



AS YOU SOW

2021

Shareholder Impact Review: *Changing Corporations for Good*

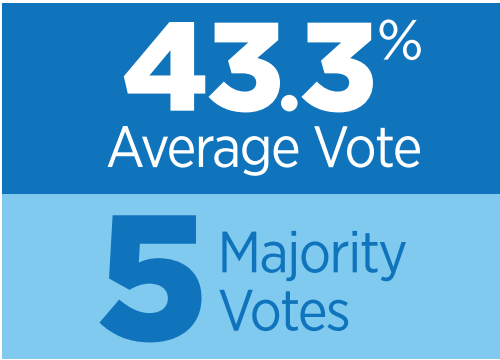
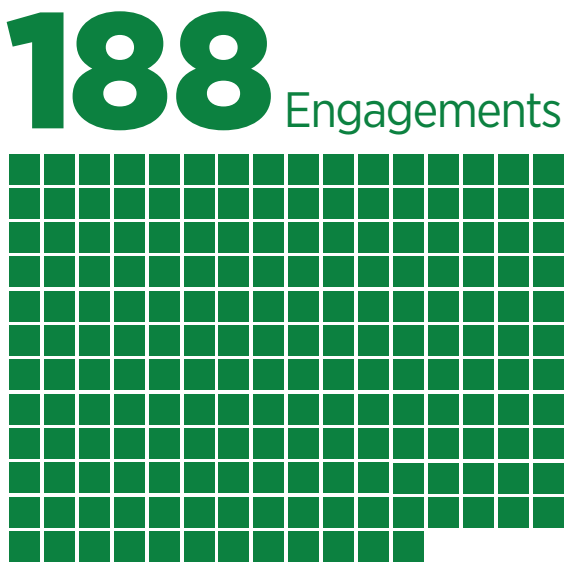
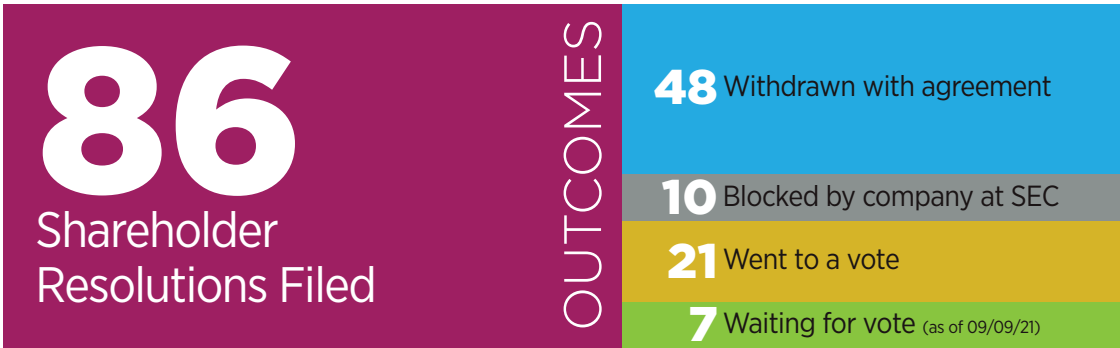
Shareholder Impact Review

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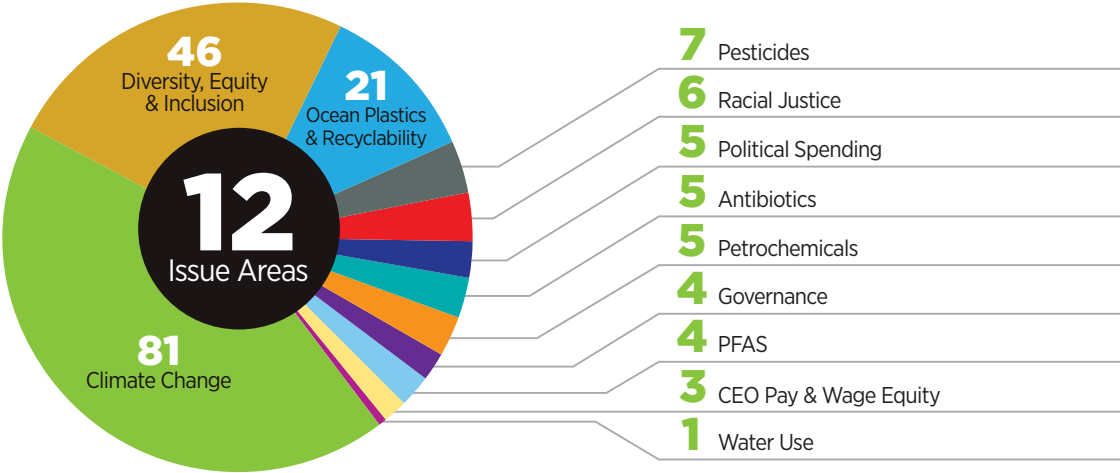
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2021 SHAREHOLDER ADVOCACY



\$1.67 TRILLION in Share Value



THE NUMBERS. In total, the *As You Sow* team led 188 engagements with 142 companies across 12 program areas. A total of 86 of these engagements were escalated, and shareholder resolutions were filed on behalf of 181 shareholders. We successfully withdrew 48 resolutions in instances where companies agreed to take requested actions; 21 proposals went to a vote, earning an average support of 43.3%, with five majority votes. A total of \$1.67 trillion of share value was voted in support of our resolutions. Companies filed 30 SEC challenges, with only 10 omitted.

Our 188 engagements addressed the following issue areas: climate change (81); diversity, equity, and inclusion (46); ocean plastics, single use plastics, and recyclability (21); pesticides (7); racial justice (6); political spending (5); antibiotics misuse and overuse in factory farming (5); petrochemicals (5); governance (4); PFAS reduction or elimination (4); CEO pay and wage equity (3); and water use (1).

VOTED RESOLUTIONS

Company	Resolution Title	Vote For	Assets in Support (\$BN)
Abbott Laboratories	Disclosure on plans and policies aligned with achieving racial equality.	38.9%	\$64.3
Amazon	Sustainable packaging policies for plastic.	35.5%	\$417.3
American Express	Greater disclosure of material corporate diversity, equity and inclusion data.	59.7%	\$60.5
Berkshire Hathaway	Greater disclosure of material corporate diversity, equity and inclusion data.	27.1%	\$60.6
Booking Holdings	Shareholder advisory vote on climate transition report.	37.5%	\$26.8
Booking Holdings	Climate transition reporting.	56.5%	\$44.2
Caterpillar	Disclose the company's climate policies, performance, and improvement targets responsive to the Net Zero Benchmark, including Net Zero GHG emissions reduction goals.	48.0%	\$40.6
Caterpillar	Greater disclosure of material corporate diversity, equity and inclusion data.	33.9%	\$27.4
Charter Communications	Greater disclosure of material corporate diversity, equity and inclusion data.	41.4%	\$53.9
Chevron	Request to improve climate related audit procedures.	47.8%	\$65.2
DuPont de Nemours	Plastic pellet handling standards.	81.2%	\$22.0

