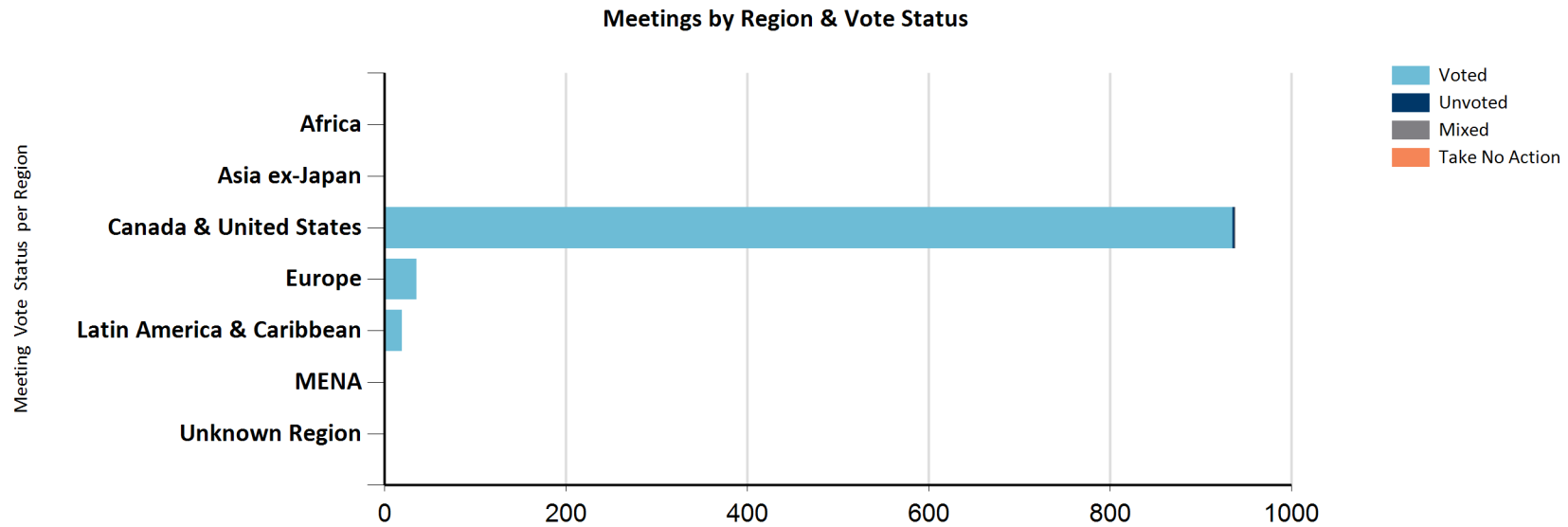


# Meeting Statistics Report

From 7/1/2020 to 6/30/2021

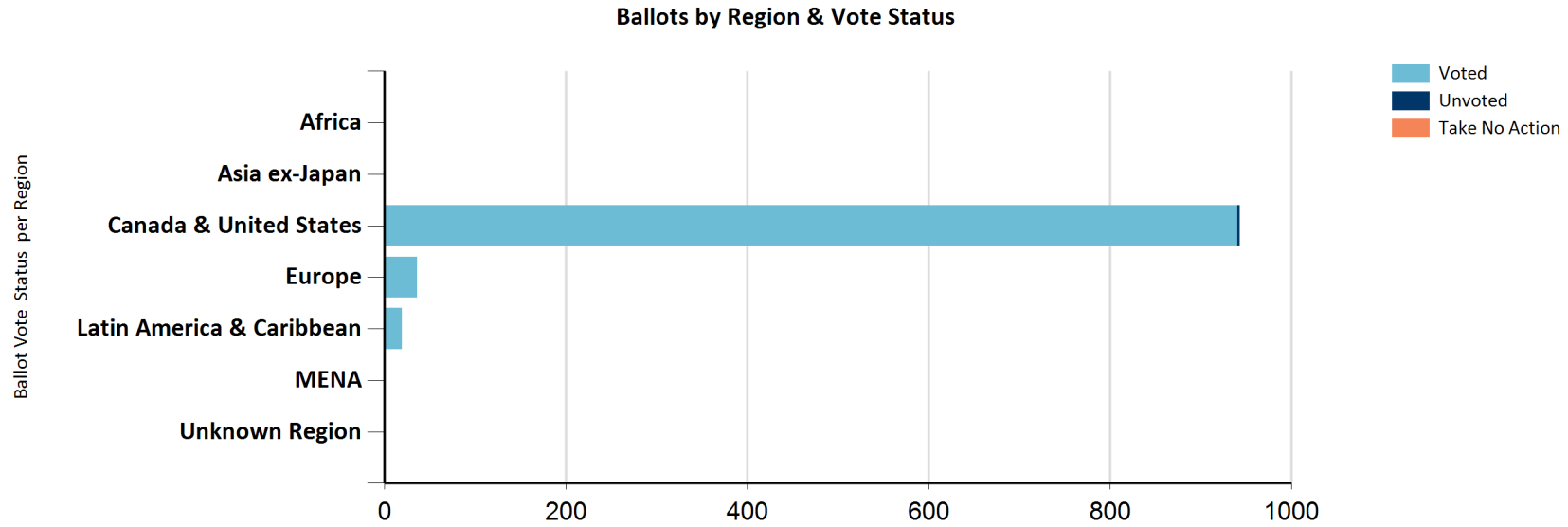


Region	Country Of Origin	Voted	Unvoted	Mixed	Take No Action	Total
<b>Total for all Regions</b>		<b>993</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>996</b>
<b>Africa</b>		<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
	Liberia	1	0	0	0	1
<b>Asia ex-Japan</b>		<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
	India	1	0	0	0	1
<b>Canada &amp; United States</b>		<b>935</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>938</b>
	Canada	1	0	0	0	1
	United States	934	2	1	0	937
<b>Europe</b>		<b>35</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>35</b>
	Ireland	15	0	0	0	15

Jersey	3	0	0	0	3
Luxembourg	3	0	0	0	3
Netherlands	3	0	0	0	3
Switzerland	2	0	0	0	2
United Kingdom	9	0	0	0	9
<b>Latin America &amp; Caribbean</b>	<b>19</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>19</b>
Bermuda	14	0	0	0	14
Cayman Islands	2	0	0	0	2
Panama	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 7/1/2020 to 6/30/2021



Region	Country Of Origin	Voted	Unvoted	Take No Action	Total
<b>Total for all Regions</b>		<b>999</b>	<b>3</b>	<b>0</b>	<b>1002</b>
<b>Africa</b>		<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>
	Liberia	1	0	0	1
<b>Asia ex-Japan</b>		<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>
	India	1	0	0	1
<b>Canada &amp; United States</b>		<b>940</b>	<b>3</b>	<b>0</b>	<b>943</b>
	Canada	1	0	0	1
	United States	939	3	0	942
<b>Europe</b>		<b>36</b>	<b>0</b>	<b>0</b>	<b>36</b>
	Ireland	16	0	0	16
	Jersey	3	0	0	3

Luxembourg	3	0	0	3
Netherlands	3	0	0	3
Switzerland	2	0	0	2
United Kingdom	9	0	0	9
<b>Latin America &amp; Caribbean</b>	<b>19</b>	<b>0</b>	<b>0</b>	<b>19</b>
Bermuda	14	0	0	14
Cayman Islands	2	0	0	2
Panama	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 7/1/2020 to 6/30/2021

	Mgmt Proposals	SHP Proposals	Total Proposals
For	9904	235	<b>10139</b>
Against	515	152	<b>667</b>
Abstain	33	33	<b>66</b>
1 Year	61	0	<b>61</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	5	0	<b>5</b>
<b>Totals</b>	<b>10518</b>	<b>420</b>	<b>10938</b>

