



## **Committee on Mission Responsibility Through Investment**

### **2023 Shareholder Resolutions Directory with Proxy Voting Recommendations**

February 2023

The Committee on Mission Responsibility Through Investment (MRTI) met virtually on February 28, 2023, and reviewed shareholder resolutions submitted to corporations for their 2023 Annual Meetings. These resolutions concern social and ethical issues related to the corporations' business operations and policies, including 17 new resolution topics this year. Based on General Assembly policy, MRTI examined the new resolution topics and adopted recommendations on voting of proxies in support or opposition to these resolutions, or whether a formal vote of abstention should be recorded.

#### **Proxy Voting Process**

MRTI reviewed the 377 resolutions that faith and values-based investors submitted to 227 corporations, a slight decrease from the 436 resolutions filed at 246 companies in 2022. Many of these resolutions will not appear on the proxy statement when it is mailed to shareholders. Often negotiations between the corporation and the shareholder filing the resolution result in an agreement about the subject matter, and the resolution is withdrawn. Some resolutions may not appear because the corporation challenged them before the Securities and Exchange Commission (SEC) contesting that the resolutions failed to meet one or more of the SEC's rules and regulations. These objections might refer to the substance of the resolution or pertain to technical matters such as length of ownership of the stock. If the SEC finds merit in the corporation's arguments, the SEC will inform the corporation that it will take no action if the resolution is omitted from the proxy.

#### **Presbyterian Church (USA) Shareholder Engagement**

For your information, MRTI filed or co-filed 11 resolutions using stock held in the Board of Pensions General Assistance Fund or by the Presbyterian Foundation. These include **CVS, Dollar General, EOG Resources, Humana, J.P. Morgan Chase, Keysight Technologies, Kinder Morgan, Meta, Texas Instruments, Travelers, and Wells Fargo**. The resolutions at **EOG Resources, Humana, Keysight, Kinder Morgan, and Wells Fargo** have been withdrawn. The remaining resolutions are pending.



## General Assembly Divestment Policy

The General Assembly has a policy of not investing in certain corporations due to human rights concerns, involvement in military-related production, environmental concerns and/or tobacco. Some of these corporations received shareholder resolutions. Although the General Assembly urges Presbyterians not to hold shares in these companies, MRTI formulated recommendations on proxy voting that includes these companies because some congregations or individuals may still own their shares. Companies on the GA divestment list are marked with an \* **asterisk** if they appear on the list (see KEY).

In 2022, the 225<sup>th</sup> General Assembly of the Presbyterian Church U.S.A. voted to add **Chevron, ExxonMobil, Marathon Petroleum, Phillips 66, and Valero Energy** to the General Assembly Divestment/Proscription list.

The latest GA Divestment/Proscription List is available on the MRTI website:  
[www.presbyterianmission.org/ministries/mrti/](http://www.presbyterianmission.org/ministries/mrti/)

For further information, please contact Rob Fohr, Director of Faith-Based Investing and Corporate Engagement at [rob.fohr@pcusa.org](mailto:rob.fohr@pcusa.org) or at (888) 728-7228, Ext. 5035, or Katie Carter, Associate for Research, Policy and Information, Office of Faith-Based Investing and Corporate Engagement at [katie.carter@pcusa.org](mailto:katie.carter@pcusa.org) or at (888) 728-7228, Ext. 5813.



## 2023 Index of Shareholder Resolutions Proxy Voting Recommendations

A vote in support of the following shareholder resolutions is recommended. If votes have already been collected, a percentage of approval will be listed.

