Proposal Type Report

International voting statistics year ending 30 June 2019-20

From 7/1/2019 to 6/30/2020

Proposal Types - All Votes

					Take No						
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Total for all categories		7214	837	44	366	0	0	10	0	0	8471
Audit/Financials		752	169	4	49	0	0	0	0	0	970
	Accounts and Reports (Bundled Issues)	26	0	0	1	0	0	0	0	0	27
	Allocation of Profits/Dividends	174	1	3	16	0	0	0	0	0	194
	Appointment of Auditor	93	21	0	13	0	0	0	0	0	127
	Appointment of Auditor and Authority to Set Fees	46	7	0	0	0	0	0	0	0	53
	Appointment of Special Auditor	3	0	0	1	0	0	0	0	0	4
	Approval of Non-Financial Reports	9	0	0	0	0	0	0	0	0	9
	Approve Payment of Fees to Special Auditors	5	0	0	0	0	0	0	0	0	5
	Authority to Set Auditor's Fees	66	0	0	3	0	0	0	0	0	69
	Bonus Dividend/Bonus Share Issue	4	0	0	1	0	0	0	0	0	5

					Take No					_	
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Financial Statements	182	0	1	14	0	0	0	0	0	197
	Number of Auditors	Л	0	0	0	0	0	0	0	0	
	Number of Auditors	4	0	0	0	U	0	U	0	U	4
	Ratification of Alternate Auditor	1	0	0	0	0	0	0	0	0	1
	Ratification of Auditor	121	140	0	0	0	0	0	0	0	261
	Ratification of Auditor's Acts	7	0	0	0	0	0	0	0	0	7
	Stock Dividend/Dividend Reinvestment	11	0	0	0	0	0	0	0	0	11
Board Related		4519	369	30	215	0	0	0	0	0	5103
	Approve Censor	0	1	0	0	0	0	0	0	0	1
	Approve Special Auditor's Report	20	1	0	0	0	0	0	0	0	21
	Approve Supervisory Council	2	0	5	0	0	0	0	0	0	7
	Board Size	19	0	0	0	0	0	0	0	0	19
	Board Term Length	2	0	0	0	0	0	0	0	0	2
	Election of Alternate Statutory Auditor	5	0	0	0	0	0	0	0	0	5
	Election of Board Committee Members	45	4	3	48	0	0	0	0	0	100
	Election of Directors	4091	335	16	143	0	0	0	0	0	4585
	Election of Directors (Bundled Issues)	1	2	0	0	0	0	0	0	0	3
	Election of Directors (Slate)	2	1	1	2	0	0	0	0	0	6
	Election of Directors (Slate) Bundled with Other Items	1	0	0	0	0	0	0	0	0	1
	Election of Non-Principal Members (Chairman, alternates)	16	2	0	6	0	0	0	0	0	24
	Election of Shareholder or Institutional Investor Slate	2	0	0	0	0	0	0	0	0	2
	investor state	-	5	.	Ū		•	3		~	-

					Take No					_	_
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Election of Statutory Auditor Slate	1	0	0	0	0	0	0	0	0	1
	Election of Statutory Auditors	40	11	0	0	0	0	0	0	0	51
	Election of Supervisory Board	62	4	1	1	0	0	0	0	0	68
	Indemnification of Directors/Officers	1	0	0	0	0	0	0	0	0	1
	Misc. Management Proposal Regarding Board	9	0	0	1	0	0	0	0	0	10
	Post-Employment /Severance Agreements	12	0	0	0	0	0	0	0	0	12
	Ratification of Board Acts - Legal	129	4	2	3	0	0	0	0	0	138
	Ratification of Co-Option of a Director	15	1	0	0	0	0	0	0	0	16
	Ratification of Management Acts - Legal	30	1	2	11	0	0	0	0	0	44
	Related Party Transactions	14	2	0	0	0	0	0	0	0	16
Capital Management		517	37	6	14	0	0	0	0	0	568
	Amendment to Borrowing Powers	4	0	0	0	0	0	0	0	0	4
	Authority to Increase Capital in Case of Exchange Offers (France)	4	1	0	0	0	0	0	0	0	5
	Authority to Increase Capital in Consideration for Contributions in Kind (14	1	0	0	0	0	0	0	0	15
	Authority to Issue Preferred Stock	0	2	0	0	0	0	0	0	0	2
	Authority to Issue Shares and Convertible Debt w or w/o Preemptive Rights	5	1	0	1	0	0	0	0	0	7
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	19	0	1	0	0	0	0	0	0	20
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	28	2	2	0	0	0	0	0	0	32
	Authority to Issue Shares w/ Preemptive Rights	66	0	0	0	0	0	0	0	0	66
	Authority to Issue Shares w/o Preemptive Rights	106	15	0	0	0	0	0	0	0	121

					Take No						
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Authority to Issue Stock w/ or w/out Preemptive Rights	9	1	0	1	0	0	0	0	0	11
	Authority to Repurchase and Re-Issue Shares	46	0	0	2	0	0	0	0	0	48
	Authority to Repurchase Shares	98	1	2	2	0	0	0	0	0	103
	Authority to Set Offering Price of Shares	3	0	0	0	0	0	0	0	0	3
	Authority to Trade in Company Stock	2	0	0	0	0	0	0	0	0	2
	Authorize Overallotment/Greenshoe	10	1	1	0	0	0	0	0	0	12
	Cancellation of Authorized Stock	41	0	0	5	0	0	0	0	0	46
	Increase in Authorized Capital	20	2	0	2	0	0	0	0	0	24
	Increase in Authorized Common Stock	6	0	0	0	0	0	0	0	0	6
	Issuance of Convertible Debt Instruments	3	0	0	0	0	0	0	0	0	3
	Issuance of Debt Instruments	5	0	0	1	0	0	0	0	0	6
	Issuance of Repurchased Shares	8	10	0	0	0	0	0	0	0	18
	Issuance of Stock w/ or w/out Preemptive Rights	2	0	0	0	0	0	0	0	0	2
	Limit to Capital Increase	6	0	0	0	0	0	0	0	0	6
	Misc. Proposal Regarding Capital	1	0	0	0	0	0	0	0	0	1
	Reduction in Authorized Capital	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
	Repurchase of Shares	2	0	0	0	0	0	0	0	0	2
	Reverse Stock Split	2	0	0	0	0	0	0	0	0	2
	Stock Split	2	0	0	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
issue coue category	ISSUE SHOTT TEXT	101	Agamst	Abstan	Action	Unvoted	wixeu	Tieai	2 16013	5 16413	1014
	Use/Transfer of Reserves	1	0	0	0	0	0	0	0	0	1
Changes to Company Statutes		221	46	0	13	0	0	0	0	0	280
	Adoption of New Articles	7	1	0	0	0	0	0	0	0	8
	Amend Articles, Constitution, Bylaws - Bundled	47	1	0	1	0	0	0	0	0	49
	Amendment to Foreign Investor Restrictions	2	0	0	0	0	0	0	0	0	2
	Amendment to Poison Pill	1	0	0	0	0	0	0	0	0	1
	Amendment to Shareholder Rights' Plan	3	0	0	0	0	0	0	0	0	3
	Amendments to Articles (Technical)	64	0	0	11	0	0	0	0	0	75
	Amendments to Articles, Constitution, Bylaws	47	4	0	1	0	0	0	0	0	52
	Amendments to Charter/Bylaw - Bundled	1	0	0	0	0	0	0	0	0	1
	Amendments to Procedural Rules	2	0	0	0	0	0	0	0	0	2
	Article Amendments - Allow for the Removal of Directors	3	0	0	0	0	0	0	0	0	3
	Authority to Set General Meeting Notice Period at 14 Days	0	36	0	0	0	0	0	0	0	36
	Company Name Change	1	0	0	0	0	0	0	0	0	1
	Delisting	1	0	0	0	0	0	0	0	0	1
	Elimination of Cumulative Voting	1	0	0	0	0	0	0	0	0	1
	Elimination of Supermajority Requirement	18	0	0	0	0	0	0	0	0	18
	Misc. Article Amendments	7	1	0	0	0	0	0	0	0	8
	Misc. Proposal Regarding Antitakeover Devices	1	2	0	0	0	0	0	0	0	3
	Reincorporation	2	0	0	0	0	0	0	0	0	2

		_			Take No				• •	• •	
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Repeal of Classified Board	5	0	0	0	0	0	0	0	0	5
	Restoration of Right to Call a Special Meeting	4	1	0	0	0	0	0	0	0	5
	Restoration of Written Consent	2	0	0	0	0	0	0	0	0	2
	Technical Amendments to Charter/Bylaw	1	0	0	0	0	0	0	0	0	1
	Waiving of Mandatory Takeover Requirement	1	0	0	0	0	0	0	0	0	1
Compensation		893	96	2	53	0	0	10	0	0	1052
	Adoption of Director Equity Compensation Plan	1	1	0	0	0	0	0	0	0	2
	Adoption of Employee Stock Purchase Plan	5	0	0	0	0	0	0	0	0	5
	Adoption of Equity Compensation Plan	23	0	0	0	0	0	0	0	0	23
	Adoption of Restricted Stock Plan	6	0	0	0	0	0	0	0	0	6
	Adoption of Short Term Incentive Plan	2	0	0	0	0	0	0	0	0	2
	Advisory Vote on Executive Compensation	225	37	0	0	0	0	0	0	0	262
	Advisory Vote on Severance	2	0	0	0	0	0	0	0	0	2
	Amendment to Director Equity Compensation Plan	0	1	0	0	0	0	0	0	0	1
	Amendment to Employee Stock Purchase Plan	13	0	0	0	0	0	0	0	0	13
	Amendment to Equity Compensation Plan	32	1	0	0	0	0	0	0	0	33
	Amendment to Restricted Stock Plan	3	0	0	0	0	0	0	0	0	3
	Amendment to Stock Option Plan	9	1	0	0	0	0	0	0	0	10
	Amendment to Stock Purchase Plan	1	0	0	0	0	0	0	0	0	1
	Bonus	9	2	0	0	0	0	0	0	0	11

