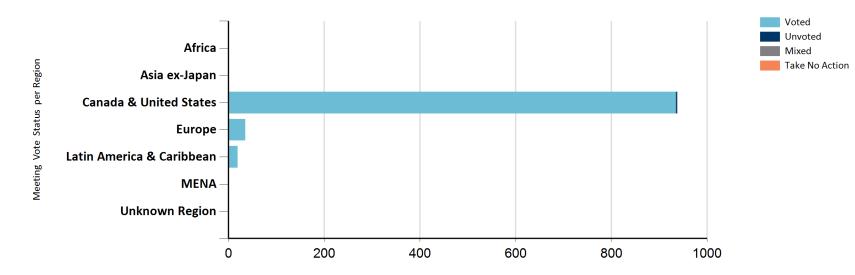
Meeting Statistics Report

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



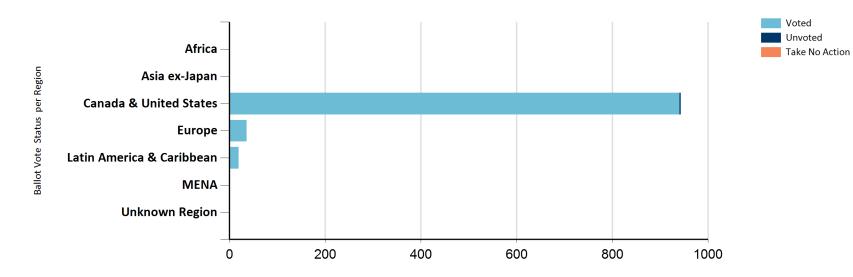
Meetings by Region & Vote Status

Region	Country Of Origin	Voted	Unvoted	Mixed	Take No Action	Total
Total for all Regions		993	2	1	0	996
Africa		1	0	0	0	1
	Liberia	1	0	0	0	1
Asia ex-Japan		1	0	0	0	1
	India	1	0	0	0	1
Canada & United State	es	935	2	1	0	938
	Canada	1	0	0	0	1
	United States	934	2	1	0	937
Europe		35	0	0	0	35
	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
Latin America & Caribbea	n	19	0	0	0	19
	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
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 7/1/2020 to 6/30/2021



Ballots by Region & Vote Status

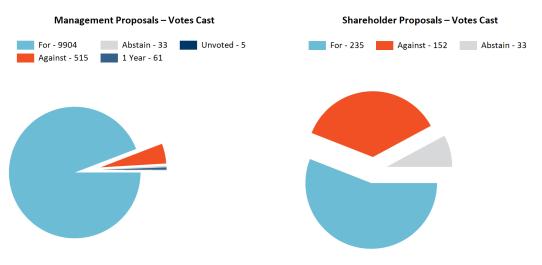
Region	Country Of Origin	Voted	Unvoted	Take No Action	Total
Total for all Regions		999	3	0	1002
Africa		1	0	0	1
	Liberia	1	0	0	1
Asia ex-Japan		1	0	0	1
	India	1	0	0	1
Canada & United States		940	3	0	943
	Canada	1	0	0	1
	United States	939	3	0	942
Europe		36	0	0	36
	Ireland	16	0	0	16
	Jersey	3	0	0	3

	Luxembourg	3	0	0	3
	Netherlands	3	0	0	3
	Switzerland	2	0	0	2
	United Kingdom	9	0	0	9
Latin America & Caribbean		19	0	0	19
	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
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

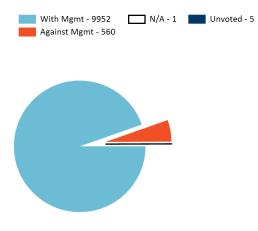
From 7/1/2020 to 6/30/2021

	Mgmt Proposals	SHP Proposals	Total Proposals
For	9904	235	10139
Against	515	152	667
Abstain	33	33	66
1 Year	61	0	61
2 Years	0	0	0
3 Years	0	0	0
Mixed	0	0	0
Take No Action	0	0	0
Unvoted	5	0	5
Totals	10518	420	10938

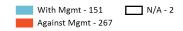


	Mgmt Proposals	SHP Proposals	Total Proposals
With Management	9952	151	10103
Against Management	560	267	827
N/A	1	2	3
Mixed	0	0	0
Take No Action	0	0	0
Unvoted	5	0	5
Totals	10518	420	10938

Management Proposals – Votes versus Management



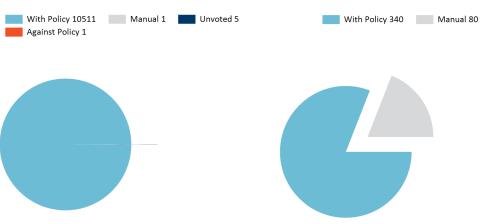
Shareholder Proposals – Votes versus Management





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

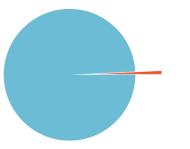
Management Proposals - Votes versus Policy

