



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

### **2024 Shareholder Resolutions Directory with Proxy Voting Recommendations**

March 2024

The Committee on Mission Responsibility Through Investment (MRTI) met on March 2, 2024, and reviewed shareholder resolutions submitted to corporations for their 2024 Annual Meetings. These resolutions concern social and ethical issues related to the corporations' business operations and policies, including 23 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 368 resolutions that faith and values-based investors submitted to 239 corporations, a slight decrease from the 377 resolutions filed at 227 companies in 2023. 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and the shareholder filing the resolution result in an agreement about the subject matter, and the resolution is withdrawn.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, Becton Dickinson, Goldman Sachs, J.P. Morgan Chase, Meta, Southwest Airlines, State Street, Texas Instruments, Tyson, Walgreens, and Wells Fargo**. The resolutions at Becton Dickinson, Southwest Airlines, and State Street have been withdrawn. The resolution at Walgreens received a vote of 8% at the Annual General Meeting of shareholders. 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).

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 Katie Carter, Director of Faith-Based Investing and Shareholder Engagement at [katie.carter@pcusa.org](mailto:katie.carter@pcusa.org) at (888) 728-7228, Ext. 5813., or Simon Doong, Associate for Corporate, Community and Church Engagement at or [simon.doong@pcusa.org](mailto:simon.doong@pcusa.org).



## 2024 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

### Company

### Subject

**3M Co.**

Fair Treatment of Shareholder Nominees – **SEC**

Racial Equity Audit

Racial Equity Audit

**Abbott Laboratories**

Fair Treatment of Shareholder Nominees – **SEC**

Lobbying Expenditures Disclosure

**AbbVie**

Lobbying Expenditures Disclosure

Patents and Access

**Adobe Systems Inc.**

Eliminating Discrimination through Inclusive Hiring

**Advanced Micro Devices, Inc.**

Right of Shareholders to Call Special Meetings

**Agilent Technologies**

Annual Board Election – **WD**

**Alcoa Inc.**

Lobbying Expenditures Disclosure

**Align Technology Inc.**

Environmental & Health Risks Assoc w/ Chemicals in Co. Products

Greater Disclosure of Material Corporate DEI Data

**Alphabet, Inc.**

AI Principles and Board Oversight

Assessing Systemic Climate Risk from Retirement Plan

Child Safety Online

Crisis Pregnancy Centers & Reproductive Health Mis/Disinformation

Give Each Share an Equal Vote

Lobbying Expenditures Disclosure

Paris-Aligned Climate Lobbying—Framework

Report on Generative AI Misinformation/Disinformation Risks

Report on Human Rights Impact of AI Driven Ad Practices

Reproductive Health Mis/Disinformation (generative AI)

Updated 2.16.24 at 4:30 p.m.

Approved by MRTI on \_\_\_\_\_

Affirmed by the PMAB on XX



<b>*Altria Group, Inc.</b>	Political Contributions Misalignment Producer Responsibility for Cigarette Butts
<b>Amazon.com, Inc</b>	Customer Due Diligence Disclose Material Scope 3 GHG Emissions Gender and Racial Pay Gap Human Rights Impact of AI Deployment Living Wage Disclosure – <b>SEC</b> Lobbying Expenditures Disclosure Paris-Aligned Climate Lobbying—Framework Reduce Plastics Use Respect for Freedom of Association and Collective Bargaining Workplace Health and Safety Audit
<b>American Express Co.</b>	Paris-Aligned Lobbying—Net Zero Data Privacy – <b>WD</b>
<b>American International Group, Inc.</b>	Climate Transition Plan and GHG Reduction Goals – <b>F</b>
<b>American Tower Corp.</b>	Gender and Racial Pay Gap
<b>American Water Works Co., Inc.</b>	Environmental Justice Assessment
<b>Ameriprise Financial, Inc.</b>	Lobbying Expenditures Disclosure
<b>Amgen Inc.</b>	Gender and Racial Pay Gap
<b>Amkor Technology</b>	Greater Disclosure of Material Corporate DEI Data
<b>Analog Devices, Inc.</b>	Third Party Human Rights Due Diligence Report
<b>Annaly Capital Management</b>	Political Contributions
<b>Apple Computer, Inc.</b>	AI Transparency Report Analyze and Report Risks of Child Sexual Exploit./Abuse Gender and Racial Pay Gap
<b>Applied Materials, Inc.</b>	Gender and Racial Pay Gap Lobbying Expenditures Disclosure
<b>Archer-Daniels-Midland Co.</b>	Climate Transition Plan and Long-Term Targets
<b>AT&amp;T Inc.</b>	Disclosure of Health and Safety Violation Prevention Measures – <b>SEC</b> Racial Equity Audit
<b>Autodesk Inc.</b>	Right of Shareholders to Call Special Meetings
<b>AutoNation, Inc</b>	Political Contributions
<b>Badger Meter Inc.</b>	Eliminating Discrimination through Inclusive Hiring
<b>Bally’s Corp.</b>	Report On Potential Cost Savings thru Adpnt of No Smkg Policy
<b>Bank of America Corp.</b>	Ascertain Client Voting Preferences - <b>SEC</b> Net Zero Sector Emissions Alignment Disclosure - <b>SEC</b> Paris-Aligned Lobbying—Net Zero