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Tota
issue coue calegoly	Capital Proposal to Implement Equity	FUI	Agamst	Austaill	Action	Shivoleu	wixed	I (eal	2 10015	5 16015	TULA
	Compensation Plan	29	5	0	1	0	0	0	0	0	35
	Directors' Fees	132	0	2	15	0	0	0	0	0	149
	Directors' Fees & Audit Fees	4	0	0	0	0	0	0	0	0	2
	Directors' Stock Option Plan	1	0	0	0	0	0	0	0	0	1
	Employment Agreement	7	0	0	0	0	0	0	0	0	7
	Misc. Proposal Regarding Compensation	32	1	0	2	0	0	0	0	0	35
	Remuneration Policy (Forward-Looking)	99	14	0	16	0	0	0	0	0	129
	Remuneration Report (Retrospective)	142	26	0	19	0	0	0	0	0	187
	Say When on Pay	1	0	0	0	0	0	10	0	0	11
	Statutory Auditors' Fees	2	0	0	0	0	0	0	0	0	2
	Stock Option Grants	17	3	0	0	0	0	0	0	0	20
	Stock Option Plan	24	3	0	0	0	0	0	0	0	27
	Stock Purchase Plan	43	0	0	0	0	0	0	0	0	43
	Supervisory Board/ Corp Assembly Fees	25	1	0	0	0	0	0	0	0	26
	Trust Type Equity Plans (JP)	4	0	0	0	0	0	0	0	0	2
M&A		34	1	0	0	0	0	0	0	0	35
	Divestiture/Spin-off	5	0	0	0	0	0	0	0	0	5
	Intra-company Contracts/Control Agreements	5	1	0	0	0	0	0	0	0	e
	Joint Venture/Strategic Alliance	1	0	0	0	0	0	0	0	0	1
	Merger by Absorption between Parent										

					Take No						
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Merger/Acquisition	18	0	0	0	0	0	0	0	0	18
	Restructuring/Capitalization	1	0	0	0	0	0	0	0	0	1
				_		_	_			_	
Meeting Administration		60	3	1	20	0	0	0	0	0	83
	Appointment of Independent Proxy (Switzerland)	1	0	0	11	0	0	0	0	0	12
	Authorization of Legal Formalities	46	0	0	0	0	0	0	0	0	46
	Right to Adjourn Meeting	6	0	0	0	0	0	0	0	0	6
	Routine Meeting Item	7	0	1	7	0	0	0	0	0	15
	Transact Other Business	0	2	0	2	0	0	0	0	0	4
	Transaction of Other Business	0	1	0	0	0	0	0	0	0	1
ther		5	30	0	0	0	0	0	0	0	35
	Approval of Political Donation	0	29	0	0	0	0	0	0	0	29
	Approve Technical Vote Requirements	1	1	0	0	0	0	0	0	0	2
	Authorization of Charitable Donations	1	0	0	0	0	0	0	0	0	1
	Misc. Management Proposal	3	0	0	0	0	0	0	0	0	3
SHP: Compensation		25	15	1	0	0	0	0	0	0	40
	SHP Recoupment of Unearned Bonuses (Clawback)	1	0	0	0	0	0	0	0	0	1
	SHP regarding Change/ Opposition to Director Compensation	0	2	0	0	0	0	0	0	0	2
	SHP Regarding Golden Parachutes	0	1	0	0	0	0	0	0	0	1
	SHP Regarding Linking Executive Pay to Social Criteria	6	0	0	0	0	0	0	0	0	6
	SHP Regarding Misc. Compensation	2	3	1	0	0	0	0	0	0	6

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Tota
issue coue category	issue short rext	101	Against	Abstan	Action	Onvoted	wixeu	Tieai	2 16013	5 Tears	TOLA
	SHP regarding Misc. Compensation	0	4	0	0	0	0	0	0	0	4
	SHP Regarding Race and/or Gender Pay Equity Report	13	0	0	0	0	0	0	0	0	13
	SHP Regarding Report on Ratio Between CEO and Employee Pay	3	0	0	0	0	0	0	0	0	:
	SHP Regarding Restricting Executive Compensation	0	5	0	0	0	0	0	0	0	
SHP: Environment		22	0	0	0	0	0	0	0	0	22
	SHP Regarding Adoption of Comprehensive Recycling Strategies	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Environmental Report	7	0	0	0	0	0	0	0	0	7
	SHP Regarding Formation of Environmental/Social Committee of the	2	0	0	0	0	0	0	0	0	2
	SHP Regarding Misc. Energy/Environmental Issues	3	0	0	0	0	0	0	0	0	
	SHP Regarding Misc. Environmental Issue	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Report on Antibiotics in Animal Agriculture	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	3	0	0	0	0	0	0	0	0	-
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	4	0	0	0	0	0	0	0	0	
SHP: Governance		106	57	0	2	0	0	0	0	0	16
	SHP Regarding Additional or Amended Shareholder Proposals	0	0	0	2	0	0	0	0	0	:
	SHP Regarding Board Composition	6	4	0	0	0	0	0	0	0	10
	SHP Regarding Directors' Roles in Corporate Strategy	0	3	0	0	0	0	0	0	0	:
	SHP Regarding Election of Dissident Board Member(s)	6	7	0	0	0	0	0	0	0	13
	SHP Regarding Eliminating Supermajority Provisions	4	0	0	0	0	0	0	0	0	
	SHP Regarding Facilitation of Shareholder Proposals	1	0	0	0	0	0	0	0	0	:
		1	0	0	0	0	0	0	0		0

SHP Regarding Improving in Disclosure 1 0	Issue Code Category	Issue Short Text	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
SHP Regarding Increase in Dividend/Hedistribution of Profits 0 1 0		issue short text	101	Agamst	Abstan	Action	onvoteu	wixeu	Tieai	2 16013	5 16015	Total
Dividend/Hedistribution of Profits 0 1 0		SHP Regarding Improving in Disclosure	1	0	0	0	0	0	0	0	0	1
Chairman/Separation of Chair and CEO 29 1 0			0	1	0	0	0	0	0	0	0	1
of Directors 2 0 <t< td=""><td></td><td></td><td>29</td><td>1</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>30</td></t<>			29	1	0	0	0	0	0	0	0	30
SHP Regarding Misc. Board/Shareholder Rights Issue 0 9 0 <t< td=""><td></td><td></td><td>2</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>2</td></t<>			2	0	0	0	0	0	0	0	0	2
Rights Issue 0 9 0 <t< td=""><td></td><td>SHP Regarding Misc. Board Issue</td><td>0</td><td>1</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>1</td></t<>		SHP Regarding Misc. Board Issue	0	1	0	0	0	0	0	0	0	1
SHP Regarding Misc. Governance Issue 0 3 0 0 0 0 0 0 0 SHP Regarding Misc. Issue 0 7 0 <td< td=""><td></td><td></td><td>0</td><td>9</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>9</td></td<>			0	9	0	0	0	0	0	0	0	9
SHP Regarding Misc. Issue 0 7 0 <td></td> <td>SHP Regarding Misc. Capital Issue</td> <td>0</td> <td>2</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>2</td>		SHP Regarding Misc. Capital Issue	0	2	0	0	0	0	0	0	0	2
SHP Regarding Recapitalization 2 0 <		SHP Regarding Misc. Governance Issue	0	3	0	0	0	0	0	0	0	3
SHP Regarding Recoupment of Unearned Bonuses (Clawback) 0 1 0		SHP Regarding Misc. Issue	0	7	0	0	0	0	0	0	0	7
Bonuses (Clawback) 0 1 0		SHP Regarding Recapitalization	2	0	0	0	0	0	0	0	0	2
SHP Regarding Removal of Multiple- Voting Rights5400000000SHP Regarding Right to Act by Written Consent231100000000SHP Regarding Right to Call a Special Meeting173000000000SHP Regarding Trained, Qualified Directors on Environment, Health and Sa2000			0	1	0	0	0	0	0	0	0	1
Voting Rights54000 <t< td=""><td></td><td>SHP Regarding Removal of Directors</td><td>1</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>1</td></t<>		SHP Regarding Removal of Directors	1	0	0	0	0	0	0	0	0	1
Consent 23 11 0			5	4	0	0	0	0	0	0	0	9
Meeting17300000000SHP Regarding Trained, Qualified Directors on Environment, Health and Sa2000 <td< td=""><td></td><td></td><td>23</td><td>11</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>34</td></td<>			23	11	0	0	0	0	0	0	0	34
Directors on Environment, Health and Sa200<			17	3	0	0	0	0	0	0	0	20
Nomination Process (Proxy Access) 7 0			2	0	0	0	0	0	0	0	0	2
SHP: Misc. Issues 0 2 0 0 0 0 0 0 0			7	0	0	0	0	0	0	0	0	7
	SHP: Misc		0	2	0	0	0	0	0	0	0	2
		SHP: Misc. Issues	0	2	0	0	0	0	0	0	0	2
	SHP: Social		60	12	0	0	0	0	0	0	0	72

