

RESEARCH MEMORANDUM

To: Interested Parties

From: American Accountability Foundation Research Team

Date: March 18, 2024

Re: The Louisiana State Employees' Retirement System (LASERS) is Using Pension Funds to Push a Woke Agenda

RESEARCH IMPACT: The research report below details the impact of ESG advocacy using Louisiana retirees' pension funds. The research reveals that LASERS, under the advice of proxy advisory firm ISS, is promoting:

- Decarbonization policies that would hurt Louisiana's oil and gas industry.
- Divisive "racial equity" audits that would stigmatize and disadvantage white men and women, Asians, Jews, and other groups who are disfavored by left wing groups.
- Radical social policies including LGBTQ advocacy and pro-abortion policies.
- Efforts to defund conservative groups and candidates that represent small businesses and mainstream Louisianans.

All told, this report identifies over 400 votes cast by LASERS over the past two years at the annual shareholder meetings of public companies that push a woke agenda.

HOW THE ESG MOVEMENT USES LOUISIANA PENSION FUNDS TO PUSH A WOKE AGENDA

If you are wondering why corporate America went so woke, so quickly, the answer to that question is simple – the ESG Movement – with "ESG" standing for environmental, social, and governance. The ESG Movement is comprised of a network of left-wing groups that have allied with seemingly mainstream Wall Street investment firms and proxy advisors.

This unlikely alliance of progressive activist groups and mainstream Wall Street firms and proxy advisors has culminated in a multi-year effort to force corporations across America to adopt woke policies. Whether it is DEI initiatives, climate alarmism, or efforts to defund conservative and pro-business organizations, the ESG Movement has been at the forefront of pushing these changes in recent years.

The primary tool used by ESG Movement to advance their left-wing agenda in corporate America is the shareholder resolution. Each year at the annual shareholder meetings of public companies, shareholders can put forward resolutions to force action by corporate boards and management. While shareholder resolutions have



typically been used to further good corporate governance practices and to maximize returns for shareholders, the ESG Movement has co-opted the shareholder resolution process to force companies to implement DEI, anti-oil and gas climate policy, and other radical social policy.

The mechanism is simple, liberal groups such as left-wing non-profits, unions, progressive state treasurers, and individual liberal activists purchase a de minimis number of shares in a public company for the purpose of qualifying to put forward a pro-ESG shareholder resolution. Large investment management firms and other institutional investors such as pension funds – often advised by proxy advisory firms such as ISS and Glass Lewis – then use the stock holdings in the large funds they manage to vote in favor of the ESG shareholder resolutions.

Importantly, the Louisiana State Employees Retirement System (LASERS), uses a proxy advisory firm that supports the ESG Agenda – Institutional Shareholder Services, commonly known as ISS.

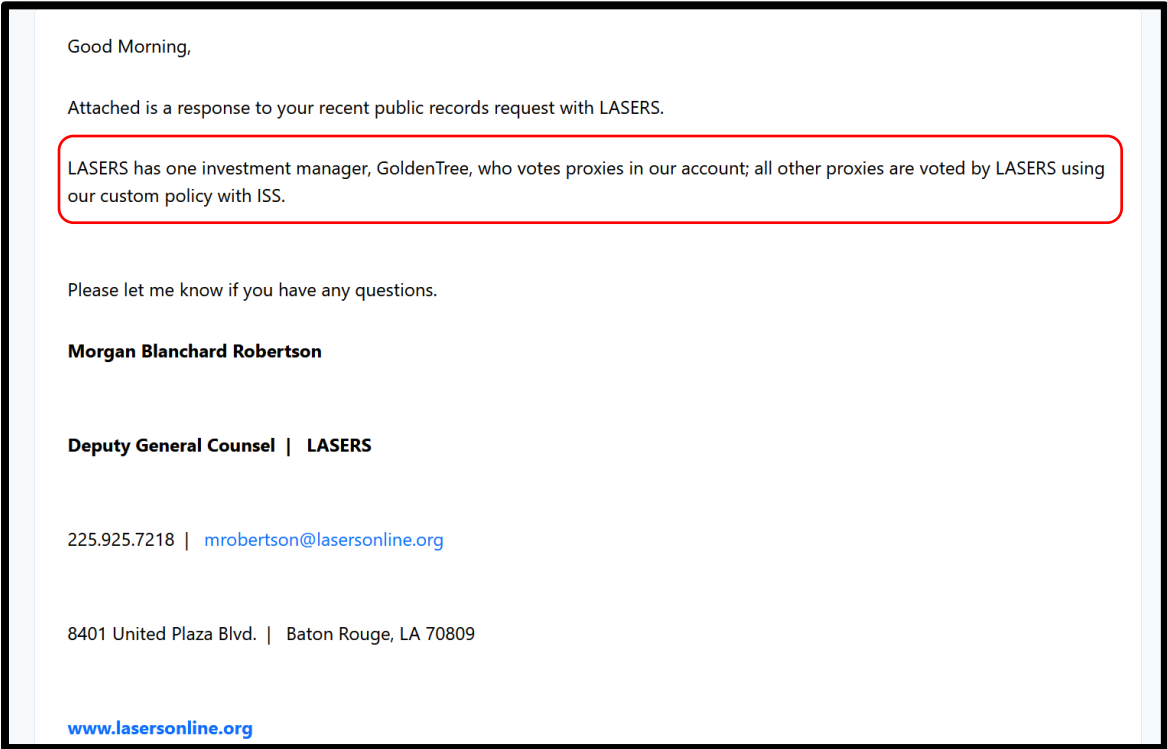
LASERS, ADVISED BY ISS, SUPPORTS DEI INITIATIVES, ANTI-OIL & GAS CLIMATE POLICIES, POLITICAL DISCLOSURES THAT TARGET CONSERVATIVES, AND PRO-ABORTION PROPOSALS

The American Accountability Foundation sent a Louisiana Public Records Act request to LASERS requesting all reports of proxy votes cast by LASERS or its asset managers since 2022. AAF reviewed these files for votes cast in support of woke corporate policies. All told we found over 400 votes supporting policies such as racial equity audits, gender pay gap reports, efforts to defund conservative candidates and pro-business trade associations, radical climate policy, and pro-abortion initiatives.

While reviewing all 402 problematic votes would be redundant, our research identified that the problematic votes primarily fall into four categories: "racial equity audits," political contributions reports targeting conservatives, championing abortion rights, and anti-oil and gas or "net zero" resolutions. In this report will highlight some of the most problematic resolutions in these categories.

Below is an email we received from LASERS in response to our public records request, stating that, with the exception of one asset manager, GoldenTree, LASERS votes the rest of its proxies under the direction of proxy advisory firm ISS.





LASERS SUPPORTED RACIAL EQUITY AUDITS AND OTHER DEI INITIATIVES

Walmart

On May 31, 2023 LASERS voted for proposal 7 at Walmart, which called for a racial equity audit.¹

Walmart Inc.	WMT	31-May-23	931142103	Annual	91,200	7	Commission Third Party Racial Equity Audit	Shareholder	For	LASERS
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The resolution, introduced by United for Respect, called for a “third-party, independent racial equity audit analyzing Walmart’s adverse impacts on Black, Indigenous, and People of Color (BIPOC) communities” and said that Walmart “must do more to address significant adverse impacts of its policies and practices on those communities”:²

¹ LASERS Proxy Votes, [CY 2023-2 Proxy Votes](#), Obtained by Louisiana Public Records Act Request (Page 118)
² SEC EDGAR, Walmart [2023 Proxy Statement](#)



The Organization United for Respect and various co-filers have advised that it or an appointed representative will present the following proposal for consideration at the 2023 Annual Shareholders' Meeting.

RESOLVED: Shareholders request Walmart Inc. ("Walmart" or the "Company") conduct a third-party, independent racial equity audit analyzing Walmart's adverse impacts on Black, Indigenous and People of Color (BIPOC) communities, and to provide recommendations for improving the company's racial equity impact. Input from employees, customers, and racial justice, labor, and civil rights organizations should be considered in determining specific matters to be analyzed. A report on the audit, prepared at reasonable cost and omitting confidential and proprietary information, should be published on Walmart's website.

Supporting Statement:

The harmful impacts of systemic racism on BIPOC communities are a major focus of policymakers, media, and the public. While Walmart has made charitable contributions¹ and statements of solidarity with communities of color, it must do more to address significant adverse impacts of its policies and practices on those communities.

Several aspects of Walmart's business suggest a racial equity audit would help mitigate reputational, regulatory, legal, and human capital risk. In recent years, Walmart has faced negative media coverage related to claims of discrimination including racial profiling² and discriminatory hiring, recruitment³ and promotion practices.⁴ Walmart is also subject to criticism for poor working conditions⁵ and paying low wages⁶. The Company does not disclose median or adjusted racial pay gaps.

By Walmart's own disclosures, it is clear more can be done to address racial inequality in its workforce. The Company reports that people of color comprise 49% of its U.S. workforce but make up only 27% of its U.S. Officers and 18% of its Board of Directors.⁷ As the largest private employer in the United States, it is imperative that Walmart ensure its policies and practices do not have adverse impacts on its BIPOC employees.

Political spending and lobbying may have adverse racial impacts. Between 2021 and 2022, the National Retail Federation (NRF), the industry trade association to which Walmart belongs, spent over \$14 million on lobbying⁸, and Walmart spent \$11.4 million over the same period.⁹ NRF's policy priorities include weakening the SEC's CEO pay ratio disclosure requirement¹⁰ and repeal of the employer mandate requiring large companies to provide health coverage to full-time workers,¹¹ which may disproportionately affect BIPOC workers and stakeholders.

Given the demographics of Walmart's hourly workforce, shareholders want to ensure Walmart is not contributing to or exacerbating broader racial inequities. Failure to effectively address racial inequities in its operations exposes stakeholders, including employees, to unacceptable abuses and exposes Walmart to risks that may ultimately affect shareholder long-term value.

A racial equity audit would help Walmart identify, prioritize, remedy and avoid adverse impacts on nonwhite stakeholders and communities of color. We urge Walmart to assess its behavior through a racial equity lens in order to obtain a



complete picture of how it contributes to, and could help dismantle, social and economic inequality.