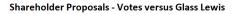


	Mgmt Proposals	SHP Proposals	Total Proposals
With Glass Lewis	10437	380	10817
Against Glass Lewis	76	35	111
N/A	0	5	5
Mixed	0	0	0
Take No Action	0	0	0
Unvoted	5	0	5
Totals	10518	420	10938

Management Proposals - Votes versus Glass Lewis











Shareholder Proposals - Votes versus Policy

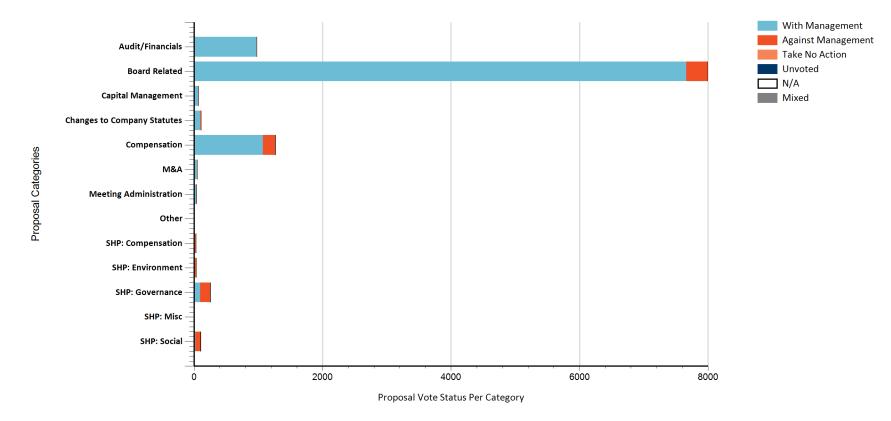
Proposal Category Report

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
Totals	10139	667	66	0	5	0	61	0	0	10938
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

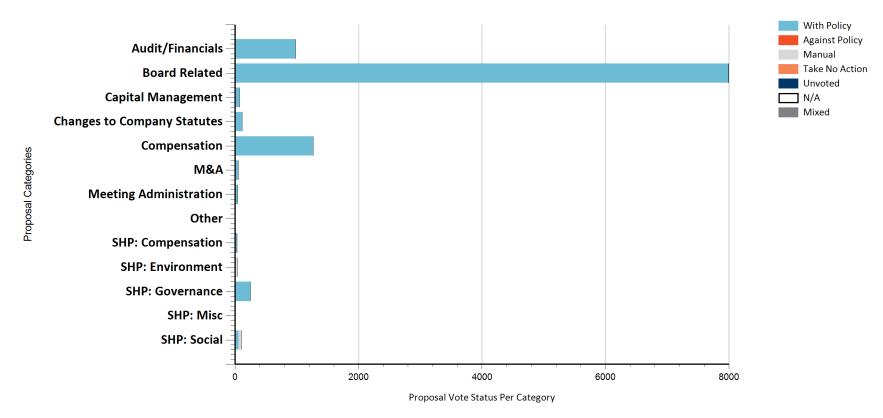


Proposal Categories - Votes versus Management

Proposal Category Type	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Totals	10103	827	0	5	3	0	10938
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

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

Proposal Categories - Votes versus Policy

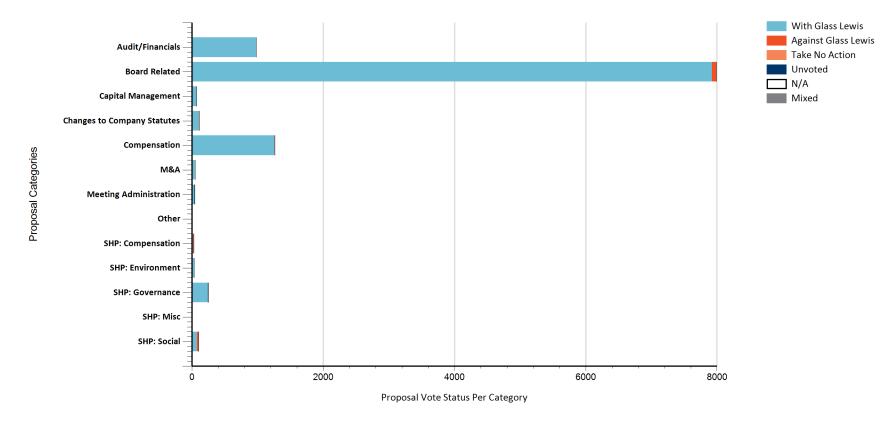


Proposal Categories - Votes versus Policy

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

				Take No				
Proposal Category Type	With Policy	Against Policy	Manual	Action	Unvoted	N/A	Mixed	Total
Compensation	1263	0	0	0	1	0	0	1264
M&A	49	0	0	0	1	0	0	50
Meeting Administration	41	0	0	0	1	0	0	42
Other	2	0	0	0	1	0	0	3
SHP: Compensation	31	0	0	0	0	0	0	31
SHP: Environment	2	0	33	0	0	0	0	35
SHP: Governance	250	0	0	0	0	0	0	250
SHP: Misc	2	0	0	0	0	0	0	2
SHP: Social	55	0	47	0	0	0	0	102

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	10817	111	0	5	5	0	10938
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

