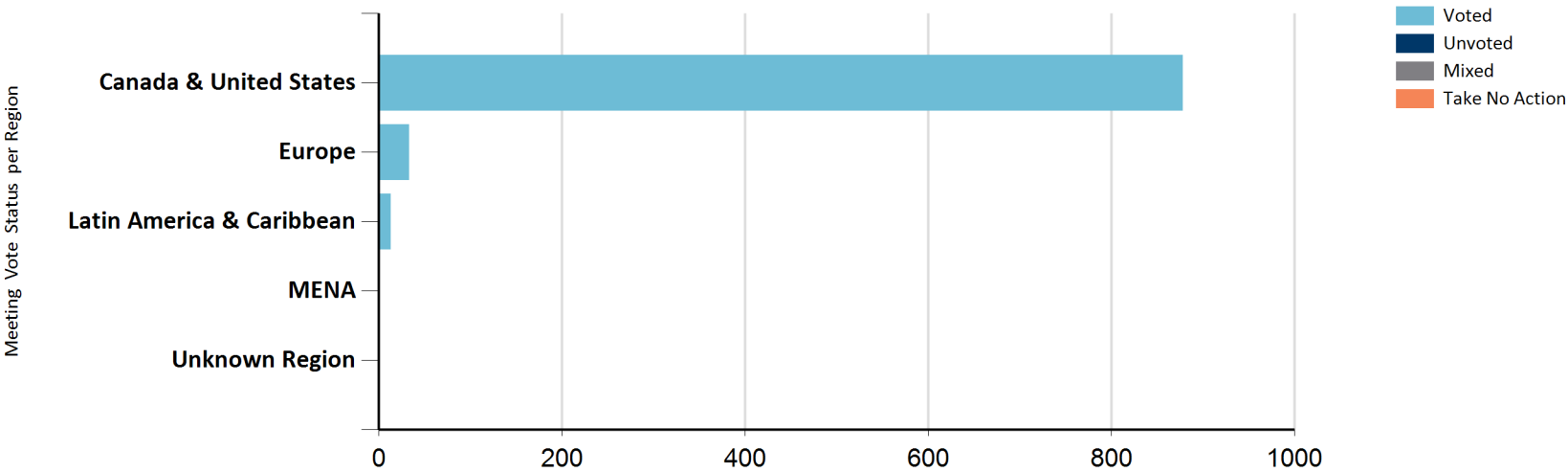


# Meeting Statistics Report

From 7/1/2022 to 6/30/2023

Meetings by Region & Vote Status

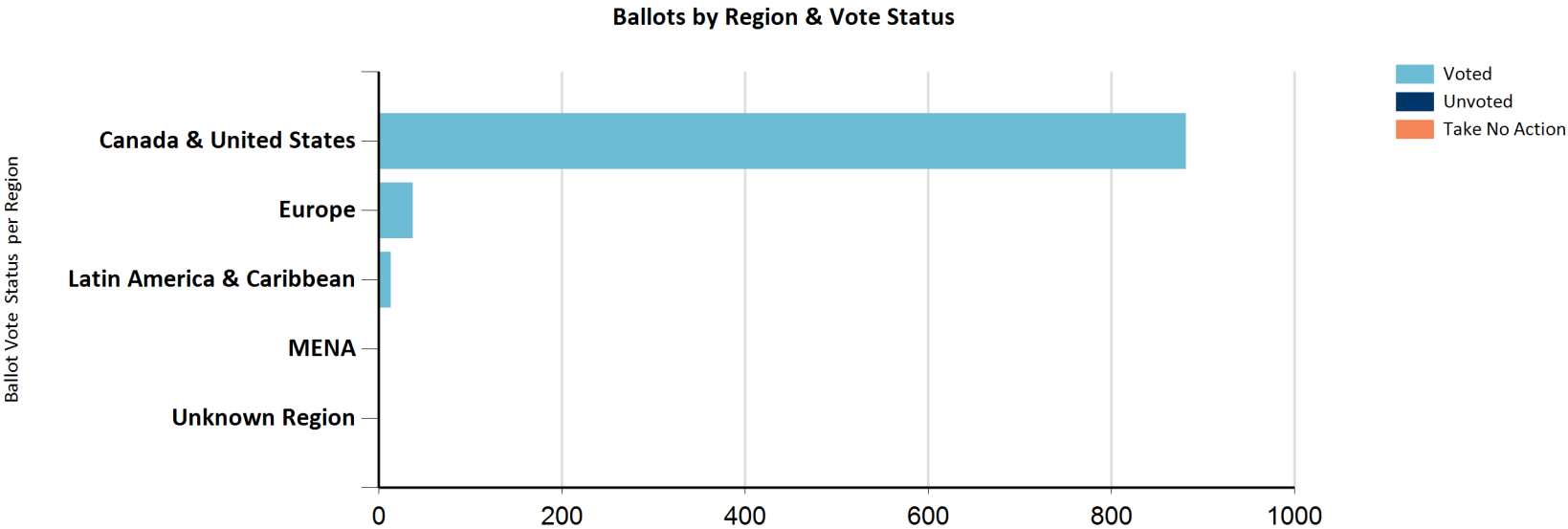


Region	Country Of Origin	Voted	Unvoted	Mixed	Take No Action	Total
Total for all Regions		926	0	0	0	926
Canada & United States		878	0	0	0	878
	Canada	2	0	0	0	2
	United States	876	0	0	0	876
Europe		33	0	0	0	33
	Ireland	12	0	0	0	12
	Jersey	4	0	0	0	4
	Luxembourg	5	0	0	0	5
	Netherlands	3	0	0	0	3
	Switzerland	2	0	0	0	2

United Kingdom	7	0	0	0	7
<b>Latin America &amp; Caribbean</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>13</b>
Bermuda	10	0	0	0	10
Cayman Islands	1	0	0	0	1
Puerto Rico	1	0	0	0	1
Virgin Islands (British)	1	0	0	0	1
<b>MENA</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
Israel	1	0	0	0	1
<b>Unknown Region</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
Unknown Country	1	0	0	0	1

# Ballot Statistics Report

From 7/1/2022 to 6/30/2023



Region	Country Of Origin	Voted	Unvoted	Take No Action	Total
Total for all Regions		933	0	0	933
Canada & United States		881	0	0	881
	Canada	2	0	0	2
	United States	879	0	0	879
Europe		37	0	0	37
	Ireland	14	0	0	14
	Jersey	4	0	0	4
	Luxembourg	5	0	0	5
	Netherlands	3	0	0	3
	Switzerland	2	0	0	2
	United Kingdom	9	0	0	9

<b>Latin America &amp; Caribbean</b>		<b>13</b>	<b>0</b>	<b>0</b>	<b>13</b>
	Bermuda	10	0	0	10
	Cayman Islands	1	0	0	1
	Puerto Rico	1	0	0	1
	Virgin Islands (British)	1	0	0	1
<b>MENA</b>		<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>
	Israel	1	0	0	1
<b>Unknown Region</b>		<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>
	Unknown Country	1	0	0	1

# Proposal Statistics Report

From 7/1/2022 to 6/30/2023

	Mgmt Proposals	SHP Proposals	Total Proposals
For	9245	299	<b>9544</b>
Against	815	197	<b>1012</b>
Abstain	11	102	<b>113</b>
1 Year	614	0	<b>614</b>
2 Years	0	0	<b>0</b>
3 Years	0	0	<b>0</b>
Mixed	0	0	<b>0</b>
Take No Action	0	0	<b>0</b>
Unvoted	0	0	<b>0</b>
<b>Totals</b>	<b>10685</b>	<b>598</b>	<b>11283</b>

	Mgmt Proposals	SHP Proposals	Total Proposals
With Management	9814	195	<b>10009</b>
Against Management	864	400	<b>1264</b>
N/A	7	3	<b>10</b>
Mixed	0	0	<b>0</b>
Take No Action	0	0	<b>0</b>
Unvoted	0	0	<b>0</b>
<b>Totals</b>	<b>10685</b>	<b>598</b>	<b>11283</b>