### KEY

**WD** – This resolution has been withdrawn due to other progress.

**SEC** – This resolution is currently being challenged at the SEC.

**O** – This resolution is omitted due to a ruling by the SEC.

**I** – The resolution is included after ruling by the SEC.

**F** – The PCUSA filed or co-filed this resolution.

\* - Company is on the PCUSA Divestment List

<b>Corporation</b>	<b>Subject</b>
<b>Abbot Laboratories</b>	Executive Incentive Compensation – Compliance Lobbying Expenditures Disclosure
<b>AbbVie</b>	Lobbying Expenditures Disclosure Patents and Access – <b>SEC</b>
<b>Activision Blizzard, Inc.</b>	Shareholder Ratification of Termination Pay
<b>Adobe Systems Inc.</b>	Eliminating Discrimination through Inclusive Hiring
<b>Alarm.com Holdings, Inc.</b>	Allow Time to Vote
<b>Alphabet, Inc.</b>	Content Moderation and Legislative Risk Data Operations in Human Rights Hotspots Fair Director Elections Give Each Share an Equal Vote Human Rights Impact Assessment Improving Algorithmic Systems Disclosures Paris-Aligned Climate Lobbying Racial Equity Audit Review of Audit and Compliance Committee
<b>*Altria Group, Inc.</b>	Civil Rights Audit – <b>SEC</b> Political Contributions Misalignment
<b>Amalgamated Financial Corp.</b>	Gender and Racial Pay Gap
<b>Amazon.com, Inc.</b>	Align Retirement Plans with Climate Goals Customer Due Diligence Fair Director Elections Gender and Racial Pay Gap Hourly Associate on Board of Directors Lobbying Expenditures Disclosure – <b>SEC</b> Measure and Disclose Scope 3 GHG Emissions – <b>SEC</b> Paris-Aligned Climate Lobbying – <b>SEC</b> Reduce Plastics Use Rekognition: Facial Recognition Technology

Updated 2.21.23 at 12:46 p.m.

Approved by MRTI on February 28, 2023

Affirmed by the PMAB on XX



	Respect for Freedom of Assoc. and Collective Bargaining Tax Transparency Report Trade Associations to Disclose Polit. Contributions – <b>SEC</b> Transparency Reporting Worker Pay in Executive Compensation Workplace Health and Safety Audit
<b>AMEREN</b>	Climate Transition Plan and GHG Reduction Goals Coal-Related Harm Short and Longer-Term Science-Based GHG Targets – <b>SEC</b>
<b>American Tower</b>	Fair Director Elections
<b>American Water Works</b>	Racial Equity Audit
<b>Amgen Inc.</b>	Patents and Access – <b>SEC</b>
<b>Apple Computer, Inc.</b>	Board Responsiveness – <b>I</b> Freedom of Expression Transparency Report – <b>WD</b> Gender and Racial Pay Gap Lobbying Expenditures Disclosure Proxy Rights and Access Respect for Freedom of Assoc. and Collective Bargaining – <b>WD</b>
<b>Assured Guaranty Ltd.</b>	Transition Plan to Address Abuse of Uyghurs – <b>WD</b>
<b>AT&amp;T Inc.</b>	Racial Equity Audit
<b>Autodesk Inc.</b>	Racial Equity Audit – <b>SEC</b>
<b>Axon Enterprise Inc.</b>	Risks Associated with Concealment Clauses
<b>Badger Meter Inc.</b>	Fair Director Elections
<b>Bank of America Corp.</b>	Eliminating Discrimination through Inclusive Hiring Greater Disclosure of Material Corporate DEI Data Racial Equity Audit Time-Bound Phase-Out of Fossil Fuel Exploration and Dev. Transition Planning
<b>Bank of Montreal</b>	Indigenous Relations/ FPIC Racial Equity Audit
<b>Bank of New York Mellon</b>	GHG Reduction Targets for Lending/Investment Activities Greater Disclosure of Material Corporate DEI Data
<b>Bank of Nova Scotia</b>	Client Engagement Risks of Financing Controversial Weapons
<b>Baxter International, Inc.</b>	Greater Disclosure of Material Corporate DEI Data
<b>Berkshire Hathaway Inc.</b>	Greater Disclosure of Material Corporate DEI Data Reduce GHG Emissions Associated with Underwriting
<b>Biogen, Inc.</b>	Greater Disclosure of Material Corporate DEI Data
<b>BlackRock, Inc.</b>	Gender and Racial Pay Gap