VOTED RESOLUTIONS

Company	Resolution Title	Vote For	Assets in Support (\$BN)
ExxonMobil	Request to improve climate related audit procedures.	48.9%	\$78.7
Facebook	Report on problematic media content management.	19.5%	\$362.9
General Electric	Disclose company's progress toward meeting Net Zero GHG emissions reduction indicator for scope 1-3 emissions by 2050 (or sooner).	98.0%	\$83.9
General Motors	Disclose progress toward meeting the CA100+ Executive Remuneration Indicator linking executive compensation to success in meeting company GHG reduction goals.	16.3%	\$10.4
Kroger	Sustainable packaging policies for plastic.	45.6%	\$10.2
Monster Beverage	Shareholder advisory votes on climate change.	7.0%	\$2.9
Sempra Energy	Climate disclosures or other measures to reduce GHG emissions.	37.5%	\$12.8
Union Pacific Corporation	Greater disclosure of material corporate diversity, equity and inclusion data.	81.4%	\$93.7
United Parcel Service	Greater disclosure of material corporate diversity, equity and inclusion data.	33.7%	\$96.6
Walmart	Starting pay and racial equity.	12.7%	\$40.8

VOTED RESOLUTIONS: SELECTED HIGHLIGHTS

ABBOTT LABORATORIES

38.9% in favor

Disclosure on plans and policies aligned with achieving racial equality

AMAZON

35.5% in favor

Sustainable packaging policies for plastic

AMERICAN EXPRESS

59.7% in favor

Increase disclosure of material corporate diversity, equity, and inclusion data

BERKSHIRE HATHAWAY

Increase disclosure of material corporate diversity, equity, and inclusion data - 27.1% total shareholder vote in favor (Note: 53.5% of *independent* shareholders voted in favor.)

BOOKING HOLDINGS

56.5% in favor

Report on company's climate transition plan

37.5% in favor

Provide annual advisory vote on company's carbon reduction policies

CATERPILLAR

33.9% in favor

Increase disclosure of material corporate diversity, equity, and inclusion data

48% in favor

Disclose the company's climate policies, performance, and improvement targets responsive to the Net Zero Benchmark, including Net Zero GHG emissions reduction goals

CHARTER COMMUNICATIONS

41.4% in favor

Increase disclosure of material corporate diversity, equity, and inclusion data

CHEVRON

47.8% in favor

Request to issue an audited report on IEA Net Zero scenario and outline financial impacts

DUPONT DE NEMOURS

81.2% in favor

Report on plastic pellet pollution and improved handling standards
(Note: This is the highest shareholder vote ever on an environmental resolution opposed by company management.)

EXXONMOBIL

48.9% in favor

Request to issue an audited report on IEA Net Zero scenario and outline financial impacts

FACEBOOK

19.5% in favor

Report on problematic media content management (Note: 63.2% of *independent* shareholders voted in favor.)

GENERAL ELECTRIC

98% in favor

Disclose company's progress toward meeting Net Zero GHG emissions reduction indicator for scope 1-3 emissions by 2050 (or sooner)
(Note: This is the first ever *As You Sow* resolution not opposed by management.)

VOTED RESOLUTIONS: SELECTED HIGHLIGHTS

GENERAL MOTORS

16.3% in favor

Disclose progress toward meeting the CA100+ Executive Remuneration Indicator linking executive compensation to success in meeting company GHG reduction goals

KROGER

45.6% in favor

Report on plastic pollution and plastic reduction policies

MONSTER BEVERAGE

7.0% in favor

Amend bylaws to require an annual advisory report on scale and pace of company's carbon reduction policies and alignment with Net Zero benchmarks

SEMPRA ENERGY

37.5% in favor

Report on how company's climate lobbying aligns with the Paris Climate Agreement's 1.5oC goal

UNION PACIFIC

81.4% in favor

Increase disclosure of material corporate diversity, equity, and inclusion data

UNITED PARCEL SERVICE

33.7% in favor

Increase disclosure of material corporate diversity, equity, and inclusion data

WALMART

12.7% in favor

Report on whether and how starting pay aligns with company's racial justice goals and commitments (Note: 22.8% of *independent* shareholders voted in favor.)

RESOLUTIONS WITHDRAWN IN AGREEMENT

Company	Resolution Title
Allstate Corporation	Greater disclosure of material corporate diversity, equity and inclusion data.
AT&T	Corporate alignment of stated values with public policy involvement; includes reproductive health.
Automatic Data Processing	Climate transition plan reporting.
Bank of America	Disclose if and how company intends to reduce the GHG emissions associated with its financing activities in alignment with the Paris Agreements 1.5oC goal.
Booking Holdings	Greater disclosure of material corporate diversity, equity and inclusion data.
Campbell Soup	Greater disclosure of material corporate diversity, equity and inclusion data.
Cardinal Health	Climate transition plan reporting.
CarMax	Disclose how company plans to reduce its total contribution to climate change and align its operations with the Paris Agreement's 1.5oC goal.
Church & Dwight	Corporate alignment of stated values with public policy involvement; includes reproductive health.
Cintas	Climate transition plan reporting.
Citibank	Disclose if and how company intends to reduce the GHG emissions associated with its financing activities in alignment with the Paris Agreement's 1.5oC goal.
Conagra Brands	Disclosure of pesticide use in agricultural supply chains.
CVS Health	Greater disclosure of material corporate diversity, equity and inclusion data.
Dine Brands	Disclosure of antibiotics use in meat supply chains.
Dollar General	Reporting on feasibility of inclusion of temporary sick leave as a standard benefit.
Dominion	Disclose company's plans, if any, to reduce its GHG emissions in alignment with Paris Agreement's 1.5oC goal by encouraging electrification in its service areas.
Dow	Report on petrochemical risks.
DTE Energy	Disclose company's plans, if any, to reduce its GHG emissions in alignment with Paris Agreement's 1.5oC goal by encouraging electrification in its service areas.
Duke Energy	Measure and disclosure upstream GHG emissions associated with its natural gas supplies.

RESOLUTIONS WITHDRAWN IN AGREEMENT

Company	Resolution Title
Eastman Chemical	Business plan for chemical recycling.
Foot Locker	Disclosure on plans and policies aligned with achieving racial equality.
Goldman Sachs	Disclose if and how company intends to reduce the GHG emissions associated with its financing activities in alignment with the Paris Agreement's 1.5oC goal.
JP Morgan Chase	Disclose how company will measure the GHG emissions from financed activities, including whether it will adopt global PCAF measurement standard.
Keurig Dr. Pepper	Sustainable packaging policies for plastics.
Kraft Heinz	Disclosure of pesticide use in agricultural supply chains.
Kraft Heinz	Sustainable packaging policies for plastics.
McDonald's	Report on actions to reduce PFAS in food contact materials.
McDonald's	Phase out single use beverage cups.
Microsoft	Greater disclosure of material corporate diversity, equity and inclusion data.
Mondelēz International	Sustainable packaging policies for plastics.
Monster Beverage	Disclosure on plans and policies aligned with achieving racial equality.
NextEra Energy	Disclosure on plans and policies aligned with achieving racial equality.
Paychex	Climate transition plan reporting.
PepsiCo	Disclosure of pesticide use in agricultural supply chains.
PepsiCo	Sustainable packaging policies for plastics.
Public Storage	Report if and how company plans to reduce its total contribution to climate change and align its operations with the Paris Agreement's 1.5oC goal.
Restaurant Brands International	Sustainable packaging policies for plastics.
Southern Company	Measure and disclosure upstream GHG emissions associated with its natural gas supplies.
Target	Sustainable packaging policies for plastics.
Texas Instruments	Disclosure on plans and policies aligned with achieving racial equality.