					Take No						
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	SHP Regarding Animal Welfare	4	0	0	0	0	0	0	0	0	4
	SHP Regarding Company Product Responsibility	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Drug Pricing/Distribution	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Misc. Human Capital Management	3	1	0	0	0	0	0	0	0	4
	SHP Regarding Misc. Human/Political Rights Policies	2	2	0	0	0	0	0	0	0	4
	SHP Regarding Misc. Social Issue	10	8	0	0	0	0	0	0	0	18
	SHP Regarding Plant Closings	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Report on EEO	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Reporting on Company's Compliance with International Human Ri	8	0	0	0	0	0	0	0	0	8
	SHP Regarding Reviewing Charitable Spending	0	1	0	0	0	0	0	0	0	1
	SHP Regarding Reviewing Political Spending or Lobbying	29	0	0	0	0	0	0	0	0	29

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		7070	996	366	0	39	0	8471
Audit/Financials		751	173	49	0	1	0	974
	Accounts and Reports (Bundled Issues)	26	0	1	0	0	0	27
	Allocation of Profits/Dividends	174	4	16	0	0	0	194
	Appointment of Auditor	93	21	13	0	0	0	127

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	46	7	0	0	0	0	53
	Appointment of Special Auditor	3	0	1	0	0	0	4
	Approval of Non-Financial Reports	9	0	0	0	0	0	9
	Approve Payment of Fees to Special Auditors	5	0	0	0	0	0	5
	Authority to Set Auditor's Fees	65	0	3	0	1	0	69
	Bonus Dividend/Bonus Share Issue	4	0	1	0	0	0	5
	Financial Statements	182	1	14	0	0	0	197
	Number of Auditors	4	0	0	0	0	0	4
	Ratification of Alternate Auditor	1	0	0	0	0	0	1
	Ratification of Auditor	121	140	0	0	0	0	261
	Ratification of Auditor's Acts	7	0	0	0	0	0	7
	Stock Dividend/Dividend Reinvestment	11	0	0	0	0	0	11
Board Related		4511	391	215	0	16	0	5133
	Approve Censor	0	1	0	0	0	0	1
	Approve Special Auditor's Report	20	1	0	0	0	0	21
	Approve Supervisory Council	0	4	0	0	3	0	7
	Board Size	19	0	0	0	0	0	19
	Board Term Length	2	0	0	0	0	0	2
	Election of Alternate Statutory Auditor	5	0	0	0	0	0	5
	Election of Board Committee Members	45	7	48	0	0	0	100

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Election of Directors	4088	344	143	0	10	0	4585
	Election of Directors (Bundled Issues)	1	2	0	0	0	0	3
	Election of Directors (Slate)	2	2	2	0	0	0	6
	Election of Directors (Slate) Bundled with Other Items	1	0	0	0	0	0	1
	Election of Non-Principal Members (Chairman, alternates)	16	2	6	0	0	0	24
	Election of Shareholder or Institutional Investor Slate	0	0	0	0	2	0	2
	Election of Statutory Auditor Slate	0	0	0	0	1	0	1
	Election of Statutory Auditors	40	11	0	0	0	0	51
	Election of Supervisory Board	62	5	1	0	0	0	68
	Indemnification of Directors/Officers	1	0	0	0	0	0	1
	Misc. Management Proposal Regarding Board	9	0	1	0	0	0	10
	Post-Employment /Severance Agreements	12	0	0	0	0	0	12
	Ratification of Board Acts - Legal	129	6	3	0	0	0	138
	Ratification of Co-Option of a Director	15	1	0	0	0	0	16
	Ratification of Management Acts - Legal	30	3	11	0	0	0	44
	Related Party Transactions	14	2	0	0	0	0	16
Capital Management		517	43	14	0	0	0	574
	Amendment to Borrowing Powers	4	0	0	0	0	0	4
	Authority to Increase Capital in Case of Exchange Offers (France)	4	1	0	0	0	0	5
	Authority to Increase Capital in Consideration for Contributions in Kind (14	1	0	0	0	0	15

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Authority to Issue Preferred Stock	0	2	0	0	0	0	2
	Authority to Issue Shares and Convertible Debt w or w/o Preemptive R	5	1	1	0	0	0	7
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	19	1	0	0	0	0	20
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	28	4	0	0	0	0	32
	Authority to Issue Shares w/ Preemptive Rights	66	0	0	0	0	0	66
	Authority to Issue Shares w/o Preemptive Rights	106	15	0	0	0	0	121
	Authority to Issue Stock w/ or w/out Preemptive Rights	9	1	1	0	0	0	11
	Authority to Repurchase and Re-Issue Shares	46	0	2	0	0	0	48
	Authority to Repurchase Shares	98	3	2	0	0	0	103
	Authority to Set Offering Price of Shares	3	0	0	0	0	0	3
	Authority to Trade in Company Stock	2	0	0	0	0	0	2
	Authorize Overallotment/Greenshoe	10	2	0	0	0	0	12
	Cancellation of Authorized Stock	41	0	5	0	0	0	46
	Increase in Authorized Capital	20	2	2	0	0	0	24
	Increase in Authorized Common Stock	6	0	0	0	0	0	6
	Issuance of Convertible Debt Instruments	3	0	0	0	0	0	3
	Issuance of Debt Instruments	5	0	1	0	0	0	6
	Issuance of Repurchased Shares	8	10	0	0	0	0	18
	Issuance of Stock w/ or w/out Preemptive Rights	2	0	0	0	0	0	2
	Limit to Capital Increase	6	0	0	0	0	0	6

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Misc. Proposal Regarding Capital	1	0	0	0	0	0	1
	Reduction in Authorized Capital	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	2	0	0	0	0	0	2
	Stock Split	2	0	0	0	0	0	2
	Use/Transfer of Reserves	1	0	0	0	0	0	1
Changes to Company Statutes		221	46	13	0	0	0	280
	Adoption of New Articles	7	1	0	0	0	0	8
	Amend Articles, Constitution, Bylaws - Bundled	47	1	1	0	0	0	49
	Amendment to Foreign Investor Restrictions	2	0	0	0	0	0	2
	Amendment to Poison Pill	1	0	0	0	0	0	1
	Amendment to Shareholder Rights' Plan	3	0	0	0	0	0	3
	Amendments to Articles (Technical)	64	0	11	0	0	0	75
	Amendments to Articles, Constitution, Bylaws	47	4	1	0	0	0	52
	Amendments to Charter/Bylaw - Bundled	1	0	0	0	0	0	1
	Amendments to Procedural Rules	2	0	0	0	0	0	2
	Article Amendments - Allow for the Removal of Directors	3	0	0	0	0	0	3
	Authority to Set General Meeting Notice Period at 14 Days	0	36	0	0	0	0	36
	Company Name Change	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
	Delisting	1	0	0	0	0	0	1
	Elimination of Cumulative Voting	1	0	0	0	0	0	1
	Elimination of Supermajority Requirement	18	0	0	0	0	0	18
	Misc. Article Amendments	7	1	0	0	0	0	8
	Misc. Proposal Regarding Antitakeover Devices	1	2	0	0	0	0	3
	Reincorporation	2	0	0	0	0	0	2
	Repeal of Classified Board	5	0	0	0	0	0	5
	Restoration of Right to Call a Special Meeting	4	1	0	0	0	0	5
	Restoration of Written Consent	2	0	0	0	0	0	2
	Technical Amendments to Charter/Bylaw	1	0	0	0	0	0	1
	Waiving of Mandatory Takeover Requirement	1	0	0	0	0	0	1
Compensation		896	100	53	0	5	0	1054
	Adoption of Director Equity Compensation Plan	1	1	0	0	0	0	2
	Adoption of Employee Stock Purchase Plan	5	0	0	0	0	0	5
	Adoption of Equity Compensation Plan	23	0	0	0	0	0	23
	Adoption of Restricted Stock Plan	6	0	0	0	0	0	6
	Adoption of Short Term Incentive Plan	2	0	0	0	0	0	2
	Advisory Vote on Executive Compensation	225	37	0	0	0	0	262
	Advisory Vote on Severance	2	0	0	0	0	0	2
	Amendment to Director Equity Compensation Plan	0	1	0	0	0	0	1

Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Amendment to Employee Stock Purchase Plan	13	0	0	0	0	0	13
Amendment to Equity Compensation Plan	32	1	0	0	0	0	33
Amendment to Restricted Stock Plan	3	0	0	0	0	0	3
Amendment to Stock Option Plan	9	1	0	0	0	0	10
Amendment to Stock Purchase Plan	1	0	0	0	0	0	1
Bonus	9	2	0	0	0	0	11
Capital Proposal to Implement Equity Compensation Plan	29	5	1	0	0	0	35
Directors' Fees	130	2	15	0	2	0	149
Directors' Fees & Audit Fees	4	0	0	0	0	0	4
Directors' Stock Option Plan	0	0	0	0	1	0	1
Employment Agreement	7	0	0	0	0	0	7
Misc. Proposal Regarding Compensation	32	1	2	0	0	0	35
Remuneration Policy (Forward-Looking)	99	14	16	0	0	0	129
Remuneration Report (Retrospective)	142	26	19	0	0	0	187
Say When on Pay	9	2	0	0	0	0	11
Statutory Auditors' Fees	2	0	0	0	0	0	2
Stock Option Grants	15	3	0	0	2	0	20
Stock Option Plan	24	3	0	0	0	0	27
Stock Purchase Plan	43	0	0	0	0	0	43
Supervisory Board/ Corp Assembly Fees	25	1	0	0	0	0	26
	Amendment to Employee Stock Purchase PlanAmendment to Equity Compensation PlanAmendment to Restricted Stock PlanAmendment to Stock Option PlanAmendment to Stock Purchase PlanBonusCapital Proposal to Implement Equity Compensation PlanDirectors' FeesDirectors' Fees & Audit FeesDirectors' Stock Option PlanEmployment AgreementMisc. Proposal Regarding CompensationRemuneration Policy (Forward-Looking)Remuneration Report (Retrospective)Say When on PayStatutory Auditors' FeesStock Option PlanStock Option Plan	Issue Code DescriptionManagementAmendment to Employee Stock13Purchase Plan13Amendment to Equity Compensation32Plan32Amendment to Restricted Stock Plan3Amendment to Stock Option Plan9Amendment to Stock Purchase Plan1Bonus9Capital Proposal to Implement Equity Compensation Plan29Directors' Fees130Directors' Fees & Audit Fees4Directors' Stock Option Plan0Employment Agreement7Misc. Proposal Regarding Compensation32Remuneration Policy (Forward-Looking)99Remuneration Report (Retrospective)142Say When on Pay9Stock Option Plan24Stock Option Plan34	Issue Code DescriptionManagementManagementAmendment to Employee Stock Purchase Plan130Amendment to Equity Compensation Plan321Amendment to Restricted Stock Plan30Amendment to Stock Option Plan91Amendment to Stock Purchase Plan10Bonus92Capital Proposal to Implement Equity Compensation Plan295Directors' Fees1302Directors' Fees & Audit Fees40Directors' Stock Option Plan00Employment Agreement70Misc. Proposal Regarding Compensation321Remuneration Policy (Forward-Looking)9914Remuneration Report (Retrospective)14226Stock Option Grants153Stock Option Plan243	Issue Code DescriptionManagementManagementActionAmendment to Employee Stock1300Purchase Plan1300Amendment to Equity Compensation3210Plan3210Amendment to Restricted Stock Plan300Amendment to Stock Option Plan910Bonus9200Capital Proposal to Implement Equity Compensation Plan2951Directors' Fees1302151Directors' Fees1302150Directors' Fees130000Employment Agreement7000Misc. Proposal Regarding Compensation3212Remuneration Report (Retrospective)1422619Say When on Pay9200Stock Option Grants1530Stock Purchase Plan4300	Issue Code DescriptionManagementManagementActionUnvotedAmendment to Employee Stock13000Purchase Plan13000Amendment to Equity Compensation22100Plan321000Amendment to Restricted Stock Plan3000Amendment to Stock Option Plan9100Bonus92000Capital Proposal to Implement Equity Compensation Plan29510Directors' Fees13021500Directors' Fees1300000Employment Agreement70000Misc. Proposal Regarding Compensation321200Remuneration Policy (Forward-Looking)99141600Say When on Pay920000Stock Option Plan243000	Issue Code DescriptionManagementManagementActionUnvotedN/AAmendment to Employee Stock130000Punchase Plan3210000Amendment to Equity Compensation3210000Amendment to Restricted Stock Plan300000Amendment to Stock Option Plan910000Bonus9200000Bonus9210000Directors' Fees1302150200Directors' Fees & Audit Fees40000000Misc. Proposal Regarding Compensation321200000000Misc. Proposal Regarding Compensation3212000 <td< td=""><td>Issue Code DescriptionManagementManagementActionUnvotedN/AMixedAmendment to Employee Stock1300000Purchase Plan3210000Amendment to Stock Option Plan910000Amendment to Stock Option Plan920000Bonus9200000Compensation Plan9100000Bonus92000000Directors' Fees1302150200Directors' Fees1300000000Directors' Stock Option Plan00000000Directors' Fees130215020000Directors' Stock Option Plan000</td></td<>	Issue Code DescriptionManagementManagementActionUnvotedN/AMixedAmendment to Employee Stock1300000Purchase Plan3210000Amendment to Stock Option Plan910000Amendment to Stock Option Plan920000Bonus9200000Compensation Plan9100000Bonus92000000Directors' Fees1302150200Directors' Fees1300000000Directors' Stock Option Plan00000000Directors' Fees130215020000Directors' Stock Option Plan000

Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Trust Type Equity Plans (JP)	4	0	0	0	0	0	4
	34	1	0	0	0	0	35
Divestiture/Spin-off	5	0	0	0	0	0	5
Intra-company Contracts/Control Agreements	5	1	0	0	0	0	6
Joint Venture/Strategic Alliance	1	0	0	0	0	0	1
Merger by Absorption between Parent and Subsidiary	4	0	0	0	0	0	4
Merger/Acquisition	18	0	0	0	0	0	18
Restructuring/Capitalization	1	0	0	0	0	0	1
	60	4	20	0	0	0	84
Appointment of Independent Proxy (Switzerland)	1	0	11	0	0	0	12
Authorization of Legal Formalities	46	0	0	0	0	0	46
Right to Adjourn Meeting	6	0	0	0	0	0	6
Routine Meeting Item	7	1	7	0	0	0	15
Transact Other Business	0	2	2	0	0	0	4
Transaction of Other Business	0	1	0	0	0	0	1
	4	29	0	0	2	0	35
Approval of Political Donation	0	29	0	0	0	0	29
Approve Technical Vote Requirements	0	0	0	0	2	0	2
Authorization of Charitable Donations	1	0	0	0	0	0	1
Misc. Management Proposal	3	0	0	0	0	0	3
	Trust Type Equity Plans (JP)Divestiture/Spin-offIntra-company Contracts/Control AgreementsJoint Venture/Strategic AllianceMerger by Absorption between Parent and SubsidiaryMerger/AcquisitionRestructuring/CapitalizationAppointment of Independent Proxy (Switzerland)Authorization of Legal FormalitiesRight to Adjourn MeetingRoutine Meeting ItemTransact Other BusinessTransaction of Other BusinessApproval of Political DonationApprove Technical Vote RequirementsAuthorization of Charitable Donations	Issue Code DescriptionManagementTrust Type Equity Plans (JP)4J34Divestiture/Spin-off5Intra-company Contracts/Control Agreements5Joint Venture/Strategic Alliance1Merger by Absorption between Parent and Subsidiary4Merger/Acquisition18Restructuring/Capitalization1Appointment of Independent Proxy (Switzerland)1Authorization of Legal Formalities46Right to Adjourn Meeting6Routine Meeting Item7Transact Other Business0Approval of Political Donation0Approve Technical Vote Requirements0Authorization of Charitable Donations1	Issue Code DescriptionManagementManagementTrust Type Equity Plans (JP)40341Divestiture/Spin-off50Intra-company Contracts/Control51Agreements51Joint Venture/Strategic Alliance10Merger by Absorption between Parent and Subsidiary40Merger/Acquisition180Restructuring/Capitalization10Appointment of Independent Proxy (Switzerland)10Authorization of Legal Formalities460Right to Adjourn Meeting602Transact Other Business021Approval of Political Donation0292Approve Technical Vote Requirements000Authorization of Charitable Donations10	Issue Code DescriptionManagementManagementManagementTrust Type Equity Plans (JP)4003410Divestiture/Spin-off500Intra-company Contracts/Control510Agreements5100Joint Venture/Strategic Alliance100Merger by Absorption between Parent and Subsidiary400Merger/Acquisition1800Restructuring/Capitalization100Appointment of Independent Proxy (Switzerland)1011Authorization of Legal Formalities4600Right to Adjourn Meeting6000Routine Meeting Item7101Transact Other Business0100Approval of Political Donation0290Authorization of Charitable Donations100	Issue Code DescriptionManagementManagementActionUnvotedTrust Type Equity Plans (IP)4000341000Divestiture/Spin-off5000Intra-company Contracts/Control Agreements5100Joint Venture/Strategic Alliance1000Merger by Absorption between Parent and Subsidiary4000Merger/Acquisition18000Restructuring/Capitalization101100Kight to Adjourn Meeting6000Routine Meeting Item7170Transact Other Business0100Approval of Political Donation0000Authorization of Charitable Donations1000	Issue Code DescriptionManagementManagementActionUnvotedN/ATrust Type Equity Plans (JP)400003410000Divestiture/Spin-off50000Intra-company Contracts/Control51000Agreements100000Joint Venture/Strategic Alliance10000Merger by Absorption between Parent and Subsidiary180000Merger/Acquisition1800000Restructuring/Capitalization1011000Authorization of Legal Formalities4600000Routine Meeting Item717000Transact Other Business0290000Approval of Political Donation029002Authorization of Charitable Donations10000	Issue Code DescriptionManagementManagementActionUnvotedN/AMixedTrust Type Equity Plans (IP)400000B41000000Divestiture/Spin-off500000Intra-company Contracts/Control510000Agreements1000000Joint Venture/Strategic Alliance100000Merger Acquisition18000000Merger/Acquisition1000000Restructuring/Capitalization10110000Authorization of Legal Formalities46000000Right to Adjourn Meeting01700000Transact Other Business01000000Approve Technical Vote Requirements00000000Approve Technical Vote Requirements100000000

