

Proposal Type Report

International Voting Statistics - Year Ending 30 June 2024

From 7/1/2023 to 6/30/2024

Proposal Types - All Votes

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Total for all categories		8638	3282	127	362	0	0	40	0	0	12449
<i>Audit/Financials</i>		1232	358	13	52	0	0	0	0	0	1642
	Accounts and Reports (Bundled Issues)	37	3	3	0	0	0	0	0	0	43
	Allocation of Profits/Dividends	345	3	2	14	0	0	0	0	0	364
	Appointment of Auditor	118	41	2	14	0	0	0	0	0	175
	Appointment of Auditor and Authority to Set Fees	62	32	4	0	0	0	0	0	0	98
	Appointment of Special Auditor	44	1	0	1	0	0	0	0	0	46
	Approval of Non-Financial Reports	81	0	0	10	0	0	0	0	0	91
	Approve Payment of Fees to Special Auditors	23	0	0	0	0	0	0	0	0	23
	Authority to Set Auditor's Fees	74	6	0	0	0	0	0	0	0	80
	Bonus Dividend/Bonus Share Issue	14	0	0	3	0	0	0	0	0	17

Issue Code Category	Issue Short Text	For	Against	Take No			Unvoted	Mixed	1 Year	2 Years	3 Years	Total
				Abstain	Action							
	Authorize Overallotment/Greenshoe	9	0	0	0	0	0	0	0	0	0	9
	Cancellation of Authorized Stock	58	0	0	3	0	0	0	0	0	0	61
	Increase in Authorized Capital	25	6	0	2	0	0	0	0	0	0	33
	Increase in Authorized Common Stock	4	0	0	0	0	0	0	0	0	0	4
	Increase in/Authorization of Preferred Stock	0	1	0	0	0	0	0	0	0	0	1
	Issuance of Convertible Debt Instruments	3	1	0	0	0	0	0	0	0	0	4
	Issuance of Debt Instruments	29	2	0	0	0	0	0	0	0	0	31
	Issuance of Repurchased Shares	3	21	0	0	0	0	0	0	0	0	24
	Issuance of Stock w/ Preemptive Rights	1	0	0	0	0	0	0	0	0	0	1
	Issuance of Warrants w/o Preemptive Rights	1	0	0	0	0	0	0	0	0	0	1
	Limit to Capital Increase	9	0	0	0	0	0	0	0	0	0	9
	Misc. Proposal Regarding Capital	8	0	0	0	0	0	0	0	0	0	8
	Reduction in Share Premium Account	1	1	0	0	0	0	0	0	0	0	2
	Reverse Stock Split	1	0	0	0	0	0	0	0	0	0	1
	Stock Split	3	0	0	0	0	0	0	0	0	0	3
	Use/Transfer of Reserves	10	1	0	0	0	0	0	0	0	0	11
	Changes to Company Statutes	264	80	5	6	0	0	0	0	0	0	350
	Adoption of Advance Notice Requirement	1	0	0	0	0	0	0	0	0	0	1
	Adoption of New Articles	7	2	0	0	0	0	0	0	0	0	9
	Amend Articles, Constitution, Bylaws - Bundled	75	9	4	4	0	0	0	0	0	0	92

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No			1 Year	2 Years	3 Years	Total
					Action	Unvoted	Mixed				
	Amendment to Supermajority Requirement	1	0	0	0	0	0	0	0	0	1
	Amendments to Articles (Technical)	47	1	0	1	0	0	0	0	0	49
	Amendments to Articles, Constitution, Bylaws	46	9	0	1	0	0	0	0	0	56
	Amendments to Charter/Bylaw - Bundled	2	2	0	0	0	0	0	0	0	4
	Amendments to Procedural Rules	40	2	0	0	0	0	0	0	0	42
	Approval of Exclusive Forum Provisions	0	4	0	0	0	0	0	0	0	4
	Authority to Set General Meeting Notice Period at 14 Days	2	36	0	0	0	0	0	0	0	38
	Change in State of Incorporation	0	6	0	0	0	0	0	0	0	6
	Constitution of Procedural Rules	6	1	0	0	0	0	0	0	0	7
	Elimination of Supermajority Requirement	17	0	0	0	0	0	0	0	0	17
	Limitation of Right to Call a Special Meeting	0	1	0	0	0	0	0	0	0	1
	Misc. Article Amendments	6	0	0	0	0	0	0	0	0	6
	Misc. Proposal Regarding Antitakeover Devices	4	1	0	0	0	0	0	0	0	5
	Reincorporation	0	1	0	0	0	0	0	0	0	1
	Repeal of Classified Board	5	0	0	0	0	0	0	0	0	5
	Restoration of Right to Call a Special Meeting	3	1	1	0	0	0	0	0	0	5
	Restoration of Written Consent	1	0	0	0	0	0	0	0	0	1
	Technical Amendments to Charter/Bylaw	1	0	0	0	0	0	0	0	0	1
	Waiving of Mandatory Takeover Requirement	0	4	0	0	0	0	0	0	0	4
Compensation		743	638	9	38	0	0	40	0	0	1459

Issue Code Category	Issue Short Text	For	Against	Take No		Unvoted	Mixed	1 Year	2 Years	3 Years	Total
				Abstain	Action						
	Employment Agreement	22	5	0	0	0	0	0	0	0	27
	Misc. Proposal Regarding Compensation	14	4	0	0	0	0	0	0	0	18
	Non-Executive Remuneration Policy (Forward-Looking)	215	17	1	10	0	0	0	0	0	243
	Performance Share Plan	2	0	0	0	0	0	0	0	0	2
	Remuneration Policy (Forward-Looking)	58	60	1	12	0	0	0	0	0	131
	Remuneration Report (Retrospective)	120	143	0	14	0	0	0	0	0	277
	Say When on Pay	2	0	0	0	0	0	40	0	0	42
	Statutory Auditors' Fees	14	0	1	0	0	0	0	0	0	15
	Stock Option Grants	12	6	0	0	0	0	0	0	0	18
	Stock Option Plan	24	11	0	0	0	0	0	0	0	35
	Stock Option Plan for Subsidiary	2	0	0	0	0	0	0	0	0	2
	Stock Purchase Plan	36	3	0	0	0	0	0	0	0	39
	Supervisory Board/ Corp Assembly Fees	11	2	0	0	0	0	0	0	0	13
	Trust Type Equity Plans (JP)	3	0	0	0	0	0	0	0	0	3
M&A		78	7	1	0	0	0	0	0	0	85
	Divestiture/Spin-off	5	0	0	0	0	0	0	0	0	5
	Intra-company Contracts/Control Agreements	51	0	0	0	0	0	0	0	0	51
	Joint Venture/Strategic Alliance	1	0	0	0	0	0	0	0	0	1
	Merger by Absorption between Parent and Subsidiary	8	0	0	0	0	0	0	0	0	8
	Merger/Acquisition	7	7	1	0	0	0	0	0	0	15