<b>*Boeing Company</b>	Gender and Racial Pay Gap Lobbying Expenditures Disclosure
<b>BorgWarner Inc.</b>	Just Transition Report
<b>Bristol-Myers Squibb Company</b>	Executive Incentive Compensation - Compliance Patents and Access
<b>California Water Service Group</b>	Climate Transition Plan and GHG Reduction Goals
<b>Canadian Imperial Bank</b>	Racial Equity Audit
<b>*Caterpillar Inc.</b>	Human Rights Risks in Conflict-Affected and High-Risk Areas Policies Lobbying Expenditures Disclosure
<b>Celidex Therapeutics, Inc.</b>	Fair Director Elections
<b>Centerpoint Energy</b>	Climate Transition Plan and GHG Reduction Goals
<b>Charles River Laboratories International</b>	Political Contributions
<b>Charles Schwab Corporation</b>	Gender and Racial Pay Gap
<b>Charter Communications, Inc.</b>	Greater Disclosure of Material Corporate DEI Data Lobbying Expenditures Disclosure
<b>Cheesecake Factory</b>	<b>Deforestation-Free Supply Chain - SEC</b>
<b>*Chevron Corp.</b>	Adopt Medium-Term Scope 3 GHG Reduction Target Business with Govts. Complicit in Genocide, Myanmar – <b>SEC</b> Impact of Asset Transfers on Disclosed GHG Emissions Independent Board Chair – <b>SEC</b> Plant Closure and a Just Transition Pending Racial Equity Audit Reduced Plastics Demand Impact on Financial Assumptions – <b>SEC</b> Shareowners Right to Call Special Meeting Tax Transparency Report
<b>Chewy, Inc.</b>	ESG Policies, Performance and Improvement Targets
<b>Chipotle Mexican Grill, Inc.</b>	Fair Director Elections Lobbying Expenditures Disclosure
<b>Choice Hotels International, Inc.</b>	Climate Transition Plan and GHG Reduction Goals
<b>Chubb Corporation</b>	Human Rights Risk Report – <b>SEC</b> Reduce GHG Emissions Associated with Underwriting – <b>SEC</b>
<b>CIGNA Corporation</b>	Political Contributions Misalignment
<b>Citigroup</b>	Respect for Rights of Indigenous Peoples
<b>Cleveland-Cliffs Inc.</b>	Climate Transition Plans and GHG Reduction Goals
<b>CNX Resources Corp.</b>	Paris-Aligned Climate Lobbying – <b>SEC</b>
<b>Coca-Cola Company</b>	Political Contributions Misalignment Racial Equity Audit



<b>Cognizant Technology Solutions</b>	Fair Director Election
<b>Colgate-Palmolive</b>	Political Contributions
<b>Comcast Corp.</b>	Align Retirement Plan Options with Climate Goals – <b>SEC</b> Political Contributions Misalignment Racial Equity Audit
<b>ConocoPhillips</b>	Tax Transparency Report
<b>Costco Wholesale Corp.</b>	Report on the Outcomes of Chemical Reduction Efforts
<b>Coterra Energy</b>	Paris-Aligned Climate Lobbying
<b>Cummins Inc.</b>	Link Executive pay and GHG Targets
<b>CVS Health Corp</b>	Fair Director Elections Paid Sick Leave Policy Risks Associated with Concealment Clauses
<b>Danaher Corp.</b>	Greater Disclosure of Material Corporate DEI Data
<b>Deere &amp; Company</b>	Climate Transition Plan and GHG Reduction Goals – <b>WD</b>
<b>Delta Air Lines, Inc.</b>	Respect for Freedom of assoc. and Collective Bargaining
<b>Denny’s Corporation</b>	Paid Sick Leave Policy
<b>DexCom Inc.</b>	Gender and Racial Pay Gap
<b>Digital Realty Trust Inc.</b>	Report on Policies and Racism in Company Culture Risks Associated with Concealment Clauses
<b>Discover Financial Services Inc.</b>	Fair Director Elections
<b>Disney (Walt) Company / ABC</b>	Greater Disclosure of Material Corporate DEI Data – <b>WD</b> Lobbying Expenditures Disclosure – <b>WD</b> Political Contributions Misalignment Report on the Outcomes of Chemical Reduction Efforts – <b>WD</b>
<b>Dollar General Corporation</b>	Workplace Health and Safety Audit – <b>F, SEC</b>
<b>Dollar Tree Stores</b>	Workplace Health and Safety Audit
<b>Douglas Emmett, Inc.</b>	Lobbying Expenditures Disclosure
<b>Dow Inc.</b>	Reduced Plastics Demand Impact on Financial Assumptions
<b>DTE Energy</b>	Lobbying Expenditures Disclosures
<b>eBay Inc.</b>	Greater Disclosure of Material Corporate DEI Data
<b>Electronic Arts Inc.</b>	Shareholder Ratification of Termination Pay
<b>Elevance Health</b>	Civil Rights Audit Trade Associations to Disclose Political Contributions – <b>SEC</b>
<b>Eli Lilly and Company</b>	Greater Disclosure of Material Corporate DEI Data – <b>SEC</b> Lobbying Alignment – <b>SEC</b> Lobbying Expenditures Disclosure – <b>SEC</b> Patents and Access – <b>SEC</b>
<b>EOG Resources</b>	Direct Measurement of Methane Emissions – <b>WD</b> Lobbying Activity Alignment with Net Zero GHG Targets – <b>F, WD</b>