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

Proposal Type Report

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

Proposal Types - All Votes

lanua Cada Catagami	Issue Short Text	Fau	A	A h ata in	Take No	Universe		1	2 //	3 Years	Tatal
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Total for all categories		10139	667	66	0	5	0	61	0	0	10938
Audit/Financials		974	5	0	0	0	0	0	0	0	979
	Accounts and Reports (Bundled Issues)	1	0	0	0	0	0	0	0	0	1
	Allocation of Profits/Dividends	8	0	0	0	0	0	0	0	0	8
	Appointment of Auditor	15	0	0	0	0	0	0	0	0	15
	Appointment of Auditor and Authority to Set Fees	13	0	0	0	0	0	0	0	0	13
	Appointment of Special Auditor	1	0	0	0	0	0	0	0	0	1
	Authority to Set Auditor's Fees	9	0	0	0	0	0	0	0	0	9
	Financial Statements	16	0	0	0	0	0	0	0	0	16
	Ratification of Auditor	911	5	0	0	0	0	0	0	0	916
Board Related		7658	309	27	0	1	0	0	0	0	7968
	Change in Board Size	4	0	0	0	0	0	0	0	0	4
	Election of Board Committee Members	6	1	0	0	0	0	0	0	0	7
	Election of Directors	7605	305	27	0	0	0	0	0	0	7937

					Take No						
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Election of Non-Principal Members	4	4	0	0	0	0	0	0	0	-
	(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	7	0	0	0	0	0	0	0	0	7
	Misc. Management Proposal Regarding	2	0	0	0	0	0	0	0	0	2
	Board	2	0	0	0	0	0	0	0	0	2
	Misc. Proposal Regarding the Board	0	0	0	0	1	0	0	0	0	1
		0			0	-	0	0	0	0	
	Ratification of Board Acts - Legal	8	0	0	0	0	0	0	0	0	8
	Ratification of Management Acts - Legal	2	0	0	0	0	0	0	0	0	2
C		6 7			•				•	•	74
Capital Management		67	4	1	0	0	0	0	0	0	71
	Authority to Issue Shares w/ Preemptive Rights	12	1	0	0	0	0	0	0	0	13
	Authority to Issue Shares w/o		-				0	0	0	0	
	Preemptive Rights	14	1	0	0	0	0	0	0	0	15
	Authority to Repurchase Shares	11	0	0	0	0	0	0	0	0	11
		_					0	0	0	0	_
	Authority to Set Offering Price of Shares	5	0	0	0	0	0	0	0	0	5
	Cancellation of Authorized Stock	2	0	0	0	0	0	0	0	0	2
		_	0		0			0	0	Ū	
	Increase in Authorized Capital	0	1	0	0	0	0	0	0	0	1
	Increase in Authorized Common Stock	12	0	0	0	0	0	0	0	0	12
	Increase in/Authorization of Preferred										
	Stock	2	1	0	0	0	0	0	0	0	3
	Issuance of Common Stock	2	0	0	0	0	0	0	0	0	2
		Z	0	0	0	U	U	U	0	U	2
	Issuance of Repurchased Shares	1	0	0	0	0	0	0	0	0	1
								-		-	
	Reduction in Share Premium Account	3	0	0	0	0	0	0	0	0	3