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
SHP: Compensation		15	26	0	0	0	0	41
	SHP Recoupment of Unearned Bonuses (Clawback)	0	1	0	0	0	0	1
	SHP regarding Change/ Opposition to Director Compensation	2	0	0	0	0	0	2
	SHP Regarding Golden Parachutes	1	0	0	0	0	0	1
	SHP Regarding Linking Executive Pay to Social Criteria	0	6	0	0	0	0	6
	SHP Regarding Misc. Compensation	3	3	0	0	0	0	6
	SHP regarding Misc. Compensation	4	0	0	0	0	0	4
	SHP Regarding Race and/or Gender Pay Equity Report	0	13	0	0	0	0	13
	SHP Regarding Report on Ratio Between CEO and Employee Pay	0	3	0	0	0	0	3
	SHP Regarding Restricting Executive Compensation	5	0	0	0	0	0	5
SHP: Environment		0	22	0	0	0	0	22
	SHP Regarding Adoption of Comprehensive Recycling Strategies	0	1	0	0	0	0	1
	SHP Regarding Environmental Report	0	7	0	0	0	0	7
	SHP Regarding Formation of Environmental/Social Committee of the	0	2	0	0	0	0	2
	SHP Regarding Misc. Energy/Environmental Issues	0	3	0	0	0	0	3
	SHP Regarding Misc. Environmental Issue	0	1	0	0	0	0	1
	SHP Regarding Report on Antibiotics in Animal Agriculture	0	1	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	0	3	0	0	0	0	3
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	0	4	0	0	0	0	4
SHP: Governance		48	101	2	0	14	0	165

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Additional or Amended Shareholder Proposals	0	0	2	0	0	0	2
	SHP Regarding Board Composition	4	6	0	0	0	0	10
	SHP Regarding Directors' Roles in Corporate Strategy	3	0	0	0	0	0	3
	SHP Regarding Election of Dissident Board Member(s)	7	6	0	0	0	0	13
	SHP Regarding Eliminating Supermajority Provisions	0	4	0	0	0	0	4
	SHP Regarding Facilitation of Shareholder Proposals	0	1	0	0	0	0	1
	SHP Regarding Improving in Disclosure	0	1	0	0	0	0	1
	SHP Regarding Increase in Dividend/Redistribution of Profits	1	0	0	0	0	0	1
	SHP Regarding Independent Board Chairman/Seperation of Chair and CEO	1	29	0	0	0	0	30
	SHP Regarding Majority Vote for Election of Directors	0	2	0	0	0	0	2
	SHP Regarding Misc. Board Issue	1	0	0	0	0	0	1
	SHP Regarding Misc. Board/Shareholder Rights Issue	9	0	0	0	0	0	9
	SHP Regarding Misc. Capital Issue	1	0	0	0	1	0	2
	SHP Regarding Misc. Governance Issue	1	0	0	0	2	0	3
	SHP Regarding Misc. Issue	5	0	0	0	2	0	7
	SHP Regarding Recapitalization	0	2	0	0	0	0	2
	SHP Regarding Recoupment of Unearned Bonuses (Clawback)	1	0	0	0	0	0	1
	SHP Regarding Removal of Directors	0	1	0	0	0	0	1
	SHP Regarding Removal of Multiple- Voting Rights	0	0	0	0	9	0	9
	SHP Regarding Right to Act by Written Consent	11	23	0	0	0	0	34

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Right to Call a Special Meeting	3	17	0	0	0	0	20
	SHP Regarding Trained, Qualified Directors on Environment, Health and S	0	2	0	0	0	0	2
	SHP Shareholder Access to the Nomination Process (Proxy Access)	0	7	0	0	0	0	7
SHP: Misc		2	0	0	0	0	0	2
	SHP: Misc. Issues	2	0	0	0	0	0	2
SHP: Social		11	60	0	0	1	0	72
	SHP Regarding Animal Welfare	0	4	0	0	0	0	4
	SHP Regarding Company Product Responsibility	0	1	0	0	0	0	1
	SHP Regarding Drug Pricing/Distribution	0	1	0	0	0	0	1
	SHP Regarding Misc. Human Capital Management	1	3	0	0	0	0	4
	SHP Regarding Misc. Human/Political Rights Policies	2	2	0	0	0	0	4
	SHP Regarding Misc. Social Issue	7	10	0	0	1	0	18
	SHP Regarding Plant Closings	0	1	0	0	0	0	1
	SHP Regarding Report on EEO	0	1	0	0	0	0	1
	SHP Regarding Reporting on Company's Compliance with International Human R	0	8	0	0	0	0	8
	SHP Regarding Reviewing Charitable Spending	1	0	0	0	0	0	1
	SHP Regarding Reviewing Political Spending or Lobbying	0	29	0	0	0	0	29

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		7944	9	147	366	0	0	5	8471
Audit/Financials		901	0	23	49	0	0	1	974
	Accounts and Reports (Bundled Issues)	26	0	0	1	0	0	0	27
	Allocation of Profits/Dividends	177	0	1	16	0	0	0	194
	Appointment of Auditor	111	0	3	13	0	0	0	127
	Appointment of Auditor and Authority to Set Fees	51	0	2	0	0	0	0	53
	Appointment of Special Auditor	3	0	0	1	0	0	0	4
	Approval of Non-Financial Reports	9	0	0	0	0	0	0	9
	Approve Payment of Fees to Special Auditors	5	0	0	0	0	0	0	5
	Authority to Set Auditor's Fees	56	0	10	3	0	0	0	69
	Bonus Dividend/Bonus Share Issue	4	0	0	1	0	0	0	5
	Financial Statements	177	0	6	14	0	0	0	197
	Number of Auditors	4	0	0	0	0	0	0	4
	Ratification of Alternate Auditor	1	0	0	0	0	0	0	1
	Ratification of Auditor	259	0	1	0	0	0	1	261
	Ratification of Auditor's Acts	7	0	0	0	0	0	0	7
	Stock Dividend/Dividend Reinvestment	11	0	0	0	0	0	0	11
Board Related		4852	4	59	215	0	0	3	5133
	Approve Censor	1	0	0	0	0	0	0	1
	Approve Special Auditor's Report	20	0	1	0	0	0	0	21

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Approve Supervisory Council	7	0	0	0	0	0	0	7
	Board Size	18	0	1	0	0	0	0	19
	Board Term Length	2	0	0	0	0	0	0	2
	Election of Alternate Statutory Auditor	5	0	0	0	0	0	0	5
	Election of Board Committee Members	52	0	0	48	0	0	0	100
	Election of Directors	4384	4	51	143	0	0	3	4585
	Election of Directors (Bundled Issues)	3	0	0	0	0	0	0	3
	Election of Directors (Slate)	4	0	0	2	0	0	0	6
	Election of Directors (Slate) Bundled with Other Items	1	0	0	0	0	0	0	1
	Election of Non-Principal Members (Chairman, alternates)	18	0	0	6	0	0	0	24
	Election of Shareholder or Institutional Investor Slate	2	0	0	0	0	0	0	2
	Election of Statutory Auditor Slate	1	0	0	0	0	0	0	1
	Election of Statutory Auditors	51	0	0	0	0	0	0	51
	Election of Supervisory Board	63	0	4	1	0	0	0	68
	Indemnification of Directors/Officers	1	0	0	0	0	0	0	1
	Misc. Management Proposal Regarding Board	9	0	0	1	0	0	0	10
	Post-Employment /Severance Agreements	12	0	0	0	0	0	0	12
	Ratification of Board Acts - Legal	134	0	1	3	0	0	0	138
	Ratification of Co-Option of a Director	16	0	0	0	0	0	0	16
	Ratification of Management Acts - Legal	32	0	1	11	0	0	0	44