**Essential Utilities**

**Etsy, Inc.**

**Expeditors International**

**\*Exxon Mobil Corporation**

**FedEx Corporation**

**Ford Motor Company**

**Freeport-McMoRan**

**\*General Dynamics Corporation**

**General Electric**

**\*GEO Group Inc.**

**Gilead Sciences, Inc.**

**Glencore plc**

**Global Payments Inc.**

**Goldman Sachs Group Inc.**

**\*Halliburton**

**Hartford Financial Services Group**

**Hershey Company**

**Hilton Worldwide Holdings, Inc.**

**\*Honeywell International Inc.**

**Huntington Bancshares, Inc.**

**IDEX**

**Illinois Tool works Inc.**

**Illumina**

**Impinj, Inc.**

**International Business Machines (IBM)**

PFAS Chemicals in Water – **WD**

Review Effectiveness of Company’s Anti-Harassment Efforts

Greater Disclosure of Material Corporate DEI Data

Adopt Medium-Term Scope 3 GHG Reduction Target

Direct Measurement of Methane Emissions

Impact of Energy Transfer on Disclosed GHGs

Guyana Oil Spill Economic, Human and Enviro. Impacts - **SEC**

Plant Closure and a Just Transition

Reduced Plastics Demand Impact on Financial Assumptions

Tax Transparency Report

Paid Sick Leave Policy

Greater Disclosure of Material Corporate DEI Data

Climate Transition Plan and GHG Reduction Goals

Human Rights Impact Assessment

Assess Energy-Related Asset Resilience

Racial Equity Audit

Patents and Access – **SEC**

Projected Thermal Coal Production

Disclose Plans/ Policies Aligned with Racial Equity

Gender and Racial Pay Gap

Racial Equity Audit

Time-Bound Phase-Out of Fossil Fuel Exploration and Dev. Transition Planning

Greater Disclosure of Material Corporate DEI Data – **SEC**

Human Rights Risk Report

End Child Labor in Cocoa Production

Paid Sick Leave Policy – **SEC**

Environmental Justice Report

Greater Disclosure of Material Corporate DEI Data

Adopt Coal Phase Out Policy

Eliminating Discrimination through Inclusive Hiring

Climate Transition Plan and GHG Reduction Targets

Fair Director Elections

Fair Director Elections

Review Effectiveness of Company’s Anti-Harassment Efforts



<b>Intuitive Surgical, Inc.</b>	Gender and Racial Pay Gap
<b>IPG Photonics Corp.</b>	Diversity Targets
<b>IQVIA Holdings</b>	Independent Board Chair
<b>J.P. Morgan Chase &amp; Co.</b>	Political Contributions Misalignment Time-Bound Phase-Out of Fossil Fuel Exploration and Dev. Transition Planning
<b>Johnson &amp; Johnson</b>	Access to COVID-19 Products Patents and Access – <b>SEC</b> Racial Equity Audit
<b>Kadant Inc.</b>	Climate Transition Plan and GHG Reduction Targets
<b>Kellogg</b>	Gender and Racial Pay Gap
<b>KeyCorp</b>	Racial Equity Audit
<b>Keysight Technologies</b>	Customer Due Diligence – <b>F, WD</b>
<b>Kinder Morgan</b>	Climate Impacts on Asset Retirement Obligations – <b>SEC</b> Climate Transition Plan and GHG Reduction Goals – <b>F, WD</b>
<b>Kraft Heinz Company</b>	Water Risk Assessment
<b>Kroger Co.</b>	Gender and Racial Pay Gap Pilot Fair Food Program Public Health Costs: Sale of Tobacco Products Reduce Plastics Use Wage and Equity Report
<b>Lantheus Holdings Inc.</b>	Transition to Elect Directors by Majority Vote
<b>Linde plc</b>	Climate Transition Plan and GHG Reduction Goals