				Take No	_			_	_	_
Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Repurchase of Shares	1	0	1	0	0	0	0	0	0	2
Devices the definition	4	0	0	0	0	0	0	0	0	
Reverse Stock Split	1	0	0	0	U	0	0	0	0	1
Share Repurchase	1	0	0	0	0	0	0	0	0	1
	97	13	3	0	0	0	0	0	0	110
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	2	0	0	0	0	0	0	0	2
Amendment to Poison Pill	0	1	0	0	0	0	0	0	0	1
Amendment to Supermajority Requirement	0	2	0	0	0	0	0	0	0	2
Amendments to Articles (Technical)	1	0	0	0	0	0	0	0	0	1
Amendments to Articles, Constitution, Bylaws	1	0	0	0	0	0	0	0	0	1
Article Amendments - Proxy Access	1	0	0	0	0	0	0	0	0	1
Change in State of Incorporation	1	0	0	0	0	0	0	0	0	1
Elimination of Cumulative Voting	0	2	0	0	0	0	0	0	0	2
Elimination of Supermajority Requirement	42	0	0	0	0	0	0	0	0	42
Misc. Article Amendments	10	5	0	0	0	0	0	0	0	15
Repeal of Classified Board	19	0	0	0	0	0	0	0	0	19
Restoration of Right to Call a Special Meeting	14	0	2	0	0	0	0	0	0	16
Restoration of Written Consent	4	0	1	0	0	0	0	0	0	5
Tachnical Amondments to Charter/Pulaw	2	0	0	0	0	0	0	0	0	3
	Reverse Stock SplitShare RepurchaseAdoption of Majority Vote for Election of DirectorsAdoption of Poison PillAmendment to Classified BoardAmendment to Poison PillAmendment to Supermajority RequirementAmendments to Articles (Technical) Amendments to Articles, Constitution, BylawsArticle Amendments - Proxy AccessChange in State of IncorporationElimination of Cumulative Voting Elimination of Supermajority RequirementMisc. Article AmendmentsRepeal of Classified Board Restoration of Right to Call a Special MeetingRestoration of Written Consent	Repurchase of Shares1Reverse Stock Split1Share Repurchase1Share Repurchase1Adoption of Majority Vote for Election of Directors1Adoption of Poison Pill0Amendment to Classified Board0Amendment to Supermajority Requirement0Amendments to Articles (Technical)1Amendments to Articles, Constitution, Bylaws1Article Amendments - Proxy Access1Change in State of Incorporation1Elimination of Supermajority Requirement0Misc. Article Amendments10Repeal of Classified Board19Restoration of Right to Call a Special Meeting14	Repurchase of Shares10Reverse Stock Split10Share Repurchase10Adoption of Majority Vote for Election of Directors10Adoption of Poison Pill01Amendment to Classified Board02Amendment to Supermajority Requirement02Amendments to Articles (Technical)10Amendments to Articles (Technical)10Article Amendments - Proxy Access10Elimination of Cumulative Voting02Elimination of Supermajority Requirement420Misc. Article Amendments105Repeal of Classified Board190Restoration of Right to Call a Special Meeting140Meeting140	Repurchase of Shares101Reverse Stock Split100Share Repurchase100Share Repurchase10097133Adoption of Majority Vote for Election of Directors100Adoption of Poison Pill010Amendment to Classified Board020Amendment to Supermajority Requirement020Amendments to Articles (Technical)100Amendments to Articles, Constitution, Bylaws100Article Amendments - Proxy Access100Change in State of Incorporation100Elimination of Supermajority Requirement4200Misc. Article Amendments1050Restoration of Right to Call a Special Meeting1402Restoration of Written Consent401	Issue Short TextForAgainstAbstainActionRepurchase of Shares1010Reverse Stock Split1000Share Repurchase1000Share Repurchase1000Adoption of Majority Vote for Election of Directors100Adoption of Poison Pill0100Amendment to Classified Board0200Amendment to Supermajority Requirement0200Amendments to Articles (Technical)1000Amendments to Articles, Constitution, Bylaws1000Article Amendments - Proxy Access1000Change in State of Incorporation1000Elimination of Supermajority Requirement0200Change in State of Incorporation1000Repeal of Classified Board19000Repuirement40100	Issue Short TextForAgainstAbstainActionUnvotedRepurchase of Shares10100Reverse Stock Split10000Share Repurchase10000Share Repurchase10000Adoption of Majority Vote for Election of Directors10000Adoption of Poison Pill010000Amendment to Classified Board010000Amendment to Supermajority Requirement0100000Amendments to Articles (Technical)100000000Article Amendments - Proxy Access1000 </td <td>Issue Short TextForAgainstAbstainActionUnvotedMixedRepurchase of Shares1010000Reverse Stock Split1000000Share Repurchase1000000Share Repurchase1000000Adoption of Majority Vote for Election of Directors1000000Adoption of Poison Pill0100000000Amendment to Classified Board02000</td> <td>Issue Short TextForAgainstAbstainActionUnvotedMixed1 YearRepurchase of Shares101000000Reverse Stock Split1000000000Share Repurchase100000000000Share Repurchase100<t< td=""><td>Issue Short TextForAgainstAbstainActionUnvotedNiked1 Year2 YearsRepurchase of Shares1010000000Reverse Stock Split100000000000Share Repurchase1000</td><td>Issue Short TextForAgainAbstainActionUnvotedMixed1 Verve2 Years3 YearsRepurchase of Shares1000<</td></t<></td>	Issue Short TextForAgainstAbstainActionUnvotedMixedRepurchase of Shares1010000Reverse Stock Split1000000Share Repurchase1000000Share Repurchase1000000Adoption of Majority Vote for Election of Directors1000000Adoption of Poison Pill0100000000Amendment to Classified Board02000	Issue Short TextForAgainstAbstainActionUnvotedMixed1 YearRepurchase of Shares101000000Reverse Stock Split1000000000Share Repurchase100000000000Share Repurchase100 <t< td=""><td>Issue Short TextForAgainstAbstainActionUnvotedNiked1 Year2 YearsRepurchase of Shares1010000000Reverse Stock Split100000000000Share Repurchase1000</td><td>Issue Short TextForAgainAbstainActionUnvotedMixed1 Verve2 Years3 YearsRepurchase of Shares1000<</td></t<>	Issue Short TextForAgainstAbstainActionUnvotedNiked1 Year2 YearsRepurchase of Shares1010000000Reverse Stock Split100000000000Share Repurchase1000	Issue Short TextForAgainAbstainActionUnvotedMixed1 Verve2 Years3 YearsRepurchase of Shares1000<

