TRILLIUM
ASSET MANAGEMENT®

2025-2026 Year-End Advocacy Impact Report



ACTIVE PORTFOLIOS, GLOBAL IMPACT:
Putting Assets into Action since 1982®

ADVOCACY



A Year of Pressure: **Testing - and Pathways Forward**

by Jonas D. Kron, Chief Advocacy Officer

When I entered the field of sustainable and values-aligned investing in 1998, it was still treated by many as a niche corner of the capital markets. By the time I joined Trillium in 2008, Trillium's and other similar firms' investment philosophies were gaining force. Over the years since, I have watched our field become a meaningful part of how investors understand risk, accountability, and long-term value – and become an important voice calling for corporate responsibility to society and the environment.

Unfortunately, the last few years, including the 2025-2026 proxy season, have been the opposite – periods of attacks on our approach and values and without a doubt, this last year was a serious test of shareholder advocacy in a number of concerning ways. A significant milestone came in November when the U.S. Securities and Exchange Commission (SEC) stepped away from its long-standing role refereeing shareholder proposals under Rule 14a-8, announcing that it would not substantively review most "no-action requests" and would instead defer to companies on whether to include shareholder proposals on their proxy ballots. That decision was, in my view, irresponsible. At best it created uncertainty and doubt leaving companies and investors unsure what to do, and at its worst it handed some companies broad latitude to exclude proposals they would prefer not to face.

At roughly the same time, important players in the market began apparently bending under political pressure on substantive issues. Proxy advisors retired their diversity criteria for board assessments, and other providers quietly trimmed references to diversity, equity, and inclusion (DEI). Large institutional investors and companies also began stepping back from environmental and social commitments. Taken together, these developments present a meaningful challenge to investor advocacy.

ADVOCACY



A Year of Pressure: **Testing — and Pathways Forward (Cont'd)**

by Jonas D. Kron, Chief Advocacy Officer

To be completely frank about what this means, our path has become harder. Shareholder proposals that once moved through a relatively clear and understandable process are now subject to greater uncertainty and fewer guardrails. And at the same time, large institutional shareholder support for environmental and social shareholder proposals is shrinking.

However, I do not think this moment calls for retreat, nor is it the end of the story. In fact, what I think has been demonstrated is that shareholder advocacy has been strong enough that rolling it back requires enormous amounts of political force. As such, what we need to do is to defend, but also retool. One of the clearest examples this year came in our engagement with BJ's Wholesale Club. When the company signaled it would exclude our refiled greenhouse gas proposal under the SEC's new posture, we explored an alternative and prepared for an independent proxy solicitation that would have put our climate proposal directly in front of shareholders. The company ultimately reversed course, and we reached an agreement that included new sustainability reporting, expanded climate disclosures, board access, and ongoing dialogue. This approach will not be appropriate in every situation, but it shows that shareholders have a variety of tools available to preserve their voice and advance their priorities.

Importantly, there were other signs this year that Trillium's sustained engagement continues to matter. After extended pressure from investors, including our vote-no campaign, Starbucks returned to the bargaining table with Starbucks Workers United. Similarly, following steady engagement from Trillium and other investors Proctor & Gamble made a long sought after positive shift in its approach to toxic chemicals. Trillium engagements also saw an industrial company in Trillium's strategies to improve its Corporate Equality Index score. And a Trillium ESG Small/Mid Cap company agreed, following dialogue with Trillium, to disclose its EEO-1 workforce diversity data at a time when corporate DEI disclosure rates were moving in the opposite direction.

These are concrete examples of how engagement, persistence, and innovation can still produce results even in a more difficult environment. They also reinforce a broader point. Trillium's shareholder advocacy has always used a full suite of engagement tools, engaging our considered and experienced judgment to apply the right tools to the job.

For 40 years, Trillium has approached shareholder advocacy with a clear sense of purpose. We believe that sustained, principled engagement supports long-term value for our clients and can contribute to a more just and sustainable world. That belief has been tested before, and it is being tested again now. Based on what we have seen this year, I remain confident in our path forward.

