



2022 Shareholder Impact Review: *Changing Corporations for Good*

Shareholder Impact Review

Table of Contents

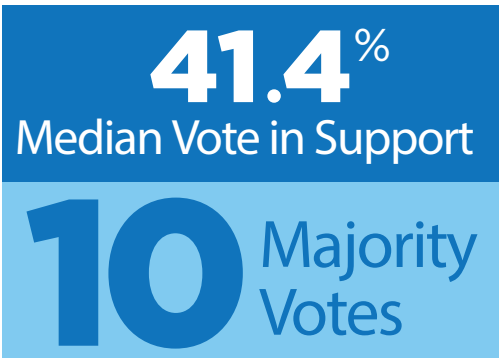
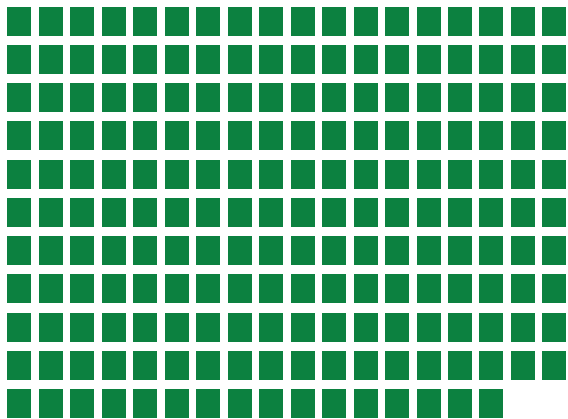
Voted Resolutions	5
Resolutions Withdrawn With Agreement	10
Omitted Resolutions	18
Ongoing Dialogues	19
Pending Annual General Meetings	24
Annex: Alphabetical Summary	25
Disclaimer	54



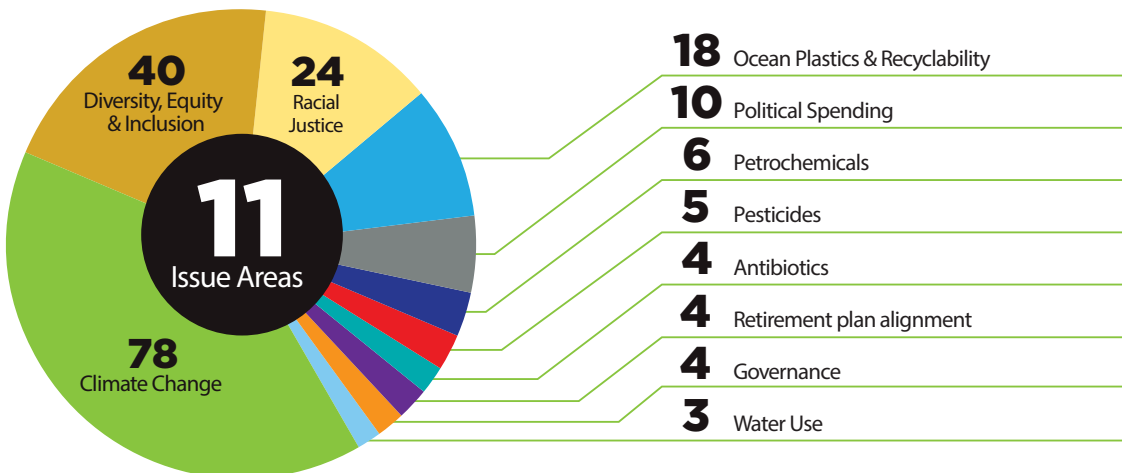
2022 SHAREHOLDER ADVOCACY



196 Engagements



\$2.18 TRILLION in Share Value



THE NUMBERS. In total, the *As You Sow* team led 196 engagements with 156 companies across 11 program areas. In proxy year 2022, a total of 99 of these engagements were escalated and shareholder resolutions were filed on behalf of 79 shareholders. We successfully withdrew 56 resolutions in instances where companies agreed to take requested actions; 32 proposals went to a vote, with ten majority votes and median support of 41.4%. A total of \$2.18 trillion of share value was voted in support of our resolutions.

Companies challenged 15 resolutions at the SEC; we won 14 of those challenges or the proposal was withdrawn during the SEC evaluation period, with only one proposal being omitted.

Our 196 engagements addressed the following issue areas: climate change (78); diversity, equity, and inclusion (40); racial justice (24); ocean plastics, single use plastics, and recyclability (18); political spending (10); petrochemicals (6); pesticides (5); antibiotics misuse and overuse (4); corporate misalignment with investing (4); governance (4); and water use (3).

What is the reporting period for the 2022 Shareholder Impact Review?

This report covers data from any corporate annual general meeting (AGM) that occurred between 7/1/2021 – 6/30/2022.

What is an “engagement”?

Any contact that *As You Sow* makes with a company to address shareholder concern regarding an issue area. This includes letters, emails, video conferences, phone calls, and meetings.

How do we engage with companies?

Our goal is to work collaboratively with companies to raise and address shareholder concerns about material risk. Unless there are extenuating circumstances, we generally send a letter and have one or more dialogues with a company to attempt to resolve the issue prior to escalation of the issue by filing a shareholder resolution. Many times our questions are answered during an engagement and the company agrees with our terms, which often involves public disclosure of material information. In other instances, a company will agree to investigate an issue, or take other actions. If a company is not willing or able to address the concern, we may submit a resolution to be voted on at the company’s annual general meeting. Engagement and dialogues often continue after the proposal is filed and then again after the annual general meeting.

COMMON ACRONYMS

Acronym	Term
AGM	Annual General Meeting
DEI	Diversity, Equity, and Inclusion
ESG	Environmental, Social, and Governance
EEOC	U.S. Equal Employment Opportunity Commission
EEO-1	U.S. Equal Employment Opportunity Form
GHG	Greenhouse Gas
IPM	Integrated Pest Management
IEA	International Energy Agency
POC	People of Color
RJI	Racial Justice Initiative
SBTi	Science-Based Targets initiative
SEC	U.S. Securities and Exchange Commission

Glossary

Independent vote: In the tables following you will see an “independent” vote percentage adjacent to an official vote. This is noted only for companies with overwhelming holdings or egregious voting preferences of one person or management that skews the official vote, yet often a large number of independent shareholders vote for the resolution.

VOTED RESOLUTIONS

Company	Resolution Title	Vote For	Assets in Support (\$BN)
AbbVie	Alignment of stated corporate values with political and electioneering expenditures.	39.5%	\$74.1B
Alphabet	Report on policies and practices to reduce climate-related water risk.	22.6% (46.9% independent)	\$310.0B
Amazon.com	Sustainable packaging policies for plastics.	48.9% (59.3% independent)	\$387.4B
Amazon.com	Report on aligning retirement plan options with company climate goals.	9.1% (11.3% independent)	\$69.4B
Archer-Daniels-Midland	Disclosure of pesticide use in agricultural supply chains.	33.7%	\$13.1B
AT&T	Alignment of stated corporate values with political and electioneering expenditures.	44.1%	\$33.1B
AutoZone	Reduce operational and supply chain GHG emissions in alignment with Paris Agreement's 1.5 degree Celsius goal.	70.4%	\$25.3B
Berkshire Hathaway	Greater disclosure of material corporate diversity, equity, and inclusion data.	25.9% (45.7% independent)	\$42.3M
Berkshire Hathaway	Reduce GHG emissions from underwriting, insuring, and investment activities in alignment with 1.5 degree Celsius goal.	26.5% (46.7% independent)	\$43.3M
Boeing	Net Zero climate transition plan.	91.4%	\$43.7B
Caterpillar	Disclose interim and long-term GHG targets aligned with the Paris Agreement's 1.5 degree Celsius goal.	96.5%	\$82.3B
Charter Communications	Greater disclosure of material corporate diversity, equity, and inclusion data.	44.7%	\$38.3B