LASERS SUPPORTED REPORTS ON RISK DUE TO “RESTRICTIONS” ON “REPRODUCTIVE RIGHTS”

Costco

On January 19, 2023, LASERS voted for Proposal 5, which called for a “report on risk due to restrictions on reproductive rights”:³

Costco Wholesale Corporation	COST	19-Jan-23	22160K105	Annual	23,800	5	Report on Risk Due to Restrictions on Reproductive Rights	Shareholder	<input checked="" type="checkbox"/> For	LASERS
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This shareholder proposal urged Costco to report on the risks and costs arising from state policies that restrict reproductive rights, specifically those that impose bans on abortion at 6, 15, or 18 weeks.⁴

PROPOSAL 5: REPORT KNOWN OR POTENTIAL RISKS AND COSTS BY ENACTED OR PROPOSED STATE POLICIES RESTRICTING REPRODUCTIVE RIGHTS

The following shareholder proposal has been submitted to the Company for action at the Annual Meeting by Arjuna Capital, 13 Elm Street, Manchester, Massachusetts 01944. The proposal will be voted on at the Annual Meeting only if properly presented by or on behalf of the proponent.

PROPONENT’S STATEMENT IN SUPPORT OF SHAREHOLDER PROPOSAL

Access to abortion is under challenge at the state and federal levels. A patchwork of laws regulates access to abortion and broader reproductive rights. Since 2011, state legislators have passed more than 600 restrictive laws. Other states have enacted legislation to protect abortion access. Eleven states ban abortion coverage in all state-regulated private insurance plans, while six states require private insurance plans to cover abortion.

Costco Wholesale Corporation (“Costco”) has operations in 45 states, Puerto Rico, and D.C., subject to this patchwork of laws. With Roe v. Wade overturned, Costco employees will face greater challenges accessing abortion care. The proponent estimates that 45 percent of Costco’s stores in the U.S. are in states or 28 territories that either have or will quickly ban or severely restrict access to abortion care (<https://nyti.ms/3P0TKVo>).

Employers, as well as employees, bear the cost of restricted access to reproductive health care. For example, women who cannot access abortion are three times more

³ LASERS Proxy Votes, [CY 2023-2 Proxy Votes](#), Obtained by Louisiana Public Records Act Request (Page 408)

⁴ SEC EDGAR, Costco 2023 Proxy Statement for [Jan 19, 2023 Meeting](#)



likely to leave the workforce than women who were able to access abortion when needed. The Institute for Women's Policy Research estimates that state-level abortion restrictions annually keep more than 500,000 women aged 15 to 44 out of the workforce (<https://bit.ly/3Dt5bQq>).

As of August 2022, abortion has been banned in nine states, with another six banning abortion at 6-, 15-, or 18-weeks (<https://nyti.ms/3Qockrk>). Costco may find it difficult to recruit employees to states where abortion is outlawed. This could harm its ability to meet diversity and inclusion goals, with negative consequences to performance, brand and reputation.

In a nationwide survey of U.S. consumers in 2021, 64 percent said employers should ensure that employees have access to the reproductive health care they need, and 42 percent would be more likely to buy from a brand that publicly supports reproductive health care (<https://bit.ly/3nmzd2U>). Surveys consistently show that most Americans agree that abortion decisions should be left to the patient and doctor (<https://wapo.st/3cmRLK2>).

Resolved: Shareholders request that Costco's Board of Directors issue a public report within 6 months of the 2023 annual meeting date, omitting confidential and privileged information and at reasonable expense, detailing any known or potential risks and costs to the company caused by enacted or proposed state policies severely restricting reproductive rights, and detailing any strategies beyond litigation and legal compliance that the company may deploy to minimize or mitigate these risks.

Supporting Statement: Shareholders recommend that the report evaluate any risks and costs to the company associated with new laws severely restricting reproductive health care, and similar restrictive legislation proposed in other states. In its discretion, the board's analysis may include any effects on employee hiring, retention, and productivity, any decisions regarding closure or expansion of operations affected by the restrictive laws, and any strategies such as public policy advocacy by the company, related political contributions policies, and human resources or educational strategies.

Meta Platforms

On May 31, 2023, LASERS voted for a resolution at Meta Platforms that called for a “report on data privacy regarding reproductive healthcare”:⁵

Meta Platforms, Inc.	META	31-May-23	30303M102	Annual	110,800	9	Report on Data Privacy regarding Reproductive Healthcare	Shareholder	For	LASERS
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This shareholder resolution derided the Supreme Court’s 2022 *Dobbs* decision as “the revocation of the constitutional right to an abortion” and requested that Meta “issue a public report assessing the feasibility of diminishing the extent that the Company will be a target of abortion-related law enforcement requests”:⁶

⁵ LASERS Proxy Votes, [CY 2023-2 Proxy Votes](#), Obtained by Louisiana Public Records Act Request (Page 416)

⁶ SEC EDGAR, META [2023 Proxy Statement](#)



Proposal Nine: Shareholder Proposal Regarding Report on Reproductive Rights and Data Privacy

The proponent of this resolution is Arjuna Capital on behalf of Frank Konhaus and Ellen Cassilly.

Reproductive Rights and Data Privacy

WHEREAS: Following the revocation of the constitutional right to an abortion in June 2022, federal policymakers and legislators are concerned about the use of personal digital data for the enforcement of state laws that ban or restrict abortion access.

Law enforcement may demand data seeking evidence of consumer acts that were legal in the state where they occurred, but illegal in the consumer's state of residence, such as purchasing abortifacients. Experts on reproductive rights and privacy have also "documented how police and prosecutors wield laws and data" to camouflage that their data demands are for abortion-related criminal charges.¹

In one example from 2022, Meta satisfied a Nebraska police warrant demanding access to private Facebook messages from a mother facing felony charges for allegedly helping her daughter terminate a pregnancy.² Meta received significant negative press, responding, in part, that the Company had "received valid legal warrants from local law enforcement . . . [that] did not mention abortion at all."³

Law enforcement's reliance on digital consumer data is increasingly common. In the first half of 2022 alone, Meta received 69,363 U.S.-based government requests, most involving criminal matters. The Company at least partially complied with about 88 percent of those requests,⁴ stressing that even careful scrutiny of law enforcement data demands by Meta may still expose consumers involved in abortion-related acts to criminal prosecutions. To protect consumers and the Company's reputation, Meta would need to decrease the potentially personal sensitive information it collects and retains from users.

Meta already complies with "deletion rights" under California law, wherein consumers may request the Company delete personal data it is not legally required to retain.⁵ Facebook, WhatsApp and Instagram further offer the option of using end-to-end encryption in personal messages as a method of secure communication that prevents third parties from easily accessing data. Despite these efforts, and although Meta conducts periodic privacy risk assessments,⁶ the Company has not disclosed whether there are privacy risks concerning abortion-related law enforcement data demands.

RESOLVED: Shareholders request our Board issue a public report assessing the feasibility of diminishing the extent that the Company will be a target of abortion-related law enforcement requests by expanding consumer privacy protections and controls over sensitive personal Meta user data. *The report should be produced at reasonable expense, exclude proprietary or legally privileged information, and be published within one year of the annual meeting.*

SUPPORTING STATEMENT: *Shareholders recommend the Board receive input from reproductive rights and civil liberties organizations, and the report include, at board discretion:*



(1) An assessment of the implementation of a global, nationwide, or regionally based, data privacy policy wherein consumers would have "deletion rights;"

(2) An evaluation of the related risks and benefits of establishing a default policy enabling end-to-end encryption on all Facebook Messenger chats.

Vote YES on this proposal to support consumer privacy expectations as well as the Company's brand and goodwill.

LASERS SUPPORTED DAMAGING NET ZERO INITIATIVES AND OTHER ANTI-OIL AND GAS POLICIES

Phillips 66

At the May 2022 annual shareholder meeting of Phillips 66, LASERS voted in favor of a resolution to "adopt GHG emissions reduction targets aligned with the Paris Agreement goal" at Phillips 66.⁷

Phillips 66	PSX	11-May-22	718546104	Annual	28,200	5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	Shareholder	For	LASERS
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The resolution called for Phillips 66 to "set and publish targets that are consistent with the goal of the Paris Climate Agreement: to limit global warming to well below 2°C above pre-industrial levels and to pursue efforts to limit the temperature increase to 1.5°C." and that the emissions targets should cover "emissions of the company's operations and the use of its energy products (Scope 1, 2, and 3)"

The resolution⁸ went on to say that "reducing Scope 3 emissions, the vast majority, is essential to limiting global heating." Scope 3 emissions⁹ include most end-user emissions, such as car use, air travel, use of products and services, and others:

WHEREAS: *We, the shareholders, must protect our assets against devastating climate change, and we therefore support companies to substantially reduce greenhouse gas (GHG) emissions.*

RESOLVED: Shareholders **support the company to set and publish targets that are consistent with the goal of the Paris Climate Agreement:** *to limit global warming*

⁷ LASERS Proxy Votes, [CY 2022-2 Proxy Votes](#), Obtained by Louisiana Public Records Act Request (Page 347)

⁸ SEC EDGAR, Phillips 66, [2022 Proxy Statement](#)

⁹ Carbon Trust, ["What are Scope 3 emissions and why do they matter?"](#)



to well below 2°C above pre-industrial levels and to pursue efforts to limit the temperature increase to 1.5°C.

These quantitative targets should cover the medium- and long-term greenhouse gas **(GHG) emissions of the company's operations and the use of its energy products (Scope 1, 2, and 3).**

Shareholders request that the company report on the strategy and underlying policies for reaching these targets and on the progress made, at least on an annual basis, at reasonable cost and omitting proprietary information.

You have our support.

SUPPORTING STATEMENT:

The policies of energy companies - the largest greenhouse gas (GHG) emitters – are crucial to confronting the climate crisis. Therefore shareholders support oil and gas companies to substantially reduce their emissions.

We, the shareholders, understand this support to be essential in protecting all our assets in the global economy from devastating climate change.

We therefore support the Company to set emission reduction targets for all emissions: the emissions of the company's operations and the emissions of its energy products (Scope 1, 2, and 3). Reducing Scope 3 emissions, the vast majority, is essential to limiting global heating.