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
issue coue category			Against	Abstun	Action	onvoteu	IVIIACU	Ticui	2 rears	Jicuis	
Compensation		1024	178	0	0	1	0	61	0	0	1264
	Adoption of Director Equity Compensation Plan	5	0	0	0	0	0	0	0	0	5
	Adoption of Employee Stock Purchase	0	0	0	Ū	0	Ū	0	0	C C	
	Plan	20	1	0	0	0	0	0	0	0	21
	Adoption of Equity Compensation Plan	66	6	0	0	0	0	0	0	0	72
	Advisory Vote on Executive										
	Compensation	737	146	0	0	0	0	0	0	0	883
	Advisory Vote on Severance	19	10	0	0	1	0	0	0	0	30
	Amendment to Bonus/162(m) Plan	1	0	0	0	0	0	0	0	0	1
	Amendment to Director Equity										
	Compensation Plan	15	3	0	0	0	0	0	0	0	18
	Amendment to Employee Stock Purchase Plan	31	1	0	0	0	0	0	0	0	32
	Amendment to Equity Compensation										
	Plan	111	3	0	0	0	0	0	0	0	114
	Bonus/162(m) Plan	1	0	0	0	0	0	0	0	0	1
	Capital Proposal to Implement Equity										
	Compensation Plan	2	0	0	0	0	0	0	0	0	2
	Directors' Fees	3	1	0	0	0	0	0	0	0	4
	Employment Agreement	3	0	0	0	0	0	0	0	0	3
	Non-Executive Remuneration Policy										
	(Forward-Looking)	3	1	0	0	0	0	0	0	0	4
	Option Exchange/Repricing	0	1	0	0	0	0	0	0	0	1
		2	2	0	~	0	0	0	0	0	
	Remuneration Policy (Forward-Looking)	2	2	0	0	0	0	0	0	0	4
	Remuneration Report (Retrospective)	4	2	0	0	0	0	0	0	0	6
	Say When on Pay	0	0	0	0	0	0	61	0	0	61
	Stock Purchase Plan	1	0	0	0	0	0	0	0	0	1
		Ŧ	0	0	0	0	0	0	0	0	1

					Take No						
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Supervisory Board/ Corp Assembly Fees	0	1	0	0	0	0	0	0	0	1
A40 A			2	•	•	4	•	•	•	•	50
M&A		46	3	0	0	1	0	0	0	0	50
	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
Meeting Administration		38	3	0	0	1	0	0	0	0	42
	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
Other		0	0	2	0	1	0	0	0	0	1
	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
SHP: Compensation		7	14	10	0	0	0	0	0	0	21
	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

Serve Code Category					Take No						
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	SHP Regarding Report on Ratio Between CEO and Employee Pay	0	7	0	0	0	0	0	0	0	7
	SHP Regarding Restricting Executive Compensation	1	1	1	0	0	0	0	0	0	3
SHP: Environment		18	15	2	0	0	0	0	0	0	33
	SHP Regarding Climate Lobbying	6	0	0	0	0	0	0	0	0	6
	SHP Regarding Environmental Report	3	3	0	0	0	0	0	0	0	6
	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	10	0	0	0	0	0	0	0	10
	SHP Regarding Report on Antibiotics in Animal Agriculture	0	0	1	0	0	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	8	0	0	0	0	0	0	0	0	8
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	1	2	0	0	0	0	0	0	0	3
SHP: Governance		150	100	0	0	0	0	0	0	0	250
	SHP Regarding Board Composition	1	10	0	0	0	0	0	0	0	11
	SHP Regarding Directors' Roles in Corporate Strategy	0	1	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 Election of Board Member (s) During a Contested Election – Disside	14	7	0	0	0	0	0	0	0	21
	SHP Regarding Eliminating Supermajority Provisions	16	1	0	0	0	0	0	0	0	17
	SHP Regarding Independent Board Chairman/Seperation of Chair and CEO	26	6	0	0	0	0	0	0	0	32
	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	1	1	0			0	0	0		2
	SHP Regarding Recapitalization	8	0	0	0	0	0	0	0	0	8

