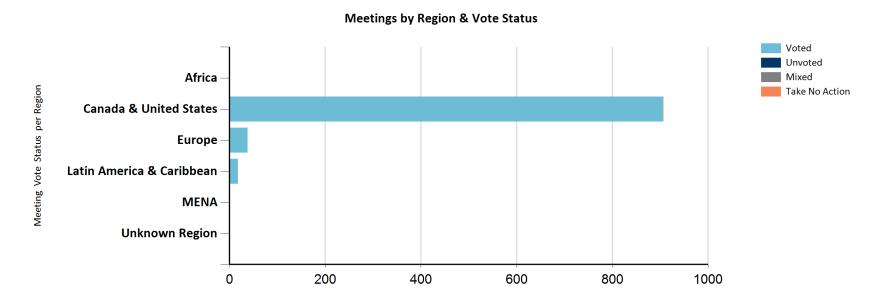
Meeting Statistics Report

From 7/1/2021 to 6/30/2022

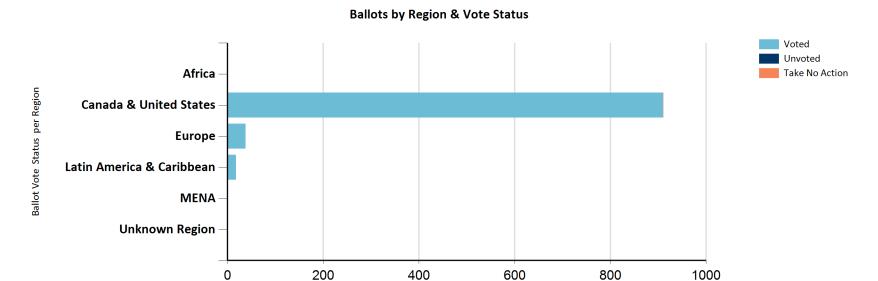


Region	Country Of Origin	Voted	Unvoted	Mixed	Take No Action	Total
Total for all Regions		965	0	0	1	966
Africa		1	0	0	0	1
	Liberia	1	0	0	0	1
Canada & United States		906	0	0	1	907
	United States	906	0	0	1	907
Europe		38	0	0	0	38
	Ireland	15	0	0	0	15
	Jersey	4	0	0	0	4
	Luxembourg	4	0	0	0	4
	Netherlands	6	0	0	0	6

	Switzerland	3	0	0	0	3
	United Kingdom	6	0	0	0	6
Latin America & Caribbed	ın	18	0	0	0	18
	Bermuda	12	0	0	0	12
	Cayman Islands	3	0	0	0	3
	Panama	1	0	0	0	1
	Puerto Rico	1	0	0	0	1
	Virgin Islands (British)	1	0	0	0	1
MENA		1	0	0	0	1
	Israel	1	0	0	0	1
Unknown Region		1	0	0	0	1
	Unknown Country	1	0	0	0	1

Ballot Statistics Report

From 7/1/2021 to 6/30/2022



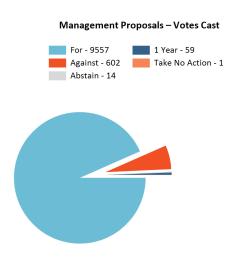
Region	Country Of Origin	Voted	Unvoted	Take No Action	Total
Total for all Regions		969	0	1	970
Africa		1	0	0	1
	Liberia	1	0	0	1
Canada & United States		910	0	1	911
	United States	910	0	1	911
Europe		38	0	0	38
	Ireland	15	0	0	15
	Jersey	4	0	0	4
	Luxembourg	4	0	0	4
	Netherlands	6	0	0	6
	Switzerland	3	0	0	3

	United Kingdom	6	0	0	6
Latin America & Caribbe	an	18	0	0	18
	Bermuda	12	0	0	12
	Cayman Islands	3	0	0	3
	Panama	1	0	0	1
	Puerto Rico	1	0	0	1
	Virgin Islands (British)	1	0	0	1
MENA		1	0	0	1
	Israel	1	0	0	1
Unknown Region		1	0	0	1
	Unknown Country	1	0	0	1

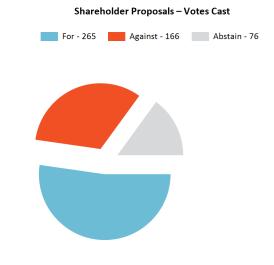
Proposal Statistics Report

From 7/1/2021 to 6/30/2022

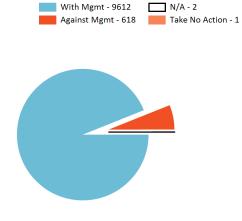
	Mgmt Proposals	SHP Proposals	Total Proposals
For	9557	265	9822
Against	602	166	768
Abstain	14	76	90
1 Year	59	0	59
2 Years	0	0	0
3 Years	0	0	0
Mixed	0	0	0
Take No Action	1	0	1
Unvoted	0	0	0
Totals	10233	507	10740

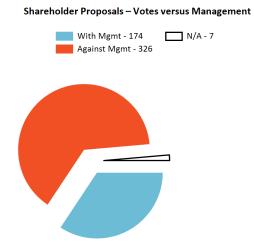


Management Proposals - Votes versus Management

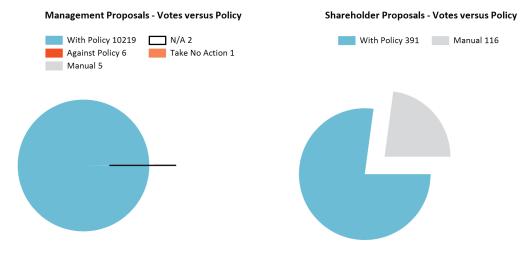


	Mgmt Proposals	SHP Proposals	Total Proposals
With Management	9612	174	9786
Against Management	618	326	944
N/A	2	7	9
Mixed	0	0	0
Take No Action	1	0	1
Unvoted	0	0	0
Totals	10233	507	10740

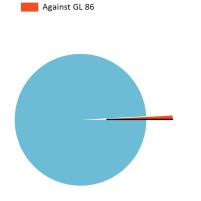




	Mgmt Proposals	SHP Proposals	Total Proposals
With Policy	10219	391	10610
Against Policy	6	0	6
Manual	5	116	121
N/A	2	0	2
Mixed	0	0	0
Take No Action	1	0	1
Unvoted	0	0	0
Totals	10233	507	10740



	Mgmt Proposals	SHP Proposals	Total Proposals
With Glass Lewis	10144	424	10568
Against Glass Lewis	86	83	169
N/A	2	0	2
Mixed	0	0	0
Take No Action	1	0	1
Unvoted	0	0	0
Totals	10233	507	10740



Management Proposals - Votes versus Glass Lewis

With GL 10144 N/A 2 Take No Action 1



Shareholder Proposals - Votes versus Glass Lewis

With GL 424 Against GL 83

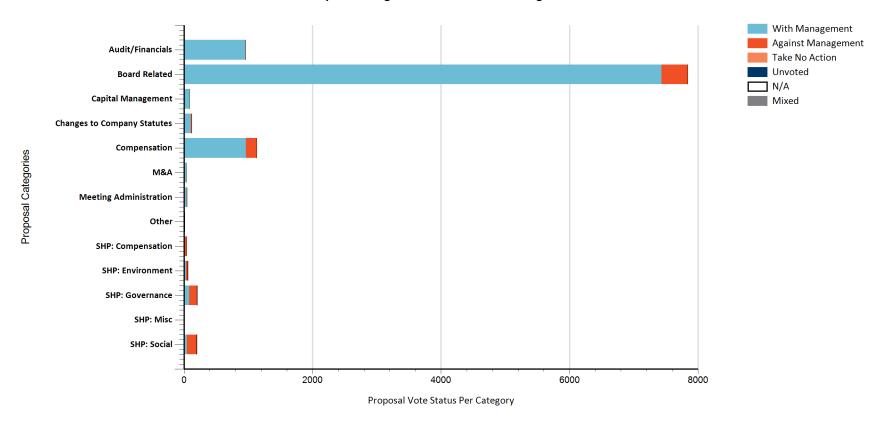
Proposal Category Report

From 7/1/2021 to 6/30/2022

Proposal Categories - All Votes

Proposal Category Type	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Totals	9822	768	90	1	0	0	59	0	0	10740
Audit/Financials	953	7	0	0	0	0	0	0	0	960
Board Related	7429	402	11	0	0	0	0	0	0	7842
Capital Management	86	2	0	0	0	0	0	0	0	88
Changes to Company Statutes	105	13	3	0	0	0	0	0	0	121
Compensation	905	169	0	0	0	0	59	0	0	1133
M&A	36	2	0	0	0	0	0	0	0	38
Meeting Administration	40	5	0	0	0	0	0	0	0	45
Other	3	2	0	1	0	0	0	0	0	6
SHP: Compensation	20	12	7	0	0	0	0	0	0	39
SHP: Environment	26	30	5	0	0	0	0	0	0	61
SHP: Governance	122	75	6	0	0	0	0	0	0	203
SHP: Misc	5	3	0	0	0	0	0	0	0	8
SHP: Social	92	46	58	0	0	0	0	0	0	196