	Mgmt Proposals	SHP Proposals	Total Proposals
With Management	9952	151	<b>10103</b>
Against Management	560	267	<b>827</b>
N/A	1	2	<b>3</b>
Mixed	0	0	<b>0</b>
Take No Action	0	0	<b>0</b>
Unvoted	5	0	<b>5</b>
<b>Totals</b>	<b>10518</b>	<b>420</b>	<b>10938</b>

Management Proposals – Votes Cast

For - 9904    Abstain - 33    Unvoted - 5  
 Against - 515    1 Year - 61



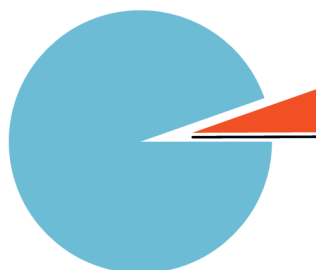
Shareholder Proposals – Votes Cast

For - 235    Against - 152    Abstain - 33



Management Proposals – Votes versus Management

With Mgmt - 9952    N/A - 1    Unvoted - 5  
 Against Mgmt - 560



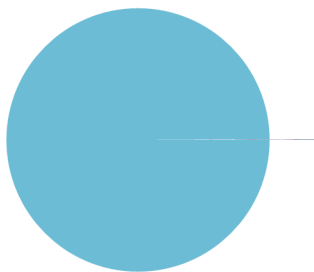
Shareholder Proposals – Votes versus Management

With Mgmt - 151    N/A - 2  
 Against Mgmt - 267

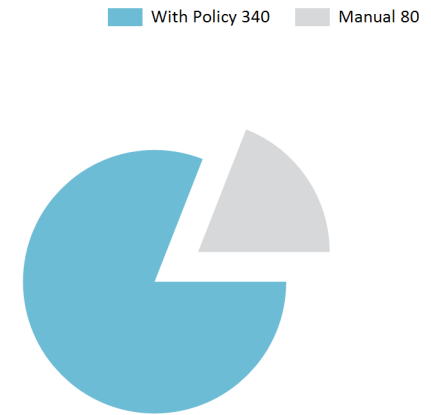


	Mgmt Proposals	SHP Proposals	Total Proposals
With Policy	10511	340	<b>10851</b>
Against Policy	1	0	<b>1</b>
Manual	1	80	<b>81</b>
N/A	0	0	<b>0</b>
Mixed	0	0	<b>0</b>
Take No Action	0	0	<b>0</b>
Unvoted	5	0	<b>5</b>
<b>Totals</b>	<b>10518</b>	<b>420</b>	<b>10938</b>

**Management Proposals - Votes versus Policy**

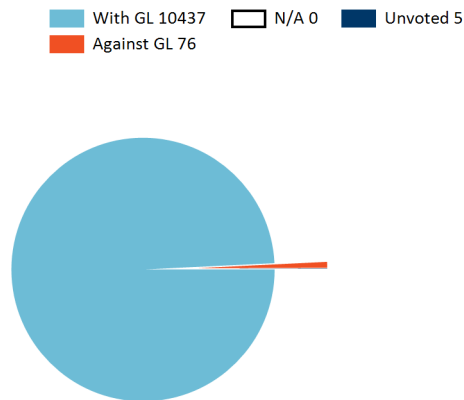


**Shareholder Proposals - Votes versus Policy**

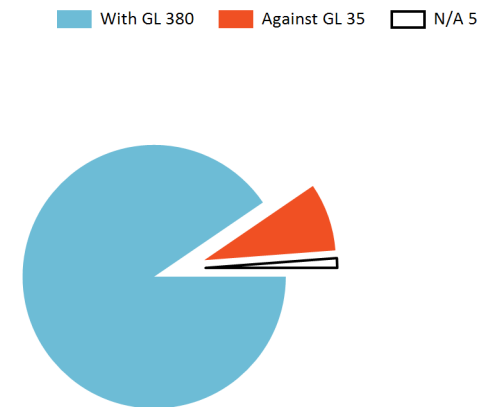


	Mgmt Proposals	SHP Proposals	Total Proposals
With Glass Lewis	10437	380	<b>10817</b>
Against Glass Lewis	76	35	<b>111</b>
N/A	0	5	<b>5</b>
Mixed	0	0	<b>0</b>
Take No Action	0	0	<b>0</b>
Unvoted	5	0	<b>5</b>
<b>Totals</b>	<b>10518</b>	<b>420</b>	<b>10938</b>

**Management Proposals - Votes versus Glass Lewis**



**Shareholder Proposals - Votes versus Glass Lewis**



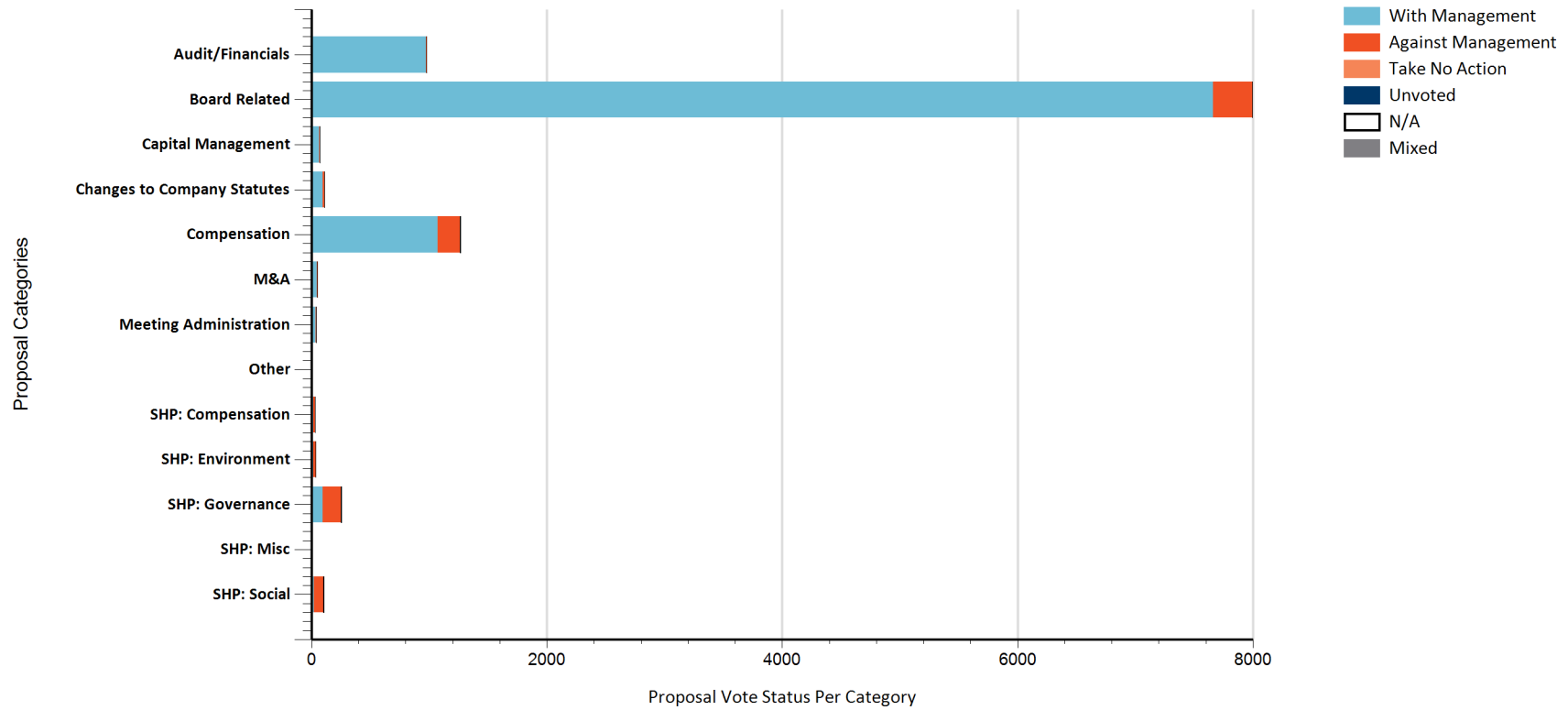
# Proposal Category Report

From 7/1/2020 to 6/30/2021

## 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>10139</b>	<b>667</b>	<b>66</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>61</b>	<b>0</b>	<b>0</b>	<b>10938</b>
Audit/Financials	974	5	0	0	0	0	0	0	0	979
Board Related	7658	309	27	0	1	0	0	0	0	7995
Capital Management	67	4	1	0	0	0	0	0	0	72
Changes to Company Statutes	97	13	3	0	0	0	0	0	0	113
Compensation	1024	178	0	0	1	0	61	0	0	1264
M&A	46	3	0	0	1	0	0	0	0	50
Meeting Administration	38	3	0	0	1	0	0	0	0	42
Other	0	0	2	0	1	0	0	0	0	3
SHP: Compensation	7	14	10	0	0	0	0	0	0	31
SHP: Environment	18	15	2	0	0	0	0	0	0	35
SHP: Governance	150	100	0	0	0	0	0	0	0	250
SHP: Misc	1	1	0	0	0	0	0	0	0	2
SHP: Social	59	22	21	0	0	0	0	0	0	102