RESOLUTIONS WITHDRAWN IN AGREEMENT

Company	Resolution Title
Twitter	<u>Disclose the company's climate policies, performance, and improvement targets responsive to the Net Zero Benchmark, including Net Zero GHG emissions reduction goals.</u>
Union Pacific	<u>Climate transition reporting.</u>
Union Pacific	<u>Shareholder advisory votes on climate change.</u>
UnitedHealth Group	<u>Disclosure on plans and policies aligned with achieving racial equality.</u>
Valero	<u>Disclose progress toward meeting the CA100+ Executive Remuneration Indicator linking executive compensation to success in meeting company GHG reduction goals.</u>
Walmart	<u>Sustainable packaging policies for plastics.</u>
Wells Fargo	<u>Disclose if and how company intends to reduce the GHG emissions associated with its financing activities in alignment with the Paris Agreement's 1.5oC goal.</u>
Western Digital	<u>Climate transition plan reporting.</u>

RESOLUTIONS WITHDRAWN IN AGREEMENT: SELECTED HIGHLIGHTS

ALLSTATE

Allstate agreed to increase disclosures in its 2021 sustainability report by releasing a consolidated EEO-1 report, its three-year DEI strategy to address workplace equity, and a report on progress in building board diversity.

AT&T

AT&T agreed to make changes to its political engagement policy and political engagement report to acknowledge and clarify that it takes both business and social issues into consideration when it makes political contributions and to include a statement that it reserves the right to discontinue the support of any contribution recipient.

AUTOMATIC DATA PROCESSING

ADP agreed to set an ambition to reach Net Zero GHG emissions (Scopes 1, 2, and 3) by 2050 or sooner, set short- and medium-term interim targets in line with the 1.5o C scenario, and annually report on progress to meet those reduction goals.

BANK OF AMERICA

Bank of America [announced a target to achieve Net Zero](#) financed emissions by 2050 and committed to work with As You Sow as it considers interim target levels.

BOOKING HOLDINGS

Booking agreed to collect and publish diversity data, including gender, race, and ethnicity, in its 2022 sustainability report and publish its global gender promotion data in 2023.

CAMPBELL SOUP

Campbell's agreed to release its EEO1, recruitment and retention data by gender, race and ethnicity by 2024.

CARMAX

CarMax committed to announce new short and long-term [GHG Scope 1 and 2 targets](#) and plans for achieving those targets. CarMax will also disclose plans to evaluate its Scope 3 emissions.

CHURCH & DWIGHT

Church & Dwight agreed to ensure competitive reproductive health rights benefits and to address employees' concerns regarding reproductive health issues.

CINTAS

Cintas agreed to reach net zero scope 1, 2, and 3 emissions by 2050 or sooner, set medium term (2026-2035) targets for scope 1 and 2 emissions in line with the net zero goal, and require corporate suppliers to report to Cintas scope 3 emissions.

CITIGROUP

Citigroup [committed to announce a new target](#) to achieve Net Zero financed emissions by 2050 and to report annually on its progress.

CONAGRA BRANDS

Conagra committed to report goals for reducing pesticide risk in its supply chains by the end of 2021 and agreed to add language to its website explaining existing sustainable agriculture programs.

CVS HEALTH

CVS Health agreed to annually report progress against its five-year social justice and equity commitments in its Corporate Social Responsibility report and its new Strategic Diversity Management Report and disclose inclusion factors by gender in its 2023 reports.

RESOLUTIONS WITHDRAWN IN AGREEMENT: SELECTED HIGHLIGHTS

DINE BRANDS

Dine Brands agreed to annually publish an update to its website to include the percentage of animals in each meat category raised without use of medically important antibiotics and to engage in ongoing dialogues with suppliers to reduce the use of medically important antibiotics in each of its meat supply chains.

DOLLAR GENERAL

Dollar General committed to waive co-pays for tele-health visits under its tele-health program for all employees currently eligible for this program, including full-time and part-time employees.

DOMINION

Dominion [published a report regarding its electrification processes](#) in response to our proposal.

DOW

Dow agreed to enhance its disclosures responsive to our resolution, including enhancing the Task Force on Climate Related Financial Disclosures, a discussion of human health and pollution risks associated with petrochemical operations and unplanned emission releases, and to work with us to address concerns regarding its petrochemical assets.

DTE ENERGY

DTE agreed to work with *As You Sow* [to address concerns regarding natural gas use](#) and the possibility of supporting electrification.

EASTMAN CHEMICAL

Eastman Chemical agreed to initiate public pellet spill reporting in the company's 2021 Sustainability Report, which it plans to post in fourth quarter 2021.

FOOT LOCKER

Foot Locker will release an impact report on ESG and DEI disclosure in Q1 2022 and is funding a large-scale initiative for the Black community.

GOLDMAN SACHS

Goldman Sachs announced a commitment [to align its financing activities with a Net Zero](#) pathway by 2050 and has committed to work with *As You Sow* on next steps for measuring and disclosing its progress.

JP MORGAN CHASE

JP Morgan [committed to providing enhanced disclosures](#) on its financed emissions and methodologies for measuring GHG emissions.

KEURIG DR. PEPPER

Keurig Dr. Pepper agreed [to set a virgin plastics use reduction target](#) of 25% by 2025. It plans to achieve its goal through increased use of recycled content, redesign of packaging, and exploration of reuse models.

MCDONALD'S

McDonald's announced a commitment to phase out PFAS from all food packaging by 2025 and also agreed to share a process by which it will continue to monitor risk related to chemicals in food packaging going forward. We will continue to engage with the company on chemical risk management and disclosure.

MICROSOFT

Microsoft has agreed to begin reporting employee retention and hiring data by race and gender as part of its workforce demographics disclosures.

RESOLUTIONS WITHDRAWN IN AGREEMENT: SELECTED HIGHLIGHTS

MONDELÉZ INTERNATIONAL

Mondelēz agreed [to set a virgin plastics use reduction target](#) for 2025 that will deliver at least an absolute 25% reduction in virgin plastic use in its rigid plastic packaging portfolio.

MONSTER BEVERAGE

Monster agreed to disclose data on its workforce and directors by gender, race, and ethnicity and will begin collecting broader data on recruitment, retention, and promotion rates based on race and ethnicity. It further committed to elect a board member from an underrepresented community and incorporate racial justice and DEI education and trainings into its corporate framework by June 30, 2022.

PAYCHEX

Paychex agreed to set an ambition to reach Net Zero Scope 1, 2, and 3 emissions by 2050 or sooner, set short- and medium-term interim targets in line with the 1.5o C scenario, and annually report on progress to meet these reduction goals.

PEPSICO - pesticides

Pepsi committed to begin collecting pesticide use data in one of its key supply chains (potatoes) and will report information on its agricultural sustainability strategy, including pesticide use factors, and update its pesticide ESG disclosures with agreed upon pesticide-related revisions and additions. We will remain engaged with the company and continue to push for pesticide tracking and reduction programs in other key supply chains.

PEPSICO - packaging

Pepsi plans [to announce additional incremental goals](#), including a time-bound goal specific to absolute reduction of virgin fossil-fuel based plastic across its business units in late 2021, expanding its existing plastic use reduction efforts.

PUBLIC STORAGE

Public Storage committed to evaluate the adoption of new targets to address its emissions and energy usage as well as to engage with the Science-Based Targets Initiative as it begins to explore pathways toward Paris Agreement alignment. It has also committed to continued dialogue and improved disclosure on these topics.

SOUTHERN

Southern agreed to work with As You Sow over the coming year to evaluate methodologies for estimating upstream emissions from natural gas with the aim of enhancing its disclosures.