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No			1 Year	2 Years	3 Years	Total
					Action	Unvoted	Mixed				
	SHP Regarding Reviewing Political Spending or Lobbying	34	10	0	0	0	0	0	0	0	44
	SHP Regarding Tobacco/Alcohol	0	2	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		8510	3421	362	0	156	0	12449
<i>Audit/Financials</i>		1230	371	52	0	2	0	1655
	Accounts and Reports (Bundled Issues)	37	6	0	0	0	0	43
	Allocation of Profits/Dividends	345	5	14	0	0	0	364
	Appointment of Auditor	118	43	14	0	0	0	175
	Appointment of Auditor and Authority to Set Fees	62	36	0	0	0	0	98
	Appointment of Special Auditor	44	1	1	0	0	0	46
	Approval of Non-Financial Reports	81	0	10	0	0	0	91
	Approve Payment of Fees to Special Auditors	23	0	0	0	0	0	23
	Authority to Set Auditor's Fees	72	6	0	0	2	0	80
	Bonus Dividend/Bonus Share Issue	14	0	3	0	0	0	17
	Financial Statements	362	7	10	0	0	0	379
	Number of Auditors	1	0	0	0	0	0	1
	Ratification of Auditor	52	267	0	0	0	0	319

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Ratification of Auditor's Acts	5	0	0	0	0	0	5
	Stock Dividend/Dividend Reinvestment	14	0	0	0	0	0	14
Board Related		4885	1831	230	0	47	0	6993
	Approval of Committee Guidelines/Appointment of Committee	11	1	0	0	0	0	12
	Approve Special Auditor's Report	18	1	0	0	0	0	19
	Approve Supervisory Council	35	29	0	0	23	0	87
	Approve Supervisory Council Size	3	0	0	0	0	0	3
	Authority to Fill Director Vacancy w/out Shareholder Approval	0	1	0	0	0	0	1
	Board Size	19	0	0	0	0	0	19
	Board Term Length	0	1	0	0	0	0	1
	Director & Officer Liability/Indemnification	0	36	0	0	0	0	36
	Election of Alternate Statutory Auditor	8	0	0	0	0	0	8
	Election of Board Committee Members	105	19	32	0	0	0	156
	Election of Board Member(s) During a Contested Election – Management Nom	16	19	0	0	0	0	35
	Election of Directors	3877	1600	99	0	6	0	5582
	Election of Directors (Bundled Issues)	10	4	0	0	0	0	14
	Election of Directors (Management Board)	4	1	0	0	0	0	5
	Election of Directors (Slate)	5	11	0	0	0	0	16
	Election of Directors (Slate) Bundled with Other Items	2	4	0	0	0	0	6
	Election of Minority or Preferred Shareholder Nominee	0	0	0	0	9	0	9

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Election of Non-Management Nominee	10	0	0	0	0	0	10
	Election of Non-Principal Members (Chairman, alternates)	33	7	3	0	0	0	43
	Election of Shareholder or Institutional Investor Slate	1	0	0	0	2	0	3
	Election of Shareholder Representatives	19	0	0	0	2	0	21
	Election of Statutory Auditor Slate	0	0	0	0	4	0	4
	Election of Statutory Auditors	26	7	0	0	0	0	33
	Election of Supervisory Board	94	20	14	0	0	0	128
	Election of Supervisory Board Members (Slate)	1	3	0	0	0	0	4
	Election of the Chair of Statutory Auditors	0	0	0	0	1	0	1
	Indemnification of Directors/Officers	9	0	0	0	0	0	9
	Misc. Management Proposal Regarding Board	6	3	0	0	0	0	9
	Ratification of Board Acts - Legal	326	52	45	0	0	0	423
	Ratification of Co-Option of a Director	14	4	0	0	0	0	18
	Ratification of Management Acts - Legal	100	5	37	0	0	0	142
	Related Party Transactions	124	3	0	0	0	0	127
	Retention as Independent Director	9	0	0	0	0	0	9
Capital Management		710	94	12	0	0	0	816
	Amendment to Authorized Common Stock	1	0	0	0	0	0	1
	Amendment to Borrowing Powers	6	0	0	0	0	0	6
	Amendment to Dual Class Stock	3	0	0	0	0	0	3

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Amendment to Par Value	5	0	3	0	0	0	8
	Approval of Borrowing	3	0	0	0	0	0	3
	Authority to Give Guarantees	3	4	0	0	0	0	7
	Authority to Increase Capital in Case of Exchange Offers (France)	3	0	0	0	0	0	3
	Authority to Increase Capital in Consideration for Contributions in Kind (12	0	0	0	0	0	12
	Authority to Issue Preferred Stock	2	0	0	0	0	0	2
	Authority to Issue Shares and Convertible Debt w or w/o Preemptive R	5	1	0	0	0	0	6
	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	31	1	0	0	0	0	32
	Authority to Issue Shares w/ Preemptive Rights	63	4	0	0	0	0	67
	Authority to Issue Shares w/o Preemptive Rights	121	44	0	0	0	0	165
	Authority to Issue Stock w/ or w/out Preemptive Rights	23	1	0	0	0	0	24
	Authority to Repurchase and Re-Issue Shares	50	0	3	0	0	0	53
	Authority to Repurchase Preferred Shares	4	0	0	0	0	0	4
	Authority to Repurchase Shares	181	5	1	0	0	0	187
	Authority to Set Offering Price of Shares	7	1	0	0	0	0	8
	Authority to Trade in Company Stock	2	0	0	0	0	0	2
	Authorize Overallotment/Greenshoe	9	0	0	0	0	0	9
	Cancellation of Authorized Stock	58	0	3	0	0	0	61
	Increase in Authorized Capital	25	6	2	0	0	0	33

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Increase in Authorized Common Stock	4	0	0	0	0	0	4
	Increase in/Authorization of Preferred Stock	0	1	0	0	0	0	1
	Issuance of Convertible Debt Instruments	3	1	0	0	0	0	4
	Issuance of Debt Instruments	29	2	0	0	0	0	31
	Issuance of Repurchased Shares	3	21	0	0	0	0	24
	Issuance of Stock w/ Preemptive Rights	1	0	0	0	0	0	1
	Issuance of Warrants w/o Preemptive Rights	1	0	0	0	0	0	1
	Limit to Capital Increase	9	0	0	0	0	0	9
	Misc. Proposal Regarding Capital	8	0	0	0	0	0	8
	Reduction in Share Premium Account	1	1	0	0	0	0	2
	Reverse Stock Split	1	0	0	0	0	0	1
	Stock Split	3	0	0	0	0	0	3
	Use/Transfer of Reserves	10	1	0	0	0	0	11
<i>Changes to Company Statutes</i>		264	85	6	0	0	0	355
	Adoption of Advance Notice Requirement	1	0	0	0	0	0	1
	Adoption of New Articles	7	2	0	0	0	0	9
	Amend Articles, Constitution, Bylaws - Bundled	75	13	4	0	0	0	92
	Amendment to Supermajority Requirement	1	0	0	0	0	0	1
	Amendments to Articles (Technical)	47	1	1	0	0	0	49
	Amendments to Articles, Constitution, Bylaws	46	9	1	0	0	0	56