VOTED RESOLUTIONS

Company	Resolution Title	Vote For	Assets in Support (\$BN)
Chevron	Improve climate related accounting disclosures and assess impacts of Net Zero by 2050 scenario.	38.7%	\$94.1B
Chubb	Reduce GHG emissions from underwriting, insuring, and investment activities in alignment with the 1.5 degree Celsius goal.	72.2%	\$52.2B
Comcast	Report on aligning retirement plan options with company climate goals.	6.0%	\$0.9B
Dollar Tree	Net Zero climate transition plan.	54.8%	\$16.6B
DTE Energy	Improve GHG reduction targets.	28.1%	\$5.0B
ExxonMobil	Improve climate related accounting disclosures and assess impacts of Net Zero by 2050 scenario.	51.0%	\$116.8B
ExxonMobil	Petrochemical risks: single-use plastics.	36.5%	\$90.6B
FedEx	Disclosure of direct and indirect lobbying activities and expenditures.	62.4%	\$28.2B
Kroger	Sustainable packaging policies for plastics.	38.4%	\$10.5B
McDonald's	Sustainable packaging policies for plastics.	41.9%	\$51.2B
Meta Platforms	Seeking a report on risks related to company failures in content governance.	19.2% (63.1% independent)	\$186.5B
Monster Beverage	Net Zero climate transition plan.	44.2%	\$18.1B
Nike	Greater disclosure of material corporate diversity, equity, and inclusion data.	35.6%	\$67.3B
Phillips 66	Petrochemical risks: single-use plastics.	50.4%	\$14.7B
Skechers USA	Net Zero target and climate transition plan reporting.	25.0%	\$3.0B

VOTED RESOLUTIONS

Company	Resolution Title	Vote For	Assets in Support (\$BN)
Sysco	Net Zero target and climate transition plan reporting.	92.1%	\$25.8B
Tesla	Greater disclosure of material corporate diversity, equity, and inclusion data.	46.4% (86.5% independent)	\$210.7B
Travelers Companies	Reduce GHG emissions associated with underwriting, insuring, and investment activities in alignment with the Paris Agreement's 1.5 degree Celsius goal.	55.8%	\$18.7B
United Parcel Service	Greater disclosure of material corporate diversity, equity, and inclusion data.	36.8%	\$86.5B
Worthington Industries	Net Zero targets and climate transition plan.	40.9%	\$0.9B

VOTED RESOLUTIONS: SELECTED HIGHLIGHTS

ABBVIE

39.5% in favor

Alignment of stated corporate values with political and electioneering expenditures.

ALPHABET

22.6% in favor

Report on policies and practices to reduce climate-related water risk – 64.9% of *independent* shareholders voted in favor (22.6% of *total* shareholder vote in favor).

AMAZON

48.9% in favor

Sustainable packaging policies for plastics – 59.3% of *independent* shareholders voted in favor (48.9% of *total* shareholders vote in favor).

9.1% in favor

Report on aligning retirement plan options with company climate goals – 11.1% of *independent* shareholders voted in favor (9.1% of *total* shareholder vote in favor).

ARCHER-DANIELS-MIDLAND

33.7% in favor

Disclosure of pesticide use in agricultural supply chains.

AT&T

44.1% in favor

Alignment of stated corporate values with political and electioneering expenditures.

AUTOZONE

70.4% in favor

Reduce operational and supply chain GHG emissions in alignment with Paris Agreement's 1.5 degree Celsius goal.

BERKSHIRE HATHAWAY

25.9% in favor

Greater disclosure of material corporate diversity, equity, and inclusion data – 45.7% of *independent* shareholders voted in favor (25.9% of *total* shareholder vote in favor).

26.5% in favor

Reduce GHG emissions from underwriting, insuring, and investment activities in alignment with 1.5 degree Celsius goal – 46.7% of *independent* shareholders voted in favor (26.5% *total* shareholder vote in favor).

BOEING

91.4% in favor

Net Zero climate transition plan. (Note: This resolution was supported by the company.)

CATERPILLAR

96.5% in favor

Disclose interim and long-term greenhouse gas targets aligned with Paris Agreement's 1.5 degree Celsius goal. As You Sow worked with and represented Amalgamated Bank on this proposal. (Note: This resolution was supported by the company.)

CHARTER COMMUNICATIONS

44.7% in favor

Greater disclosure of material corporate diversity, equity, and inclusion data.

CHEVRON

38.7% in favor

Improve climate related accounting disclosures and assess impacts of Net Zero by 2050 scenario.

CHUBB

72.2% in favor

Reduce GHG emissions from underwriting, insuring, and investment activities in alignment with the 1.5 degree Celsius goal.

VOTED RESOLUTIONS: SELECTED HIGHLIGHTS

COMCAST

6.0% in favor

Report on aligning retirement plan options with company climate goals.

DOLLAR TREE

54.8% in favor

Net Zero climate transition plan.

DTE ENERGY

28.1% in favor

Improve GHG emissions reduction targets.

EXXONMOBIL

51.0% in favor

Improve climate related accounting disclosures and assess impacts of Net Zero by 2050.

36.5% in favor

Petrochemical risks: single-use plastics.

FEDEX

62.4% in favor

Disclosure of direct and indirect lobbying activities and expenditures.

KROGER

38.4% in favor

Sustainable packaging policies for plastics.

McDONALD'S

41.9% in favor

Sustainable packaging policies for plastics.

META

19.2% in favor

Seeking a report on risks related to company failures in content governance – 63.1% of *independent* shareholders voted in favor (19.2% of *total* shareholder vote in favor).

MONSTER BEVERAGE

44.2% in favor

Net Zero climate transition plan.

NIKE

35.6% in favor

Greater disclosure of corporate diversity, equity, and inclusion data.

PHILLIPS 66

50.4% in favor

Petrochemical risks: single-use plastics.

SKECHERS

25.0% in favor

Net Zero target and climate transition plan reporting.

SYSCO

92.1% in favor

Net Zero target and climate transition plan reporting.

TESLA

46.4% in favor

Greater disclosure of material corporate diversity, equity, and inclusion data – 86.5% of *independent* shareholders voted in favor (46.4% of *total* shareholder vote in favor).

TRAVELERS

55.8% in favor

Increase disclosure of material corporate diversity, equity, and inclusion data

UNITED PARCEL SERVICE

36.8% in favor

Greater disclosure of material corporate diversity, equity, and inclusion data.

WORTHINGTON

40.9% in favor

Net Zero target and climate transition plan reporting.

RESOLUTIONS WITHDRAWN IN AGREEMENT

Company	Resolution Title
Activision Blizzard	Greater disclosure of material corporate diversity, equity, and inclusion data.
Amedisys	Net Zero targets and climate transition plan.
American Express	Greater disclosure of material corporate diversity, equity, and inclusion data.
American International Group	Greater disclosure of material corporate diversity, equity, and inclusion data.
Amgen	Alignment of stated corporate values with political and electioneering expenditures.
B&G Foods	Disclosure of pesticide use in agricultural supply chains.
Cheesecake Factory	Net Zero targets and climate transition plan.
Church & Dwight	Sustainable packaging policies for plastics.
Coca-Cola	Sustainable packaging policies for plastics.
Costco Wholesale	Disclosure of antibiotics use in meat supply chains.
Danaher	Greater disclosure of material corporate diversity, equity, and inclusion data.
Dollar General	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.
Dominion Energy	Improve GHG reduction targets.
Duke Energy	Improve GHG reduction targets.
Entergy	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.
Eversource Energy	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.
Foot Locker	Net Zero targets and climate transition plan.
Hartford Financial Services Group	Reduce GHG emissions associated with underwriting, insuring, and investment activities in alignment with the Paris Agreement's 1.5 degree Celsius goal.
Hasbro	Greater disclosure of material corporate diversity, equity, and inclusion data.
HCA Healthcare	Net Zero targets and climate transition plan.

RESOLUTIONS WITHDRAWN IN AGREEMENT

Company	Resolution Title
Helios Technologies	Net Zero targets and climate transition plan.
JM Smucker	Disclosure of pesticide use in agricultural supply chains.
Kinder Morgan	Report on material impact to shareholders resulting from company environmental violations and fines that have had negative impacts on facility adjacent communities of color.
Kraft Heinz	Sustainable packaging policies for plastics.
Lululemon Athletica	Greater disclosure of material corporate diversity, equity, and inclusion data.
Marathon Oil	Net Zero scenario analysis and disclose critical climate financial assumptions.
Martin Marietta Materials	Disclosure on plans and policies aligned with achieving racial equality as informed by As You Sow scorecard.
Microsoft	Sustainability policies for electronic waste.
Netflix	Greater disclosure of material corporate diversity, equity, and inclusion data.
NextEra Energy	Greater disclosure of material corporate diversity, equity, and inclusion data.
Nike	Greater disclosure of material corporate diversity, equity, and inclusion data.
NiSource	Disclosure on plans and policies aligned with achieving racial equality as informed by As You Sow scorecard.
O'Reilly Automotive	Net Zero targets and climate transition plan.
PayPal Holdings	Greater disclosure of material corporate diversity, equity, and inclusion data.
PepsiCo	Sustainable packaging policies for plastics.
Pfizer	Greater disclosure of material corporate diversity, equity, and inclusion data.
Ross Stores	Greater disclosure of material corporate diversity, equity, and inclusion data.
Ross Stores	Net Zero targets and climate transition plan.
SBA Communications	Net Zero targets and climate transition plan.
Southern Company	Improve GHG reduction targets.
Standard Motor Products	Net Zero targets and climate transition plan.

