

Future Super Voting Record July 2019 - June 2020

Company	AGM	Resolution	Future Super Vote	Reason
Suncorp Group	10 th September 2019	Approve the Amendments to the Company's Constitution	Against	This resolution requested an amendment to Suncorp's constitution in order to allow more shareholder proposals. The Board confirmed its willingness to consult with the shareholder proponents but opposed the broad wording of the resolution; Future Super recommended a vote in favour, however the responsible entity elected to vote in line with the board against this proposal.
		Approve Fossil Fuel Investment Exposure Reduction Targets	Against	This resolution requested reporting from Suncorp on its targets to reduce investment and underwriting exposure to fossil fuel assets. Suncorp already has a number of targets and disclosures including a Climate Change Action Plan, TCFD disclosure, climate change and resilience as part of its strategy, and it is in the process of developing Science Based Targets to account for all exposure to fossil fuels. Future Super recommended a vote in favour, however the responsible entity considered current action sufficient and voted against.
Insurance Australia Group	25 th October 2019	Approve the Amendments to the Company's Constitution	For	This resolution requested an amendment to IAG's constitution in order to allow more shareholder proposals. The Board confirmed its willingness to consult with the shareholder proponents but opposed the broad wording of the resolution.
		Approve Fossil Fuel Investment Exposure Reduction Targets	For	This resolution requested reporting from IAG on its targets to reduce investment and underwriting exposure to fossil fuel assets. IAG already has a number of targets and disclosures including a Climate Change Action Plan, TCFD disclosure, climate change and resilience as part of its strategy, and it is in the process of developing Science Based Targets to account for all exposure to fossil fuels.

Cintas Corporation	29 th October 2019	Report on Political Contributions	For	This resolution sought to encourage more transparency and accountability in corporate political spending by requesting that Cintas disclose more information about its political contributions. This included disclosing their policies and procedures for making political contributions or expenditures.
Apple Inc.	26 th February 2020	Amend proxy access for Director nominations	For	This resolution sought to increase shareholders rights by requesting to amend the number of Shareholder Nominees eligible to spear in proxy materials to 20% of the directors serving or 2, whichever is greater.
		Assess Feasibility of Including Sustainability as a Performance Measures for Senior Exec Pay	For	This resolution requested Apple to assess including Sustainability, both environmental and social, performance measures into senior executive pay, stating that "Effectively managing for sustainability offers positive opportunities for companies and should be a key metric by which senior executives are judged."
		Report on Freedom of Expression and Access to Information Policies	For	This resolution requested Apple to report on its company's policies on freedom of expression and access to information, including whether it has publicly committed to respect freedom of expression as a human right; the oversight mechanisms for formulating and administering policies on freedom of expression and access to information; and a description of the actions Apple has taken in the past year in response to government or other third-party demands that were reasonably likely to limit free expression or access to information.
Starbucks Corporation	18 th March 2020	Report on Risks of Omitting Viewpoint and Ideology from EEO Policy	Against	This resolution was filed by a conservative think tank requesting that Starbucks report on risks related to omitting "viewpoint" and "ideology" from its equal employment opportunity policy. The filer argues that people with conservative political views may face discrimination at Starbucks.
Adobe Inc	9 th April 2020	Report on Gender Pay Gap	For	This resolution sought Adobe to report on the company's global median gender/racial pay gap, including associated policy, reputational, competitive, and operational risks, and risks related to recruiting and retaining diverse talent.

Fastenal Company	25 th April 2020	Prepare Employment Diversity Report	For	This resolution requested Fastenal to issue a workforce diversity report, recommending metrics on the percentages of workers by gender categories for global operations, and by racial and ethnic group categories for U.S. operations, disaggregated into management and non-managerial job-levels.
Centene Corporation	28 th April 2020	Report on Political Contributions Disclosure	For	This resolution requested Centene to prepare a report semi-annually which discloses their monetary and non-monetary political contributions, to encourage transparency and accountability in corporate electoral spending.
		Eliminate Supermajority Vote Requirement	For	This resolution sought to enhance shareholder rights by requesting that the board of Centene take the necessary steps so that each voting requirement in the charter and bylaws that calls for a greater than simple majority vote be eliminated, and replaced by a requirement for a majority of the votes cast for and against applicable proposals, or a simple majority in compliance with applicable laws.
The Charles Schwab Corporation	12 th May 2020	Adopt Policy to Annually Disclose EEO-1 Data	For	This resolution requested Charles enforce a policy requiring the company to publicly disclose a comprehensive breakdown of its workforce by race and gender according to 10 employment categories annually.
		Report on Lobbying Payments and Policy	For	This resolution requested that the company prepare a report on its direct and indirect lobbying activities, policies, and oversight mechanisms.
O'Reilly Automotive	14 th May 2020	Report on Material Human Capital Risks	For	This resolution sought to improve diversity related disclosures by requesting O'Reilly Automotive to issue a report to shareholders describing the company's policies, performance, and improvement targets related to material human capital risks, so that shareholders can better assess the effectiveness of the company's diversity initiatives and its management of related risks.

