



Committee on Mission Responsibility Through Investment

2022 Shareholder Resolutions Directory with Proxy Voting Recommendations

February 2022

The Committee on Mission Responsibility Through Investment (MRTI) met virtually on February 28, 2022, and reviewed shareholder resolutions submitted to corporations for their 2022 Annual Meetings. These resolutions concern social and ethical issues related to the corporations' business operations and policies, including 25 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 437 resolutions that faith and values-based investors submitted to 246 corporations, a sharp increase over the 244 resolutions filed at 150 companies in 2021. 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and the shareholder filing the resolution result in an agreement about the subject matter, and the resolution is withdrawn.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 **AIG, American Airlines, Chevron, Dollar General, Duke Energy, Entergy, ExxonMobil, Kroger, NVIDIA, PPL, and Tyson**. The resolutions at **American Airlines, Dollar General, Entergy, PPL and Tyson** have been withdrawn. The remaining resolutions are pending.

In 2021, MRTI voted to adopt a policy for the purposes of [its report to the 225th General Assembly](#) that any company scoring in the red or orange of MRTI's Guideline Metrics by January 16, 2022, be recommended to be added to the 2023 General Assembly Divestment/Proscription list. Five companies scored in the red and orange: **Chevron**,

Updated 3.23.2022 at 2:51 p.m.

Approved by MRTI on February 28, 2022

Affirmed by the PMAB on April xx, 2022



ExxonMobil, Marathon Petroleum, Phillips 66, and Valero Energy. The Guideline Metrics with company scores can be [found here](#).

General Assembly Divestment Policy

The General Assembly has a policy of not investing in certain corporations due to human rights concerns and/or involvement in military-related production 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).

The latest GA Divestment/Proscription List is available on the MRTI website:
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 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 or at (888) 728-7228, Ext. 5813.



2022 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

Corporation	Subject
2U, Inc.	Majority Vote
3D Systems Corporation	Racial and Gender Board Diversity Report
3M Company	CEO Compensation to Weigh Workforce Pay – SEC External Environmental Costs
Abbot Laboratories	Lobbying Expenditures Disclosure Public Health Costs of Antimicrobial Resistance
AbbVie	Anticompetitive Practices - SEC Lobbying Expenditures Disclosure – SEC Political Contributions Misalignment
Activision Blizzard, Inc.	EE0-1 disclosure Greater Disclosure of Material DEI Data Include Non-Management Employees on the Board
Advance Auto Parts, Inc.	Political Contributions
Agilent Technologies	Right of Shareholders to Call Special Meetings
Air Products & Chemicals	Set Emission Reductions Targets for Scopes 1-3 – WD
Alarm.com Holdings, Inc.	Shareholder Proxy Access
Allegheny Technologies	Net Zero Climate Targets – WD
Alphabet, Inc.	Algorithm Disclosures – SEC Data Operations in Human Rights Hotspots – SEC Give Each Share an Equal Vote Government-Mandated Content Removal Requests – SEC Human Rights Impact Assessment – SEC Lobbying Expenditures Disclosure Paris-Aligned Climate Lobbying Racial and Gender Board Diversity Report – SEC Racial Equity Audit Right to Repair Risks Associated with Use of Concealment Clauses

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***Altria Group, Inc.**

Water Management Risks
 Civil Rights Audit
 Lobbying Expenditure Disclosure

Amazon.com, Inc.

Address Wealth Inequality Through an Ownership Culture -
SEC
 Adopt Paid Sick Leave Policy - **WD**
 Amazon 401(k) Climate Alignment – **SEC**
 Employee Turnover – **SEC**
 Freedom of Association
 Gender and Racial Pay Gap
 Hourly Employees on Board of Directors
 Independent Board Chair – **SEC**
 Lobbying Expenditures Disclosure – **SEC**
 Paris-Aligned Climate Lobbying – **SEC**
 Racial Equity Audit – **SEC**
 Reduce Plastics Use
 Rekognition - Facial Recognition Technology
 Risk Report on Staffing – **SEC**
 Risks Associated with Use of Concealment Clauses – **SEC**
 Tax Transparency – **SEC**
 Worker Health and Safety Audit – **SEC**

Amedisys Inc.