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Amendments to Charter/Bylaw - Bundled	2	2	0	0	0	0	4
	Amendments to Procedural Rules	40	2	0	0	0	0	42
	Approval of Exclusive Forum Provisions	0	4	0	0	0	0	4
	Authority to Set General Meeting Notice Period at 14 Days	2	36	0	0	0	0	38
	Change in State of Incorporation	0	6	0	0	0	0	6
	Constitution of Procedural Rules	6	1	0	0	0	0	7
	Elimination of Supermajority Requirement	17	0	0	0	0	0	17
	Limitation of Right to Call a Special Meeting	0	1	0	0	0	0	1
	Misc. Article Amendments	6	0	0	0	0	0	6
	Misc. Proposal Regarding Antitakeover Devices	4	1	0	0	0	0	5
	Reincorporation	0	1	0	0	0	0	1
	Repeal of Classified Board	5	0	0	0	0	0	5
	Restoration of Right to Call a Special Meeting	3	2	0	0	0	0	5
	Restoration of Written Consent	1	0	0	0	0	0	1
	Technical Amendments to Charter/Bylaw	1	0	0	0	0	0	1
	Waiving of Mandatory Takeover Requirement	0	4	0	0	0	0	4
Compensation		776	649	38	0	5	0	1468
	Adoption of Director Equity Compensation Plan	1	1	0	0	0	0	2
	Adoption of Employee Stock Purchase Plan	6	1	0	0	0	0	7
	Adoption of Equity Compensation Plan	8	13	0	0	0	0	21

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Adoption of Restricted Stock Plan	14	1	0	0	0	0	15
	Adoption of Short Term Incentive Plan	1	2	0	0	0	0	3
	Advisory Vote on Executive Compensation	21	298	0	0	0	0	319
	Advisory Vote on Severance	0	1	0	0	0	0	1
	Amendment to Director Equity Compensation Plan	1	1	0	0	0	0	2
	Amendment to Employee Stock Purchase Plan	13	4	0	0	0	0	17
	Amendment to Equity Compensation Plan	22	29	0	0	0	0	51
	Amendment to Restricted Stock Plan	7	2	0	0	0	0	9
	Amendment to Stock Option Plan	10	8	0	0	0	0	18
	Amendment to Stock Purchase Plan	1	0	0	0	0	0	1
	Approval of Executive Remuneration (Fixed)	0	0	1	0	0	0	1
	Bonus	1	6	0	0	0	0	7
	Capital Proposal to Implement Equity Compensation Plan	25	8	0	0	0	0	33
	Directors' Fees	71	17	1	0	0	0	89
	Directors' Fees & Audit Fees	2	0	0	0	0	0	2
	Directors' Stock Option Plan	0	0	0	0	3	0	3
	Employee Incentive Plan	1	1	0	0	0	0	2
	Employment Agreement	22	5	0	0	0	0	27
	Misc. Proposal Regarding Compensation	14	4	0	0	0	0	18
	Non-Executive Remuneration Policy (Forward-Looking)	213	18	10	0	2	0	243

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Performance Share Plan	2	0	0	0	0	0	2
	Remuneration Policy (Forward-Looking)	58	61	12	0	0	0	131
	Remuneration Report (Retrospective)	120	143	14	0	0	0	277
	Say When on Pay	40	2	0	0	0	0	42
	Statutory Auditors' Fees	14	1	0	0	0	0	15
	Stock Option Grants	12	6	0	0	0	0	18
	Stock Option Plan	24	11	0	0	0	0	35
	Stock Option Plan for Subsidiary	2	0	0	0	0	0	2
	Stock Purchase Plan	36	3	0	0	0	0	39
	Supervisory Board/ Corp Assembly Fees	11	2	0	0	0	0	13
	Trust Type Equity Plans (JP)	3	0	0	0	0	0	3
M&A		78	8	0	0	0	0	86
	Divestiture/Spin-off	5	0	0	0	0	0	5
	Intra-company Contracts/Control Agreements	51	0	0	0	0	0	51
	Joint Venture/Strategic Alliance	1	0	0	0	0	0	1
	Merger by Absorption between Parent and Subsidiary	8	0	0	0	0	0	8
	Merger/Acquisition	7	8	0	0	0	0	15
	Restructuring/Capitalization	5	0	0	0	0	0	5
	Spin-off	1	0	0	0	0	0	1
Meeting Administration		264	10	20	0	10	0	304

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Appointment of Independent Proxy (Switzerland)	11	0	9	0	0	0	20
	Authorization of Legal Formalities	65	3	0	0	0	0	68
	Right to Adjourn Meeting	11	3	0	0	0	0	14
	Routine Meeting Item	177	0	1	0	0	0	178
	Transact Other Business	0	4	10	0	10	0	24
Other		52	43	0	0	77	0	172
	Approval of Political Donation	0	32	0	0	0	0	32
	Approve Technical Vote Requirements	0	0	0	0	19	0	19
	Authorization of Charitable Donations	5	2	0	0	0	0	7
	Declaration of Material Interest	0	0	0	0	4	0	4
	Management Proposal on Say on Climate	4	4	0	0	0	0	8
	Misc. Management Proposal	43	5	0	0	0	0	48
	Request Cumulative Voting/ Allocation of Cumulative Votes	0	0	0	0	54	0	54
SHP: Compensation		34	30	0	0	0	0	64
	SHP Recoupment of Unearned Bonuses (Clawback)	2	3	0	0	0	0	5
	SHP regarding Change/ Opposition to Director Compensation	3	0	0	0	0	0	3
	SHP Regarding Golden Parachutes	6	13	0	0	0	0	19
	SHP Regarding Linking Executive Pay to Social Criteria	5	2	0	0	0	0	7
	SHP regarding Misc. Compensation	6	0	0	0	0	0	6
	SHP Regarding Race and/or Gender Pay Equity Report	12	7	0	0	0	0	19

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Report on Ratio Between CEO and Employee Pay	0	3	0	0	0	0	3
	SHP Regarding Restricting Executive Compensation	0	2	0	0	0	0	2
SHP: Environment		49	57	0	0	1	0	107
	Shareholder Proposal Regarding Say on Climate	0	4	0	0	0	0	4
	SHP Regarding Climate Lobbying	3	8	0	0	0	0	11
	SHP Regarding Environmental Report	5	8	0	0	0	0	13
	SHP Regarding Formation of Environmental/Social Committee of the	15	3	0	0	0	0	18
	SHP Regarding Misc. Energy/Environmental Issues	4	2	0	0	0	0	6
	SHP Regarding Misc. Environmental Issue	1	1	0	0	0	0	2
	SHP Regarding Phase out of Nuclear Power	0	2	0	0	0	0	2
	SHP Regarding Report on Antibiotics in Animal Agriculture	2	0	0	0	0	0	2
	SHP Regarding Report/Action on Climate Change	15	16	0	0	1	0	32
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	4	13	0	0	0	0	17
SHP: Governance		37	111	2	0	14	0	164
	SHP Regarding Additional or Amended Shareholder Proposals	0	0	2	0	1	0	3
	SHP Regarding Board Composition	3	0	0	0	0	0	3
	SHP Regarding Board Independence	1	0	0	0	0	0	1
	SHP Regarding Company Compliance with Corporate Governance Codes	2	0	0	0	0	0	2
	SHP Regarding Directors' Roles in Corporate Strategy	0	1	0	0	0	0	1
	SHP Regarding Election of Board Member(s) During a Contested Election	5	7	0	0	0	0	12