Management Proposals – Votes Cast

For - 9245    Abstain - 11    1 Year - 614  
Against - 815



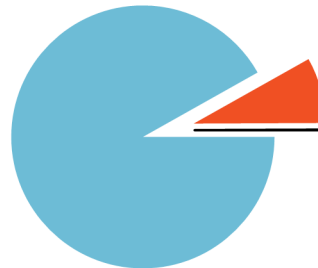
Shareholder Proposals – Votes Cast

For - 299    Against - 197    Abstain - 102



Management Proposals – Votes versus Management

With Mgmt - 9814    N/A - 7  
Against Mgmt - 864



Shareholder Proposals – Votes versus Management

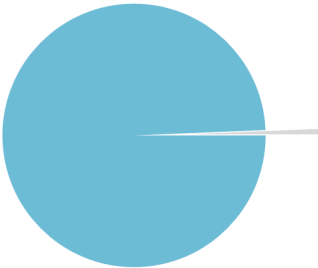
With Mgmt - 195    N/A - 3  
Against Mgmt - 400



	Mgmt Proposals	SHP Proposals	Total Proposals
With Policy	10615	422	11037
Against Policy	0	1	1
Manual	70	175	245
N/A	0	0	0
Mixed	0	0	0
Take No Action	0	0	0
Unvoted	0	0	0
Totals	10685	598	11283

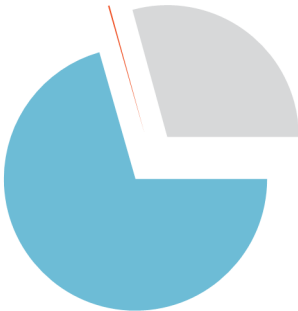
Management Proposals - Votes versus Policy

With Policy 10615    Manual 70  
Against Policy 0



Shareholder Proposals - Votes versus Policy

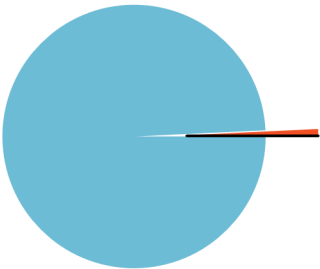
With Policy 422    Manual 175  
Against Policy 1



	Mgmt Proposals	SHP Proposals	Total Proposals
With Glass Lewis	10604	467	11071
Against Glass Lewis	79	131	210
N/A	2	0	2
Mixed	0	0	0
Take No Action	0	0	0
Unvoted	0	0	0
Totals	10685	598	11283

Management Proposals - Votes versus Glass Lewis

With GL 10604    Against GL 79    N/A 2



Shareholder Proposals - Votes versus Glass Lewis

With GL 467    Against GL 131



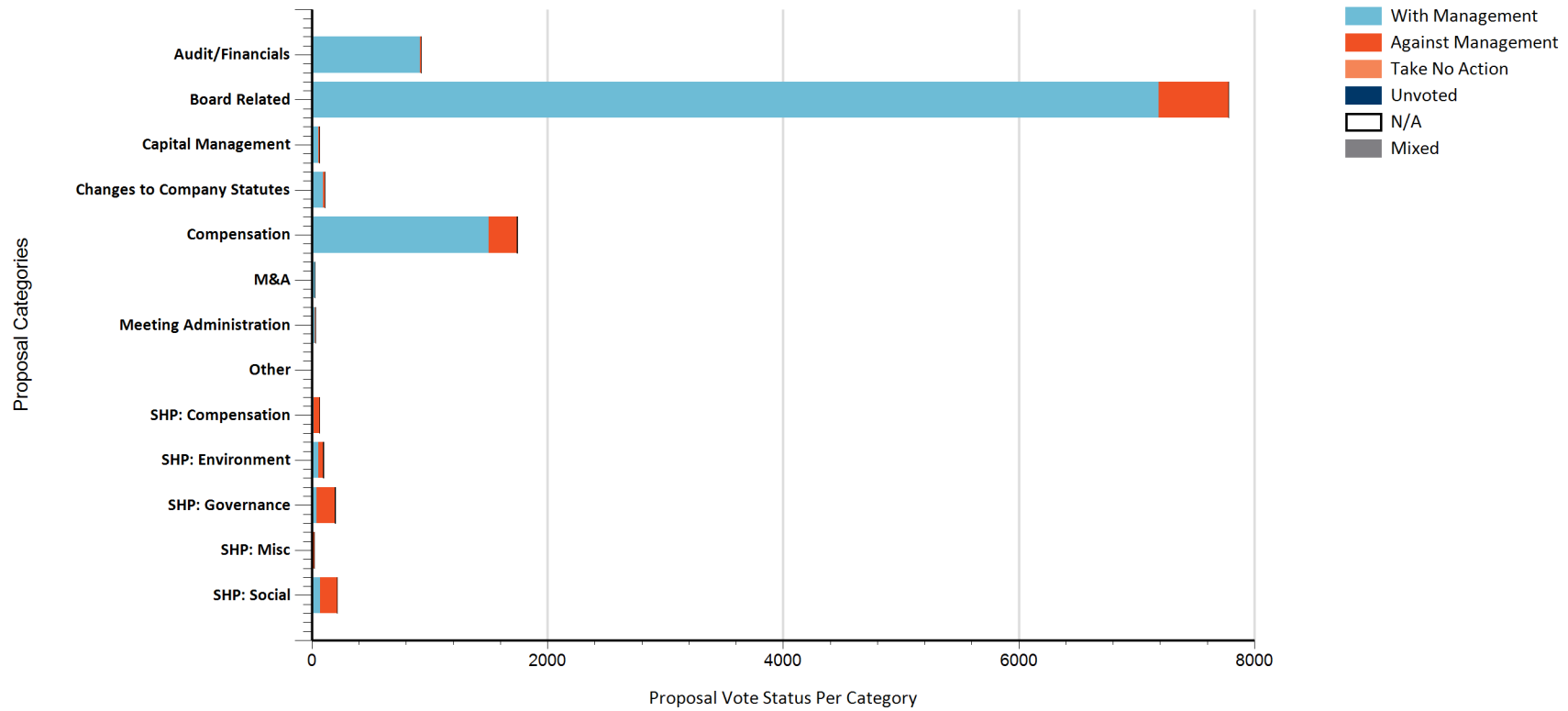
# Proposal Category Report

From 7/1/2022 to 6/30/2023

## Proposal Categories - All Votes

Proposal Category Type	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
<b>Totals</b>	<b>9544</b>	<b>1012</b>	<b>113</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>614</b>	<b>0</b>	<b>0</b>	<b>11283</b>
Audit/Financials	922	5	0	0	0	0	0	0	0	<b>927</b>
Board Related	7198	573	8	0	0	0	0	0	0	<b>7779</b>
Capital Management	58	9	0	0	0	0	0	0	0	<b>67</b>
Changes to Company Statutes	97	11	3	0	0	0	0	0	0	<b>111</b>
Compensation	917	213	0	0	0	0	614	0	0	<b>1744</b>
M&A	24	1	0	0	0	0	0	0	0	<b>25</b>
Meeting Administration	27	3	0	0	0	0	0	0	0	<b>30</b>
Other	2	0	0	0	0	0	0	0	0	<b>2</b>
SHP: Compensation	40	14	13	0	0	0	0	0	0	<b>67</b>
SHP: Environment	29	57	11	0	0	0	0	0	0	<b>97</b>
SHP: Governance	152	45	2	0	0	0	0	0	0	<b>199</b>
SHP: Misc	10	9	0	0	0	0	0	0	0	<b>19</b>
SHP: Social	68	72	76	0	0	0	0	0	0	<b>216</b>