RESOLUTIONS WITHDRAWN IN AGREEMENT

Company	Resolution Title
Uber Technologies	<u>Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.</u>
Union Pacific	<u>Greater disclosure of material corporate diversity, equity, and inclusion data.</u>
UnitedHealth Group	<u>Net Zero targets and climate transition plan.</u>
Valero Energy	<u>Net Zero scenario analysis and disclose critical climate financial assumptions.</u>
Visa	<u>Greater disclosure of material corporate diversity, equity, and inclusion data.</u>
Williams-Sonoma	<u>Carbon offset disclosures.</u>
Yelp	<u>Seeking a report on failures in content governance.</u>
Zillow Group	<u>Net Zero targets and climate transition plan.</u>

RESOLUTIONS WITHDRAWN IN AGREEMENT: SELECTED HIGHLIGHTS

ACTIVISION/BLIZZARD

Activision/Blizzard agreed to publish reports in 2023 and 2024 that disclose metrics reflecting recruitment, retention, and promotion for the prior year. Globally, Activision/Blizzard will report data by gender, and in the U.S., the data will be reported by the race and ethnicity categories as reflected in the Company's EEO-1 filings.

AMERICAN INTERNATIONAL GROUP (AIG)

American International Group agreed to enhanced disclosures in its upcoming 2021 ESG Report to include global gender representation for new hires, promotions, and voluntary terminations. The Company agreed to also show these three data points for ethnic representation.

AMEDISYS

Amedisys committed to set science-based emission reduction targets and achieve Net Zero emissions by 2050.

AMERICAN EXPRESS

American Express significantly improved its diversity data disclosure at the time of filing. Withdrawal agreement focused on ensuring that this increased level of disclosure would continue.

AMGEN

Amgen agreed to issue a report analyzing and disclosing the Company's evaluation of its political contributions that appear to contradict Amgen's stated values.

B&G FOODS

B&G Foods agreed to include a thorough discussion of how the Company plans to address pesticide use in its supply chains, as well conduct a pesticide risk assessment with the IPM Institute, in the Company's first Corporate Social Responsibility Report. These disclosures and findings will be completed by June 2023.

CHEESECAKE FACTORY

Cheesecake Factory committed to set emissions reduction goals aligned with the Science-Based Targets initiative's Net Zero Standard.

CHURCH & DWIGHT

Church & Dwight [agreed to announce a new virgin plastic reduction goal](#) no later than April 2023. The goal will reduce an absolute amount or percent of virgin fossil-fuel based plastic used and will be achieved through packaging redesign, product innovation, increased recycled content use, and reusable packaging. The target achievement year will be 2025. The Company will report its progress annually and will continue to meet with *As You Sow* to discuss its progress.

COCA-COLA

Coca-Cola announced its commitment to have at least 25% of its beverages globally and [across all brands to be refillable/returnable](#) glass or plastic bottles by 2030. It will report progress annually and agreed to meet quarterly through 2023.

COSTCO

Costco agreed to disclose the percentage of its private label chicken products raised without routine use of medically important antibiotics and to set a goal for 95% of its chickens to be raised without medically important antibiotics by end of 2022.

DANAHER

Danaher significantly improved its diversity data disclosure at the time of filing. Therefore, the withdrawal agreement focused on ensuring that this increased level of disclosure would continue.

RESOLUTIONS WITHDRAWN IN AGREEMENT: SELECTED HIGHLIGHTS

DOLLAR GENERAL

Dollar General agreed to publish on its website its Consolidated EEO-1 report for 2021 soon after it is submitted with the EEOC. Dollar General has also agreed to publish this report annually thereafter and to continue good faith dialogues with *As You Sow* going forward.

DOMINION

Dominion announced it will incorporate emissions from the upstream fuel consumed by the Company for its power and gas distribution businesses. It will also include information on carbon dioxide emissions associated with the production of power purchased for resale and emissions from downstream customer use of natural gas products from its local natural gas distribution business.

DUKE ENERGY

Duke Energy [agreed to increase the greenhouse emissions captured](#) in its Net Zero by 2050 greenhouse gas reduction target by including upstream methane leakage from natural gas production, customer use emissions, and purchased power emissions.

ENTERGY

Entergy agreed to release its EEO-1 form; disclose information and reports related to its Board/Personnel Committee & DEI efforts; enhance disclosure on community engagement and outreach programs; enhance disclosure on donations and grants related to racial justice; and provide metrics and enhanced disclosure on its DEI program's efforts and outcomes related to recruitment and retention.

EVERSOURCE

Eversource agreed to publicly release its EEO-1 form; workforce compensation data; promotion, recruitment, and retention rates cut by race/ethnicity; explicit diversity data; and supply chain diversification data.

FOOT LOCKER

Foot Locker committed to set a goal for Net Zero emissions by 2050 and interim greenhouse gas reduction targets aligned with the Science-Based Targets initiative.

HARTFORD

The Hartford Financial Services Group agreed to announce the setting of a Net Zero by 2050 greenhouse gas emissions reduction goal for its full range of businesses and operations, in alignment with the Paris Climate Accord.

HASBRO

Hasbro committed to best practice reporting on its workforce diversity (EEO-1) disclosure, as well as the release of its retention and promotion rate data by gender, race, and ethnicity no later than 2024. *As You Sow* worked with and represented Amalgamated Bank on this proposal.

HCA HEALTHCARE

HCA Healthcare committed to set an ambition for Net Zero emissions by 2050 or sooner and interim greenhouse gas reduction targets.

HELIOS

Helios Technologies committed to achieve Net Zero emissions by 2050 or sooner and set interim, science-based reduction goals aligned with maintaining global warming to 1.5 degrees.

JM SMUCKER

JM Smucker agreed to collect information from its suppliers on agricultural data and practices in key supply chains and assess the feasibility of regenerative agriculture and Integrated Pest Management (IPM) programs. The Company will also publicly disclose how it plans to influence pesticide reduction in its supply chains and will update *As You Sow* on progress in these areas.

RESOLUTIONS WITHDRAWN IN AGREEMENT: SELECTED HIGHLIGHTS

KINDER MORGAN

Kinder Morgan, working with *As You Sow*, has developed a relationship with and has agreed to conduct ongoing meetings with the Dutchtown (St. Louis, Missouri) community representatives to address environmental justice concerns. Additionally, the Company has agreed to create a corporate webpage devoted to promoting community engagement and contact in similar situations.

KRAFT HEINZ

Kraft Heinz has agreed to [set a substantial virgin plastic packaging reduction goal](#) later this year (or the first quarter of 2023). This will include reduction of virgin plastic material, packaging redesign, increased use of recycled content, and continued exploration and scaling of reuse models.

LULULEMON

Lululemon Athletica agreed to release EEO-1 data in 2022, as well as its U.S. hiring, promotion, and retention data before or during 2024, with any variances resulting from how its system collects the information. *As You Sow* worked with and represented Amalgamated Bank on this proposal.

MARATHON OIL

Marathon Oil agreed to incorporate the IEA Net Zero by 2050 pathway in its next sustainability report to be published in the summer of 2022. The Company will continue discussions with *As You Sow* as to how climate risk can be accounted for in its audited financial statements.

MARTIN MARIETTA

Martin Marietta worked closely with Warren Wilson College to enhance DEI disclosure and agreed to publicly release its EEO-1 report.

MICROSOFT – e-waste

Microsoft [agreed to conduct the study requested](#) in *As You Sow's* shareholder resolution to quantify the carbon and waste impacts of increasing consumer access to device repair. The study will also determine which new parts and repair documentation Microsoft will make publicly available by the end of 2022.