TARGET

Target [will disclose a quantitative plastic elimination target](#) for its own brand packaging to be published in its 2021 Corporate Responsibility Report. Target's first progress report is expected to be published in third quarter 2022.

RESOLUTIONS WITHDRAWN IN AGREEMENT: SELECTED HIGHLIGHTS

TWITTER

Twitter committed [to set a certified Science-Based GHG reduction target](#) and will continue working with As You Sow on issues including aligning executive compensation with achieving its GHG reduction targets, measuring and disclosing its climate emissions, and responding to other indicators of the CA100+ Benchmark.

UNITEDHEALTH GROUP

UnitedHealth agreed to include a range of narrative disclosures in its 2020 Sustainability Report and quantitative disclosures in 2021, including the number of people of color in leadership roles by race/ethnicity and U.S. hiring data by race, ethnicity, and gender. It also agreed to collect retention and promotion data by race, ethnicity, and gender in 2022 and publish promotion data in 2023.

VALERO

Valero [revised its executive compensation program](#) to link executive compensation to meeting specific climate metrics, including a GHG reduction target.

WALMART

Walmart [will disclose a quantitative virgin plastic reduction target](#) for its owned brand packaging to be published later this year. Walmart's first progress report is expected to be published in July 2022.

WELLS FARGO

Wells Fargo [set a goal to achieve Net Zero GHG emissions](#) for its financing activities by 2050 and has committed to continue working with As You Sow on next steps, including specific measurement and disclosure criteria.

WESTERN DIGITAL

Western Digital will announce science-based GHG reduction targets, will report annually on its progress toward meeting these goals, and will evaluate and consider establishing a Net Zero by 2050 or sooner goal for its full range of emissions.

RESOLUTIONS BLOCKED BY COMPANY AT SEC

Company	Resolution Title
BlackRock, Inc.	<u>Implementation plan for new Business Roundtable "Purpose of a Corporation"</u> .
Charles Schwab	<u>Disclosure on plans and policies aligned with achieving racial equality.</u>
Comcast	<u>Greater disclosure of material corporate diversity, equity and inclusion data.</u>
Danaher Corporation	<u>Greater disclosure of material corporate diversity, equity and inclusion data.</u>
Dollar Tree	<u>Greater disclosure of material corporate diversity, equity and inclusion data.</u>
Eli Lilly	<u>Greater disclosure of material corporate diversity, equity and inclusion data.</u>
ExxonMobil	<u>Report on petrochemical risks.</u>
Johnson & Johnson	<u>Greater disclosure of material corporate diversity, equity and inclusion data.</u>
Pfizer	<u>Greater disclosure of material corporate diversity, equity and inclusion data.</u>
TJX Companies	<u>Greater disclosure of material corporate diversity, equity and inclusion data.</u>

RESOLUTIONS BLOCKED BY COMPANY AT SEC: SELECTED HIGHLIGHTS

BLACKROCK

Blocked due to a ruling of substantial implementation

CHARLES SCHWAB

Technical omission - proof of ownership

COMCAST

Blocked due to a ruling of substantial implementation

DANAHER

Technical omission - proof of ownership

DOLLAR TREE

Technical omission - insufficient documentation of delegation of authority

ELI LILLY

Technical omission - proof of ownership

EXXONMOBIL

Blocked due to a ruling of substantial implementation

JOHNSON & JOHNSON

Technical omission - proof of ownership

PFIZER

Technical omission - proof of ownership

TJX COMPANIES

Technical omission - insufficient documentation of delegation of authority

These 102 companies were contacted by *As You Sow* program staff and engaged in dialogue across a range of issue areas. Some of these engagements were with leading companies that concluded when the company agreed to disclose unreported progress. In other cases, the company was put on notice that shareholders require specific action from them and dialogues are ongoing. For these ongoing engagements, program staff are monitoring progress and will continue to engage and possibly escalate to file a resolution in the future.

Company	Engagement Title
3M	Report on environmental and health risks from PFAS chemical emissions
AbbVie	Greater disclosure of material corporate diversity, equity and inclusion data.
Accenture PLC	Greater disclosure of material corporate diversity, equity and inclusion data.
Adobe	Greater disclosure of material corporate diversity, equity and inclusion data.
AIG	Greater disclosure of material corporate diversity, equity and inclusion data.
American Tower Reit	Greater disclosure of material corporate diversity, equity and inclusion data.
Amgen	Greater disclosure of material corporate diversity, equity and inclusion data.
Apple	Greater disclosure of material corporate diversity, equity and inclusion data.
Applied Materials	Climate transition plan reporting
Autodesk	Climate transition plan reporting
Bloomin Brands	Disclosure of antibiotics use in meat supply chains
Brinker International	Disclosure of antibiotics use in meat supply chains
Bristol-Myers Squibb	Greater disclosure of material corporate diversity, equity and inclusion data.
Campbell Soup	Sustainable packaging policies for plastics
Campbell Soup	Disclosure of pesticide use in agricultural supply chains
Campbell Soup	Climate transition plan reporting

DIALOGUES

Company	Engagement Title
Capital One	Corporate alignment of stated values with public policy involvement; includes reproductive health
CBRE Group	Climate transition plan reporting
Chemours	Report on environmental and health risks from PFAS chemical emissions
Chevron	Report on petrochemical risks
Chevron	Plastic pellet handling standards
Cisco Systems	Greater disclosure of material corporate diversity, equity and inclusion data.
Cisco Systems	Climate transition plan reporting
Clorox	Climate transition plan reporting
Coca-Cola	Sustainable packaging policies for plastics
Colgate-Palmolive	Climate transition plan reporting
Conagra	Climate transition plan reporting
ConocoPhillips	Climate disclosures or other measures to reduce GHG emissions
CVS Health	Climate transition plan reporting
Devon Energy	Climate disclosures or other measures to reduce GHG emissions
Dow	Plastic pellet handling standards
Duke Energy	Report on coal risks
Dunkin' Brands	Phase out single use beverage cups
Entergy	Climate disclosures or other measures to reduce GHG emissions
Etsy	Climate transition plan reporting
Exelon	Greater disclosure of material corporate diversity, equity and inclusion data.
ExxonMobil	Plastic pellet handling standards
Facebook	Greater disclosure of material corporate diversity, equity and inclusion data.
FedEx	Climate disclosures or other measures to reduce GHG emissions
FedEx	Climate transition plan reporting
Fidelity National Services	Adoption of a policy to maintain performance metrics for calculating senior executive compensation

Company	Engagement Title
First Solar	Climate transition plan reporting
Ford	Climate transition plan reporting
General Mills	Climate transition plan reporting
Gilead Sciences	Greater disclosure of material corporate diversity, equity and inclusion data.
Gilead Sciences	Climate transition plan reporting
Hain Celestial	Disclosure on plans and policies aligned with achieving racial equality.
Halliburton	Climate transition plan reporting
Hess	Climate disclosures or other measures to reduce GHG emissions
Intel	Greater disclosure of material corporate diversity, equity and inclusion data.
Interface	Corporate alignment of stated values with public policy involvement; includes reproductive health
International Business Machines	Greater disclosure of material corporate diversity, equity and inclusion data.
Intuit, Inc.	Climate transition plan reporting
JM Smucker	Climate transition plan reporting
Johnson & Johnson	Climate transition plan reporting
Kinder Morgan	Greater disclosure of material corporate diversity, equity and inclusion data.
Kinder Morgan	Climate disclosures or other measures to reduce GHG emissions
Kroger	Disclosure of pesticide use in agricultural supply chains
Kroger	Climate transition plan reporting
Lowe's	Disclosure on plans and policies aligned with achieving racial equality
Marathon	Climate disclosures or other measures to reduce GHG emissions
Marathon	Report on petrochemical risks
Marriott Vacations Worldwide	Climate transition plan reporting
Mastercard	Climate transition plan reporting
McKesson	Human capital management disclosures