Disclose Short, Medium & Long-Term GHG Reduction
 Targets

American Airlines Group

Paris-Aligned Climate Lobbying – **F, WD**

American Express Co.

Great Disclosure of Material DEI Data – **WD**

**American Internal Group
 (AIG)**

Greater Disclosure of Material DEI Data
 No Underwriting of New Fossil Fuel Supplies – **F**
 Paris-Aligned Climate Lobbying – **WD**

**American Water Works
 Company**

Disclose Medium & Long-Term GHG Reduction Targets
 Racial Equity Audit

Amerisource Bergen

Executive Incentive Compensation – Compliance Costs

Amgen Inc.

Lobbying Alignment
 Paris-Aligned Climate Lobbying
 Political Contributions Misalignment

Antero Resources

Direct Methane Measurement

Anthem, Inc.

Racial Equity Audit

Apple Computer, Inc.

Gender and Racial Pay Gap
 Racial Equity Audit
 Reincorporate with Deeper Purpose – **I**
 Report on Forced Labor – **I**
 Right to Repair – **WD**
 Risks Associated with Use of Concealment Clauses – **I**
 Shareholder Proxy Access – **WD**



	Transparency Reports – I
Archer-Daniels-Midland Company	Measuring Pesticide Use in Agricultural Supply Chains
AT&T Inc.	Align Stated Values & Political Spending Political Contributions Misalignment – Racial Justice – WD
Axon Enterprise Inc.	Annual Board Election
B&G Foods, Inc.	Measuring Pesticide Use in Agricultural Supply Chains
Badger Meter Inc.	Foster Greater Racial Equity on the Board – SEC
Bank of America Corp.	Audited Report on Impact of IEA Net-Zero Emissions by 2050 CEO Compensation to Weigh Workforce Pay – WD Financing Consistent with IEA Net Zero 2050 Scenario
Bank of Montreal	Financing Consistent with IEA Net Zero 2050 Scenario Human Rights Risks of Financialization of Housing
Bed Bath & Beyond Inc.	Chemical Management
Berkshire Hathaway Inc.	Greater Disclosure of Material DEI Data Measure, Disclose & Reduce GHG Emissions/ Underwriting
Best Buy Co., Inc.	Employee Misclassification – SEC Gender and Racial Pay Gap
Biogen, Inc.	Lobbying Expenditures Disclosure
BJ’s Restaurants, Inc.	Adopt Short, Medium & Long-Term Science-Based GHG Reduction Targets
BJ’s Wholesale	Adopt Short, Medium & Long-Term Science-Based GHG Reduction Targets
BlackRock, Inc.	Curtail Activities that Externalize Social and Environmental Costs – SEC
*Boeing Company	Disclosure of Net Zero GHG Indicator Progress Lobbying Expenditures Disclosure Shareholder Ratification of Termination Pay
Bristol-Myers Squibb Company	CEO Compensation to Weigh Workforce Pay – WD Independent Board Chair
Cactus, Inc.	Racial and Gender Board Diversity Report – WD
*Caterpillar Inc.	Disclose Interim & Long-Term GHG Reduction Targets - Sc1-3 Human Rights Risks in Conflict-Affected and High-Risk Areas Lobbying Expenditures Disclosure
Cathay General Bancorp	Sustainability Reporting
Celidex Therapeutics, Inc.	Shareholder Proxy Access – WD
Charles River Laboratories International	Shareholder Proxy Access – WD
Charles Schwab Corporation	Disclose Plans and Policies Aligned w/ Achieving Racial Equality – WD