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Related Party Transactions	16	0	0	0	0	0	0	16
Capital Management		540	0	20	14	0	0	0	574
	Amendment to Borrowing Powers	4	0	0	0	0	0	0	4
	Authority to Increase Capital in Case of Exchange Offers (France)	5	0	0	0	0	0	0	5
	Authority to Increase Capital in Consideration for Contributions in Kind (14	0	1	0	0	0	0	15
	Authority to Issue Preferred Stock	2	0	0	0	0	0	0	2
	Authority to Issue Shares and Convertible Debt w or w/o Preemptive Rights	6	0	0	1	0	0	0	7
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	18	0	2	0	0	0	0	20
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	30	0	2	0	0	0	0	32
	Authority to Issue Shares w/ Preemptive Rights	64	0	2	0	0	0	0	66
	Authority to Issue Shares w/o Preemptive Rights	118	0	3	0	0	0	0	121
	Authority to Issue Stock w/ or w/out Preemptive Rights	10	0	0	1	0	0	0	11
	Authority to Repurchase and Re-Issue Shares	45	0	1	2	0	0	0	48
	Authority to Repurchase Shares	98	0	3	2	0	0	0	103
	Authority to Set Offering Price of Shares	3	0	0	0	0	0	0	3
	Authority to Trade in Company Stock	2	0	0	0	0	0	0	2
	Authorize Overallotment/Greenshoe	11	0	1	0	0	0	0	12
	Cancellation of Authorized Stock	39	0	2	5	0	0	0	46
	Increase in Authorized Capital	21	0	1	2	0	0	0	24
	Increase in Authorized Common Stock	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
	Issuance of Convertible Debt Instruments	3	0	0	0	0	0	0	3
	Issuance of Debt Instruments	5	0	0	1	0	0	0	6
	Issuance of Repurchased Shares	18	0	0	0	0	0	0	18
	Issuance of Stock w/ or w/out Preemptive Rights	0	0	2	0	0	0	0	2
	Limit to Capital Increase	6	0	0	0	0	0	0	6
	Misc. Proposal Regarding Capital	1	0	0	0	0	0	0	1
	Reduction in Authorized Capital	1	0	0	0	0	0	0	1
	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	2	0	0	0	0	0	0	2
	Stock Split	2	0	0	0	0	0	0	2
	Use/Transfer of Reserves	1	0	0	0	0	0	0	1
Changes to Company Statutes		260	0	7	13	0	0	0	280
	Adoption of New Articles	8	0	0	0	0	0	0	8
	Amend Articles, Constitution, Bylaws - Bundled	42	0	6	1	0	0	0	49
	Amendment to Foreign Investor Restrictions	2	0	0	0	0	0	0	2
	Amendment to Poison Pill	1	0	0	0	0	0	0	1
	Amendment to Shareholder Rights' Plan	3	0	0	0	0	0	0	3
	Amendments to Articles (Technical)	64	0	0	11	0	0	0	75
	Amendments to Articles, Constitution, Bylaws	50	0	1	1	0	0	0	52

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Amendments to Charter/Bylaw - Bundled	1	0	0	0	0	0	0	1
	Amendments to Procedural Rules	2	0	0	0	0	0	0	2
	Article Amendments - Allow for the Removal of Directors	3	0	0	0	0	0	0	3
	Authority to Set General Meeting Notice Period at 14 Days	36	0	0	0	0	0	0	36
	Company Name Change	1	0	0	0	0	0	0	1
	Delisting	1	0	0	0	0	0	0	1
	Elimination of Cumulative Voting	1	0	0	0	0	0	0	1
	Elimination of Supermajority Requirement	18	0	0	0	0	0	0	18
	Misc. Article Amendments	8	0	0	0	0	0	0	8
	Misc. Proposal Regarding Antitakeover Devices	3	0	0	0	0	0	0	3
	Reincorporation	2	0	0	0	0	0	0	2
	Repeal of Classified Board	5	0	0	0	0	0	0	5
	Restoration of Right to Call a Special Meeting	5	0	0	0	0	0	0	5
	Restoration of Written Consent	2	0	0	0	0	0	0	2
	Technical Amendments to Charter/Bylaw	1	0	0	0	0	0	0	1
	Waiving of Mandatory Takeover Requirement	1	0	0	0	0	0	0	1
Compensation		963	2	35	53	0	0	1	1054
	Adoption of Director Equity Compensation Plan	2	0	0	0	0	0	0	2
	Adoption of Employee Stock Purchase Plan	5	0	0	0	0	0	0	5
	Adoption of Equity Compensation Plan	23	0	0	0	0	0	0	23

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Adoption of Restricted Stock Plan	6	0	0	0	0	0	0	6
	Adoption of Short Term Incentive Plan	2	0	0	0	0	0	0	2
	Advisory Vote on Executive Compensation	260	0	1	0	0	0	1	262
	Advisory Vote on Severance	2	0	0	0	0	0	0	2
	Amendment to Director Equity Compensation Plan	1	0	0	0	0	0	0	1
	Amendment to Employee Stock Purchase Plan	13	0	0	0	0	0	0	13
	Amendment to Equity Compensation Plan	33	0	0	0	0	0	0	33
	Amendment to Restricted Stock Plan	3	0	0	0	0	0	0	3
	Amendment to Stock Option Plan	10	0	0	0	0	0	0	10
	Amendment to Stock Purchase Plan	1	0	0	0	0	0	0	1
	Bonus	11	0	0	0	0	0	0	11
	Capital Proposal to Implement Equity Compensation Plan	34	0	0	1	0	0	0	35
	Directors' Fees	128	1	5	15	0	0	0	149
	Directors' Fees & Audit Fees	4	0	0	0	0	0	0	4
	Directors' Stock Option Plan	0	0	1	0	0	0	0	1
	Employment Agreement	7	0	0	0	0	0	0	7
	Misc. Proposal Regarding Compensation	32	0	1	2	0	0	0	35
	Remuneration Policy (Forward-Looking)	109	0	4	16	0	0	0	129
	Remuneration Report (Retrospective)	161	1	6	19	0	0	0	187
	Say When on Pay	10	0	1	0	0	0	0	11

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Statutory Auditors' Fees	2	0	0	0	0	0	0	2
	Stock Option Grants	9	0	11	0	0	0	0	20
	Stock Option Plan	26	0	1	0	0	0	0	27
	Stock Purchase Plan	42	0	1	0	0	0	0	43
	Supervisory Board/ Corp Assembly Fees	23	0	3	0	0	0	0	26
	Trust Type Equity Plans (JP)	4	0	0	0	0	0	0	4
M&A		34	0	1	0	0	0	0	35
	Divestiture/Spin-off	5	0	0	0	0	0	0	5
	Intra-company Contracts/Control Agreements	6	0	0	0	0	0	0	6
	Joint Venture/Strategic Alliance	1	0	0	0	0	0	0	1
	Merger by Absorption between Parent and Subsidiary	4	0	0	0	0	0	0	4
	Merger/Acquisition	17	0	1	0	0	0	0	18
	Restructuring/Capitalization	1	0	0	0	0	0	0	1
Meeting Administration		63	0	1	20	0	0	0	84
	Appointment of Independent Proxy (Switzerland)	1	0	0	11	0	0	0	12
	Authorization of Legal Formalities	45	0	1	0	0	0	0	46
	Right to Adjourn Meeting	6	0	0	0	0	0	0	6
	Routine Meeting Item	8	0	0	7	0	0	0	15
	Transact Other Business	2	0	0	2	0	0	0	4
	Transaction of Other Business	1	0	0	0	0	0	0	1

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Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Misc. Environmental Issue	1	0	0	0	0	0	0	1
	SHP Regarding Report on Antibiotics in Animal Agriculture	1	0	0	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	3	0	0	0	0	0	0	3
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	4	0	0	0	0	0	0	4
SHP: Governance		163	0	0	2	0	0	0	165
	SHP Regarding Additional or Amended Shareholder Proposals	0	0	0	2	0	0	0	2
	SHP Regarding Board Composition	10	0	0	0	0	0	0	10
	SHP Regarding Directors' Roles in Corporate Strategy	3	0	0	0	0	0	0	3
	SHP Regarding Election of Dissident Board Member(s)	13	0	0	0	0	0	0	13
	SHP Regarding Eliminating Supermajority Provisions	4	0	0	0	0	0	0	4
	SHP Regarding Facilitation of Shareholder Proposals	1	0	0	0	0	0	0	1
	SHP Regarding Improving in Disclosure	1	0	0	0	0	0	0	1
	SHP Regarding Increase in Dividend/Redistribution of Profits	1	0	0	0	0	0	0	1
	SHP Regarding Independent Board Chairman/Seperation of Chair and CEO	30	0	0	0	0	0	0	30
	SHP Regarding Majority Vote for Election of Directors	2	0	0	0	0	0	0	2
	SHP Regarding Misc. Board Issue	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Board/Shareholder Rights Issue	9	0	0	0	0	0	0	9
	SHP Regarding Misc. Capital Issue	2	0	0	0	0	0	0	2
	SHP Regarding Misc. Governance Issue	3	0	0	0	0	0	0	3
	SHP Regarding Misc. Issue	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
	SHP Regarding Recapitalization	2	0	0	0	0	0	0	2
	SHP Regarding Recoupment of Unearned Bonuses (Clawback)	1	0	0	0	0	0	0	1
	SHP Regarding Removal of Directors	1	0	0	0	0	0	0	1
	SHP Regarding Removal of Multiple- Voting Rights	9	0	0	0	0	0	0	9
	SHP Regarding Right to Act by Written Consent	34	0	0	0	0	0	0	34
	SHP Regarding Right to Call a Special Meeting	20	0	0	0	0	0	0	20
	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)	7	0	0	0	0	0	0	7
SHP: Misc		2	0	0	0	0	0	0	2
	SHP: Misc. Issues	2	0	0	0	0	0	0	2
SHP: Social		70	2	0	0	0	0	0	72
	SHP Regarding Animal Welfare	4	0	0	0	0	0	0	4
	SHP Regarding Company Product Responsibility	1	0	0	0	0	0	0	1
	SHP Regarding Drug Pricing/Distribution	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Human Capital Management	3	1	0	0	0	0	0	4
	SHP Regarding Misc. Human/Political Rights Policies	4	0	0	0	0	0	0	4
	SHP Regarding Misc. Social Issue	18	0	0	0	0	0	0	18
	SHP Regarding Plant Closings	1	0	0	0	0	0	0	1
	SHP Regarding Report on EEO	1	0	0	0	0	0	0	1
	SHP Regarding Reporting on Company's Compliance with International Human Ri	8	0	0	0	0	0	0	8