Proposal Categories - Votes versus Management



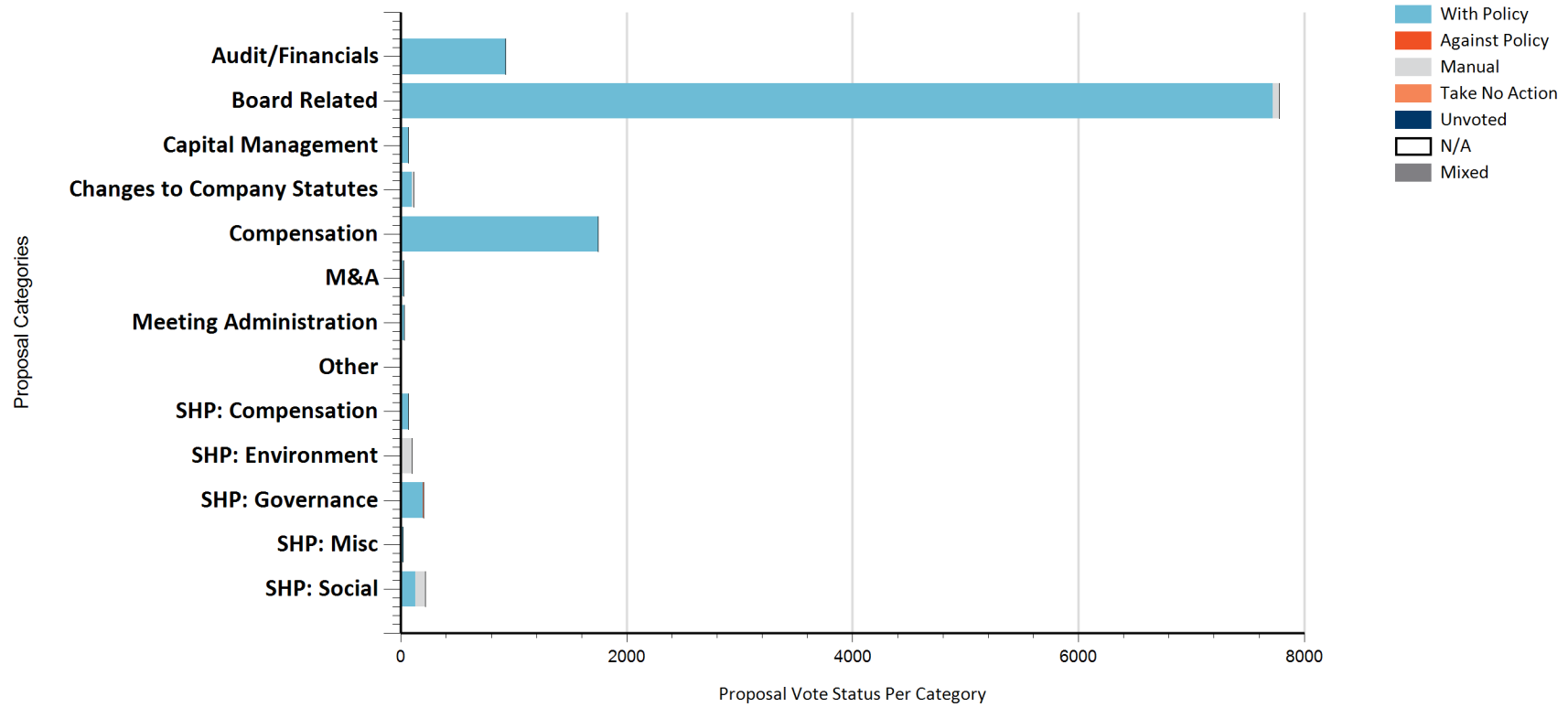
Proposal Categories - Votes versus Management

Proposal Category Type	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
<b>Totals</b>	<b>10009</b>	<b>1264</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>0</b>	<b>11283</b>
Audit/Financials	919	8	0	0	0	0	<b>927</b>
Board Related	7190	589	0	0	0	0	<b>7779</b>
Capital Management	58	9	0	0	0	0	<b>67</b>
Changes to Company Statutes	96	15	0	0	0	0	<b>111</b>



Proposal Category Type	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Compensation	1500	239	0	0	5	0	<b>1744</b>
M&A	24	1	0	0	0	0	<b>25</b>
Meeting Administration	27	3	0	0	0	0	<b>30</b>
Other	0	0	0	0	2	0	<b>2</b>
SHP: Compensation	14	53	0	0	0	0	<b>67</b>
SHP: Environment	58	38	0	0	1	0	<b>97</b>
SHP: Governance	42	155	0	0	2	0	<b>199</b>
SHP: Misc	9	10	0	0	0	0	<b>19</b>
SHP: Social	72	144	0	0	0	0	<b>216</b>

Proposal Categories - Votes versus Policy

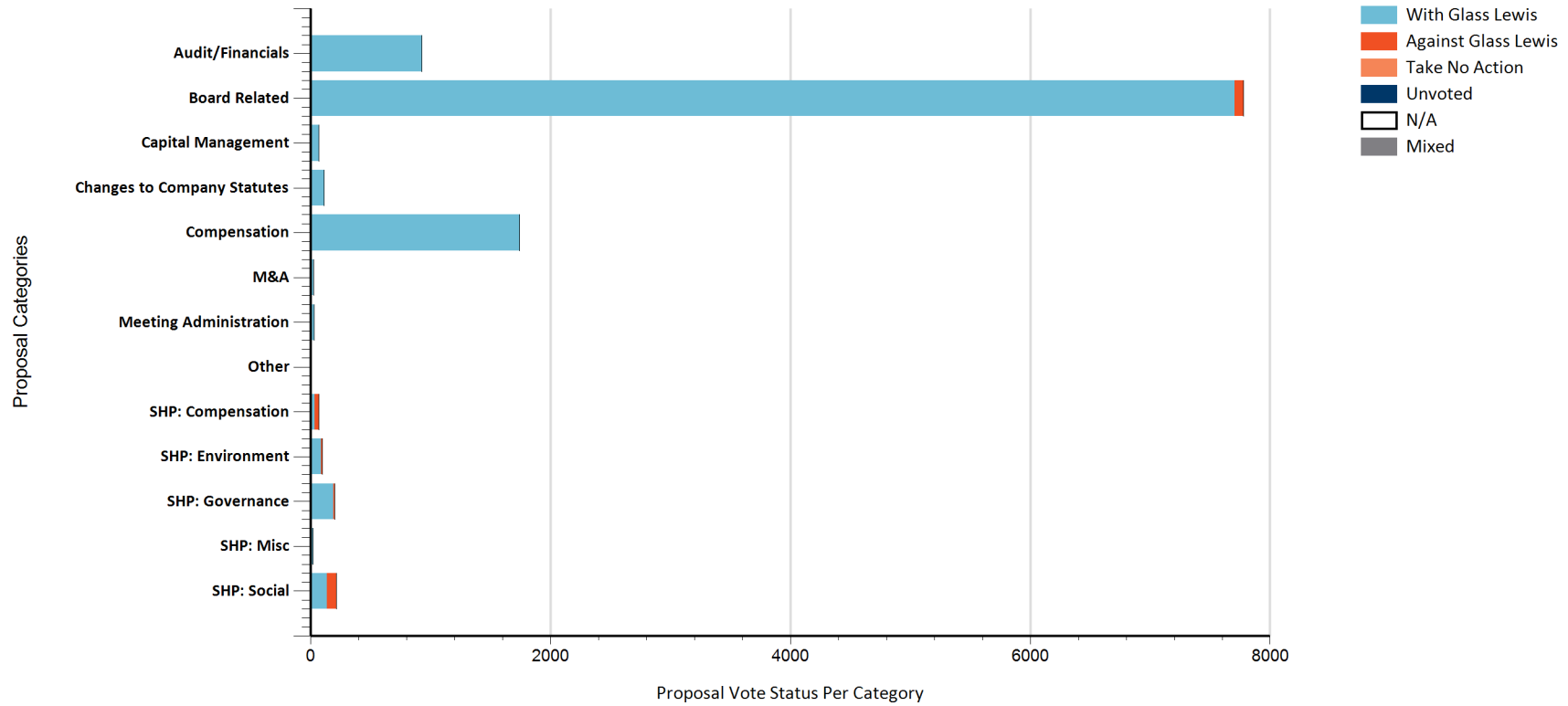


## Proposal Categories - Votes versus Policy

Proposal Category Type	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
<b>Totals</b>	<b>11037</b>	<b>1</b>	<b>245</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11283</b>
Audit/Financials	927	0	0	0	0	0	0	<b>927</b>
Board Related	7723	0	56	0	0	0	0	<b>7779</b>
Capital Management	67	0	0	0	0	0	0	<b>67</b>
Changes to Company Statutes	99	0	12	0	0	0	0	<b>111</b>

Proposal Category Type	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Compensation	1744	0	0	0	0	0	0	<b>1744</b>
M&A	25	0	0	0	0	0	0	<b>25</b>
Meeting Administration	30	0	0	0	0	0	0	<b>30</b>
Other	0	0	2	0	0	0	0	<b>2</b>
SHP: Compensation	67	0	0	0	0	0	0	<b>67</b>
SHP: Environment	10	0	87	0	0	0	0	<b>97</b>
SHP: Governance	198	1	0	0	0	0	0	<b>199</b>
SHP: Misc	19	0	0	0	0	0	0	<b>19</b>
SHP: Social	128	0	88	0	0	0	0	<b>216</b>

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
<b>Totals</b>	<b>11071</b>	<b>210</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>11283</b>
Audit/Financials	927	0	0	0	0	0	<b>927</b>
Board Related	7705	74	0	0	0	0	<b>7779</b>
Capital Management	67	0	0	0	0	0	<b>67</b>
Changes to Company Statutes	110	1	0	0	0	0	<b>111</b>

