680
With donor restrictions (Note 9)	7,915,523	5,580,981
Total Net Assets	<u>11,453,409</u>	<u>8,791,661</u>
Total Liabilities and Net Assets	<u>\$ 12,474,923</u>	<u>\$ 9,924,441</u>

See Notes to the Financial Statements

SUSTAINABLE CONSERVATION

Statement of Activities For the Year Ended December 31, 2025 (With Comparative Totals for the Year Ended December 31, 2024)

	Without Donor Restrictions	With Donor Restrictions	Total	
			2025	2024
Support and Revenue				
Support				
Foundation and community	\$ 284,100	\$ 2,433,575	\$ 2,717,675	\$ 2,245,294
Contributions	1,332,607	3,480,661	4,813,268	4,747,021
Government	449,944		449,944	170,158
Total Support	<u>2,066,651</u>	<u>5,914,236</u>	<u>7,980,887</u>	<u>7,162,473</u>
Revenue				
Client services	1,150,880		1,150,880	1,343,748
Honorariums and other	4,338		4,338	5,769
Total Revenue	<u>1,155,218</u>	<u>-</u>	<u>1,155,218</u>	<u>1,349,517</u>
In-kind contributions (Note 12)	103,654		103,654	61,507
Support provided by expiring time and purpose restrictions	3,919,988	(3,919,988)	-	-
Total Support and Revenue	<u>7,245,511</u>	<u>1,994,248</u>	<u>9,239,759</u>	<u>8,573,497</u>
Expenses				
Program	5,101,548		5,101,548	4,640,337
Management and general	938,277		938,277	737,310
Fundraising	1,038,798		1,038,798	961,229
Total Expenses	<u>7,078,623</u>	<u>-</u>	<u>7,078,623</u>	<u>6,338,876</u>
Change in Net Assets from operations	166,888	1,994,248	2,161,136	2,234,621
Investment activity and interest (Note 3)	<u>160,318</u>	<u>340,294</u>	<u>500,612</u>	<u>319,416</u>
Change in Net Assets	327,206	2,334,542	2,661,748	2,554,037
Net Assets, beginning of year	<u>3,210,680</u>	<u>5,580,981</u>	<u>8,791,661</u>	<u>6,237,624</u>
Net Assets, end of year	<u>\$ 3,537,886</u>	<u>\$ 7,915,523</u>	<u>\$ 11,453,409</u>	<u>\$ 8,791,661</u>

See Notes to the Financial Statements

SUSTAINABLE CONSERVATION

Statement of Cash Flows For the Year Ended December 31, 2025 (With Comparative Totals for the Year Ended December 31, 2024)

	2025	2024
Cash flows from operating activities		
Change in net assets	\$ 2,661,748	\$ 2,554,037
Adjustments to reconcile change in net assets to cash provided (used) by operating activities:		
Depreciation	153,840	155,925
Investment activity and interest, net	(500,612)	(318,717)
Change in assets and liabilities:		
Contributions and grants receivable	1,450,269	(1,185,504)
Government receivable	(31,934)	(138,138)
Accounts receivable	(230,888)	74,233
Prepaid expenses and deposits	(16,675)	6,510
Accounts payable and accrued expenses	289	57,540
Accrued benefits and paid time off	41,837	36,438
Deferred revenue	145,250	(15,000)
Operating lease assets and liabilities	(38,409)	(29,018)
Net cash provided (used) by operating activities	<u>3,634,715</u>	<u>1,198,306</u>
Cash flows from investing activities		
Proceeds from investments	47,000	200,000
Additions to investments	(1,864,906)	(392,808)
Net cash provided (used) by investing activities	<u>(1,817,906)</u>	<u>(192,808)</u>
Net change in cash and cash equivalents	1,816,809	1,005,498
Cash and cash equivalents, beginning of year	<u>2,379,057</u>	<u>1,373,559</u>
Cash and cash equivalents, end of year	<u><u>\$ 4,195,866</u></u>	<u><u>\$ 2,379,057</u></u>
Supplemental Information		
Cash paid for operating lease	<u>\$ 321,727</u>	<u>\$ 312,331</u>
Donated stock	<u><u>\$ 80,795</u></u>	<u><u>\$ 96,300</u></u>

See Notes to the Financial Statements

SUSTAINABLE CONSERVATION

Statement of Functional Expenses For the Year Ended December 31, 2025 (With Comparative Totals for the Year Ended December 31, 2024)

