

2023 Shareholder Proposals on Proxy: Advancing Worker Justice

Company	Topic	Lead Filer	AGM Date	Vote
Freedom of Association and Worker Voice				
Activision	Freedom of Association	AFL-CIO		
Amazon	Freedom of Association	SHARE	May 24	
Delta	Freedom of Association	Amalgamated Bank		
Rivian Automotive	Freedom of Association	Amalgamated Bank		
Starbucks	Freedom of Association	Trillium Asset Management (with SOC, Parnassus, PIRC, and NYC Comptroller's Office)		52.03%
Wells Fargo	Freedom of Association	AFL-CIO	April 25	35.60%
Amazon	Worker Voice / Hourly Associate on Board	Oxfam America	May 24	
Wendy's	Worker Voice / Proxy Access	IASJ (Franciscan Sisters of Allegany, NY)	May 16	
Worker Health & Safety and Paid Sick Leave				
Amazon	Health and Safety	Tulipshare	May 24	
Dollar General	Health and Safety	Domini Impact Investments	May 31	
Uber	Health and Safety	Achmea Investment Management	May 8	
Walmart	Workplace Safety and Violence Review	United for Respect		
Walmart	Human Rights Due Diligence	Oxfam America		
CVS	Paid Sick Leave	Trillium Asset Management	May 18	
Denny's	Paid Sick Leave	Benedictine Sisters of Mt. Saint Scholastica	May 17	
Fedex	Paid Sick Leave	Sisters of St. Francis of Philadelphia		
TJX	Paid Sick Leave	Figure 8 Investment Strategies		
Union Pacific	Paid Sick Leave	Trillium Asset Management		
Yum! Brands	Paid Sick Leave	United Church Funds	May 18	
Wages and Pay Equity				
Amazon	Gender and Racial Pay Gap	Arjuna Capital	May 24	
Apple	Gender and Racial Pay Gap	Arjuna Capital		33.80%
Boeing	Gender and Racial Pay Gap	Jim McRitchie/CorpGov.net	April 18	47.40%
Charles Schwab	Gender and Racial Pay Gap	Jim McRitchie/CorpGov.net	May 18	
DexCom	Gender and Racial Pay Gap	Jim McRitchie/CorpGov.net	May 18	
Goldman Sachs	Gender and Racial Pay Gap	Jim McRitchie/CorpGov.net	April 26	30.00%
Intuitive Surgical	Gender and Racial Pay Gap	Jim McRitchie/CorpGov.net	April 27	
Kellogg	Gender and Racial Pay Gap	Jim McRitchie/CorpGov.net	May 12	
Kroger	Gender and Racial Pay Gap	Arjuna Capital		
Marriot	Gender and Racial Pay Gap	Jim McRitchie/CorpGov.net		
Nike	Gender and Racial Pay Gap	Arjuna Capital		
Amazon	Worker Pay in Executive Compensation	AFL-CIO	May 24	
Walmart	Worker Pay in Executive Compensation	Franciscan Sisters of the Perpetual Adoration (SGI Member)		
Dollar Tree	Income Inequality	United Church Funds		
RBI	Competitive Employment Standards	SHARE	May 23	
Racial Equity Audits				
Bank of Montreal	Racial Equity Audit	SHARE	April 18	37.00%
RBC	Racial Equity Audit	SHARE		44.00%
Walmart	Racial Equity Audit	United for Respect		