

2022: ESG Year In Review



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Foreword

For four decades, Forrester has had the privilege of helping some of the world's leading companies anticipate the future. We also recognize our role in helping to build a better future — for our clients and other stakeholders, as well as in the communities in which we work. Our commitment to environmental, social, and governance (ESG) initiatives is integral to these efforts.

In 2022, we made significant progress. We pledged to halve our carbon emissions to continue to reduce our environmental footprint. We took decisive strides toward the diversity and inclusion (D&I) goals we set in 2021, improving our D&I fluency and establishing more inclusive recruitment practices. We also continue to hold ourselves to the highest standards of integrity — both in our research and throughout our operations.

Our ESG journey is far from finished. In the months and years ahead, we will work to embed ESG principles into the fabric of our company. We believe that through bold and persistent action, we can help make a better future a reality.



George F. Colony
Chairman and Chief Executive Officer
Forrester



Our 2022 Journey

The foundational work we completed in 2021 propelled us forward in 2022. We again prioritized advancing diversity and inclusion (D&I) and environmental sustainability, two key areas of significance to our stakeholder community.

We built a roadmap to advance our sustainability practices and meet our emissions-reduction goals. Following our 2021 D&I assessment, we rolled out comprehensive inclusion training and worked to make inclusivity a cornerstone of our research, events, and hiring practices. We expanded our global and regional D&I events and celebrated diversity heritage and awareness months through events and discussions that allowed us to learn from and connect with one another.

We also made an impact in our global and local communities. Forrester employees and leaders contributed generously to relief efforts in Ukraine; LGBTQ+ communities; gender equality; disability rights; and to many other important causes.

From a governance standpoint, we appointed an independent director to our board to complement the expertise of other board members as we chart Forrester's future path.

Environmental Sustainability

Helping Build A More Secure Future

Forrester has long championed environmental sustainability and believes that all firms must do their part to combat climate change and work toward a more sustainable future. We solidified our own sustainability commitments in 2022, making sustainability a signature theme of our research and committing to ambitious, yet achievable, carbon emission reduction targets.

We launched our [green market revolution](#) research to help our clients capitalize on the historic business opportunity that sustainability presents. As the demand for more sustainable solutions continues to grow, the impact on companies across industries will be profound. In 2023 and beyond, we will continue to help our clients accelerate their sustainability journeys with boldness and authenticity.

We also took decisive steps to advance our own sustainability practices. On Earth Day, we announced our commitment to cutting our carbon emissions by more than half (compared to 2019 levels) by 2025. This pledge followed actions taken in 2021, when we assessed our carbon emissions and built a plan to reduce our environmental footprint. As we continue along our path, our sustainability research will guide our progress.

Other actions Forrester took in 2022 to improve our environmental impact include:

- **Achieving WELL certification.** Our Cambridge headquarters has been [WELL-certified](#), signifying adherence to rigorous standards for air and water quality, lighting, building materials, and other features that promote human and environmental wellness. Along with our WELL certification, we continue to align with LEED (Leadership in Energy and Environmental Design) green building standards.
- **Reevaluating our travel policies.** We have revisited our companywide travel policies to optimize internal and external travel and raise the threshold for business travel necessity.
- **Partnering with One Tree Planted.** In June, our events team joined forces with [One Tree Planted](#), a global reforestation nonprofit organization. For every attendee survey response submitted after an event, a tree is planted through this partnership.

Social

Advancing D&I And Amplifying Our Impact

We made significant strides in advancing our D&I strategy, guided by the findings of our companywide D&I survey in 2021.

In April, we introduced companywide training to equip employees and managers to play an active role in fostering a safe, respectful, productive, and inclusive work environment. More than 60% of employees have completed the training to date, and it is now formally part of the onboarding process for new hires. In addition, more than half of our managers attended leadership workshops to facilitate this work on their teams. We also held a series of discussions throughout the year to reinforce the lessons from the training and allow employees to reflect on their own experiences.

Strengthening Our Talent Pipeline

Recognizing that our employees' broad variety of backgrounds, experiences, and perspectives strengthens us as a company, we amplified our work in 2022 to diversify our talent pool. As part of this work, we continued to engage with organizations including [Jopwell](#), [FourBlock](#), and [Work Without Limits](#) that prioritize opportunities for professionals and students of color, veterans transitioning to civilian careers, and people with disabilities. We also built dashboards to get a better sense of our employee and candidate pipeline data.

“[Working at Forrester] has been the experience of a lifetime. I took what I already knew in the military and increased that technical knowledge 1,000-fold. ... At Forrester, you keep learning; you never stop. You keep becoming better each day. Forrester provides the opportunity to soar as high as you want to go.”