<b>*Lockheed Martin</b>	Climate Transition Plan and GHG Reduction Goals Human Rights Impact Assessment
<b>Lumen Technologies</b>	Racial Equity Audit
<b>Macy’s, Inc.</b>	Paid Sick Leave Policy
<b>Maple Leaf Foods Inc.</b>	Human Rights Impact Assessment
<b>Marathon Oil Corp.</b>	Direct Measurement of Methane Emissions
<b>*Marathon Petroleum</b>	Direct Measurement of Methane Emissions
<b>Marriott International, Inc</b>	Gender and Racial Pay Gap
<b>MasterCard Incorporated</b>	Fair Director Elections Political Contributions Misalignment
<b>MAXIMUS, Inc.</b>	Equal Employment Opportunity Report – <b>WD</b>
<b>McDonald's Corp.</b>	Lobbying Expenditures Disclosure Phase Out Routine Medically Important Antibiotics Use in Supply Chain Public Health Costs of Antimicrobial Resistance Reduce Plastics Use Workplace Sexual Harassment Assessment
<b>Medpace Holdings</b>	Board Diversity





<b>Merck &amp; Co., Inc.</b>	Access to COVID-19 Products Patents and Access - <b>SEC</b> Trade Associations to Disclose Political Contributions - <b>SEC</b>
<b>Meta (Facebook Inc.)</b>	Assessing Allegations of Biased Operations in India Board Oversight of Harmful User-Generated Content Child Safety Online Give Each Share an Equal Vote HRIA - Meta Targeted Ads Independent Review of the Role of the Audit and Risk Oversight Cmte Lobbying Expenditures Disclosure Paris-Aligned Climate Lobbying - Framework – <b>F</b> Report on Pay Calibration to Externalized Costs Short and Long-Term Science-Based GHG Targets Tax Transparency Report
<b>Metro, Inc.</b>	Short and Long-Term Science-Based GHG Targets
<b>Microsoft Corp.</b>	Tax Transparency Report
<b>Moderna</b>	COVID-19 Vaccine Technology Transfer
<b>Mohawk Industries, Inc.</b>	Greater Disclosure of Material Corporate DEI Data
<b>Mondelez International, Inc.</b>	End Child Labor in Cocoa Production – <b>SEC</b>
<b>Morgan Stanley</b>	Time-Bound Phase-Out of Fossil Fuel Exploration and Dev. Transition Planning
<b>Mosaic Co.</b>	Climate Transition Plan and GHG Reduction Goals
<b>Mueller Industries, Inc.</b>	Climate Transition Plan and GHG Reduction Goals
<b>National Bank of Canada</b>	Racial Equity Audit
<b>Netflix, Inc.</b>	Align Retirement Plans with Climate Goals Gender and Racial Pay Gap
<b>NextEra Energy</b>	Gender and Racial Pay Gap Lobbying Expenditures Disclosure Paris-Aligned Climate Lobbying
<b>NiSource Inc.</b>	Lobbying Expenditures Disclosure
<b>Nordstrom, Inc.</b>	Risks Associated with Concealment Clauses
<b>Norfolk Southern Corp.</b>	Climate Transition Plan and GHG Reduction Goals Paid Sick Leave Policy – <b>SEC</b>
<b>*Northrop Grumman Corporation</b>	Political Contributions Misalignment
<b>Nutrien Ltd.</b>	Company Policy and Indigenous-Led Standards of Practice
<b>NVIDIA</b>	Fair Director Elections
<b>Olympic Steel Inc.</b>	Climate Transition Plan and GHG Reduction Goals
<b>OraSure Technologies, Inc.</b>	Climate Transition Plan and GHG Reduction Goals
<b>Ovintiv Inc. (Formerly Encana)</b>	Direct Measurement of Methane Emissions
<b>Papa John’s Int’l, Inc.</b>	Deforestation-Free Supply Chain
<b>Paycom Software Inc.</b>	Transition to Elect Directors by Majority Vote