Scientific consensus

The world's leading international scientific bodies recently released reports which clearly state the need for deep cuts in emissions in order to limit global warming to safe levels.

Financial momentum

A growing international consensus has emerged among financial institutions that climate-related risks are a source of financial risk, and therefore limiting global warming is essential to risk management and responsible stewardship of the economy.

Backing from investors that insist on targets for all emissions continues to gain momentum: 2021 saw unprecedented investor support for climate resolutions. In the US, three of these climate resolutions passed with a historic majority. In Europe, support for these climate resolutions continued to build.

Legal risk

In 2021, a Dutch court ordered Shell to severely reduce their worldwide emissions (Scope 1, 2, and 3) by 2030. This indicates that oil majors and large investors have an individual legal responsibility to combat dangerous climate change by reducing emissions and confirms the risk of liability.

We believe that the Company could lead and thrive in the energy transition. We therefore encourage you to set targets that are inspirational for society, employees,



shareholders, and the energy sector, allowing the company to meet an increasing demand for energy while reducing GHG emissions to levels consistent with curbing climate change.

You have our support.

JPMorgan Chase

At the May 2022 annual shareholder meeting of JPMorgan Chase, LASERS voted for a resolution to “adopt a fossil fuel financing policy consistent with IEA’s Net Zero 2050 Scenario”:¹⁰

JPMorgan Chase & Co.	JPM	17-May-22	46625H100	Annual	185,200	4	Adopt Fossil Fuel Financing Policy Consistent with IEA's Net Zero 2050 Scenario	Shareholder	For	LASERS
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The resolution called for JPMorgan to “adopt a policy by the end of 2022 in which the company takes available actions to help ensure that its financing does not contribute to new fossil fuel supplies that would be inconsistent with the IEA’s Net Zero Emissions by 2050 Scenario.” The supporting statement of the resolution states that “The IEA’s 1.5 degree scenario does not contemplate new fossil fuel development, but [JPMorgan Chase] continues to finance it”:¹¹

Proposal 4 — Fossil fuel financing

Mercy Investments Services, Inc. has advised us that they intend to introduce the following resolution:

Resolved: Shareholders request that JPMorgan Chase (JPMC) adopt a policy by the end of 2022 in which the company takes available actions to help ensure that its financing does not contribute to new fossil fuel supplies that would be inconsistent with the IEA's Net Zero Emissions by 2050 Scenario.

Supporting Statement

While JPMC has asserted that it is taking “comprehensive steps” to align with the climate goals of the Paris Agreement, the company’s position as a leading financier of fossil fuel conflicts with a scenario in which global warming does not exceed 1.5°C.

For instance, in May 2021, the International Energy Agency (IEA) found that for the world to limit warming to 1.5 degrees Celsius by 2050, effective immediately “there is no need for investment in new fossil fuel supply.”¹² The IEA’s 1.5 degree scenario does not contemplate new fossil fuel development, but the Company continues to finance it.

¹⁰ LASERS Proxy Votes, [CY 2022-2 Proxy Votes](#), Obtained by Louisiana Public Records Act Request (Page 15)

¹¹ SEC EDGAR, JPMorgan Chase [2022 Proxy Statement](#)



Exceeding a 1.5° scenario jeopardizes the global economy. Under current emission trajectories, 10% of total global economic value has been estimated to be lost by 2050.³ Limiting warming to 1.5 versus 2 degrees could save \$20 trillion globally by 2100; exceeding 2 degrees could lead to climate damages in the hundreds of trillions.

To diversified investors, continued support for fossil fuel development threatens long-term portfolio value; for banks, it means increased credit, market, and operational risks.⁴ Even short-term fossil fuel financing contributes to long-term risk: the IPCC's 2021 report confirmed that historic and current emissions have locked in warming for the next two decades.⁵

In May 2021, JPMC released 2030 targets for oil and gas, electric power and autos as part of its "Paris-aligned financing commitment". The bank's 2030 targets specify reductions in carbon intensity — that is, greenhouse gas emissions per unit of output.

These targets are compatible with expansion of fossil fuels. The intensity targets do not meet the identified need, over the next decade, to cut global absolute emissions by 45%. JPMC has been identified as the largest funder of companies expanding oil and gas production.⁶ Some of these oil and gas companies have set intensity reduction targets meeting or exceeding what JPMC is calling for, even as they plan continued oil and gas expansion.

Public calls for an end to fossil fuel finance have grown and threaten JPMC's reputation. For example, in September 2021, JPMC and other large banks were named in an op-ed by youth climate activists calling on the banks to stop financing expansion of fossil fuels.⁷

We urge shareholders to vote in favor of this proposal, to encourage JPMorgan Chase align with global efforts to contain climate change.

LASERS VOTED FOR EFFORTS TO DEFUND CONSERVATIVE CANDIDATES AND PRO-BUSINESS GROUPS

AT&T

On May 19, 2022 LASERS voted for a proposal that called for a “report on congruency of political spending with company values and priorities” at AT&T:¹²

AT&T Inc.	T	19-May-22	00206R102	Annual	447,500	B	Report on Congruency of Political Spending with Company Values and Priorities	Shareholder	For	LASERS
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¹² LASERS Proxy Votes, [CY 2022-1 Proxy Votes](#), Obtained by Louisiana Public Records Act Request (Page 148)



While a report on political contributions and expenditures might sound benign enough on the surface, as the American Accountability Foundation revealed in a [report](#) last summer, these reports on political and lobbying expenditures are used for the purpose of bullying companies into ceasing contributions to conservative candidates and organizations, as well as to trade associations and other pro-business groups. As our report stated, the intent of these resolutions is “to force companies to **name** trade associations, think tanks, other nonprofits, political committees, and candidates they support, so the woke mob can later **shame** companies for supporting them.”

This resolution at AT&T is no exception. The resolution, introduced by the Berkeley, California-based progressive activist group As You Sow,¹³ called for AT&T to issue a report on the political contributions it makes for the purpose of “analyzing the congruence of the Company’s political and electioneering expenditures during the preceding year against publicly stated company values and policies,” that the report “[list] and [explain] any instances of incongruent expenditures,” and “whether the Company has made, or plans to make, changes in contributions or communications to candidates as a result of identified incongruities.”

The resolution criticized AT&T for contributing to “to politicians and political organizations working to weaken women’s access to reproductive health care,” for being a member of the US Chamber of Commerce, and for contributing to “Texas state lawmakers who had supported bills that raise voter suppression concerns”:¹⁴

As You Sow (on behalf of Myra K Young Roth IRA) proposes the following:

Whereas: AT&T INC. sponsors a federal employee political action committee (PAC) and numerous state PACs whose “decisions are based on AT&T’s public policy positions and the best interests of the business and our employees.”

AT&T states: “Officers, executives or committee members making contribution decisions are mindful of our Core Values and make recommendations and decisions without regard for personal political preferences . . . As AT&T assesses public policy that impacts business objectives, it also is mindful of diverse and complex societal issues that can affect us to varying degrees.”² The societal issues identified include environmental sustainability; diversity, equity and inclusion; social justice; and economic empowerment of women.

However, AT&T’s politically focused expenditures appear to be misaligned with its public statements on Company values, views, and operational practices. As examples, AT&T states it:

¹³ As You Sow, “EMPOWERING SHAREHOLDERS TO CHANGE CORPORATIONS FOR GOOD” Accessed on [February 7, 2024](#)

¹⁴ SEC EDGAR, AT&T, [2022 Proxy Statement](#)



Has a “history of commitment to gender equality,”³ yet Proponent estimates that in the 2016-2018 election cycles, **AT&T and its employee PACs made political donations totaling at least \$16.4 million to politicians and political organizations working to weaken women’s access to reproductive health care.**

Is committed to achieving carbon neutrality, yet is a member of the U.S. Chamber of Commerce which has consistently lobbied to roll back climate regulations and slow the transition toward a low carbon energy mix.

Is committed to “stand for equality as one of our core values” including dedicating resources to “overcoming systemic barriers and ensuring civil rights for all people.”⁴ **Yet, between June 1, 2020 and March 25, 2021, AT&T or its PACs contributed at least \$228,300 to state lawmakers who introduced or sponsored legislation restricting public protests.**⁵

Believes “the right to vote is sacred and we support voting laws that make it easier for more Americans to vote in free, fair and secure elections,”⁶ yet, in June 2021, **AT&T or its PACs contributed \$132,500 to Texas state lawmakers who had supported bills that raise voter suppression concerns.**⁷

Resolved: Shareholders request that AT&T publish a report, at reasonable expense, analyzing the congruence of the Company’s political and electioneering expenditures during the preceding year against publicly stated company values and policies, listing **and explaining any instances of incongruent expenditures, and stating whether the Company has made, or plans to make, changes in contributions or communications to candidates as a result of identified incongruencies.**

Supporting Statement: Proponents recommend, at Board and management discretion, that the report also include management’s analysis of risks to the Company brand, reputation, or shareholder value associated with expenditures in conflict with its publicly stated company values. “Expenditures for electioneering communications” means spending, from corporate treasury and from the PACs, directly or through a third party, at any time during the year, on printed, internet, or broadcast communications, which are reasonably susceptible to interpretation as being in support of or opposition to a specific candidate.

Wells Fargo

On April 25th, 2023, LASERS voted for Proposal 6 at Wells Fargo, which proposed that Wells Fargo produce a “report on political expenditures and congruence”.¹⁵

Wells Fargo & Company	WFC	25-Apr-23	949746101	Annual	246,200	6	Report on Political Expenditures Congruence	Shareholder	For	LASERS
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¹⁵ LASERS Proxy Votes, [CY 2023-2 Proxy Votes](#), Obtained by Louisiana Public Records Act Request (Page 119)



The report was to assess how Wells Fargo's political contributions align with its stated corporate values, including to groups and elected officials that oppose ESG and climate initiatives.