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Reviewing Charitable Spending	1	0	0	0	0	0	0	1
	SHP Regarding Reviewing Political Spending or Lobbying	28	1	0	0	0	0	0	29

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		7621	484	366	0	0	0	8471
Audit/Financials		761	164	49	0	0	0	974
	Accounts and Reports (Bundled Issues)	26	0	1	0	0	0	27
	Allocation of Profits/Dividends	178	0	16	0	0	0	194
	Appointment of Auditor	93	21	13	0	0	0	127
	Appointment of Auditor and Authority to Set Fees	47	6	0	0	0	0	53
	Appointment of Special Auditor	3	0	1	0	0	0	4
	Approval of Non-Financial Reports	9	0	0	0	0	0	9
	Approve Payment of Fees to Special Auditors	5	0	0	0	0	0	5
	Authority to Set Auditor's Fees	66	0	3	0	0	0	69
	Bonus Dividend/Bonus Share Issue	4	0	1	0	0	0	5
	Financial Statements	183	0	14	0	0	0	197
	Number of Auditors	4	0	0	0	0	0	4
	Ratification of Alternate Auditor	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
	Ratification of Auditor	124	137	0	0	0	0	261
	Ratification of Auditor's Acts	7	0	0	0	0	0	7
	Stock Dividend/Dividend Reinvestment	11	0	0	0	0	0	11
Board Related		4742	176	215	0	0	0	5133
	Approve Censor	1	0	0	0	0	0	1
	Approve Special Auditor's Report	21	0	0	0	0	0	21
	Approve Supervisory Council	7	0	0	0	0	0	7
	Board Size	19	0	0	0	0	0	19
	Board Term Length	2	0	0	0	0	0	2
	Election of Alternate Statutory Auditor	5	0	0	0	0	0	5
	Election of Board Committee Members	52	0	48	0	0	0	100
	Election of Directors	4266	176	143	0	0	0	4585
	Election of Directors (Bundled Issues)	3	0	0	0	0	0	3
	Election of Directors (Slate)	4	0	2	0	0	0	6
	Election of Directors (Slate) Bundled with Other Items	1	0	0	0	0	0	1
	Election of Non-Principal Members (Chairman, alternates)	18	0	6	0	0	0	24
	Election of Shareholder or Institutional Investor Slate	2	0	0	0	0	0	2
	Election of Statutory Auditor Slate	1	0	0	0	0	0	1
	Election of Statutory Auditors	51	0	0	0	0	0	51
	Election of Supervisory Board	67	0	1	0	0	0	68

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Indemnification of Directors/Officers	1	0	0	0	0	0	1
	Misc. Management Proposal Regarding Board	9	0	1	0	0	0	10
	Post-Employment /Severance Agreements	12	0	0	0	0	0	12
	Ratification of Board Acts - Legal	135	0	3	0	0	0	138
	Ratification of Co-Option of a Director	16	0	0	0	0	0	16
	Ratification of Management Acts - Legal	33	0	11	0	0	0	44
	Related Party Transactions	16	0	0	0	0	0	16
Capital Management		560	0	14	0	0	0	574
	Amendment to Borrowing Powers	4	0	0	0	0	0	4
	Authority to Increase Capital in Case of Exchange Offers (France)	5	0	0	0	0	0	5
	Authority to Increase Capital in Consideration for Contributions in Kind (15	0	0	0	0	0	15
	Authority to Issue Preferred Stock	2	0	0	0	0	0	2
	Authority to Issue Shares and Convertible Debt w or w/o Preemptive Rights	6	0	1	0	0	0	7
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	20	0	0	0	0	0	20
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	32	0	0	0	0	0	32
	Authority to Issue Shares w/ Preemptive Rights	66	0	0	0	0	0	66
	Authority to Issue Shares w/o Preemptive Rights	121	0	0	0	0	0	121
	Authority to Issue Stock w/ or w/out Preemptive Rights	10	0	1	0	0	0	11
	Authority to Repurchase and Re-Issue Shares	46	0	2	0	0	0	48
	Authority to Repurchase Shares	101	0	2	0	0	0	103

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	3	0	0	0	0	0	3
	Authority to Trade in Company Stock	2	0	0	0	0	0	2
	Authorize Overallotment/Greenshoe	12	0	0	0	0	0	12
	Cancellation of Authorized Stock	41	0	5	0	0	0	46
	Increase in Authorized Capital	22	0	2	0	0	0	24
	Increase in Authorized Common Stock	6	0	0	0	0	0	6
	Issuance of Convertible Debt Instruments	3	0	0	0	0	0	3
	Issuance of Debt Instruments	5	0	1	0	0	0	6
	Issuance of Repurchased Shares	18	0	0	0	0	0	18
	Issuance of Stock w/ or w/out Preemptive Rights	2	0	0	0	0	0	2
	Limit to Capital Increase	6	0	0	0	0	0	6
	Misc. Proposal Regarding Capital	1	0	0	0	0	0	1
	Reduction in Authorized Capital	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	2	0	0	0	0	0	2
	Stock Split	2	0	0	0	0	0	2
	Use/Transfer of Reserves	1	0	0	0	0	0	1
Changes to Company Statutes		231	36	13	0	0	0	280
	Adoption of New Articles	8	0	0	0	0	0	8

0		0			Lewis	Glass Lewis	Issue Code Category Issue Code Description
	0		0	1	0	48	Amend Articles, Constitution, Bylaws - Bundled
0		0	0	0	0	2	Amendment to Foreign Investor Restrictions
-	0	0	0	0	0	1	Amendment to Poison Pill
0	0	0	0	0	0	3	Amendment to Shareholder Rights' Plan
0	0	0	0	11	0	64	Amendments to Articles (Technical)
0	0	0	0	1	0	51	Amendments to Articles, Constitution, Bylaws
0	0	0	0	0	0	1	Amendments to Charter/Bylaw - Bundled
0	0	0	0	0	0	2	Amendments to Procedural Rules
0	0	0	0	0	0	3	Article Amendments - Allow for the Removal of Directors
0	0	0	0	0	36	0	Authority to Set General Meeting Notice Period at 14 Days
0	0	0	0	0	0	1	Company Name Change
0	0	0	0	0	0	1	Delisting
0	0	0	0	0	0	1	Elimination of Cumulative Voting
0	0	0	0	0	0	18	Elimination of Supermajority Requirement
0	0	0	0	0	0	8	Misc. Article Amendments
0	0	0	0	0	0	3	Misc. Proposal Regarding Antitakeover Devices
0	0	0	0	0	0	2	Reincorporation
0	0	0	0	0	0	5	Repeal of Classified Board
0	0	0	0	0	0	5	Restoration of Right to Call a Special Meeting
	0	0	0	0	0	2	Restoration of Written Consent
-		0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	3 2 5 5	Misc. Proposal Regarding Antitakeover Devices Reincorporation Repeal of Classified Board Restoration of Right to Call a Special Meeting

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Technical Amendments to Charter/Bylaw	1	0	0	0	0	0	1
	Waiving of Mandatory Takeover Requirement	1	0	0	0	0	0	1
Compensation		994	7	53	0	0	0	1054
	Adoption of Director Equity Compensation Plan	2	0	0	0	0	0	2
	Adoption of Employee Stock Purchase Plan	5	0	0	0	0	0	5
	Adoption of Equity Compensation Plan	23	0	0	0	0	0	23
	Adoption of Restricted Stock Plan	6	0	0	0	0	0	6
	Adoption of Short Term Incentive Plan	2	0	0	0	0	0	2
	Advisory Vote on Executive Compensation	260	2	0	0	0	0	262
	Advisory Vote on Severance	2	0	0	0	0	0	2
	Amendment to Director Equity Compensation Plan	1	0	0	0	0	0	1
	Amendment to Employee Stock Purchase Plan	13	0	0	0	0	0	13
	Amendment to Equity Compensation Plan	33	0	0	0	0	0	33
	Amendment to Restricted Stock Plan	3	0	0	0	0	0	3
	Amendment to Stock Option Plan	10	0	0	0	0	0	10
	Amendment to Stock Purchase Plan	1	0	0	0	0	0	1
	Bonus	11	0	0	0	0	0	11
	Capital Proposal to Implement Equity Compensation Plan	34	0	1	0	0	0	35
	Directors' Fees	133	1	15	0	0	0	149
	Directors' Fees & Audit Fees	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
	Directors' Stock Option Plan	1	0	0	0	0	0	1
	Employment Agreement	7	0	0	0	0	0	7
	Misc. Proposal Regarding Compensation	33	0	2	0	0	0	35
	Remuneration Policy (Forward-Looking)	113	0	16	0	0	0	129
	Remuneration Report (Retrospective)	164	4	19	0	0	0	187
	Say When on Pay	11	0	0	0	0	0	11
	Statutory Auditors' Fees	2	0	0	0	0	0	2
	Stock Option Grants	20	0	0	0	0	0	20
	Stock Option Plan	27	0	0	0	0	0	27
	Stock Purchase Plan	43	0	0	0	0	0	43
	Supervisory Board/ Corp Assembly Fees	26	0	0	0	0	0	26
	Trust Type Equity Plans (JP)	4	0	0	0	0	0	4
M&A		35	0	0	0	0	0	35
	Divestiture/Spin-off	5	0	0	0	0	0	5
	Intra-company Contracts/Control Agreements	6	0	0	0	0	0	6
	Joint Venture/Strategic Alliance	1	0	0	0	0	0	1
	Merger by Absorption between Parent and Subsidiary	4	0	0	0	0	0	4
	Merger/Acquisition	18	0	0	0	0	0	18
	Restructuring/Capitalization	1	0	0	0	0	0	1
Meeting Administration		64	0	20	0	0	0	84