Proposal Categories - Votes versus Management

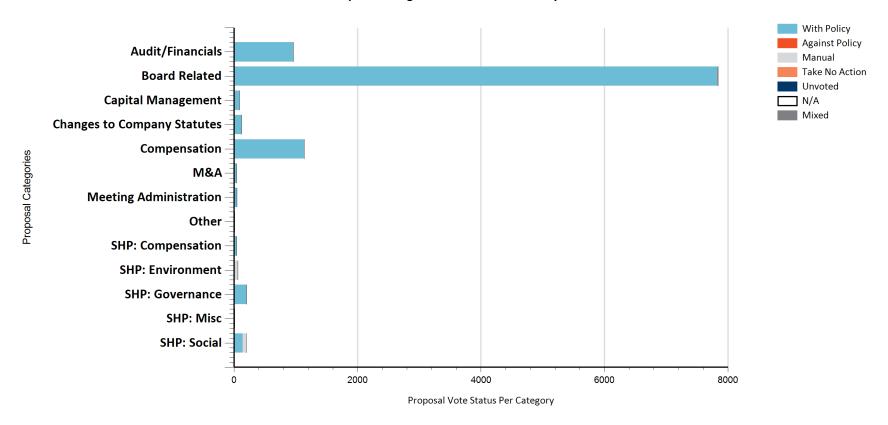


Proposal Categories - Votes versus Management

Proposal Category Type	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Totals	9786	944	1	0	9	0	10740
Audit/Financials	953	7	0	0	0	0	960
Board Related	7430	412	0	0	0	0	7842
Capital Management	86	2	0	0	0	0	88
Changes to Company Statutes	104	17	0	0	0	0	121

Proposal Category Type	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Compensation	962	171	0	0	0	0	1133
M&A	36	2	0	0	0	0	38
Meeting Administration	40	5	0	0	0	0	45
Other	1	2	1	0	2	0	6
SHP: Compensation	12	27	0	0	0	0	39
SHP: Environment	33	25	0	0	3	0	61
SHP: Governance	79	121	0	0	3	0	203
SHP: Misc	3	5	0	0	0	0	8
SHP: Social	47	148	0	0	1	0	196

Proposal Categories - Votes versus Policy

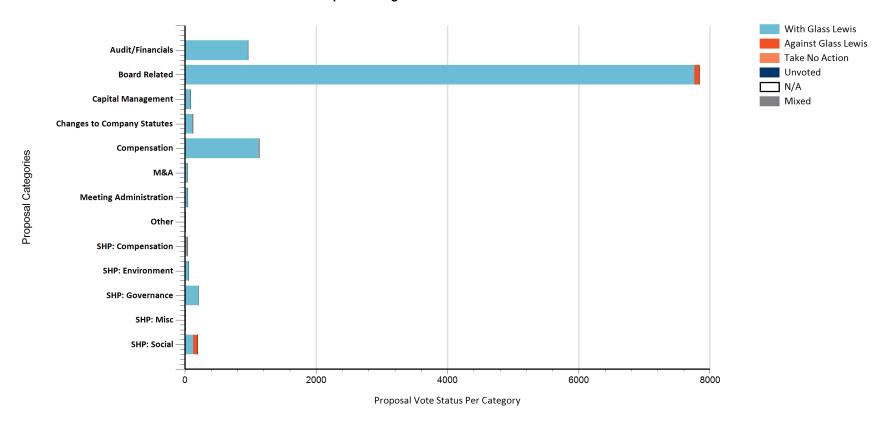


Proposal Categories - Votes versus Policy

Proposal Category Type	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Totals	10610	6	121	1	0	2	0	10740
Audit/Financials	960	0	0	0	0	0	0	960
Board Related	7836	6	0	0	0	0	0	7842
Capital Management	88	0	0	0	0	0	0	88
Changes to Company Statutes	116	0	5	0	0	0	0	121

				Take No				
Proposal Category Type	With Policy	Against Policy	Manual	Action	Unvoted	N/A	Mixed	Total
Compensation	1133	0	0	0	0	0	0	1133
M&A	38	0	0	0	0	0	0	38
Meeting Administration	45	0	0	0	0	0	0	45
Other	3	0	0	1	0	2	0	6
SHP: Compensation	39	0	0	0	0	0	0	39
SHP: Environment	4	0	57	0	0	0	0	61
SHP: Governance	203	0	0	0	0	0	0	203
SHP: Misc	8	0	0	0	0	0	0	8
SHP: Social	137	0	59	0	0	0	0	196

Proposal Categories - Votes versus Glass Lewis



Proposal Categories - Votes versus Glass Lewis

Proposal Category Type	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
Totals	10568	169	1	0	2	0	10740
Audit/Financials	960	0	0	0	0	0	960
Board Related	7765	77	0	0	0	0	7842
Capital Management	88	0	0	0	0	0	88
Changes to Company Statutes	117	4	0	0	0	0	121

Proposal Category Type	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
Compensation	1128	5	0	0	0	0	1133
M&A	38	0	0	0	0	0	38
Meeting Administration	45	0	0	0	0	0	45
Other	3	0	1	0	2	0	6
SHP: Compensation	30	9	0	0	0	0	39
SHP: Environment	57	4	0	0	0	0	61
SHP: Governance	203	0	0	0	0	0	203
SHP: Misc	8	0	0	0	0	0	8
SHP: Social	126	70	0	0	0	0	196

Proposal Type Report

From 7/1/2021 to 6/30/2022

Proposal Types - All Votes

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Total for all categories		9822	768	90	1	0	0	59	0	0	10740
Audit/Financials		953	7	0	0	0	0	0	0	0	960
	Accounts and Reports (Bundled Issues)	1	0	0	0	0	0	0	0	0	1
	Allocation of Profits/Dividends	9	0	0	0	0	0	0	0	0	9
	Appointment of Auditor	17	0	0	0	0	0	0	0	0	17
	Appointment of Auditor and Authority to Set Fees	15	0	0	0	0	0	0	0	0	15
	Appointment of Special Auditor	1	0	0	0	0	0	0	0	0	1
	Authority to Set Auditor's Fees	10	0	0	0	0	0	0	0	0	10
	Financial Statements	19	0	0	0	0	0	0	0	0	19
	Ratification of Auditor	881	7	0	0	0	0	0	0	0	888
Board Related		7429	402	11	0	0	0	0	0	0	7831
	Change in Board Size	5	0	0	0	0	0	0	0	0	5
	Election of Board Committee Members	6	1	0	0	0	0	0	0	0	7
	Election of Board Member(s) During a Contested Election – Management Nomi	68	1	0	0	0	0	0	0	0	69

					Take No						
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Election of Directors	7294	396	11	0	0	0	0	0	0	7701
	Election of Directors (Slate)	1	0	0	0	0	0	0	0	0	1
	Election of Non-Principal Members		_					•		•	
	(Chairman, alternates)	1	1	0	0	0	0	0	0	0	2
	Election of Statutory Auditors	1	0	0	0	0	0	0	0	0	1
	Election of Subsidiary Directors	22	2	0	0	0	0	0	0	0	24
	Election of Supervisory Board	10	1	0	0	0	0	0	0	0	11
	Misc. Management Proposal Regarding Board	4	0	0	0	0	0	0	0	0	4
	Ratification of Board Acts - Legal	11	0	0	0	0	0	0	0	0	11
	Ratification of Co-Option of a Director	2	0	0	0	0	0	0	0	0	2
	Ratification of Management Acts - Legal	4	0	0	0	0	0	0	0	0	4
Capital Management		86	2	0	0	0	0	0	0	0	88
	Amendment to Authorized Preferred Stock	1	0	0	0	0	0	0	0	0	1
	Authority to Issue Shares w/ Preemptive Rights	14	1	0	0	0	0	0	0	0	15
	Authority to Issue Shares w/o Preemptive Rights	17	0	0	0	0	0	0	0	0	17
	Authority to Repurchase Preferred Shares	1	0	0	0	0	0	0	0	0	1
	Authority to Repurchase Shares	16	0	0	0	0	0	0	0	0	16
	Authority to Set Offering Price of Shares	5	0	0	0	0	0	0	0	0	5
	Cancellation of Authorized Stock	5	0	0	0	0	0	0	0	0	5
	Elimination of Dual Class Stock	3	0	0	0	0	0	0	0	0	3
	Increase in Authorized Capital	3	0	0	0	0	0	0	0	0	3