	Program	Management and General	Fundraising	Total	
				2025	2024
Salaries	\$ 2,683,478	\$ 460,338	\$ 609,409	\$ 3,753,225	\$ 3,564,216
Retirement contributions	116,773	44,632	28,376	189,781	177,858
Other employee benefits	355,285	52,262	86,424	493,971	508,532
Payroll taxes	203,514	29,085	49,464	282,063	266,104
Total Personnel	<u>3,359,050</u>	<u>586,317</u>	<u>773,673</u>	<u>4,719,040</u>	<u>4,516,710</u>
Grants to organizations	20,396	-	-	20,396	25,000
Technical and research consulting	834,618	-	-	834,618	413,752
Other fees for service	229,904	63,974	31,855	325,733	238,433
Advertising and promotion	10,559	-	-	10,559	4,010
Supplies and office expenses	62,769	10,940	43,640	117,349	249,141
Occupancy	240,679	38,955	65,993	345,627	328,448
Travel and meals	67,911	5,353	5,073	78,337	62,272
Information technology	48,454	18,272	27,345	94,071	119,408
Conferences and meetings	49,095	5,453	50,109	104,657	87,040
Depreciation	102,567	18,799	32,474	153,840	155,925
Recruitment	9,264	119,935	-	129,199	39,726
Insurance	26,898	13,084	1,561	41,543	37,504
In-kind goods and services	39,384	57,195	7,075	103,654	61,507
Total Expenses	<u>\$ 5,101,548</u>	<u>\$ 938,277</u>	<u>\$ 1,038,798</u>	<u>\$ 7,078,623</u>	<u>\$ 6,338,876</u>

See Notes to the Financial Statements

SUSTAINABLE CONSERVATION

Notes to the Financial Statements For the Year Ended December 31, 2025 (With Comparative Totals for the Year Ended December 31, 2024)

NOTE 1: NATURE OF ACTIVITIES

Sustainable Conservation (the Organization) helps California thrive by uniting people to solve the toughest challenges facing our land, air, and water. Every day, the Organization brings together businesses, landowners, scientists, NGOs and the government to steward the resources that we all depend on in ways that are just and make economic sense.

The Organization currently drives collaborative solutions to meet the water needs of California's environment, people, and economy for current and future generations. The Organization currently focuses on advancing sustainable groundwater management, helping the California dairy industry address water quality and quantity concerns, and accelerating the stewardship of natural and working lands and waterways.

The Organization has offices in San Francisco, Sacramento and Modesto, California and supports its activities primarily through public and private grants and contributions.

NOTE 2: SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (GAAP).

Net Assets

The financial statements report net assets and changes in net assets in two classes that are based upon the existence or absence of restrictions on use that are placed by its donors, as follows:

Net assets without donor restrictions – are resources available to support operations. The only limits on the use of the net assets are the broad limits resulting from the nature of the Organization, the environment in which it operates, the purposes specified in its corporate documents and its application for tax-exempt status, and any limits resulting from contractual agreements with creditors and others that are entered into in the course of its operations.

Net assets with donor restrictions – are resources that are restricted by a donor for use for a particular purpose or in a particular period. Some donor-imposed restrictions are temporary in nature, and the restriction will expire when the resources are used in accordance with the donor's instructions or when the stipulated time has passed. Other donor-imposed restrictions are perpetual in nature; the Organization must continue to use the resources in accordance with the donor's instructions.

The Organization's unspent contributions are included in this class if the donor limited their use, as are its donor-restricted endowment funds.

When a donor's restriction is satisfied, either by using the resources in the manner specified by the donor or by the passage of time, the expiration of the restriction is reported in the financial statements by reclassifying the net assets from net assets with donor restrictions to net assets without donor-imposed restrictions. Net assets restricted for acquisition of building or equipment (or less commonly, the contribution of those net assets directly) are reported as net assets with donor restrictions until the specified asset is placed in service by the Organization, unless the donor provides more specific directions about the period of its use.

SUSTAINABLE CONSERVATION

Notes to the Financial Statements For the Year Ended December 31, 2025 (With Comparative Totals for the Year Ended December 31, 2024)

Accounts Receivable

Accounts receivable are unsecured non-interest bearing trade receivables. The Organization uses historical loss information adjusted for management's expectations about current and future economic conditions and the aging of receivables relative to expected payment dates as the basis to determine expected credit losses. If amounts become uncollectible, they are charged to the valuation allowance for credit losses if any, with any excess amounts charged to expense in the period in which that determination is made. The Organization considers all accounts receivable to be fully collectible at December 31, 2025. Accordingly, no allowance for doubtful accounts was deemed necessary.