### Proposal Categories - Votes versus Management



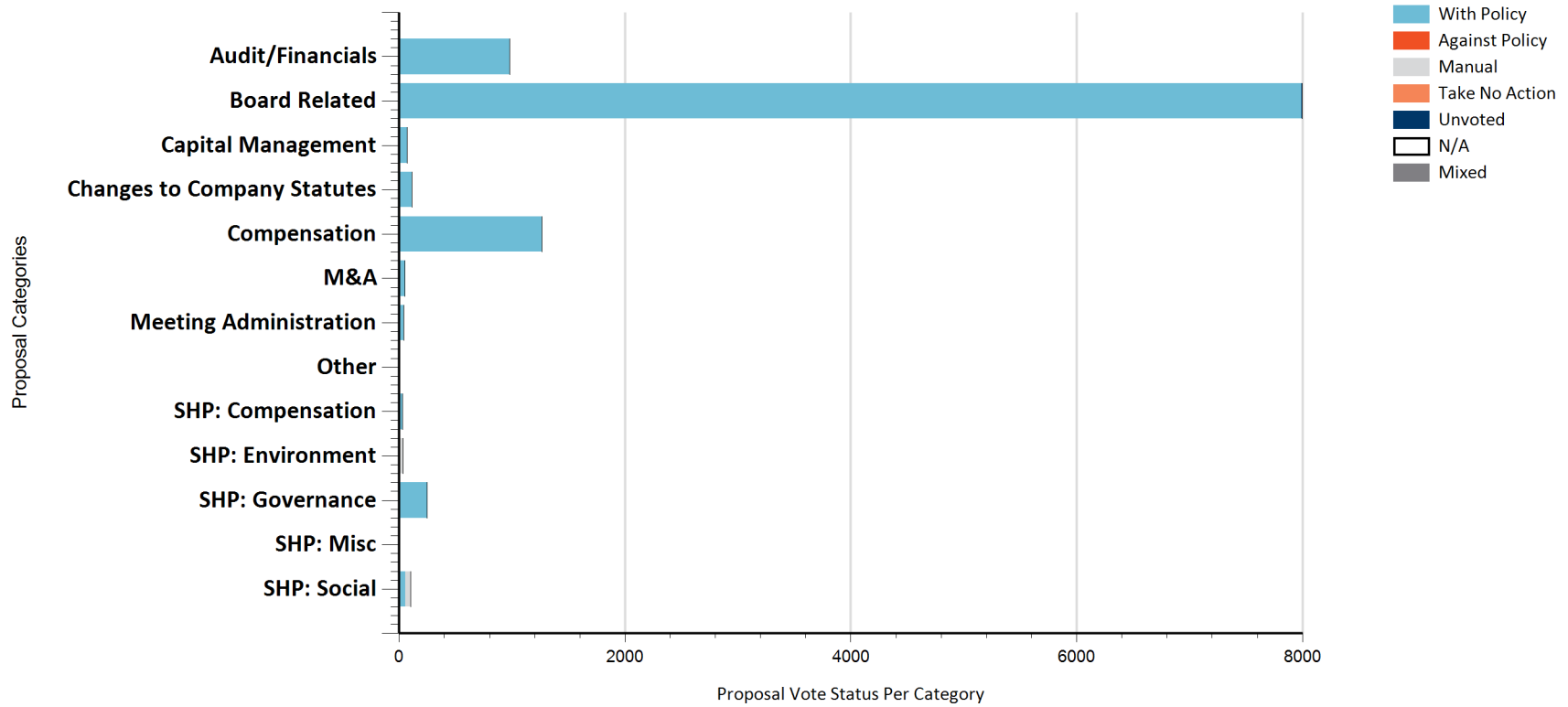
### Proposal Categories - Votes versus Management

Proposal Category Type	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
<b>Totals</b>	<b>10103</b>	<b>827</b>	<b>0</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>10938</b>
Audit/Financials	973	6	0	0	0	0	979
Board Related	7660	334	0	1	0	0	7995
Capital Management	67	5	0	0	0	0	72
Changes to Company Statutes	97	16	0	0	0	0	113



<b>Proposal Category Type</b>	<b>With Management</b>	<b>Against Management</b>	<b>Take No Action</b>	<b>Unvoted</b>	<b>N/A</b>	<b>Mixed</b>	<b>Total</b>
Compensation	1071	191	0	1	1	0	<b>1264</b>
M&A	46	3	0	1	0	0	<b>50</b>
Meeting Administration	38	3	0	1	0	0	<b>42</b>
Other	0	2	0	1	0	0	<b>3</b>
SHP: Compensation	14	17	0	0	0	0	<b>31</b>
SHP: Environment	16	19	0	0	0	0	<b>35</b>
SHP: Governance	97	152	0	0	1	0	<b>250</b>
SHP: Misc	1	1	0	0	0	0	<b>2</b>
SHP: Social	23	78	0	0	1	0	<b>102</b>