Proposal Category Type	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
Compensation	1740	4	0	0	0	0	<b>1744</b>
M&A	25	0	0	0	0	0	<b>25</b>
Meeting Administration	30	0	0	0	0	0	<b>30</b>
Other	0	0	0	0	2	0	<b>2</b>
SHP: Compensation	32	35	0	0	0	0	<b>67</b>
SHP: Environment	87	10	0	0	0	0	<b>97</b>
SHP: Governance	190	9	0	0	0	0	<b>199</b>
SHP: Misc	19	0	0	0	0	0	<b>19</b>
SHP: Social	139	77	0	0	0	0	<b>216</b>

# Proposal Type Report

From 7/1/2022 to 6/30/2023

## 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
<b>Total for all categories</b>		<b>9544</b>	<b>1012</b>	<b>113</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>614</b>	<b>0</b>	<b>0</b>	<b>11283</b>
<b><i>Audit/Financials</i></b>		<b>922</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>927</b>
	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	15	0	0	0	0	0	0	0	0	15
	Appointment of Auditor and Authority to Set Fees	17	0	0	0	0	0	0	0	0	17
	Appointment of Special Auditor	1	0	0	0	0	0	0	0	0	1
	Authority to Set Auditor's Fees	6	0	0	0	0	0	0	0	0	6
	Financial Statements	14	0	0	0	0	0	0	0	0	14
	Ratification of Auditor	859	5	0	0	0	0	0	0	0	864
<b><i>Board Related</i></b>		<b>7198</b>	<b>573</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7771</b>
	Change in Board Size	3	0	0	0	0	0	0	0	0	3
	Director & Officer Liability/Indemnification	2	54	0	0	0	0	0	0	0	56
	Election of Board Committee Members	6	1	0	0	0	0	0	0	0	7







Issue Code Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
					Action	Unvoted					
	Elimination of Supermajority Requirement	31	0	0	0	0	0	0	0	0	31
	Misc. Article Amendments	13	1	0	0	0	0	0	0	0	14
	Reincorporation	2	0	0	0	0	0	0	0	0	2
	Repeal of Classified Board	18	0	0	0	0	0	0	0	0	18
	Restoration of Right to Call a Special Meeting	12	0	3	0	0	0	0	0	0	15
	Restoration of Written Consent	3	0	0	0	0	0	0	0	0	3
	Technical Amendments to Charter/Bylaw	1	0	0	0	0	0	0	0	0	1
<b>Compensation</b>		<b>917</b>	<b>213</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>614</b>	<b>0</b>	<b>0</b>	<b>1744</b>
	Adoption of Director Equity Compensation Plan	2	1	0	0	0	0	0	0	0	3
	Adoption of Employee Stock Purchase Plan	15	0	0	0	0	0	0	0	0	15
	Adoption of Equity Compensation Plan	56	9	0	0	0	0	0	0	0	65
	Advisory Vote on Executive Compensation	681	176	0	0	0	0	0	0	0	857
	Advisory Vote on Severance	10	9	0	0	0	0	0	0	0	19
	Amendment to Bonus/162(m) Plan	1	0	0	0	0	0	0	0	0	1
	Amendment to Director Equity Compensation Plan	3	0	0	0	0	0	0	0	0	3
	Amendment to Employee Stock Purchase Plan	30	1	0	0	0	0	0	0	0	31
	Amendment to Equity Compensation Plan	99	11	0	0	0	0	0	0	0	110
	Capital Proposal to Implement Equity Compensation Plan	2	0	0	0	0	0	0	0	0	2
	Directors' Fees	4	0	0	0	0	0	0	0	0	4
	Exchange/Reprice Options	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No			1 Year	2 Years	3 Years	Total
					Action	Unvoted	Mixed				
	Non-Executive Remuneration Policy (Forward-Looking)	4	0	0	0	0	0	0	0	0	4
	Remuneration Policy (Forward-Looking)	2	1	0	0	0	0	0	0	0	3
	Remuneration Report (Retrospective)	5	3	0	0	0	0	0	0	0	8
	Say When on Pay	0	0	0	0	0	0	614	0	0	614
	Stock Option Grants	0	1	0	0	0	0	0	0	0	1
	Stock Option Plan	1	0	0	0	0	0	0	0	0	1
	Stock Purchase Plan	2	0	0	0	0	0	0	0	0	2
M&A		24	1	0	0	0	0	0	0	0	25
	Merger/Acquisition	23	1	0	0	0	0	0	0	0	24
	Restructuring/Capitalization	1	0	0	0	0	0	0	0	0	1
Meeting Administration		27	3	0	0	0	0	0	0	0	30
	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	22	1	0	0	0	0	0	0	0	23
	Routine Meeting Item	2	0	0	0	0	0	0	0	0	2
	Transact Other Business	0	1	0	0	0	0	0	0	0	1
	Transaction of Other Business	0	1	0	0	0	0	0	0	0	1
Other		2	0	0	0	0	0	0	0	0	2
	Declaration of Material Interest	2	0	0	0	0	0	0	0	0	2
SHP: Compensation		40	14	13	0	0	0	0	0	0	54

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	SHP Recoupment of Unearned Bonuses (Clawback)	1	1	0	0	0	0	0	0	0	2
	SHP Regarding Golden Parachutes	35	0	0	0	0	0	0	0	0	35
	SHP Regarding Linking Executive Pay to Social Criteria	0	0	4	0	0	0	0	0	0	4
	SHP Regarding Misc. Compensation	2	0	1	0	0	0	0	0	0	3
	SHP Regarding Race and/or Gender Pay Equity Report	2	0	8	0	0	0	0	0	0	10
	SHP Regarding Report on Ratio Between CEO and Employee Pay	0	3	0	0	0	0	0	0	0	3
	SHP Regarding Restricting Executive Compensation	0	10	0	0	0	0	0	0	0	10
<b><i>SHP: Environment</i></b>		<b>29</b>	<b>57</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>86</b>
	SHP Regarding Climate Lobbying	5	5	0	0	0	0	0	0	0	10
	SHP Regarding Environmental Report	3	12	0	0	0	0	0	0	0	15
	SHP Regarding Formation of Environmental/Social Committee of the	0	0	6	0	0	0	0	0	0	6
	SHP Regarding Misc. Energy/Environmental Issues	0	2	0	0	0	0	0	0	0	2
	SHP Regarding Report on Antibiotics in Animal Agriculture	0	0	4	0	0	0	0	0	0	4
	SHP Regarding Report/Action on Climate Change	11	20	1	0	0	0	0	0	0	32
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	10	18	0	0	0	0	0	0	0	28
<b><i>SHP: Governance</i></b>		<b>152</b>	<b>45</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>197</b>
	SHP Regarding Board Composition	0	5	0	0	0	0	0	0	0	5
	SHP Regarding Directors' Roles in Corporate Strategy	4	0	0	0	0	0	0	0	0	4
	SHP Regarding Double Board Nominees	0	1	0	0	0	0	0	0	0	1
	SHP Regarding Election of Board Member (s) During a Contested Election – Disside	15	4	0	0	0	0	0	0	0	19

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
					Action	Unvoted					
	SHP Regarding Eliminating Supermajority Provisions	5	7	0	0	0	0	0	0	0	12
	SHP Regarding Independent Board Chairman/Seperation of Chair and CEO	72	4	1	0	0	0	0	0	0	77
	SHP Regarding Majority Vote for Election of Directors	5	0	0	0	0	0	0	0	0	5
	SHP Regarding Misc. Board/Shareholder Rights Issue	14	6	1	0	0	0	0	0	0	21
	SHP Regarding Misc. Restructuring Issue	0	2	0	0	0	0	0	0	0	2
	SHP Regarding Recapitalization	5	0	0	0	0	0	0	0	0	5
	SHP Regarding Removal of Directors	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent	2	6	0	0	0	0	0	0	0	8
	SHP Regarding Right to Call a Special Meeting	26	7	0	0	0	0	0	0	0	33
	SHP Regarding Sale of the Company or Assets	0	1	0	0	0	0	0	0	0	1
	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)	1	2	0	0	0	0	0	0	0	3
<b><i>SHP: Misc</i></b>		<b>10</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>19</b>
	SHP Regarding Repeal of Bylaw Amendments	1	0	0	0	0	0	0	0	0	1
	SHP: Misc. Issues	9	9	0	0	0	0	0	0	0	18
<b><i>SHP: Social</i></b>		<b>68</b>	<b>72</b>	<b>76</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>140</b>
	SHP Regarding Animal Welfare	0	0	10	0	0	0	0	0	0	10
	SHP Regarding Drug Pricing/Distribution	0	0	11	0	0	0	0	0	0	11
	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