Contributions and Grants Receivable

Contributions receivable including pledges and grants receivable are unconditional promises to give that are recognized as contributions when the promise is received. Contributions receivable that are expected to be collected in less than one year are reported at net realizable value. Contributions receivable that are expected to be collected in more than one year are recorded at fair value at the date of promise. That fair value is computed using a present value technique applied to anticipated cash flows. The allowance for uncollectible contributions receivable is determined based on management's evaluation of the collectability of individual promises. Promises that remain uncollected more than one year after their due dates are written off unless the donors indicate that payment is merely postponed. The Organization considers all contributions receivable to be fully collectible at December 31, 2025. If amounts become uncollectible, they are charged to expense in the period in which that determination is made. The Organization expects to receive all contributions receivable within one year.

Government Support and Receivables

A portion of the Organization's revenue is derived from cost-based agreements with governmental funders which are conditioned upon performance requirements and/or the incurrence of allowable qualifying expenses. The support from these agreements is classified as conditional and revenue and related receivables are recognized as the Organization incurs eligible expenditures. Funds received in advance of expenditure are reported as deferred revenue. As of December 31, 2025, conditional unrecognized portion of government awards totaled \$917,196.

Accounting for Contributions

Contributions, including unconditional promises to give, are recognized when received. All contributions are reported as increases in net assets without donor restrictions unless the contributed assets are specifically restricted by the donor. Amounts received that are restricted by the donor to use in future periods or for specific purposes are reported as increases in net assets with donor restrictions. Unconditional promises with payments due in future years have an implied restriction to be used in the year the payment is due and therefore are reported as restricted until payment is due unless the contribution is clearly intended to support activities of the current fiscal year. Conditional promises are not recognized until they become unconditional, that is, until all conditions on which they depend are substantially met.

Accounting for Revenue

The Organization recognizes revenue as performance obligations are satisfied.

SUSTAINABLE CONSERVATION

Notes to the Financial Statements For the Year Ended December 31, 2025 (With Comparative Totals for the Year Ended December 31, 2024)

Revenue is recognized over time for cost reimbursement contracts as eligible expenses are incurred if other conditions of the contract are satisfied. Revenue from agreements that include milestones and milestone payments are recognized over time as milestones are reached. Revenue from agreements based on hourly rates is recognized over time as time is expended if the Organization expects it will have an enforceable right to payment for such amounts. Revenue is recognized based on estimated progress towards complete satisfaction of the performance obligation if the Organization can reasonably measure such progress. If the Organization's efforts are expended evenly throughout the performance period, the Organization may recognize revenue on a straight-line basis over such a period. Revenue is recognized at a point in time when goods or services are provided to customers and the Organization is not required to provide additional goods or services or if the above criteria are not met. The Organization tracks contract assets representing earned amounts that are not yet receivable separately from accounts receivable, if any. As a practical expedient the Organization disregards the effects of potential financing components if the period between payment and performance is one year or less. All revenues and net gains are reported as increases in net assets without donor restrictions in the statement of activities unless the donor specified the use of the related resources for a particular purpose or in a future period. Net gains on endowment investments, if any, increase net assets with donor restrictions, and net losses on endowment investments reduce that net asset class.

Client Services

Client services revenue consists of restoration support, permitting support and other services carried out on a contracted fee for service basis. The Organization recognizes revenue and bills as progress is made over time on the performance obligations, generally on a monthly basis. Invoices are paid on a Net 30 basis. Contracts may include a cap on the amounts billable, in which case the Organization would bill based on estimated completion towards a performance obligation.

Income Taxes

The Internal Revenue Service and the California Franchise Tax Board have determined that the Organization is exempt from federal and state income taxes under IRC 501(c)(3) and California RTC 23701(d). The Organization has evaluated its current tax positions as of December 31, 2025, and is not aware of any significant uncertain tax positions for which a reserve would be necessary. The Organization's tax returns are generally subject to examination by federal and state taxing authorities for three and four years, respectively, after they are filed.

Contributed Services

Contributed services are reflected in the financial statements at the fair value of the services received only if the services (a) create or enhance nonfinancial assets or (b) require specialized skills, are performed by people with specialized skills, and would otherwise be purchased by the Organization.