<b>Bank of Montreal</b>	Executive Compensation Racial Equity Audit
<b>Bank of New York Mellon Corp.</b>	Lobbying Expenditures Disclosure
<b>Bank of Nova Scotia</b>	Climate Transition Plan and Financed Emission Reduction Goals
<b>Becton Dickinson and Co.</b>	Environmental Justice Assessment – <b>F, WD</b>
<b>Berkshire Hathaway Inc.</b>	Greater Disclosure of Material Corporate DEI Data Measure, Disclose & Reduce GHG Emiss. Asso. w/ Underwriting  Railroad Safety Committee
<b>Berry Corp.</b>	Climate Transition Plan and Long-Term Targets
<b>BJ's</b>	Maternal and Repro Health Benefits – <b>WD</b>
<b>BlackRock, Inc.</b>	Climate Stewardship Report Proxy Voting Alignment
<b>*Boeing Co.</b>	Climate Transition Plan and GHG Reduction Goals Gender and Racial Pay Gap  Lobbying Expenditures Disclosure
<b>Booking Holdings</b>	Data Privacy
<b>Boyd Gaming Corp.</b>	Report On Potential Cost Savings thru Adptn of No Smkg Policy – <b>SEC</b>
<b>Bristol-Myers Squibb Co.</b>	Fair Treatment of Shareholder Nominees Human Rights Policy
<b>Broadcom Inc.</b>	Climate Transition Plan and GHG Reduction Goals – <b>WD</b>
<b>C.H. Robinson Worldwide, Inc.</b>	Climate Transition Plan and GHG Reduction Goals
<b>Caesars Entertainment Corp.</b>	Report On Potential Cost Savings through Adptn of No Smkg Policy
<b>Canadian Imperial Bank of Commerce</b>	Executive Compensation
<b>Capital One Financial Corp.</b>	Lobbying Expenditures Disclosure
<b>Carrier Global Corp.</b>	Lobbying Expenditures Disclosure
<b>*Caterpillar Inc.</b>	Lobbying Expenditures Disclosure
<b>CDW Corp.</b>	Political Contributions
<b>Centerpoint Energy</b>	Climate Transition Plan and GHG Reduction Goals
<b>Charles Schwab</b>	Ascertain Client Voting Preferences  Gender and Racial Pay Gap
<b>Charter Communications, Inc.</b>	Lobbying Expenditures Disclosure
<b>Chemed Corp.</b>	Sustainability Reporting
<b>*Chevron</b>	Accelerate Plans for Medium-Term (S3) GHG Reduct. Trgt. Assess Effectiveness of HR Policy Implementation Disclosure of Assets with Material Clmte Impact Impact of Reduced Plastics Demand on Financial Assumptions Independent Board Chair



**Chipotle Mexican Grill, Inc.**  
**Chubb Ltd.**

**Church & Dwight Co., Inc.**  
**Citigroup**

**Comcast Corp.**

**Comfort Systems USA**  
**ConocoPhillips**  
**Constellation Energy Group, Inc.**  
**Crown Holdings Inc.**  
**CSX Corp.**  
**Cummins Inc.**

**Danaher Corp.**  
**Darling Ingredients**  
**Delta Air Lines, Inc.**

**DexCom Inc.**  
**Dine Brands Global, Inc.**  
**Disney (Walt) Company / ABC**

**DocuSign Inc**  
**Dow Inc.**  
**DTE Energy**  
**Ecolab Inc.**  
**Edison International**  
**Edwards Lifesciences**  
**Elevance Health**  
**Eli Lilly and Co.**