The proposal mentions contributions to the State Financial Officers Foundation (SFOF), the Republican Attorneys General Association (RAGA), and Republicans like Kevin McCarthy. The proposal also highlighted contributions to Texas Governor Abbott, criticized for policies against the rights of trans youth, demanding a congruency analysis between Wells Fargo's political spending and its commitments to sustainability, diversity, equity, and inclusion:¹⁶

Item 6 Shareholder Proposal – Report on Congruency of Political Spending

Harrington Investments, Inc., 1001 2nd Street, Suite 325, Napa, CA 94559, the holder of 100 shares of our common stock, has advised us that it intends to introduce the following resolution at our annual meeting:

Resolution and Supporting Statement

Our Company published statements demonstrating that it monitors and works toward progress on Environmental Social Governance (ESG) challenges, stating it:

- *“regularly assesses ESG and sustainability themes...monitors ESG trends ...which inform its strategies, goals, and reporting priorities”¹*
- *“believes that it has a role to play in addressing social, economic, and environmental sustainability,”²*
- *“believe[s] that climate change continues to be one of the most urgent environmental and social issues of our time, and [is] working...to help accelerate the transition to a low carbon economy...”³*

*Yet, Wells Fargo supports organizations working against ESG investing and climate related financial risk management, including the **State Financial Officers Foundation (SFOF) and the Republican Attorneys General Association.***

SFOF has advanced model legislation in at least five states directing state lawmakers and treasurers to cancel state contracts with companies that address climate risk, stating those institutions are “boycotting” fossil fuel companies.⁴

*Evident conflict for our Company has not gone unnoticed. Congressman Casten and Senator Schatz wrote our CEO, **requesting confirmation of Company plans to withdraw its sponsorship of SFOF, emphasizing SFOF’s approach misrepresents valid steps banks and asset managers are taking to minimize exposure to climate risks.**⁵*

Wells Fargo Political Action Committee (PAC) “Transparency Report” leaked, detailing its contribution criteria. The report notes the PAC aims to support candidates who “are willing to work in a bipartisan manner... and support diversity,

¹⁶ SEC EDGAR, Wells Fargo [2023 Proxy Statement](#)



equity, and inclusion.”⁶ Yet, some of the PAC’s political contributions contradict this goal.

For example, the PAC donated to members of Congress that voted against certifying the Electoral College, including Kevin McCarthy, Blaine Luetkemeyer, and David Kustoff.⁷ Additionally, Texas Governor Abbott received \$20,000 from the PAC, despite launching child abuse investigations into parents of trans youth.

Resolved: Shareholders request that Wells Fargo report to shareholders annually, at reasonable expense and excluding confidential information, a congruency analysis between corporate values as defined by Wells Fargo’s stated policies and Company contributions on electioneering and to any organizations dedicated to affecting public policy. The report should include a list of any such contributions occurring during the prior year misaligned with stated corporate values, stating the justification for such exceptions.

Supporting Statement: Proponents recommend, at Board and management discretion, the report also include management’s analysis of risks to the Company brand, reputation, or shareholder value associated with incongruent expenditures. “Electioneering expenditures” means spending, from corporate treasury and from the PAC, directly or through a third party, at any time during the year, on printed, internet, or broadcast communications, which are reasonably susceptible to interpretation as being in support of or opposition to a specific candidate.

FULL LIST OF 402 WOKE PROXY VOTES SINCE 2022

All told, we found 402 instances of LASERS and its asset manager, GoldenTree, voting in favor of woke resolutions since 2022. Of these, 401 were cast by LASERS itself and one was cast by GoldenTree. We’ve highlighted resolutions related to GHG emissions reduction targets at oil and gas companies, or resolutions that target financing or insurance for oil and gas companies.

Company Name	Date	Prop #	Resolution	Voting Entity
3M Company	5/10/2022	4	Report on Environmental Costs and Impact on Diversified Shareholders	LASERS
Abbott Laboratories	4/29/2022	7	Report on Lobbying Payments and Policy	LASERS
Abbott Laboratories	4/29/2022	8	Report on Public Health Costs of Antimicrobial Resistance	LASERS
Abbott Laboratories	4/28/2023	7	Report on Lobbying Payments and Policy	LASERS
AbbVie Inc.	5/6/2022	8	Report on Congruency of Political Spending with Company Values and Priorities	LASERS
AbbVie Inc.	5/5/2023	7	Report on Lobbying Payments and Policy	LASERS
AbbVie Inc.	5/5/2023	8	Report on Impact of Extended Patent Exclusivities on Product Access	LASERS
ACOM Co., Ltd.	6/24/2022	4	Amend Articles to Appoint at least One Male Director and One Female Director	LASERS
Activision Blizzard, Inc.	6/21/2022	5	Report on Efforts Prevent Abuse, Harassment, and Discrimination	LASERS
Adobe Inc.	4/20/2023	6	Report on Hiring of Persons with Arrest or Incarceration Records	LASERS
Alimentation Couche-Tard Inc.	8/31/2022	7	SP 3: Report on Representation of Women in Management Positions	LASERS
Alphabet Inc.	6/1/2022	5	Report on Lobbying Payments and Policy	LASERS
Alphabet Inc.	6/1/2022	6	Report on Climate Lobbying	LASERS
Alphabet Inc.	6/1/2022	7	Report on Physical Risks of Climate Change	LASERS
Alphabet Inc.	6/1/2022	8	Report on Metrics and Efforts to Reduce Water Related Risk	LASERS
Alphabet Inc.	6/1/2022	9	Oversee and Report a Third-Party Racial Equity Audit	LASERS
Alphabet Inc.	6/1/2022	16	Commission Third Party Assessment of Company’s Management of Misinformation and Disinformation Across Platforms	LASERS



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Alphabet Inc.	6/1/2022	17	Report on External Costs of Misinformation and Impact on Diversified Shareholders	LASERS
Alphabet Inc.	6/1/2022	18	Report on Steps to Improve Racial and Gender Board Diversity	LASERS
Alphabet Inc.	6/1/2022	19	Establish an Environmental Sustainability Board Committee	LASERS
Alphabet Inc.	6/1/2022	21	Report on Policies Regarding Military and Militarized Policing Agencies	LASERS
Alphabet Inc.	6/2/2023	6	Report on Lobbying Payments and Policy	LASERS
Alphabet Inc.	6/2/2023	10	Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	LASERS
Alphabet Inc.	6/2/2023	11	Publish Independent Human Rights Impact Assessment of Targeted Advertising Technology	LASERS
Alphabet Inc.	6/2/2023	13	Report on Alignment of YouTube Policies With Online Safety Regulations	LASERS
Altria Group, Inc.	5/19/2022	4	Report on Third-Party Civil Rights Audit	LASERS
Altria Group, Inc.	5/18/2023	6	Report on Third-Party Civil Rights Audit	LASERS
Amazon.com, Inc.	5/25/2022	5	Report on Retirement Plan Options Aligned with Company Climate Goals	LASERS
Amazon.com, Inc.	5/25/2022	6	Commission Third Party Report Assessing Company's Human Rights Due Diligence Process	LASERS
Amazon.com, Inc.	5/25/2022	8	Report on Efforts to Reduce Plastic Use	LASERS
Amazon.com, Inc.	5/25/2022	9	Report on Worker Health and Safety Disparities	LASERS
Amazon.com, Inc.	5/25/2022	12	Publish a Tax Transparency Report	LASERS
Amazon.com, Inc.	5/25/2022	14	Report on Lobbying Payments and Policy	LASERS
Amazon.com, Inc.	5/25/2022	17	Report on Median Gender/Racial Pay Gap	LASERS
Amazon.com, Inc.	5/24/2023	6	Report on Climate Risk in Retirement Plan Options	LASERS
Amazon.com, Inc.	5/24/2023	10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	LASERS
Amazon.com, Inc.	5/24/2023	13	Report on Median and Adjusted Gender/Racial Pay Gaps	LASERS
Amazon.com, Inc.	5/24/2023	16	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	LASERS
Amazon.com, Inc.	5/24/2023	17	Consider Pay Disparity Between Executives and Other Employees	LASERS
Amazon.com, Inc.	5/24/2023	18	Report on Animal Welfare Standards	LASERS
Amazon.com, Inc.	5/24/2023	19	Establish a Public Policy Committee	LASERS
Amazon.com, Inc.	5/24/2023	21	Commission a Third Party Audit on Working Conditions	LASERS
Amazon.com, Inc.	5/24/2023	22	Report on Efforts to Reduce Plastic Use	LASERS
American Water Works Company, Inc.	5/11/2022	5	Report on Third-Party Racial Equity Audit	LASERS
American Water Works Company, Inc.	5/10/2023	5	Oversee and Report Racial Equity Audit	LASERS
Amphenol Corporation	5/18/2023	5	Report on Political Contributions and Expenditures	LASERS
Anthem, Inc.	5/18/2022	6	Oversee and Report a Racial Equity Audit	LASERS
Apple Inc.	3/4/2022	5	Amend Articles of Incorporation to become a Social Purpose Corporation	LASERS
Apple Inc.	3/4/2022	8	Report on Median Gender/Racial Pay Gap	LASERS
Apple Inc.	3/4/2022	9	Report on Civil Rights Audit	LASERS
Apple Inc.	3/10/2023	8	Report on Median Gender/Racial Pay Gap	LASERS
Archer-Daniels-Midland Company	5/5/2022	5	Report on Pesticide Use in the Company's Supply Chain	LASERS
AT&T Inc.	5/19/2022	4	Consider Pay Disparity Between Executives and Other Employees	LASERS
AT&T Inc.	5/19/2022	6	Report on Congruency of Political Spending with Company Values and Priorities	LASERS
AT&T Inc.	5/18/2023	6	Commission Third Party Racial Equity Audit	LASERS
Australia and New Zealand Banking Group Limited	12/15/2022	6	Approve Climate Risk Safeguarding	LASERS
Bank of America Corporation	4/26/2022	6	Adopt Fossil Fuel Lending Policy Consistent with IEA's Net Zero 2050 Scenario	LASERS
Bank of America Corporation	4/25/2023	11	Commission Third Party Racial Equity Audit	LASERS
Bank of Montreal	4/13/2022	5	SP 2: Adopt an Annual Advisory Vote Policy on the Bank's Environmental and Climate Change Action Plan and Objectives	LASERS