Accounting for Purchases and Sales of Securities

The Organization accounts for purchases and sales of securities on a settlement date basis. It is the policy of the Organization to immediately sell any donated securities received.

Estimates

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures

SUSTAINABLE CONSERVATION

Notes to the Financial Statements For the Year Ended December 31, 2025 (With Comparative Totals for the Year Ended December 31, 2024)

of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Accordingly, actual results could differ from those estimates.

Cash Equivalents

For purposes of the statement of cash flows, the Organization considers all money market funds and other highly liquid investments with original maturities of three months or less when purchased to be cash equivalents. Certificates of deposit with any maturity held for investments are classified as certificates of deposits. For statement of cash flow purposes, proceeds from investments reflect transfers from investment accounts to operating accounts, and additions to investment reflect transfers from operating accounts to investment accounts.

Property and Equipment

Property and equipment purchased by the Organization are recorded at cost. The Organization capitalizes all expenditures for property and equipment over \$5,000; the fair value of donated fixed assets is similarly capitalized. Depreciation is computed using the straight-line method over the estimated useful lives on property and equipment as follows:

Furniture and equipment	3 - 7 years
Leasehold improvements	5 years
Website	3 years

Expenditures for major renewals and betterments that extend the useful lives of the property and equipment are capitalized. Expenditures for maintenance and repairs are charged to expense as incurred. Management reviews long-lived assets for impairment when circumstances indicate the carrying amount of the asset may not be recoverable.

Deferred Revenue

Deferred revenue represents funds received in advance of related performance obligations which have not yet been completely fulfilled.

Leases

The Organization evaluates all contracts to determine if they contain a lease. For leases with terms greater than 12 months, the Organization records a right-of-use asset and lease obligation at the present value of lease payments over the term of the lease. The Organization expenses total lease costs on a straight-line basis over the related lease term. The Organization has elected to exclude leases that (a) have a lease term of 12 months or less and (b) do not contain a reasonably certain purchase option. The Organization has elected to combine non-lease components with related lease components unless non-lease components are billed separately for all real property office space leases, if any. As the Organization's leases do not generally provide a readily determinable implicit interest rate, the Organization uses the risk-free rate commensurate with the respective terms of the leases to discount the lease payments.

Expense Recognition and Allocation

The cost of providing the organization's programs and other activities is summarized on a functional basis in the statement of activities and statement of functional expenses. Expenses that can be identified with a specific program or support service are charged directly to that program or

SUSTAINABLE CONSERVATION

Notes to the Financial Statements For the Year Ended December 31, 2025 (With Comparative Totals for the Year Ended December 31, 2024)

support service. Costs common to multiple functions have been allocated among the various functions benefited using a reasonable allocation method that is consistently applied, as follows:

Salaries and wages, benefits, and payroll taxes are allocated based on full time equivalent (FTE). The document source is the monthly timesheet prepared by every member of staff, which tracks the functional area and programs they dedicated their time.

Occupancy, depreciation, and amortization are allocated on the basis of the quarterly average of FTE for each program and supporting activity.

Telephone and internet services, insurance, and supplies and miscellaneous expenses that cannot be directly identified are allocated based on employees' full-time equivalents for each program and supporting activity.

Management and general activities include the functions necessary to provide support for the Organization's program activities. They include activities that provide governance (Board of Directors), oversight, business management, financial recordkeeping, budgeting, legal services, human resource management, and similar functions that ensure an adequate working environment and an equitable employment program.

Fundraising activities include publicizing and conducting fundraising campaigns; maintaining donor lists; conducting special fundraising events; and other activities involved with soliciting contributions from corporations, foundations, individuals, and others.

Fundraising costs are expensed as incurred, even though they may result in contributions received in future years.

The Organization generally does not conduct its fundraising activities in conjunction with its other activities. In the few cases in which it does, such as when the annual report or donor acknowledgements contain requests for contributions, joint costs have been allocated between fundraising and general and administrative expenses in accordance with standards for accounting for costs of activities that include fundraising. Additionally, advertising costs are expensed as incurred.

All expenses are reported as decreases in net assets without donor restrictions.

Prior Year Summarized Information

The financial statements include certain prior year summarized comparative information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with GAAP. Accordingly, such information should be read in conjunction with the Organization's financial statements for the year ended December 31, 2024, from which the summarized information was derived.