					Take No						
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Increase in Authorized Common Stock	13	1	0	0	0	0	0	0	0	14
	Increase in/Authorization of Preferred										
	Stock	1	0	0	0	0	0	0	0	0	1
	Issuance of Repurchased Shares	1	0	0	0	0	0	0	0	0	1
	Reduction in Share Premium Account	2	0	0	0	0	0	0	0	0	2
	Reverse Stock Split	1	0	0	0	0	0	0	0	0	1
	Share Repurchase	1	0	0	0	0	0	0	0	0	1
	Stock Split	2	0	0	0	0	0	0	0	0	2
Changes to Company Statutes		105	13	3	0	0	0	0	0	0	118
	Adoption of Majority Vote for Election of Directors	1	0	0	0	0	0	0	0	0	1
	Adoption of Poison Pill	0	1	0	0	0	0	0	0	0	1
	Amendment to Classified Board	0	1	0	0	0	0	0	0	0	1
	Amendment to Poison Pill	0	2	0	0	0	0	0	0	0	2
	Amendments to Charter/Bylaw - Bundled	6	1	0	0	0	0	0	0	0	7
	Approval of Exclusive Forum Provisions	0	4	0	0	0	0	0	0	0	4
	Article Amendments - Proxy Access	2	0	0	0	0	0	0	0	0	2
	Change in State of Incorporation	1	0	0	0	0	0	0	0	0	1
	Company Name Change	2	0	0	0	0	0	0	0	0	2
	Elimination of Supermajority Requirement	43	0	0	0	0	0	0	0	0	43
	Misc. Article Amendments	4	3	0	0	0	0	0	0	0	7
	Repeal of Classified Board	27	0	0	0	0	0	0	0	0	27

	Take No										
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Restoration of Right to Call a Special										
	Meeting	10	1	1	0	0	0	0	0	0	12
		_	_				_	_	_	_	
	Restoration of Written Consent	7	0	2	0	0	0	0	0	0	9
	T 1 1 1 1 1 1 1 1 1	2		•	•	•					_
	Technical Amendments to Charter/Bylaw	2	0	0	0	0	0	0	0	0	2
Compensation		905	169	0	0	0	0	59	0	0	1133
	Adoption of Director Equity										
	Compensation Plan	5	0	0	0	0	0	0	0	0	5
	Adoption of Employee Stock Purchase										
	Plan	19	0	0	0	0	0	0	0	0	19
	Adoption of Equity Compensation Plan	67	6	0	0	0	0	0	0	0	73
	Advisory Vote on Executive										
	Compensation	695	139	0	0	0	0	0	0	0	834
	Advisory Vote on Severance	16	7	0	0	0	0	0	0	0	23
	Amendment to Director Equity										
	Compensation Plan	3	1	0	0	0	0	0	0	0	4
	Amendment to Employee Stock Purchase										
	Plan	17	0	0	0	0	0	0	0	0	17
	Amendment to Equity Compensation						_	_	_	_	
	Plan	71	9	0	0	0	0	0	0	0	80
	Divestoral Food	2	1	0	0	0	0	0	0	0	4
	Directors' Fees	3	1	0	0	0	0	0	0	0	4
	Non-Executive Remuneration Policy	2	0	0	0	0	0	0	0	0	•
	(Forward-Looking)	3	0	0	0	0	0	0	0	0	3
	Domunoration Policy (Forward Looking)	2	1	0	0	0	0	0	0	0	4
	Remuneration Policy (Forward-Looking)	3	1	0	U	U	U	0	U	U	4
	Remuneration Report (Retrospective)	3	3	0	0	0	0	0	0	0	6
	Remainer ation Report (Retrospective)	3	3	0	0	0	0	0	0	0	
	Say When on Pay	0	0	0	0	0	0	59	0	0	59
	54,	J	<u> </u>	<u> </u>				33	<u> </u>		
	Stock Option Grants	0	2	0	0	0	0	0	0	0	2
M&A		36	2	0	0	0	0	0	0	0	38
	Merger/Acquisition	35	2	0	0	0	0	0	0	0	37

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Restructuring/Reorganization	1	0	0	0	0	0	0	0	0	1
Meeting Administration		40	5	0	0	0	0	0	0	0	45
	Appointment of Independent Proxy (Switzerland)	2	0	0	0	0	0	0	0	0	2
	Authorization of Legal Formalities	1	0	0	0	0	0	0	0	0	1
	Right to Adjourn Meeting	37	2	0	0	0	0	0	0	0	39
	Transaction of Other Business	0	3	0	0	0	0	0	0	0	3
Other		3	2	0	1	0	0	0	0	0	6
	Management Proposal Regarding ESG Issues	1	0	0	0	0	0	0	0	0	1
	Misc. Proposal	0	2	0	1	0	0	0	0	0	3
	OTHER	2	0	0	0	0	0	0	0	0	2
SHP: Compensation		20	12	7	0	0	0	0	0	0	32
	SHP Recoupment of Unearned Bonuses (Clawback)	2	3	0	0	0	0	0	0	0	5
	SHP Regarding Golden Parachutes	13	0	0	0	0	0	0	0	0	13
	SHP Regarding Linking Executive Pay to Social Criteria	0	0	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Compensation	3	2	0	0	0	0	0	0	0	5
	SHP Regarding Race and/or Gender Pay Equity Report	2	0	5	0	0	0	0	0	0	7
	SHP Regarding Report on Ratio Between CEO and Employee Pay	0	5	0	0	0	0	0	0	0	5
	SHP Regarding Restricting Executive Compensation	0	2	1	0	0	0	0	0	0	3
SHP: Environment		26	30	5	0	0	0	0	0	0	56
	SHP Regarding Bioengineering / Nanotechnology Safety	0	0	1	0	0	0	0	0	0	1