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Bank of Montreal	4/13/2022	7	SP 4: Adopt a Policy to Ensure the Bank's Financing is Consistent with IEA's Net Zero Emissions by 2050 Scenario	LASERS
Bank of Montreal	4/18/2023	C	SP 3: Publish a Third- Party Racial Equity Audit	LASERS
Berkshire Hathaway Inc.	4/30/2022	3	Report on Climate- Related Risks and Opportunities	LASERS
Berkshire Hathaway Inc.	4/30/2022	4	Report on GHG Emissions Reduction Targets	LASERS
Berkshire Hathaway Inc.	4/30/2022	5	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	LASERS
Berkshire Hathaway Inc.	5/6/2023	4	Report on Physical and Transitional Climate- Related Risks and Opportunities	LASERS
Berkshire Hathaway Inc.	5/6/2023	7	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	LASERS
BHP Group Limited	11/10/2022	15	Approve Climate Accounting and Audit	LASERS
Bio-Rad Laboratories, Inc.	4/25/2023	5	Report on Political Contributions and Expenditures	LASERS
BlackRock, Inc.	5/25/2022	4	Adopt Policies to Curtail Corporate Activities that Externalize Social and Environmental Costs	LASERS
BlackRock, Inc.	5/24/2023	6	Report on Ability to Engineer Decarbonization in the Real Economy	LASERS
Block, Inc.	6/13/2023	4	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	LASERS
Bombardier Inc.	5/5/2022	6	SP 2: Publish a Report Annually on the Representation of Women in All Levels of Management	LASERS
Booking Holdings Inc.	6/9/2022	5	Report on Climate Change Performance Metrics Into Executive Compensation Program	LASERS
BorgWarner Inc.	4/26/2023	7	Report on Just Transition	LASERS
BP Plc	5/12/2022	24	Approve Shareholder Resolution on Climate Change Targets	LASERS
Brinker International, Inc.	11/17/2022	5	Report on Measures to End Use of Medically Important Antibiotics in Beef and Pork Supply Chains	LASERS
Brookfield Asset Management Inc.	6/10/2022	4	SP 1: Set Emission Reduction Targets	LASERS
Builders FirstSource, Inc.	6/14/2022	4	Report on GHG Emissions Reduction Targets	GoldenTree
Caesars Entertainment, Inc.	6/13/2023	5	Report on Political Contributions and Expenditures	LASERS
Caesars Entertainment, Inc.	6/13/2023	6	Disclose Board Skills and Diversity Matrix	LASERS
Canadian Imperial Bank of Commerce	4/7/2022	7	SP 2: Advisory Vote on Environmental Policy	LASERS
Canadian Imperial Bank of Commerce	4/7/2022	9	SP 4: Disclosure of the CEO Compensation to Median Worker Pay Ratio	LASERS
Capital One Financial Corporation	5/4/2023	9	Disclose Board Skills and Diversity Matrix	LASERS
Caterpillar Inc.	6/8/2022	4	Report on Long-Term Greenhouse Gas Targets Aligned with Paris Agreement	LASERS
Caterpillar Inc.	6/8/2022	5	Report on Lobbying Payments and Policy	LASERS
Caterpillar Inc.	6/14/2023	7	Report on Lobbying Payments and Policy	LASERS
Cenovus Energy Inc.	4/26/2023	4	Report on Lobbying and Policy Advocacy with its Net Zero Goal	LASERS
Charles River Laboratories International, Inc.	5/9/2023	5	Report on Non-human Primates Imported by the Company	LASERS
Charter Communications, Inc.	4/26/2022	3	Report on Lobbying Payments and Policy	LASERS
Charter Communications, Inc.	4/26/2022	5	Report on Congruency of Political Spending with Company Values and Priorities	LASERS
Charter Communications, Inc.	4/26/2022	6	Disclose Climate Action Plan and GHG Emissions Reduction Targets	LASERS



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Charter Communications, Inc.	4/26/2022	8	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	LASERS
Chevron Corporation	5/25/2022	5	Adopt Medium and Long-Term GHG Emissions Reduction Targets	LASERS
Chevron Corporation	5/25/2022	6	Issue Audited Net-Zero Scenario Analysis Report	LASERS
Chevron Corporation	5/25/2022	7	Oversee and Report on Reliability of Methane Emission Disclosures	LASERS
Chevron Corporation	5/25/2022	8	Report on Business with Conflict-Complicit Governments	LASERS
Chevron Corporation	5/25/2022	9	Oversee and Report a Racial Equity Audit	LASERS
Chevron Corporation	5/31/2023	10	Oversee and Report a Racial Equity Audit	LASERS
Chipotle Mexican Grill, Inc.	5/18/2022	6	Oversee and Report a Racial Equity Audit	LASERS
Chipotle Mexican Grill, Inc.	5/18/2022	7	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	LASERS
Chubb Limited	5/19/2022	13	Adopt and Disclose Policies to Ensure Underwriting Does Not Support New Fossil Fuel Supplies	LASERS
Chubb Limited	5/19/2022	14	Report on Efforts to Reduce GHG Emissions Associated with Underwriting, Insuring, and Investing	LASERS
Chubu Electric Power Co., Inc.	6/28/2022	9	Amend Articles to Require Disclosure of Asset Resilience to a Net Zero by 2050 Pathway	LASERS
Chubu Electric Power Co., Inc.	6/28/2023	10	Amend Articles to Require Disclosure of Capital Allocation Policy Aligned with a Net Zero by 2050 Pathway	LASERS
Cigna Corporation	4/27/2022	5	Report on Gender Pay Gap	LASERS
Cigna Corporation	4/27/2022	6	Report on Congruency of Political Spending with Company Values and Priorities	LASERS
Cintas Corporation	10/25/2022	8	Report on Political Contributions	LASERS
Cintas Corporation	10/24/2023	5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	LASERS
Cisco Systems, Inc.	12/8/2022	4	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	LASERS
Citigroup Inc.	4/26/2022	7	Report on Respecting Indigenous Peoples' Rights	LASERS
Citigroup Inc.	4/26/2022	8	Adopt a Financing Policy Consistent with IEA's Net Zero Emissions by 2050 Scenario	LASERS
Citigroup Inc.	4/25/2023	8	Report on Respecting Indigenous Peoples' Rights	LASERS
Comcast Corporation	6/1/2022	5	Oversee and Report a Racial Equity Audit	LASERS
Comcast Corporation	6/1/2022	7	Conduct Audit and Report on Effectiveness of Sexual Harassment Policies	LASERS
Comcast Corporation	6/1/2022	8	Report on Retirement Plan Options Aligned with Company Climate Goals	LASERS
Comcast Corporation	6/7/2023	7	Oversee and Report on a Racial Equity Audit	LASERS
Comcast Corporation	6/7/2023	10	Report on Congruency of Political Spending with Company Values and Priorities	LASERS
Commonwealth Bank of Australia	10/12/2022	5b	Approve Climate Risk Safeguarding	LASERS
ConocoPhillips	5/10/2022	7	Report on GHG Emissions Reduction Targets	LASERS
Constellation Brands, Inc.	7/18/2023	6	Report on Support for a Circular Economy for Packaging	LASERS
Constellation Software Inc.	5/5/2022	5	SP: Report on Racial Diversity in the Workplace	LASERS
CorVel Corporation	8/4/2022	3	Report on Steps to Improve Racial and Gender Board Diversity	LASERS
Costco Wholesale Corporation	1/20/2022	5	Report on GHG Emissions Reduction Targets	LASERS
Costco Wholesale Corporation	1/20/2022	6	Report on Racial Justice and Food Equity	LASERS
Costco Wholesale Corporation	1/19/2023	5	Report on Risk Due to Restrictions on Reproductive Rights	LASERS
Coterra Energy Inc.	5/4/2023	6	Report on Reliability of Methane Emission Disclosures	LASERS
Coterra Energy Inc.	5/4/2023	7	Report on Climate Lobbying	LASERS
Coty Inc.	11/2/2023	4	Report on Efforts to Reduce Plastic Use	LASERS
Credit Suisse Group AG	4/29/2022	9	Amend Articles Re: Climate Change Strategy and Disclosures	LASERS
Danaher Corporation	5/9/2023	6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	LASERS
Danske Bank A/S	3/17/2022	12	Prepare Business Strategy in Line with Paris Agreement	LASERS
DaVita Inc.	6/9/2022	4	Report on Political Contributions and Expenditures	LASERS