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Election of Dissident Board Member(s)	1	0	0	0	0	0	1
	SHP Regarding Election of Dissident Supervisory Board Member(s)	0	0	0	0	1	0	1
	SHP Regarding Eliminating Supermajority Provisions	5	13	0	0	8	0	26
	SHP Regarding Improving in Disclosure	0	1	0	0	0	0	1
	SHP Regarding Increase in Dividend/Redistribution of Profits	0	1	0	0	0	0	1
	SHP Regarding Independent Board Chairman/Separation of Chair and CEO	3	24	0	0	0	0	27
	SHP Regarding Majority Vote for Election of Directors	0	16	0	0	0	0	16
	SHP Regarding Misc. Auditor Issue	0	2	0	0	0	0	2
	SHP Regarding Misc. Board Issue	0	0	0	0	1	0	1
	SHP Regarding Misc. Board/Shareholder Rights Issue	5	8	0	0	0	0	13
	SHP Regarding Misc. Capital Issue	0	2	0	0	0	0	2
	SHP Regarding Misc. Issue	3	1	0	0	3	0	7
	SHP Regarding Misc. Meeting/Voting Issue	0	6	0	0	0	0	6
	SHP Regarding Misc. Restructuring Issue	1	0	0	0	0	0	1
	SHP Regarding Opposition to Merger/Acquisition	1	0	0	0	0	0	1
	SHP Regarding Recapitalization	0	4	0	0	0	0	4
	SHP Regarding Right to Act by Written Consent	3	2	0	0	0	0	5
	SHP Regarding Right to Call a Special Meeting	0	21	0	0	0	0	21
	SHP Regarding the Declassification of the Board	0	2	0	0	0	0	2
	SHP Regarding Trained, Qualified Directors on Environment, Health and S	4	0	0	0	0	0	4

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
<i>SHP: Misc</i>		9	10	0	0	0	0	19
	SHP Regarding Repeal of Bylaw Amendments	1	1	0	0	0	0	2
	SHP: Misc. Issues	8	9	0	0	0	0	17
<i>SHP: Social</i>		122	122	2	0	0	0	246
	SHP Regarding Animal Welfare	5	2	0	0	0	0	7
	SHP Regarding Drug Pricing/Distribution	0	2	0	0	0	0	2
	SHP Regarding Military Contracts/Sales	0	2	0	0	0	0	2
	SHP Regarding Misc. Human Capital Management	32	17	0	0	0	0	49
	SHP Regarding Misc. Human/Political Rights Policies	8	0	0	0	0	0	8
	SHP Regarding Misc. Labor Issues/Policies	1	0	0	0	0	0	1
	SHP Regarding Misc. Nuclear Issue	2	0	0	0	0	0	2
	SHP Regarding Misc. Social Issue	35	25	2	0	0	0	62
	SHP Regarding Pregnancy/Abortion Issues	4	5	0	0	0	0	9
	SHP Regarding Racial Equity Audit	3	3	0	0	0	0	6
	SHP Regarding Report on EEO	0	1	0	0	0	0	1
	SHP Regarding Reporting on Company's Compliance with International Human R	14	30	0	0	0	0	44
	SHP Regarding Reviewing Charitable Spending	6	1	0	0	0	0	7
	SHP Regarding Reviewing Political Spending or Lobbying	10	34	0	0	0	0	44
	SHP Regarding Tobacco/Alcohol	2	0	0	0	0	0	2

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Approve Supervisory Council	78	9	0	0	0	0	0	87
	Approve Supervisory Council Size	3	0	0	0	0	0	0	3
	Authority to Fill Director Vacancy w/out Shareholder Approval	1	0	0	0	0	0	0	1
	Board Size	19	0	0	0	0	0	0	19
	Board Term Length	1	0	0	0	0	0	0	1
	Director & Officer Liability/Indemnification	36	0	0	0	0	0	0	36
	Election of Alternate Statutory Auditor	8	0	0	0	0	0	0	8
	Election of Board Committee Members	110	14	0	32	0	0	0	156
	Election of Board Member(s) During a Contested Election – Management Nomi	28	7	0	0	0	0	0	35
	Election of Directors	4623	860	0	99	0	0	0	5582
	Election of Directors (Bundled Issues)	11	3	0	0	0	0	0	14
	Election of Directors (Management Board)	4	1	0	0	0	0	0	5
	Election of Directors (Slate)	12	4	0	0	0	0	0	16
	Election of Directors (Slate) Bundled with Other Items	6	0	0	0	0	0	0	6
	Election of Minority or Preferred Shareholder Nominee	9	0	0	0	0	0	0	9
	Election of Non-Management Nominee	10	0	0	0	0	0	0	10
	Election of Non-Principal Members (Chairman, alternates)	39	1	0	3	0	0	0	43
	Election of Shareholder or Institutional Investor Slate	1	2	0	0	0	0	0	3
	Election of Shareholder Representatives	21	0	0	0	0	0	0	21
	Election of Statutory Auditor Slate	2	2	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
	Issuance of Stock w/ Preemptive Rights	1	0	0	0	0	0	0	1
	Issuance of Warrants w/o Preemptive Rights	1	0	0	0	0	0	0	1
	Limit to Capital Increase	9	0	0	0	0	0	0	9
	Misc. Proposal Regarding Capital	8	0	0	0	0	0	0	8
	Reduction in Share Premium Account	1	1	0	0	0	0	0	2
	Reverse Stock Split	1	0	0	0	0	0	0	1
	Stock Split	3	0	0	0	0	0	0	3
	Use/Transfer of Reserves	10	1	0	0	0	0	0	11
Changes to Company Statutes		331	18	0	6	0	0	0	355
	Adoption of Advance Notice Requirement	1	0	0	0	0	0	0	1
	Adoption of New Articles	7	2	0	0	0	0	0	9
	Amend Articles, Constitution, Bylaws - Bundled	83	5	0	4	0	0	0	92
	Amendment to Supermajority Requirement	1	0	0	0	0	0	0	1
	Amendments to Articles (Technical)	48	0	0	1	0	0	0	49
	Amendments to Articles, Constitution, Bylaws	53	2	0	1	0	0	0	56
	Amendments to Charter/Bylaw - Bundled	3	1	0	0	0	0	0	4
	Amendments to Procedural Rules	42	0	0	0	0	0	0	42
	Approval of Exclusive Forum Provisions	4	0	0	0	0	0	0	4
	Authority to Set General Meeting Notice Period at 14 Days	36	2	0	0	0	0	0	38
	Change in State of Incorporation	5	1	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
	Constitution of Procedural Rules	7	0	0	0	0	0	0	7
	Elimination of Supermajority Requirement	17	0	0	0	0	0	0	17
	Limitation of Right to Call a Special Meeting	1	0	0	0	0	0	0	1
	Misc. Article Amendments	6	0	0	0	0	0	0	6
	Misc. Proposal Regarding Antitakeover Devices	5	0	0	0	0	0	0	5
	Reincorporation	0	1	0	0	0	0	0	1
	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	1	0	0	0	0	0	0	1
	Technical Amendments to Charter/Bylaw	1	0	0	0	0	0	0	1
	Waiving of Mandatory Takeover Requirement	0	4	0	0	0	0	0	4
Compensation		1060	370	0	38	0	0	0	1468
	Adoption of Director Equity Compensation Plan	1	1	0	0	0	0	0	2
	Adoption of Employee Stock Purchase Plan	6	1	0	0	0	0	0	7
	Adoption of Equity Compensation Plan	9	12	0	0	0	0	0	21
	Adoption of Restricted Stock Plan	14	1	0	0	0	0	0	15
	Adoption of Short Term Incentive Plan	2	1	0	0	0	0	0	3
	Advisory Vote on Executive Compensation	135	184	0	0	0	0	0	319
	Advisory Vote on Severance	1	0	0	0	0	0	0	1
	Amendment to Director Equity Compensation Plan	1	1	0	0	0	0	0	2