DIALOGUES

Company	Engagement Title
Merck & Co.	Greater disclosure of material corporate diversity, equity and inclusion data.
MGM Resorts International	Climate transition plan reporting
Microsoft	Climate transition plan reporting
Mondelez International	Disclosure of pesticide use in agricultural supply chains
Monster Beverage	Climate transition reporting
Morgan Stanley	Climate disclosures or other measures to reduce GHG emissions
Morgan Stanley	Climate transition plan reporting
Netflix	Greater disclosure of material corporate diversity, equity and inclusion data.
NextEra Energy	Climate disclosures or other measures to reduce GHG emissions
Nvidia	Greater disclosure of material corporate diversity, equity and inclusion data.
Nvidia	Climate transition plan reporting
Occidental	Climate disclosures or other measures to reduce GHG emissions
PayPal Holdings	Greater disclosure of material corporate diversity, equity and inclusion data.
Phillips 66	Report on petrochemical risks
Phillips 66	Plastic pellet handling standards
Pioneer Natural Resources	Water management risks
Procter & Gamble	Sustainable packaging policies for plastics
Procter & Gamble	Climate transition plan reporting
Ralph Lauren	Climate transition plan reporting
Republic Services	Climate transition plan reporting
ResMed	Climate transition plan reporting
Restaurant Brands International	Disclosure of antibiotics use in meat supply chains
Ross Stores	Greater disclosure of material corporate diversity, equity and inclusion data
Salesforce.com	Greater disclosure of material corporate diversity, equity and inclusion data.

Company	Engagement Title
Sunrun	Climate transition plan reporting
T-Mobile US	Climate transition plan reporting
Target	Disclosure of pesticide use in agricultural supply chains
The Gap	Climate transition plan reporting
Tiffany & Co.	Climate transition plan reporting
Ulta Beauty	Human capital management disclosures
Ulta Beauty	Report on actions to reduce PFAS in beauty and personal care products
United Airlines	Climate disclosures or other measures to reduce GHG emissions
US Bancorp	Greater disclosure of material corporate diversity, equity and inclusion data.
Verizon Communications	Greater disclosure of material corporate diversity, equity and inclusion data.
Verizon Communications	Climate transition plan reporting
Walmart	Disclosure of antibiotics use in meat supply chains
Zillow Group	Climate transition plan reporting

PENDING ANNUAL GENERAL MEETINGS

Company	Engagement Title
AutoZone	<u>Climate transition plan reporting.</u>
FedEx	<u>Disclosure of direct and indirect lobbying activities and expenditures.</u>
Microsoft	<u>Sustainability policies for electronic waste.</u>
Nike	<u>Greater disclosure of material corporate diversity, equity and inclusion data.</u>
Sysco	<u>Climate transition plan reporting.</u>
Tesla	<u>Greater disclosure of material corporate diversity, equity and inclusion data.</u>
Worthington Industries	<u>Climate transition plan reporting.</u>

PENDING ANNUAL GENERAL MEETINGS: SELECTED HIGHLIGHTS

AUTOZONE

Report on company's climate transition plan

FEDEX

Disclosure of direct and indirect lobbying activities and expenditures

MICROSOFT – e-waste

Report on repairability [policies for electronic devices](#)

NIKE

Increased disclosure of material corporate diversity, equity, and inclusion data

SYSCO

Report on company's climate transition plan

TESLA

Increased disclosure of material corporate diversity, equity, and inclusion data

WORTHINGTON INDUSTRIES

Report on company's climate transition plan

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
E Health	PFAS	3M	Report on environmental and health risks from PFAS chemical emissions.	Not Filed - Dialogue only	---	---
Social	Racial Justice	Abbott Laboratories	Disclosure on plans and policies aligned with achieving racial equality.	Resolution Voted	38.9%	\$64.3
Social	Diversity and Gender Equality	AbbVie	Greater disclosure of material corporate diversity, equity and inclusion data.	Not Filed - Dialogue only	---	---
Social	Diversity and Gender Equality	Accenture PLC	Greater disclosure of material corporate diversity, equity and inclusion data.	Not Filed - Dialogue only	---	---
Social	Diversity and Gender Equality	Adobe	Greater disclosure of material corporate diversity, equity and inclusion data.	Not Filed - Dialogue only	---	---
Social	Diversity and Gender Equality	AIG	Greater disclosure of material corporate diversity, equity and inclusion data.	Not Filed - Dialogue only	---	---
Social	Diversity and Gender Equality	Allstate	Greater disclosure of material corporate diversity, equity and inclusion data.	Resolution Withdrawn, Agreement Reached	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Waste	Consumer Packaging	Amazon	Sustainable packaging policies for plastic.	Resolution Voted	35.5%	\$417.3
Social	Diversity and Gender Equality	American Express	Greater disclosure of material corporate diversity, equity and inclusion data.	Resolution Voted	59.7%	\$60.5
Social	Diversity and Gender Equality	American Tower REIT	Greater disclosure of material corporate diversity, equity and inclusion data.	Not Filed - Dialogue only	---	---
Social	Diversity and Gender Equality	Amgen	Greater disclosure of material corporate diversity, equity and inclusion data.	Not Filed - Dialogue only	---	---
Social	Diversity and Gender Equality	Apple	Greater disclosure of material corporate diversity, equity and inclusion data.	Not Filed - Dialogue only	---	---
Energy	Say On Climate	Applied Materials	Climate transition plan reporting.	Not Filed - Dialogue only	---	---
Social	Sexual and Reproductive Health	AT&T	Corporate alignment of stated values with public policy involvement: includes reproductive health.	Resolution Withdrawn, Agreement Reached	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Energy	Say On Climate	Autodesk	Climate transition plan reporting.	Not Filed - Dialogue only	---	---
Energy	Say On Climate	Automatic Data Processing	Climate transition plan reporting.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Say On Climate	AutoZone	Climate transition plan reporting.	AGM in December 2021	---	---
Energy	Climate Change	Bank of America	Report on how company's climate lobbying aligns with the Paris Climate Agreement's 1.5oC goal.	Resolution Withdrawn, Agreement Reached	---	---
Social	Diversity and Gender Equality	Berkshire Hathaway	Greater disclosure of material corporate diversity, equity and inclusion data.	Resolution Voted	27.1%	\$60.6
Governance	Corporate Purpose	BlackRock	Implementation plan for new Business Roundtable "Purpose of a Corporation".	Blocked by Company at SEC	---	---
E Health	Antibiotics and Factory Farms	Bloomin Brands	Disclosure of antibiotics use in meat supply chains.	Not Filed - Dialogue only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Social	Diversity and Gender Equality	Booking Holdings	Greater disclosure of material corporate diversity, equity and inclusion data.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Say On Climate	Booking Holdings	Shareholder advisory vote on climate transition report.	Resolution Voted	37.5%	\$26.8
Energy	Say On Climate	Booking Holdings	Climate transition reporting.	Resolution Voted	56.5%	\$44.2
E Health	Antibiotics and Factory Farms	Brinker International	Disclosure of antibiotics use in meat supply chains.	Not Filed - Dialogue only	---	---
Social	Diversity and Gender Equality	Bristol-Myers Squibb	Greater disclosure of material corporate diversity, equity and inclusion data.	Not Filed - Dialogue only	---	---
Waste	Consumer Packaging	Campbell Soup	Sustainable packaging policies for plastic.	Not Filed - Dialogue only	---	---
E Health	Pesticides	Campbell Soup	Disclosure of pesticide use in agricultural supply chains.	Not Filed - Dialogue only	---	---
Social	Diversity and Gender Equality	Campbell Soup	Greater disclosure of material corporate diversity, equity and inclusion data.	Resolution withdrawn, agreement reached	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Energy	Say On Climate	Campbell Soup	Climate transition plan reporting.	Not Filed - Dialogue only	---	---
Social	Sexual and Reproductive Health	Capital One	Corporate alignment of stated values with public policy involvement; includes reproductive health.	Not Filed - Dialogue only	---	---
Energy	Say On Climate	Cardinal Health	Climate transition plan reporting.	Withdrawn	---	---
Energy	Climate Change	CarMax	Disclose how company plans to reduce its total contribution to climate change and align its operations with the Paris Agreement's 1.5oC goal.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Climate Change Risk - Other Sectors	Caterpillar	Disclose the company's climate policies, performance, and improvement targets responsive to the Net Zero Benchmark, including Net Zero GHG emissions reduction goals.	Resolution Voted	48.0%	\$40.6