ADVOCACY



Climate Accountability When Companies Waver

This year's climate engagements illustrate how shareholder advocacy adapts to companies at very different points on the credibility curve. BJ's Wholesale Club is a marquee story. After BJ's withdrew its 2022 commitment to set a science-based target, Trillium refiled its GHG proposal, which had drawn 30.4% support in 2025. When BJ's signaled intent to exclude the proposal under the SEC's new permissive policy, Trillium prepared an independent proxy solicitation – also called a zero slate contest. BJ's reversed course, included the proposal, and then — two days before the annual meeting — asked Trillium to withdraw it in exchange for a new sustainability report covering refrigerants, energy efficiency, and renewable procurement, plus board access and ongoing dialogue.

At Alphabet, our second-time proposal on the company's 2030 climate and clean energy targets received **7.4% support overall** but 19.6% when insider voting power is removed from the calculation — demonstrating significant interest in how the company can deliver on its commitments amid AI-driven data center electricity demand. Finally, East West Bancorp offers a constructive counterpoint: after we withdrew a proposal in exchange for dialogue, the bank has begun educating its board on climate risk, integrating it into lending risk assessments, and tracking toward California climate law compliance.

The information provided is not a recommendation to buy or sell the securities mentioned. The securities were selected on an objective basis and do not represent all of the securities purchased, sold, or recommended. It should not be assumed that investments in the securities have been or will be profitable.



ADVOCACY

Civil Liberties, Immigration, and the Corporate Role in Democracy

A connected set of engagements addressed how companies navigate the intersection of their products, platforms, and contracts with aggressive federal enforcement. At **Apple**, following the company's removal of the **ICEBlock** application, Trillium wrote repeatedly through the last nine months seeking transparency around App Store decisions and Apple's interactions with government authorities.

After the House Judiciary Committee Democrats' June 2026 investigation expanded to include a direct document request to **Apple,** Trillium sent a comprehensive follow-up letter with three asks: restore **ICEBlock**, publicly release Apple's congressional correspondence, and respond substantively to governance questions about content moderation oversight.

At **Home Depot**, Trillium and Interfaith Center for Corporate Responsibility members filed a shareholder proposal seeking a report on customer data privacy risks arising from sharing sensitive data with third parties — including through Flock Safety's Automated License Plate Reader cameras in store parking lots. At the company annual meeting the proposal received 8.9% support which is a meaningful first-year result on an emerging issue. At Ecolab, headquartered in Minnesota, Trillium wrote in January 2026 urging the company not to renew its cleaning supplies contract with ICE and to assess the reputational and stakeholder risks associated with similar agreements.



The information provided is not a recommendation to buy or sell the securities mentioned. The securities were selected on an objective basis and do not represent all of the securities purchased, sold, or recommended. It should not be assumed that investments in the securities have been or will be profitable.

ADVOCACY



Political Spending and Credibility — Elevance Health

Elevance Health has built a public profile around health equity, climate action, and LGBTQ+ inclusion, while contributing more than $9.7 million to the Republican Governors Association and $1.3 million to the Republican Attorneys General Association since 2010. Similar contributions have been made to the equivalent Democratic 527s.

Following August 2025 outreach and a September meeting in which the company could not identify a measurable return on that spending, Trillium filed a November 2025 proposal seeking an independent study on the impact of prohibiting contributions to partisan 527s. The proposal received 8.7% support at the May 2026 annual meeting — a meaningful first-year result that establishes a foundation for continued engagement on a basic investor question. Following the U.S. Supreme Court June 2026 decision, *Republican Senatorial Committee (NRSC) v. Federal Election Commission (FEC)* weakening the rules on political party spending, this issue only grows in importance.

The information provided is not a recommendation to buy or sell the securities mentioned. The securities were selected on an objective basis and do not represent all of the securities purchased, sold, or recommended. It should not be assumed that investments in the securities have been or will be profitable.

