

Issue Code	Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Issuance of Stock w/ or w/out Preemptive Rights	24	4	0	0	2	0	0	0	0	30
		Misc. Proposal Regarding Capital	3	0	0	0	0	0	0	0	0	3
		Reverse Stock Split	2	0	0	0	0	0	0	0	0	2
Changes to Company Statutes			31	3	1	0	0	0	0	0	0	34
		Adoption of New Articles	6	1	0	0	0	0	0	0	0	7
		Amend Articles, Constitution, Bylaws - Bundled	9	0	1	0	0	0	0	0	0	10
		Amendments to Articles (Technical)	4	0	0	0	0	0	0	0	0	4
		Amendments to Articles, Constitution, Bylaws	12	2	0	0	0	0	0	0	0	14
Compensation			450	422	2	3	4	0	0	0	0	879
		Advisory Vote on Executive Compensation	1	0	0	0	0	0	0	0	0	1
		Amendment to Stock Option Plan	7	2	0	0	0	0	0	0	0	9
		Directors' Stock Option Plan	3	0	0	0	0	0	0	0	0	3
		Non-Executive Remuneration Policy (Forward-Looking)	57	7	0	0	0	0	0	0	0	64
		Remuneration Report (Retrospective)	111	217	2	1	2	0	0	0	0	333
		Stock Option Grants	229	191	0	1	2	0	0	0	0	423
		Stock Option Plan	40	5	0	1	0	0	0	0	0	46
		Stock Purchase Plan	2	0	0	0	0	0	0	0	0	2
M&A			12	0	0	0	0	0	0	0	0	12
		Divestiture/Spin-off	1	0	0	0	0	0	0	0	0	1
		Merger/Acquisition	11	0	0	0	0	0	0	0	0	11
Other			70	7	0	0	2	0	0	0	0	79
		Approval of Political Donation	0	4	0	0	0	0	0	0	0	4

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
					Action	Unvoted					
	Management Proposal on Say on Climate	7	3	0	0	0	0	0	0	0	10
	Renew Proportional Takeover Provisions	63	0	0	0	2	0	0	0	0	65
<i>SHP: Environment</i>		15	0	0	0	0	0	0	0	0	15
	SHP Regarding Misc. Environmental Issue	4	0	0	0	0	0	0	0	0	4
	SHP Regarding Report/Action on Climate Change	7	0	0	0	0	0	0	0	0	7
	SHP Regarding Sustainability or Environmental Reports	4	0	0	0	0	0	0	0	0	4
<i>SHP: Governance</i>		11	4	8	0	0	0	0	0	0	15
	SHP Regarding Election of Dissident Board Member(s)	1	0	4	0	0	0	0	0	0	5
	SHP Regarding Facilitation of Shareholder Proposals	10	0	4	0	0	0	0	0	0	14
	SHP Regarding Reincorporation	0	4	0	0	0	0	0	0	0	4
<i>SHP: Social</i>		2	0	0	0	0	0	0	0	0	2
	SHP Regarding Human Capital Management	2	0	0	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		1257	718	5	16	110	0	2106
Audit/Financials		28	4	0	0	0	0	32
	Appointment of Auditor	16	4	0	0	0	0	20
	Appointment of Auditor and Authority to Set Fees	1	0	0	0	0	0	1
	Authority to Set Auditor's Fees	4	0	0	0	0	0	4
	Financial Statements	6	0	0	0	0	0	6
	Ratification of Auditor	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
Board Related		684	262	2	6	2	0	956
	Board Spill	34	3	0	0	1	0	38
	Election of Directors	609	251	2	6	0	0	868
	Post-Employment /Severance Agreements	16	8	0	0	1	0	25
	Related Party Transactions	25	0	0	0	0	0	25
Capital Management		56	8	0	4	3	0	71
	Authority to Issue Shares w/ Preemptive Rights	13	1	0	2	2	0	18
	Authority to Issue Shares w/o Preemptive Rights	0	1	0	0	0	0	1
	Authority to Repurchase Preferred Shares	1	2	0	0	0	0	3
	Authority to Repurchase Shares	5	0	0	0	0	0	5
	Cancellation of Authorized Stock	9	0	0	0	0	0	9
	Issuance of Stock w/ or w/out Preemptive Rights	23	4	0	2	1	0	30
	Misc. Proposal Regarding Capital	3	0	0	0	0	0	3
	Reverse Stock Split	2	0	0	0	0	0	2
Changes to Company Statutes		31	4	0	0	0	0	35
	Adoption of New Articles	6	1	0	0	0	0	7
	Amend Articles, Constitution, Bylaws - Bundled	9	1	0	0	0	0	10
	Amendments to Articles (Technical)	4	0	0	0	0	0	4
	Amendments to Articles, Constitution, Bylaws	12	2	0	0	0	0	14
Compensation		372	398	3	4	104	0	881
	Advisory Vote on Executive Compensation	1	0	0	0	0	0	1
	Amendment to Stock Option Plan	7	2	0	0	0	0	9