		Require Independent Board Chairman	For	This resolution requested that the board to adopt as policy, and amend our governing documents as necessary, to require that the Chairman of the Board be an independent member of the Board whenever possible.
PayPal Holdings, Inc.	21 st May 2020	Provide Right to Act by Written Consent	For	This resolution sought to enhance shareholder rights by requesting that PayPal to permit written consent by shareholders entitled to cast the minimum number of votes that would be necessary to authorize the action at a meeting at which all shareholders entitled to vote thereon were present and voting. A consent solicitation is like a proxy solicitation, except that no meeting occurs. Shareholders vote and sign their consents and deliver them to management. If enough consents are returned, the subject of the consent is deemed ratified.
		Adopt Human and Indigenous People's Rights Policy	For	This resolution requested that PayPal amend its governance documents, to articulate the fiduciary duties of Board and management to ensure due diligence on Human and Indigenous Peoples' Rights.
The Home Depot, Inc.	21 st May 2020	Amend Shareholder Written Consent Right	For	This resolution sought to increase shareholders rights by requesting the board amend the company's bylaws regarding shareholders right to act by written consent, by lowering the threshold of shares that needed to be held by a shareholder to call a special meeting.
		Prepare Employment Diversity Report and Report on Diversity Policies	For	This resolution requested Home Depot to issue a workforce diversity report, including a chart identifying employees according to their gender and race in the nine major EEOC-defined job categories for the last three years, listing numbers or percentages in each category; a summary description of any affirmative action policies and programs to improve performance, including job categories where women and minorities are underutilized; a description of policies/programs oriented toward increasing diversity in the workplace.
		Adopt Share Retention Policy For Senior Executives	For	This resolution sought to require that senior executives retain a significant percentage of shares acquired through equity compensation programs for a significant period of time following the termination of their employment

				(through retirement or otherwise). This proponent believes that such a policy would help focus the attention of executives on long term success and better align executive interests with those of their shareholders.
		Report on Congruency Political Analysis and Electioneering Expenditures	For	This resolution requested that Home Depot report on the congruency between the company's political and electioneering expenditures and its publicly stated values and policies.
Netflix, Inc.	4 th June 2020	Report on Political Contributions	For	This resolution sought to encourage more transparency and accountability in corporate political spending by requesting that Netflix disclose more information about its political contributions. This included disclosing their policies and procedures for making political contributions or expenditures, the identity of recipients and the amount paid, and the title of the persons within the company who make the decision.
		Adopt Simple Majority Vote	For	This resolution sought to enhance shareholders rights by requesting all voting requirements in Netflix's charter that call for a greater than simple majority vote be eliminated and replaced by a requirement for a majority of the votes cast for and against applicable proposals, or a simple majority in compliance with applicable laws.
		Report on Risks of Omitting Viewpoint and Ideology from EEO Policy	Against	This resolution was filed by a conservative think tank requesting that Starbucks report on risks related to omitting "viewpoint" and "ideology" from its equal employment opportunity policy. The filer argues that people with conservative political views may face discrimination at Netflix.
The TJX Companies, Inc.	9 th June 2020	Report on Reduction of Chemical Footprint	For	This resolution requested that TJX report on its plans to reduce the use of chemicals of high concern to human health or the environment.
		Report on Animal Welfare	For	This resolution requested that TJX report on its assessment of any material risks of continuing operations without a company-wide animal welfare policy or restrictions on animal-sourced products associated with animal cruelty.

		Report on Pay Disparity	For	This resolution requested that the Executive Compensation Committee of the Board of Directors take into consideration the pay grades and/or salary ranges of all classifications of Company employees when setting target amounts for CEO compensation, so as to consider whether the CEO's compensation is internally aligned with the Company's pay practices for its other employees.
		Stock Retention/Holding Period	For	This resolution requested that TJX disclose if, and how, it seeks to require that named executive officers retain a significant percentage of shares acquired through equity compensation programs until reaching normal retirement age. The proponent states that they are concerned that the company's senior executives are generally free to sell shares received from equity compensation plans, and that adopting this proposal would better link executive compensation with long-term performance and the interests of shareholders.
Expedia Group, Inc.	10 th June 2020	Report on Political Contributions and Expenditures	For	This resolution requested that Expedia report on its political activities and expenditures. This included disclosing their policies and procedures for making political contributions or expenditures, the identity of recipients and the amount paid, and the title of the persons within the company who make the decision.
Activision Blizzard, Inc.	11 th June 2020	Report on Political Contributions Disclosure	For	This resolution requested that Activision Blizzard report on its political activities and expenditures. This included disclosing their policies and procedures for making political contributions or expenditures, the identity of recipients and the amount paid, and the title of the persons within the company who make the decision.

Issued by Future Super Investment Services Pty Ltd (ABN 55 621 040 702, AFS Representative No. 001271441), which is a corporate authorised representative of Future Superannuation Holdings Pty Ltd (ABN 90 167 800 580; AFSL 482684), as the promoter of the fund. Interests in the Fund are issued by Diversa Trustees Limited (ABN 49 006 421 638, AFSL 235153).

This voting summary reflects the voting record for both direct investments and for investments made through funds that Future Super invests in. When Future Super invests money via other funds, we request that the fund managers vote the shares from our investment according to the values of Future Super investors.