ADVOCACY

Vote-No Campaigns as an Important Development

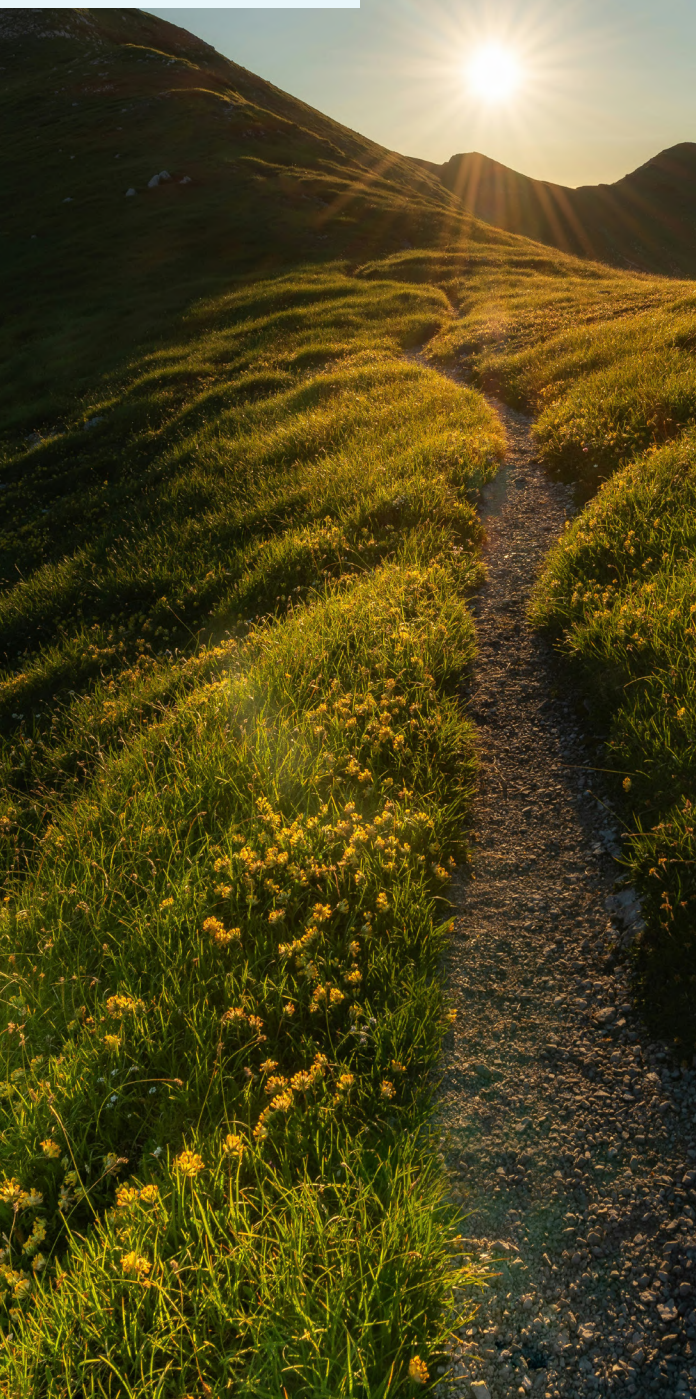
One of the year's most consequential developments was the emergence of vote-no campaigns as a credible escalation tool when dialogue stalls and the underlying issue is board-level accountability. At Starbucks, after the quiet dissolution of the board's Environmental, Partner, and Community Impact Committee amid stalled collective bargaining, Trillium co-authored a letter raising concerns and, in February 2026, joined the New York City and New York State Comptrollers and other investors in a public vote-no campaign against Lead Independent Director Jørgen Vig Knudstorp and Nominating and Corporate Governance Committee Chair Beth Ford. The campaign generated significant media attention, prompted direct engagement with the Lead Independent Director, and was followed by Starbucks and Starbucks Workers United returning to the bargaining table.