Issue Code	Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Directors' Stock Option Plan	2	1	0	0	0	0	3
		Non-Executive Remuneration Policy (Forward-Looking)	16	5	0	0	43	0	64
		Remuneration Report (Retrospective)	98	198	1	2	34	0	333
		Stock Option Grants	212	190	1	2	18	0	423
		Stock Option Plan	34	2	1	0	9	0	46
		Stock Purchase Plan	2	0	0	0	0	0	2
M&A			12	0	0	0	0	0	12
		Divestiture/Spin-off	1	0	0	0	0	0	1
		Merger/Acquisition	11	0	0	0	0	0	11
Other			69	7	0	2	1	0	79
		Approval of Political Donation	0	4	0	0	0	0	4
		Management Proposal on Say on Climate	7	3	0	0	0	0	10
		Renew Proportional Takeover Provisions	62	0	0	2	1	0	65
SHP: Environment			0	15	0	0	0	0	15
		SHP Regarding Misc. Environmental Issue	0	4	0	0	0	0	4
		SHP Regarding Report/Action on Climate Change	0	7	0	0	0	0	7
		SHP Regarding Sustainability or Environmental Reports	0	4	0	0	0	0	4
SHP: Governance			5	18	0	0	0	0	23
		SHP Regarding Election of Dissident Board Member (s)	1	4	0	0	0	0	5
		SHP Regarding Facilitation of Shareholder Proposals	0	14	0	0	0	0	14
		SHP Regarding Reincorporation	4	0	0	0	0	0	4
SHP: Social			0	2	0	0	0	0	2

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total	
	SHP Regarding Human Capital Management	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		1579	506	0	5	16	0	0	2106
Audit/Financials		30	2	0	0	0	0	0	32
	Appointment of Auditor	18	2	0	0	0	0	0	20
	Appointment of Auditor and Authority to Set Fees	1	0	0	0	0	0	0	1
	Authority to Set Auditor's Fees	4	0	0	0	0	0	0	4
	Financial Statements	6	0	0	0	0	0	0	6
	Ratification of Auditor	1	0	0	0	0	0	0	1
Board Related		813	135	0	2	6	0	0	956
	Board Spill	35	3	0	0	0	0	0	38
	Election of Directors	733	127	0	2	6	0	0	868
	Post-Employment /Severance Agreements	20	5	0	0	0	0	0	25
	Related Party Transactions	25	0	0	0	0	0	0	25
Capital Management		60	7	0	0	4	0	0	71
	Authority to Issue Shares w/ Preemptive Rights	15	1	0	0	2	0	0	18
	Authority to Issue Shares w/o Preemptive Rights	1	0	0	0	0	0	0	1
	Authority to Repurchase Preferred Shares	1	2	0	0	0	0	0	3
	Authority to Repurchase Shares	5	0	0	0	0	0	0	5
	Cancellation of Authorized Stock	9	0	0	0	0	0	0	9

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Issuance of Stock w/ or w/out Preemptive Rights	24	4	0	0	2	0	0	30
	Misc. Proposal Regarding Capital	3	0	0	0	0	0	0	3
	Reverse Stock Split	2	0	0	0	0	0	0	2
Changes to Company Statutes		34	1	0	0	0	0	0	35
	Adoption of New Articles	6	1	0	0	0	0	0	7
	Amend Articles, Constitution, Bylaws - Bundled	10	0	0	0	0	0	0	10
	Amendments to Articles (Technical)	4	0	0	0	0	0	0	4
	Amendments to Articles, Constitution, Bylaws	14	0	0	0	0	0	0	14
Compensation		538	336	0	3	4	0	0	881
	Advisory Vote on Executive Compensation	1	0	0	0	0	0	0	1
	Amendment to Stock Option Plan	7	2	0	0	0	0	0	9
	Directors' Stock Option Plan	3	0	0	0	0	0	0	3
	Non-Executive Remuneration Policy (Forward-Looking)	60	4	0	0	0	0	0	64
	Remuneration Report (Retrospective)	165	165	0	1	2	0	0	333
	Stock Option Grants	258	162	0	1	2	0	0	423
	Stock Option Plan	42	3	0	1	0	0	0	46
	Stock Purchase Plan	2	0	0	0	0	0	0	2
M&A		12	0	0	0	0	0	0	12
	Divestiture/Spin-off	1	0	0	0	0	0	0	1
	Merger/Acquisition	11	0	0	0	0	0	0	11
Other		74	3	0	0	2	0	0	79
	Approval of Political Donation	4	0	0	0	0	0	0	4