<b>PayPal</b>	Discriminatory Exclusion in Conflict Zones Freedom of Expression Transparency Report – <b>SEC</b>
<b>PetMED Express</b>	Fair Director Elections
<b>Pfizer, Inc.</b>	Covid19 Vaccine Technology Transfer Executive Incentive Compensation – Compliance Patents and Access – <b>SEC</b>
<b>*Philip Morris International</b>	Disclose and Reduce Nicotine Levels Greater Disclosure of Material Corporate DEI Data
<b>*Phillips 66</b>	Paris-Aligned Climate Lobbying Reduced Plastics Demand Impact on Financial Assumptions
<b>Pilgrim’s Pride Corp.</b>	Deforestation-Free Supply Chain
<b>PNC Financial Services Group, Inc.</b>	Risks of Financing Controversial Weapons – <b>SEC</b> Short and Long-Term Science-Based GHG Targets
<b>Post Holdings Inc</b>	Measuring Pesticide Use in Agricultural Supply Chains – <b>WD</b>
<b>Power Corp.</b>	Company Policy and Indigenous-Led Standards of Practice
<b>PPG Industries, Inc.</b>	Independent Board Chair
<b>Proto Labs Inc.</b>	Fair Director Elections
<b>Public Storage</b>	Climate Transition Plan and GHG Reduction Goals
<b>*Raytheon Technologies Corp.</b>	Climate Transition Plan and GHG Reduction Goals Greater Disclosure of Material Corporate DEI Data
<b>Redfin Corporation</b>	Fair Director Elections
<b>Regeneron Pharmaceuticals, Inc.</b>	Patents and Access – <b>SEC</b>
<b>Repligen Corporation</b>	Fair Director Elections – <b>SEC</b>
<b>Restaurant Brands International</b>	Competitive Employment Standards: Wages and Benefits Lobbying Expenditures Disclosure Reduce Plastics Use
<b>Rivian Automotive Inc.</b>	Human Rights Policy Respecting Freedom of Association
<b>Royal Bank of Canada</b>	Human Rights Risks of Financialization of Housing Indigenous Relations / FPIC Privatization of Polluting Assets Racial Equity Audit
<b>Ryerson Holding Corp.</b>	Climate Transition Plan and GHG Reduction Goals
<b>Salesforce.com, Inc.</b>	Civil Rights Audit Fair Director Elections
<b>ServiceNow, Inc.</b>	Political Contributions – <b>WD</b>
<b>Simon Property Group, Inc.</b>	Greater Disclosure of Material Corporate DEI Data
<b>Skechers U.S.A.</b>	Climate Transition Plan and GHG Reduction Goals