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Amendment to Employee Stock Purchase Plan	14	3	0	0	0	0	0	17
	Amendment to Equity Compensation Plan	30	21	0	0	0	0	0	51
	Amendment to Restricted Stock Plan	9	0	0	0	0	0	0	9
	Amendment to Stock Option Plan	14	4	0	0	0	0	0	18
	Amendment to Stock Purchase Plan	1	0	0	0	0	0	0	1
	Approval of Executive Remuneration (Fixed)	0	0	0	1	0	0	0	1
	Bonus	2	5	0	0	0	0	0	7
	Capital Proposal to Implement Equity Compensation Plan	31	2	0	0	0	0	0	33
	Directors' Fees	82	6	0	1	0	0	0	89
	Directors' Fees & Audit Fees	2	0	0	0	0	0	0	2
	Directors' Stock Option Plan	3	0	0	0	0	0	0	3
	Employee Incentive Plan	2	0	0	0	0	0	0	2
	Employment Agreement	27	0	0	0	0	0	0	27
	Misc. Proposal Regarding Compensation	16	2	0	0	0	0	0	18
	Non-Executive Remuneration Policy (Forward-Looking)	228	5	0	10	0	0	0	243
	Performance Share Plan	2	0	0	0	0	0	0	2
	Remuneration Policy (Forward-Looking)	86	33	0	12	0	0	0	131
	Remuneration Report (Retrospective)	185	78	0	14	0	0	0	277
	Say When on Pay	42	0	0	0	0	0	0	42
	Statutory Auditors' Fees	14	1	0	0	0	0	0	15

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Stock Option Grants	14	4	0	0	0	0	0	18
	Stock Option Plan	30	5	0	0	0	0	0	35
	Stock Option Plan for Subsidiary	2	0	0	0	0	0	0	2
	Stock Purchase Plan	39	0	0	0	0	0	0	39
	Supervisory Board/ Corp Assembly Fees	13	0	0	0	0	0	0	13
	Trust Type Equity Plans (JP)	3	0	0	0	0	0	0	3
M&A		84	2	0	0	0	0	0	86
	Divestiture/Spin-off	5	0	0	0	0	0	0	5
	Intra-company Contracts/Control Agreements	51	0	0	0	0	0	0	51
	Joint Venture/Strategic Alliance	1	0	0	0	0	0	0	1
	Merger by Absorption between Parent and Subsidiary	8	0	0	0	0	0	0	8
	Merger/Acquisition	13	2	0	0	0	0	0	15
	Restructuring/Capitalization	5	0	0	0	0	0	0	5
	Spin-off	1	0	0	0	0	0	0	1
Meeting Administration		280	4	0	20	0	0	0	304
	Appointment of Independent Proxy (Switzerland)	11	0	0	9	0	0	0	20
	Authorization of Legal Formalities	67	1	0	0	0	0	0	68
	Right to Adjourn Meeting	11	3	0	0	0	0	0	14
	Routine Meeting Item	177	0	0	1	0	0	0	178
	Transact Other Business	14	0	0	10	0	0	0	24

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Other		160	8	4	0	0	0	0	172
	Approval of Political Donation	32	0	0	0	0	0	0	32
	Approve Technical Vote Requirements	19	0	0	0	0	0	0	19
	Authorization of Charitable Donations	6	1	0	0	0	0	0	7
	Declaration of Material Interest	0	0	4	0	0	0	0	4
	Management Proposal on Say on Climate	4	4	0	0	0	0	0	8
	Misc. Management Proposal	47	1	0	0	0	0	0	48
	Request Cumulative Voting/ Allocation of Cumulative Votes	52	2	0	0	0	0	0	54
SHP: Compensation		40	24	0	0	0	0	0	64
	SHP Recoupment of Unearned Bonuses (Clawback)	3	2	0	0	0	0	0	5
	SHP regarding Change/ Opposition to Director Compensation	3	0	0	0	0	0	0	3
	SHP Regarding Golden Parachutes	13	6	0	0	0	0	0	19
	SHP Regarding Linking Executive Pay to Social Criteria	7	0	0	0	0	0	0	7
	SHP regarding Misc. Compensation	2	4	0	0	0	0	0	6
	SHP Regarding Race and/or Gender Pay Equity Report	7	12	0	0	0	0	0	19
	SHP Regarding Report on Ratio Between CEO and Employee Pay	3	0	0	0	0	0	0	3
	SHP Regarding Restricting Executive Compensation	2	0	0	0	0	0	0	2
SHP: Environment		75	32	0	0	0	0	0	107
	Shareholder Proposal Regarding Say on Climate	4	0	0	0	0	0	0	4
	SHP Regarding Climate Lobbying	7	4	0	0	0	0	0	11