Reclassifications

Certain accounts in the prior year's summarized information have been reclassified for comparative purposes to conform with the presentation in the current-year financial statements.

Subsequent Events

The Organization has evaluated subsequent events and has concluded that as of June 11, 2026, the date that the financial statements were available to be issued, there were no significant subsequent events to disclose.

SUSTAINABLE CONSERVATION

Notes to the Financial Statements For the Year Ended December 31, 2025 (With Comparative Totals for the Year Ended December 31, 2024)

NOTE 3: INVESTMENTS

Investments consisted of the following at December 31:

	<u>2025</u>	<u>2024</u>
General investments	\$ 4,500,334	\$ 2,522,110
Endowment investments	<u>2,301,616</u>	<u>1,961,322</u>
Total	<u>\$ 6,801,950</u>	<u>\$ 4,483,432</u>

As of December 31, 2025, total investments include the Organization's endowment funds which may not be available for immediate use as described in Note 10.

Investment Activity and Interest

Investment activity consisted of the following for the years ended December 31:

	<u>2025</u>	<u>2024</u>
Interest and dividends	\$ 215,868	\$ 163,941
Bank Interest	574	699
Realized and unrealized gain (loss), net	<u>284,170</u>	<u>154,776</u>
Total	<u>\$ 500,612</u>	<u>\$ 319,416</u>

The Organization classifies endowment investment activity as a non-operating activity as the activity relates to the Organization's endowment funds which are intended for long term use.

NOTE 4: FAIR VALUE MEASUREMENTS

The Organization determines the fair value of its assets and liabilities based on a fair value hierarchy that includes three levels of inputs that may be used to measure fair value.

Level 1 - Quoted prices (unadjusted) in active markets for identical assets or liabilities that the Organization has the ability to access at the measurement date.

Level 2 - Inputs other than quoted market prices that are observable for the asset or liability, either directly or indirectly.

Level 3 - Unobservable inputs for the assets or liability.

Fair value of investments measured on a recurring basis were as follows as of December 31, 2025:

	<u>Level 1</u>	<u>Level 2</u>	<u>Total</u>
Certificates of deposit	\$ -	\$ 4,500,334	\$ 4,500,334
Mutual Funds/ETF's			
Intermediate term bond	752,970	-	752,970
Large cap blend	807,656	-	807,656
Mid cap international growth	437,438	-	437,438
Large cap international growth	211,661	-	211,661
Small cap international growth	<u>91,891</u>	<u>-</u>	<u>91,891</u>
Total	<u>\$ 2,301,616</u>	<u>\$ 4,500,334</u>	<u>\$ 6,801,950</u>

Certificates of Deposit: Brokered certificates of deposit are valued based on the amounts shown on the Organization's investment statement as of the last day of the fiscal year. Such prices are developed using inputs other than quoted prices such as current interest rate and future interest rate

SUSTAINABLE CONSERVATION

Notes to the Financial Statements For the Year Ended December 31, 2025 (With Comparative Totals for the Year Ended December 31, 2024)

expectations, sales of prices of similar assets and other inputs. Certificates of deposit mature within 6 months of December 31, 2025.

NOTE 5: PROPERTY AND EQUIPMENT

Property and equipment consisted of the following as of December 31:

	<u>2025</u>	<u>2024</u>
Furniture and equipment	\$ 336,784	\$ 336,784
Leasehold improvements	439,694	439,694
Less accumulated depreciation	<u>(609,806)</u>	<u>(455,966)</u>
Total	<u>\$ 166,672</u>	<u>\$ 320,512</u>

NOTE 6: COMMITMENTS

The Organization is party to a lease for office space in San Francisco which expires January 2027, with an option to renew for an additional five years at fair market value. The Organization used a 4.5% discount rate when calculating its future obligations. Future minimum lease payments were as follows for the years ending December 31:

2026	\$ 331,356
2027	27,680
Less amounts considered interest	<u>(9,268)</u>
Total	<u>\$ 349,768</u>
Weighted average remaining lease term	<u>1.08 yrs.</u>
Weighted average discount rate	<u>4.5%</u>

Operating lease expense for the years ended December 31, 2025 and 2024 was \$283,319. Short term lease expense for leases with terms less than 12 months including month to month leases was \$32,328 for the year ended December 31, 2025.