NETFLIX

Netflix committed to release, during 2024 or before, the retention and recruitment rates of its employees, sharing this data by the gender, race, and ethnicity categories established by the EEOC. Gender data will be reported on a global basis, and race and ethnicity will be reported for U.S. employees.

NEXTERA ENERGY

NextEra Energy agreed to include recruitment and promotion statistics by gender and EEO-1 race and ethnicity categories for 2022 in its 2023 ESG report. It also reported at its AGM that it will voluntarily release promotion and hiring rate data in line with EEO-1 categories in its 2023 sustainability report.

NIKE

Nike [committed to disclose recruitment and promotion data](#) by gender (globally) and race/ethnicity in the U.S., based on EEO-1 categories, by the end of the calendar year 2024.

NISOURCE

NiSource agreed to create a DEI page on its corporate website and disclose data on its Diversity Workforce Performance Metrics, including retention and promotion rates for POC and females, disclosure of recruitment strategies and efforts, and employee satisfaction surveys. The Company also agreed to disclose supply chain efforts and community engagement efforts.

RESOLUTIONS WITHDRAWN IN AGREEMENT: SELECTED HIGHLIGHTS

O'REILLY

O'Reilly Automotive has committed to announce an ambition to achieve net zero emissions and to set interim greenhouse gas reduction targets aligned with maintaining global warming at 1.5 degrees C.

PAYPAL

PayPal committed to disclosing hiring, development, promotion, and retention data for its employees by gender (globally) and race and ethnicity in alignment with U.S. EEO-1 categories by 2024, as allowed by law.

PEPSICO

PepsiCo [committed to a percentage goal](#) by the end of 2022 of sales or volume of beverages to be delivered via strategies that avoid or minimize single-use packaging. These will include new commitments to reusable and refillable bottles or containers; beverages that use concentrates (fountain drinks); prepare at home beverages (SodaStream); or beverages sold in powder or drop form. The Company will study the scope of actions it can commit to in the coming months and announce the size of its commitment by year end.

PFIZER

Pfizer has committed to release its quantitative recruitment and retention/turnover data by gender, race, and ethnicity in alignment with the U.S. EEO-1 categories and across all levels of its organization during 2024, subsequent to its intended audit of its workplace equity practices.

ROSS DRESS FOR LESS – climate change

Ross Stores committed to reduce its greenhouse gas emissions in line with 1.5 degrees and Net Zero by 2050 or sooner.

ROSS DRESS FOR LESS – diversity, equity, & inclusion

Ross Stores agreed to release its EEO-1 data in Q2 2022, release its new hire data by gender and EEO-1 ethnicity category in 2023, and disclose either promotion or retention data for 2024. *As You Sow* worked with and represented Amalgamated Bank on this proposal.

SBA COMMUNICATIONS

SBA Communications committed to set 1.5-degree greenhouse gas reduction targets aligned with the Science-Based Targets initiative. *As You Sow* co-filed this resolution with Trillium Asset Management.

SOUTHERN COMPANY

Southern Company has committed to improve GHG disclosures through disclosing its upstream Scope 3 natural gas emissions to CDP in 2022, discussing ways to improve methane calculation and disclosure frameworks for the natural gas value chain with the UN Oil & Gas Methane Partnership, and sharing the results and methodology of its study analyzing emission reduction pathways for its natural gas business with *As You Sow* and other stakeholders.

STANDARD MOTOR PRODUCTS

Standard Motor Products committed to establish science-based GHG reduction goals and an ambition to reach Net Zero emissions by 2050 or sooner.

UBER

Uber Technologies agreed to conduct an independent civil rights audit after compromising with *As You Sow*.

RESOLUTIONS WITHDRAWN IN AGREEMENT: SELECTED HIGHLIGHTS

UNION PACIFIC

Union Pacific committed to include recruitment and/or hiring, retention and/or attrition, and promotion data by gender, race, and ethnicity, with race and ethnicity broken out by the EEO-1 categories, in its 2023 Human Capital Report.

UNITEDHEALTH GROUP

UnitedHealth Group committed to set emissions reduction goals aligned with the Science-Based Targets initiative's Net Zero Standard.

VALERO

Valero agreed to report in the fourth quarter of 2022 the results of an analysis focused on the resilience of Valero's business under the assumptions of the International Energy Agency's Net Zero by 2050 scenario. The Company also agreed to continue dialogue with *As You Sow* on the issue of undertaking accounting that reflects climate risk.

VISA

Visa agreed to provide enhanced workforce data in its ESG report for fiscal year 2022 to be published in early 2023. This will include recruiting, internal mobility, and retention with details by gender and ethnicity.

WILLIAMS-SONOMA

Williams-Sonoma agreed to disclose details of carbon offset purchases, offset verification policies, and offsets usage toward its Net Zero goal and stated that it is not using offsets to meet GHG emission reduction goals. *As You Sow* worked with and represented Amalgamated Bank on this proposal.

YELP

Yelp has described its past work to mitigate misleading reviews resulting from coordinated efforts and agreed to have further dialogues with *As You Sow* about its efforts in this area. *As You Sow* worked with and represented Amalgamated Bank on this proposal.

ZILLOW

Zillow committed to establish a goal for Net Zero emissions by 2050 or sooner, as well as adopt interim emissions reduction targets aligned with 1.5 degrees.

OMITTED RESOLUTION

As *You Sow* had an outstanding year in terms of No-Action challenges. Only one resolution – out of 15 challenges – was omitted by the SEC on a process-related issue.

Company	Resolution Title
Dow	Petrochemical risks: single-use plastics.

As *You Sow* program staff contacted and engaged in dialogue with 97 companies that we did not file resolutions with this proxy season. Some of these engagements were with leading companies that concluded when the company provided further information and/or agreed to disclose unreported progress. In other cases, the company was put on notice of shareholder concern, and dialogues are ongoing. For ongoing engagements, program staff are monitoring progress and will continue to engage and possibly escalate to file a resolution in the future.

Company	Engagement Title
Abbott Laboratories	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.
Adobe	Greater disclosure of material corporate diversity, equity, and inclusion data.
AES Corp	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.
Air Products & Chemicals	Climate targets and transition plan reporting.
Allegion	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.
Allstate	Greater disclosure of material corporate diversity, equity, and inclusion data.
American Electric Power	Building electrification and natural gas risk.
American International Group	Climate disclosures or other measures to reduce GHG emissions including setting Net Zero targets.
APA Corp	Net Zero scenario analysis or disclose critical climate financial assumptions.
Automatic Data Processing	Net Zero targets and climate transition plan.
Ball	Net Zero targets and climate transition plan.
Bank of America	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.
Bank of America	Net Zero targets and climate transition plan.
Bath & Body Works	Greater disclosure of material corporate diversity, equity, and inclusion data.
Booking Holdings	Net Zero targets and climate transition plan.
Booking Holdings	Greater disclosure of material corporate diversity, equity, and inclusion data.

DIALOGUES

Company	Engagement Title
Bristol-Myers Squibb	Alignment of stated corporate values with political and electioneering expenditures.
Campbell Soup	Greater disclosure of material corporate diversity, equity, and inclusion data.
Capital One Financial	Alignment of stated corporate values with political and electioneering expenditures.
Cardinal Health	Net Zero targets and climate transition plan.
Caterpillar	Greater disclosure of material corporate diversity, equity, and inclusion data.
Chemours	Climate, environmental, legal and reputational risks of titanium mining next to the Okefenokee National Wildlife Refuge.
Chevron	Petrochemical risks: single-use plastics.
Church & Dwight	Alignment of stated corporate values with political and electioneering expenditures.
Cintas	Net Zero targets and climate transition plan.
Cleveland-Cliffs	Climate disclosures or other measures to reduce GHG emissions.
Coca-Cola	Sustainable packaging policies for plastics.
Coca-Cola	Alignment of stated corporate values with political and electioneering expenditures.
Conagra Brands	Report on material impact to shareholders resulting from company environmental violations and fines that have had negative impacts on farm adjacent communities of color.
CVS Health	Greater disclosure of material corporate diversity, equity, and inclusion data.
Dell Technologies	Sustainability policies for electronic waste.
Dollar Tree	Greater disclosure of material corporate diversity, equity, and inclusion data.
Dominion Energy	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.
Eagle Materials	Net Zero targets and climate transition plan.
Eastman Chemical	Petrochemical risks: chemical recycling.
Edison International	Building electrification and natural gas risk.
Freeport-McMoRan	Net Zero targets and climate transition plan.
General Dynamics	Net Zero targets and climate transition plan.
General Electric	Implementation of Net Zero by 2050 Climate Transition Plan.