				Take No						
	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
SHP Regarding Reducing Supermajority Provisions	1	0	0	0	0	0	0	0	0	1
SHP Regarding Reincorporation	0	14	0	0	0	0	0	0	0	14
SHP Regarding Removal of Directors	10	0	0	0	0	0	0	0	0	10
SHP Regarding Right to Act by Written Consent	40	29	0	0	0	0	0	0	0	69
SHP Regarding Right to Call a Special Meeting	22	6	0	0	0	0	0	0	0	28
SHP Regarding the Declassification of the Board	3	0	0	0	0	0	0	0	0	3
SHP Regarding Trained, Qualified Directors on Environment, Health and Sa	2	1	0	0	0	0	0	0	0	3
SHP Shareholder Access to the Nomination Process (Proxy Access)	3	23	0	0	0	0	0	0	0	26
	1	1	0	0	0	0	0	0	0	2
SHP Regarding Repeal of Bylaw Amendments	1	0	0	0	0	0	0	0	0	1
SHP: Misc. Issues	0	1	0	0	0	0	0	0	0	1
	59	22	21	0	0	0	0	0	0	81
SHP Regarding Animal Welfare	0	0	2	0	0	0	0	0	0	2
SHP Regarding Drug Pricing/Distribution	0	0	3	0	0	0	0	0	0	3
SHP Regarding Independent Verification of Contractors' Compliance with Labor an	0	1	0	0	0	0	0	0	0	1
SHP Regarding Misc. Human Capital Management	11	2	0	0	0	0	0	0	0	13
SHP Regarding Misc. Labor Issues/Policies	0	1	0	0	0	0	0	0	0	1
SHP Regarding Misc. Social Issue	11	0	14	0	0	0	0	0	0	25
SHP Regarding Report on EEO	2	0	0	0	0	0	0	0	0	2
		-	•	-						
	SHP Regarding ReincorporationSHP Regarding Removal of DirectorsSHP Regarding Right to Act by Written ConsentSHP Regarding Right to Call a Special MeetingSHP Regarding the Declassification of the BoardSHP Regarding Trained, Qualified Directors on Environment, Health and SaSHP Shareholder Access to the Nomination Process (Proxy Access)SHP Regarding Repeal of Bylaw AmendmentsSHP: Misc. IssuesSHP Regarding Drug Pricing/DistributionSHP Regarding Independent Verification of Contractors' Compliance with Labor an SHP Regarding Misc. Human Capital ManagementSHP Regarding Misc. Labor Issues/PoliciesSHP Regarding Misc. Social Issue	SHP Regarding Reducing Supermajority Provisions1SHP Regarding Reincorporation0SHP Regarding Removal of Directors10SHP Regarding Right to Act by Written Consent40SHP Regarding Right to Call a Special Meeting22SHP Regarding the Declassification of the Board3SHP Regarding Trained, Qualified Directors on Environment, Health and Sa2SHP Shareholder Access to the Nomination Process (Proxy Access)3SHP Regarding Repeal of Bylaw Amendments1SHP: Misc. Issues0SHP Regarding Drug Pricing/Distribution0SHP Regarding Independent Verification of Contractors' Compliance with Labor an 00SHP Regarding Misc. Labor Issues/Policies0SHP Regarding Misc. Social Issue11	SHP Regarding Reducing Supermajority Provisions10SHP Regarding Reincorporation014SHP Regarding Removal of Directors100SHP Regarding Right to Act by Written Consent4029SHP Regarding Right to Call a Special Meeting226SHP Regarding the Declassification of the Board30SHP Regarding Trained, Qualified Directors on Environment, Health and Sa21SHP Shareholder Access to the Nomination Process (Proxy Access)323111SHP Regarding Repeal of Bylaw Amendments10SHP Regarding Drug Pricing/Distribution00SHP Regarding Independent Verification of Contractors' Compliance with Labor an Management01SHP Regarding Misc. Labor Issues/Policies01SHP Regarding Misc. Social Issue110	SHP Regarding Reducing Supermajority Provisions100SHP Regarding Reincorporation0140SHP Regarding Removal of Directors1000SHP Regarding Right to Act by Written Consent40290SHP Regarding Right to Call a Special Meeting2260SHP Regarding Right to Call a Special Meeting2260SHP Regarding the Declassification of the Board300SHP Regarding Trained, Qualified Directors on Environment, Health and Sa210SHP Shareholder Access to the Nomination Process (Proxy Access)3230SHP Regarding Repeal of Bylaw Amendments100SHP Regarding Drug Pricing/Distribution033SHP Regarding Independent Verification of Contractors' Compliance with Labor an SHP Regarding Misc. Labor Issues/Policies010SHP Regarding Misc. Labor Issues/Policies0100SHP Regarding Misc. Labor Issues/Policies010	Issue Short TextForAgainstAbstainActionSHP Regarding Reducing Supermajority Provisions1000SHP Regarding Reincorporation01400SHP Regarding Reincorporation01400SHP Regarding Removal of Directors10000SHP Regarding Right to Act by Written Consent402900SHP Regarding Right to Call a Special Meeting22600SHP Regarding the Declassification of the Board3000SHP Regarding Trained, Qualified Directors on Environment, Health and Sa2100SHP Shareholder Access to the Nomination Process (Proxy Access)32300SHP Regarding Repeal of Bylaw Amendments1000SHP Regarding Independent Verification of Contractors' Compliance with Labor an of Contractors' Compliance with Labor an Issues/Policies100SHP Regarding Misc. Labor Issues/Policies0100SHP Regarding Misc. 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Labor Issues/Policies101000000000000000000	Issue Short TextForAgainstAbstainActionUnvotedMixedSHP Regarding Reducing Supermajority Provisions100000SHP Regarding Reincorporation01400000SHP Regarding Removal of Directors10000000SHP Regarding Right to Act by Written Consent402900000SHP Regarding Right to Call a Special Meeting226000000SHP Regarding the Declassification of the Board300	Issue Short TextForAgainstAbstainActionUnvotedMixed1 YearSHP Regarding Reducing Supermajority Provisions10000000SHP Regarding Reincorporation01400000000SHP Regarding Removal of Directors100	Issue Short TextForAgainstAbstainActionUnvotedNiked1 Verr2 YearsSHP Regarding Reducing Supermajority Provisions100000000SHP Regarding Reincorporation014000000000SHP Regarding Right to Act by Written Consent000	Issue Short TextForAgainsAbstaiActionUnvotedNiked1 Very2 Years3 YearsSHP Regarding Reducing Supermajority Provisions100<