SHP Regarding Climate Lobbying				71001011	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	2	1	0	0	0	0	0	0	0	3
SHP Regarding Environmental Report	1	12	0	0	0	0	0	0	0	13
SHP Regarding Formation of Environmental/Social Committee of the	0	0	1	0	0	0	0	0	0	1
SHP Regarding Misc. Energy/Environmental Issues	0	1	0	0	0	0	0	0	0	1
SHP Regarding Report on Antibiotics in Animal Agriculture	0	0	2	0	0	0	0	0	0	2
SHP Regarding Report/Action on Climate Change	9	11	0	0	0	0	0	0	0	20
SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	14	5	1	0	0	0	0	0	0	20
	122	75	6	0	0	0	0	0	0	197
SHP Regarding Board Composition	2	12	0	0	0	0	0	0	0	14
SHP Regarding Directors' Roles in Corporate Strategy	1	0	0	0	0	0	0	0	0	1
SHP Regarding Double Board Nominees	0	1	0	0	0	0	0	0	0	1
SHP Regarding Eliminating Supermajority Provisions	6	4	0	0	0	0	0	0	0	10
SHP Regarding Independent Board Chairman/Seperation of Chair and CEO	27	8	6	0	0	0	0	0	0	41
SHP Regarding Majority Vote for Election of Directors	3	0	0	0	0	0	0	0	0	3
SHP Regarding Misc. Board/Shareholder Rights Issue	2	2	0	0	0	0	0	0	0	4
SHP Regarding Recapitalization	5	0	0	0	0	0	0	0	0	5
SHP Regarding Reincorporation	0	4	0	0	0	0	0	0	0	4
SHP Regarding Removal of Directors	1	0	0	0	0	0	0	0	0	1
SHP Regarding Right to Act by Written Consent	5	4	0	0	0	0	0	0	0	9
SHP Regarding Right to Call a Special Meeting	63	31	0	0	0	0	0	0	0	94
	Environmental/Social Committee of the SHP Regarding Misc. Energy/Environmental Issues SHP Regarding Report on Antibiotics in Animal Agriculture SHP Regarding Report/Action on Climate Change SHP Regarding Reporting and Reducing Greenhouse Gas Emissions SHP Regarding Board Composition SHP Regarding Directors' Roles in Corporate Strategy SHP Regarding Eliminating Supermajority Provisions SHP Regarding Independent Board Chairman/Seperation of Chair and CEO SHP Regarding Majority Vote for Election of Directors SHP Regarding Misc. Board/Shareholder Rights Issue SHP Regarding Recapitalization SHP Regarding Removal of Directors SHP Regarding Removal of Directors SHP Regarding Right to Act by Written Consent SHP Regarding Right to Call a Special	Environmental/Social Committee of the SHP Regarding Misc. Energy/Environmental Issues SHP Regarding Report on Antibiotics in Animal Agriculture SHP Regarding Report/Action on Climate Change SHP Regarding Reporting and Reducing Greenhouse Gas Emissions 14 122 SHP Regarding Directors' Roles in Corporate Strategy SHP Regarding Eliminating Supermajority Provisions SHP Regarding Independent Board Chairman/Seperation of Chair and CEO SHP Regarding Majority Vote for Election of Directors SHP Regarding Misc. Board/Shareholder Rights Issue 2 SHP Regarding Recapitalization SHP Regarding Removal of Directors 1 SHP Regarding Removal of Directors SHP Regarding Removal of Directors SHP Regarding Right to Act by Written Consent SHP Regarding Right to Call a Special	Environmental/Social Committee of the SHP Regarding Misc. Energy/Environmental Issues SHP Regarding Report on Antibiotics in Animal Agriculture SHP Regarding Report/Action on Climate Change SHP Regarding Reporting and Reducing Greenhouse Gas Emissions 14 SHP Regarding Board Composition SHP Regarding Directors' Roles in Corporate Strategy SHP Regarding Eliminating Supermajority Provisions SHP Regarding Independent Board Chairman/Seperation of Chair and CEO SHP Regarding Majority Vote for Election of Directors SHP Regarding Misc. Board/Shareholder Rights Issue 2 SHP Regarding Recapitalization SHP Regarding Removal of Directors 1 SHP Regarding Removal of Directors SHP Regarding Removal of Directors SHP Regarding Right to Act by Written Consent SHP Regarding Right to Call a Special	Environmental/Social Committee of the SHP Regarding Misc. Energy/Environmental Issues 0 1 0 0 2 SHP Regarding Report on Antibiotics in Animal Agriculture 0 0 0 2 SHP Regarding Report/Action on Climate Change 9 11 0 SHP Regarding Reporting and Reducing Greenhouse Gas Emissions 14 5 1 1 0 SHP Regarding Directors' Roles in Corporate Strategy 1 0 0 SHP Regarding Eliminating Supermajority Provisions 6 4 0 SHP Regarding Majority Vote for Election of Directors 3 0 0 SHP Regarding Misc. Board/Shareholder Rights Issue 2 2 0 SHP Regarding Recapitalization 5 0 0 SHP Regarding Recapitalization 5 0 0 SHP Regarding Recapitalization 5 0 0 SHP Regarding Removal of Directors 1 0 0 SHP Regarding Removal of Directors 5 0 0 0 SHP Regarding Removal of Directors 1 0 0 SHP Regarding Removal of Directors 5 4 0 SHP Regarding Right to Act by Written Consent 5 4 0 SHP Regarding Right to Call a Special	Environmental/Social Committee of the 0 0 1 0 0 1 0 0 SHP Regarding Misc. Energy/Environmental Issues 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Environmental/Social Committee of the 0 0 1 0 0 SHP Regarding Misc. Energy/Environmental Issues 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Environmental/Social Committee of the 0 0 1 0 0 0 0 0 SHP Regarding Misc. Energy/Environmental Issues 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Environmental/Social Committee of the 0 0 1 0 0 0 0 0 0 0 0 SHP Regarding Misc. Energy/Environmental Issues 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Environmental/Social Committee of the 0 0 1 0 0 0 0 0 0 0 0 0 SHP Regarding Misc. Energy/Environmental Issues 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Environmental/Social Committee of the

	Take No											
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total	
	SHP Regarding the Declassification of the Board	5	0	0	0	0	0	0	0	0	5	
	SHP Regarding Trained, Qualified Directors on Environment, Health and Sa	2	0	0	0	0	0	0	0	0	2	
	SHP Shareholder Access to the Nomination Process (Proxy Access)	0	9	0	0	0	0	0	0	0	9	
SHP: Misc		5	3	0	0	0	0	0	0	0	8	
	SHP: Misc. Issues	5	3	0	0	0	0	0	0	0	8	
SHP: Social		92	46	58	0	0	0	0	0	0	138	
	SHP Regarding Animal Welfare	1	0	3	0	0	0	0	0	0	4	
	SHP Regarding Drug Pricing/Distribution	1	0	9	0	0	0	0	0	0	10	
	SHP Regarding Firearms	0	0	1	0	0	0	0	0	0	1	
	SHP Regarding Limiting or Ending Political Spending	0	1	0	0	0	0	0	0	0	1	
	SHP Regarding Military Contracts/Sales	1	0	0	0	0	0	0	0	0	1	
	SHP Regarding Misc. Human Capital Management	23	5	1	0	0	0	0	0	0	29	
	SHP Regarding Misc. Human/Political Rights Policies	0	1	0	0	0	0	0	0	0	1	
	SHP Regarding Misc. Labor Issues/Policies	0	2	0	0	0	0	0	0	0	2	
	SHP Regarding Misc. Social Issue	20	0	39	0	0	0	0	0	0	59	
	SHP Regarding Pregnancy/Abortion Issues	0	0	3	0	0	0	0	0	0	3	
	SHP Regarding Report on EEO	1	0	0	0	0	0	0	0	0	1	
	SHP Regarding Reporting on Company's Compliance with International Human Ri	6	11	0	0	0	0	0	0	0	17	
	SHP Regarding Reviewing Charitable Spending	13	0	0	0	0	0	0	0	0	13	
	SHP Regarding Reviewing Political Spending or Lobbying	26	26	0	0	0	0	0	0	0	52	

	Take NO										
Issue Code Category	Issue Short Text	For	Against	Abstain	Action U	nvoted	Mixed	1 Year	2 Years	3 Years	Total
	SHP Regarding Tobacco/Alcohol	0	0	2	0	0	0	0	0	0	2

Proposal Types – Votes Versus Management

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories		9786	944	1	0	9	0	10740
Audit/Financials		953	7	0	0	0	0	960
	Accounts and Reports (Bundled Issues)	1	0	0	0	0	0	1
	Allocation of Profits/Dividends	9	0	0	0	0	0	9
	Appointment of Auditor	17	0	0	0	0	0	17
	Appointment of Auditor and Authority to Set Fees	15	0	0	0	0	0	15
	Appointment of Special Auditor	1	0	0	0	0	0	1
	Authority to Set Auditor's Fees	10	0	0	0	0	0	10
	Financial Statements	19	0	0	0	0	0	19
	Ratification of Auditor	881	7	0	0	0	0	888
Board Related		7430	412	0	0	0	0	7842
	Change in Board Size	5	0	0	0	0	0	5
	Election of Board Committee Members	6	1	0	0	0	0	7
	Election of Board Member(s) During a Contested Election – Management Nom	69	0	0	0	0	0	69
	Election of Directors	7294	407	0	0	0	0	7701

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Election of Directors (Slate)	1	0	0	0	0	0	1
	Election of Non-Principal Members (Chairman, alternates)	1	1	0	0	0	0	2
	Election of Statutory Auditors	1	0	0	0	0	0	1
	Election of Subsidiary Directors	22	2	0	0	0	0	24
	Election of Supervisory Board	10	1	0	0	0	0	11
	Misc. Management Proposal Regarding Board	4	0	0	0	0	0	4
	Ratification of Board Acts - Legal	11	0	0	0	0	0	11
	Ratification of Co-Option of a Director	2	0	0	0	0	0	2
	Ratification of Management Acts - Legal	4	0	0	0	0	0	4
Capital Management		86	2	0	0	0	0	88
	Amendment to Authorized Preferred Stock	1	0	0	0	0	0	1
	Authority to Issue Shares w/ Preemptive Rights	14	1	0	0	0	0	15
	Authority to Issue Shares w/o Preemptive Rights	17	0	0	0	0	0	17
	Authority to Repurchase Preferred Shares	1	0	0	0	0	0	1
	Authority to Repurchase Shares	16	0	0	0	0	0	16
	Authority to Set Offering Price of Shares	5	0	0	0	0	0	5
	Cancellation of Authorized Stock	5	0	0	0	0	0	5
	Elimination of Dual Class Stock	3	0	0	0	0	0	3
	Increase in Authorized Capital	3	0	0	0	0	0	3
	Increase in Authorized Common Stock	13	1	0	0	0	0	14