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
					Action	Unvoted					
	SHP Regarding Military Contracts/Sales	1	0	1	0	0	0	0	0	0	2
	SHP Regarding Misc. Human Capital Management	13	15	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	3	0	0	0	0	0	0	0	3
	SHP Regarding Misc. Social Issue	3	0	38	0	0	0	0	0	0	41
	SHP Regarding Pregnancy/Abortion Issues	2	0	10	0	0	0	0	0	0	12
	SHP Regarding Racial Equity Audit	8	15	0	0	0	0	0	0	0	23
	SHP Regarding Reporting on Company's Compliance with International Human Ri	14	7	0	0	0	0	0	0	0	21
	SHP Regarding Reviewing Charitable Spending	2	0	0	0	0	0	0	0	0	2
	SHP Regarding Reviewing Political Spending or Lobbying	25	30	1	0	0	0	0	0	0	56
	SHP Regarding Tobacco/Alcohol	0	0	3	0	0	0	0	0	0	3

## Proposal Types – Votes Versus Management

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
<b>Total for all Categories</b>		<b>10009</b>	<b>1264</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>0</b>	<b>11283</b>
<b><i>Audit/Financials</i></b>		<b>919</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>927</b>
	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	15	0	0	0	0	0	15

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Appointment of Auditor and Authority to Set Fees	17	0	0	0	0	0	17
	Appointment of Special Auditor	1	0	0	0	0	0	1
	Authority to Set Auditor's Fees	6	0	0	0	0	0	6
	Financial Statements	14	0	0	0	0	0	14
	Ratification of Auditor	856	8	0	0	0	0	864
<b>Board Related</b>		<b>7190</b>	<b>589</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7779</b>
	Change in Board Size	2	1	0	0	0	0	3
	Director & Officer Liability/Indemnification	2	54	0	0	0	0	56
	Election of Board Committee Members	6	1	0	0	0	0	7
	Election of Board Member(s) During a Contested Election – Management Nom	0	9	0	0	0	0	9
	Election of Directors	7146	523	0	0	0	0	7669
	Election of Non-Principal Members (Chairman, alternates)	1	1	0	0	0	0	2
	Election of Statutory Auditors	2	0	0	0	0	0	2
	Election of Subsidiary Directors	9	0	0	0	0	0	9
	Election of Supervisory Board	8	0	0	0	0	0	8
	Misc. Management Proposal Regarding Board	2	0	0	0	0	0	2
	Ratification of Board Acts - Legal	9	0	0	0	0	0	9
	Ratification of Co-Option of a Director	1	0	0	0	0	0	1
	Ratification of Management Acts - Legal	2	0	0	0	0	0	2
<b>Capital Management</b>		<b>58</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>67</b>

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Amendment to Par Value	2	0	0	0	0	0	2
	Authority to Issue Shares w/ Preemptive Rights	10	1	0	0	0	0	11
	Authority to Issue Shares w/o Preemptive Rights	11	2	0	0	0	0	13
	Authority to Repurchase and Re-Issue Shares	2	0	0	0	0	0	2
	Authority to Repurchase Shares	8	0	0	0	0	0	8
	Authority to Set Offering Price of Shares	4	0	0	0	0	0	4
	Cancellation of Authorized Stock	4	0	0	0	0	0	4
	Creation of New Share Class	0	1	0	0	0	0	1
	Decrease in Authorized Common Stock	1	0	0	0	0	0	1
	Elimination of Dual Class Stock	2	0	0	0	0	0	2
	Increase in Authorized Capital	2	0	0	0	0	0	2
	Increase in Authorized Common Stock	8	4	0	0	0	0	12
	Increase in/Authorization of Dual Class Stock	1	0	0	0	0	0	1
	Increase in/Authorization of Preferred Stock	0	1	0	0	0	0	1
	Misc. Proposal Regarding Capital	1	0	0	0	0	0	1
	Reduction in Share Premium Account	1	0	0	0	0	0	1
	Use/Transfer of Reserves	1	0	0	0	0	0	1
<b>Changes to Company Statutes</b>		<b>96</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>111</b>
	Adoption of Advance Notice Requirement	2	0	0	0	0	0	2
	Adoption of Majority Vote for Election of Directors	2	0	0	0	0	0	2

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Amend Articles, Constitution, Bylaws - Bundled	3	0	0	0	0	0	3
	Amendment to Classified Board	0	1	0	0	0	0	1
	Amendments to Articles (Technical)	1	0	0	0	0	0	1
	Amendments to Articles, Constitution, Bylaws	1	0	0	0	0	0	1
	Amendments to Charter/Bylaw - Bundled	3	0	0	0	0	0	3
	Approval of Exclusive Forum Provisions	0	8	0	0	0	0	8
	Article Amendments - Proxy Access	1	0	0	0	0	0	1
	Change in State of Incorporation	1	1	0	0	0	0	2
	Company Name Change	3	0	0	0	0	0	3
	Elimination of Supermajority Requirement	31	0	0	0	0	0	31
	Misc. Article Amendments	13	1	0	0	0	0	14
	Reincorporation	2	0	0	0	0	0	2
	Repeal of Classified Board	17	1	0	0	0	0	18
	Restoration of Right to Call a Special Meeting	12	3	0	0	0	0	15
	Restoration of Written Consent	3	0	0	0	0	0	3
	Technical Amendments to Charter/Bylaw	1	0	0	0	0	0	1
<b>Compensation</b>		<b>1500</b>	<b>239</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>1744</b>
	Adoption of Director Equity Compensation Plan	2	1	0	0	0	0	3
	Adoption of Employee Stock Purchase Plan	15	0	0	0	0	0	15
	Adoption of Equity Compensation Plan	56	9	0	0	0	0	65



Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Advisory Vote on Executive Compensation	680	177	0	0	0	0	857
	Advisory Vote on Severance	10	9	0	0	0	0	19
	Amendment to Bonus/162(m) Plan	1	0	0	0	0	0	1
	Amendment to Director Equity Compensation Plan	3	0	0	0	0	0	3
	Amendment to Employee Stock Purchase Plan	30	1	0	0	0	0	31
	Amendment to Equity Compensation Plan	98	12	0	0	0	0	110
	Capital Proposal to Implement Equity Compensation Plan	2	0	0	0	0	0	2
	Directors' Fees	4	0	0	0	0	0	4
	Exchange/Reprice Options	0	1	0	0	0	0	1
	Non-Executive Remuneration Policy (Forward-Looking)	4	0	0	0	0	0	4
	Remuneration Policy (Forward-Looking)	2	1	0	0	0	0	3
	Remuneration Report (Retrospective)	5	3	0	0	0	0	8
	Say When on Pay	585	24	0	0	5	0	614
	Stock Option Grants	0	1	0	0	0	0	1
	Stock Option Plan	1	0	0	0	0	0	1
	Stock Purchase Plan	2	0	0	0	0	0	2
<b>M&amp;A</b>		<b>24</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>25</b>
	Merger/Acquisition	23	1	0	0	0	0	24
	Restructuring/Capitalization	1	0	0	0	0	0	1
<b>Meeting Administration</b>		<b>27</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>30</b>

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	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	22	1	0	0	0	0	23
	Routine Meeting Item	2	0	0	0	0	0	2
	Transact Other Business	0	1	0	0	0	0	1
	Transaction of Other Business	0	1	0	0	0	0	1
<b>Other</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>
	Declaration of Material Interest	0	0	0	0	2	0	2
<b>SHP: Compensation</b>		<b>14</b>	<b>53</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>67</b>
	SHP Recoupment of Unearned Bonuses (Clawback)	1	1	0	0	0	0	2
	SHP Regarding Golden Parachutes	0	35	0	0	0	0	35
	SHP Regarding Linking Executive Pay to Social Criteria	0	4	0	0	0	0	4
	SHP Regarding Misc. Compensation	0	3	0	0	0	0	3
	SHP Regarding Race and/or Gender Pay Equity Report	0	10	0	0	0	0	10
	SHP Regarding Report on Ratio Between CEO and Employee Pay	3	0	0	0	0	0	3
	SHP Regarding Restricting Executive Compensation	10	0	0	0	0	0	10
<b>SHP: Environment</b>		<b>58</b>	<b>38</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>97</b>
	SHP Regarding Climate Lobbying	6	4	0	0	0	0	10
	SHP Regarding Environmental Report	12	2	0	0	1	0	15
	SHP Regarding Formation of Environmental/Social Committee of the	0	6	0	0	0	0	6