### Proposal Categories - Votes versus Policy

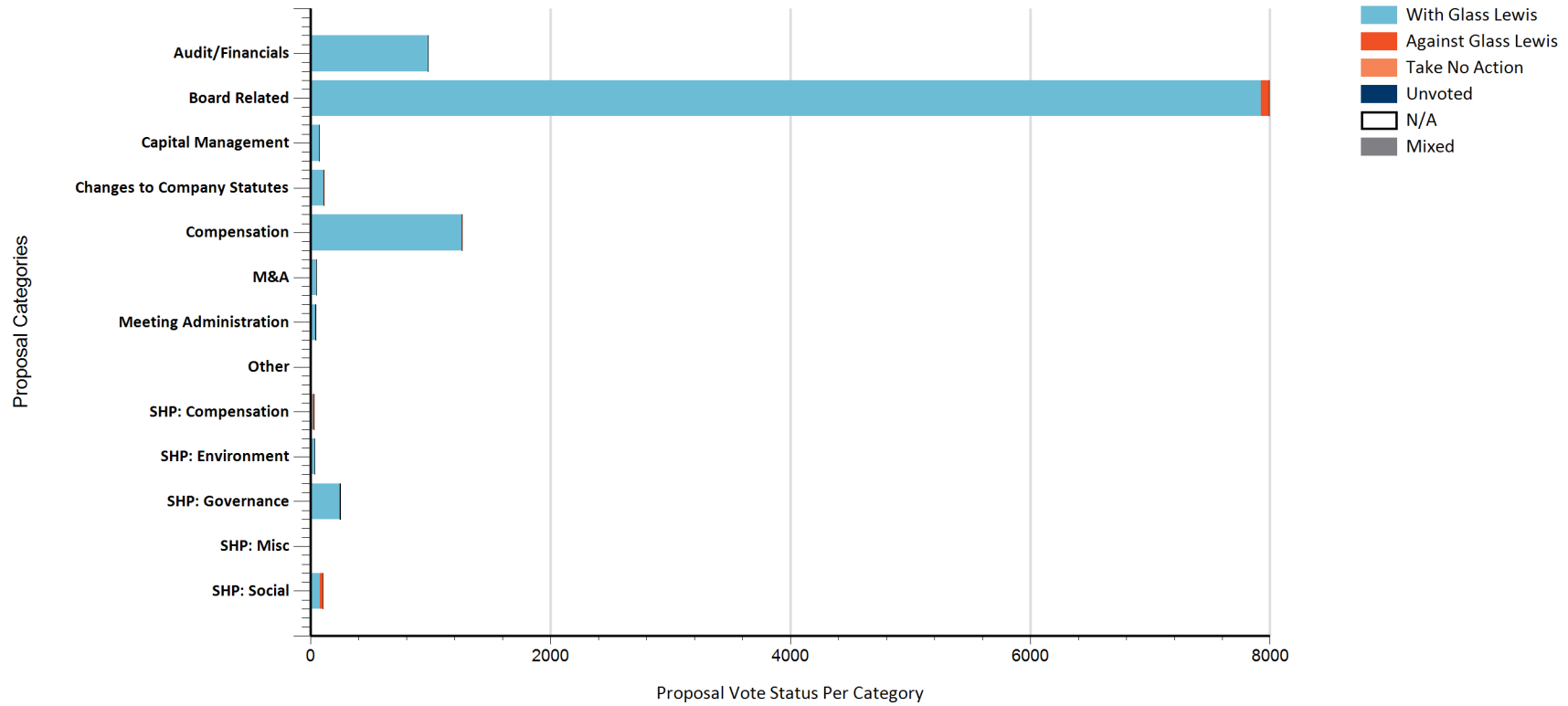


### Proposal Categories - Votes versus Policy

Proposal Category Type	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
<b>Totals</b>	<b>10851</b>	<b>1</b>	<b>81</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>10938</b>
Audit/Financials	979	0	0	0	0	0	0	<b>979</b>
Board Related	7993	1	0	0	1	0	0	<b>7995</b>
Capital Management	72	0	0	0	0	0	0	<b>72</b>
Changes to Company Statutes	112	0	1	0	0	0	0	<b>113</b>

<b>Proposal Category Type</b>	<b>With Policy</b>	<b>Against Policy</b>	<b>Manual</b>	<b>Take No Action</b>	<b>Unvoted</b>	<b>N/A</b>	<b>Mixed</b>	<b>Total</b>
Compensation	1263	0	0	0	1	0	0	<b>1264</b>
M&A	49	0	0	0	1	0	0	<b>50</b>
Meeting Administration	41	0	0	0	1	0	0	<b>42</b>
Other	2	0	0	0	1	0	0	<b>3</b>
SHP: Compensation	31	0	0	0	0	0	0	<b>31</b>
SHP: Environment	2	0	33	0	0	0	0	<b>35</b>
SHP: Governance	250	0	0	0	0	0	0	<b>250</b>
SHP: Misc	2	0	0	0	0	0	0	<b>2</b>
SHP: Social	55	0	47	0	0	0	0	<b>102</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>10817</b>	<b>111</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>10938</b>
Audit/Financials	979	0	0	0	0	0	979
Board Related	7925	69	0	1	0	0	7995
Capital Management	72	0	0	0	0	0	72
Changes to Company Statutes	109	4	0	0	0	0	113

<b>Proposal Category Type</b>	<b>With Glass Lewis</b>	<b>Against Glass Lewis</b>	<b>Take No Action</b>	<b>Unvoted</b>	<b>N/A</b>	<b>Mixed</b>	<b>Total</b>
Compensation	1260	3	0	1	0	0	<b>1264</b>
M&A	49	0	0	1	0	0	<b>50</b>
Meeting Administration	41	0	0	1	0	0	<b>42</b>
Other	2	0	0	1	0	0	<b>3</b>
SHP: Compensation	21	10	0	0	0	0	<b>31</b>
SHP: Environment	32	3	0	0	0	0	<b>35</b>
SHP: Governance	245	0	0	0	5	0	<b>250</b>
SHP: Misc	2	0	0	0	0	0	<b>2</b>
SHP: Social	80	22	0	0	0	0	<b>102</b>











Issue Code Category	Issue Short Text	For	Against	Abstain	Take No			1 Year	2 Years	3 Years	Total
					Action	Unvoted	Mixed				
	Supervisory Board/ Corp Assembly Fees	0	1	0	0	0	0	0	0	0	1
<b>M&amp;A</b>		<b>46</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>50</b>
	Merger/Acquisition	42	3	0	0	1	0	0	0	0	46
	Restructuring/Reorganization	1	0	0	0	0	0	0	0	0	1
	Sale of Assets	2	0	0	0	0	0	0	0	0	2
	Spin-off	1	0	0	0	0	0	0	0	0	1
<b>Meeting Administration</b>		<b>38</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>42</b>
	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	35	2	0	0	1	0	0	0	0	38
	Transaction of Other Business	0	1	0	0	0	0	0	0	0	1
<b>Other</b>		<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
	Management Proposal Regarding ESG Issues	0	0	2	0	0	0	0	0	0	2
	Misc. Proposal	0	0	0	0	1	0	0	0	0	1
<b>SHP: Compensation</b>		<b>7</b>	<b>14</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>21</b>
	SHP Recoupment of Unearned Bonuses (Clawback)	1	2	0	0	0	0	0	0	0	3
	SHP Regarding Golden Parachutes	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Linking Executive Pay to Social Criteria	1	0	5	0	0	0	0	0	0	6
	SHP Regarding Misc. Compensation	2	4	0	0	0	0	0	0	0	6
	SHP Regarding Race and/or Gender Pay Equity Report	1	0	4	0	0	0	0	0	0	5





Issue Code Category	Issue Short Text	For	Against	Abstain	Take No			1 Year	2 Years	3 Years	Total
					Action	Unvoted	Mixed				
	SHP Regarding Reviewing Charitable Spending	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Reviewing Political Spending or Lobbying	29	16	0	0	0	0	0	0	0	45
	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
<b>Total for all Categories</b>		<b>10103</b>	<b>827</b>	<b>0</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>10938</b>
<b><i>Audit/Financials</i></b>		<b>973</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>979</b>
	Accounts and Reports (Bundled Issues)	1	0	0	0	0	0	1
	Allocation of Profits/Dividends	8	0	0	0	0	0	8
	Appointment of Auditor	15	0	0	0	0	0	15
	Appointment of Auditor and Authority to Set Fees	13	0	0	0	0	0	13
	Appointment of Special Auditor	1	0	0	0	0	0	1
	Authority to Set Auditor's Fees	9	0	0	0	0	0	9
	Financial Statements	16	0	0	0	0	0	16
	Ratification of Auditor	910	6	0	0	0	0	916
<b><i>Board Related</i></b>		<b>7660</b>	<b>334</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>7995</b>
	Change in Board Size	4	0	0	0	0	0	4
	Election of Board Committee Members	6	1	0	0	0	0	7

<b>Issue Code Category</b>	<b>Issue Code Description</b>	<b>With Management</b>	<b>Against Management</b>	<b>Take No Action</b>	<b>Unvoted</b>	<b>N/A</b>	<b>Mixed</b>	<b>Total</b>
	Election of Directors	7607	330	0	0	0	0	<b>7937</b>
	Election of Non-Principal Members (Chairman, alternates)	1	1	0	0	0	0	<b>2</b>
	Election of Statutory Auditors	1	0	0	0	0	0	<b>1</b>
	Election of Subsidiary Directors	22	2	0	0	0	0	<b>24</b>
	Election of Supervisory Board	7	0	0	0	0	0	<b>7</b>
	Misc. Management Proposal Regarding Board	2	0	0	0	0	0	<b>2</b>
	Misc. Proposal Regarding the Board	0	0	0	1	0	0	<b>1</b>
	Ratification of Board Acts - Legal	8	0	0	0	0	0	<b>8</b>
	Ratification of Management Acts - Legal	2	0	0	0	0	0	<b>2</b>
<b>Capital Management</b>		<b>67</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>72</b>
	Authority to Issue Shares w/ Preemptive Rights	12	1	0	0	0	0	<b>13</b>
	Authority to Issue Shares w/o Preemptive Rights	14	1	0	0	0	0	<b>15</b>
	Authority to Repurchase Shares	11	0	0	0	0	0	<b>11</b>
	Authority to Set Offering Price of Shares	5	0	0	0	0	0	<b>5</b>
	Cancellation of Authorized Stock	2	0	0	0	0	0	<b>2</b>
	Increase in Authorized Capital	0	1	0	0	0	0	<b>1</b>
	Increase in Authorized Common Stock	12	0	0	0	0	0	<b>12</b>
	Increase in/Authorization of Preferred Stock	2	1	0	0	0	0	<b>3</b>
	Issuance of Common Stock	2	0	0	0	0	0	<b>2</b>
	Issuance of Repurchased Shares	1	0	0	0	0	0	<b>1</b>