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Increase in/Authorization of Preferred Stock	1	0	0	0	0	0	1
	Issuance of Repurchased Shares	1	0	0	0	0	0	1
	Reduction in Share Premium Account	2	0	0	0	0	0	2
	Reverse Stock Split	1	0	0	0	0	0	1
	Share Repurchase	1	0	0	0	0	0	1
	Stock Split	2	0	0	0	0	0	2
Changes to Company Statutes		104	17	0	0	0	0	121
	Adoption of Majority Vote for Election of Directors	1	0	0	0	0	0	1
	Adoption of Poison Pill	0	1	0	0	0	0	1
	Amendment to Classified Board	0	1	0	0	0	0	1
	Amendment to Poison Pill	0	2	0	0	0	0	2
	Amendments to Charter/Bylaw - Bundled	6	1	0	0	0	0	7
	Approval of Exclusive Forum Provisions	0	4	0	0	0	0	4
	Article Amendments - Proxy Access	2	0	0	0	0	0	2
	Change in State of Incorporation	1	0	0	0	0	0	1
	Company Name Change	2	0	0	0	0	0	2
	Elimination of Supermajority Requirement	42	1	0	0	0	0	43
	Misc. Article Amendments	4	3	0	0	0	0	7
	Repeal of Classified Board	27	0	0	0	0	0	27
	Restoration of Right to Call a Special Meeting	10	2	0	0	0	0	12

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Restoration of Written Consent	7	2	0	0	0	0	9
	Technical Amendments to Charter/Bylaw	2	0	0	0	0	0	2
Compensation		962	171	0	0	0	0	1133
	Adoption of Director Equity Compensation Plan	5	0	0	0	0	0	5
	Adoption of Employee Stock Purchase Plan	19	0	0	0	0	0	19
	Adoption of Equity Compensation Plan	67	6	0	0	0	0	73
	Advisory Vote on Executive Compensation	695	139	0	0	0	0	834
	Advisory Vote on Severance	16	7	0	0	0	0	23
	Amendment to Director Equity Compensation Plan	3	1	0	0	0	0	4
	Amendment to Employee Stock Purchase Plan	17	0	0	0	0	0	17
	Amendment to Equity Compensation Plan	71	9	0	0	0	0	80
	Directors' Fees	3	1	0	0	0	0	4
	Non-Executive Remuneration Policy (Forward-Looking)	3	0	0	0	0	0	3
	Remuneration Policy (Forward-Looking)	3	1	0	0	0	0	4
	Remuneration Report (Retrospective)	3	3	0	0	0	0	6
	Say When on Pay	57	2	0	0	0	0	59
	Stock Option Grants	0	2	0	0	0	0	2
M&A		36	2	0	0	0	0	38
	Merger/Acquisition	35	2	0	0	0	0	37
	Restructuring/Reorganization	1	0	0	0	0	0	1

Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	40	5	0	0	0	0	45
Appointment of Independent Proxy (Switzerland)	2	0	0	0	0	0	2
Authorization of Legal Formalities	1	0	0	0	0	0	1
Right to Adjourn Meeting	37	2	0	0	0	0	39
Transaction of Other Business	0	3	0	0	0	0	3
	1	2	1	0	2	0	6
Management Proposal Regarding ESG Issues	1	0	0	0	0	0	1
Misc. Proposal	0	2	1	0	0	0	3
OTHER	0	0	0	0	2	0	2
	12	27	0	0	0	0	39
SHP Recoupment of Unearned Bonuses (Clawback)	3	2	0	0	0	0	5
SHP Regarding Golden Parachutes	0	13	0	0	0	0	13
SHP Regarding Linking Executive Pay to Social Criteria	0	1	0	0	0	0	1
SHP Regarding Misc. Compensation	2	3	0	0	0	0	5
SHP Regarding Race and/or Gender Pay Equity Report	0	7	0	0	0	0	7
SHP Regarding Report on Ratio Between CEO and Employee Pay	5	0	0	0	0	0	5
SHP Regarding Restricting Executive Compensation	2	1	0	0	0	0	3
	33	25	0	0	3	0	61
SHP Regarding Bioengineering / Nanotechnology Safety	0	1	0	0	0	0	1
SHP Regarding Climate Lobbying	1	2	0	0	0	0	3
	Appointment of Independent Proxy (Switzerland) Authorization of Legal Formalities Right to Adjourn Meeting Transaction of Other Business Management Proposal Regarding ESG Issues Misc. Proposal OTHER SHP Recoupment of Unearned Bonuses (Clawback) SHP Regarding Golden Parachutes SHP Regarding Linking Executive Pay to Social Criteria SHP Regarding Misc. Compensation SHP Regarding Race and/or Gender Pay Equity Report SHP Regarding Report on Ratio Between CEO and Employee Pay SHP Regarding Restricting Executive Compensation SHP Regarding Restricting Executive Compensation	Appointment of Independent Proxy (Switzerland) Authorization of Legal Formalities Right to Adjourn Meeting Transaction of Other Business Management Proposal Regarding ESG Issues Misc. Proposal OTHER OTHER OTHER OTHER SHP Recoupment of Unearned Bonuses (Clawback) SHP Regarding Linking Executive Pay to Social Criteria SHP Regarding Race and/or Gender Pay Equity Report Equity Report CEO and Employee Pay SHP Regarding Restricting Executive Compensation 2 SHP Regarding Bioengineering / Nanotechnology Safety 0	Issue Code Description Management Management Appointment of Independent Proxy (Switzerland) 2 0 Authorization of Legal Formalities 1 0 Right to Adjourn Meeting 37 2 Transaction of Other Business 0 3 Management Proposal Regarding ESG Issues 1 0 Issues 1 0 Misc. Proposal 0 2 OTHER 0 0 SHP Recoupment of Unearned Bonuses (Clawback) 3 2 SHP Regarding Golden Parachutes 0 13 SHP Regarding Linking Executive Pay to Social Criteria 0 1 SHP Regarding Misc. Compensation 2 3 SHP Regarding Race and/or Gender Pay Equity Report 0 7 SHP Regarding Report on Ratio Between CEO and Employee Pay 5 0 SHP Regarding Restricting Executive Compensation 2 1 SHP Regarding Restricting Executive Compensation 2 1 SHP Regarding Boengineering / Nanotechnology Safety 0 1	Issue Code DescriptionManagementManagementAction4050Appointment of Independent Proxy (Switzerland)200Authorization of Legal Formalities100Right to Adjourn Meeting3720Transaction of Other Business030121Management Proposal Regarding ESG Issues100Misc. Proposal021OTHER000SHP Recoupment of Unearned Bonuses (Clawback)320SHP Regarding Golden Parachutes0130SHP Regarding Linking Executive Pay to Social Criteria010SHP Regarding Misc. Compensation230SHP Regarding Race and/or Gender Pay Equity Report070SHP Regarding Report on Ratio Between CEO and Employee Pay500SHP Regarding Report on Ratio Between CEO and Employee Pay210SHP Regarding Restricting Executive Compensation210SHP Regarding Bioengineering / Nanotechnology Safety010	Namagement Nam	Issue Code Description Management Management Action Unvoiced N/A Appointment of Independent Proxy (Switzerland) 2 0 0 0 0 Authorization of Legal Formalities 1 0 0 0 0 Right to Adjourn Meeting 37 2 0 0 0 Transaction of Other Business 0 3 0 0 0 Management Proposal Regarding ESG Issues 1 0 0 0 0 Misc. Proposal 0 2 1 0 0 0 OTHER 0 0 0 0 0 0 SHP Recoupment of Unearned Bonuses (Clawback) 3 2 0 0 0 SHP Regarding Golden Parachutes 0 13 0 0 0 SHP Regarding Linking Executive Pay to Social Criteria 0 1 0 0 0 SHP Regarding Misc. Compensation 2 3 0 0 0	Management

