

## Snapshot of Most Popular ESG Proposals 2021-2022

Proxy voting records of top asset managers on the most supported ESG proposals filed by As You Sow in 2021 and 2022.

2021	Union Pacific – DEI report	DuPont – plastics report	AutoZone – climate report	FedEx – lobbying report	AmEx – DEI report
<b>Short title from As You Sow</b>	<a href="#"><i>Greater Disclosure of Material Corporate Diversity, Equity and Inclusion Data</i></a>	<a href="#"><i>Plastic Pellet Handling Standards</i></a>	<a href="#"><i>Climate Transition Plan Reporting</i></a>	<a href="#"><i>Disclosure of direct and indirect lobbying activities and expenditures</i></a>	<a href="#"><i>Greater Disclosure of Material Corporate Diversity, Equity and Inclusion Data</i></a>
<b>Proxy Statement</b>	<a href="#"><i>Proposal 7</i></a>	<a href="#"><i>Proposal 7</i></a>	<a href="#"><i>Item 4</i></a>	<a href="#"><i>Proposal 6</i></a>	<a href="#"><i>Item 5</i></a>
<b>% of Support</b>	<a href="#"><i>81.4%</i></a>	<a href="#"><i>81.2%</i></a>	<a href="#"><i>70.4%</i></a>	<a href="#"><i>62.4%</i></a>	<a href="#"><i>59.7%</i></a>
<b>BlackRock</b>	For	For	For	For	For
<b>State Street</b>	Against	For	For	For***	Against
<b>Fidelity</b>	For	For	For	Against	For
<b>Vanguard</b>	For	For	For	For	For
<b>Dimensional Fund Advisors (DFA)*</b>	Against	Against	For	Against	Against

### Explanatory Notes

\*\*\*State Street is recorded as “Split” on this vote, but all funds voted “For” except one, which abstained.

### Methodology

Using list of flagged proposals from As You Sow (“engagement services provider” with Climate Action 100+), selected top 10 proposals each year by “For” vote share for 2021 and 2022, provided that those proposals were: (a) opposed by management, and (b) related to an ESG issue. The only proposal excluded on the basis of (b) as unrelated to ESG was a 2021 proposal at Facebook regarding platform policies on misinformation.

<b>2021</b> <b>(Continued)</b>	<b>Booking Holdings</b> <b>– climate report</b>	<b>Berkshire –</b> <b>DEI report</b>	<b>Exxon –</b> <b>climate report</b>	<b>Caterpillar –</b> <b>climate report</b>	<b>Chevron –</b> <b>climate report</b>
<b>Short title from</b> <b>As You Sow</b>	<a href="#"><i>Climate Transition Reporting</i></a>	<a href="#"><i>Greater Disclosure of Material Corporate Diversity, Equity and Inclusion Data</i></a>	<a href="#"><i>Request to improve climate related audit procedures</i></a>	<a href="#"><i>Climate Change Risks</i></a>	<a href="#"><i>Request to improve climate related audit procedures</i></a>
<b>Proxy Statement</b>	<a href="#"><i>Proposal 7</i></a>	<a href="#"><i>Proposal 3</i></a>	<a href="#"><i>Item 6</i></a>	<a href="#"><i>Proposal 4</i></a>	<a href="#"><i>Item 5</i></a>
<b>% of Support</b>	<a href="#"><i>56.5%</i></a>	<a href="#"><i>27.1% (53.5% independent shareholder)</i></a>	<a href="#"><i>48.9%</i></a>	<a href="#"><i>48.0%</i></a>	<a href="#"><i>47.8%</i></a>
<b>BlackRock</b>	Against	For	For	Against	Against
<b>State Street</b>	For	For	For	For	Against
<b>Fidelity</b>	For	For	For	Against	For
<b>Vanguard</b>	Against	For	Against	Against	Against
<b>Dimensional Fund Advisors (DFA)*</b>	Against	Against	Against	Against	Against