<b>Issue Code Category</b>	<b>Issue Code Description</b>	<b>With Management</b>	<b>Against Management</b>	<b>Take No Action</b>	<b>Unvoted</b>	<b>N/A</b>	<b>Mixed</b>	<b>Total</b>
	Reduction in Share Premium Account	3	0	0	0	0	0	<b>3</b>
	Repurchase of Shares	1	1	0	0	0	0	<b>2</b>
	Reverse Stock Split	1	0	0	0	0	0	<b>1</b>
	Share Repurchase	1	0	0	0	0	0	<b>1</b>
<b><i>Changes to Company Statutes</i></b>		<b>97</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>113</b>
	Adoption of Majority Vote for Election of Directors	1	0	0	0	0	0	<b>1</b>
	Adoption of Poison Pill	0	1	0	0	0	0	<b>1</b>
	Amendment to Classified Board	0	2	0	0	0	0	<b>2</b>
	Amendment to Poison Pill	0	1	0	0	0	0	<b>1</b>
	Amendment to Supermajority Requirement	0	2	0	0	0	0	<b>2</b>
	Amendments to Articles (Technical)	1	0	0	0	0	0	<b>1</b>
	Amendments to Articles, Constitution, Bylaws	1	0	0	0	0	0	<b>1</b>
	Article Amendments - Proxy Access	1	0	0	0	0	0	<b>1</b>
	Change in State of Incorporation	1	0	0	0	0	0	<b>1</b>
	Elimination of Cumulative Voting	0	2	0	0	0	0	<b>2</b>
	Elimination of Supermajority Requirement	42	0	0	0	0	0	<b>42</b>
	Misc. Article Amendments	10	5	0	0	0	0	<b>15</b>
	Repeal of Classified Board	19	0	0	0	0	0	<b>19</b>
	Restoration of Right to Call a Special Meeting	14	2	0	0	0	0	<b>16</b>
	Restoration of Written Consent	4	1	0	0	0	0	<b>5</b>

<b>Issue Code Category</b>	<b>Issue Code Description</b>	<b>With Management</b>	<b>Against Management</b>	<b>Take No Action</b>	<b>Unvoted</b>	<b>N/A</b>	<b>Mixed</b>	<b>Total</b>
	Technical Amendments to Charter/Bylaw	3	0	0	0	0	0	<b>3</b>
<b>Compensation</b>		<b>1071</b>	<b>191</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1264</b>
	Adoption of Director Equity Compensation Plan	5	0	0	0	0	0	<b>5</b>
	Adoption of Employee Stock Purchase Plan	20	1	0	0	0	0	<b>21</b>
	Adoption of Equity Compensation Plan	66	6	0	0	0	0	<b>72</b>
	Advisory Vote on Executive Compensation	736	147	0	0	0	0	<b>883</b>
	Advisory Vote on Severance	19	10	0	1	0	0	<b>30</b>
	Amendment to Bonus/162(m) Plan	1	0	0	0	0	0	<b>1</b>
	Amendment to Director Equity Compensation Plan	15	3	0	0	0	0	<b>18</b>
	Amendment to Employee Stock Purchase Plan	31	1	0	0	0	0	<b>32</b>
	Amendment to Equity Compensation Plan	111	3	0	0	0	0	<b>114</b>
	Bonus/162(m) Plan	1	0	0	0	0	0	<b>1</b>
	Capital Proposal to Implement Equity Compensation Plan	2	0	0	0	0	0	<b>2</b>
	Directors' Fees	3	1	0	0	0	0	<b>4</b>
	Employment Agreement	3	0	0	0	0	0	<b>3</b>
	Non-Executive Remuneration Policy (Forward-Looking)	3	1	0	0	0	0	<b>4</b>
	Option Exchange/Repricing	0	1	0	0	0	0	<b>1</b>
	Remuneration Policy (Forward-Looking)	2	2	0	0	0	0	<b>4</b>
	Remuneration Report (Retrospective)	4	2	0	0	0	0	<b>6</b>
	Say When on Pay	48	12	0	0	1	0	<b>61</b>



<b>Issue Code Category</b>	<b>Issue Code Description</b>	<b>With Management</b>	<b>Against Management</b>	<b>Take No Action</b>	<b>Unvoted</b>	<b>N/A</b>	<b>Mixed</b>	<b>Total</b>
	Stock Purchase Plan	1	0	0	0	0	0	1
	Supervisory Board/ Corp Assembly Fees	0	1	0	0	0	0	1
<b>M&amp;A</b>		<b>46</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>50</b>
	Merger/Acquisition	42	3	0	1	0	0	46
	Restructuring/Reorganization	1	0	0	0	0	0	1
	Sale of Assets	2	0	0	0	0	0	2
	Spin-off	1	0	0	0	0	0	1
<b>Meeting Administration</b>		<b>38</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>42</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	35	2	0	1	0	0	38
	Transaction of Other Business	0	1	0	0	0	0	1
<b>Other</b>		<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>3</b>
	Management Proposal Regarding ESG Issues	0	2	0	0	0	0	2
	Misc. Proposal	0	0	0	1	0	0	1
<b>SHP: Compensation</b>		<b>14</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>31</b>
	SHP Recoupment of Unearned Bonuses (Clawback)	2	1	0	0	0	0	3
	SHP Regarding Golden Parachutes	0	1	0	0	0	0	1
	SHP Regarding Linking Executive Pay to Social Criteria	0	6	0	0	0	0	6
	SHP Regarding Misc. Compensation	4	2	0	0	0	0	6

<b>Issue Code Category</b>	<b>Issue Code Description</b>	<b>With Management</b>	<b>Against Management</b>	<b>Take No Action</b>	<b>Unvoted</b>	<b>N/A</b>	<b>Mixed</b>	<b>Total</b>
	SHP Regarding Race and/or Gender Pay Equity Report	0	5	0	0	0	0	5
	SHP Regarding Report on Ratio Between CEO and Employee Pay	7	0	0	0	0	0	7
	SHP Regarding Restricting Executive Compensation	1	2	0	0	0	0	3
<b><i>SHP: Environment</i></b>		<b>16</b>	<b>19</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>35</b>
	SHP Regarding Climate Lobbying	0	6	0	0	0	0	6
	SHP Regarding Environmental Report	4	2	0	0	0	0	6
	SHP Regarding Formation of Environmental/Social Committee of the	0	1	0	0	0	0	1
	SHP Regarding Misc. Energy/Environmental Issues	9	1	0	0	0	0	10
	SHP Regarding Report on Antibiotics in Animal Agriculture	0	1	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	1	7	0	0	0	0	8
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	2	1	0	0	0	0	3
<b><i>SHP: Governance</i></b>		<b>97</b>	<b>152</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>250</b>
	SHP Regarding Board Composition	10	1	0	0	0	0	11
	SHP Regarding Directors' Roles in Corporate Strategy	1	0	0	0	0	0	1
	SHP Regarding Double Board Nominees	1	0	0	0	0	0	1
	SHP Regarding Election of Board Member(s) During a Contested Election	0	21	0	0	0	0	21
	SHP Regarding Eliminating Supermajority Provisions	3	13	0	0	1	0	17
	SHP Regarding Independent Board Chairman/Seperation of Chair and CEO	6	26	0	0	0	0	32
	SHP Regarding Majority Vote for Election of Directors	0	3	0	0	0	0	3
	SHP Regarding Misc. Board/Shareholder Rights Issue	2	0	0	0	0	0	2