					Take No						
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	SHP Regarding Reviewing Charitable	1	0	0	0	0	0	0	0	0	1
	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
Total for all Categories		10103	827	0	5	3	0	10938
Audit/Financials		973	6	0	0	0	0	979
	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
Board Related		7660	334	0	1	0	0	7995
	Change in Board Size	4	0	0	0	0	0	4
	Election of Board Committee Members	6	1	0	0	0	0	7

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

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

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

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Stock Purchase Plan	1	0	0	0	0	0	1
	Supervisory Board/ Corp Assembly Fees	0	1	0	0	0	0	1
M&A		46	3	0	1	0	0	50
	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
Meeting Administration		38	3	0	1	0	0	42
	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
Other		0	2	0	1	0	0	3
	Management Proposal Regarding ESG Issues	0	2	0	0	0	0	2
	Misc. Proposal	0	0	0	1	0	0	1
SHP: Compensation		14	17	0	0	0	0	31
	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
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Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	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
SHP: Environment		16	19	0	0	0	0	35
	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
SHP: Governance		97	152	0	0	1	0	250
	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
	5							

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

		With	Against	Take No				
Issue Code Category	Issue Code Description	Management	Management	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
Total for all Categories		10851	1	81	0	5	0	0	10938
Audit/Financials		979	0	0	0	0	0	0	979
	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
Board Related		7993	1	0	0	1	0	0	7995
	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
	Election of Directors	7936	1	0	0	0	0	0	7937
	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
	Election of Supervisory Board	7	0	0	0	0	0	0	7
	Misc. Management Proposal Regarding Board	2	0	0	0	0	0	0	2
	Misc. Proposal Regarding the Board	0	0	0	0	1	0	0	1
	Ratification of Board Acts - Legal	8	0	0	0	0	0	0	8
	Ratification of Management Acts - Legal	2	0	0	0	0	0	0	2
Capital Management		72	0	0	0	0	0	0	72
	Authority to Issue Shares w/ Preemptive Rights	13	0	0	0	0	0	0	13
	Authority to Issue Shares w/o Preemptive Rights	15	0	0	0	0	0	0	15
	Authority to Repurchase Shares	11	0	0	0	0	0	0	11
	Authority to Set Offering Price of Shares	5	0	0	0	0	0	0	5
	Cancellation of Authorized Stock	2	0	0	0	0	0	0	2
	Increase in Authorized Capital	1	0	0	0	0	0	0	1
	Increase in Authorized Common Stock	12	0	0	0	0	0	0	12
	Increase in/Authorization of Preferred Stock	3	0	0	0	0	0	0	3
	Issuance of Common Stock	2	0	0	0	0	0	0	2
	Issuance of Repurchased Shares	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
	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
Changes to Company Statutes		112	0	1	0	0	0	0	113
	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
Compensation		1263	0	0	0	1	0	0	1264
	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
M&A		49	0	0	0	1	0	0	50
	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
Meeting Administration		41	0	0	0	1	0	0	42
	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
Other		2	0	0	0	1	0	0	3
	Management Proposal Regarding ESG Issues	2	0	0	0	0	0	0	2
	Misc. Proposal	0	0	0	0	1	0	0	1
SHP: Compensation		31	0	0	0	0	0	0	31
	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
SHP: Environment		2	0	33	0	0	0	0	35
	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
SHP: Governance		250	0	0	0	0	0	0	250
	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
	5								

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
SHP: Misc		2	0	0	0	0	0	0	2
	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
SHP: Social		55	0	47	0	0	0	0	102
	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

		With	Against		Take No				
Issue Code Category	Issue Code Description	Policy	Policy	Manual	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
Total for all Categories		10817	111	0	5	5	0	10938
Audit/Financials		979	0	0	0	0	0	979
	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
Board Related		7925	69	0	1	0	0	7995
	Change in Board Size	4	0	0	0	0	0	4

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

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Issuance of Repurchased Shares	1	0	0	0	0	0	1
	Reduction in Share Premium Account	3	0	0	0	0	0	3
	Repurchase of Shares	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
Changes to Company Statutes		109	4	0	0	0	0	113
	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	2	0	0	0	0	0	2
	Amendment to Poison Pill	0	1	0	0	0	0	1
	Amendment to Supermajority Requirement	2	0	0	0	0	0	2
	Amendments to Articles (Technical)	1	0	0	0	0	0	1
	Amendments to Articles, Constitution, Bylaws	1	0	0	0	0	0	1
	Article Amendments - Proxy Access	1	0	0	0	0	0	1
	Change in State of Incorporation	1	0	0	0	0	0	1
	Elimination of Cumulative Voting	0	2	0	0	0	0	2
	Elimination of Supermajority Requirement	42	0	0	0	0	0	42
	Misc. Article Amendments	15	0	0	0	0	0	15
	Repeal of Classified Board	19	0	0	0	0	0	19
	Restoration of Right to Call a Special Meeting	16	0	0	0	0	0	16
	5							