<b>Smith (A.O.) Corp.</b>	Report on Policies and Racism in Company Culture
<b>Southern Company</b>	Climate Transition Plan and GHG Reduction Goals Environmental Justice Report Greater Disclosure of Material Corporate DEI Data
<b>Southwest Airlines Co.</b>	Environmental and Social Risk Report
<b>Square Inc.</b>	Greater Disclosure of Material Corporate DEI Data
<b>Starbucks</b>	Freedom of Association
<b>State Street Corporation</b>	Asset Management Policies and Diversified Investors
<b>STERIS plc</b>	Climate Transition Plan and GHG Reduction Goals
<b>Stryker Corporation</b>	Political Contributions
<b>*Sturm Ruger and Company, Inc.</b>	Material Marketing Risks
<b>SVB Financial Group</b>	Racial Equity Audit
<b>Syneos Health</b>	Fair Director Elections
<b>Targa Resources Corp.</b>	Direct Measurement of Methane Emissions
<b>Target Corp.</b>	Greater Disclosure of Material DEI Data
<b>Teledoc Health Inc</b>	Fair Director Elections
<b>Texas Instruments Inc.</b>	Greater Disclosure of Material Corporate DEI Data Human Rights Risks Related to the Invasion of Ukraine
<b>Texas Roadhouse, Inc.</b>	Climate Transition Plan and GHG Reduction Goals Deforestation-Free Supply Chain
<b>Thermo Fisher Scientific Inc.</b>	Gender and Racial Pay Gap Greater Disclosure of Material Corporate DEI Data
<b>TJX Companies, Inc.</b>	Paid Sick Leave Policy Prevention of Forced/Child/Prison Labor in Supply Chain
<b>T-Mobile USA</b>	Greater Disclosure of Material Corporate DEI Data
<b>Toronto-Dominion Bank</b>	Human Rights Risks of Financialization of Housing Indigenous Relations/ FPIC Privatization of Polluting Assets
<b>Tractor Supply Company</b>	Fair Director Elections
<b>TransUnion</b>	Racial Equity Audit
<b>Travelers Companies Inc.</b>	Racial Equity Audit – <b>SEC</b> Reduce GHG Emissions Associated with Underwriting – <b>SEC</b> Underwriting Police Insurance
<b>Uber Technologies</b>	Report on Driver Health and Safety
<b>Union Pacific Corporation</b>	Fair Director Elections Paid Sick Leave Policy
<b>United Natural Foods, Inc.</b>	Civil Rights Audit – WD



<b>United Parcel Service, Inc.</b>	Greater Disclosure of Material DEI Data Lobbying Expenditures Disclosure Paris-Aligned Climate Lobbying – <b>WD</b> Short and Long-Term Science-Based GHG Targets
<b>United Therapeutics Corp.</b>	Fair Director Elections
<b>UnitedHealth Group Inc.</b>	Racial Equity Audit
<b>Upwork Inc.</b>	Fair Director Elections
<b>*Valero Energy Corporation</b>	Climate Transition Plan and GHG Reduction Goals Racial Equity Audit
<b>Veeva Systems, Inc.</b>	Fair Director Elections
<b>Ventas, Inc.</b>	Lobbying Expenditures Disclosure
<b>Verizon Communications Inc.</b>	Cease Political Contributions
<b>Victoria’s Secret &amp; Co.</b>	Greater Disclosure of Material Corporate DEI Data
<b>Visa Inc.</b>	Gender and Racial Pay Gap Lobbying Expenditures Disclosure
<b>Wabtec</b>	Climate Transition Plan and GHG Reduction Goals Just Transition Report Short and Long-Term Science-Based GHG Targets
<b>Walgreens Boots Alliance</b>	Climate Transition Plan and GHG Reduction Goals – <b>WD</b> Public Health Costs: Sale of Tobacco Products
<b>Walmart Stores, Inc.</b>	Fair Director Elections Human Rights Due Diligence Racial Equity Audit Worker Pay in Executive Compensation Workplace Safety Policy Assessment - Gun Violence
<b>Wells Fargo &amp; Company</b>	Paris-Aligned Climate Lobbying Racial Equity Audit Respect for Freedom of Assoc. and Collective Bargaining Respect for Rights of Indigenous Peoples – <b>F, WD</b> Time-Bound Phase-Out of Fossil Fuel Exploration and Dev. Transition Planning
<b>Wendy’s International, Inc.</b>	Lobbying Expenditures Disclosure Proxy Rights and Access
<b>West Pharmaceutical Services</b>	Fair Director Elections
<b>Westlake Chemical</b>	Plan to Reduce Plastic Production
<b>Williams Companies, Inc., The</b>	Direct Measurement of Methane Emissions – <b>WD</b>
<b>Workday Inc.</b>	Fair Director Elections
<b>XPO Logistics</b>	Climate Transition Plan and GHG Reduction Goals – <b>WD</b>
<b>Xylem Inc.</b>	Eliminating Discrimination through Inclusive Hiring
<b>Yelp Inc</b>	Fair Director Elections



**Yum! Brands, Inc.**

Lobbying Expenditures Disclosure  
Paid Sick Leave Policy  
Reduce Plastics Use