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Environmental Report	6	7	0	0	0	0	0	13
	SHP Regarding Formation of Environmental/Social Committee of the	12	6	0	0	0	0	0	18
	SHP Regarding Misc. Energy/Environmental Issues	2	4	0	0	0	0	0	6
	SHP Regarding Misc. Environmental Issue	1	1	0	0	0	0	0	2
	SHP Regarding Phase out of Nuclear Power	2	0	0	0	0	0	0	2
	SHP Regarding Report on Antibiotics in Animal Agriculture	0	2	0	0	0	0	0	2
	SHP Regarding Report/Action on Climate Change	28	4	0	0	0	0	0	32
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	13	4	0	0	0	0	0	17
SHP: Governance		141	21	0	2	0	0	0	164
	SHP Regarding Additional or Amended Shareholder Proposals	1	0	0	2	0	0	0	3
	SHP Regarding Board Composition	2	1	0	0	0	0	0	3
	SHP Regarding Board Independence	1	0	0	0	0	0	0	1
	SHP Regarding Company Compliance with Corporate Governance Codes	0	2	0	0	0	0	0	2
	SHP Regarding Directors' Roles in Corporate Strategy	1	0	0	0	0	0	0	1
	SHP Regarding Election of Board Member (s) During a Contested Election – Disside	9	3	0	0	0	0	0	12
	SHP Regarding Election of Dissident Board Member(s)	1	0	0	0	0	0	0	1
	SHP Regarding Election of Dissident Supervisory Board Member(s)	1	0	0	0	0	0	0	1
	SHP Regarding Eliminating Supermajority Provisions	24	2	0	0	0	0	0	26
	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

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Independent Board Chairman/Separation of Chair and CEO	21	6	0	0	0	0	0	27
	SHP Regarding Majority Vote for Election of Directors	15	1	0	0	0	0	0	16
	SHP Regarding Misc. Auditor Issue	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	11	2	0	0	0	0	0	13
	SHP Regarding Misc. Capital Issue	2	0	0	0	0	0	0	2
	SHP Regarding Misc. Issue	6	1	0	0	0	0	0	7
	SHP Regarding Misc. Meeting/Voting Issue	6	0	0	0	0	0	0	6
	SHP Regarding Misc. Restructuring Issue	1	0	0	0	0	0	0	1
	SHP Regarding Opposition to Merger/Acquisition	1	0	0	0	0	0	0	1
	SHP Regarding Recapitalization	4	0	0	0	0	0	0	4
	SHP Regarding Right to Act by Written Consent	2	3	0	0	0	0	0	5
	SHP Regarding Right to Call a Special Meeting	21	0	0	0	0	0	0	21
	SHP Regarding the Declassification of the Board	2	0	0	0	0	0	0	2
	SHP Regarding Trained, Qualified Directors on Environment, Health and Sa	4	0	0	0	0	0	0	4
<i>SHP: Misc</i>		15	4	0	0	0	0	0	19
	SHP Regarding Repeal of Bylaw Amendments	2	0	0	0	0	0	0	2
	SHP: Misc. Issues	13	4	0	0	0	0	0	17
<i>SHP: Social</i>		170	74	0	2	0	0	0	246
	SHP Regarding Animal Welfare	2	5	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 Drug Pricing/Distribution	2	0	0	0	0	0	0	2
	SHP Regarding Military Contracts/Sales	2	0	0	0	0	0	0	2
	SHP Regarding Misc. Human Capital Management	17	32	0	0	0	0	0	49
	SHP Regarding Misc. Human/Political Rights Policies	8	0	0	0	0	0	0	8
	SHP Regarding Misc. Labor Issues/Policies	0	1	0	0	0	0	0	1
	SHP Regarding Misc. Nuclear Issue	2	0	0	0	0	0	0	2
	SHP Regarding Misc. Social Issue	49	11	0	2	0	0	0	62
	SHP Regarding Pregnancy/Abortion Issues	7	2	0	0	0	0	0	9
	SHP Regarding Racial Equity Audit	6	0	0	0	0	0	0	6
	SHP Regarding Report on EEO	1	0	0	0	0	0	0	1
	SHP Regarding Reporting on Company's Compliance with International Human Ri	36	8	0	0	0	0	0	44
	SHP Regarding Reviewing Charitable Spending	4	3	0	0	0	0	0	7
	SHP Regarding Reviewing Political Spending or Lobbying	34	10	0	0	0	0	0	44
	SHP Regarding Tobacco/Alcohol	0	2	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		9706	2377	362	0	4	0	12449
Audit/Financials		1244	359	52	0	0	0	1655

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Accounts and Reports (Bundled Issues)	37	6	0	0	0	0	43
	Allocation of Profits/Dividends	350	0	14	0	0	0	364
	Appointment of Auditor	119	42	14	0	0	0	175
	Appointment of Auditor and Authority to Set Fees	64	34	0	0	0	0	98
	Appointment of Special Auditor	44	1	1	0	0	0	46
	Approval of Non-Financial Reports	81	0	10	0	0	0	91
	Approve Payment of Fees to Special Auditors	23	0	0	0	0	0	23
	Authority to Set Auditor's Fees	75	5	0	0	0	0	80
	Bonus Dividend/Bonus Share Issue	14	0	3	0	0	0	17
	Financial Statements	365	4	10	0	0	0	379
	Number of Auditors	1	0	0	0	0	0	1
	Ratification of Auditor	52	267	0	0	0	0	319
	Ratification of Auditor's Acts	5	0	0	0	0	0	5
	Stock Dividend/Dividend Reinvestment	14	0	0	0	0	0	14
Board Related		5457	1306	230	0	0	0	6993
	Approval of Committee Guidelines/Appointment of Committee	11	1	0	0	0	0	12
	Approve Special Auditor's Report	19	0	0	0	0	0	19
	Approve Supervisory Council	78	9	0	0	0	0	87
	Approve Supervisory Council Size	3	0	0	0	0	0	3
	Authority to Fill Director Vacancy w/out Shareholder Approval	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 Size	19	0	0	0	0	0	19
	Board Term Length	1	0	0	0	0	0	1
	Director & Officer Liability/Indemnification	36	0	0	0	0	0	36
	Election of Alternate Statutory Auditor	8	0	0	0	0	0	8
	Election of Board Committee Members	108	16	32	0	0	0	156
	Election of Board Member(s) During a Contested Election – Management Nomi	28	7	0	0	0	0	35
	Election of Directors	4252	1231	99	0	0	0	5582
	Election of Directors (Bundled Issues)	11	3	0	0	0	0	14
	Election of Directors (Management Board)	4	1	0	0	0	0	5
	Election of Directors (Slate)	12	4	0	0	0	0	16
	Election of Directors (Slate) Bundled with Other Items	6	0	0	0	0	0	6
	Election of Minority or Preferred Shareholder Nominee	9	0	0	0	0	0	9
	Election of Non-Management Nominee	10	0	0	0	0	0	10
	Election of Non-Principal Members (Chairman, alternates)	39	1	3	0	0	0	43
	Election of Shareholder or Institutional Investor Slate	1	2	0	0	0	0	3
	Election of Shareholder Representatives	21	0	0	0	0	0	21
	Election of Statutory Auditor Slate	2	2	0	0	0	0	4
	Election of Statutory Auditors	31	2	0	0	0	0	33
	Election of Supervisory Board	99	15	14	0	0	0	128
	Election of Supervisory Board Members (Slate)	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 the Chair of Statutory Auditors	1	0	0	0	0	0	1
	Indemnification of Directors/Officers	9	0	0	0	0	0	9
	Misc. Management Proposal Regarding Board	9	0	0	0	0	0	9
	Ratification of Board Acts - Legal	368	10	45	0	0	0	423
	Ratification of Co-Option of a Director	17	1	0	0	0	0	18
	Ratification of Management Acts - Legal	104	1	37	0	0	0	142
	Related Party Transactions	127	0	0	0	0	0	127
	Retention as Independent Director	9	0	0	0	0	0	9
Capital Management		781	23	12	0	0	0	816
	Amendment to Authorized Common Stock	1	0	0	0	0	0	1
	Amendment to Borrowing Powers	6	0	0	0	0	0	6
	Amendment to Dual Class Stock	3	0	0	0	0	0	3
	Amendment to Par Value	5	0	3	0	0	0	8
	Approval of Borrowing	3	0	0	0	0	0	3
	Authority to Give Guarantees	6	1	0	0	0	0	7
	Authority to Increase Capital in Case of Exchange Offers (France)	3	0	0	0	0	0	3
	Authority to Increase Capital in Consideration for Contributions in Kind (12	0	0	0	0	0	12
	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	5	1	0	0	0	0	6
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	20	0	0	0	0	0	20