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Misc. Energy/Environmental Issues	2	0	0	0	0	0	2
	SHP Regarding Report on Antibiotics in Animal Agriculture	0	4	0	0	0	0	4
	SHP Regarding Report/Action on Climate Change	20	12	0	0	0	0	32
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	18	10	0	0	0	0	28
<b>SHP: Governance</b>		<b>42</b>	<b>155</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>199</b>
	SHP Regarding Board Composition	5	0	0	0	0	0	5
	SHP Regarding Directors' Roles in Corporate Strategy	0	4	0	0	0	0	4
	SHP Regarding Double Board Nominees	1	0	0	0	0	0	1
	SHP Regarding Election of Board Member(s) During a Contested Election	0	19	0	0	0	0	19
	SHP Regarding Eliminating Supermajority Provisions	8	2	0	0	2	0	12
	SHP Regarding Independent Board Chairman/Seperation of Chair and CEO	4	73	0	0	0	0	77
	SHP Regarding Majority Vote for Election of Directors	0	5	0	0	0	0	5
	SHP Regarding Misc. Board/Shareholder Rights Issue	6	15	0	0	0	0	21
	SHP Regarding Misc. Restructuring Issue	2	0	0	0	0	0	2
	SHP Regarding Recapitalization	0	5	0	0	0	0	5
	SHP Regarding Removal of Directors	0	1	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent	6	2	0	0	0	0	8
	SHP Regarding Right to Call a Special Meeting	7	26	0	0	0	0	33
	SHP Regarding Sale of the Company or Assets	1	0	0	0	0	0	1
	SHP Regarding Trained, Qualified Directors on Environment, Health and S	0	2	0	0	0	0	2

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Shareholder Access to the Nomination Process (Proxy Access)	2	1	0	0	0	0	3
<b><i>SHP: Misc</i></b>		<b>9</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>19</b>
	SHP Regarding Repeal of Bylaw Amendments	0	1	0	0	0	0	1
	SHP: Misc. Issues	9	9	0	0	0	0	18
<b><i>SHP: Social</i></b>		<b>72</b>	<b>144</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>216</b>
	SHP Regarding Animal Welfare	0	10	0	0	0	0	10
	SHP Regarding Drug Pricing/Distribution	0	11	0	0	0	0	11
	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	2	0	0	0	0	2
	SHP Regarding Misc. Human Capital Management	15	14	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	3	0	0	0	0	0	3
	SHP Regarding Misc. Social Issue	0	41	0	0	0	0	41
	SHP Regarding Pregnancy/Abortion Issues	0	12	0	0	0	0	12
	SHP Regarding Racial Equity Audit	15	8	0	0	0	0	23
	SHP Regarding Reporting on Company's Compliance with International Human R	7	14	0	0	0	0	21
	SHP Regarding Reviewing Charitable Spending	0	2	0	0	0	0	2
	SHP Regarding Reviewing Political Spending or Lobbying	30	26	0	0	0	0	56
	SHP Regarding Tobacco/Alcohol	0	3	0	0	0	0	3

## Proposal Types – Votes Versus Policy

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
<b>Total for all Categories</b>		<b>11037</b>	<b>1</b>	<b>245</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11283</b>
<b><i>Audit/Financials</i></b>		<b>927</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>927</b>
	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	15	0	0	0	0	0	0	15
	Appointment of Auditor and Authority to Set Fees	17	0	0	0	0	0	0	17
	Appointment of Special Auditor	1	0	0	0	0	0	0	1
	Authority to Set Auditor's Fees	6	0	0	0	0	0	0	6
	Financial Statements	14	0	0	0	0	0	0	14
	Ratification of Auditor	864	0	0	0	0	0	0	864
<b><i>Board Related</i></b>		<b>7723</b>	<b>0</b>	<b>56</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7779</b>
	Change in Board Size	3	0	0	0	0	0	0	3
	Director & Officer Liability/Indemnification	0	0	56	0	0	0	0	56
	Election of Board Committee Members	7	0	0	0	0	0	0	7
	Election of Board Member(s) During a Contested Election – Management Nomi	9	0	0	0	0	0	0	9
	Election of Directors	7669	0	0	0	0	0	0	7669
	Election of Non-Principal Members (Chairman, alternates)	2	0	0	0	0	0	0	2
	Election of Statutory Auditors	2	0	0	0	0	0	0	2
	Election of Subsidiary Directors	9	0	0	0	0	0	0	9

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Election of Supervisory Board	8	0	0	0	0	0	0	8
	Misc. Management Proposal Regarding Board	2	0	0	0	0	0	0	2
	Ratification of Board Acts - Legal	9	0	0	0	0	0	0	9
	Ratification of Co-Option of a Director	1	0	0	0	0	0	0	1
	Ratification of Management Acts - Legal	2	0	0	0	0	0	0	2
<b>Capital Management</b>		<b>67</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>67</b>
	Amendment to Par Value	2	0	0	0	0	0	0	2
	Authority to Issue Shares w/ Preemptive Rights	11	0	0	0	0	0	0	11
	Authority to Issue Shares w/o Preemptive Rights	13	0	0	0	0	0	0	13
	Authority to Repurchase and Re-Issue Shares	2	0	0	0	0	0	0	2
	Authority to Repurchase Shares	8	0	0	0	0	0	0	8
	Authority to Set Offering Price of Shares	4	0	0	0	0	0	0	4
	Cancellation of Authorized Stock	4	0	0	0	0	0	0	4
	Creation of New Share Class	1	0	0	0	0	0	0	1
	Decrease in Authorized Common Stock	1	0	0	0	0	0	0	1
	Elimination of Dual Class Stock	2	0	0	0	0	0	0	2
	Increase in Authorized Capital	2	0	0	0	0	0	0	2
	Increase in Authorized Common Stock	12	0	0	0	0	0	0	12
	Increase in/Authorization of Dual Class Stock	1	0	0	0	0	0	0	1
	Increase in/Authorization of Preferred Stock	1	0	0	0	0	0	0	1

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Misc. Proposal Regarding Capital	1	0	0	0	0	0	0	1
	Reduction in Share Premium Account	1	0	0	0	0	0	0	1
	Use/Transfer of Reserves	1	0	0	0	0	0	0	1
<b><i>Changes to Company Statutes</i></b>		<b>99</b>	<b>0</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>111</b>
	Adoption of Advance Notice Requirement	2	0	0	0	0	0	0	2
	Adoption of Majority Vote for Election of Directors	2	0	0	0	0	0	0	2
	Amend Articles, Constitution, Bylaws - Bundled	3	0	0	0	0	0	0	3
	Amendment to Classified Board	1	0	0	0	0	0	0	1
	Amendments to Articles (Technical)	1	0	0	0	0	0	0	1
	Amendments to Articles, Constitution, Bylaws	1	0	0	0	0	0	0	1
	Amendments to Charter/Bylaw - Bundled	3	0	0	0	0	0	0	3
	Approval of Exclusive Forum Provisions	0	0	8	0	0	0	0	8
	Article Amendments - Proxy Access	1	0	0	0	0	0	0	1
	Change in State of Incorporation	0	0	2	0	0	0	0	2
	Company Name Change	3	0	0	0	0	0	0	3
	Elimination of Supermajority Requirement	31	0	0	0	0	0	0	31
	Misc. Article Amendments	14	0	0	0	0	0	0	14
	Reincorporation	0	0	2	0	0	0	0	2
	Repeal of Classified Board	18	0	0	0	0	0	0	18
	Restoration of Right to Call a Special Meeting	15	0	0	0	0	0	0	15

