

2020-2021 Shareholder Resolutions

	Company	Topic	Result	Lead Filer
Environment	Bank of America	Arctic drilling finance	Withdrawn following commitment to not finance oil and gas exploration and production projects in the Arctic	Trillium
	Sysco	Climate change	Withdrawn following commitment to issue new climate data, including full agricultural supply chain	Trillium
	Costco	Climate change	Withdrawn following the release of a new climate strategy	Trillium
	United Parcel Service	Climate change	36.7% of vote supported the proposal	Zevin co-lead
Governance	First Solar	Board diversity	91% of vote supported the proposal	Trillium
	Burlington Stores	CEO/worker compensation	8% of vote supported the proposal	Trillium
	TJX Companies	CEO/worker compensation	10% of vote supported the proposal	Trillium
	IPG Photonics	Executive leadership diversity	Withdrawn following the publication of its assessment and plan.	Trillium
	SBA Communications	Executive leadership diversity	Withdrawn following a commitment to strengthen its workforce diversity policies, practices and disclosures.	Trillium
	Autodesk	Executive leadership diversity	Withdrawn following a commitment to provide improved disclosures on recruitment and retention process.	Trillium
	Paycom Software	Executive leadership diversity	94% of vote supported the proposal	Trillium
	Johnson & Johnson	Independent Board chair	43% of vote supported the proposal	Trillium
	Johnson & Johnson	Civil rights audit	34% of vote supported the proposal	Trillium
Social	Apple	Freedom of expression	Omitted by the SEC	Sum of Us
	Keycorp	Overdraft fees and race	Withdrawn following a commitment to analyze overdraft policies with a racial lens.	Trillium
	CVS	Paid sick leave	Omitted by the SEC	Trillium
	Verizon	User privacy	Withdrawn following a commitment to conduct assessment and ongoing dialogue.	Trillium
	Home Depot	Workforce diversity	Withdrawn following a commitment to issue three years of EEO-1 report.	New York City Comptroller
	BJ's Wholesale Club	Workforce diversity	Withdrawn following a commitment to issue three years of EEO-1 report.	Trillium
	Alphabet	Whistleblower protections	10% (30% without insiders) of vote supported the proposal	Trillium
	Nike	Human Rights Impact Assessment	Pending	Domini Impact Investments

In addition to engaging with approved companies on our buy list, Trillium also conducts advocacy at selected companies that are held as legacy positions in client portfolios. These are companies that may not meet our minimum social and environmental criteria, but that we still seek to improve. This is not a recommendation to buy or sell any of the securities mentioned. It should not be assumed that investments in such securities have been or will be profitable. The specific securities were selected on an objective basis and do not represent all of the securities purchased, sold or recommended for advisory clients.