Company	Engagement Title
General Motors	Climate transition plan reporting.
Goldman Sachs Group	Net Zero targets and climate transition plans.
Hertz Global Holdings	Climate transition reporting, including measures to reduce GHG emissions.
International Business Machines	Greater disclosure of material corporate diversity, equity, and inclusion data.
JM Smucker	Net Zero climate transition plan.
Johnson & Johnson	Alignment of stated corporate values with political and electioneering expenditures.
JPMorgan Chase	Net Zero targets and climate transition plans.
Lamb Weston Holdings	Report on material impact to shareholders resulting from company environmental violations and fines that have had negative impacts on farm adjacent communities of color.
Marathon Petroleum	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.
Marathon Petroleum	Net Zero scenario analysis and disclosure of critical climate financial assumptions.
Merck & Company	Alignment of stated corporate values with political and electioneering expenditures.
Microsoft	Greater disclosure of material corporate diversity, equity, and inclusion data.
Microsoft	Sustainability policies for electronic waste.
Mosaic Company	Net Zero climate transition plan.
Nestlé	Sustainable packaging policies for plastics.
NRG Energy	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.
Nvidia	Greater disclosure of material corporate diversity, equity, and inclusion data.
NVR	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.
O'Reilly Automotive	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.
Occidental Petroleum	Report on material impact to shareholders resulting from company environmental violations and fines that have had negative impacts on facility adjacent communities of color.
Paychex	Net Zero targets and climate transition plan.

DIALOGUES

Company	Engagement Title
PepsiCo	Sustainable packaging policies for plastics.
PepsiCo	Disclosure of pesticide use in agricultural supply chains.
PepsiCo	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.
Performance Food Group	Net Zero targets and climate transition plan.
PerkinElmer	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.
PG&E	Building electrification and natural gas risk.
Phillips 66	Net Zero scenario analysis and disclose critical climate financial assumptions.
Procter & Gamble	Sustainable packaging policies for plastics.
Public Service Enterprise Group	Building electrification and natural gas risk.
Public Storage	Net Zero targets and climate transition plan.
Quest Diagnostics	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.
Ralph Lauren	Net Zero targets and climate transition plan.
Restaurant Brands International	Disclosure of antibiotics use in meat supply chains.
Sempra Energy	Building electrification and natural gas risk.
Starbucks	Greater disclosure of material corporate diversity, equity, and inclusion data.
Sysco	Net Zero targets and climate transition plan.
Target	Sustainable packaging policies for plastics.
Texas Instruments	Greater disclosure of material corporate diversity, equity, and inclusion data.
TJX Companies	Greater disclosure of material corporate diversity, equity, and inclusion data.
TJX Companies	Net Zero climate transition plan.
Truist Financial	Measure, disclose, and reduce GHG emissions associated with banks' activities and transition plans.
Tyson Foods	Disclosure of antibiotics use in meat supply chains.
Tyson Foods	Sustainable packaging policies for plastics.

Company	Engagement Title
U.S. Bancorp	Greater disclosure of material corporate diversity, equity, and inclusion data.
U.S. Bancorp	Measure, disclose, and reduce GHG emissions associated with banks' activities and transition plans.
Uber Technologies	Climate disclosures or other measures to reduce GHG emissions.
Unilever	Sustainable packaging policies for plastics.
UnitedHealth Group	Greater disclosure of material corporate diversity, equity, and inclusion data.
Valero Energy	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.
Victoria's Secret & Company	Greater disclosure of material corporate diversity, equity, and inclusion data.
Walgreens Boots Alliance	Greater disclosure of material corporate diversity, equity, and inclusion data.
WD-40 Company	Net Zero targets and climate transition plan.
Wells Fargo	Measure, disclose, and reduce GHG emissions associated with banks' activities and transition plans.
Western Digital	Net Zero targets and climate transition plan.
Westinghouse Air Brake Technologies	Net Zero targets and climate transition plan.
Westlake Chemical	Petrochemical risks: single-use plastics.
Worthington Industries	Net Zero climate transition plan.
Verizon Communications	Greater disclosure of material corporate diversity, equity and inclusion data.
Verizon Communications	Climate transition plan reporting.
Walmart	Disclosure of antibiotics use in meat supply chains.
Zillow Group	Climate transition plan reporting.

PENDING ANNUAL GENERAL MEETINGS

Company	Engagement Title
AutoZone	Net Zero targets & climate transition plan.
Brinker International	Disclosure of antibiotics use in meat supply chains.
Campbell Soup	Report on aligning retirement plan options with company climate goals.
Hain Celestial Group	Report on policies and practices to reduce water-related risk.
KLA Corp	Net Zero targets & climate transition plan.
Microsoft	Report on aligning retirement plan options with company climate goals.
Procter & Gamble	Greater disclosure of material corporate diversity, equity, and inclusion data.
ResMed	Net Zero targets & climate transition plan.
Tesla	Report on impact of use of mandatory arbitration.
Tesla	Report on policies and practices to reduce water-related risk.

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Social	Racial Justice	Abbott Laboratories	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.	Dialogue Only	---	---
Social	Sexual and Reproductive Health	AbbVie	Alignment of stated corporate values with political and electioneering expenditures.	Resolution Voted	39.5%	74.1B
Social	Diversity and Gender Equality	Activision Blizzard	Greater disclosure of material corporate diversity, equity, and inclusion data.	Resolution Withdrawn, Agreement Reached	---	---
Social	Diversity and Gender Equality	Adobe	Greater disclosure of material corporate diversity, equity, and inclusion data.	Dialogue only	---	---
Social	Racial Justice	AES Corp	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.	Dialogue Only	---	---
Energy	Say on Climate	Air Products & Chemicals	Climate targets and transition plan reporting.	Dialogue Only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Energy	Say on Climate	Allegheny Technologies	Net Zero targets and climate transition plan.	Withdrawn	---	---
Social	Racial Justice	Allegion	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.	Dialogue Only	---	---
Social	Diversity and Gender Equality	Allstate	Greater disclosure of material corporate diversity, equity, and inclusion data.	Dialogue Only	---	---
Water	Water Use	Alphabet	Report on policies and practices to reduce climate-related water risk.	Resolution Voted	22.6%	310.0B
Waste	Consumer Packaging	Amazon.com	Sustainable packaging policies for plastics.	Resolution Voted	48.9%	387.4B
Governance	Climate Change	Amazon.com	Report on aligning retirement plan options with company climate goals.	Resolution Voted	9.1%	69.4B
Energy	Say on Climate	Amedisys	Net Zero targets and climate transition plan.	Resolution Withdrawn, Agreement Reached	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Energy	Climate Change	American Electric Power	Building electrification and natural gas risk.	Dialogue Only	---	---
Social	Diversity and Gender Equality	American Express	Greater disclosure of material corporate diversity, equity, and inclusion data.	Resolution Withdrawn, Agreement Reached	---	---
Social	Diversity and Gender Equality	AIG	Greater disclosure of material corporate diversity, equity, and inclusion data.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Climate Change	American International Group	Climate disclosures or other measures to reduce GHG emissions including setting Net Zero targets.	Dialogue Only	---	---
Social	Sexual and Reproductive Health	Amgen	Alignment of stated corporate values with political and electioneering expenditures.	Dialogue Only	---	---
Energy	Climate Change	APA Corp	Net Zero scenario analysis or disclose critical climate financial assumptions.	Dialogue Only	---	---
E Health	Pesticides	Archer-Daniels-Midland	Disclosure of pesticide use in agricultural supply chains.	Resolution Voted	56.5%	\$44.2