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Delta Air Lines, Inc.	6/16/2022	4	Report on Lobbying Payments and Policy	LASERS
DexCom, Inc.	5/18/2023	5	Report on Median Gender/Racial Pay Gap	LASERS
Dine Brands Global, Inc.	5/12/2022	6	Report on Disparities Between Company's ESG Standards and their Implementation, Including with Respect to Use of Gestation Crates in Pork Supply	LASERS
Dine Brands Global, Inc.	5/11/2023	7	Approve Request on Cage Free Egg Progress Disclosure	LASERS
Dollar General Corporation	5/25/2022	4	Report on Political Contributions and Expenditures	LASERS
Dollar General Corporation	5/31/2023	5	Report on 2025 Cage- Free Egg Goal	LASERS
Dollar Tree, Inc.	6/30/2022	5	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	LASERS
Dominion Energy, Inc.	5/11/2022	6	Adopt Medium Term Scope 3 GHG Emissions Reduction Target	LASERS
Dominion Energy, Inc.	5/11/2022	7	Report on the Risk of Natural Gas Stranded Assets	LASERS
Douglas Emmett, Inc.	5/24/2023	6	Report on Lobbying Payments and Policy	LASERS
Dow Inc.	4/13/2023	5	Commission Audited Report on Reduced Plastics Demand	LASERS
DTE Energy Company	5/5/2022	5	Revise Net Zero by 2050 Goal to Include Full Scope 3 Value Chain Emissions	LASERS
DTE Energy Company	5/4/2023	7	Report on Lobbying Payments and Policy	LASERS
Eli Lilly and Company	5/2/2022	8	Report on Lobbying Payments and Policy	LASERS
Eli Lilly and Company	5/2/2022	9	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	LASERS
Eli Lilly and Company	5/1/2023	7	Report on Lobbying Payments and Policy	LASERS
Eli Lilly and Company	5/1/2023	11	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	LASERS
Eli Lilly and Company	5/1/2023	12	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	LASERS
Enbridge Inc.	5/4/2022	4	Strengthen the Company's Net Zero Commitment with a Science-Based Net Zero Target	LASERS
Enbridge Inc.	5/3/2023	5	SP 1: Report on Lobbying and Political Donations	LASERS
Equifax Inc.	5/4/2023	6	Oversee and Report a Racial Equity Audit	LASERS
Equinor ASA	5/11/2022	11	Instruct Company to Set Short, Medium, and Long-Term Targets for Greenhouse Gas (GHG) Emissions of the Company's Operations and the Use of Energy Products	LASERS
Equinor ASA	5/11/2022	12	Introduce a Climate Target Agenda and Emission Reduction Plan	LASERS
Equinor ASA	5/11/2022	13	Establish a State Restructuring Fund for Employees who Working in the Oil Sector	LASERS
Expeditors International of Washington, Inc.	5/3/2022	4	Report on Political Contributions and Expenditures	LASERS
Expeditors International of Washington, Inc.	5/2/2023	6	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	LASERS
Exxon Mobil Corporation	5/25/2022	6	Set GHG Emissions Reduction targets Consistent With Paris Agreement Goal	LASERS
Exxon Mobil Corporation	5/25/2022	7	Report on Low Carbon Business Planning	LASERS
Exxon Mobil Corporation	5/25/2022	8	Report on Scenario Analysis Consistent with International Energy Agency's Net Zero by 2050	LASERS
Exxon Mobil Corporation	5/25/2022	9	Report on Reducing Plastic Pollution	LASERS
Exxon Mobil Corporation	5/25/2022	10	Report on Political Contributions and Expenditures	LASERS
Exxon Mobil Corporation	5/31/2023	7	Report on Carbon Capture and Storage	LASERS
Exxon Mobil Corporation	5/31/2023	11	Recalculate GHG Emissions Baseline to Exclude Emissions from Material Divestitures	LASERS



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Exxon Mobil Corporation	5/31/2023	13	Commission Audited Report on Reduced Plastics Demand	LASERS
Exxon Mobil Corporation	5/31/2023	14	Report on Potential Costs of Environmental Litigation	LASERS
Exxon Mobil Corporation	5/31/2023	16	Report on Social Impact From Plant Closure or Energy Transition	LASERS
FedEx Corporation	9/19/2022	6	Report on Alignment Between Company Values and Electioneering Contributions	LASERS
FedEx Corporation	9/19/2022	7	Report on Lobbying Payments and Policy	LASERS
FedEx Corporation	9/19/2022	8	Report on Racism in Corporate Culture	LASERS
FedEx Corporation	9/19/2022	9	Report on Climate Lobbying	LASERS
FedEx Corporation	9/21/2023	6	Report on Just Transition	LASERS
Flowers Foods, Inc.	5/26/2022	4	Report on Political Contributions and Expenditures	LASERS
Fox Corporation	11/3/2022	5	Report on Lobbying Payments and Policy	LASERS
General Dynamics Corporation	5/4/2022	5	Report on Human Rights Due Diligence	LASERS
General Mills, Inc.	9/27/2022	6	Report on Absolute Plastic Packaging Use Reduction	LASERS
Gilead Sciences, Inc.	5/4/2022	8	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	LASERS
HCA Healthcare, Inc.	4/21/2022	4	Report on Political Contributions	LASERS
HCA Healthcare, Inc.	4/21/2022	5	Report on Lobbying Payments and Policy	LASERS
HCA Healthcare, Inc.	4/19/2023	5	Report on Political Contributions and Expenditures	LASERS
Hennes & Mauritz AB	5/4/2022	20	Report on Sustainably Sourced and Organically Produced Cotton	LASERS
Hewlett Packard Enterprise Company	4/5/2023	5	Report on Lobbying Payments and Policy	LASERS
Honeywell International Inc.	4/25/2022	5	Report on Climate Lobbying	LASERS
Honeywell International Inc.	4/25/2022	6	Report on Environmental and Social Due Diligence	LASERS
Huntington Ingalls Industries, Inc.	5/2/2023	4	Report on Lobbying Payments and Policy	LASERS
IDEX Corporation	5/25/2023	5	Report on Hiring of Persons with Arrest or Incarceration Records	LASERS
Imperial Oil Limited	5/3/2022	3	Adopt a Policy to Cease Oil and Gas Exploration and Developments	LASERS
Imperial Oil Limited	5/2/2023	4	SP 2: Report on the Impact of the Energy Transition on Asset Retirement Obligations	LASERS
Ingles Markets, Incorporated	2/15/2022	5	Approve Request on Cage Free Egg Progress Disclosure	LASERS
Intel Corporation	5/12/2022	6	Report on Third-Party Civil Rights Audit	LASERS
International Business Machines Corporation	4/25/2023	6	Report on Lobbying Payments and Policy	LASERS
Intuitive Surgical, Inc.	4/27/2023	5	Report on Gender/Racial Pay Gap	LASERS
Johnson & Johnson	4/28/2022	7	Oversee and Report a Racial Equity Audit	LASERS
Johnson & Johnson	4/28/2022	8	Report on Government Financial Support and Access to COVID-19 Vaccines and Therapeutics	LASERS
Johnson & Johnson	4/28/2022	9	Report on Public Health Costs of Limited Sharing of Vaccine Technology	LASERS
Johnson & Johnson	4/28/2022	12	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	LASERS
Johnson & Johnson	4/27/2023	6	Report on Government Financial Support and Equitable Access to Covid-19 Products	LASERS
JPMorgan Chase & Co.	5/17/2022	4	Adopt Fossil Fuel Financing Policy Consistent with IEA's Net Zero 2050 Scenario	LASERS
JPMorgan Chase & Co.	5/17/2022	9	Report on Absolute Targets for Financed GHG Emissions in Line with Net Zero Commitments	LASERS
JPMorgan Chase & Co.	5/16/2023	7	Amend Public Responsibility Committee Charter to Include Animal Welfare	LASERS
JPMorgan Chase & Co.	5/16/2023	11	Report on Political Expenditures Congruence	LASERS
Kellogg Company	4/28/2023	6	Report on Median Gender/Racial Pay Gap	LASERS



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KLA Corporation	11/2/2022	4	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	LASERS
L3Harris Technologies, Inc.	4/21/2023	5	Report on Lobbying Payments and Policy	LASERS
Laboratory Corporation of America Holdings	5/11/2023	6	Report on Transport of Nonhuman Primates Within the U.S.	LASERS
Las Vegas Sands Corp.	5/11/2023	5	Disclose Board Skills and Diversity Matrix	LASERS
Leidos Holdings, Inc.	4/28/2023	5	Report on Political Expenditures Congruence	LASERS
Lowe's Companies, Inc.	5/27/2022	5	Report on Median Gender/Racial Pay Gap	LASERS
Lowe's Companies, Inc.	5/27/2022	7	Report on Risks of State Policies Restricting Reproductive Health Care	LASERS
lululemon athletica inc.	6/8/2022	4	Report on Animal Slaughter Methods	LASERS
Marathon Petroleum Corporation	4/27/2022	9	Report on Climate Strategy Consistent with ILO's "Just Transition Guidelines"	LASERS
Marathon Petroleum Corporation	4/26/2023	9	Report on Just Transition	LASERS
Marriott International, Inc.	5/6/2022	5	Report On Costs of Low Wages and Inequality and Impact on Diversified Shareholders	LASERS
Marriott International, Inc.	5/12/2023	7	Report on Gender/Racial Pay Gap	LASERS
Mastercard Incorporated	6/21/2022	6	Report on Political Contributions	LASERS
Mastercard Incorporated	6/21/2022	8	Report on Risks Associated with Sale and Purchase of Ghost Guns	LASERS
Mastercard Incorporated	6/27/2023	8	Report on Lobbying Payments and Policy	LASERS
Maximus, Inc.	3/15/2022	4	Report on Third-Party Racial Equity Audit	LASERS
McDonald's Corporation	5/26/2022	5	Report on Efforts to Reduce Plastic Use	LASERS
McDonald's Corporation	5/26/2022	6	Report on Public Health Costs of Antibiotic Use and Impact on Diversified Shareholders	LASERS
McDonald's Corporation	5/26/2022	7	Report on Use of Gestation Stalls in Pork Supply Chain	LASERS
McDonald's Corporation	5/26/2022	8	Report on Third-Party Civil Rights Audit	LASERS
McDonald's Corporation	5/26/2022	10	Issue Transparency Report on Global Public Policy and Political Influence	LASERS
McDonald's Corporation	5/25/2023	9	Report on Lobbying Payments and Policy	LASERS
McDonald's Corporation	5/25/2023	10	Issue Transparency Report on Global Public Policy and Political Influence	LASERS
McDonald's Corporation	5/25/2023	11	Report on Animal Welfare	LASERS
Merck & Co., Inc.	5/24/2022	5	Report on Access to COVID-19 Products	LASERS
Merck & Co., Inc.	5/24/2022	6	Report on Lobbying Payments and Policy	LASERS
Mesa Laboratories, Inc.	8/25/2023	6	Report on Scope 1 Through 3 Greenhouse Gas Emissions Across the Company's Full Value-Chain	LASERS
Meta Platforms, Inc.	5/25/2022	7	Report on External Costs of Misinformation and Impact on Diversified Shareholders	LASERS
Meta Platforms, Inc.	5/25/2022	10	Publish Third Party Human Rights Impact Assessment	LASERS
Meta Platforms, Inc.	5/25/2022	13	Report on Lobbying Payments and Policy	LASERS
Meta Platforms, Inc.	5/25/2022	15	Report on Charitable Contributions	LASERS
Meta Platforms, Inc.	5/31/2023	5	Report on Human Rights Impact Assessment of Targeted Advertising	LASERS
Meta Platforms, Inc.	5/31/2023	6	Report on Lobbying Payments and Policy	LASERS
Meta Platforms, Inc.	5/31/2023	9	Report on Data Privacy regarding Reproductive Healthcare	LASERS