NOTE 7: CONTINGENCIES

Compliance with Donor Restrictions

Grant awards require the fulfillment of certain conditions as set forth in the instrument of grant. Failure to fulfill the conditions could result in the return of the funds to grantors. The Organization's management is of the opinion that the Organization has complied with the terms of all grants.

NOTE 8: ACCRUED BENEFITS AND PAID TIME OFF

Accrued benefits and paid time off consisted of the following for the years ending December 31:

	<u>2025</u>	<u>2024</u>
Paid time off	\$ 178,893	\$ 166,045
Accrued sabbatical estimate	8,482	11,746
457b retirement plan liability	<u>87,315</u>	<u>55,062</u>
Total	<u>\$ 274,690</u>	<u>\$ 232,853</u>

SUSTAINABLE CONSERVATION

Notes to the Financial Statements For the Year Ended December 31, 2025 (With Comparative Totals for the Year Ended December 31, 2024)

Sabbatical Policy

The Organization offers eligible employees up to four weeks paid sabbatical leave after seven consecutive years of full-time employment, or 8 weeks after 10 years of service, provided they have not taken a prior sabbatical leave. Sabbatical benefits do not vest and leave is subject to the financial health and programmatic needs of the Organization. The Executive Director and the Board of Directors retain the discretion to grant or deny requests for sabbatical leave.

NOTE 9: NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions were available as follows as of December 31:

	<u>2025</u>	<u>2024</u>
Purpose restricted	\$ 5,592,534	\$ 3,555,399
Endowment	2,301,616	1,961,322
Time restricted	<u>21,373</u>	<u>64,260</u>
Total	<u>\$ 7,915,523</u>	<u>\$ 5,580,981</u>

NOTE 10: ENDOWMENT

The Organization's endowment (the Fund) was established for the purpose of supporting the mission of the Organization. Net assets associated with endowment funds are classified and reported based on the existence or absence of donor-imposed restrictions. Funds established by donors, including any required match amounts, are considered *donor-restricted endowment funds*. Funds, if any, established by the Board of Directors to function as endowments are referred to as *board-designated endowment funds*. The Organization endowment was a donor-restricted endowment fund.

Interpretation of Relevant Law

The State of California's enacted a version of the Uniform Prudent Management of Institutional Funds Act (UPMIFA) which establishes law for the management and investment of donor-restricted endowment funds. Donor-restricted endowment funds are subject to a time restriction imposed by UPMIFA until amounts are appropriated for expenditure by the Organization. UPMIFA permits the Organization to appropriate for expenditure or accumulate so much of a donor-restricted endowment fund as it determined is prudent for the uses, benefits, purposes and durations for which the endowment fund was established. In making these determinations the Organization must act in good faith and consider general economic conditions, effects of inflation and deflation, tax consequences, the role of each investment in the overall portfolio, expected total return from income and appreciation, the charity's other resources, and the needs of the charity and the fund to make distributions and preserve capital.

Investment Return Objectives, Risk Parameters and Strategies

The Organization has adopted investment and spending policies, approved by the Board of Directors, for endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowment funds while also maintaining the purchasing power of those endowment assets over the long-term. Accordingly, the investment process seeks to achieve an after-cost total real rate of return, including investment income as well as capital appreciation, which exceeds the annual distribution with acceptable levels of risk. Endowment assets are invested in a well-diversified asset mix, which includes equity and debt securities that is intended to result

SUSTAINABLE CONSERVATION

Notes to the Financial Statements For the Year Ended December 31, 2025 (With Comparative Totals for the Year Ended December 31, 2024)

in a consistent inflation-protected rate of return that has sufficient liquidity to make an annual distribution of up to 7%, while growing the funds in possible. Investment risk is measured in terms of the total endowment fund investment assets and allocation between asset classes and strategies are managed to not expose the Fund to unacceptable levels of risk.

Funds with Deficiencies

From time to time, the fair value of assets associated with donor-restricted endowment funds may fall below the original gift amount. There were no deficiencies of this nature as of December 31, 2025. In the event of such deficiencies the Organization may elect to reduce the amount appropriated for use until such deficiencies are eliminated.

Spending Policy

The Organization has a policy of appropriating for distribution each year up to 7% of its endowment fund's average fair value of the prior twelve calendar quarters through the calendar year-end preceding the fiscal year in which the distribution is planned. No appropriation was withdrawn for the year ended December 31, 2025. The Organization considered the long-term expected return on its investment assets, the nature and duration of the individual endowment funds, many of which must be maintained in perpetuity because of donor-restrictions, and the possible effect of inflation.