Just Transition and Impact of Plant Closure  
Tax Transparency Report  
Workplace Health and Safety Audit  
Gender and Racial Pay Gap  
Measure, Disclose & Reduce GHG Emiss. Asso. w/ Underwriting  
Political Contributions  
Ascertain Client Voting Preferences – **SEC**  
Respect for Rights of Indigenous Peoples  
AI Transparency Report  
Political Contributions Misalignment  
Political Spending  
Climate Transition Plan and GHG Reduction Goals  
Tax Transparency Report – **SEC**  
Climate Transition Plan and GHG Reduction Goals  
Political Contributions  
Railroad Safety Committee  
Just Climate Transition Report  
Link Executive Pay and GHG Targets  
Lobbying Expenditures Disclosure  
Greater Disclosure of Material Corporate DEI Data  
Greater Disclosure of Material Corporate DEI Data  
Adopt a Non-Interference Policy Respecting Freedom of Assoc.  
Report on Anti-Union Expenditures  
Require Trade Associations to Disclose Political Contribution  
Political Contributions  
Lobbying Expenditures Disclosure  
AI Transparency Report  
Political Contributions Misalignment  
Political Spending  
Greater Disclosure of Material Corporate DEI Data  
Impact of Reduced Plastics Demand on Financial Assumptions  
Climate Transition Plan - Downstream Emiss.  
Fair Treatment of Shareholder Nominees – **SEC**  
Lobbying Expenditures Disclosure  
Fair Treatment of Shareholder Nominees – **WD**  
Require Trade Associations to Disclose Political Contributions  
Greater Disclosure of Material Corporate DEI Data  
Human Rights Policy  
Lobbying Expenditures Disclosure



**Encompass Health Corp.**  
**Expeditors International of Washington**

**\*Exxon Mobil Corp.**

**Flowers Foods, Inc.**

**Flowserve Corp.**

**General Electric Co.**

**General Motors Corp.**

**\*GEO Group Inc.**

**Gilead Sciences, Inc.**

**Global Payments Inc.**

**Goldman Sachs Group Inc.**

**Granite Construction Inc.**

**HCA**

**Health Mart/McKesson**

**Herbalife Ltd.**

**Hershey Co.**

**Home Depot, Inc.**

**\*Honeywell International Inc.**

**Hormel Foods Corp.**

**\*HP, Inc.**

**Huntington Ingalls Industries**

**Huntsman Corp.**

Patents and Access

Greater Disclosure of Material Corporate DEI Data

Climate Transition Plan and GHG Reduction Goals

Greater Disclosure of Material Corporate DEI Data

Accelerate Plans for Medium-Term (S3) GHG Reduct. Trgt.

Disclosure of Assets with Material Clmte Impact

Impact of Reduced Plastics Demand on Financial Assumptions

Just Transition and Impact of Plant Closure

Report on Guyana Oil Spill Economic, Human and Enviro.