	Lobbying Expenditures Disclosure Greater Disclosure of Material DEI Data – WD Shareholder Proxy Access
Charter Communications, Inc.	EEO-1 Disclosure Greater Disclosure of Material DEI Data Lobbying Expenditures Disclosure
Cheesecake Factory	Net Zero Climate Targets
Chemours Company	Titanium Mining Assessment
Chevron Corp.	Adopt GHG Reduction Targets for Scopes 1-3 Audited Report on Impact of IEA Net Zero Emissions by 2050 Direct Methane Measurement Lobbying Expenditures Disclosure No Business with Governments Complicit in Genocide - Myanmar Racial Equity Audit – F Report on Oil and Gas Exploration in the Arctic
Chipotle Mexican Grill, Inc.	CEO Compensation to Weigh Workforce Pay Gender and Racial Pay Gap Greater Disclosure of Material DEI Data
Chubb Corporation	Measure, Disclose & Reduce GHG Emissions/ Underwriting
Church & Dwight Co., Inc.	Reduce Plastics Use
CIGNA Corporation	Gender and Racial Pay Gap Political Contributions Misalignment
Citigroup	Audited Report on Impact of IEA Net Zero Emissions by 2050 No Underwriting of New Fossil Fuel Supplies – SEC Respect for Rights of Indigenous Peoples
CME Group, Inc.	Lobbying Expenditures Disclosure
CMS Energy Corp.	Report on Scope 3 GHG Reductions Aligned with Paris Goal – WD
Coca-Cola Company	External Public Health Impact Disclosure – SEC
Columbia/ HCA Healthcare Corp.	Lobbying Expenditures Disclosure
Comcast Corp.	Align Retirement Plan Options with Climate Action Goals Racial Equity Audit Sexual Harassment
CorVel Corporation	Racial and Gender Board Diversity Report
Costco Wholesale Corp.	Adopt Short, Medium & Long-Term Science-Based GHG Reduction Targets – I Phase Out use of Medically Important Antibiotics – WD Political Contributions – WD Racial Justice and Food Equity – I
Coterra Energy	Political Contributions – WD



CSX Corp.	Political Contributions Misalignment – Racial Justice
CVS Health Corp	Adopt Paid Sick Leave Policy – SEC Effect of Junk Food Sales on Diversified Portfolios – SEC
Danaher Corp.	Greater Disclosure of Material DEI Data – WD
DaVita Inc.	Political Contributions
Deer & Company	Right to Repair – WD
Denny’s Corporation	Increase Starting Wages
DexCom Inc.	Shareholder Proxy Access – WD
Dine Brands Global, Inc.	Increase Starting Wages
Disney (Walt) Company / ABC	Gender and Racial Pay Gap – I Lobbying Expenditures Disclosure
Dollar General Corporation	Disclose Plans and Policies Aligned w/ Achieving Racial Equality EEO-1 Disclosure – WD Improving the Company’s Chemical Footprint – F, WD Racial Equity Audit
Dollar Tree Stores	Competitive Employment Standards, Incl. Wages and Benefits – SEC Disclose Plans to Reduce GHG Emissions
Dollarama	Third-Party Staffing Agencies & Collective Bargaining
Dominion Energy	Improve GHG Reduction Targets to Include Scope 3 Emissions Political Contributions Misalignment - Racial Justice
Douglas Emmett, Inc.	Lobbying Expenditures Disclosure
Dow Inc.	Impact of Reduced Plastics Demand on Financial Assumptions – SEC Racial Equity Audit
DTE Energy	Improve GHG Reduction Targets to Include Scope 3 Emissions
Duke Energy Corp.	Audited Report on Impact of IEA Net-Zero Emissions by 2050 Improve GHG Reduction Targets to Include Scope 3 Emissions
East West Bancorp	Sustainability Reporting – WD
Ecolab Inc.	Lobbying Expenditures Disclosure
Electronic Arts Inc.	Shareholder Ratification of Termination Pay
Eli Lilly and Company	Anticompetitive Practices – SEC Independent Board Chair Lobbying Alignment – SEC Lobbying Expenditures Disclosure – SEC Political Contributions Misalignment – SEC
Enbridge Inc.	Science-Based Net Zero Target
Entergy Corp.	Audited Report on Impact of Net Zero Emissions by 2030