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Social	Sexual and Reproductive Health	AT&T	Alignment of stated corporate values with political and electioneering expenditures.	Resolution Voted	44.1%	33.1B
Energy	Say on Climate	Automatic Data Processing	Net Zero targets and climate transition plan.	Dialogue Only	---	---
Energy	Say on Climate	AutoZone	Reduce operational and supply chain GHG emissions in alignment with Paris Agreement's 1.5 degree Celsius goal.	Resolution Voted	70.4%	25.3B
Energy	Say on Climate	AutoZone	Net Zero targets and climate transition plan.	AGM in December 2022	---	---
E Health	Pesticides	B&G Foods	Disclosure of pesticide use in agricultural supply chains.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Say on Climate	Ball	Net Zero targets and climate transition plan.	Dialogue Only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Social	Racial Justice	Bank of America	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.	Dialogue Only	---	---
Energy	Climate Change	Bank of America	Net Zero targets and climate transition plan.	Dialogue Only	---	---
Social	Diversity and Gender Equality	Bath & Body Works	Greater disclosure of material corporate diversity, equity, and inclusion data.	Dialogue Only	---	---
Social	Diversity and Gender Equality	Berkshire Hathaway	Greater disclosure of material corporate diversity, equity, and inclusion data.	Resolution Voted	25.9%	42.3M
Energy	Climate Change	Berkshire Hathaway	Reduce GHG emissions from underwriting, insuring, and investment activities in alignment with 1.5 degree Celsius goal.	Resolution Voted	26.5%	43.3M
Energy	Say on Climate	Boeing	Net Zero climate transition plan.	Resolution Voted	91.4%	43.7B
Energy	Say on Climate	Booking Holdings	Net Zero targets and climate transition plan.	Dialogue Only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Social	Diversity and Gender Equality	Booking Holdings	Greater disclosure of material corporate diversity, equity, and inclusion data.	Dialogue Only	---	---
E Health	Antibiotics and Factory Farms	Brinker International	Disclosure of antibiotics use in meat supply chains.	AGM in November 2022	---	---
Social	Sexual and Reproductive Health	Bristol-Myers Squibb	Alignment of stated corporate values with political and electioneering expenditures.	Dialogue Only	---	---
Social	Diversity and Gender Equality	Campbell Soup	Greater disclosure of material corporate diversity, equity, and inclusion data.	Dialogue Only	---	---
Governance	Climate Change	Campbell Soup	Report on aligning retirement plan options with company climate goals.	AGM in December 2022	---	---
Social	Sexual and Reproductive Health	Capital One Financial	Alignment of stated corporate values with political and electioneering expenditures.	Dialogue Only	---	---
Energy	Say on Climate	Cardinal Health	Net Zero targets and climate transition plan.	Dialogue Only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Energy	Climate Change	Caterpillar	Disclose interim and long-term GHG targets aligned with the Paris Agreement's 1.5 degree Celsius goal.	Resolution Voted	96.5%	82.3B
Social	Diversity and Gender Equality	Caterpillar	Greater disclosure of material corporate diversity, equity, and inclusion data.	Dialogue Only	---	---
Social	Racial Justice	Charles Schwab	Disclosure on plans and policies aligned with achieving racial equality as informed by As You Sow scorecard.	Withdrawn	---	---
Social	Diversity and Gender Equality	Charter Communications	Greater disclosure of material corporate diversity, equity, and inclusion data.	Resolution Voted	44.7%	38.3B
Energy	Say on Climate	Cheesecake Factory	Net Zero targets and climate transition plan.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Climate Change	Chemours	Climate, environmental, legal and reputational risks of titanium mining next to the Okefenokee National Wildlife Refuge.	Dialogue Only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Waste	Petrochemicals	Chevron	Petrochemical risks: single-use plastics.	Dialogue Only	---	---
Energy	Climate Change	Chevron	Improve climate related accounting disclosures and assess impacts of Net Zero by 2050 scenario.	Resolution Voted	38.7%	94.1B
Energy	Climate Change	Chubb	Reduce GHG emissions from underwriting, insuring, and investment activities in alignment with the 1.5 degree Celsius goal.	Resolution Voted	72.2%	52.2B
Social	Sexual and Reproductive Health	Church & Dwight	Alignment of stated corporate values with political and electioneering expenditures.	Dialogue Only	---	---
Waste	Consumer Packaging	Church & Dwight	Sustainable packaging policies for plastics.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Say on Climate	Cintas	Net Zero targets and climate transition plan.	Dialogue Only	---	---
Energy	Climate Change	Cleveland-Cliffs	Climate disclosures or other measures to reduce GHG emissions.	Dialogue Only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Waste	Consumer Packaging	Coca-Cola	Sustainable packaging policies for plastics.	Dialogue Only	---	---
Waste	Consumer Packaging	Coca-Cola	Sustainable packaging policies for plastics.	Resolution Withdrawn, Agreement Reached	---	---
Social	Sexual and Reproductive Health	Coca-Cola	Alignment of stated corporate values with political and electioneering expenditures.	Dialogue Only	---	---
Governance	Climate Change	Comcast	Report on aligning retirement plan options with company climate goals.	Resolution Voted	6.0%	0.9B
Social	Farm Justice	Conagra Brands	Report on material impact to shareholders resulting from company environmental violations and fines that have had negative impacts on farm adjacent communities of color.	Dialogue Only	---	---
E Health	Antibiotics and Factory Farms	Costco Wholesale	Disclosure of antibiotics use in meat supply chains.	Resolution Withdrawn, Agreement Reached	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Social	Diversity and Gender Equality	CVS Health	Greater disclosure of material corporate diversity, equity, and inclusion data.	Dialogue Only	---	---
Social	Diversity and Gender Equality	Danaher	Greater disclosure of material corporate diversity, equity, and inclusion data.	Resolution Withdrawn, Agreement Reached	---	---
Waste	E-Waste	Dell Technologies	Sustainability policies for electronic waste.	Dialogue Only	---	---
Social	Racial Justice	Dollar General	Disclosure on plans and policies aligned with achieving racial equality as informed by As You Sow scorecard.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Say on Climate	Dollar Tree	Net Zero climate transition plan.	Resolution Voted	54.8%	16.6B
Social	Diversity and Gender Equality	Dollar Tree	Greater disclosure of material corporate diversity, equity, and inclusion data.	Dialogue Only	---	---
Social	Racial Justice	Dominion Energy	Disclosure on plans and policies aligned with achieving racial equality as informed by As You Sow scorecard.	Dialogue Only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Energy	Climate Change	Dominion Energy	Improve GHG reduction targets.	Resolution Withdrawn, Agreement Reached	---	---
Waste	Petrochemicals	Dow	Petrochemical risks: single-use plastics.	Blocked by Company at SEC	---	---
Energy	Climate Change	DTE Energy	Improve GHG reduction targets.	Resolution Voted	28.1%	5.0B
Energy	Climate Change	Duke Energy	Improve GHG reduction targets.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Say on Climate	Eagle Materials	Net Zero targets and climate transition plan.	Dialogue Only	---	---
Waste	Petrochemicals	Eastman Chemical	Petrochemical risks: chemical recycling.	Dialogue Only	---	---
Energy	Climate Change	Edison International	Building electrification and natural gas risk.	Dialogue Only	---	---
Social	Sexual and Reproductive Health	Eli Lilly	Alignment of stated corporate values with political and electioneering expenditures.	Withdrawn	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Social	Racial Justice	Entergy	Disclosure on plans and policies aligned with achieving racial equality as informed by As You Sow scorecard.	Resolution Withdrawn, Agreement Reached	---	---
Social	Racial Justice	Eversource Energy	Disclosure on plans and policies aligned with achieving racial equality as informed by As You Sow scorecard.	Resolution Withdrawn, Agreement Reached	---	---
Social	Diversity and Gender Equality	Exelon	Greater disclosure of material corporate diversity, equity, and inclusion data.	Withdrawn	---	---
Energy	Climate Change	ExxonMobil	Improve climate related accounting disclosures and assess impacts of Net Zero by 2050 scenario.	Resolution Voted	51.0%	116.8B
Waste	Petrochemicals	ExxonMobil	Petrochemical risks: single-use plastics.	Resolution Voted	36.5%	90.6B
Governance	Political Spending	FedEx	Disclosure of direct and indirect lobbying activities and expenditures.	Resolution Voted	62.4%	28.2B

