

**NIKE, Inc.**

Ticker : NKE

Country of Operation : USA

Meeting Date : 9/12/2023

Meeting Type : Annual

Item #	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Rationale
1	Report on Median Gender/Racial Pay Gap	Shareholder	Against	For	Additional disclosure of a median pay gap would help shareholders to assess the effectiveness of D&I practices and policies across the firm and whether the company has a specific approach to reducing any gap over time, particularly given the ongoing lawsuit related to pay inequity.
2	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	Shareholder	Against	Against	Based on AB's Shareholder Proposal Assessment Framework, the proposal does not appear to be value-additive, given the company's existing practices and disclosures related to human rights and supply chain management.