Tax Transparency Report

Effectiveness of Diversity Efforts

Political Contributions

Disclose Risks Assoc. w/ Contd Invest. in High-Carbon Products

Deep Sea Mining Disclosure

Racial Equity Audit

Patents and Access

Political Contributions

Environmental Justice Assessment

Gender and Racial Pay Gap

Lobbying Expenditures Disclosure

Net Zero Sector Emissions Alignment Disclosure – **SEC**

Proxy Voting Alignment – **F**

Workplace Culture: Concealment Clauses

Report on Risk of Environmentally High-Risk Projects

Risk Mitigation - Hospitals

Risk Mitigation - Pharmacies

Greater Disclosure of Material Corporate DEI Data

Circular Economy for Packaging

Living Wage Assessment

Biodiversity Impact Assessment

Climate Transition Plan and GHG Reduction Goals

Political Spending

Living Wage Disclosure

Environmental Justice Audit

Circular Economy for Packaging

Lobbying Expenditures Disclosure – **O**

Lobbying Expenditures Disclosure

Political Contributions



<b>IDEX</b>	Eliminating Discrimination through Inclusive Hiring
<b>Illinois Tool Works Inc.</b>	Climate Transition Plan and GHG Reduction Goals
<b>Ingredion, Inc.</b>	Climate Transition Plan and GHG Reduction Goals
<b>IBM Corp.</b>	Lobbying Expenditures Disclosure
	Paris-Aligned Lobbying—Net Zero
<b>Intern’l Flavors &amp; Fragrances</b>	Respect for Freedom of Association and Collective Bargaining
<b>International Paper Co.</b>	Biodiversity Impact Assessment
<b>Intuit Inc.</b>	Assessing Systemic Climate Risk from Retirement Plan
<b>Intuitive Surgical, Inc.</b>	Gender and Racial Pay Gap
<b>IQVIA Holdings, Inc.</b>	Political Contributions
<b>ITT Corp.</b>	Political Contributions
<b>J.B. Hunt Transport Services, Inc.</b>	Inclusive Healthcare Coverage Policy – <b>SEC</b>
<b>J.P. Morgan Chase &amp; Co.</b>	Ascertain Client Voting Preferences
	Human Rights Risks in CAHRA Policies
	Net Zero Sector Emissions Alignment Disclosure – <b>SEC, F</b>
	Proxy Voting Alignment
	Respect for Rights of Indigenous Peoples
	Patents and Access
<b>Johnson &amp; Johnson</b>	Greater Disclosure of Material Corporate DEI Data
<b>Jones Lang LaSalle Inc.</b>	Disclose Risks of Pesticide Use in Agricultural Supply Chains
<b>Kellanova</b>	Circular Economy for Packaging
<b>Keurig Dr. Pepper</b>	Living Wage Disclosure – <b>SEC</b>
<b>Kohl’s Corp.</b>	Tax Transparency Report
<b>Kosmos Energy</b>	Just Climate Transition Report
<b>Kroger Co.</b>	Public Health Costs Created by the Sale of Tobacco Products
	Set Compensation Policy that Optimizes Value for Shareholders
<b>*L3Harris Technologies</b>	Lobbying Expenditures Disclosure
<b>Labcorp</b>	Data Privacy
<b>Lennar Corp.</b>	Political Contributions
	Report on Plan to Reduce Full Value Chain Emissions
<b>Live Nation Entertainment, Inc.</b>	Political Contributions
<b>*Lockheed Martin Corp.</b>	Climate Transition Plan and GHG Reduction Goals
	Political Activities Alignment
<b>Lululemon Athletica Inc.</b>	Reduce Microfiber Pollution
<b>Manhattan Associates, Inc.</b>	Greater Disclosure of Material Corporate DEI Data
<b>Marriott International, Inc.</b>	Civil Rights Audit
	Gender and Racial Pay Gap
	Human Rights Risks in CAHRA Policies
<b>Marvell Technology, Inc.</b>	Political Contributions
<b>MasterCard Inc.</b>	Fair Treatment of Shareholder Nominees – <b>WD</b>
	Lobbying Expenditures Disclosure
<b>Mattel, Inc.</b>	Political Contributions





<b>MAXIMUS, Inc.</b>	Respect for Freedom of Association and Collective Bargaining
<b>McDonald’s Corp.</b>	Phase Out Routine Medically Important Antibiotics in Supply Chain Decline in Access to Quality Medical Care
<b>Merck &amp; Co., Inc.</b>	Patents and Access
<b>Meta (Facebook Inc.)</b>	Child Safety Online Give Each Share an Equal Vote Human Rights Impact Assessment Independent Board Chair – <b>SEC</b> Lack of Investment in Content Moderation in the Global Majority Lobbying Expenditures Disclosure – <b>SEC</b> Paris-Aligned Climate Lobbying—Framework Report on Generative AI Misinformation/Disinformation Risks Report on Political Advertising and False/Divisive Information Reproductive Health Mis/Disinformation (generative AI) Report on Short, Long-Term Science-Based GHG Reduct. Targets – <b>WD</b>
<b>Metro, Inc.</b>	Political Contributions Misalignment
<b>Molina Healthcare Inc.</b>	Political Spending
<b>Mondeléz International, Inc.</b>	Assess Effectiveness of HR Policy Implementation End Child Labor in Cocoa Production
<b>Monster Beverage Corp.</b>	Mitigate Water Scarcity Risks
<b>Moody’s Corp.</b>	Right of Shareholders to Call Special Meetings
<b>Morgan Stanley</b>	Lobbying Expenditures Disclosure Net Zero Sector Emissions Alignment Disclosure
<b>Mosaic Co.</b>	Climate Transition Plan and GHG Reduction Goals
<b>MSCI Inc.</b>	Right of Shareholders to Call Special Meetings
<b>nCino Inc.</b>	Annual Board Election
<b>NCR Corp.</b>	Greater Disclosure of Material Corporate DEI Data
<b>National Beverage</b>	Mitigate Water Scarcity Risks
<b>Netflix, Inc.</b>	AI Transparency Report Amendments to the Code of Ethics
<b>Norfolk Southern Corp.</b>	Lobbying Expenditures Disclosure Railroad Safety Committee
<b>Northern Trust Corp.</b>	Ascertain Client Voting Preferences
<b>*Northrop Grumman Corp.</b>	Political Activities Alignment
<b>NVIDIA</b>	Right of Shareholders to Call Special Meetings
<b>NVR, Inc.</b>	Political Contributions
<b>Occidental Petroleum Corp.</b>	Lobbying Expenditures Disclosure
<b>Old Dominion Freight Line</b>	Climate Transition Plan and GHG Reduction Goals
<b>PACCAR, Inc.</b>	Political Contributions – <b>O</b>
<b>Paramount Global</b>	Greater Disclosure of Material Corporate DEI Data
<b>PayPal</b>	Data Privacy