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Energy	Say on Climate	Foot Locker	Net Zero targets and climate transition plan.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Say on Climate	Freeport-McMoRan	Net Zero targets and climate transition plan.	Dialogue Only	---	---
Energy	Say on Climate	General Dynamics	Net Zero targets and climate transition plan.	Dialogue Only	---	---
Energy	Climate Change	General Electric	Implementation of Net Zero by 2050 Climate Transition Plan.	Dialogue Only	---	---
Energy	Climate Change	General Motors	Climate transition plan reporting.	Dialogue Only	---	---
Energy	Climate Change	Goldman Sachs Group	Net Zero targets and climate transition plans.	Dialogue Only	---	---
Water	Water Use	Hain Celestial Group	Report on policies and practices to reduce water-related risk.	AGM in October 2022	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Energy	Climate Change	Hartford Financial Services Group	Reduce GHG emissions associated with underwriting, insuring, and investment activities in alignment with the Paris Agreement's 1.5 degree Celsius goal.	Resolution Withdrawn, Agreement Reached	---	---
Social	Diversity and Gender Equality	Hasbro	Greater disclosure of material corporate diversity, equity, and inclusion data.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Say on Climate	HCA Healthcare	Net Zero targets and climate transition plan.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Say on Climate	Helios Technologies	Net Zero targets and climate transition plan.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Climate Change	Hertz Global Holdings	Climate transition reporting, including measures to reduce GHG emissions.	Dialogue Only	---	---
Social	Diversity and Gender Equality	International Business Machines	Greater disclosure of material corporate diversity, equity, and inclusion data.	Dialogue Only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Energy	Say on Climate	JM Smucker	Net Zero climate transition plan.	Dialogue Only	---	---
E Health	Pesticides	JM Smucker	Disclosure of pesticide use in agricultural supply chains.	Resolution Withdrawn, Agreement Reached	---	---
Social	Sexual and Reproductive Health	Johnson & Johnson	Alignment of stated corporate values with political and electioneering expenditures.	Dialogue Only	---	---
Energy	Climate Change	JPMorgan Chase	Net Zero targets and climate transition plans.	Dialogue Only	---	---
Social	Climate Justice	Kinder Morgan	Report on material impact to shareholders resulting from company environmental violations and fines that have had negative impacts on facility adjacent communities of color.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Say on Climate	KLA Corp	Net Zero targets and climate transition plan.	AGM in November 2022	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
E Health	Pesticides	Kraft Heinz	Disclosure of pesticide use in agricultural supply chains.	Withdrawn	---	---
Waste	Consumer Packaging	Kraft Heinz	Sustainable packaging policies for plastics.	Resolution Withdrawn, Agreement Reached	---	---
Waste	Consumer Packaging	Kroger	Sustainable packaging policies for plastics.	Resolution Voted	38.4%	10.5B
Social	Farm Justice	Lamb Weston Holdings	Report on material impact to shareholders resulting from company environmental violations and fines that have had negative impacts on farm adjacent communities of color.	Dialogue Only	---	---
Social	Diversity and Gender Equality	Lululemon Athletica	Greater disclosure of material corporate diversity, equity, and inclusion data.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Climate Change	Marathon Oil	Net Zero scenario analysis and disclose critical climate financial assumptions.	Resolution Withdrawn, Agreement Reached	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Social	Racial Justice	Marathon Petroleum	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.	Dialogue Only	---	---
Energy	Climate Change	Marathon Petroleum	Net Zero scenario analysis and disclosure of critical climate financial assumptions.	Dialogue Only	---	---
Social	Racial Justice	Martin Marietta Materials	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.	Resolution Withdrawn, Agreement Reached	---	---
Waste	Consumer Packaging	McDonald's	Sustainable Packaging Policies for Plastics	Resolution Voted	41.9%	51.2B
Social	Sexual and Reproductive Health	Merck & Company	Alignment of stated corporate values with political and electioneering expenditures.	Dialogue Only	---	---
Governance	Media Content	Meta Platforms	Seeking a report on risks related to company failures in content governance.	Resolution Voted	19.2%	186.5B

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Waste	E-Waste	Microsoft	Sustainability policies for electronic waste.	Resolution Withdrawn, Agreement Reached	---	---
Social	Diversity and Gender Equality	Microsoft	Greater disclosure of material corporate diversity, equity, and inclusion data.	Dialogue Only	---	---
Waste	E-Waste	Microsoft	Sustainability policies for electronic waste.	Dialogue Only	---	---
Governance	Climate Change	Microsoft	Report on aligning retirement plan options with company climate goals.	AGM in November 2022	---	---
Energy	Say on Climate	Monster Beverage	Net Zero climate transition plan.	Resolution Voted	44.2%	18.1B
Energy	Say on Climate	Mosaic Company	Net Zero climate transition plan.	Dialogue Only	---	---
Waste	Consumer Packaging	Nestlé	Sustainable packaging policies for plastics.	Dialogue Only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Social	Diversity and Gender Equality	Netflix	Greater disclosure of material corporate diversity, equity and inclusion data.	Resolution withdrawn, agreement reached	---	---
Social	Diversity and Gender Equality	NextEra Energy	Greater disclosure of material corporate diversity, equity, and inclusion data.	Resolution Withdrawn, Agreement Reached	---	---
Social	Diversity and Gender Equality	Nike	Greater disclosure of material corporate diversity, equity, and inclusion data.	Resolution Voted	35.6%	67.3B
Social	Diversity and Gender Equality	Nike	Greater disclosure of material corporate diversity, equity, and inclusion data.	Resolution Withdrawn, Agreement Reached	---	---
Social	Racial Justice	NiSource	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.	Resolution Withdrawn, Agreement Reached	---	---
Social	Racial Justice	NRG Energy	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.	Dialogue Only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Social	Diversity and Gender Equality	Nvidia	Greater disclosure of material corporate diversity, equity, and inclusion data.	Dialogue Only	---	---
Social	Racial Justice	NVR	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.	Dialogue Only	---	---
Energy	Say on Climate	O'Reilly Automotive	Net Zero targets and climate transition plan.	Resolution Withdrawn, Agreement Reached	---	---
Social	Racial Justice	O'Reilly Automotive	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.	Dialogue Only	---	---
Social	Climate Justice	Occidental Petroleum	Report on material impact to shareholders resulting from company environmental violations and fines that have had negative impacts on facility adjacent communities of color.	Dialogue Only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Energy	Say on Climate	Paychex	Net Zero targets and climate transition plan.	Dialogue Only	---	---
Social	Diversity and Gender Equality	PayPal Holdings	Greater disclosure of material corporate diversity, equity, and inclusion data.	Resolution Withdrawn, Agreement Reached	---	---
Waste	Consumer Packaging	PepsiCo	Sustainable packaging policies for plastics.	Dialogue Only	---	---
E Health	Pesticides	PepsiCo	Disclosure of pesticide use in agricultural supply chains.	Dialogue Only	---	---
Social	Racial Justice	PepsiCo	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.	Dialogue Only	---	---
Waste	Consumer Packaging	PepsiCo	Sustainable packaging policies for plastics.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Say on Climate	Performance Food Group	Net Zero targets and climate transition plan.	Dialogue Only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Social	Racial Justice	PerkinElmer	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.	Dialogue Only	---	---
Social	Diversity and Gender Equality	Pfizer	Greater disclosure of material corporate diversity, equity, and inclusion data.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Climate Change	PG&E	Building electrification and natural gas risk.	Dialogue Only	---	---
Waste	Petrochemicals	Phillips 66	Petrochemical risks: single-use plastics.	Resolution Voted	50.4%	14.7B
Energy	Climate Change	Phillips 66	Net Zero scenario analysis and disclose critical climate financial assumptions.	Dialogue Only	---	---
Waste	Consumer Packaging	Procter & Gamble	Sustainable packaging policies for plastics.	Dialogue Only	---	---
Social	Diversity and Gender Equality	Procter & Gamble	Greater disclosure of material corporate diversity, equity, and inclusion data.	AGM in October 2022	---	---
Energy	Climate Change	Public Service Enterprise Group	Building electrification and natural gas risk.	Dialogue Only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Energy	Climate Change	Public Storage	Net Zero targets and climate transition plan.	Dialogue Only	---	---
Social	Racial Justice	Quest Diagnostics	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.	Dialogue Only	---	---
Energy	Say on Climate	Ralph Lauren	Net Zero targets and climate transition plan.	Dialogue Only	---	---
Energy	Say on Climate	ResMed	Net Zero targets and climate transition plan.	AGM in November 2022	---	---
Waste	Consumer Packaging	Restaurant Brands International	Sustainable packaging policies for plastics.	Withdrawn	---	---
E Health	Antibiotics and Factory Farms	Restaurant Brands International	Disclosure of antibiotics use in meat supply chains.	Dialogue Only	---	---
Social	Diversity and Gender Equality	Ross Stores	Greater disclosure of material corporate diversity, equity, and inclusion data.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Say on Climate	Ross Stores	Net Zero targets and climate transition plan.	Resolution Withdrawn, Agreement Reached	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Social	Diversity and Gender Equality	Salesforce.com	Greater disclosure of material corporate diversity, equity, and inclusion data.	Withdrawn	---	---
Energy	Say on Climate	SBA Communications	Net Zero targets and climate transition plan.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Climate Change	Sempra Energy	Building electrification and natural gas risk.	Dialogue Only	---	---
Energy	Say on Climate	Skechers USA	Net Zero target and climate transition plan reporting.	Resolution Voted	25.0%	3.0B
Energy	Climate Change	Southern Company	Improve GHG reduction targets.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Say on Climate	Standard Motor Products	Net Zero targets and climate transition plan.	Resolution Withdrawn, Agreement Reached	---	---
Social	Diversity and Gender Equality	Starbucks	Greater disclosure of material corporate diversity, equity, and inclusion data.	Dialogue Only	---	---
Energy	Say on Climate	Sysco	Net Zero target and climate transition plan reporting.	Resolution Voted	92.1%	25.8B
Energy	Say on Climate	Sysco	Net Zero targets and climate transition plan.	Dialogue Only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Waste	Consumer Packaging	Target	Sustainable packaging policies for plastics.	Dialogue Only	---	---
Social	Diversity and Gender Equality	Tesla	Greater disclosure of material corporate diversity, equity, and inclusion data.	Resolution Voted	46.4%	210.7B
Social	Governance	Tesla	Report on impact of use of mandatory arbitration.	AGM in August 2022	37.8%	231.2B
Water	Water Use	Tesla	Report on policies and practices to reduce water-related risk.	AGM in August 2022	35.4%	216.4B
Social	Diversity and Gender Equality	Texas Instruments	Greater disclosure of material corporate diversity, equity, and inclusion data.	Dialogue Only	---	---
Social	Diversity and Gender Equality	TJX Companies	Greater disclosure of material corporate diversity, equity, and inclusion data.	Dialogue Only	---	---
Energy	Say on Climate	TJX Companies	Net Zero climate transition plan.	Dialogue Only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Energy	Climate Change	Travelers Companies	Reduce GHG emissions associated with underwriting, insuring, and investment activities in alignment with the Paris Agreement's 1.5 degree Celsius goal.	Resolution Voted	55.8%	18.7B
Energy	Climate Change	Truist Financial	Measure, disclose, and reduce GHG emissions associated with banks' activities and transition plans.	Dialogue Only	---	---
E Health	Antibiotics and Factory Farms	Tyson Foods	Disclosure of antibiotics use in meat supply chains.	Dialogue Only	---	---
Waste	Consumer Packaging	Tyson Foods	Sustainable packaging policies for plastics.	Dialogue Only	---	---
Energy	Climate Change	U.S. Bancorp	Measure, disclose, and reduce GHG emissions associated with banks' activities and transition plans.	Dialogue Only	---	---
Social	Diversity and Gender Equality	U.S. Bancorp	Greater disclosure of material corporate diversity, equity, and inclusion data.	Dialogue Only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Social	Racial Justice	Uber Technologies	Disclosure on plans and policies aligned with achieving racial equality as informed by As You Sow scorecard.	Resolution Withdrawn, Agreement Reached	---	---
Energy	Climate Change	Uber Technologies	Climate disclosures or other measures to reduce GHG emissions.	Dialogue Only	---	---
Waste	Consumer Packaging	Unilever	Sustainable packaging policies for plastics.	Dialogue Only	---	---
Social	Diversity and Gender Equality	Union Pacific	Greater disclosure of material corporate diversity, equity, and inclusion data.	Resolution Withdrawn, Agreement Reached	---	---
Social	Diversity and Gender Equality	United Parcel Service	Greater disclosure of material corporate diversity, equity, and inclusion data.	Resolution Voted	36.8%	86.5B
Energy	Say on Climate	UnitedHealth Group	Net Zero targets and climate transition plan.	Resolution Withdrawn, Agreement Reached	---	---
Social	Diversity and Gender Equality	UnitedHealth Group	Greater disclosure of material corporate diversity, equity, and inclusion data.	Dialogue Only	---	---

