

AFL-CIO Key Votes - 2021 Proxy Season

Shareholder Proposals: "FOR" votes are consistent with the *AFL-CIO Proxy Voting Guidelines*

Company	Ticker	Proposal Subject	Item	Date
3M	MMM	Consider Employee Pay in Setting CEO Pay	5	5/11/2021
AbbVie	ABBV	Independent Board Chair	8	5/7/2021
Alphabet	GOOG	Report on Anticompetitive Practices	TBA	6/2/2021
Amazon.com	AMZN	Consider Employee Director Candidates	10	5/26/2021
Bristol Myers-Squibb	BMJ	Independent Board Chair	6	5/4/2021
Charter Communications	CHTR	Report on Lobbying Activities	3	4/27/2021
Citigroup	C	Racial Equity Audit	9	4/27/2021
ExxonMobil	XOM	Report on Lobbying Activities	9	5/26/2021
Gilead Sciences	GILD	Independent Board Chair	4	5/12/2021
Intel	INTC	Report on Gender and Racial Pay Gaps	5	5/13/2021
JPMorgan Chase	JPM	Racial Equity Audit	6	5/18/2021
Kroger	KR	Report on Human Rights Due Diligence	TBA	TBA
Lyft	LYFT	Report on Lobbying Activities	TBA	TBA
Marathon Petroleum	MPC	Accelerated Vesting of Equity Awards	7	4/28/2021
Mondelēz International	MDLZ	Consider Employee Pay in Setting CEO Pay	4	5/19/2021
Southern Copper	SCCO	Independent Board Chair	4	5/28/2021
TJX Companies	TJX	Consider Employee Pay in Setting CEO Pay	TBA	TBA
U.S. Silica	SLCA	Disclose Non-GAAP Pay Measures	5	5/13/2021
Uber Technologies	UBER	Report on Lobbying Activities	5	5/10/2021
Walmart	WMT	Racial Justice Goals and Starting Wages	6	6/2/2021
Wells Fargo	WFC	Racial Equity Audit	7	4/27/2021
XPO Logistics	XPO	Independent Board Chair	5	5/11/2021

Management Proposals: "AGAINST" votes are consistent with the *AFL-CIO Proxy Voting Guidelines*

Company	Ticker	Proposal Subject	Item	Date
McDonald's	MCD	Director Enrique Hernandez, Jr.	1e	5/20/2021