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Environmental Report	12	1	0	0	0	0	13
	SHP Regarding Formation of Environmental/Social Committee of the	0	1	0	0	0	0	1
	SHP Regarding Misc. Energy/Environmental Issues	1	0	0	0	0	0	1
	SHP Regarding Report on Antibiotics in Animal Agriculture	0	2	0	0	0	0	2
	SHP Regarding Report/Action on Climate Change	12	7	0	0	1	0	20
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	7	11	0	0	2	0	20
SHP: Governance		79	121	0	0	3	0	203
	SHP Regarding Board Composition	12	2	0	0	0	0	14
	SHP Regarding Directors' Roles in Corporate Strategy	0	1	0	0	0	0	1
	SHP Regarding Double Board Nominees	1	0	0	0	0	0	1
	SHP Regarding Eliminating Supermajority Provisions	5	4	0	0	1	0	10
	SHP Regarding Independent Board Chairman/Seperation of Chair and CEO	8	33	0	0	0	0	41
	SHP Regarding Majority Vote for Election of Directors	0	2	0	0	1	0	3
	SHP Regarding Misc. Board/Shareholder Rights Issue	3	1	0	0	0	0	4
	SHP Regarding Recapitalization	0	5	0	0	0	0	5
	SHP Regarding Reincorporation	4	0	0	0	0	0	4
	SHP Regarding Removal of Directors	0	1	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent	4	5	0	0	0	0	9
	SHP Regarding Right to Call a Special Meeting	32	62	0	0	0	0	94
	SHP Regarding the Declassification of the Board	1	3	0	0	1	0	5

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Trained, Qualified Directors on Environment, Health and S	0	2	0	0	0	0	2
	SHP Shareholder Access to the Nomination Process (Proxy Access)	9	0	0	0	0	0	9
SHP: Misc		3	5	0	0	0	0	8
	SHP: Misc. Issues	3	5	0	0	0	0	8
SHP: Social		47	148	0	0	1	0	196
	SHP Regarding Animal Welfare	0	3	0	0	1	0	4
	SHP Regarding Drug Pricing/Distribution	0	10	0	0	0	0	10
	SHP Regarding Firearms	0	1	0	0	0	0	1
	SHP Regarding Limiting or Ending Political Spending	1	0	0	0	0	0	1
	SHP Regarding Military Contracts/Sales	0	1	0	0	0	0	1
	SHP Regarding Misc. Human Capital Management	6	23	0	0	0	0	29
	SHP Regarding Misc. Human/Political Rights Policies	1	0	0	0	0	0	1
	SHP Regarding Misc. Labor Issues/Policies	2	0	0	0	0	0	2
	SHP Regarding Misc. Social Issue	0	59	0	0	0	0	59
	SHP Regarding Pregnancy/Abortion Issues	0	3	0	0	0	0	3
	SHP Regarding Report on EEO	0	1	0	0	0	0	1
	SHP Regarding Reporting on Company's Compliance with International Human R	11	6	0	0	0	0	17
	SHP Regarding Reviewing Charitable Spending	0	13	0	0	0	0	13
	SHP Regarding Reviewing Political Spending or Lobbying	26	26	0	0	0	0	52
	SHP Regarding Tobacco/Alcohol	0	2	0	0	0	0	2

Proposal Types – Votes Versus Policy

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories		10610	6	121	1	0	2	0	10740
Audit/Financials		960	0	0	0	0	0	0	960
	Accounts and Reports (Bundled Issues)	1	0	0	0	0	0	0	1
	Allocation of Profits/Dividends	9	0	0	0	0	0	0	9
	Appointment of Auditor	17	0	0	0	0	0	0	17
	Appointment of Auditor and Authority to Set Fees	15	0	0	0	0	0	0	15
	Appointment of Special Auditor	1	0	0	0	0	0	0	1
	Authority to Set Auditor's Fees	10	0	0	0	0	0	0	10
	Financial Statements	19	0	0	0	0	0	0	19
	Ratification of Auditor	888	0	0	0	0	0	0	888
Board Related		7836	6	0	0	0	0	0	7842
	Change in Board Size	5	0	0	0	0	0	0	5
	Election of Board Committee Members	7	0	0	0	0	0	0	7
	Election of Board Member(s) During a Contested Election – Management Nomi	69	0	0	0	0	0	0	69
	Election of Directors	7695	6	0	0	0	0	0	7701
	Election of Directors (Slate)	1	0	0	0	0	0	0	1
	Election of Non-Principal Members (Chairman, alternates)	2	0	0	0	0	0	0	2
	Election of Statutory Auditors	1	0	0	0	0	0	0	1
	Election of Subsidiary Directors	24	0	0	0	0	0	0	24

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
issue code category	issue code Bescription	Policy	Policy	William	Action	Onvoted	.,,,	Wilked	Total
	Election of Supervisory Board	11	0	0	0	0	0	0	11
	Misc. Management Proposal Regarding Board	4	0	0	0	0	0	0	4
	boaru		-	-			-		
	Ratification of Board Acts - Legal	11	0	0	0	0	0	0	11
	Ratification of Co-Option of a Director	2	0	0	0	0	0	0	2
	Ratification of Management Acts - Legal	4	0	0	0	0	0	0	4
Capital Management		88	0	0	0	0	0	0	88
	Amendment to Authorized Preferred Stock	1	0	0	0	0	0	0	1
	Authority to Issue Shares w/ Preemptive Rights	15	0	0	0	0	0	0	15
	Authority to Issue Shares w/o Preemptive Rights	17	0	0	0	0	0	0	17
	Authority to Repurchase Preferred Shares	1	0	0	0	0	0	0	1
	Authority to Repurchase Shares	16	0	0	0	0	0	0	16
	Authority to Set Offering Price of Shares	5	0	0	0	0	0	0	5
	Cancellation of Authorized Stock	5	0	0	0	0	0	0	5
	Elimination of Dual Class Stock	3	0	0	0	0	0	0	3
	Increase in Authorized Capital	3	0	0	0	0	0	0	3
	Increase in Authorized Common Stock	14	0	0	0	0	0	0	14
	Increase in/Authorization of Preferred Stock	1	0	0	0	0	0	0	1
	Issuance of Repurchased Shares	1	0	0	0	0	0	0	1
	Reduction in Share Premium Account	2	0	0	0	0	0	0	2
	Reverse Stock Split	1	0	0	0	0	0	0	1

Issue Code Category	Issue Code Description	With	Against	Manual	Take No	Unvoted	N/A	Mixed	Total
issue code Category	issue code Description	Policy	Policy	Ivialiual	Action	Olivoteu	N/A	IVIIXEU	Total
	Share Repurchase	1	0	0	0	0	0	0	1
	Stock Split	2	0	0	0	0	0	0	2
Changes to Company Statutes		116	0	5	0	0	0	0	121
	Adoption of Majority Vote for Election of	1	0	0	0	0	0	0	
	Directors	1	0	0	0	0	0	0	1
	Adoption of Poison Pill	1	0	0	0	0	0	0	1
	Amendment to Classified Board	1	0	0	0	0	0	0	1
	Amendment to Poison Pill	2	0	0	0	0	0	0	2
	Amendments to Charter/Bylaw - Bundled	7	0	0	0	0	0	0	7
	Approval of Exclusive Forum Provisions	0	0	4	0	0	0	0	4
	Article Amendments - Proxy Access	2	0	0	0	0	0	0	2
	Change in State of Incorporation	0	0	1	0	0	0	0	1
	Company Name Change	2	0	0	0	0	0	0	2
	Elimination of Supermajority Requirement	43	0	0	0	0	0	0	43
	Misc. Article Amendments	7	0	0	0	0	0	0	7
	Repeal of Classified Board	27	0	0	0	0	0	0	27
	Restoration of Right to Call a Special Meeting	12	0	0	0	0	0	0	12
	Restoration of Written Consent	9	0	0	0	0	0	0	9
	Technical Amendments to Charter/Bylaw	2	0	0	0	0	0	0	2
Compensation		1133	0	0	0	0	0	0	1133
	Adoption of Director Equity Compensation Plan	5	0	0	0	0	0	0	5