	Scenario – F, WD
	Disclose Plans and Policies Aligned w/ Achieving Racial Equality
Etsy, Inc.	Risks Associated with Use of Concealment Clauses
Eversource Energy	Disclose Plans and Policies Aligned w/ Achieving Racial Equality – WD
Exact Sciences Corporation	Shareholder Proxy Access – SEC
Exelon Corporation	Greater Disclosure of Material DEI Data – WD
	Lobbying Expenditures Disclosure
Exxon Mobil Corporation	Audited Report on Impact of IEA Net-Zero Emissions by 2050 – F
	Impact of Reduced Plastics Demand on Financial Assumptions
	Independent Board Chair – WD
	Lobbying Expenditures Disclosure
	Paris-Aligned Climate Lobbying
	Political Contributions
	Report on Low Carbon Business Planning
	Risks from Use of Temporary Workers
FactSet Research Systems	Annual Board Election – WD
	Shareholder Proxy Access – I
FedEx Corporation	Paris-Aligned Climate Lobbying
Five Below	Sustainable Accounting on Chemicals Policy
Flowers Foods, Inc.	Political Contributions
Foot Locker, Inc.	Net Zero Climate Targets – WD
General Dynamics Corporation	Human Rights Due Diligence
Gilead Sciences, Inc.	Anticompetitive Practices
	Independent Board Chair
	Lobbying Alignment – SEC
Goldman Sachs Group Inc.	CEO Compensation to Weigh Workforce Pay – WD
	Financing Consistent with IEA Net Zero 2050 Scenario
	Mandatory Arbitration – WD
	Racial Equity Audit
Green Dot Corporation	Sustainability Reporting – WD
Hartford Financial Services Group	Measure, Disclose & Reduce GHG Emissions/ Underwriting – WD
Hasbro, Inc.	Greater Disclosure of Material DEI Data – WD
HCA – The Healthcare Company	Net Zero Climate Targets
Healthpeak Properties Inc.	Lobbying Expenditures Disclosure
Helios Technologies	Disclose Interim & Long-Term GHG Reduction Targets – Sc 1-3
Hershey Company	End Child Labor in Cocoa Production – SEC



Home Depot, Inc.	Adopt Paid Sick Leave Policy Foster Greater Racial Equity on the Board Gender and Racial Pay Gap Racial Equity Audit
Honeywell International Inc.	Environmental and Social Risk Paris-Aligned Climate Lobbying
Hormel Foods Corp.	Public Health Costs of Antimicrobial Resistance
Idacorp	Disclose Short, Medium & Long-Term GHG Targets Scopes 1-3 – SEC
Illumina	Right of Shareholders to Call Special Meetings
Impinj, Inc.	Shareholder Proxy Access
Intact Financial Corporation	Racial Equity Audit
Intel Corporation	Report on Company Policies that Reinforce Racism
IntercontinentalExchange	Set Diversity Targets
International Business Machines	CEO Compensation to Weigh Workforce Pay – WD Risks Associated with Use of Concealment Clauses
Invesco Ltd.	Lobbying Expenditures Disclosure Racial Equity Audit
Invitae Corporation	Annual Board Election
Iovance Therapeutics Inc.	Shareholder Proxy Access
IQVIA Holdings, Inc.	Majority Vote – I
J.B. Hunt Transport Services, Inc.	Adopt Short, Medium & Long-Term Science-Based GHG Reduction Targets – SEC
J.P. Morgan Chase & Co.	Financing Consistent with IEA Net Zero 2050 Scenario – SEC Mandatory Arbitration – WD Paris-Aligned Climate Lobbying – WD Political Contributions Misalignment Report on Net-Zero Absolute Emissions Reduction – SEC Strategies to Address Governance Costs – SEC
Jack in the Box Inc.	Reduce Plastics Use
Johnson & Johnson	Access to COVID-19 Products – SEC CEO Compensation to Weigh Workforce Pay Lobbying Alignment Racial Equity Audit – SEC
Kellogg Company	CEO Compensation to Weigh Workforce Pay
Kimberly-Clark Corporation	CEO Compensation to Weigh Workforce Pay
Kinder Morgan	Negative Impacts of Facility Adjacent to Communities of Color
Kraft Heinz Company	Measuring Pesticide Use in Agricultural Supply Chains – WD Reduce Plastics Use – SEC