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Social	Diversity and Gender Equality	Caterpillar	Greater disclosure of material corporate diversity, equity and inclusion data.	Resolution Voted	33.9%	\$27.4
Energy	Say On Climate	CBRE Group	Climate transition plan reporting.	Not Filed - Dialogue only	---	---
Social	Racial Justice	Charles Schwab	Disclosure on plans and policies aligned with achieving racial equality.	Blocked by Company at SEC	---	---
Social	Diversity and Gender Equality	Charter Communications	Greater disclosure of material corporate diversity, equity and inclusion data.	Resolution Voted	41.4%	\$53.9
E Health	PFAS	Chemours	Report on environmental and health risks from PFAS chemical emissions.	Not Filed - Dialogue only	---	---
Energy	Climate Change	Chevron	Request to improve climate related audit procedures.	Resolution Voted	47.8%	\$65.2
Energy	Petrochemicals	Chevron	Report on petrochemical risks.	Not Filed - Dialogue only	---	---
Waste	Plastic Pellet Pollution	Chevron	Plastic pellet handling standards.	Not Filed	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Social	Sexual and Reproductive Health	Church & Dwight	Corporate alignment of stated values with public policy involvement; includes reproductive health.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Say On Climate	Cintas	Climate transition plan reporting.	Resolution withdrawn, agreement reached	---	---
Social	Diversity and Gender Equality	Cisco Systems	Greater disclosure of material corporate diversity, equity and inclusion data.	Not Filed - Dialogue only	---	---
Energy	Say On Climate	Cisco Systems	Climate transition plan reporting.	Not Filed - Dialogue only	---	---
Energy	Climate Change	Citibank	Disclose if and how company intends to reduce the GHG emissions associated with its financing activities in alignment with the Paris Agreement's 1.5oC goal.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Say On Climate	Clorox	Climate transition plan reporting.	Not Filed - Dialogue only	---	---
Waste	Consumer Packaging	Coca-Cola	Sustainable packaging policies for plastic.	Not Filed - Dialogue only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Energy	Say On Climate	Colgate-Palmolive	Climate transition plan reporting.	Not Filed - Dialogue only	---	---
Social	Diversity and Gender Equality	Comcast	Greater disclosure of material corporate diversity, equity and inclusion data.	Blocked by Company at SEC	---	---
E Health	Pesticides	Conagra Brands	Disclosure of pesticide use in agricultural supply chains.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Say On Climate	Conagra Brands	Climate transition plan reporting.	Not Filed - Dialogue only	---	---
Energy	Climate Change	ConocoPhillips	Climate disclosures or other measures to reduce GHG emissions.	Not Filed - Dialogue only	---	---
Social	Diversity and Gender Equality	CVS Health	Greater disclosure of material corporate diversity, equity and inclusion data.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Say On Climate	CVS Health	Climate transition plan reporting.	Not Filed - Dialogue only	---	---
Social	Diversity and Gender Equality	Danaher	Greater disclosure of material corporate diversity, equity and inclusion data.	Blocked by Company at SEC	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Energy	Climate Change	Devon Energy	Climate disclosures or other measures to reduce GHG emissions.	Not Filed - Dialogue only	---	---
E Health	Antibiotics and Factory Farms	Dine Brands	Disclosure of antibiotics use in meat supply chains.	Resolution Withdrawn, Agreement Reached	---	---
Social	Wage Justice	Dollar General	Reporting on feasibility of inclusion of temporary sick leave as a standard benefit.	Resolution Withdrawn, Agreement Reached	---	---
Social	Diversity and Gender Equality	Dollar Tree	Greater disclosure of material corporate diversity, equity and inclusion data.	Blocked by Company at SEC	---	---
Energy	Climate Change	Dominion	Disclose company's plans, if any, to reduce its GHG emissions in alignment with Paris Agreement's 1.5oC goal by encouraging electrification in its service areas.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Petrochemicals	Dow	Report on petrochemical risks.	Resolution Withdrawn, Agreement Reached	---	---
Waste	Plastic Pellet Pollution	Dow	Plastic pellet handling standards.	Not Filed	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Energy	Climate Change	DTE Energy	Disclose company's plans, if any, to reduce its GHG emissions in alignment with Paris Agreement's 1.5oC goal by encouraging electrification in its service areas.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Climate Change	Duke Energy	Measure and disclosure upstream GHG emissions associated with its natural gas supplies.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Coal	Duke Energy	Report on coal risks.	Not Filed - Dialogue only	---	---
Waste	Consumer Packaging	Dunkin' Brands	Sustainable packaging policies for plastic.	Not Filed	---	---
Waste	Plastic Pellet Pollution	DuPont de Nemours	Plastic pellet handling standards.	Resolution Voted	81.2%	\$22.0
Waste	Plastic Pellet Pollution	Eastman Chemical	Business plan for chemical recycling.	Resolution Withdrawn, Agreement Reached	---	---
Social	Diversity and Gender Equality	Eli Lilly	Greater disclosure of material corporate diversity, equity and inclusion data.	Blocked by Company at SEC	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Energy	Climate Change	Entergy	Climate disclosures or other measures to reduce GHG emissions.	Not Filed - Dialogue only	---	---
Energy	Say On Climate	Etsy	Climate transition plan reporting.	Not Filed - Dialogue only	---	---
Social	Diversity and Gender Equality	Exelon	Greater disclosure of material corporate diversity, equity and inclusion data.	Not Filed - Dialogue only	---	---
Energy	Climate Change	ExxonMobil	Request to improve climate related audit procedures.	Resolution Voted	48.9%	\$78.7
Energy	Petrochemicals	ExxonMobil	Report on petrochemical risks.	Blocked by Company at SEC	---	---
Waste	Plastic Pellet Pollution	ExxonMobil	Plastic pellet handling standards	Not Filed	---	---
Social	Diversity and Gender Equality	Facebook	Greater disclosure of material corporate diversity, equity and inclusion data.	Not Filed - Dialogue only	---	---
Governance	Media Content	Facebook	Report on problematic media content management.	Resolution Voted	19.5%	\$362.9