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Restoration of Written Consent	3	0	0	0	0	0	0	3
	Technical Amendments to Charter/Bylaw	1	0	0	0	0	0	0	1
<b>Compensation</b>		<b>1744</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1744</b>
	Adoption of Director Equity Compensation Plan	3	0	0	0	0	0	0	3
	Adoption of Employee Stock Purchase Plan	15	0	0	0	0	0	0	15
	Adoption of Equity Compensation Plan	65	0	0	0	0	0	0	65
	Advisory Vote on Executive Compensation	857	0	0	0	0	0	0	857
	Advisory Vote on Severance	19	0	0	0	0	0	0	19
	Amendment to Bonus/162(m) Plan	1	0	0	0	0	0	0	1
	Amendment to Director Equity Compensation Plan	3	0	0	0	0	0	0	3
	Amendment to Employee Stock Purchase Plan	31	0	0	0	0	0	0	31
	Amendment to Equity Compensation Plan	110	0	0	0	0	0	0	110
	Capital Proposal to Implement Equity Compensation Plan	2	0	0	0	0	0	0	2
	Directors' Fees	4	0	0	0	0	0	0	4
	Exchange/Reprice Options	1	0	0	0	0	0	0	1
	Non-Executive Remuneration Policy (Forward-Looking)	4	0	0	0	0	0	0	4
	Remuneration Policy (Forward-Looking)	3	0	0	0	0	0	0	3
	Remuneration Report (Retrospective)	8	0	0	0	0	0	0	8
	Say When on Pay	614	0	0	0	0	0	0	614
	Stock Option Grants	1	0	0	0	0	0	0	1



Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Stock Option Plan	1	0	0	0	0	0	0	1
	Stock Purchase Plan	2	0	0	0	0	0	0	2
<b>M&amp;A</b>		<b>25</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>25</b>
	Merger/Acquisition	24	0	0	0	0	0	0	24
	Restructuring/Capitalization	1	0	0	0	0	0	0	1
<b>Meeting Administration</b>		<b>30</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>30</b>
	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	23	0	0	0	0	0	0	23
	Routine Meeting Item	2	0	0	0	0	0	0	2
	Transact Other Business	1	0	0	0	0	0	0	1
	Transaction of Other Business	1	0	0	0	0	0	0	1
<b>Other</b>		<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>
	Declaration of Material Interest	0	0	2	0	0	0	0	2
<b>SHP: Compensation</b>		<b>67</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>67</b>
	SHP Recoupment of Unearned Bonuses (Clawback)	2	0	0	0	0	0	0	2
	SHP Regarding Golden Parachutes	35	0	0	0	0	0	0	35
	SHP Regarding Linking Executive Pay to Social Criteria	4	0	0	0	0	0	0	4
	SHP Regarding Misc. Compensation	3	0	0	0	0	0	0	3
	SHP Regarding Race and/or Gender Pay Equity Report	10	0	0	0	0	0	0	10

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Report on Ratio Between CEO and Employee Pay	3	0	0	0	0	0	0	3
	SHP Regarding Restricting Executive Compensation	10	0	0	0	0	0	0	10
<b><i>SHP: Environment</i></b>		<b>10</b>	<b>0</b>	<b>87</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>97</b>
	SHP Regarding Climate Lobbying	0	0	10	0	0	0	0	10
	SHP Regarding Environmental Report	0	0	15	0	0	0	0	15
	SHP Regarding Formation of Environmental/Social Committee of the	6	0	0	0	0	0	0	6
	SHP Regarding Misc. Energy/Environmental Issues	0	0	2	0	0	0	0	2
	SHP Regarding Report on Antibiotics in Animal Agriculture	4	0	0	0	0	0	0	4
	SHP Regarding Report/Action on Climate Change	0	0	32	0	0	0	0	32
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	0	0	28	0	0	0	0	28
<b><i>SHP: Governance</i></b>		<b>198</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>199</b>
	SHP Regarding Board Composition	5	0	0	0	0	0	0	5
	SHP Regarding Directors' Roles in Corporate Strategy	4	0	0	0	0	0	0	4
	SHP Regarding Double Board Nominees	1	0	0	0	0	0	0	1
	SHP Regarding Election of Board Member (s) During a Contested Election – Disside	19	0	0	0	0	0	0	19
	SHP Regarding Eliminating Supermajority Provisions	12	0	0	0	0	0	0	12
	SHP Regarding Independent Board Chairman/Seperation of Chair and CEO	76	1	0	0	0	0	0	77
	SHP Regarding Majority Vote for Election of Directors	5	0	0	0	0	0	0	5
	SHP Regarding Misc. Board/Shareholder Rights Issue	21	0	0	0	0	0	0	21
	SHP Regarding Misc. Restructuring Issue	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
	SHP Regarding Recapitalization	5	0	0	0	0	0	0	5
	SHP Regarding Removal of Directors	1	0	0	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent	8	0	0	0	0	0	0	8
	SHP Regarding Right to Call a Special Meeting	33	0	0	0	0	0	0	33
	SHP Regarding Sale of the Company or Assets	1	0	0	0	0	0	0	1
	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)	3	0	0	0	0	0	0	3
<b>SHP: Misc</b>		<b>19</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>19</b>
	SHP Regarding Repeal of Bylaw Amendments	1	0	0	0	0	0	0	1
	SHP: Misc. Issues	18	0	0	0	0	0	0	18
<b>SHP: Social</b>		<b>128</b>	<b>0</b>	<b>88</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>216</b>
	SHP Regarding Animal Welfare	10	0	0	0	0	0	0	10
	SHP Regarding Drug Pricing/Distribution	11	0	0	0	0	0	0	11
	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	2	0	0	0	0	0	0	2
	SHP Regarding Misc. Human Capital Management	13	0	16	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	3	0	0	0	0	0	0	3
	SHP Regarding Misc. Social Issue	41	0	0	0	0	0	0	41

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Pregnancy/Abortion Issues	12	0	0	0	0	0	0	12
	SHP Regarding Racial Equity Audit	8	0	15	0	0	0	0	23
	SHP Regarding Reporting on Company's Compliance with International Human Ri	21	0	0	0	0	0	0	21
	SHP Regarding Reviewing Charitable Spending	2	0	0	0	0	0	0	2
	SHP Regarding Reviewing Political Spending or Lobbying	0	0	56	0	0	0	0	56
	SHP Regarding Tobacco/Alcohol	3	0	0	0	0	0	0	3

## 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
<b>Total for all Categories</b>		<b>11071</b>	<b>210</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>11283</b>
<b><i>Audit/Financials</i></b>		<b>927</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>927</b>
	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	15	0	0	0	0	0	15
	Appointment of Auditor and Authority to Set Fees	17	0	0	0	0	0	17
	Appointment of Special Auditor	1	0	0	0	0	0	1
	Authority to Set Auditor's Fees	6	0	0	0	0	0	6
	Financial Statements	14	0	0	0	0	0	14
	Ratification of Auditor	864	0	0	0	0	0	864

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
<b>Board Related</b>		<b>7705</b>	<b>74</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7779</b>
	Change in Board Size	3	0	0	0	0	0	<b>3</b>
	Director & Officer Liability/Indemnification	56	0	0	0	0	0	<b>56</b>
	Election of Board Committee Members	7	0	0	0	0	0	<b>7</b>
	Election of Board Member(s) During a Contested Election – Management Nomi	9	0	0	0	0	0	<b>9</b>
	Election of Directors	7595	74	0	0	0	0	<b>7669</b>
	Election of Non-Principal Members (Chairman, alternates)	2	0	0	0	0	0	<b>2</b>
	Election of Statutory Auditors	2	0	0	0	0	0	<b>2</b>
	Election of Subsidiary Directors	9	0	0	0	0	0	<b>9</b>
	Election of Supervisory Board	8	0	0	0	0	0	<b>8</b>
	Misc. Management Proposal Regarding Board	2	0	0	0	0	0	<b>2</b>
	Ratification of Board Acts - Legal	9	0	0	0	0	0	<b>9</b>
	Ratification of Co-Option of a Director	1	0	0	0	0	0	<b>1</b>
	Ratification of Management Acts - Legal	2	0	0	0	0	0	<b>2</b>
<b>Capital Management</b>		<b>67</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>67</b>
	Amendment to Par Value	2	0	0	0	0	0	<b>2</b>
	Authority to Issue Shares w/ Preemptive Rights	11	0	0	0	0	0	<b>11</b>
	Authority to Issue Shares w/o Preemptive Rights	13	0	0	0	0	0	<b>13</b>
	Authority to Repurchase and Re-Issue Shares	2	0	0	0	0	0	<b>2</b>
	Authority to Repurchase Shares	8	0	0	0	0	0	<b>8</b>