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Social	Racial Justice	Valero Energy	Disclosure on plans and policies aligned with achieving racial equality as informed by <i>As You Sow</i> scorecard.	Dialogue Only	---	---
Energy	Climate Change	Valero Energy	Net Zero scenario analysis and disclose critical climate financial assumptions.	Resolution Withdrawn, Agreement Reached		
Social	Diversity and Gender Equality	Victoria's Secret & Company	Greater disclosure of material corporate diversity, equity, and inclusion data.	Dialogue Only		
Social	Diversity and Gender Equality	Visa	Greater disclosure of material corporate diversity, equity, and inclusion data.	Resolution Withdrawn, Agreement Reached		
Social	Diversity and Gender Equality	Walgreens Boots Alliance	Greater disclosure of material corporate diversity, equity, and inclusion data.	Dialogue Only		
Energy	Say on Climate	WD-40 Company	Net Zero targets and climate transition plan.	Dialogue Only		

ANNEX: ALPHABETICAL SUMMARY

Program	Initiative	Company	Resolution Title	Outcome	Vote For (%)	Assets For (\$BN)
Energy	Climate Change	Wells Fargo	Measure, disclose, and reduce GHG emissions associated with banks' activities and transition plans.	Dialogue Only		
Energy	Say on Climate	Western Digital	Net Zero targets and climate transition plan.	Dialogue Only		
Energy	Say on Climate	Westinghouse Air Brake Technologies	Net Zero targets and climate transition plan.	Dialogue Only		
Waste	Petrochemicals	Westlake Chemical	Petrochemical risks: single-use plastics.	Dialogue Only		
Energy	Say on Climate	Williams-Sonoma	Carbon offset disclosures.	Resolution Withdrawn, Agreement Reached		
Energy	Say on Climate	Worthington Industries	Net Zero targets and climate transition plan.	Resolution Voted	40.9%	0.9B
Energy	Say on Climate	Worthington Industries	Net Zero climate transition plan.	Dialogue Only		
Governance	Media Content	Yelp	Seeking a report on failures in content governance.	Resolution Withdrawn, Agreement Reached		
Energy	Say on Climate	Zillow Group	Net Zero targets and climate transition plan.	Resolution Withdrawn, Agreement Reached		

DISCLAIMER

The information provided on this website and all reports is provided “AS IS” without warranty of any kind. *As You Sow* makes no representations and provides no warranties regarding any information or opinions provided herein, including, but not limited to, the advisability of investing in any particular company or investment fund or other vehicle. While we have obtained information believed to be objectively reliable, neither *As You Sow* nor any of its employees, officers, directors, trustees, or agents, shall be responsible or liable, directly or indirectly, for any damage or loss caused or alleged to be caused by or in connection with use of or reliance on any information contained herein, including, but not limited to, lost profits or punitive or consequential damages. Past performance is not indicative of future returns.

As You Sow does not provide investment, financial planning, legal or tax advice. We are neither licensed nor qualified to provide any such advice. The content of our programming, publications, and presentations is provided free of charge to the public for informational and educational purposes only, and is neither appropriate nor intended to be used for the purposes of making any decisions on investing, purchases, sales, trades, or any other investment transactions.

Our events, websites, and promotional materials may contain external links to other resources, and may contain comments or statements by individuals who do not represent *As You Sow*. *As You Sow* has no control over, and assumes no responsibility for, the content, privacy policies, or practices of any third party websites or services that you may access as a result of our programming. *As You Sow* shall not be responsible or liable, directly or indirectly, for any damage or loss caused or alleged to be caused by or in connection with use of or reliance on any such content, goods or services available on or through any such websites or services.

<https://www.asyousow.org/legal-disclaimer>



www.asyousow.org
Copyright © 2022 *As You Sow*.
All rights reserved.

As You Sow
2020 Milvia St., Suite 500
Berkeley, CA 94704

Main Post Office
PO Box 751
Berkeley, CA 94701

Printed on 100% recycled content. 100% post-consumer waste. Processed chlorine-free paper.