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Restoration of Written Consent	5	0	0	0	0	0	5
	Technical Amendments to Charter/Bylaw	3	0	0	0	0	0	3
Compensation		1260	3	0	1	0	0	1264
	Adoption of Director Equity Compensation Plan	5	0	0	0	0	0	5
	Adoption of Employee Stock Purchase Plan	21	0	0	0	0	0	21
	Adoption of Equity Compensation Plan	70	2	0	0	0	0	72
	Advisory Vote on Executive Compensation	883	0	0	0	0	0	883
	Advisory Vote on Severance	29	0	0	1	0	0	30
	Amendment to Bonus/162(m) Plan	1	0	0	0	0	0	1
	Amendment to Director Equity Compensation Plan	18	0	0	0	0	0	18
	Amendment to Employee Stock Purchase Plan	32	0	0	0	0	0	32
	Amendment to Equity Compensation Plan	113	1	0	0	0	0	114
	Bonus/162(m) Plan	1	0	0	0	0	0	1
	Capital Proposal to Implement Equity Compensation Plan	2	0	0	0	0	0	2
	Directors' Fees	4	0	0	0	0	0	4
	Employment Agreement	3	0	0	0	0	0	3
	Non-Executive Remuneration Policy (Forward-Looking)	4	0	0	0	0	0	4
	Option Exchange/Repricing	1	0	0	0	0	0	1
	Remuneration Policy (Forward-Looking)	4	0	0	0	0	0	4
	Remuneration Report (Retrospective)	6	0	0	0	0	0	6

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Say When on Pay	61	0	0	0	0	0	61
	Stock Purchase Plan	1	0	0	0	0	0	1
	Supervisory Board/ Corp Assembly Fees	1	0	0	0	0	0	1
M&A		49	0	0	1	0	0	50
	Merger/Acquisition	45	0	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
Meeting Administration		41	0	0	1	0	0	42
	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	0	0	1	0	0	38
	Transaction of Other Business	1	0	0	0	0	0	1
Other		2	0	0	1	0	0	3
	Management Proposal Regarding ESG Issues	2	0	0	0	0	0	2
	Misc. Proposal	0	0	0	1	0	0	1
SHP: Compensation		21	10	0	0	0	0	31
	SHP Recoupment of Unearned Bonuses (Clawback)	3	0	0	0	0	0	3
	SHP Regarding Golden Parachutes	0	1	0	0	0	0	1
	SHP Regarding Linking Executive Pay to Social Criteria	1	5	0	0	0	0	6

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
SHP: Environment		32	3	0	0	0	0	35
	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
SHP: Governance		245	0	0	0	5	0	250
	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

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

Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
SHP Regarding Report on EEO	2	0	0	0	0	0	2
SHP Regarding Reporting on Company's							
Compliance with International Human Ri	7	0	0	0	0	0	7
SHP Regarding Reviewing Charitable							
Spending	0	1	0	0	0	0	1
SHP Regarding Reviewing Political							
Spending or Lobbying	45	0	0	0	0	0	45
SHP Regarding Tobacco/Alcohol	0	2	0	0	0	0	2
	SHP Regarding Report on EEO SHP Regarding Reporting on Company's Compliance with International Human Ri SHP Regarding Reviewing Charitable Spending SHP Regarding Reviewing Political	Issue Code DescriptionGlass LewisSHP Regarding Report on EEO2SHP Regarding Reporting on Company's Compliance with International Human Ri7SHP Regarding Reviewing Charitable Spending0SHP Regarding Reviewing Political Spending or Lobbying45	Issue Code DescriptionGlass LewisLewisSHP Regarding Report on EEO20SHP Regarding Reporting on Company's Compliance with International Human Ri70SHP Regarding Reviewing Charitable Spending01SHP Regarding Reviewing Political Spending or Lobbying450	Issue Code DescriptionGlass LewisLewisActionSHP Regarding Report on EEO200SHP Regarding Reporting on Company's Compliance with International Human Ri700SHP Regarding Reviewing Charitable Spending010SHP Regarding Reviewing Political Spending or Lobbying4500	Issue Code DescriptionGlass LewisLewisActionUnvotedSHP Regarding Report on EEO2000SHP Regarding Reporting on Company's Compliance with International Human Ri7000SHP Regarding Reviewing Charitable Spending0100SHP Regarding Reviewing Political Spending or Lobbying45000	Issue Code DescriptionGlass LewisLewisActionUnvotedN/ASHP Regarding Report on EEO20000SHP Regarding Reporting on Company's Compliance with International Human Ri7000SHP Regarding Reviewing Charitable Spending0100SHP Regarding Reviewing Political Spending or Lobbying45000	Issue Code DescriptionGlass LewisLewisActionUnvotedN/AMixedSHP Regarding Report on EEO200000SHP Regarding Reporting on Company's Compliance with International Human Ri70000SHP Regarding Reviewing Charitable Spending010000SHP Regarding Reviewing Political Spending or Lobbying4500000