Report on Climate Transition & Capital Allocation Plan –
WD

Kroger Co.

Water Management Risks
 Adopt Paid Sick Leave Policy
 Competitive Employment Standards, Incl. Wages and
 Benefits
 Executive Compensation Tied to Social Factors
 HFC Refrigerants
 Human Rights in Supply Chain - Farmworkers
 Measuring Pesticide Use in Agricultural Supply Chains
 Reduce Plastics Use

Lantheus Holdings Inc.

Shareholder Proxy Access – **SEC**

LHC Group

Racial Equity Audit

Loblaw Companies Ltd.

Human Rights Impact Assessment
 Uyghur Forced Labour Supply Chain Audit

***Lockheed Martin**

Human Rights Impact Assessment
 Paris-Aligned Climate Lobbying

Lowes

Adopt Short, Medium & Long-Term Science-Based GHG
 Reduction – **WD**
 Employee Misclassification – **SEC**
 Gender and Racial Pay Gap

Lululemon Athletica Inc.

Greater Disclosure of Material DEI Data

Macy's, Inc.

Disclose Short, Medium & Long-Term GHG Targets
 Scopes 1-3 – **WD**

Marathon Oil Corp.

Audited Report on Impact of IEH Net-Zero Emissions by
 2050

Marathon Petroleum

Executive Incentive Pay Clawback
 Just Transition

Marriott International, Inc

Costs of Low Wages and Inequality

Marrone Bio Innovations

Annual Board Election

Martin Marietta

Disclose Plans and Policies Aligned w/ Achieving Racial
 Equality

MasterCard Incorporated

Ghost Guns

MAXIMUS, Inc.

Racial Equity Audit

McDonald's Corp.

Public Health Costs of Antimicrobial Resistance
 Reduce Plastics Use

Merck & Co., Inc.

Access to COVID-19 Products
 Paris-Aligned Climate Lobbying

Meta (Facebook Inc.)

Address Wealth Inequality Through an Ownership Culture
 – **SEC**
 Assessment of Metaverse User Risk & Advisory
 Shareholder Vote – **SEC**
 Board Oversight of Harmful User-Generated Content –
SEC



	Child Sexual Exploitation Online
	External Costs of Misinformation – SEC
	Give Each Share an Equal Vote
	Human Rights Impact Assessment – SEC
	Independent Board Chair
	Lobbying Expenditures Disclosure
	Paris-Aligned Climate Lobbying – SEC
	Performance Review of Audit and Risk Oversight Committee
	Risks Associated with Use of Concealment Clauses
	Scope 3 Greenhouse Gas Targets – WD
MGE Energy, Inc.	
Middleby Corporation	Adopt Short, Medium & Long-Term Science-Based GHG Reduction Targets
Moderna	Access to COVID-19 Products – SEC COVID-19 Vaccine Technology Transfer – SEC
Mondelez International, Inc.	Racial Equity Audit
Monster Beverage Corp.	Net Zero Climate Targets
Moody’s Corporation	Extend the Horizon: Incorporate Climate Future in Credit Rating – WD
Morgan Stanley	Financing Consistent with IEA Net Zero 2050 Scenario Mandatory Arbitration – WD
NanoString Technologies, Inc.	Annual Board Election
nCino Inc.	Majority Vote
NCR Corporation	Shareholder Ratification of Termination Pay
Netflix, Inc.	Greater Disclosure of Material DEI Data Lobbying Expenditures Disclosure
NextEra Energy	Greater Disclosure of Material DEI Data – SEC Paris-Aligned Climate Lobbying
NiSource Inc.	Disclose Plans and Policies Aligned w/ Achieving Racial Equality – WD
*Northrop Grumman Corporation	Human Rights Impact Assessment – SEC
NRG Energy, Inc.	Paris-Aligned Climate Lobbying
NVIDIA	Address Wealth Inequality Through an Ownership Culture – WD Customer Due Diligence
Old Dominion Freight Line	Political Contributions Disclosure
Oracle Systems Corp	Racial Equity Audit
O’Reilly Automotive, Inc.	Disclose Short, Medium & Long-Term GHG Targets Scopes 1-3 – WD
PayPal	Greater Disclosure of Material DEI Data Report on Company Policies That Reinforce Racism
PepsiCo, Inc.	Public Health Costs of Food and Beverage Products



