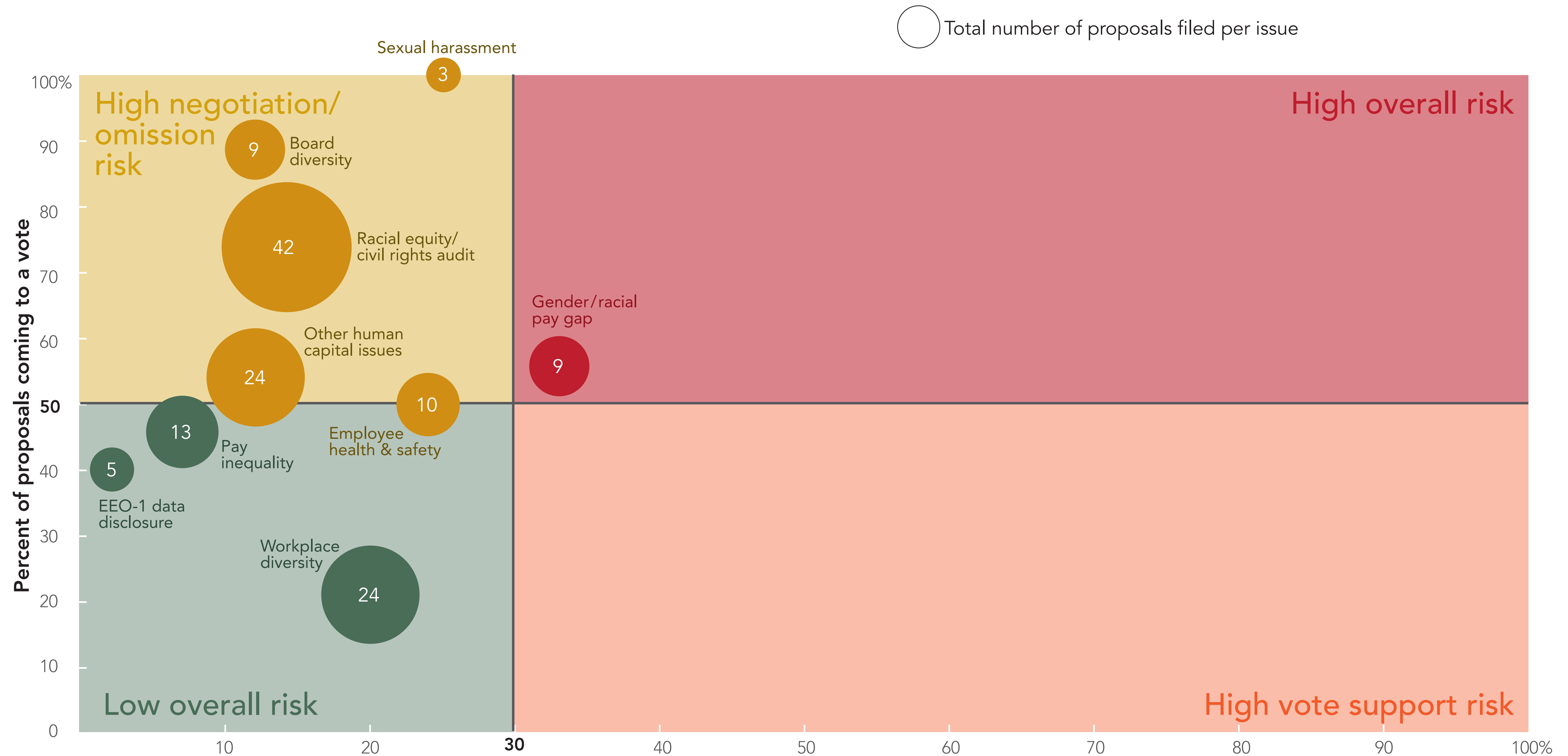


# Human Capital Management Proposals 2023

Risk that shareholders could overturn status quo



The chart represents shareholder proposals submitted and voted at Russell 3000 companies in the first half of 2023. It includes topics for which at least two proposals went to a vote.

**Average level of shareholder support** (30%+ indicates issue meriting board attention)

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