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	31	1	0	0	0	0	32
	Authority to Issue Shares w/ Preemptive Rights	63	4	0	0	0	0	67
	Authority to Issue Shares w/o Preemptive Rights	156	9	0	0	0	0	165
	Authority to Issue Stock w/ or w/out Preemptive Rights	24	0	0	0	0	0	24
	Authority to Repurchase and Re-Issue Shares	50	0	3	0	0	0	53
	Authority to Repurchase Preferred Shares	4	0	0	0	0	0	4
	Authority to Repurchase Shares	186	0	1	0	0	0	187
	Authority to Set Offering Price of Shares	8	0	0	0	0	0	8
	Authority to Trade in Company Stock	2	0	0	0	0	0	2
	Authorize Overallotment/Greenshoe	9	0	0	0	0	0	9
	Cancellation of Authorized Stock	58	0	3	0	0	0	61
	Increase in Authorized Capital	29	2	2	0	0	0	33
	Increase in Authorized Common Stock	4	0	0	0	0	0	4
	Increase in/Authorization of Preferred Stock	1	0	0	0	0	0	1
	Issuance of Convertible Debt Instruments	3	1	0	0	0	0	4
	Issuance of Debt Instruments	29	2	0	0	0	0	31
	Issuance of Repurchased Shares	24	0	0	0	0	0	24
	Issuance of Stock w/ Preemptive Rights	1	0	0	0	0	0	1
	Issuance of Warrants w/o Preemptive Rights	1	0	0	0	0	0	1
	Limit to Capital Increase	9	0	0	0	0	0	9

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Misc. Proposal Regarding Capital	8	0	0	0	0	0	8
	Reduction in Share Premium Account	1	1	0	0	0	0	2
	Reverse Stock Split	1	0	0	0	0	0	1
	Stock Split	3	0	0	0	0	0	3
	Use/Transfer of Reserves	10	1	0	0	0	0	11
<i>Changes to Company Statutes</i>		293	56	6	0	0	0	355
	Adoption of Advance Notice Requirement	1	0	0	0	0	0	1
	Adoption of New Articles	7	2	0	0	0	0	9
	Amend Articles, Constitution, Bylaws - Bundled	82	6	4	0	0	0	92
	Amendment to Supermajority Requirement	1	0	0	0	0	0	1
	Amendments to Articles (Technical)	48	0	1	0	0	0	49
	Amendments to Articles, Constitution, Bylaws	53	2	1	0	0	0	56
	Amendments to Charter/Bylaw - Bundled	3	1	0	0	0	0	4
	Amendments to Procedural Rules	42	0	0	0	0	0	42
	Approval of Exclusive Forum Provisions	4	0	0	0	0	0	4
	Authority to Set General Meeting Notice Period at 14 Days	2	36	0	0	0	0	38
	Change in State of Incorporation	2	4	0	0	0	0	6
	Constitution of Procedural Rules	7	0	0	0	0	0	7
	Elimination of Supermajority Requirement	17	0	0	0	0	0	17
	Limitation of Right to Call a Special Meeting	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
	Misc. Article Amendments	6	0	0	0	0	0	6
	Misc. Proposal Regarding Antitakeover Devices	5	0	0	0	0	0	5
	Reincorporation	0	1	0	0	0	0	1
	Repeal of Classified Board	5	0	0	0	0	0	5
	Restoration of Right to Call a Special Meeting	5	0	0	0	0	0	5
	Restoration of Written Consent	1	0	0	0	0	0	1
	Technical Amendments to Charter/Bylaw	1	0	0	0	0	0	1
	Waiving of Mandatory Takeover Requirement	0	4	0	0	0	0	4
Compensation		982	448	38	0	0	0	1468
	Adoption of Director Equity Compensation Plan	1	1	0	0	0	0	2
	Adoption of Employee Stock Purchase Plan	6	1	0	0	0	0	7
	Adoption of Equity Compensation Plan	9	12	0	0	0	0	21
	Adoption of Restricted Stock Plan	14	1	0	0	0	0	15
	Adoption of Short Term Incentive Plan	1	2	0	0	0	0	3
	Advisory Vote on Executive Compensation	71	248	0	0	0	0	319
	Advisory Vote on Severance	1	0	0	0	0	0	1
	Amendment to Director Equity Compensation Plan	1	1	0	0	0	0	2
	Amendment to Employee Stock Purchase Plan	14	3	0	0	0	0	17
	Amendment to Equity Compensation Plan	30	21	0	0	0	0	51
	Amendment to Restricted Stock Plan	9	0	0	0	0	0	9

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Amendment to Stock Option Plan	14	4	0	0	0	0	18
	Amendment to Stock Purchase Plan	1	0	0	0	0	0	1
	Approval of Executive Remuneration (Fixed)	0	0	1	0	0	0	1
	Bonus	2	5	0	0	0	0	7
	Capital Proposal to Implement Equity Compensation Plan	31	2	0	0	0	0	33
	Directors' Fees	82	6	1	0	0	0	89
	Directors' Fees & Audit Fees	2	0	0	0	0	0	2
	Directors' Stock Option Plan	3	0	0	0	0	0	3
	Employee Incentive Plan	2	0	0	0	0	0	2
	Employment Agreement	27	0	0	0	0	0	27
	Misc. Proposal Regarding Compensation	16	2	0	0	0	0	18
	Non-Executive Remuneration Policy (Forward-Looking)	228	5	10	0	0	0	243
	Performance Share Plan	2	0	0	0	0	0	2
	Remuneration Policy (Forward-Looking)	83	36	12	0	0	0	131
	Remuneration Report (Retrospective)	175	88	14	0	0	0	277
	Say When on Pay	42	0	0	0	0	0	42
	Statutory Auditors' Fees	14	1	0	0	0	0	15
	Stock Option Grants	14	4	0	0	0	0	18
	Stock Option Plan	30	5	0	0	0	0	35
	Stock Option Plan for Subsidiary	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
	Stock Purchase Plan	39	0	0	0	0	0	39
	Supervisory Board/ Corp Assembly Fees	13	0	0	0	0	0	13
	Trust Type Equity Plans (JP)	3	0	0	0	0	0	3
M&A		84	2	0	0	0	0	86
	Divestiture/Spin-off	5	0	0	0	0	0	5
	Intra-company Contracts/Control Agreements	51	0	0	0	0	0	51
	Joint Venture/Strategic Alliance	1	0	0	0	0	0	1
	Merger by Absorption between Parent and Subsidiary	8	0	0	0	0	0	8
	Merger/Acquisition	13	2	0	0	0	0	15
	Restructuring/Capitalization	5	0	0	0	0	0	5
	Spin-off	1	0	0	0	0	0	1
Meeting Administration		280	4	20	0	0	0	304
	Appointment of Independent Proxy (Switzerland)	11	0	9	0	0	0	20
	Authorization of Legal Formalities	67	1	0	0	0	0	68
	Right to Adjourn Meeting	11	3	0	0	0	0	14
	Routine Meeting Item	177	0	1	0	0	0	178
	Transact Other Business	14	0	10	0	0	0	24
Other		132	36	0	0	4	0	172
	Approval of Political Donation	2	30	0	0	0	0	32
	Approve Technical Vote Requirements	19	0	0	0	0	0	19