Issue Code Category	Issue Code Description	With	Against	Manual	Take No Action	Unvoted	N/A	Mixed	Total
issue code category	Adoption of Employee Stock Purchase	Policy	Policy	ivialiuai	Action	Onvoteu	N/A	IVIIAEU	TOtal
	Plan	19	0	0	0	0	0	0	19
	Adoption of Equity Compensation Plan	73	0	0	0	0	0	0	73
	Advisory Vote on Executive Compensation	834	0	0	0	0	0	0	834
	Advisory Vote on Severance	23	0	0	0	0	0	0	23
	Amendment to Director Equity Compensation Plan	4	0	0	0	0	0	0	4
	Amendment to Employee Stock Purchase Plan	17	0	0	0	0	0	0	17
	Amendment to Equity Compensation Plan	80	0	0	0	0	0	0	80
	Directors' Fees	4	0	0	0	0	0	0	4
	Non-Executive Remuneration Policy (Forward-Looking)	3	0	0	0	0	0	0	3
	Remuneration Policy (Forward-Looking)	4	0	0	0	0	0	0	4
	Remuneration Report (Retrospective)	6	0	0	0	0	0	0	6
	Say When on Pay	59	0	0	0	0	0	0	59
	Stock Option Grants	2	0	0	0	0	0	0	2
M&A		38	0	0	0	0	0	0	38
	Merger/Acquisition	37	0	0	0	0	0	0	37
	Restructuring/Reorganization	1	0	0	0	0	0	0	1
Meeting Administration		45	0	0	0	0	0	0	45
	Appointment of Independent Proxy (Switzerland)	2	0	0	0	0	0	0	2
	Authorization of Legal Formalities	1	0	0	0	0	0	0	1
	Right to Adjourn Meeting	39	0	0	0	0	0	0	39

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
			loney		Action				
	Transaction of Other Business	3	0	0	0	0	0	0	3
Other		3	0	0	1	0	2	0	6
	Management Proposal Regarding ESG								
	Issues	1	0	0	0	0	0	0	1
	Misc. Proposal	2	0	0	1	0	0	0	3
	OTHER	0	0	0	0	0	2	0	2
SHP: Compensation		39	0	0	0	0	0	0	39
	SHP Recoupment of Unearned Bonuses (Clawback)	5	0	0	0	0	0	0	5
	SHP Regarding Golden Parachutes	13	0	0	0	0	0	0	13
	SHP Regarding Linking Executive Pay to Social Criteria	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Compensation	5	0	0	0	0	0	0	5
	SHP Regarding Race and/or Gender Pay Equity Report	7	0	0	0	0	0	0	7
	SHP Regarding Report on Ratio Between CEO and Employee Pay	5	0	0	0	0	0	0	5
	SHP Regarding Restricting Executive Compensation	3	0	0	0	0	0	0	3
SHP: Environment		4	0	57	0	0	0	0	61
	SHP Regarding Bioengineering / Nanotechnology Safety	1	0	0	0	0	0	0	1
	SHP Regarding Climate Lobbying	0	0	3	0	0	0	0	3
	SHP Regarding Environmental Report	0	0	13	0	0	0	0	13
	SHP Regarding Formation of Environmental/Social Committee of the	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Energy/Environmental Issues	0	0	1	0	0	0	0	1
	SHP Regarding Report on Antibiotics in Animal Agriculture	2	0	0	0	0	0	0	2

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
issue code category	SHP Regarding Report/Action on Climate	Folicy	Policy	William	ACCION	Onvoteu	14/74	Wilked	Total
	Change	0	0	20	0	0	0	0	20
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	0	0	20	0	0	0	0	20
SHP: Governance		203	0	0	0	0	0	0	203
	SHP Regarding Board Composition	14	0	0	0	0	0	0	14
	SHP Regarding Directors' Roles in Corporate Strategy	1	0	0	0	0	0	0	1
	SHP Regarding Double Board Nominees	1	0	0	0	0	0	0	1
	SHP Regarding Eliminating Supermajority Provisions	10	0	0	0	0	0	0	10
	SHP Regarding Independent Board Chairman/Seperation of Chair and CEO	41	0	0	0	0	0	0	41
	SHP Regarding Majority Vote for Election of Directors	3	0	0	0	0	0	0	3
	SHP Regarding Misc. Board/Shareholder Rights Issue	4	0	0	0	0	0	0	4
	SHP Regarding Recapitalization	5	0	0	0	0	0	0	5
	SHP Regarding Reincorporation	4	0	0	0	0	0	0	4
	SHP Regarding Removal of Directors	1	0	0	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent	9	0	0	0	0	0	0	9
	SHP Regarding Right to Call a Special Meeting	94	0	0	0	0	0	0	94
	SHP Regarding the Declassification of the Board	5	0	0	0	0	0	0	5
	SHP Regarding Trained, Qualified Directors on Environment, Health and Sa	2	0	0	0	0	0	0	2
	SHP Shareholder Access to the Nomination Process (Proxy Access)	9	0	0	0	0	0	0	9
SHP: Misc		8	0	0	0	0	0	0	8
	SHP: Misc. Issues	8	0	0	0	0	0	0	8

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
SHP: Social		137	0	59	0	0	0	0	196
	SHP Regarding Animal Welfare	4	0	0	0	0	0	0	4
	SHP Regarding Drug Pricing/Distribution	10	0	0	0	0	0	0	10
	SHP Regarding Firearms	1	0	0	0	0	0	0	1
	SHP Regarding Limiting or Ending Political Spending	0	0	1	0	0	0	0	1
	SHP Regarding Military Contracts/Sales	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Human Capital Management	23	0	6	0	0	0	0	29
	SHP Regarding Misc. Human/Political Rights Policies	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Labor Issues/Policies	2	0	0	0	0	0	0	2
	SHP Regarding Misc. Social Issue	59	0	0	0	0	0	0	59
	SHP Regarding Pregnancy/Abortion Issues	3	0	0	0	0	0	0	3
	SHP Regarding Report on EEO	1	0	0	0	0	0	0	1
	SHP Regarding Reporting on Company's Compliance with International Human Ri	17	0	0	0	0	0	0	17
	SHP Regarding Reviewing Charitable Spending	13	0	0	0	0	0	0	13
	SHP Regarding Reviewing Political Spending or Lobbying	0	0	52	0	0	0	0	52
	SHP Regarding Tobacco/Alcohol	2	0	0	0	0	0	0	2

Proposal Types – Votes Versus Glass Lewis

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories		10568	169	1	0	2	0	10740
Audit/Financials		960	0	0	0	0	0	960
	Accounts and Reports (Bundled Issues)	1	0	0	0	0	0	1
	Allocation of Profits/Dividends	9	0	0	0	0	0	9
	Appointment of Auditor	17	0	0	0	0	0	17
	Appointment of Auditor and Authority to Set Fees	15	0	0	0	0	0	15
	Appointment of Special Auditor	1	0	0	0	0	0	1
	Authority to Set Auditor's Fees	10	0	0	0	0	0	10
	Financial Statements	19	0	0	0	0	0	19
	Ratification of Auditor	888	0	0	0	0	0	888
Board Related		7765	77	0	0	0	0	7842
	Change in Board Size	5	0	0	0	0	0	5
	Election of Board Committee Members	7	0	0	0	0	0	7
	Election of Board Member(s) During a Contested Election – Management Nomi	69	0	0	0	0	0	69
	Election of Directors	7624	77	0	0	0	0	7701
	Election of Directors (Slate)	1	0	0	0	0	0	1
	Election of Non-Principal Members (Chairman, alternates)	2	0	0	0	0	0	2
	Election of Statutory Auditors	1	0	0	0	0	0	1
	Election of Subsidiary Directors	24	0	0	0	0	0	24
	Election of Supervisory Board	11	0	0	0	0	0	11