<b>2022</b>	<b>Chubb – climate report</b>	<b>Travelers – climate report</b>	<b>Dollar Tree – GHG reduction</b>	<b>Exxon – climate report</b>	<b>Phillips – plastics report</b>
<b>Short title from As You Sow</b>	<i><a href="#">Climate disclosures or other measures to reduce GHG emissions including setting Net Zero targets</a></i>	<i><a href="#">Climate disclosures or other measures to reduce GHG emissions including setting Net Zero targets</a></i>	<i><a href="#">Net Zero Climate Transition Plan</a></i>	<i><a href="#">Impacts of Net Zero 2050 Scenario</a></i>	<i><a href="#">Petrochemical Risks: Single-Use Plastics</a></i>
<b>Proxy Statement</b>	<i><a href="#">Item 14</a></i>	<i><a href="#">Item 5</a></i>	<i><a href="#">Proposal 5</a></i>	<i><a href="#">Item 8</a></i>	<i><a href="#">Proposal 6</a></i>
<b>% of Support</b>	<i><a href="#">72.2%</a></i>	<i><a href="#">55.8%</a></i>	<i><a href="#">54.8%</a></i>	<i><a href="#">51.0%</a></i>	<i><a href="#">50.4%</a></i>
<b>BlackRock</b>	For	For	For	For	For
<b>State Street</b>	For	For	For	Abstain	For
<b>Fidelity</b>	Against	Against	Against	Against	Against
<b>Vanguard</b>	Against	Against	Against	Against	Against
<b>Dimensional Fund Advisors (DFA)*</b>	Against	Against	Against	Against	Against

<b>2022</b> <b>(Continued)</b>	<b>Amazon –</b> <b>plastics report</b>	<b>Charter</b> <b>Communications</b> <b>– DEI report</b>	<b>Monster –</b> <b>climate report</b>	<b>AT&amp;T –</b> <b>political spending</b>	<b>McDonald’s –</b> <b>plastics report</b>
<b>Short title from</b> <b>As You Sow</b>	<i>Sustainable Packaging Policies for Plastics</i>	<i>Greater Disclosure of Material Corporate Diversity, Equity and Inclusion Data</i>	<i>Net Zero Climate Transition Plan</i>	<i>Alignment of Stated Corporate Values with Political and Electioneering Expenditures</i>	<i>Sustainable Packaging Policies for Plastics</i>
<b>Proxy Statement</b>	<i>Item 8</i>	<i>Proposal 8</i>	<i>Proposal 4</i>	<i>Item 6</i>	<i>Proposal 5</i>
<b>% of Support</b>	<i>48.9%</i>	<i>44.7%</i>	<i>44.2%</i>	<i>44.1%</i>	<i>41.9%</i>
<b>BlackRock</b>	For	For	For	Against	Against
<b>State Street</b>	For	For	For	Against	Against
<b>Fidelity</b>	For	For	Against	Against	Against
<b>Vanguard</b>	Against	For	Against	Against	Against**
<b>Dimensional Fund Advisors (DFA)*</b>	Against	Against	Against	Against	Against

### Explanatory Notes

\*DFA's U.S. Large Cap Value Series, U.S. Large Cap Growth, and U.S. Large Cap Equity funds were used to determine the votes on the proposals in this spreadsheet. If at least one of those funds voted "Against" and the others agreed or did not vote, DFA has been recorded as "Against," and their vote total and percentage at the bottom of this report has been calculated accordingly. Although most DFA funds voted "Against" these proposals, three DFA funds frequently voted "For": (1) Global Sustainability Core Equity Fund (2) U.S. Social Core Equity 2 Portfolio (3) U.S. Sustainability Core 1 Portfolio.

\*\*Vanguard is recorded as "Split" on this vote, but all funds either voted "Against" or did not vote.

## Vote Summaries

2021	Blackrock	State Street	Fidelity	Vanguard	Dimensional Fund Advisors (DFA)
Total Numbers of "For" Votes	8	7	8	6	0
Percentage of "For" Votes	80%	70%	80%	60%	0%

2022	Blackrock	State Street	Fidelity	Vanguard	Dimensional Fund Advisors (DFA)
Total Numbers of "For" Votes	7	7	2	1	1
Percentage of "For" Votes	70%	70%	20%	10%	5%

2021 - 2022	Blackrock	State Street	Fidelity	Vanguard	Dimensional Fund Advisors (DFA)
Total Numbers of "For" Votes	15	14	10	7	1
Percentage of "For" Votes	75%	70%	50%	35%	5%