At Target, Trillium joined Mercy Investment Services and SOC Investment Group in a vote-no campaign against Executive Chair Brian Cornell and Lead Independent Director Christine Leahy, reflecting concerns about reactive and ill-considered decision-making on DEI issues and insufficient board oversight. **Opposition to Cornell rose to 12.8% from 9% the prior year; opposition to Leahy more than tripled, to 11.5% from 3.6%**. As Kevin Kaiser of The Wharton School put it, "anything below 90[%] is considered a very bad result". [1]

[1] https://www.cnbc.com/2026/06/22/target-brian-cornell-shareholder-support.html

ADVOCACY



Social Justice

Several engagements this year advanced racial equity, environmental justice, and LGBTQ+ inclusion in a difficult political environment. After several years of sustained engagement with Trillium focused on racial equity, American Water Works completed an independent environmental justice assessment of its policies, practices, products, and services. In a February 2026 meeting, the company explicitly credited Trillium for sustainability and governance improvements resulting from our engagement and confirmed it is actively considering the assessment's recommendations as it integrates Essential Utilities post-merger.

On LGBTQ+ inclusion, the Human Rights Campaign's Corporate Equality Index (CEI) saw a 65% decline in Fortune 500 participation this year amid the broader DEI backlash. In May 2026, Trillium sent letters to six portfolio companies regarding their LGBTQ+ policies, practices, and CEI participation. Earlier in the year, sustained engagement with a portfolio company in the industrial sector resulted in a higher CEI score. Finally, after dialogue with a SMID company, Trillium secured an EEO-1 disclosure agreement — a notable outcome at a time when disclosure rates were falling.

The information provided is not a recommendation to buy or sell the securities mentioned. The securities were selected on an objective basis and do not represent all of the securities purchased, sold, or recommended. It should not be assumed that investments in the securities have been or will be profitable.



ADVOCACY

Chemicals

Three engagements illustrate the breadth of Trillium's chemicals work. At **Target**, after years of dialogue and following third-party testing that identified hazardous pesticide residues in store-brand baby food, Trillium and **Mercy Investment Services** filed a proposal seeking disclosure of pesticides in private-label products. It received **17.2% support** at the June 2026 annual meeting — a very strong first-year result against the backdrop of large asset managers retreating from ESG voting.

At **L'Oréal**, our January 2026 dialogue pressed for hazard-based screening, a unified chemicals policy, and time-bound phaseouts of substances of very high concern. Finally, following prolonged engagement and the potential filing of a shareholder proposal, **Procter & Gamble** committed to publishing a description of its corporate-level chemical management approach and to provide greater transparency into their chemical review process – with initial disclosures in the fall. P&G also shared that they've started a pilot with **ChemFORWARD** to evaluate hazard data for their North American beauty lines, and will also share data they have with ChemFORWARD to fill any gaps.

The information provided is not a recommendation to buy or sell the securities mentioned. The securities were selected on an objective basis and do not represent all of the securities purchased, sold, or recommended. It should not be assumed that investments in the securities have been or will be profitable.

ADVOCACY



Proxy Voting

Each year, shareholders vote at company annual general meetings (AGMs) on matters ranging from the election of directors, auditor ratification, and executive compensation to shareholder proposals addressing important governance, environmental, and social issues. At Trillium, our proxy voting guidelines help determine how we vote on behalf of clients and communicate to the market and companies our expectations for responsible corporate governance.