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Authorization of Charitable Donations	6	1	0	0	0	0	7
	Declaration of Material Interest	0	0	0	0	4	0	4
	Management Proposal on Say on Climate	6	2	0	0	0	0	8
	Misc. Management Proposal	47	1	0	0	0	0	48
	Request Cumulative Voting/ Allocation of Cumulative Votes	52	2	0	0	0	0	54
<i>SHP: Compensation</i>		44	20	0	0	0	0	64
	SHP Recoupment of Unearned Bonuses (Clawback)	2	3	0	0	0	0	5
	SHP regarding Change/ Opposition to Director Compensation	3	0	0	0	0	0	3
	SHP Regarding Golden Parachutes	10	9	0	0	0	0	19
	SHP Regarding Linking Executive Pay to Social Criteria	5	2	0	0	0	0	7
	SHP regarding Misc. Compensation	6	0	0	0	0	0	6
	SHP Regarding Race and/or Gender Pay Equity Report	16	3	0	0	0	0	19
	SHP Regarding Report on Ratio Between CEO and Employee Pay	0	3	0	0	0	0	3
	SHP Regarding Restricting Executive Compensation	2	0	0	0	0	0	2
<i>SHP: Environment</i>		63	44	0	0	0	0	107
	Shareholder Proposal Regarding Say on Climate	0	4	0	0	0	0	4
	SHP Regarding Climate Lobbying	4	7	0	0	0	0	11
	SHP Regarding Environmental Report	5	8	0	0	0	0	13
	SHP Regarding Formation of Environmental/Social Committee of the	16	2	0	0	0	0	18
	SHP Regarding Misc. Energy/Environmental Issues	4	2	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. Environmental Issue	1	1	0	0	0	0	2
	SHP Regarding Phase out of Nuclear Power	0	2	0	0	0	0	2
	SHP Regarding Report on Antibiotics in Animal Agriculture	2	0	0	0	0	0	2
	SHP Regarding Report/Action on Climate Change	20	12	0	0	0	0	32
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	11	6	0	0	0	0	17
SHP: Governance		138	24	2	0	0	0	164
	SHP Regarding Additional or Amended Shareholder Proposals	0	1	2	0	0	0	3
	SHP Regarding Board Composition	3	0	0	0	0	0	3
	SHP Regarding Board Independence	1	0	0	0	0	0	1
	SHP Regarding Company Compliance with Corporate Governance Codes	2	0	0	0	0	0	2
	SHP Regarding Directors' Roles in Corporate Strategy	1	0	0	0	0	0	1
	SHP Regarding Election of Board Member (s) During a Contested Election – Disside	9	3	0	0	0	0	12
	SHP Regarding Election of Dissident Board Member(s)	1	0	0	0	0	0	1
	SHP Regarding Election of Dissident Supervisory Board Member(s)	1	0	0	0	0	0	1
	SHP Regarding Eliminating Supermajority Provisions	21	5	0	0	0	0	26
	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/Separation of Chair and CEO	24	3	0	0	0	0	27
	SHP Regarding Majority Vote for Election of Directors	14	2	0	0	0	0	16
	SHP Regarding Misc. Auditor Issue	0	2	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
	SHP Regarding Misc. Board Issue	1	0	0	0	0	0	1
	SHP Regarding Misc. Board/Shareholder Rights Issue	13	0	0	0	0	0	13
	SHP Regarding Misc. Capital Issue	2	0	0	0	0	0	2
	SHP Regarding Misc. Issue	6	1	0	0	0	0	7
	SHP Regarding Misc. Meeting/Voting Issue	0	6	0	0	0	0	6
	SHP Regarding Misc. Restructuring Issue	1	0	0	0	0	0	1
	SHP Regarding Opposition to Merger/Acquisition	1	0	0	0	0	0	1
	SHP Regarding Recapitalization	4	0	0	0	0	0	4
	SHP Regarding Right to Act by Written Consent	5	0	0	0	0	0	5
	SHP Regarding Right to Call a Special Meeting	20	1	0	0	0	0	21
	SHP Regarding the Declassification of the Board	2	0	0	0	0	0	2
	SHP Regarding Trained, Qualified Directors on Environment, Health and Sa	4	0	0	0	0	0	4
<i>SHP: Misc</i>		15	4	0	0	0	0	19
	SHP Regarding Repeal of Bylaw Amendments	2	0	0	0	0	0	2
	SHP: Misc. Issues	13	4	0	0	0	0	17
<i>SHP: Social</i>		193	51	2	0	0	0	246
	SHP Regarding Animal Welfare	5	2	0	0	0	0	7
	SHP Regarding Drug Pricing/Distribution	0	2	0	0	0	0	2
	SHP Regarding Military Contracts/Sales	2	0	0	0	0	0	2
	SHP Regarding Misc. Human Capital Management	46	3	0	0	0	0	49

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Misc. Human/Political Rights Policies	8	0	0	0	0	0	8
	SHP Regarding Misc. Labor Issues/Policies	1	0	0	0	0	0	1
	SHP Regarding Misc. Nuclear Issue	2	0	0	0	0	0	2
	SHP Regarding Misc. Social Issue	48	12	2	0	0	0	62
	SHP Regarding Pregnancy/Abortion Issues	6	3	0	0	0	0	9
	SHP Regarding Racial Equity Audit	6	0	0	0	0	0	6
	SHP Regarding Report on EEO	1	0	0	0	0	0	1
	SHP Regarding Reporting on Company's Compliance with International Human Ri	32	12	0	0	0	0	44
	SHP Regarding Reviewing Charitable Spending	6	1	0	0	0	0	7
	SHP Regarding Reviewing Political Spending or Lobbying	28	16	0	0	0	0	44
	SHP Regarding Tobacco/Alcohol	2	0	0	0	0	0	2