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Microsoft Corporation	12/13/2022	5	Report on Hiring of Persons with Arrest or Incarceration Records	LASERS
Microsoft Corporation	12/13/2022	6	Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	LASERS
Microsoft Corporation	12/13/2022	7	Report on Government Use of Microsoft Technology	LASERS
Microsoft Corporation	12/13/2022	8	Report on Development of Products for Military	LASERS
Microsoft Corporation	12/7/2023	11	Report on Risks of Operating in Countries with Significant Human Rights Concerns	LASERS
Mitsubishi Corp.	6/24/2022	5	Amend Articles to Disclose Greenhouse Gas Emission Reduction Targets Aligned with Goals of Paris Agreement	LASERS
Mitsubishi Corp.	6/24/2022	6	Amend Articles to Disclose Evaluation concerning Consistency between Capital Expenditures and Net Zero Greenhouse Gas Emissions by 2050 Commitment	LASERS
Mitsubishi Corp.	6/23/2023	5	Amend Articles to Disclose Greenhouse Gas Emission Reduction Targets Aligned with Goals of Paris Agreement	LASERS
Mitsubishi Corp.	6/23/2023	6	Amend Articles to Disclose Evaluation concerning Consistency between Capital Expenditures and Net Zero Greenhouse Gas Emissions by 2050 Commitment	LASERS
Mohawk Industries, Inc.	5/25/2023	5	Oversee and Report a Racial Equity Audit	LASERS
Mondelez International, Inc.	5/18/2022	4	Oversee and Report on a Racial Equity Audit	LASERS
Mondelez International, Inc.	5/17/2023	6	Report on 2025 Cage-Free Egg Goal	LASERS
Monster Beverage Corporation	6/14/2022	4	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	LASERS
Morgan Stanley	5/26/2022	4	Adopt Fossil Fuel Lending and Underwriting Policy Consistent with IEA's Net Zero 2050 Scenario	LASERS
National Bank of Canada	4/22/2022	4.2	SP 2: Adopt a Policy of Holding an Advisory Vote on the Bank's Environmental and Climate Action Plan and Objectives	LASERS
Netflix, Inc.	6/2/2022	8	Report on Lobbying Payments and Policy	LASERS
Netflix, Inc.	6/1/2023	7	Report on Climate Risk in Retirement Plan Options	LASERS
NextEra Energy, Inc.	5/19/2022	4	Disclose a Board Diversity and Qualifications Matrix	LASERS
NextEra Energy, Inc.	5/19/2022	5	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	LASERS
NextEra Energy, Inc.	5/18/2023	5	Disclose Board Skills and Diversity Matrix	LASERS
NIKE, Inc.	9/12/2023	5	Report on Median Gender/Racial Pay Gap	LASERS
Northrop Grumman Corporation	5/17/2023	6	Report on Congruency of Political Spending with Company Stated Values on Human Rights	LASERS
Occidental Petroleum Corporation	5/6/2022	4	Report on Quantitative Short, Medium and Long-Term GHG Emissions Reduction Targets	LASERS
Oracle Corporation	11/15/2023	6	Report on Median and Adjusted Gender/Racial Pay Gaps	LASERS
Origin Energy Limited	10/19/2022	9d	Subject to Resolution 9a Being Passed, Approve the Shareholder Proposal Re: Cultural Heritage Resolution	LASERS
PACCAR Inc	4/25/2023	6	Report on Climate Lobbying	LASERS
Papa John's International, Inc.	4/26/2022	4	Report on Use of Pig Gestation Crates	LASERS
PepsiCo, Inc.	5/4/2022	5	Report on Global Public Policy and Political Influence	LASERS
PepsiCo, Inc.	5/4/2022	6	Report on Public Health Costs of Food and Beverages Products	LASERS
PepsiCo, Inc.	5/3/2023	6	Issue Transparency Report on Global Public Policy and Political Influence	LASERS
PepsiCo, Inc.	5/3/2023	7	Report on Impacts of Restrictive Reproductive Healthcare Legislation	LASERS
Pfizer Inc.	4/28/2022	6	Report on Feasibility of Technology Transfer to Boost Covid-19 Vaccine Production	LASERS
Pfizer Inc.	4/28/2022	8	Report on Public Health Costs of Limited Sharing of Vaccine Technology	LASERS
Pfizer Inc.	4/27/2023	9	Report on Political Expenditures Congruence	LASERS
Philip Morris International Inc.	5/3/2023	5	Disclose Nicotine Level Information, and Reduce Nicotine Levels in Tobacco Products	LASERS
Phillips 66	5/11/2022	5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	LASERS
Phillips 66	5/11/2022	6	Report on Reducing Plastic Pollution	LASERS



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Power Corporation of Canada	5/12/2022	6	SP 2: Publish a Report Annually on the Representation of Women in All Levels of Management	LASERS
Prudential Financial, Inc.	5/10/2022	4	Provide Right to Act by Written Consent	LASERS
Republic Services, Inc.	5/16/2022	5	Report on Third-Party Environmental Justice Audit	LASERS
Republic Services, Inc.	5/16/2022	6	Report on Third-Party Civil Rights Audit	LASERS
Restaurant Brands International Inc.	5/23/2023	5	Disclose Any Annual Benchmarks for Animal Welfare Goals	LASERS
Restaurant Brands International Inc.	5/23/2023	6	Report on Lobbying Payments and Policy	LASERS
Restaurant Brands International Inc.	5/23/2023	8	Report on Efforts to Reduce Plastic Use	LASERS
RH	6/30/2022	4	Report on Procurement of Down Feathers from the Company's Suppliers	LASERS
Royal Bank of Canada	4/7/2022	4	SP 1: Update the Bank's Criteria for Sustainable Finance to Preclude Fossil Fuel Activity and Projects Opposing Indigenous Peoples	LASERS
Royal Bank of Canada	4/7/2022	5	SP 2: Assess and Mitigate the Human Rights and Reputational Risks Involved in the Financialization of Housing	LASERS
Royal Bank of Canada	4/7/2022	6	SP 3: Avoid Bank Participation in Pollution-Intensive Asset Privatizations	LASERS
Royal Bank of Canada	4/7/2022	8	SP 5: Adopt an Annual Advisory Vote Policy on the Bank's Environmental and Climate Change Action Plan and Objectives	LASERS
Royal Bank of Canada	4/5/2023	C	SP 3: Publish a Third- Party Racial Equity Audit	LASERS
Royal Dutch Shell Plc	5/24/2022	21	Request Shell to Set and Publish Targets for Greenhouse Gas (GHG) Emissions	LASERS
Salesforce, Inc.	6/9/2022	7	Oversee and Report a Racial Equity Audit	LASERS
Santos Limited	5/3/2022	8c	Approve Climate- related Lobbying	LASERS
Skechers U.S.A., Inc.	5/26/2022	2	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	LASERS
SNC-Lavalin Group Inc.	5/5/2022	6	SP 5: Propose Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	LASERS
Standard Bank Group Ltd.	5/31/2022	11.1	Provide Shareholders with a Report on the Company's Progress in Calculating Its Financed Greenhouse Gas Emissions From Its Exposure to Oil and Gas	LASERS
Standard Bank Group Ltd.	5/31/2022	11.2	Disclose the Company's Baseline Financed Greenhouse Gas Emissions From Its Exposure to Oil and Gas	LASERS
Standard Bank Group Ltd.	5/31/2022	11.3	Update the Company's March 2022 Climate Policy to Include Short, Medium, and Long- term Targets for the Company's Financed Greenhouse Gas Emissions From Oil and Gas	LASERS
Starbucks Corporation	3/23/2023	8	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	LASERS
State Street Corporation	5/18/2022	4	Report on Asset Management Policies and Diversified Investors	LASERS
Stericycle, Inc.	5/16/2023	5	Report on Political Contributions	LASERS
Stryker Corporation	5/10/2023	5	Report on Political Contributions and Expenditures	LASERS
Sturm, Ruger & Company, Inc.	6/1/2022	4	Oversee and Report a Third Party Human Rights Impact Assessment	LASERS
Sumitomo Mitsui Financial Group, Inc.	6/29/2022	4	Amend Articles to Disclose Plan Outlining Company's Business Strategy to Align Investments with Goals of Paris Agreement	LASERS
Sumitomo Mitsui Financial Group, Inc.	6/29/2022	5	Amend Articles to Disclose Measures to be Taken to Make Sure that the Company's Lending and Underwriting are not Used for Expansion of Fossil Fuel Supply or Associated Infrastructure	LASERS
SVB Financial Group	4/21/2022	4	Report on Third-Party Racial Justice Audit	LASERS
Synopsys, Inc.	4/12/2022	6	Provide Right to Act by Written Consent	LASERS
Sysco Corporation	11/18/2022	4	Report on Third-Party Civil Rights Audit	LASERS
Sysco Corporation	11/18/2022	6	Report on Efforts to Reduce Plastic Use	LASERS
Sysco Corporation	11/17/2023	5	Adopt Policy to Eliminate or Reduce Gestation Crates in Pork Supply Chain	LASERS
Tesla, Inc.	8/4/2022	8	Report on Racial and Gender Board Diversity	LASERS
Tesla, Inc.	8/4/2022	9	Report on the Impacts of Using Mandatory Arbitration	LASERS