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Energy	Climate Change	FedEx	Climate disclosures or other measures to reduce GHG emissions.	Not Filed - Dialogue only	---	---
Energy	Say On Climate	FedEx	Climate transition plan reporting.	Not Filed - Dialogue only	---	---
Governance	Political Spending	FedEx	Disclosure of direct and indirect lobbying activities and expenditures.	AGM in September 2021	---	---
CEO Pay	CEO Pay	Fidelity National Services	Adoption of a policy to maintain performance metrics for calculating senior executive compensation.	Not Filed - Dialogue only	---	---
Energy	Say On Climate	First Solar	Climate transition plan reporting.	Not Filed - Dialogue only	---	---
Social	Racial Justice	Foot Locker	Disclosure on plans and policies aligned with achieving racial equality.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Say On Climate	Ford	Climate transition plan reporting.	Not Filed - Dialogue only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Energy	Climate Change	General Electric	Disclose company's progress toward meeting Net Zero GHG emissions reduction indicator for scope 1-3 emissions by 2050 (or sooner).	Resolution Voted	98.0%	\$83.9
Energy	Say On Climate	General Mills	Climate transition plan reporting.	Not Filed - Dialogue only	---	---
Energy	Climate Change	General Motors	Climate disclosures or other measures to reduce GHG emissions.	Resolution Voted	16.3%	\$10.4
Social	Diversity and Gender Equality	Gilead Sciences	Greater disclosure of material corporate diversity, equity and inclusion data.	Not Filed - Dialogue only	---	---
Energy	Say On Climate	Gilead Sciences	Climate transition plan reporting	Not Filed - Dialogue only	---	---
Energy	Climate Change	Goldman Sachs	Disclose if and how company intends to reduce the GHG emissions associated with its financing activities in alignment with the Paris Agreement's 1.5oC goal.	Resolution Withdrawn, Agreement Reached	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Social	Racial Justice	Hain Celestial	Disclosure on plans and policies aligned with achieving racial equality.	Not Filed	---	---
Energy	Say On Climate	Halliburton	Climate Transition Plan Reporting	Not Filed - Dialogue only	---	---
Energy	Climate Change	Hess	Climate disclosures or other measures to reduce GHG emissions.	Not Filed - Dialogue only	---	---
Social	Diversity and Gender Equality	Intel	Greater disclosure of material corporate diversity, equity and inclusion data.	Not Filed - Dialogue only	---	---
Social	Sexual and Reproductive Health	Interface	Corporate alignment of stated values with public policy involvement; includes reproductive health.	Not Filed	---	---
Social	Diversity and Gender Equality	International Business Machines	Greater disclosure of material corporate diversity, equity and inclusion data.	Not Filed - Dialogue only	---	---
Energy	Say On Climate	Intuit	Climate transition plan reporting.	Not Filed - Dialogue only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Energy	Say On Climate	JM Smucker	Climate transition plan reporting.	Not Filed - Dialogue only	---	---
Social	Diversity and Gender Equality	Johnson & Johnson	Greater disclosure of material corporate diversity, equity and inclusion data.	Blocked by Company at SEC	---	---
Energy	Say On Climate	Johnson & Johnson	Climate transition plan reporting.	Not Filed - Dialogue only	---	---
Energy	Climate Change	JP Morgan Chase	Disclose how company will measure the GHG emissions from financed activities, including whether it will adopt global PCAF measurement standard.	Resolution Withdrawn, Agreement Reached	---	---
Waste	Consumer Packaging	Keurig Dr. Pepper	Sustainable packaging policies for plastics.	Resolution Withdrawn, Agreement Reached	---	---
Social	Diversity and Gender Equality	Kinder Morgan	Greater disclosure of material corporate diversity, equity and inclusion data.	Not Filed - Dialogue only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Energy	Climate Change	Kinder Morgan	Climate disclosures or other measures to reduce GHG emissions	Not Filed - Dialogue only	---	---
E Health	Pesticides	Kraft Heinz	Disclosure of pesticide use in agricultural supply chains.	Withdrawn	---	---
Waste	Consumer Packaging	Kraft Heinz	Sustainable packaging policies for plastics.	Withdrawn	---	---
E Health	Pesticides	Kroger	Disclosure of pesticide use in agricultural supply chains.	Not Filed	---	---
Waste	Consumer Packaging	Kroger	Sustainable packaging policies for plastic.	Resolution Voted	45.6%	\$10.2
Energy	Say On Climate	Kroger	Climate transition plan reporting.	Not Filed - Dialogue only	---	---
Social	Racial Justice	Lowes	Disclosure on plans and policies aligned with achieving racial equality.	Not Filed	---	---
Energy	Climate Change	Marathon	Climate disclosures or other measures to reduce GHG emissions.	Not Filed - Dialogue only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Energy	Petrochemicals	Marathon	Report on petrochemical risks.	Not Filed - Dialogue only	---	---
Energy	Say On Climate	Marriott Vacations Worldwide	Climate transition plan reporting.	Not Filed - Dialogue only	---	---
Energy	Say On Climate	Mastercard	Climate transition plan reporting.	Not Filed - Dialogue only	---	---
E Health	PFAS	McDonald's	Report on actions to reduce PFAS in food contact materials.	Resolution Withdrawn, Agreement Reached	---	---
Waste	Consumer Packaging	McDonald's	Phase out single use beverage cups.	Resolution Withdrawn, Agreement Reached	---	---
Governance	Corporate Purpose	McKesson	Human capital management disclosures.	Not Filed	---	---
Social	Diversity and Gender Equality	Merck	Greater disclosure of material corporate diversity, equity and inclusion data.	Not Filed - Dialogue only	---	---
Energy	Say On Climate	MGM Resorts International	Climate transition plan reporting.	Not Filed - Dialogue only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Social	Diversity and Gender Equality	Microsoft	Greater disclosure of material corporate diversity, equity and inclusion data.	Resolution withdrawn, agreement reached	---	---
Energy	Say On Climate	Microsoft	Climate transition plan reporting.	Not Filed - Dialogue only	---	---
Waste	Electronic Waste	Microsoft	Sustainability policies for electronic waste.	AGM in December 2021	---	---
E Health	Pesticides	Mondelēz International	Disclosure of pesticide use in agricultural supply chains.	Not Filed - Dialogue only	---	---
Waste	Consumer Packaging	Mondelēz International	Sustainable packaging policies for plastics.	Resolution Withdrawn, Agreement Reached	---	---
Social	Racial Justice	Monster Beverage	Disclosure on plans and policies aligned with achieving racial equality.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Say On Climate	Monster Beverage	Shareholder advisory votes on climate change.	Resolution Voted	7.0%	\$2.9
Energy	Say On Climate	Monster Beverage	Climate transition reporting	Not Filed	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Energy	Climate Change	Morgan Stanley	Climate disclosures or other measures to reduce GHG emissions.	Not Filed - Dialogue only	---	---
Energy	Say On Climate	Morgan Stanley	Climate transition plan reporting.	Not Filed - Dialogue only	---	---
Social	Diversity and Gender Equality	Netflix	Greater disclosure of material corporate diversity, equity and inclusion data.	Not Filed - Dialogue only	---	---
Social	Diversity and Gender Equality	NextEra Energy	Disclosure on plans and policies aligned with achieving racial equality.	Withdrawn	---	---
Energy	Climate Change	NextEra Energy	Climate disclosures or other measures to reduce GHG emissions	Not Filed - Dialogue only	---	---
