

# AFL-CIO Key Votes - 2021 Proxy Season

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

Company	Ticker	Proposal Subject	Item	Date
3M	MMM	<a href="#">Consider Employee Pay in Setting CEO Pay</a>	5	5/11/2021
AbbVie	ABBV	<a href="#">Independent Board Chair</a>	8	5/7/2021
Alphabet	GOOG	<a href="#">Report on Anticompetitive Practices</a>	10	6/2/2021
Amazon.com	AMZN	<a href="#">Consider Employee Director Candidates</a>	10	5/26/2021
Bristol Myers-Squibb	BMJ	<a href="#">Independent Board Chair</a>	6	5/4/2021
Charter Communications	CHTR	<a href="#">Report on Lobbying Activities</a>	3	4/27/2021
Citigroup	C	<a href="#">Racial Equity Audit</a>	9	4/27/2021
ExxonMobil	XOM	<a href="#">Report on Lobbying Activities</a>	9	5/26/2021
Gilead Sciences	GILD	<a href="#">Independent Board Chair</a>	4	5/12/2021
Intel	INTC	<a href="#">Report on Gender and Racial Pay Gaps</a>	5	5/13/2021
JPMorgan Chase	JPM	<a href="#">Racial Equity Audit</a>	6	5/18/2021
Kroger	KR	Report on Human Rights Due Diligence	TBA	TBA
Lyft	LYFT	<a href="#">Report on Lobbying Activities</a>	4	6/17/2021
Marathon Petroleum	MPC	<a href="#">Accelerated Vesting of Equity Awards</a>	7	4/28/2021
Mondelēz International	MDLZ	<a href="#">Consider Employee Pay in Setting CEO Pay</a>	4	5/19/2021
Southern Copper	SCCO	<a href="#">Independent Board Chair</a>	4	5/28/2021
TJX Companies	TJX	<a href="#">Consider Employee Pay in Setting CEO Pay</a>	5	6/8/2021
U.S. Silica	SLCA	<a href="#">Disclose Non-GAAP Pay Measures</a>	5	5/13/2021
Uber Technologies	UBER	<a href="#">Report on Lobbying Activities</a>	5	5/10/2021
Walmart	WMT	<a href="#">Racial Justice Goals and Starting Wages</a>	6	6/2/2021
Wells Fargo	WFC	<a href="#">Racial Equity Audit</a>	7	4/27/2021
XPO Logistics	XPO	<a href="#">Independent Board Chair</a>	5	5/11/2021

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

Company	Ticker	Proposal Subject	Item	Date
McDonald's	MCD	<a href="#">Director Enrique Hernandez, Jr.</a>	1e	5/20/2021
Tribune Publishing	TPCO	<a href="#">Agreement and Plan of Merger</a>	1	5/21/2021