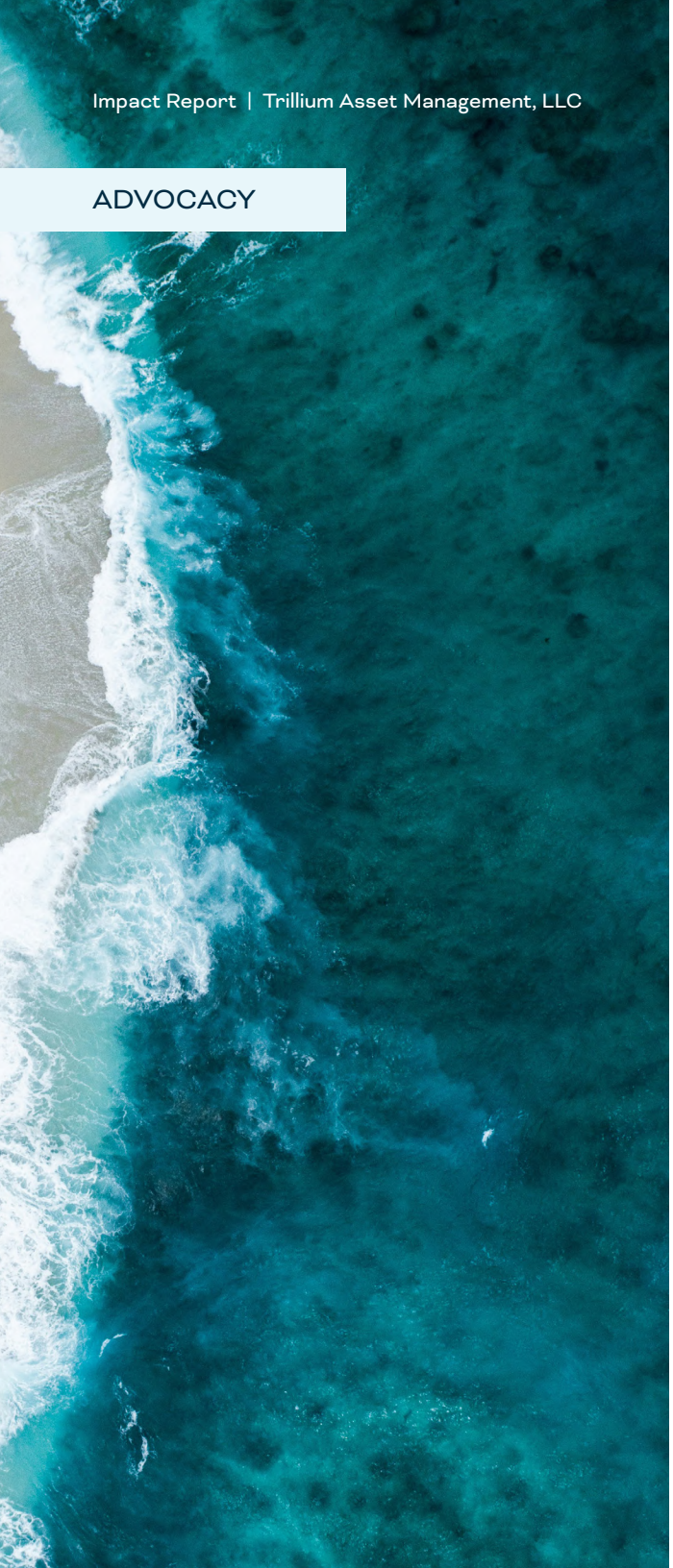
Trillium seeks to vote client shares in accordance with the clients' best interests. We believe Trillium's clients seek out our services in part because of Trillium's Values and Trillium's mission to activate capital to advance a global sustainable economy, a just society, and a better world. Where applicable, Trillium's proxy voting intends to improve portfolio companies' corporate ESG performance, practices, policies, and impact, in a manner consistent with supporting the long-term financial performance of portfolios and Trillium's Values.

We are fully transparent about how our votes are cast. Our detailed proxy voting guidelines, along with annual reports of votes cast, are publicly available on our website. The impact of our shareholder advocacy is not measured solely by vote outcomes. Our voting guidelines help communicate investor expectations to companies and encourage responsible business practices. To ensure they remain relevant and effective, we review and update our proxy voting guidelines annually as governance standards, market practices, and stakeholder expectations evolve.