Social	Diversity and Gender Equality	Nike	Greater disclosure of material corporate diversity, equity and inclusion data.	AGM in October 2021	---	---
Social	Diversity and Gender Equality	Nvidia	Greater disclosure of material corporate diversity, equity and inclusion data.	Not Filed - Dialogue only	---	---
Energy	Say On Climate	Nvidia	Climate transition plan reporting.	Not Filed - Dialogue only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Energy	Climate Change	Occidental	Climate disclosures or other measures to reduce GHG emissions.	Not Filed - Dialogue only	---	---
Energy	Say On Climate	Paychex	Climate transition plan reporting.	Resolution Withdrawn, Agreement Reached	---	---
Social	Diversity and Gender Equality	PayPal Holdings	Greater disclosure of material corporate diversity, equity and inclusion data.	Not Filed - Dialogue only	---	---
E Health	Pesticides	PepsiCo	Disclosure of pesticide use in agricultural supply chains.	Resolution Withdrawn, Agreement Reached	---	---
Waste	Consumer Packaging	PepsiCo	Sustainable packaging policies for plastics.	Resolution Withdrawn, Agreement Reached	---	---
Social	Diversity and Gender Equality	Pfizer	Greater disclosure of material corporate diversity, equity and inclusion data.	Blocked by Company at SEC	---	---
Energy	Petrochemicals	Phillips 66	Report on petrochemical risks.	Not Filed	---	---
Waste	Plastic Pellet Pollution	Phillips 66	Plastic pellet handling standards	Not Filed - Dialogue only	---	---
Energy	Water Use	Pioneer Natural Resources	Water management risks.	Not Filed	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Waste	Consumer Packaging	Procter & Gamble	Sustainable packaging policies for plastics	Not Filed - Dialogue only	---	---
Energy	Say On Climate	Procter & Gamble	Climate transition plan reporting.	Not Filed - Dialogue only	---	---
Energy	Climate Change	Public Storage	Report if and how company plans to reduce its total contribution to climate change and align its operations with the Paris Agreement's 1.5oC goal.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Say On Climate	Ralph Lauren	Climate transition plan reporting.	Not Filed - Dialogue only	---	---
Energy	Say On Climate	Republic Services	Climate transition plan reporting.	Not Filed - Dialogue only	---	---
Energy	Say On Climate	ResMed	Climate transition plan reporting.	Not Filed	---	---
E Health	Antibiotics and Factory Farms	Restaurant Brands International	Disclosure of antibiotics use in meat supply chains.	Not Filed	---	---
Waste	Consumer Packaging	Restaurant Brands International	Sustainable packaging policies for plastics.	Resolution Withdrawn, Agreement Reached	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Social	Diversity and Gender Equality	Ross Stores	Greater disclosure of material corporate diversity, equity and inclusion data.	Not Filed - Dialogue only	---	---
Social	Diversity and Gender Equality	Salesforce.com	Greater disclosure of material corporate diversity, equity and inclusion data.	Not Filed - Dialogue only	---	---
Energy	Climate Change	Sempra Energy	Report on how company's climate lobbying aligns with the Paris Climate Agreement's 1.5oC goal.	Resolution Voted	37.5%	\$12.8
Energy	Climate Change	Southern	Measure and disclosure upstream GHG emissions associated with its natural gas supplies.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Say On Climate	Sunrun	Climate transition plan reporting.	Not Filed - Dialogue only	---	---
Energy	Say On Climate	Sysco	Climate transition plan reporting.	AGM in November 2021	---	---
Energy	Say On Climate	T-Mobile US	Climate transition plan reporting.	Not Filed - Dialogue only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
E Health	Pesticides	Target	Disclosure of pesticide use in agricultural supply chains.	Not Filed	---	---
Waste	Consumer Packaging	Target	Sustainable packaging policies for plastics.	Resolution Withdrawn, Agreement Reached	---	---
Social	Diversity and Gender Equality	Tesla	Greater disclosure of material corporate diversity, equity and inclusion data.	AGM in September 2021	---	---
Social	Diversity and Gender Equality	Texas Instruments	Disclosure on plans and policies aligned with achieving racial equality.	Withdrawn	---	---
Energy	Say On Climate	The Gap	Climate transition plan reporting.	Not Filed - Dialogue only	---	---
Energy	Say On Climate	Tiffany & Co.	Climate transition plan reporting.	Not Filed - Dialogue only	---	---
Social	Diversity and Gender Equality	TJX Companies	Greater disclosure of material corporate diversity, equity and inclusion data.	Blocked by Company at SEC	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Energy	Climate Change	Twitter	Disclose the company's climate policies, performance, and improvement targets responsive to the Net Zero Benchmark, including Net Zero GHG emissions reduction goals.	Resolution Withdrawn, Agreement Reached	---	---
Governance	Corporate Purpose	Ulta Beauty	Human capital management disclosures.	Not Filed	---	---
E Health	PFAS	Ulta Beauty	Report on actions to reduce PFAS in beauty and personal care products.	Not Filed - Dialogue only	---	---
Social	Diversity and Gender Equality	Union Pacific	Greater disclosure of material corporate diversity, equity and inclusion data.	Resolution Voted	81.4%	\$93.7
Energy	Say On Climate	Union Pacific	Climate transition reporting.	Withdrawn	---	---
Energy	Say On Climate	Union Pacific	Shareholder advisory votes on climate change.	Withdrawn	---	---
Energy	Climate Change Risk - Other Sectors	United Airlines	Climate disclosures or other measures to reduce GHG emissions.	Not Filed	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Social	Diversity and Gender Equality	United Parcel Service	Greater disclosure of material corporate diversity, equity and inclusion data.	Resolution Voted	33.7%	\$96.6
Social	Diversity and Gender Equality	Unitedhealth Group	Disclosure on plans and policies aligned with achieving racial equality.	Resolution Withdrawn, Agreement Reached	---	---
Social	Diversity and Gender Equality	US Bancorp	Greater disclosure of material corporate diversity, equity and inclusion data.	Not Filed - Dialogue only	---	---
Energy	Climate Change	Valero	Disclose progress toward meeting the CA100+ Executive Remuneration Indicator linking executive compensation to success in meeting company GHG reduction goals.	Resolution Withdrawn, Agreement Reached	---	---
Social	Diversity and Gender Equality	Verizon Communications	Greater disclosure of material corporate diversity, equity and inclusion data.	Not Filed - Dialogue only	---	---
Energy	Say On Climate	Verizon Communications	Climate transition plan reporting.	Not Filed - Dialogue only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Waste	Consumer Packaging	Walmart	Sustainable packaging policies for plastics.	Resolution Withdrawn, Agreement Reached	---	---
E Health	Antibiotics and Factory Farms	Walmart	Disclosure of antibiotics use in meat supply chains.	Not Filed - Dialogue only	---	---
Social	Wage Justice	Walmart	Starting pay and racial equity.	Resolution Voted	12.7%	\$40.8
Energy	Climate Change	Wells Fargo	Disclose if and how company intends to reduce the GHG emissions associated with its financing activities in alignment with the Paris Agreement's 1.5oC goal.	Resolution Withdrawn, Agreement Reached		
Energy	Say On Climate	Western Digital	Climate transition plan reporting.	Resolution Withdrawn, Agreement Reached		
Energy	Say On Climate	Worthington Industries	Climate transition plan reporting.	AGM in September 2021		
Energy	Say On Climate	Zillow Group	Climate transition plan reporting.	Not Filed - Dialogue only		

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