<b>PepsiCo, Inc.</b>	Assess/ Mitigate Potential Health Harms from Non-Sugar Subs. Decline in Access to Quality Medical Care Racial Equity Audit
<b>Pfizer, Inc.</b>	Human Rights Impact Assessment – <b>SEC</b> Patents and Access Political Spending
<b>*Philip Morris International</b>	Lobbying Expenditures Disclosure
<b>*Phillips 66</b>	Impact of Reduced Plastics Demand on Financial Assumptions
<b>PNC Financial Services Group Inc.</b>	Assess Effectiveness of HR Policy Implementation
<b>Public Storage</b>	Climate Transition Plan and GHG Reduction Goals
<b>Restaurant Brands International</b>	Circular Economy for Packaging Identify Water Risk Exposure Public Health Costs of Antimicrobial Resistance
<b>Rivian Automotive Inc.</b>	Adopt a Human Rights Policy Respecting Freedom of Assoc.
<b>Rollins Environmental Services</b>	Greater Disclosure of Material Corporate DEI Data
<b>Ross Stores, Inc.</b>	Material Value Chain GHG Emissions Disclosure Maternal and Reproductive Health Benefits
<b>Royal Bank of Canada</b>	Climate Transition Plan and Financed Emissions Reduction Goals Executive Compensation Racial Equity Audit – <b>WD</b>
<b>Royal Dutch Shell plc</b>	Align Emissions Reduction Targets with Paris Agreement
<b>*RTX Corp. (Raytheon)</b>	Human Rights Impact Assessment Lobbying Expenditures Disclosure Report on Plan to Reduce Full Value Chain Emissions
<b>Skechers U.S.A.</b>	Material Value Chain GHG Emissions Disclosure
<b>Skywest, Inc.</b>	Adopt a Non-Interference Policy Respecting Freedom of Assoc.
<b>Smith (A.O.) Corp.</b>	Eliminating Discrimination through Inclusive Hiring
<b>Snowflake Inc.</b>	Annual Board Election
<b>Sonoco Products Co.</b>	Political Contributions
<b>Southern Co.</b>	Paris Alignment and GHG Reduction Goals
<b>Southwest Airlines Co.</b>	Climate Transition Plan and GHG Reduction Goals – <b>F, WD</b>
<b>Spirit Aerosystems</b>	Political Contributions
<b>Sprouts Farmers Market Inc.</b>	Greater Disclosure of Material Corporate DEI Data
<b>Starbucks Corp.</b>	Biodiversity Impact Assessment Lobbying Expenditures Disclosure
<b>State Street Corp.</b>	Climate Stewardship Report Proxy Voting Alignment – <b>SEC, F, WD</b>
<b>Stryker Corp.</b>	Political Contributions
<b>*Sturm Ruger and Company, Inc.</b>	Prioritization Public Health Impacts Assoc. w/Products
<b>T. Rowe Price Associates, Inc.</b>	Ascertain Client Voting Preferences
<b>Target Corp.</b>	Measuring Pesticide Use in Agricultural Supply Chains Set Compensation Policy that Optimizes Value for Shareholders Political Spending