<b>Issue Code Category</b>	<b>Issue Code Description</b>	<b>With Management</b>	<b>Against Management</b>	<b>Take No Action</b>	<b>Unvoted</b>	<b>N/A</b>	<b>Mixed</b>	<b>Total</b>
	SHP Regarding Recapitalization	0	8	0	0	0	0	<b>8</b>
	SHP Regarding Reducing Supermajority Provisions	1	0	0	0	0	0	<b>1</b>
	SHP Regarding Reincorporation	14	0	0	0	0	0	<b>14</b>
	SHP Regarding Removal of Directors	0	10	0	0	0	0	<b>10</b>
	SHP Regarding Right to Act by Written Consent	29	40	0	0	0	0	<b>69</b>
	SHP Regarding Right to Call a Special Meeting	5	23	0	0	0	0	<b>28</b>
	SHP Regarding the Declassification of the Board	1	2	0	0	0	0	<b>3</b>
	SHP Regarding Trained, Qualified Directors on Environment, Health and S	1	2	0	0	0	0	<b>3</b>
	SHP Shareholder Access to the Nomination Process (Proxy Access)	23	3	0	0	0	0	<b>26</b>
<b><i>SHP: Misc</i></b>		<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>
	SHP Regarding Repeal of Bylaw Amendments	0	1	0	0	0	0	<b>1</b>
	SHP: Misc. Issues	1	0	0	0	0	0	<b>1</b>
<b><i>SHP: Social</i></b>		<b>23</b>	<b>78</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>102</b>
	SHP Regarding Animal Welfare	0	2	0	0	0	0	<b>2</b>
	SHP Regarding Drug Pricing/Distribution	0	3	0	0	0	0	<b>3</b>
	SHP Regarding Independent Verification of Contractors' Compliance with Labor a	1	0	0	0	0	0	<b>1</b>
	SHP Regarding Misc. Human Capital Management	3	9	0	0	1	0	<b>13</b>
	SHP Regarding Misc. Labor Issues/Policies	1	0	0	0	0	0	<b>1</b>
	SHP Regarding Misc. Social Issue	0	25	0	0	0	0	<b>25</b>
	SHP Regarding Report on EEO	0	2	0	0	0	0	<b>2</b>

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Reporting on Company's Compliance with International Human R	3	4	0	0	0	0	7
	SHP Regarding Reviewing Charitable Spending	0	1	0	0	0	0	1
	SHP Regarding Reviewing Political Spending or Lobbying	15	30	0	0	0	0	45
	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
<b>Total for all Categories</b>		<b>10851</b>	<b>1</b>	<b>81</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>10938</b>
<b>Audit/Financials</b>		<b>979</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>979</b>
	Accounts and Reports (Bundled Issues)	1	0	0	0	0	0	0	1
	Allocation of Profits/Dividends	8	0	0	0	0	0	0	8
	Appointment of Auditor	15	0	0	0	0	0	0	15
	Appointment of Auditor and Authority to Set Fees	13	0	0	0	0	0	0	13
	Appointment of Special Auditor	1	0	0	0	0	0	0	1
	Authority to Set Auditor's Fees	9	0	0	0	0	0	0	9
	Financial Statements	16	0	0	0	0	0	0	16
	Ratification of Auditor	916	0	0	0	0	0	0	916
<b>Board Related</b>		<b>7993</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>7995</b>
	Change in Board Size	4	0	0	0	0	0	0	4
	Election of Board Committee Members	7	0	0	0	0	0	0	7



Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Reduction in Share Premium Account	3	0	0	0	0	0	0	3
	Repurchase of Shares	2	0	0	0	0	0	0	2
	Reverse Stock Split	1	0	0	0	0	0	0	1
	Share Repurchase	1	0	0	0	0	0	0	1
<b><i>Changes to Company Statutes</i></b>		<b>112</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>113</b>
	Adoption of Majority Vote for Election of 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	2	0	0	0	0	0	0	2
	Amendment to Poison Pill	1	0	0	0	0	0	0	1
	Amendment to Supermajority Requirement	2	0	0	0	0	0	0	2
	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
	Article Amendments - Proxy Access	1	0	0	0	0	0	0	1
	Change in State of Incorporation	0	0	1	0	0	0	0	1
	Elimination of Cumulative Voting	2	0	0	0	0	0	0	2
	Elimination of Supermajority Requirement	42	0	0	0	0	0	0	42
	Misc. Article Amendments	15	0	0	0	0	0	0	15
	Repeal of Classified Board	19	0	0	0	0	0	0	19
	Restoration of Right to Call a Special Meeting	16	0	0	0	0	0	0	16
	Restoration of Written Consent	5	0	0	0	0	0	0	5

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Technical Amendments to Charter/Bylaw	3	0	0	0	0	0	0	3
<b>Compensation</b>		<b>1263</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1264</b>
	Adoption of Director Equity Compensation Plan	5	0	0	0	0	0	0	5
	Adoption of Employee Stock Purchase Plan	21	0	0	0	0	0	0	21
	Adoption of Equity Compensation Plan	72	0	0	0	0	0	0	72
	Advisory Vote on Executive Compensation	883	0	0	0	0	0	0	883
	Advisory Vote on Severance	29	0	0	0	1	0	0	30
	Amendment to Bonus/162(m) Plan	1	0	0	0	0	0	0	1
	Amendment to Director Equity Compensation Plan	18	0	0	0	0	0	0	18
	Amendment to Employee Stock Purchase Plan	32	0	0	0	0	0	0	32
	Amendment to Equity Compensation Plan	114	0	0	0	0	0	0	114
	Bonus/162(m) Plan	1	0	0	0	0	0	0	1
	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
	Employment Agreement	3	0	0	0	0	0	0	3
	Non-Executive Remuneration Policy (Forward-Looking)	4	0	0	0	0	0	0	4
	Option Exchange/Repricing	1	0	0	0	0	0	0	1
	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	61	0	0	0	0	0	0	61

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Stock Purchase Plan	1	0	0	0	0	0	0	1
	Supervisory Board/ Corp Assembly Fees	1	0	0	0	0	0	0	1
<b>M&amp;A</b>		<b>49</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>50</b>
	Merger/Acquisition	45	0	0	0	1	0	0	46
	Restructuring/Reorganization	1	0	0	0	0	0	0	1
	Sale of Assets	2	0	0	0	0	0	0	2
	Spin-off	1	0	0	0	0	0	0	1
<b>Meeting Administration</b>		<b>41</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>42</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	37	0	0	0	1	0	0	38
	Transaction of Other Business	1	0	0	0	0	0	0	1
<b>Other</b>		<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>3</b>
	Management Proposal Regarding ESG Issues	2	0	0	0	0	0	0	2
	Misc. Proposal	0	0	0	0	1	0	0	1
<b>SHP: Compensation</b>		<b>31</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>31</b>
	SHP Recoupment of Unearned Bonuses (Clawback)	3	0	0	0	0	0	0	3
	SHP Regarding Golden Parachutes	1	0	0	0	0	0	0	1
	SHP Regarding Linking Executive Pay to Social Criteria	6	0	0	0	0	0	0	6
	SHP Regarding Misc. Compensation	6	0	0	0	0	0	0	6



Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Race and/or Gender Pay Equity Report	5	0	0	0	0	0	0	5
	SHP Regarding Report on Ratio Between CEO and Employee Pay	7	0	0	0	0	0	0	7
	SHP Regarding Restricting Executive Compensation	3	0	0	0	0	0	0	3
<b><i>SHP: Environment</i></b>		<b>2</b>	<b>0</b>	<b>33</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>35</b>
	SHP Regarding Climate Lobbying	0	0	6	0	0	0	0	6
	SHP Regarding Environmental Report	0	0	6	0	0	0	0	6
	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	10	0	0	0	0	10
	SHP Regarding Report on Antibiotics in Animal Agriculture	1	0	0	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	0	0	8	0	0	0	0	8
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	0	0	3	0	0	0	0	3
<b><i>SHP: Governance</i></b>		<b>250</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>250</b>
	SHP Regarding Board Composition	11	0	0	0	0	0	0	11
	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 Election of Board Member (s) During a Contested Election – Disside	21	0	0	0	0	0	0	21
	SHP Regarding Eliminating Supermajority Provisions	17	0	0	0	0	0	0	17
	SHP Regarding Independent Board Chairman/Seperation of Chair and CEO	32	0	0	0	0	0	0	32
	SHP Regarding Majority Vote for Election of Directors	3	0	0	0	0	0	0	3
	SHP Regarding Misc. Board/Shareholder Rights 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	8	0	0	0	0	0	0	8
	SHP Regarding Reducing Supermajority Provisions	1	0	0	0	0	0	0	1
	SHP Regarding Reincorporation	14	0	0	0	0	0	0	14
	SHP Regarding Removal of Directors	10	0	0	0	0	0	0	10
	SHP Regarding Right to Act by Written Consent	69	0	0	0	0	0	0	69
	SHP Regarding Right to Call a Special Meeting	28	0	0	0	0	0	0	28
	SHP Regarding the Declassification of the Board	3	0	0	0	0	0	0	3
	SHP Regarding Trained, Qualified Directors on Environment, Health and Sa	3	0	0	0	0	0	0	3
	SHP Shareholder Access to the Nomination Process (Proxy Access)	26	0	0	0	0	0	0	26
<b><i>SHP: Misc</i></b>		<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>
	SHP Regarding Repeal of Bylaw Amendments	1	0	0	0	0	0	0	1
	SHP: Misc. Issues	1	0	0	0	0	0	0	1
<b><i>SHP: Social</i></b>		<b>55</b>	<b>0</b>	<b>47</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>102</b>
	SHP Regarding Animal Welfare	2	0	0	0	0	0	0	2
	SHP Regarding Drug Pricing/Distribution	3	0	0	0	0	0	0	3
	SHP Regarding Independent Verification of Contractors' Compliance with Labor an	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Human Capital Management	11	0	2	0	0	0	0	13
	SHP Regarding Misc. Labor Issues/Policies	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Social Issue	25	0	0	0	0	0	0	25
	SHP Regarding Report on EEO	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 Reporting on Company's Compliance with International Human Ri	7	0	0	0	0	0	0	7
	SHP Regarding Reviewing Charitable Spending	1	0	0	0	0	0	0	1
	SHP Regarding Reviewing Political Spending or Lobbying	0	0	45	0	0	0	0	45
	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
<b>Total for all Categories</b>		<b>10817</b>	<b>111</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>10938</b>
<b>Audit/Financials</b>		<b>979</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>979</b>
	Accounts and Reports (Bundled Issues)	1	0	0	0	0	0	1
	Allocation of Profits/Dividends	8	0	0	0	0	0	8
	Appointment of Auditor	15	0	0	0	0	0	15
	Appointment of Auditor and Authority to Set Fees	13	0	0	0	0	0	13
	Appointment of Special Auditor	1	0	0	0	0	0	1
	Authority to Set Auditor's Fees	9	0	0	0	0	0	9
	Financial Statements	16	0	0	0	0	0	16
	Ratification of Auditor	916	0	0	0	0	0	916
<b>Board Related</b>		<b>7925</b>	<b>69</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>7995</b>
	Change in Board Size	4	0	0	0	0	0	4

<b>Issue Code Category</b>	<b>Issue Code Description</b>	<b>With Glass Lewis</b>	<b>Against Glass Lewis</b>	<b>Take No Action</b>	<b>Unvoted</b>	<b>N/A</b>	<b>Mixed</b>	<b>Total</b>
	Election of Board Committee Members	7	0	0	0	0	0	<b>7</b>
	Election of Directors	7868	69	0	0	0	0	<b>7937</b>
	Election of Non-Principal Members (Chairman, alternates)	2	0	0	0	0	0	<b>2</b>
	Election of Statutory Auditors	1	0	0	0	0	0	<b>1</b>
	Election of Subsidiary Directors	24	0	0	0	0	0	<b>24</b>
	Election of Supervisory Board	7	0	0	0	0	0	<b>7</b>
	Misc. Management Proposal Regarding Board	2	0	0	0	0	0	<b>2</b>
	Misc. Proposal Regarding the Board	0	0	0	1	0	0	<b>1</b>
	Ratification of Board Acts - Legal	8	0	0	0	0	0	<b>8</b>
	Ratification of Management Acts - Legal	2	0	0	0	0	0	<b>2</b>
<b>Capital Management</b>		<b>72</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>72</b>
	Authority to Issue Shares w/ Preemptive Rights	13	0	0	0	0	0	<b>13</b>
	Authority to Issue Shares w/o Preemptive Rights	15	0	0	0	0	0	<b>15</b>
	Authority to Repurchase Shares	11	0	0	0	0	0	<b>11</b>
	Authority to Set Offering Price of Shares	5	0	0	0	0	0	<b>5</b>
	Cancellation of Authorized Stock	2	0	0	0	0	0	<b>2</b>
	Increase in Authorized Capital	1	0	0	0	0	0	<b>1</b>
	Increase in Authorized Common Stock	12	0	0	0	0	0	<b>12</b>
	Increase in/Authorization of Preferred Stock	3	0	0	0	0	0	<b>3</b>
	Issuance of Common Stock	2	0	0	0	0	0	<b>2</b>

<b>Issue Code Category</b>	<b>Issue Code Description</b>	<b>With Glass Lewis</b>	<b>Against Glass Lewis</b>	<b>Take No Action</b>	<b>Unvoted</b>	<b>N/A</b>	<b>Mixed</b>	<b>Total</b>
	Issuance of Repurchased Shares	1	0	0	0	0	0	<b>1</b>
	Reduction in Share Premium Account	3	0	0	0	0	0	<b>3</b>
	Repurchase of Shares	2	0	0	0	0	0	<b>2</b>
	Reverse Stock Split	1	0	0	0	0	0	<b>1</b>
	Share Repurchase	1	0	0	0	0	0	<b>1</b>
<b><i>Changes to Company Statutes</i></b>		<b>109</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>113</b>
	Adoption of Majority Vote for Election of Directors	1	0	0	0	0	0	<b>1</b>
	Adoption of Poison Pill	0	1	0	0	0	0	<b>1</b>
	Amendment to Classified Board	2	0	0	0	0	0	<b>2</b>
	Amendment to Poison Pill	0	1	0	0	0	0	<b>1</b>
	Amendment to Supermajority Requirement	2	0	0	0	0	0	<b>2</b>
	Amendments to Articles (Technical)	1	0	0	0	0	0	<b>1</b>
	Amendments to Articles, Constitution, Bylaws	1	0	0	0	0	0	<b>1</b>
	Article Amendments - Proxy Access	1	0	0	0	0	0	<b>1</b>
	Change in State of Incorporation	1	0	0	0	0	0	<b>1</b>
	Elimination of Cumulative Voting	0	2	0	0	0	0	<b>2</b>
	Elimination of Supermajority Requirement	42	0	0	0	0	0	<b>42</b>
	Misc. Article Amendments	15	0	0	0	0	0	<b>15</b>
	Repeal of Classified Board	19	0	0	0	0	0	<b>19</b>
	Restoration of Right to Call a Special Meeting	16	0	0	0	0	0	<b>16</b>