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Management Proposal on Say on Climate	7	3	0	0	0	0	0	10
	Renew Proportional Takeover Provisions	63	0	0	0	2	0	0	65
<i>SHP: Environment</i>		7	8	0	0	0	0	0	15
	SHP Regarding Misc. Environmental Issue	0	4	0	0	0	0	0	4
	SHP Regarding Report/Action on Climate Change	7	0	0	0	0	0	0	7
	SHP Regarding Sustainability or Environmental Reports	0	4	0	0	0	0	0	4
<i>SHP: Governance</i>		9	14	0	0	0	0	0	23
	SHP Regarding Election of Dissident Board Member (s)	5	0	0	0	0	0	0	5
	SHP Regarding Facilitation of Shareholder Proposals	4	10	0	0	0	0	0	14
	SHP Regarding Reincorporation	0	4	0	0	0	0	0	4
<i>SHP: Social</i>		2	0	0	0	0	0	0	2
	SHP Regarding Human Capital Management	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		1436	649	5	16	0	0	2106
Audit/Financials		28	4	0	0	0	0	32
	Appointment of Auditor	16	4	0	0	0	0	20
	Appointment of Auditor and Authority to Set Fees	1	0	0	0	0	0	1
	Authority to Set Auditor's Fees	4	0	0	0	0	0	4
	Financial Statements	6	0	0	0	0	0	6
	Ratification of 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
Board Related		705	243	2	6	0	0	956
	Board Spill	35	3	0	0	0	0	38
	Election of Directors	625	235	2	6	0	0	868
	Post-Employment /Severance Agreements	20	5	0	0	0	0	25
	Related Party Transactions	25	0	0	0	0	0	25
Capital Management		60	7	0	4	0	0	71
	Authority to Issue Shares w/ Preemptive Rights	15	1	0	2	0	0	18
	Authority to Issue Shares w/o Preemptive Rights	1	0	0	0	0	0	1
	Authority to Repurchase Preferred Shares	1	2	0	0	0	0	3
	Authority to Repurchase Shares	5	0	0	0	0	0	5
	Cancellation of Authorized Stock	9	0	0	0	0	0	9
	Issuance of Stock w/ or w/out Preemptive Rights	24	4	0	2	0	0	30
	Misc. Proposal Regarding Capital	3	0	0	0	0	0	3
	Reverse Stock Split	2	0	0	0	0	0	2
Changes to Company Statutes		34	1	0	0	0	0	35
	Adoption of New Articles	6	1	0	0	0	0	7
	Amend Articles, Constitution, Bylaws - Bundled	10	0	0	0	0	0	10
	Amendments to Articles (Technical)	4	0	0	0	0	0	4
	Amendments to Articles, Constitution, Bylaws	14	0	0	0	0	0	14
Compensation		522	352	3	4	0	0	881
	Advisory Vote on Executive Compensation	1	0	0	0	0	0	1
	Amendment to Stock Option Plan	7	2	0	0	0	0	9

Issue Code Category	Issue Code Description	With		Take No		N/A	Mixed	Total
		Glass Lewis	Against Glass Lewis	Action	Unvoted			
M&A	Directors' Stock Option Plan	3	0	0	0	0	0	3
	Non-Executive Remuneration Policy (Forward-Looking)	60	4	0	0	0	0	64
	Remuneration Report (Retrospective)	149	181	1	2	0	0	333
	Stock Option Grants	258	162	1	2	0	0	423
	Stock Option Plan	42	3	1	0	0	0	46
	Stock Purchase Plan	2	0	0	0	0	0	2
		12	0	0	0	0	0	12
	Divestiture/Spin-off	1	0	0	0	0	0	1
	Merger/Acquisition	11	0	0	0	0	0	11
	Other	70	7	0	2	0	0	79
SHP: Environment	Approval of Political Donation	0	4	0	0	0	0	4
	Management Proposal on Say on Climate	7	3	0	0	0	0	10
	Renew Proportional Takeover Provisions	63	0	0	2	0	0	65
		0	15	0	0	0	0	15
	SHP Regarding Misc. Environmental Issue	0	4	0	0	0	0	4
SHP: Governance	SHP Regarding Report/Action on Climate Change	0	7	0	0	0	0	7
	SHP Regarding Sustainability or Environmental Reports	0	4	0	0	0	0	4
		3	20	0	0	0	0	23
	SHP Regarding Election of Dissident Board Member (s)	1	4	0	0	0	0	5
	SHP Regarding Facilitation of Shareholder Proposals	2	12	0	0	0	0	14
SHP: Social	SHP Regarding Reincorporation	0	4	0	0	0	0	4
		2	0	0	0	0	0	2

Issue Code Category	Issue Code Description	With		Take No		N/A	Mixed	Total
		Glass Lewis	Against Glass Lewis	Action	Unvoted			
	SHP Regarding Human Capital Management	2	0	0	0	0	0	2