



## Committee on Mission Responsibility Through Investment (MRTI) 2021 Workplan

During the 2020-2021 shareholder year (July 2020 – June 2021), MRTI plans to engage over 30 companies on issues relating to climate, human rights, COVID-relief, and banking and financial policies. MRTI plans to file at least 10 resolutions and participate in 15 dialogues. Additionally, MRTI will hold at least two engagements with communities impacted by climate change and environmental racism.

*Updated January 2021*

	<b>Company</b>	<b>Issues</b>	<b>Action</b>
1	Activision Blizzard	Online child exploitation	Monitoring
2	AIG	Climate-related lobbying	Dialogues and resolution
3	American Airlines	Climate change, human rights, and reproductive rights	Dialogues
4	Bank of America	Climate lending policy	Dialogue
5	Bayer	Pesticides and water quality	Dialogue
6	Bloomin' Brands	COVID and employee-first response	Letter and dialogue
7	Booking Holdings	Human rights concerns in conflict-affected and high-risk areas	Dialogue
8	Carnival Cruise	Human rights/ Covid response	Dialogue
9	Chevron	CA 100+, emissions and climate change, and racial justice and environmental racism	Dialogue and resolution
10	Citigroup	Climate lending policy	Dialogue and resolution
11	Conoco Phillips	CA 100+, emissions and climate change	Dialogue
12	Delta	Climate change, human rights and reproductive rights	Dialogues
13	Dollar General	Pesticide use reduction and COVID response	Letter and dialogues
14	Duke Energy	Climate-related lobbying and community impacts	Dialogue and resolution
15	Entergy	Just Transition/ Climate Lobbying	Dialogues and resolution
16	Expedia	Human rights in conflict-affected and high-risk areas	Dialogue and resolution
17	Exxon Mobil	Climate-related accounting practices	Resolution



18	Ford	Climate change	Dialogue
19	General Motors	Climate change, reproductive rights	Dialogues
20	Heidelberg Cement	Human rights in conflict-affected and high-risk areas and community impacts	Dialogues and community engagement
21	Hershey	Human rights	Dialogue
22	Hub Group	Human trafficking prevention	Dialogue
23	Jet Blue	COVID response and Human rights	Dialogue
24	JP Morgan Chase	Climate lending policy	Dialogue and resolution
25	Marathon Petroleum	CA 100+, emissions and climate change and community impacts	Dialogue and community engagement
26	Occidental Petroleum	CA 100+, emissions and climate change	Monitoring
27	Old Dominion	Human trafficking awareness	Dialogue
28	Phillips 66	CA 100+, emissions and climate change	Dialogue and resolution
29	Royal Caribbean	Human trafficking prevention, human rights and COVID response	Dialogue
30	Southern Company	Reproductive rights and maternal health	Dialogue
31	Southwest Airlines	Human trafficking prevention	Dialogue
32	Spirit Airlines	COVID response and Human Rights	Dialogue
33	Target	COVID and employee-first response and reproductive rights and maternal health	Dialogue, letter and resolution
34	TripAdvisor	Sustainability reporting and human rights in conflict-affected and high-risk areas	Dialogue and resolution
35	United Continental Holdings	Climate-related lobbying and human rights	Dialogue and resolution
36	Valero	CA 100+, emissions and climate change	Dialogue and resolution
37	Verizon	Health care and reproductive rights	Dialogue
38	Wells Fargo	Climate lending policy	Monitoring

**Glossary of terms**

*Dialogue:* A conversation between investors and representatives from a company, dialogues often follow a formal agenda with clear questions and goals. These can occur regularly or may be scheduled as needed by either management or the investor to address a specific concern or issue.



*Monitoring:* MRTI follows a company's public disclosures and actions in anticipation of either ending a productive engagement or beginning a new engagement.

*Resolution (Shareholder resolution):* Also known as shareholder proposal, a resolution is an important investor tool used when dialogues stall or become unproductive. Roughly 500 words, resolutions contain a formal resolved clause, requesting an action from the company and put before a vote of shareholders on the company's annual proxy statement.