Accordingly, in 2025, following the SEC's decision to step back from its longstanding role in reviewing many shareholder proposal exclusion requests, Trillium updated its guidelines to emphasize the importance of respecting shareholder rights. When a company seeks to exclude a shareholder proposal without reasonable, procedurally grounded justification, we vote against members of the board's Nominating and Governance Committee, given that committee's responsibility for the board's approach to shareholder rights. This change reflects our belief that shareholder proposals are an essential part of the legal structures that create corporations, is emblematic of good governance, and, practically speaking, is an important channel of communication between boards and investors that has a strong track record of positive results.

Proxy Voting (07/01/2025 - 06/30/2026)

Total Votes Cast (#)	6233
Total Votes Cast (%)	99.98%
Total Votes Cast Against Management (#)	2,245
Total Votes Cast Against Management (%)	36.02%
Total Votes Cast - Environmental, Social Proposals	87
ES Proposals - FOR Votes (#)	86
ES Proposals - FOR Votes (%)	99%
Total Votes Cast - Executive Pay Packages	424
Executive Pay Packages (M0550) - Against Votes (#)	423
Executive Pay Packages (M0550) - Against Votes (%)	99.76%



Proxy Voting (Cont'd)

Finally, it is important to highlight that anti-ESG proposals continue to proliferate, comprising 35% of proposals that went to a vote this season. Trillium votes against proposals that are counter to the goals of the socially responsible investment community, and accordingly, voted against 100% of anti-ESG proposals. We are not alone in this approach as anti-ESG proposals received an average vote of 1.7% an overwhelming signal from a wide swath of investors that their views are not remotely persuasive or beneficial to investors, companies, the market, or society.

In an environment of increasing scrutiny of shareholder rights and growing efforts to challenge consideration of ESG issues, Trillium remains steadfast in its commitment to active ownership. Our proxy voting reflects our conviction that strong governance, robust shareholder engagement, and thoughtful management of environmental and social factors are essential to long-term corporate success. By voting conscientiously and transparently, we seek to uphold shareholder democracy and advance outcomes that benefit investors, companies, and society alike.

ADVOCACY

2025 - 2026 Shareholder Resolutions

	Company	Topic	Result	Lead Filer
ENVIRONMENT	The PNC Financial Services Group, Inc.	Climate Change	Successfully withdrawn	Trillium
ENVIRONMENT	NextEra Energy, Inc.	Climate Change	34.6% Voted in favor	Trillium
ENVIRONMENT	The Travelers Companies, Inc.	Climate Change	14.8% Voted in favor	As You Sow Foundation Fund
ENVIRONMENT	Target Corporation	Pesticides	17.2% Voted in favor	Trillium/Mercy
ENVIRONMENT	BJ's Wholesale Club	Climate Change	Successfully withdrawn	Trillium
ENVIRONMENT	Alphabet Inc.	Climate Change	7.4% Voted in favor (19.6% of non-insider vote)	Trillium
SOCIAL	The Home Depot, Inc.	Data Privacy	8.9% Voted in favor	Zevin
GOV.	Elevance Health	Political Contributions	8.7% Voted in favor	Trillium

In addition to engaging with approved companies on our Approved 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.

ADVOCACY

Shareholder Advocacy: Engaging with Companies for Positive Impact



2025-26 Advocacy Priorities

- Artificial Intelligence
- Climate Change
- Democracy
- Diversity, Equity and Inclusion
- Fair Chance Hiring
- Human Rights in Supply Chains
- Reproductive Rights
- Toxic Chemicals
- Workers' Rights and Economic Security

On behalf of our clients, Trillium has a long history of conducting shareholder advocacy. The firm is well known amongst sustainable investors for its active ownership program and achieving positive impact on companies through direct corporate engagement, public policy interventions and investor collaborations.