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	Restoration of Written Consent	5	0	0	0	0	0	<b>5</b>
	Technical Amendments to Charter/Bylaw	3	0	0	0	0	0	<b>3</b>
<b>Compensation</b>		<b>1260</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1264</b>
	Adoption of Director Equity Compensation Plan	5	0	0	0	0	0	<b>5</b>
	Adoption of Employee Stock Purchase Plan	21	0	0	0	0	0	<b>21</b>
	Adoption of Equity Compensation Plan	70	2	0	0	0	0	<b>72</b>
	Advisory Vote on Executive Compensation	883	0	0	0	0	0	<b>883</b>
	Advisory Vote on Severance	29	0	0	1	0	0	<b>30</b>
	Amendment to Bonus/162(m) Plan	1	0	0	0	0	0	<b>1</b>
	Amendment to Director Equity Compensation Plan	18	0	0	0	0	0	<b>18</b>
	Amendment to Employee Stock Purchase Plan	32	0	0	0	0	0	<b>32</b>
	Amendment to Equity Compensation Plan	113	1	0	0	0	0	<b>114</b>
	Bonus/162(m) Plan	1	0	0	0	0	0	<b>1</b>
	Capital Proposal to Implement Equity Compensation Plan	2	0	0	0	0	0	<b>2</b>
	Directors' Fees	4	0	0	0	0	0	<b>4</b>
	Employment Agreement	3	0	0	0	0	0	<b>3</b>
	Non-Executive Remuneration Policy (Forward-Looking)	4	0	0	0	0	0	<b>4</b>
	Option Exchange/Repricing	1	0	0	0	0	0	<b>1</b>
	Remuneration Policy (Forward-Looking)	4	0	0	0	0	0	<b>4</b>
	Remuneration Report (Retrospective)	6	0	0	0	0	0	<b>6</b>

<b>Issue Code Category</b>	<b>Issue Code Description</b>	<b>With Glass Lewis</b>	<b>Against Glass Lewis</b>	<b>Take No Action</b>	<b>Unvoted</b>	<b>N/A</b>	<b>Mixed</b>	<b>Total</b>
	Say When on Pay	61	0	0	0	0	0	<b>61</b>
	Stock Purchase Plan	1	0	0	0	0	0	<b>1</b>
	Supervisory Board/ Corp Assembly Fees	1	0	0	0	0	0	<b>1</b>
<b>M&amp;A</b>		<b>49</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>50</b>
	Merger/Acquisition	45	0	0	1	0	0	<b>46</b>
	Restructuring/Reorganization	1	0	0	0	0	0	<b>1</b>
	Sale of Assets	2	0	0	0	0	0	<b>2</b>
	Spin-off	1	0	0	0	0	0	<b>1</b>
<b>Meeting Administration</b>		<b>41</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>42</b>
	Appointment of Independent Proxy (Switzerland)	2	0	0	0	0	0	<b>2</b>
	Authorization of Legal Formalities	1	0	0	0	0	0	<b>1</b>
	Right to Adjourn Meeting	37	0	0	1	0	0	<b>38</b>
	Transaction of Other Business	1	0	0	0	0	0	<b>1</b>
<b>Other</b>		<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>3</b>
	Management Proposal Regarding ESG Issues	2	0	0	0	0	0	<b>2</b>
	Misc. Proposal	0	0	0	1	0	0	<b>1</b>
<b>SHP: Compensation</b>		<b>21</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>31</b>
	SHP Recoupment of Unearned Bonuses (Clawback)	3	0	0	0	0	0	<b>3</b>
	SHP Regarding Golden Parachutes	0	1	0	0	0	0	<b>1</b>
	SHP Regarding Linking Executive Pay to Social Criteria	1	5	0	0	0	0	<b>6</b>

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Misc. Compensation	6	0	0	0	0	0	6
	SHP Regarding Race and/or Gender Pay Equity Report	1	4	0	0	0	0	5
	SHP Regarding Report on Ratio Between CEO and Employee Pay	7	0	0	0	0	0	7
	SHP Regarding Restricting Executive Compensation	3	0	0	0	0	0	3
<b><i>SHP: Environment</i></b>		<b>32</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>35</b>
	SHP Regarding Climate Lobbying	6	0	0	0	0	0	6
	SHP Regarding Environmental Report	6	0	0	0	0	0	6
	SHP Regarding Formation of Environmental/Social Committee of the	0	1	0	0	0	0	1
	SHP Regarding Misc. Energy/Environmental Issues	10	0	0	0	0	0	10
	SHP Regarding Report on Antibiotics in Animal Agriculture	0	1	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	7	1	0	0	0	0	8
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	3	0	0	0	0	0	3
<b><i>SHP: Governance</i></b>		<b>245</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>250</b>
	SHP Regarding Board Composition	11	0	0	0	0	0	11
	SHP Regarding Directors' Roles in Corporate Strategy	1	0	0	0	0	0	1
	SHP Regarding Double Board Nominees	1	0	0	0	0	0	1
	SHP Regarding Election of Board Member (s) During a Contested Election – Disside	21	0	0	0	0	0	21
	SHP Regarding Eliminating Supermajority Provisions	17	0	0	0	0	0	17
	SHP Regarding Independent Board Chairman/Seperation of Chair and CEO	32	0	0	0	0	0	32
	SHP Regarding Majority Vote for Election of Directors	3	0	0	0	0	0	3



<b>Issue Code Category</b>	<b>Issue Code Description</b>	<b>With Glass Lewis</b>	<b>Against Glass Lewis</b>	<b>Take No Action</b>	<b>Unvoted</b>	<b>N/A</b>	<b>Mixed</b>	<b>Total</b>
	SHP Regarding Misc. Board/Shareholder Rights Issue	2	0	0	0	0	0	<b>2</b>
	SHP Regarding Recapitalization	8	0	0	0	0	0	<b>8</b>
	SHP Regarding Reducing Supermajority Provisions	1	0	0	0	0	0	<b>1</b>
	SHP Regarding Reincorporation	14	0	0	0	0	0	<b>14</b>
	SHP Regarding Removal of Directors	5	0	0	0	5	0	<b>10</b>
	SHP Regarding Right to Act by Written Consent	69	0	0	0	0	0	<b>69</b>
	SHP Regarding Right to Call a Special Meeting	28	0	0	0	0	0	<b>28</b>
	SHP Regarding the Declassification of the Board	3	0	0	0	0	0	<b>3</b>
	SHP Regarding Trained, Qualified Directors on Environment, Health and Sa	3	0	0	0	0	0	<b>3</b>
	SHP Shareholder Access to the Nomination Process (Proxy Access)	26	0	0	0	0	0	<b>26</b>
<b><i>SHP: Misc</i></b>		<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>
	SHP Regarding Repeal of Bylaw Amendments	1	0	0	0	0	0	<b>1</b>
	SHP: Misc. Issues	1	0	0	0	0	0	<b>1</b>
<b><i>SHP: Social</i></b>		<b>80</b>	<b>22</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>102</b>
	SHP Regarding Animal Welfare	0	2	0	0	0	0	<b>2</b>
	SHP Regarding Drug Pricing/Distribution	0	3	0	0	0	0	<b>3</b>
	SHP Regarding Independent Verification of Contractors' Compliance with Labor an	1	0	0	0	0	0	<b>1</b>
	SHP Regarding Misc. Human Capital Management	13	0	0	0	0	0	<b>13</b>
	SHP Regarding Misc. Labor Issues/Policies	1	0	0	0	0	0	<b>1</b>
	SHP Regarding Misc. Social Issue	11	14	0	0	0	0	<b>25</b>

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	SHP Regarding Report on EEO	2	0	0	0	0	0	<b>2</b>
	SHP Regarding Reporting on Company's Compliance with International Human Ri	7	0	0	0	0	0	<b>7</b>
	SHP Regarding Reviewing Charitable Spending	0	1	0	0	0	0	<b>1</b>
	SHP Regarding Reviewing Political Spending or Lobbying	45	0	0	0	0	0	<b>45</b>
	SHP Regarding Tobacco/Alcohol	0	2	0	0	0	0	<b>2</b>