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Misc. Management Proposal Regarding	Glass Lewis	LCWIS	Action		1.471		
	Board	4	0	0	0	0	0	4
	Ratification of Board Acts - Legal	11	0	0	0	0	0	11
	Ratification of Co-Option of a Director	2	0	0	0	0	0	2
	Ratification of Management Acts - Legal	4	0	0	0	0	0	4
Capital Management		88	0	0	0	0	0	88
	Amendment to Authorized Preferred Stock	1	0	0	0	0	0	1
	Authority to Issue Shares w/ Preemptive Rights	15	0	0	0	0	0	15
	Authority to Issue Shares w/o Preemptive Rights	17	0	0	0	0	0	17
	Authority to Repurchase Preferred Shares	1	0	0	0	0	0	1
	Authority to Repurchase Shares	16	0	0	0	0	0	16
	Authority to Set Offering Price of Shares	5	0	0	0	0	0	5
	Cancellation of Authorized Stock	5	0	0	0	0	0	5
	Elimination of Dual Class Stock	3	0	0	0	0	0	3
	Increase in Authorized Capital	3	0	0	0	0	0	3
	Increase in Authorized Common Stock	14	0	0	0	0	0	14
	Increase in/Authorization of Preferred Stock	1	0	0	0	0	0	1
	Issuance of Repurchased Shares	1	0	0	0	0	0	1
	Reduction in Share Premium Account	2	0	0	0	0	0	2
	Reverse Stock Split	1	0	0	0	0	0	1
	Share Repurchase	1	0	0	0	0	0	1

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Stock Split	2	0	0	0	0	0	2
Changes to Company Statutes		117	4	0	0	0	0	121
	Adoption of Majority Vote for Election of Directors	1	0	0	0	0	0	1
	Adoption of Poison Pill	0	1	0	0	0	0	1
	Amendment to Classified Board	0	1	0	0	0	0	1
	Amendment to Poison Pill	0	2	0	0	0	0	2
	Amendments to Charter/Bylaw - Bundled	7	0	0	0	0	0	7
	Approval of Exclusive Forum Provisions	4	0	0	0	0	0	4
	Article Amendments - Proxy Access	2	0	0	0	0	0	2
	Change in State of Incorporation	1	0	0	0	0	0	1
	Company Name Change	2	0	0	0	0	0	2
	Elimination of Supermajority Requirement	43	0	0	0	0	0	43
	Misc. Article Amendments	7	0	0	0	0	0	7
	Repeal of Classified Board	27	0	0	0	0	0	27
	Restoration of Right to Call a Special Meeting	12	0	0	0	0	0	12
	Restoration of Written Consent	9	0	0	0	0	0	9
	Technical Amendments to Charter/Bylaw	2	0	0	0	0	0	2
Compensation		1128	5	0	0	0	0	1133
	Adoption of Director Equity Compensation Plan	5	0	0	0	0	0	5
	Adoption of Employee Stock Purchase Plan	19	0	0	0	0	0	19

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Adoption of Equity Compensation Plan	70	3	0	0	0	0	73
	Advisory Vote on Executive Compensation	834	0	0	0	0	0	834
	Advisory Vote on Severance	23	0	0	0	0	0	23
	Amendment to Director Equity Compensation Plan	3	1	0	0	0	0	4
	Amendment to Employee Stock Purchase Plan	17	0	0	0	0	0	17
	Amendment to Equity Compensation Plan	79	1	0	0	0	0	80
	Directors' Fees	4	0	0	0	0	0	4
	Non-Executive Remuneration Policy (Forward-Looking)	3	0	0	0	0	0	3
	Remuneration Policy (Forward-Looking)	4	0	0	0	0	0	4
	Remuneration Report (Retrospective)	6	0	0	0	0	0	6
	Say When on Pay	59	0	0	0	0	0	59
	Stock Option Grants	2	0	0	0	0	0	2
M&A		38	0	0	0	0	0	38
	Merger/Acquisition	37	0	0	0	0	0	37
	Restructuring/Reorganization	1	0	0	0	0	0	1
Meeting Administration		45	0	0	0	0	0	45
	Appointment of Independent Proxy (Switzerland)	2	0	0	0	0	0	2
	Authorization of Legal Formalities	1	0	0	0	0	0	1
	Right to Adjourn Meeting	39	0	0	0	0	0	39
	Transaction of Other Business	3	0	0	0	0	0	3

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Gluss ECWIS	Lewis	Action		,		
Other		3	0	1	0	2	0	6
	Management Proposal Regarding ESG	1	0	0	0	0	0	1
	Issues	1	0	0	0	0	U	1
	Misc. Proposal	2	0	1	0	0	0	3
	OTHER	0	0	0	0	2	0	2
SHP: Compensation		30	9	0	0	0	0	39
	SHP Recoupment of Unearned Bonuses (Clawback)	5	0	0	0	0	0	5
	(0.000)							
	SHP Regarding Golden Parachutes	10	3	0	0	0	0	13
	SHP Regarding Linking Executive Pay to Social Criteria	0	1	0	0	0	0	1
	SHP Regarding Misc. Compensation	5	0	0	0	0	0	5
	SHP Regarding Race and/or Gender Pay Equity Report	2	5	0	0	0	0	7
	SHP Regarding Report on Ratio Between CEO and Employee Pay	5	0	0	0	0	0	5
	SHP Regarding Restricting Executive Compensation	3	0	0	0	0	0	3
SHP: Environment		57	4	0	0	0	0	61
	SHP Regarding Bioengineering / Nanotechnology Safety	0	1	0	0	0	0	1
	SHP Regarding Climate Lobbying	3	0	0	0	0	0	3
	SHP Regarding Environmental Report	13	0	0	0	0	0	13
	SHP Regarding Formation of Environmental/Social Committee of the	0	1	0	0	0	0	1
	SHP Regarding Misc. Energy/Environmental Issues	1	0	0	0	0	0	1
	SHP Regarding Report on Antibiotics in Animal Agriculture	0	2	0	0	0	0	2
	SHP Regarding Report/Action on Climate Change	20	0	0	0	0	0	20
	<u> </u>							

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
issue code category	SHP Regarding Reporting and Reducing	Glass Lewis	Lewis	Action	Onvoted	II/A	IVIIACU	Total
	Greenhouse Gas Emissions	20	0	0	0	0	0	20
HP: Governance		203	0	0	0	0	0	203
	SHP Regarding Board Composition	14	0	0	0	0	0	14
	SHP Regarding Directors' Roles in Corporate Strategy	1	0	0	0	0	0	1
	SHP Regarding Double Board Nominees SHP Regarding Eliminating Supermajority	1	0	0	0	0	0	1
	Provisions	10	0	0	0	0	0	10
	SHP Regarding Independent Board Chairman/Seperation of Chair and CEO	41	0	0	0	0	0	41
	SHP Regarding Majority Vote for Election of Directors	3	0	0	0	0	0	3
	SHP Regarding Misc. Board/Shareholder Rights Issue	4	0	0	0	0	0	4
	SHP Regarding Recapitalization	5	0	0	0	0	0	5
	SHP Regarding Reincorporation	4	0	0	0	0	0	4
	SHP Regarding Removal of Directors	1	0	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent	9	0	0	0	0	0	9
	SHP Regarding Right to Call a Special Meeting	94	0	0	0	0	0	94
	SHP Regarding the Declassification of the Board	5	0	0	0	0	0	5
	SHP Regarding Trained, Qualified Directors on Environment, Health and Sa	2	0	0	0	0	0	2
	SHP Shareholder Access to the Nomination Process (Proxy Access)	9	0	0	0	0	0	9
SHP: Misc		8	0	0	0	0	0	8
	SHP: Misc. Issues	8	0	0	0	0	0	8

		With	Against Glass	Take No				
Issue Code Category	Issue Code Description	Glass Lewis	Lewis	Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Animal Welfare	1	3	0	0	0	0	4
	SHP Regarding Drug Pricing/Distribution	1	9	0	0	0	0	10
	SHP Regarding Firearms	0	1	0	0	0	0	1
	SHP Regarding Limiting or Ending Political Spending	1	0	0	0	0	0	1
	SHP Regarding Military Contracts/Sales	1	0	0	0	0	0	1
	SHP Regarding Misc. Human Capital Management	29	0	0	0	0	0	29
	SHP Regarding Misc. Human/Political Rights Policies	1	0	0	0	0	0	1
	SHP Regarding Misc. Labor Issues/Policies	2	0	0	0	0	0	2
	SHP Regarding Misc. Social Issue	20	39	0	0	0	0	59
	SHP Regarding Pregnancy/Abortion Issues	0	3	0	0	0	0	3
	SHP Regarding Report on EEO	1	0	0	0	0	0	1
	SHP Regarding Reporting on Company's Compliance with International Human Ri	17	0	0	0	0	0	17
	SHP Regarding Reviewing Charitable Spending	0	13	0	0	0	0	13
	SHP Regarding Reviewing Political Spending or Lobbying	52	0	0	0	0	0	52
	SHP Regarding Tobacco/Alcohol	0	2	0	0	0	0	2