	Rapidly Reduce Dependence on Single-Use Plastic Packaging – SEC
PetMED Express	Address Wealth Inequality Through an Ownership Culture
Pfizer, Inc.	Access to COVID-19 Products – SEC Anticompetitive Practices – SEC Covid19 Vaccine Technology Transfer – SEC Greater Disclosure of Material DEI Data – SEC Public Health Costs of Protecting Vaccine Technology – SEC Racial Equity Audit
Philip Morris International	Phase Out Production of Health-Hazardous & Addictive Products
Phillips 66	Adopt GHG Reduction Targets Shift From Virgin to Recycled Polymer to Reduce Plastic Pollution
PNC Financial Services Group, Inc.	Risks of Financing Nuclear Weapons
Post Holdings Inc	Report on Increasing Scale, Pace & Rigor of GHG Reduction Efforts – WD
PPG Industries, Inc.	CEO Compensation to Weigh Workforce Pay Political Contributions – WD
PPL Corporation	Audited report on Impact of Net Zero Emissions by 2030 Scenario – F, WD
ProLogis	Lobbying Expenditures Disclosure
Proto Labs Inc.	Racial and Gender Board Diversity Report
Quanta Services, Inc.	Lobbying Expenditures Disclosure – WD
Range Resources Corporation	Direct Methane Measurement
Redfin Corporation	Shareholder Proxy Access
Repligen Corporation	Address Wealth Inequality Through an Ownership Culture – SEC
Republic Services, Inc.	Civil Rights Audit Environmental Justice Audit
Restaurant Brands International	Competitive Employment Standards, Incl. Wages and Benefits Reduce Plastics Use – WD
Roper Industries	Political Contributions
Ross Stores, Inc.	Greater Disclosure of Material DEI Data Measure & Begin Reducing Supply Chain GHGs
Royal Bank of Canada	Avoiding Participation in Pollution-Intensive Asset Privatizations Human Rights Risks of Financialization of Housing Integrity of Sustainable Finance Definition