Natalie Schibell
VP, Principal Analyst, Healthcare

Increasing Our D&I Fluency

We expanded our diversity and inclusion programming in 2022 to boost awareness and appreciation for different cultural backgrounds and ethnicities. Through discussions, cultural heritage celebrations, and guest-speaker events, we increased our knowledge of issues connected to our D&I focal areas: race, ethnicity, gender, LGBTQ+, ability, and ageism.

In 2022, participation in our D&I events was higher than ever before. Some events were held globally for the first time, including our annual Move-A-Thon fundraiser, which benefits causes aligning with our D&I focal areas.

Gender Parity

Gender diversity continues to be important at Forrester. In November, Forrester was recognized by [The Boston Club](#), a women's leadership organization, for being one of just 10 Massachusetts-based publicly traded companies that have reached gender parity on their executive teams and one of nine that have at least three women directors on their boards.

Forresterites Give Back

In 2022, we also looked to engage more deeply with and amplify our impact on our global and local communities. Moved by the war and humanitarian crisis in Ukraine, Forresterites organized a companywide fundraiser to help provide medical and humanitarian relief. The fundraiser was the largest in the 40-year history of our company.

Throughout the year, employees also volunteered with organizations focused on food insecurity, hurricane relief, elder care, adolescent substance abuse, and other causes. To ensure that employees have more opportunities to serve their local communities.

Forrester Events: A Spotlight On Inclusion, Accessibility, And Opportunity

As we returned to in-person events in 2022, our goal was to make them inclusive experiences. Key features included:



IMPROVED ACCESSIBILITY

Our slide presentation templates were redesigned to be more visually accessible, with closed captioning available for all on-demand event sessions.



WOMEN'S LEADERSHIP FORUMS AND MENTORING

We held networking sessions and mentor/mentee roundtables for women in leadership roles to share their experiences, challenges, and advice. In partnership with Women in Security and Privacy (WISP), we provided scholarships to women to attend our Security & Risk Forum with the aim of advancing diversity in the cybersecurity field.



RECOGNITION FOR VETERANS

During our Security & Risk event, held shortly before Veterans Day in North America, we facilitated a discussion for military service veterans on their experience transitioning to the corporate workforce.

Integrity, Objectivity, And Good Governance

Integrity is a core value at Forrester. Our success — and our clients' success — depends on the independence and objectivity of our research. [Our publicly available policies](#) reinforce our independence and objectivity.

We follow structured methodologies that ensure consistent research quality and recommendations across markets, technologies, and geographies. These methodologies, along with our integrity policy and corporate culture, guide our employees in developing and disseminating our research and ensuring that it remains data-informed, honest, and fair.

Our governance structure and charters support a culture of integrity, accountability, and ethical conduct. Our board of directors follows corporate governance guidelines, while the charters of the board's Audit Committee and Compensation and Nominating Committee are evaluated annually. These charters provide strict guidelines to ensure reasonable executive and employee compensation; discourage excessive risk-taking; and maintain compliance with legal and regulatory requirements, among other critical responsibilities.

We continually evaluate the composition of our board to ensure that board directors' backgrounds and qualifications, considered as a whole, provide a composite mix of experience, knowledge, and abilities. In 2022, we appointed [Warren Romine](#), founder and managing director of Orchard Knob Capital, LLC, an independent financial advisory firm, to our board. Mr. Romine's expertise in leading investment banking, finance, and M&A functions, as well as his experience in serving on public company boards, provides a valuable dimension to the board's ability to guide company scale and sustain growth.

2023 Outlook

Accelerating Our ESG Journey

We are proud of the steps that we have taken so far — and we recognize that ESG is an ongoing journey. In 2023, Forrester will build on the momentum we have achieved and continue working to become more sustainable, more inclusive, and more deeply engaged with our local and global communities.

Diversity and inclusion will continue to be a strategic priority. To accelerate our efforts in 2023 and beyond, we recently hired a director of diversity and inclusion, a new role at Forrester. The addition of a dedicated D&I leadership role will enable us to deepen and expand the meaningful work already started by our D&I Council, regional D&I networks, and hiring teams.

We will also continue to advance our sustainability goals and to take proactive measures to reduce our carbon footprint.

Our ESG journey will continue to be informed by our research and by our ongoing dialogue with employees and broader stakeholder community. Forrester aspires to be a better employer, a better partner, and an informed corporate citizen. Our ESG commitments are instrumental in fulfilling this aim.