<b>Tenet</b>	Risk Mitigation - Hospitals
<b>Tesla Inc.</b>	Adopt a Non-Interference Policy Respecting Freedom of Assoc. Annual Board Election Deep Sea Mining Disclosure – <b>SEC</b> Workplace Culture: Concealment Clauses
<b>Texas Instruments Inc.</b>	Climate Transition Plan and GHG Reduction Goals Human Rights Risks Related to the Russian Invasion of Ukraine – <b>SEC, F</b>
<b>Texas Roadhouse, Inc.</b>	Climate Transition Plan and GHG Reduction Goals
<b>The Coca-Cola Co.</b>	Assess/Mitigate Potential Health Harms from Non-Sugar Subs Decine in access to medical care Enterprise Policy on Healthiness of Products – <b>SEC</b> Workplace Culture: Concealment Clauses
<b>The Travelers Companies, Inc.</b>	Human Rights Risk Report Measure, Disclose & Reduce GHG Emiss. Asso. w/ Underwriting
<b>Thermo Fisher Scientific Inc.</b>	Human Rights Impact Assessment
<b>TJX Companies, Inc.</b>	Climate Transition Plan and GHG Reduction Goals Human Rights Due Diligence within Supply Chain Paid Sick Leave Policy
<b>T-Mobile USA</b>	Disclosure of Health and Safety Violation Prevention Measures
<b>Toronto-Dominion Bank</b>	Executive Compensation Transition Planning
<b>TripAdvisor, Inc.</b>	Assess Effectiveness of HR Policy Implementation
<b>Truist Financial</b>	Lobbying Expenditures Disclosure
<b>Tyson Foods, Inc.</b>	Circular Economy for Packaging End Child Labor in the Value Chain – <b>F</b> Paris-Aligned Lobbying—Net Zero
<b>Uber Technologies</b>	Report on Driver Health and Safety – <b>SEC</b>
<b>Union Pacific Corp.</b>	Just Climate Transition Report Paid Sick Leave Policy Railroad Safety Committee
<b>United Airlines Holdings, Inc.</b>	Loss and Damage Fund for Climate Harms
<b>United Parcel Service, Inc.</b>	Greater Disclosure of Material Corporate DEI Data
<b>UnitedHealth Group Inc.</b>	AI Transparency Report Impact of Racial and Ethnic Disparities in UHG’s Business Political Spending
<b>Upwork Inc.</b>	Annual Board Election
<b>*Valero Energy Corp.</b>	Emissions Target and Carbon Offset Policy – <b>SEC</b> Racial Equity Audit – <b>SEC</b>
<b>Valmont Industries, Inc.</b>	Disclose Consolidated EEO-1 Report
<b>Veracyte, Inc.</b>	Fair Treatment of Shareholder Nominees
<b>Verizon Communications Inc.</b>	Cease Political Contributions Disclosure of Health and Safety Violation Prevention Measures – <b>SEC</b> Political Spending



**Vertex Pharmaceuticals Inc.**  
**W.W. Grainger, Inc.**  
**Wabtec**  
**Walgreens Boots Alliance**

**Walmart Stores, Inc.**

**Warner Bros.**  
**Wells Fargo & Co.**

**Wendy’s International, Inc.**  
**West Pharmaceutical Services**  
**Westlake Chemical**  
**WestRock Inc.**  
**Yelp Inc.**  
**Yum! Brands, Inc.**

Lobbying Expenditures Disclosure  
Political Contributions Misalignment – **SEC**  
Gender and Racial Pay Gap  
Climate Transition Plan and GHG Reduction Goals  
Greater Disclosure of Material Corporate DEI Data  
Discarded Cigarette Pollution  
Set Compensation Policy that Optimizes Value for Shareholders  
Risk Mitigation – Pharmacies – **F**  
  
Human Rights Impact Assessment  
Racial Equity Audit  
Set Compensation Policy that Optimizes Value for Shareholders  
Workplace Safety Policy Assessment—Gun Violence  
AI Transparency Report  
Lobbying Expenditures Disclosure – **SEC**  
Net Zero Sector Emissions Alignment Disclosure – **SEC**  
Paris-Aligned Lobbying—Net Zero – **SEC**  
Respect for Freedom of Association and Collective Bargaining – **SEC**  
Respect for Rights of Indigenous Peoples – **F**  
Racial Equity Audit  
Fair Treatment of Shareholder Nominees – **SEC**  
Plan to Reduce Plastic Production  
Update Procurement Policy to Commit to Eliminating Deforestation  
Fair Treatment of Shareholder Nominees  
Public Health Costs of Antimicrobial Resistance  
Reduce Plastics Use