Composition and Changes

The composition and changes in the endowment were as follows for the year ended December 31, 2025:

	Investment Returns	Perpetual Endowment	Total
Beginning balance	\$ 929,322	\$ 1,032,000	\$ 1,961,322
Net investment gain (loss)	<u>340,294</u>	<u>-</u>	<u>340,294</u>
Ending balance	<u>\$ 1,269,616</u>	<u>\$ 1,032,000</u>	<u>\$ 2,301,616</u>

NOTE 11: CONCENTRATIONS

Contributions Receivable

Approximately 81% of contributions receivable were from two donors as of December 31, 2025.

Support and Revenue

Two donors provided approximately 22% of total support and revenue during the year ending December 31, 2025.

Concentration of Credit Risk

As of December 31, 2025, the Organization had approximately \$2,437,000 of deposits in excess of federally insured limits.

SUSTAINABLE CONSERVATION

Notes to the Financial Statements For the Year Ended December 31, 2025 (With Comparative Totals for the Year Ended December 31, 2024)

NOTE 12: IN-KIND CONTRIBUTIONS

The Organization received the following contributions of nonfinancial assets during the year ended December 31, 2025:

<u>Type</u>	<u>Utilized or monetized</u>	<u>Donor Restriction</u>	<u>Valuation method</u>	<u>Value</u>
Legal services	Utilized	No further donor restrictions	Estimated FMV for similar services	\$ 57,195
Advertising services	Utilized	No further donor restrictions	Estimated FMV of similar items	39,384
Goods and supplies	Utilized	No further donor restrictions	Estimated FMV of similar items	<u>7,075</u>
Total				<u>\$ 103,654</u>

Legal services were provided to assist the Organization for programmatic purposes. The Organization valued approximately 139 hours of contributed of services at \$410/hr. based on current rates for similar consulting services. Advertising services consisted of donated on-line advertising services used for programmatic purposes.

NOTE 13: RETIREMENT PLANS

401K

The Organization has a 401(k)-retirement plan for eligible employees. Under the plan, the Organization provides a 100% match up to 5% of compensation for eligible employees. Contributions by the Organization were \$161,781 and \$157,858 during the years ended December 31, 2025 and 2024, respectively.

457b

The Organization offers a nonqualified deferred compensation 457b retirement to eligible employees. The assets of such a plan remain assets of the Organization, and the Organization records a liability for plan obligations. Plan assets may be available to Organization creditors. Contributions by the Organization were \$28,000 and \$20,000 during the years ended December 31, 2025 and 2024, respectively.

NOTE 14: LINE OF CREDIT

The Organization has a secured line of credit with a bank for a total of \$250,000 bearing a variable interest rate of 8.75% (prime plus 2%) as of December 31, 2025. As of December 31, 2025, there was no outstanding balance on the line of credit.

SUSTAINABLE CONSERVATION

Notes to the Financial Statements For the Year Ended December 31, 2025 (With Comparative Totals for the Year Ended December 31, 2024)

NOTE 15: CONDITIONAL PROMISES TO GIVE

In addition to the activity reflected on the Organizations statement of activity, the Organization received certain conditional promises to give as of December 31, 2025:

<u>Grant</u>	<u>Amount</u>	<u>Recognized</u>	<u>Remaining</u>
Grant I	\$ 2,000,000	\$ 1,000,000	\$ 1,000,000

The Organization recognizes such promises to give as support once the related conditions are satisfied.

NOTE 16: LIQUIDITY AND AVAILABILITY

Financial assets available for general expenditure, that is, without donor or other restrictions limiting their use, within one year of December 31, 2025, include the following:

Cash and cash equivalents	\$ 4,195,866
Investments	4,500,334
Contributions receivable - current	247,127
Government receivable	182,464
Accounts receivable	434,987
Less purpose-restricted net assets	<u>(5,992,534)</u>
Total	<u>\$ 3,568,244</u>

Available liquid assets include both funds without donor restrictions and those with donor restrictions available for use within one year. Funds with either board designations or long-term donor restrictions are excluded because such amounts are considered illiquid. The Organization's working capital and cash flows vary during the year based on the timing of grant awards and a concentration of contributions received near calendar year end. As part of the Organization's liquidity management plan, the Organization maintains a revolving line of credit to cover short-term cash needs.