	No Financing of New Fossil Fuel Supplies in Line with 1.5C Scenario
Salesforce.com, Inc.	Greater Disclosure of Material DEI Data – SEC Lobbying Expenditures Disclosure Risks Associated with Sue of Concealment Clauses
SBA Communications Corp.	Adopt Short, Medium & Long-Term Science-Based GHG Reduction Targets
SEI Investments Company	EE0-1 Disclosure – WD
Skechers U.S.A.	Disclose Interim and Long-Term GHG Reduction Targets
Snowflake Inc.	Majority Vote
Southern Company	Improve GHG Reduction Targets to Include Scope 3 Emissions Racial Equity Audit
Southern Copper	Independent Boar Chair
Square Inc.	Give Each Share an Equal Vote
Standard & Poor’s Global Ratings	Extend the Horizon: Incorporate Climate Future in Credit Rating
Standard Motor Products Inc.	Disclose Short, Medium & Long-Term GHG Reduction Targets
Starbucks Corp.	Inclusion of Employee Voices in Board Level Decisions – WD
State Street Corporation	Asset Management Policies and Diversified Investors
Stericycle Inc.	Civil Rights Audit
STERIS plc	Shareholder Proxy Access
Stryker Corporation	Shareholder Proxy Access – SEC
Sturm Ruger and Company, Inc.	Human Rights Impact Assessment
SVB Financial Group	Racial Equity Audit
Syneos Health	Annual Board Election – WD
Tandem Diabetes Care Inc	Tandem Diabetes Care Inc Annual Board Election – WD
Target Corp.	Adopt Paid Sick Leave Policy – SEC Gender and Racial Pay Gap
Teledoc Health Inc	Right of Shareholders to Call Special Meetings – WD
Tesla Inc.	Paris-Aligned Climate Lobbying Shareholder Proxy Access
TJX Companies, Inc.	Adopt Short, Medium & Long-Term Science-Based GHG Reduction Assessing Effectiveness in Preventing Forced/Child/Prison Labor Employee Misclassification



Toronto-Dominion Bank	Human Rights Risks of Financialization of Housing Integrity of Sustainable Finance Definition No Financing of New Fossil Fuel Supplies in Line with 1.5C Scenario Racial Equity Audit
Tractor Supply Company	Costs of Low Wages and Inequality – SEC Disclose Short, Medium & Long-Term GHG Targets Scopes 1-3
Travelers Companies Inc.	Measure, Disclose & Reduce GHG Emissions / Underwriting – SEC Racial Equity Audit – SEC Underwriting Police Insurance – SEC
Travelzoo	Shareholder Proxy Access
Twitter	Human / Civil Rights Expert on Board Risks Associated with Use of Concealment Clauses
Tyson Foods, Inc.	Racial Equity Audit – F, WD
Uber Technologies	Impact of Policies & Practices on the Civil Rights of Stakeholders Lobbying Expenditures Disclosure Paris-Aligned Climate Lobbying
Union Pacific Corporation	Greater Disclosure of Material DEI Data Paris-Aligned Climate Lobbying
United Parcel Service, Inc.	Greater Disclosure of Material DEI Data Lobbying Expenditures Disclosure Paris-Aligned Climate Lobbying Report on Balancing Climate Measures and Financial Returns
UnitedHealth Group Inc.	Net Zero Climate Targets Paris-Aligned Climate Lobbying Political Contributions Misalignment
Upwork Inc.	Annual Board Election – WD
Urban Outfitters, Inc.	Employee Misclassification
Valero Energy Corporation	Audited Report on Impact of IEA Net-Zero Emissions by 2050 Disclose Near & Long-Term GHG Reduction Targets - Scopes 1-3 Racial Equity Audit
Veeva Systems, Inc.	Racial and Gender Board Diversity Report
Veracyte, Inc.	Annual Board Election – WD
Verizon Communications Inc.	Racial Equity Audit
Visa Inc.	Greater Disclosure of Material DEI Data – WD
Walgreens Boots Alliance	Political Contributions – WD



	Public Health Costs Created by the Sale of Tobacco Products
Walmart Stores, Inc.	Lobbying Expenditures Disclosure Paris-Aligned Climate Lobbying Starting Pay and Racial Equity
Warrior Met coal Inc	Majority Vote
Waste Management Inc.	Civil Rights Audit
Wells Fargo & Company	Financing Consistent with IEA Net Zero 2050 Scenario Racial and Gender Board Diversity Report Racial Equity Audit Respect for Rights of Indigenous Peoples
Williams-Sonoma, Inc.	Disclose Use of Carbon Credits
XPO Logistics	Civil Rights Audit Lobbying Expenditures Disclosure
Yelp Inc	Report on Failures in Content Governance – SEC Shareholder Proxy Access – WD
Yum! Brands, Inc.	Public Health Costs of Antimicrobial Resistance – WD
Zillow Group	Disclose Interim and Long-Term GHG Reduction Targets – WD