

AFL-CIO Key Votes - 2023 Proxy Season

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

Company	Ticker	Proposal Subject	Item	Date
Amazon.com	AMZN	Freedom of Association		TBA
Bank of America	BAC	Racial Equity Audit	11	4/25/2023
Chevron	CVX	Climate Change Just Transition		TBA
Coca-Cola	KO	Racial Equity Audit	5	4/25/2023
Comcast	CMCSA	Racial Equity Audit		TBA
ConocoPhillips	COP	Tax Payment Disclosure	9	5/16/2023
Exxon Mobil	XOM	Climate Change Just Transition		TBA
GEO Group	GEO	Racial Equity Audit	5	4/28/2023
Goldman Sachs	GS	Racial Equity Audit	8	4/26/2023
HCA Healthcare	HCA	Patient Safety	6	4/19/2023
Marathon Petroleum	MPC	Executive Compensation Clawbacks	8	4/26/2023
McDonalds	MCD	Lobbying Disclosure		TBA
Meta Platforms	META	Review Risk Oversight Committee		TBA
Norfolk Southern	NSC	Paid Sick Leave		TBA
PPG Industries	PPG	Independent Board Chair	5	4/20/2023
Red Rock Resorts	RRR	Board Diversity		TBA
Starbucks	SBUX	Freedom of Association	8	3/23/2023
Union Pacific	UP	Paid Sick Leave		TBA
United Parcel Service	UPS	Climate Change Just Transition	8	5/4/2023
Walmart	WMT	Freedom of Association		TBA
Wells Fargo	WFC	Freedom of Association	11	4/25/2023

Please note that this preliminary list of 2023 AFL-CIO Key Votes will be updated during the proxy season. For the most current list, please visit invest.aflcio.org where you can also sign up for Proxy Vote Email Alerts.