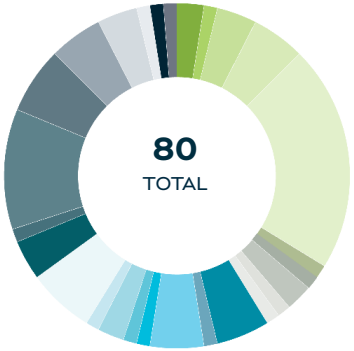
Our advocacy is focused not just on how a particular ESG issue may impact the risk or opportunity set for an individual company or set of companies, but also on the real-world impact company behavior has on all relevant stakeholders, including customers, employees, suppliers and the wider society. We believe sustainable investing should reflect a commitment to responsible business practices and fair consideration of all stakeholders affected by a company's actions. Engaging with the companies we invest in is central to our mission and fiduciary duty, as we advocate for meaningful progress on ESG issues.

ADVOCACY

Advocacy Engagements 2025-26

Shareholder advocacy is grounded in the belief that investors have an opportunity and responsibility to influence companies to address their social and environmental impacts to protect long-term returns. Some of these impacts are material to the business, while other impacts are more closely linked to the well-being of eco-systems, communities, consumers, employees or other stakeholders.

Advocacy Engagements (by Category)

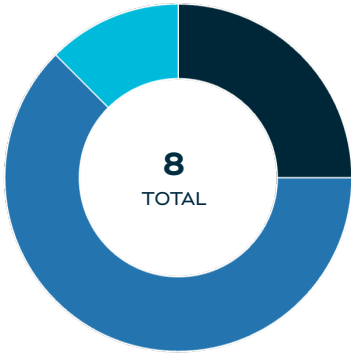


Environmental	
Animal Welfare	2
Arctic Refuge	1
Artificial Intelligence	3
Chemicals	4
Emissions & Climate	17
Environmental Reporting/ Disclosure	1
Pesticides	1
Product Integrity	2
Sustainable Agriculture	1
Water	1

Social	
Chemicals	4
Democracy	1
Diversity, Equity, and Inclusion	4
Emerging Technology Issues	1
Environmental Justice	1
Forced Labor	2
Health Equity	1
Immigration	5
LGBTQ	3
Living Wage	1
Reproductive Health	9
Transgender Inclusion	5
Workplace Diversity	4
Workplace Social Protections / Worker Voice	3
Workplace: Labor-Management Relations	1

Governance	
Defending ESG	1
Political/Lobbying Spending	1

Shareholder Proposals



Shareholder Proposals	
Successfully Withdrawn	2
Votes 20% or Less:	5
Votes 20% or More:	1

Successful Engagements*



* We define success as an engagement that results in positive change at a company that improves: policy, practices, products, transparency, measurable outcomes, operations, governance or control mechanisms, or board/committee charters; OR a shareholder proposal vote in excess of 25% of independent/outside shareholders.



For more information please contact us:

General Inquiries

ContactUs@trilliuminvest.com

800-548-5684

Perpetual US Services Co, LLC, and Trillium Asset Management LLC are affiliates under Perpetual Ltd. Australia.
Please note this email address is for general inquiry purposes and personal information should not be provided.

Our Offices

Boston | San Francisco

Boston

One Congress Street
Suite 3101
Boston, MA 02114

(800) 548-5684
(617) 423-6655

Trillium Asset Management

www.trilliuminvest.com

Important Information: 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. Every investment carries the potential for both profit and loss. Trillium strategies' ESG policies could cause them to make or avoid investments that could result in the strategies underperforming similar strategies that do not have ESG policies.

This material does not intend to provide investment advice. Information presented has been obtained from sources that we believe to be reliable, however, we cannot guarantee accuracy.



Boston | San Francisco

TRILLIUM
ASSET MANAGEMENT®

BOSTON

One Congress Street
Suite 3101 | Boston, MA 02114

(800) 548-5684 | (617) 423-6655

ACTIVE PORTFOLIOS, GLOBAL IMPACT: Putting Assets into Action since 1982™

www.trilliuminvest.com