



Shareholder Proposal Update

Filed or Co-Filed by First Affirmative Financial Network as of February 21, 2024

ISSUE	COMPANY	REQUEST	LEAD FILER
ENVIRONMENT / CLIMATE CHANGE	Illinois Tool Works	Limit global warming to 1.5C, the Intergovernmental Panel on Climate Change has advised that GHG emissions must be halved by 2030 and reach net zero by 2050.	Arjuna Capital
	Kroger	Reduce its total contribution to climate change, by quantifying and setting targets for GHG emissions attributable to Purchased Goods and Services.	Friends Fiduciary Corporation
SOCIAL	Analog Devices, Inc	Independent third-party report on human rights due diligence process to determine whether its policies and practices are effectively mitigating human rights and material risks.	United Church Funds
	Union Pacific Railway	Publicly disclose a policy that all employees be able to utilize paid sick leave benefits without being	Trillium

GOVERNANCE		subject to discipline.	
<p>*Definitions:</p> <p>Filed: Submitted to company, ongoing</p> <p>SEC Challenge: Company submitted a filing to the Securities and Exchange Commission requesting the proposal be omitted from ballot.</p> <p>Omitted, SEC challenge: <i>The SEC decided in favor of the company challenge to the shareholder proposal</i></p> <p><i>Not Omitted, SEC challenge: the SEC decided in favor of investor filing the shareholder proposal and it will go to a vote</i></p> <p>Withdrawals:</p> <p>Technical: Withdrawal as a result of deficiency in the filing that cannot be remedied</p> <p>Strategic: Withdrawal to recognize and encourage progress or in response to SEC challenge to avoid adverse decision</p> <p>Agreement: <i>Withdrawal after dialogue concludes</i></p> <p><i>with agreement to proposal request Support number</i></p> <p><i>calculation: votes in favor/ (votes in favor +votes against)</i></p>			