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Tesla, Inc.	8/4/2022	10	Report on Corporate Climate Lobbying in line with Paris Agreement	LASERS
Tesla, Inc.	8/4/2022	11	Adopt a Policy on Respecting Rights to Freedom of Association and Collective Bargaining	LASERS
Tesla, Inc.	8/4/2022	13	Report on Water Risk Exposure	LASERS
The Bank of Nova Scotia	4/5/2022	7	SP 2: Adopt an Annual Advisory Vote Policy on the Bank's Environmental and Climate Change Action Plan	LASERS
The Bank of Nova Scotia	4/5/2022	8	SP 3: Set Up a Climate Change and Environment Committee	LASERS
The Boeing Company	4/29/2022	5	Report on Lobbying Payments and Policy	LASERS
The Boeing Company	4/29/2022	8	Report on Net Zero Indicator	LASERS
The Boeing Company	4/18/2023	7	Report on Lobbying Payments and Policy	LASERS
The Boeing Company	4/18/2023	8	Report on Climate Lobbying	LASERS
The Boeing Company	4/18/2023	9	Report on Median Gender/Racial Pay Gap	LASERS
The Charles Schwab Corporation	5/17/2022	8	Report on Lobbying Payments and Policy	LASERS
The Charles Schwab Corporation	5/18/2023	5	Report on Gender/Racial Pay Gap	LASERS
The Cigna Group	4/26/2023	7	Report on Congruency of Political Spending with Company Values and Priorities	LASERS
The Coca-Cola Company	4/26/2022	4	Report on External Public Health Costs	LASERS
The Coca-Cola Company	4/26/2022	5	Report on Global Public Policy and Political Influence	LASERS
The Coca-Cola Company	4/25/2023	5	Report on Third-Party Civil Rights Audit	LASERS
The Coca-Cola Company	4/25/2023	6	Issue Transparency Report on Global Public Policy and Political Influence	LASERS
The Coca-Cola Company	4/25/2023	7	Report on Congruency of Political Spending with Company Values and Priorities	LASERS
The Coca-Cola Company	4/25/2023	9	Report on Risk Due to Restrictions on Reproductive Rights	LASERS
The Goldman Sachs Group, Inc.	4/28/2022	6	Adopt a Financing Policy Consistent with IEA's Net Zero Emissions by 2050 Scenario	LASERS
The Goldman Sachs Group, Inc.	4/26/2023	5	Report on Lobbying Payments and Policy	LASERS
The Goldman Sachs Group, Inc.	4/26/2023	8	Oversee and Report a Racial Equity Audit	LASERS
The Goldman Sachs Group, Inc.	4/26/2023	12	Report on Median Gender/Racial Pay Gap	LASERS
The Hartford Financial Services Group, Inc.	5/18/2022	5	Adopt Policies to Ensure Underwriting Practices Do Not Support New Fossil Fuel Supplies	LASERS
The Home Depot, Inc.	5/19/2022	7	Report on Congruency of Political Spending with Company Values and Priorities	LASERS
The Home Depot, Inc.	5/19/2022	8	Report on Steps to Improve Gender and Racial Equity on the Board	LASERS
The Home Depot, Inc.	5/19/2022	9	Report on Efforts to Eliminate Deforestation in Supply Chain	LASERS
The Home Depot, Inc.	5/19/2022	10	Oversee and Report a Racial Equity Audit	LASERS
The Home Depot, Inc.	5/18/2023	7	Report on Political Expenditures Congruence	LASERS
The Kansai Electric Power Co., Inc.	6/28/2022	10	Amend Articles to Add Provisions Concerning Management Based on CSR (Gender Diversity)	LASERS
The Kansai Electric Power Co., Inc.	6/28/2022	23	Amend Articles to Disclose Transition Plan through 2050 Aligned with Goals of Paris Agreement	LASERS
The Kansai Electric Power Co., Inc.	6/28/2022	24	Amend Articles to Introduce Executive Compensation System Linked to ESG Factors	LASERS
The Kansai Electric Power Co., Inc.	6/28/2023	28	Amend Articles to Disclose Transition Plan through 2050 Aligned with Goals of Paris Agreement	LASERS



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The Kraft Heinz Company	5/5/2022	5	Report on Metrics and Efforts to Reduce Water Related Risk	LASERS
The Kroger Co.	6/23/2022	5	Report on Efforts to Reduce Plastic Use	LASERS
The Kroger Co.	6/23/2022	7	Report on Efforts to Eliminate HFCs in Refrigeration and Reduce GHG Emissions	LASERS
The Kroger Co.	6/22/2023	5	Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	LASERS
The Kroger Co.	6/22/2023	7	Report on Efforts to Reduce Plastic Use	LASERS
The Kroger Co.	6/22/2023	8	Report on Gender/Racial Pay Gap	LASERS
The PNC Financial Services Group, Inc.	4/27/2022	4	Report on Risk Management and Nuclear Weapon Industry	LASERS
The TJX Companies, Inc.	6/7/2022	5	Report on Assessing Due Diligence on Human Rights in Supply Chain	LASERS
The TJX Companies, Inc.	6/7/2022	7	Report on Risk Due to Restrictions on Reproductive Rights	LASERS
The TJX Companies, Inc.	6/6/2023	6	Report on Risk from Supplier Misclassification of Supplier's Employees	LASERS
The Toronto-Dominion Bank	4/14/2022	4	SP 1: Adopt a Policy of Not Financing New Fossil Fuel Supply, Including Financing of Companies Exploring or Developing Undeveloped Oil and Gas Reserves	LASERS
The Toronto-Dominion Bank	4/14/2022	6	SP 3: Advisory Vote on Environmental Policy	LASERS
The Travelers Companies, Inc.	5/25/2022	4	Report on Lobbying Payments and Policy	LASERS
The Travelers Companies, Inc.	5/25/2022	5	Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting	LASERS
The Travelers Companies, Inc.	5/25/2022	6	Adopt Underwriting Policies in Alignment with IEA's Net Zero 2050 Scenario	LASERS
The Travelers Companies, Inc.	5/25/2022	7	Oversee and Report a Racial Equity Audit	LASERS
The Travelers Companies, Inc.	5/25/2022	8	Ensure Policies Do No Support Police Violations of Civil Rights	LASERS
The Travelers Companies, Inc.	5/24/2023	8	Oversee and Report on a Third-Party Racial Equity Audit	LASERS
The Walt Disney Company	3/9/2022	4	Report on Lobbying Payments and Policy	LASERS
The Walt Disney Company	3/9/2022	7	Report on Gender/Racial Pay Gap	LASERS
The Walt Disney Company	4/3/2023	7	Report on Political Expenditures	LASERS
The Wendy's Company	5/18/2022	4	Report on Use of Gestation Stalls in Pork Supply Chain	LASERS
The Wendy's Company	5/16/2023	7	Report on Lobbying Payments and Policy	LASERS
Tokyo Electric Power Co. Holdings, Inc.	6/28/2023	2	Amend Articles to Require Disclosure of Asset Resilience to a Net Zero by 2050 Pathway	LASERS
Toyota Motor Corp.	6/14/2023	4	Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	LASERS
Tractor Supply Company	5/11/2022	4	Report on Costs of Low Wages and Inequality and Impact on Diversified Shareholders	LASERS
Tyson Foods, Inc.	2/10/2022	3	Report on Sustainable Packaging Efforts	LASERS
United Parcel Service, Inc.	5/5/2022	4	Report on Lobbying Payments and Policy	LASERS
United Parcel Service, Inc.	5/5/2022	5	Report on Corporate Climate Lobbying Aligned with Paris Agreement	LASERS
United Parcel Service, Inc.	5/5/2022	7	Adopt Independently Verified Science-Based GHG Reduction Targets	LASERS
United Parcel Service, Inc.	5/5/2022	8	Report on Balancing Climate Measures and Financial Returns	LASERS
United Parcel Service, Inc.	5/5/2022	9	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	LASERS



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United Parcel Service, Inc.	5/4/2023	8	Report on Just Transition	LASERS
United Parcel Service, Inc.	5/4/2023	9	Report on Risk Due to Restrictions on Reproductive Rights	LASERS
United Parcel Service, Inc.	5/4/2023	11	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	LASERS
UnitedHealth Group Incorporated	6/6/2022	5	Report on Congruency of Political Spending with Company Values and Priorities	LASERS
UnitedHealth Group Incorporated	6/5/2023	5	Report on Third-Party Racial Equity Audit	LASERS
Valero Energy Corporation	5/9/2023	6	Oversee and Report a Racial Equity Audit	LASERS
Walgreens Boots Alliance, Inc.	1/27/2022	6	Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	LASERS
Walgreens Boots Alliance, Inc.	1/26/2023	4	Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	LASERS
Walmart Inc.	6/1/2022	4	Report on Animal Welfare Policies and Practices in Food Supply Chain	LASERS
Walmart Inc.	6/1/2022	5	Create a Pandemic Workforce Advisory Council	LASERS
Walmart Inc.	6/1/2022	6	Report on Impacts of Restrictive Reproductive Healthcare Legislation	LASERS
Walmart Inc.	6/1/2022	7	Report on Alignment of Racial Justice Goals and Starting Wages	LASERS
Walmart Inc.	6/1/2022	10	Report on Lobbying Payments and Policy	LASERS
Walmart Inc.	5/31/2023	5	Consider Pay Disparity Between CEO and Other Employees	LASERS
Walmart Inc.	5/31/2023	7	Commission Third Party Racial Equity Audit	LASERS
Warner Bros. Discovery, Inc.	5/8/2023	6	Report on Lobbying Payments and Policy	LASERS
Waste Management, Inc.	5/10/2022	4	Report on Civil Rights Audit	LASERS
Wells Fargo & Company	4/26/2022	7	Report on Board Diversity	LASERS
Wells Fargo & Company	4/26/2022	8	Report on Respecting Indigenous Peoples' Rights	LASERS
Wells Fargo & Company	4/26/2022	9	Adopt a Financing Policy Consistent with IEA's Net Zero Emissions by 2050 Scenario	LASERS
Wells Fargo & Company	4/26/2022	10	Oversee and Report a Racial Equity Audit	LASERS
Wells Fargo & Company	4/25/2023	6	Report on Political Expenditures Congruence	LASERS
Wells Fargo & Company	4/25/2023	7	Report on Climate Lobbying	LASERS
Woodside Petroleum Ltd.	5/19/2022	10c	Approve Contingent Resolution - Climate- Related Lobbying	LASERS
XPO Logistics, Inc.	5/18/2022	5	Report on Lobbying Payments and Policy	LASERS
XPO Logistics, Inc.	5/18/2022	7	Oversee and Report a Civil Rights Audit	LASERS
Yum! Brands, Inc.	5/18/2023	5	Report on Efforts to Reduce Plastic Use	LASERS
Yum! Brands, Inc.	5/18/2023	6	Report on Lobbying Payments and Policy	LASERS

Note: Links to the resolutions for SEC reporting companies are included in the Date column. Links to LASERS' votes are included in the Voting Entity column.

