

AFL-CIO Key Votes - 2023 Proxy Season

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

| Company | Ticker | Proposal Subject | Item | Date |
|-----------------------|--------|---|------|-----------|
| Alphabet | GOOGL | Lobbying Disclosure | 6 | 6/2/2023 |
| Amazon.com | AMZN | Freedom of Association | 16 | 5/24/2023 |
| Bank of America | BAC | Racial Equity Audit | 11 | 4/25/2023 |
| Chevron | CVX | Climate Change Just Transition | 9 | 5/31/2023 |
| Chipotle | CMG | Freedom of Association | 6 | 5/25/2023 |
| Coca-Cola | KO | Racial Equity Audit | 5 | 4/25/2023 |
| Comcast | CMCSA | Racial Equity Audit | 7 | 6/7/2023 |
| ConocoPhillips | COP | Tax Payment Disclosure | 9 | 5/16/2023 |
| CVS Health | CVS | Freedom of Association | 8 | 5/18/2023 |
| Delta Air Lines | DAL | Freedom of Association | 6 | 6/15/2023 |
| Denny's | DENN | Paid Sick Leave | 5 | 5/17/2023 |
| Douglas Emmett | DEI | Lobbying Disclosure | 6 | 5/24/2023 |
| Exxon Mobil | XOM | Climate Change Just Transition | 16 | 5/31/2023 |
| 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 Claw-backs | 8 | 4/26/2023 |
| McDonalds | MCD | Lobbying Disclosure | 9 | 5/25/2023 |
| Meta Platforms | META | Review Risk Oversight Committee | 13 | 5/31/2023 |
| Netflix | NFLX | Freedom of Association | 8 | 6/1/2023 |
| PPG Industries | PPG | Independent Board Chair | 5 | 4/20/2023 |
| Starbucks | SBUX | Freedom of Association | 8 | 3/23/2023 |
| Union Pacific | UP | Paid Sick Leave | 7 | 5/18/2023 |
| United Parcel Service | UPS | Climate Change Just Transition | 8 | 5/4/2023 |
| Wells Fargo | WFC | Freedom of Association | 11 | 4/25/2023 |
| Yum Brands | YUM | Paid Sick Leave | 9 | 5/18/2023 |

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.afclcio.org where you can also sign up for Proxy Vote Email Alerts.