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Authority to Set Offering Price of Shares	4	0	0	0	0	0	4
	Cancellation of Authorized Stock	4	0	0	0	0	0	4
	Creation of New Share Class	1	0	0	0	0	0	1
	Decrease in Authorized Common Stock	1	0	0	0	0	0	1
	Elimination of Dual Class Stock	2	0	0	0	0	0	2
	Increase in Authorized Capital	2	0	0	0	0	0	2
	Increase in Authorized Common Stock	12	0	0	0	0	0	12
	Increase in/Authorization of Dual Class Stock	1	0	0	0	0	0	1
	Increase in/Authorization of Preferred Stock	1	0	0	0	0	0	1
	Misc. Proposal Regarding Capital	1	0	0	0	0	0	1
	Reduction in Share Premium Account	1	0	0	0	0	0	1
	Use/Transfer of Reserves	1	0	0	0	0	0	1
<b>Changes to Company Statutes</b>		<b>110</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>111</b>
	Adoption of Advance Notice Requirement	2	0	0	0	0	0	2
	Adoption of Majority Vote for Election of Directors	2	0	0	0	0	0	2
	Amend Articles, Constitution, Bylaws - Bundled	3	0	0	0	0	0	3
	Amendment to Classified Board	0	1	0	0	0	0	1
	Amendments to Articles (Technical)	1	0	0	0	0	0	1
	Amendments to Articles, Constitution, Bylaws	1	0	0	0	0	0	1
	Amendments to Charter/Bylaw - Bundled	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
	Approval of Exclusive Forum Provisions	8	0	0	0	0	0	8
	Article Amendments - Proxy Access	1	0	0	0	0	0	1
	Change in State of Incorporation	2	0	0	0	0	0	2
	Company Name Change	3	0	0	0	0	0	3
	Elimination of Supermajority Requirement	31	0	0	0	0	0	31
	Misc. Article Amendments	14	0	0	0	0	0	14
	Reincorporation	2	0	0	0	0	0	2
	Repeal of Classified Board	18	0	0	0	0	0	18
	Restoration of Right to Call a Special Meeting	15	0	0	0	0	0	15
	Restoration of Written Consent	3	0	0	0	0	0	3
	Technical Amendments to Charter/Bylaw	1	0	0	0	0	0	1
<b>Compensation</b>		<b>1740</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1744</b>
	Adoption of Director Equity Compensation Plan	2	1	0	0	0	0	3
	Adoption of Employee Stock Purchase Plan	15	0	0	0	0	0	15
	Adoption of Equity Compensation Plan	64	1	0	0	0	0	65
	Advisory Vote on Executive Compensation	857	0	0	0	0	0	857
	Advisory Vote on Severance	19	0	0	0	0	0	19
	Amendment to Bonus/162(m) Plan	1	0	0	0	0	0	1
	Amendment to Director Equity Compensation Plan	3	0	0	0	0	0	3
	Amendment to Employee Stock Purchase Plan	31	0	0	0	0	0	31

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Amendment to Equity Compensation Plan	110	0	0	0	0	0	110
	Capital Proposal to Implement Equity Compensation Plan	2	0	0	0	0	0	2
	Directors' Fees	4	0	0	0	0	0	4
	Exchange/Reprice Options	1	0	0	0	0	0	1
	Non-Executive Remuneration Policy (Forward-Looking)	4	0	0	0	0	0	4
	Remuneration Policy (Forward-Looking)	3	0	0	0	0	0	3
	Remuneration Report (Retrospective)	8	0	0	0	0	0	8
	Say When on Pay	612	2	0	0	0	0	614
	Stock Option Grants	1	0	0	0	0	0	1
	Stock Option Plan	1	0	0	0	0	0	1
	Stock Purchase Plan	2	0	0	0	0	0	2
<b>M&amp;A</b>		<b>25</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>25</b>
	Merger/Acquisition	24	0	0	0	0	0	24
	Restructuring/Capitalization	1	0	0	0	0	0	1
<b>Meeting Administration</b>		<b>30</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>30</b>
	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	23	0	0	0	0	0	23
	Routine Meeting Item	2	0	0	0	0	0	2
	Transact Other Business	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
	Transaction of Other Business	1	0	0	0	0	0	1
<b>Other</b>		0	0	0	0	2	0	2
	Declaration of Material Interest	0	0	0	0	2	0	2
<b>SHP: Compensation</b>		32	35	0	0	0	0	67
	SHP Recoupment of Unearned Bonuses (Clawback)	2	0	0	0	0	0	2
	SHP Regarding Golden Parachutes	12	23	0	0	0	0	35
	SHP Regarding Linking Executive Pay to Social Criteria	0	4	0	0	0	0	4
	SHP Regarding Misc. Compensation	3	0	0	0	0	0	3
	SHP Regarding Race and/or Gender Pay Equity Report	2	8	0	0	0	0	10
	SHP Regarding Report on Ratio Between CEO and Employee Pay	3	0	0	0	0	0	3
	SHP Regarding Restricting Executive Compensation	10	0	0	0	0	0	10
<b>SHP: Environment</b>		87	10	0	0	0	0	97
	SHP Regarding Climate Lobbying	10	0	0	0	0	0	10
	SHP Regarding Environmental Report	15	0	0	0	0	0	15
	SHP Regarding Formation of Environmental/Social Committee of the	0	6	0	0	0	0	6
	SHP Regarding Misc. Energy/Environmental Issues	2	0	0	0	0	0	2
	SHP Regarding Report on Antibiotics in Animal Agriculture	0	4	0	0	0	0	4
	SHP Regarding Report/Action on Climate Change	32	0	0	0	0	0	32
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	28	0	0	0	0	0	28
<b>SHP: Governance</b>		190	9	0	0	0	0	199

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Board Composition	5	0	0	0	0	0	5
	SHP Regarding Directors' Roles in Corporate Strategy	4	0	0	0	0	0	4
	SHP Regarding Double Board Nominees	1	0	0	0	0	0	1
	SHP Regarding Election of Board Member (s) During a Contested Election – Disside	19	0	0	0	0	0	19
	SHP Regarding Eliminating Supermajority Provisions	12	0	0	0	0	0	12
	SHP Regarding Independent Board Chairman/Seperation of Chair and CEO	68	9	0	0	0	0	77
	SHP Regarding Majority Vote for Election of Directors	5	0	0	0	0	0	5
	SHP Regarding Misc. Board/Shareholder Rights Issue	21	0	0	0	0	0	21
	SHP Regarding Misc. Restructuring Issue	2	0	0	0	0	0	2
	SHP Regarding Recapitalization	5	0	0	0	0	0	5
	SHP Regarding Removal of Directors	1	0	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent	8	0	0	0	0	0	8
	SHP Regarding Right to Call a Special Meeting	33	0	0	0	0	0	33
	SHP Regarding Sale of the Company or Assets	1	0	0	0	0	0	1
	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)	3	0	0	0	0	0	3
<b><i>SHP: Misc</i></b>		<b>19</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>19</b>
	SHP Regarding Repeal of Bylaw Amendments	1	0	0	0	0	0	1
	SHP: Misc. Issues	18	0	0	0	0	0	18
<b><i>SHP: Social</i></b>		<b>139</b>	<b>77</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>216</b>

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Animal Welfare	0	10	0	0	0	0	<b>10</b>
	SHP Regarding Drug Pricing/Distribution	0	11	0	0	0	0	<b>11</b>
	SHP Regarding Firearms	0	1	0	0	0	0	<b>1</b>
	SHP Regarding Limiting or Ending Political Spending	1	0	0	0	0	0	<b>1</b>
	SHP Regarding Military Contracts/Sales	1	1	0	0	0	0	<b>2</b>
	SHP Regarding Misc. Human Capital Management	28	1	0	0	0	0	<b>29</b>
	SHP Regarding Misc. Human/Political Rights Policies	1	0	0	0	0	0	<b>1</b>
	SHP Regarding Misc. Labor Issues/Policies	3	0	0	0	0	0	<b>3</b>
	SHP Regarding Misc. Social Issue	4	37	0	0	0	0	<b>41</b>
	SHP Regarding Pregnancy/Abortion Issues	2	10	0	0	0	0	<b>12</b>
	SHP Regarding Racial Equity Audit	23	0	0	0	0	0	<b>23</b>
	SHP Regarding Reporting on Company's Compliance with International Human Ri	21	0	0	0	0	0	<b>21</b>
	SHP Regarding Reviewing Charitable Spending	0	2	0	0	0	0	<b>2</b>
	SHP Regarding Reviewing Political Spending or Lobbying	55	1	0	0	0	0	<b>56</b>
	SHP Regarding Tobacco/Alcohol	0	3	0	0	0	0	<b>3</b>