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Appointment of Independent Proxy (Switzerland)	1	0	11	0	0	0	12
	(omtenand)		-				-	
	Authorization of Legal Formalities	46	0	0	0	0	0	46
	Right to Adjourn Meeting	6	0	0	0	0	0	6
	Routine Meeting Item	8	0	7	0	0	0	15
	Transact Other Business	2	0	2	0	0	0	4
	Transaction of Other Business	1	0	0	0	0	0	1
Other		7	28	0	0	0	0	35
	Approval of Political Donation	1	28	0	0	0	0	29
	Approve Technical Vote Requirements	2	0	0	0	0	0	2
	Authorization of Charitable Donations	1	0	0	0	0	0	1
	Misc. Management Proposal	3	0	0	0	0	0	3
SHP: Compensation		21	20	0	0	0	0	41
	SHP Recoupment of Unearned Bonuses (Clawback)	1	0	0	0	0	0	1
	SHP regarding Change/ Opposition to Director Compensation	2	0	0	0	0	0	2
	SHP Regarding Golden Parachutes	1	0	0	0	0	0	1
	SHP Regarding Linking Executive Pay to Social Criteria	0	6	0	0	0	0	6
	SHP Regarding Misc. Compensation	6	0	0	0	0	0	6
	SHP regarding Misc. Compensation	4	0	0	0	0	0	4
	SHP Regarding Race and/or Gender Pay Equity Report	2	11	0	0	0	0	13
	SHP Regarding Report on Ratio Between CEO and Employee Pay	0	3	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 Restricting Executive	Glass Lewis	Lewis	Action	Onvoted	11/7	WIXCu	Total
	Compensation	5	0	0	0	0	0	5
SHP: Environment		7	15	0	0	0	0	22
	SHP Regarding Adoption of							
	Comprehensive Recycling Strategies	0	1	0	0	0	0	1
	SHP Regarding Environmental Report	3	4	0	0	0	0	7
	SHP Regarding Formation of Environmental/Social Committee of the	1	1	0	0	0	0	2
	SHP Regarding Misc.							
	Energy/Environmental Issues	0	3	0	0	0	0	3
	SHP Regarding Misc. Environmental Issue	0	1	0	0	0	0	1
	SHP Regarding Report on Antibiotics in Animal Agriculture	0	1	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	2	1	0	0	0	0	3
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	1	3	0	0	0	0	4
SHP: Governance		151	12	2	0	0	0	165
	SHP Regarding Additional or Amended Shareholder Proposals	0	0	2	0	0	0	2
	SHP Regarding Board Composition	6	4	0	0	0	0	10
	SHP Regarding Directors' Roles in Corporate Strategy	3	0	0	0	0	0	3
	SHP Regarding Election of Dissident Board Member(s)	13	0	0	0	0	0	13
	SHP Regarding Eliminating Supermajority Provisions	4	0	0	0	0	0	4
	SHP Regarding Facilitation of Shareholder Proposals	1	0	0	0	0	0	1
	SHP Regarding Improving in Disclosure	1	0	0	0	0	0	1
	SHP Regarding Increase in Dividend/Redistribution of Profits	1	0	0	0	0	0	1
	SHP Regarding Independent Board Chairman/Seperation of Chair and CEO	30	0	0	0	0	0	30
			0	5	0	č	•	

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Majority Vote for Election of Directors	2	0	0	0	0	0	2
	SHP Regarding Misc. Board Issue	1	0	0	0	0	0	1
	SHP Regarding Misc. Board/Shareholder Rights Issue	9	0	0	0	0	0	9
	SHP Regarding Misc. Capital Issue	2	0	0	0	0	0	2
	SHP Regarding Misc. Governance Issue	3	0	0	0	0	0	3
	SHP Regarding Misc. Issue	7	0	0	0	0	0	7
	SHP Regarding Recapitalization	2	0	0	0	0	0	2
	SHP Regarding Recoupment of Unearned Bonuses (Clawback)	1	0	0	0	0	0	1
	SHP Regarding Removal of Directors	1	0	0	0	0	0	1
	SHP Regarding Removal of Multiple- Voting Rights	9	0	0	0	0	0	9
	SHP Regarding Right to Act by Written Consent	34	0	0	0	0	0	34
	SHP Regarding Right to Call a Special Meeting	20	0	0	0	0	0	20
	SHP Regarding Trained, Qualified Directors on Environment, Health and Sa	1	1	0	0	0	0	2
	SHP Shareholder Access to the Nomination Process (Proxy Access)	0	7	0	0	0	0	7
SHP: Misc		2	0	0	0	0	0	2
	SHP: Misc. Issues	2	0	0	0	0	0	2
SHP: Social		46	26	0	0	0	0	72
	SHP Regarding Animal Welfare	0	4	0	0	0	0	4
	SHP Regarding Company Product Responsibility	0	1	0	0	0	0	1
	SHP Regarding Drug Pricing/Distribution	1	0	0	0	0	0	1

	With	Against Glass	Take No				
Issue Code Description	Glass Lewis	Lewis	Action	Unvoted	N/A	Mixed	Total
SHP Regarding Misc. Human Capital							
Management	3	1	0	0	0	0	4
SHP Regarding Misc. Human/Political							
Rights Policies	3	1	0	0	0	0	4
SHP Regarding Misc. Social Issue	13	5	0	0	0	0	18
SHP Regarding Plant Closings	0	1	0	0	0	0	1
SHP Regarding Report on EEO	0	1	0	0	0	0	1
SHP Regarding Reporting on Company's							
Compliance with International Human Ri	4	4	0	0	0	0	8
SHP Regarding Reviewing Charitable							
Spending	1	0	0	0	0	0	1
SHP Regarding Reviewing Political							
Spending or Lobbying	21	8	0	0	0	0	29
	Management SHP Regarding Misc. Human/Political Rights Policies SHP Regarding Misc. Social Issue SHP Regarding Plant Closings 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 Misc. Human Capital Management3SHP Regarding Misc. Human/Political Rights Policies3SHP Regarding Misc. Social Issue13SHP Regarding Plant Closings0SHP Regarding Report on EEO0SHP Regarding Reporting on Company's Compliance with International Human Ri4SHP Regarding Reviewing Charitable Spending1SHP Regarding Reviewing Political1	Issue Code DescriptionGlass LewisLewisSHP Regarding Misc. Human Capital Management31SHP Regarding Misc. Human/Political Rights Policies31SHP Regarding Misc. Social Issue135SHP Regarding Plant Closings01SHP Regarding Report on EEO01SHP Regarding Reporting on Company's Compliance with International Human Ri4SHP Regarding Reviewing Charitable Spending1SHP Regarding Reviewing Political0	Issue Code DescriptionGlass LewisLewisActionSHP Regarding Misc. Human Capital Management310SHP Regarding Misc. Human/Political Rights Policies310SHP Regarding Misc. Social Issue1350SHP Regarding Plant Closings010SHP Regarding Report on EEO010SHP Regarding Reporting on Company's Compliance with International Human Ri440SHP Regarding Reviewing Charitable Spending100SHP Regarding Reviewing Political000	Issue Code DescriptionGlass LewisLewisActionUnvotedSHP Regarding Misc. Human Capital Management3100SHP Regarding Misc. Human/Political Rights Policies3100SHP Regarding Misc. Social Issue13500SHP Regarding Plant Closings0100SHP Regarding Report on EEO0100SHP Regarding Reporting on Company's Compliance with International Human Ri4400SHP Regarding Reviewing Charitable Spending1000SHP Regarding Reviewing Political1000	Issue Code DescriptionGlass LewisLewisActionUnvotedN/ASHP Regarding Misc. Human Capital Management31000SHP Regarding Misc. Human/Political Rights Policies31000SHP Regarding Misc. Social Issue135000SHP Regarding Plant Closings01000SHP Regarding Report on EEO01000SHP Regarding Reporting on Company's Compliance with International Human Ri44000SHP Regarding Reviewing Charitable Spending100000SHP Regarding Reviewing Political10000	Issue Code DescriptionGlass LewisLewisActionUnvotedN/AMixedSHP Regarding Misc. Human Capital Management310000SHP Regarding Misc. Human/Political Rights Policies310000SHP Regarding Misc. Social Issue1350000SHP Regarding Plant Closings010000SHP Regarding Report on EEO010000SHP Regarding Report on EEO010000SHP Regarding Report on EEO010000SHP Regarding Report on EEO100000SHP Regarding Report on EEO100000SHP Regarding Reporting on Company's Compliance with International Human Ri440000SHP Regarding Reviewing Charitable Spending1000000SHP Regarding Reviewing Political1000000