

Proposal Type Report

International Voting Statistics - Year Ending 30 June 2023

From 7/1/2022 to 6/30/2023

Proposal Types - All Votes

[illegible]

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Financial Statements	342	2	2	9	0	0	0	0	0	355
	Number of Auditors	4	0	0	0	0	0	0	0	0	4
	Ratification of Alternate Auditor	5	0	0	0	0	0	0	0	0	5
	Ratification of Auditor	67	272	0	1	0	0	0	0	0	340
	Ratification of Auditor's Acts	4	0	0	0	0	0	0	0	0	4
	Stock Dividend/Dividend Reinvestment	13	0	0	0	0	0	0	0	0	13
Board Related		5258	1455	87	159	0	0	0	0	0	6872
	Approval of Committee Guidelines/Appointment of Committee	9	0	0	1	0	0	0	0	0	10
	Approve Censor	0	2	0	0	0	0	0	0	0	2
	Approve Special Auditor's Report	17	0	0	0	0	0	0	0	0	17
	Approve Supervisory Council	46	13	10	0	0	0	0	0	0	69
	Approve Supervisory Council Size	3	0	0	0	0	0	0	0	0	3
	Board Size	26	0	0	0	0	0	0	0	0	26
	Board Term Length	1	0	0	0	0	0	0	0	0	1
	Change in Board Size	3	0	0	0	0	0	0	0	0	3
	Director & Officer Liability/Indemnification	0	13	0	0	0	0	0	0	0	13
	Election of Alternate Statutory Auditor	1	0	0	0	0	0	0	0	0	1
	Election of Board Committee Members	111	32	1	27	0	0	0	0	0	171
	Election of Board Member(s) During a Contested Election – Management Nomi	0	9	0	0	0	0	0	0	0	9
	Election of Directors	4321	1326	9	91	0	0	0	0	0	5747

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
					Action	Unvoted					
	Election of Directors (Bundled Issues)	12	3	0	0	0	0	0	0	0	15
	Election of Directors (Management Board)	8	0	0	0	0	0	0	0	0	8
	Election of Directors (Slate)	8	7	0	1	0	0	0	0	0	16
	Election of Directors (Slate) Bundled with Other Items	3	2	2	0	0	0	0	0	0	7
	Election of Minority or Preferred Shareholder Nominee	0	0	8	0	0	0	0	0	0	8
	Election of Non-Audit/Comp/Nom/Gov Committee Members	0	0	1	0	0	0	0	0	0	1
	Election of Non-Principal Members (Chairman, alternates)	46	12	0	6	0	0	0	0	0	64
	Election of Shareholder Representatives	1	0	0	0	0	0	0	0	0	1
	Election of Statutory Auditor Slate	2	0	0	0	0	0	0	0	0	2
	Election of Statutory Auditors	35	9	0	1	0	0	0	0	0	45
	Election of Supervisory Board	114	11	1	0	0	0	0	0	0	126
	Election of Supervisory Board Members (Slate)	0	1	0	0	0	0	0	0	0	1
	Election of the Chair of Statutory Auditors	1	0	0	0	0	0	0	0	0	1
	Indemnification of Directors/Officers	6	0	0	0	0	0	0	0	0	6
	Misc. Management Proposal Regarding Board	11	1	0	0	0	0	0	0	0	12
	Post-Employment /Severance Agreements	5	0	0	0	0	0	0	0	0	5
	Ratification of Board Acts - Legal	287	11	45	15	0	0	0	0	0	358
	Ratification of Co-Option of a Director	8	2	0	0	0	0	0	0	0	10
	Ratification of Management Acts - Legal	91	0	10	17	0	0	0	0	0	118
	Related Party Transactions	76	1	0	0	0	0	0	0	0	77

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
					Action	Unvoted					
	Removal/Resignation of Director	2	0	0	0	0	0	0	0	0	2
	Retention as Independent Director	4	0	0	0	0	0	0	0	0	4
Capital Management		764	130	13	14	0	0	0	0	0	908
	Amendment to Borrowing Powers	2	0	0	0	0	0	0	0	0	2
	Amendment to Par Value	2	0	0	1	0	0	0	0	0	3
	Approval of Borrowing	5	0	0	0	0	0	0	0	0	5
	Authority to Give Guarantees	8	3	0	0	0	0	0	0	0	11
	Authority to Increase Capital in Case of Exchange Offers (France)	3	2	0	0	0	0	0	0	0	5
	Authority to Increase Capital in Consideration for Contributions in Kind (	11	4	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	3	0	0	0	0	0	0	0	0	3
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	20	0	2	1	0	0	0	0	0	23
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	22	9	4	1	0	0	0	0	0	36
	Authority to Issue Shares w/ Preemptive Rights	70	1	0	1	0	0	0	0	0	72
	Authority to Issue Shares w/o Preemptive Rights	131	47	0	2	0	0	0	0	0	180
	Authority to Issue Stock w/ or w/out Preemptive Rights	25	1	0	0	0	0	0	0	0	26
	Authority to Repurchase and Re-Issue Shares	51	0	0	0	0	0	0	0	0	51
	Authority to Repurchase Preferred Shares	4	0	0	0	0	0	0	0	0	4
	Authority to Repurchase Shares	180	2	2	3	0	0	0	0	0	187
	Authority to Set Offering Price of Shares	4	2	2	0	0	0	0	0	0	8

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Authority to Trade in Company Stock	3	0	0	0	0	0	0	0	0	3
	Authorize Overallotment/Greenshoe	7	2	2	0	0	0	0	0	0	11
	Cancellation of Authorized Stock	55	1	1	4	0	0	0	0	0	61
	Conversion of Stock	4	1	0	0	0	0	0	0	0	5
	Creation of New Share Class	1	0	0	0	0	0	0	0	0	1
	Increase in Authorized Capital	34	2	0	0	0	0	0	0	0	36
	Increase in Authorized Common Stock	6	0	0	0	0	0	0	0	0	6
	Issuance of Convertible Debt Instruments	46	0	0	0	0	0	0	0	0	46
	Issuance of Debt Instruments	22	3	0	1	0	0	0	0	0	26
	Issuance of Repurchased Shares	4	26	0	0	0	0	0	0	0	30
	Issuance of Stock w/ or w/out Preemptive Rights	1	0	0	0	0	0	0	0	0	1
	Issuance of Stock w/ Preemptive Rights	1	0	0	0	0	0	0	0	0	1
	Issuance of Stock w/out Preemptive Rights	13	22	0	0	0	0	0	0	0	35
	Issuance of Warrants w/o Preemptive Rights	1	0	0	0	0	0	0	0	0	1
	Limit to Capital Increase	4	0	0	0	0	0	0	0	0	4
	Misc. Proposal Regarding Capital	7	0	0	0	0	0	0	0	0	7
	Reverse Stock Split	4	0	0	0	0	0	0	0	0	4
	Stock Split	2	0	0	0	0	0	0	0	0	2
	Use/Transfer of Reserves	8	0	0	0	0	0	0	0	0	8
Changes to Company Statutes		329	97	20	21	0	0	0	0	0	447

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
					Action	Unvoted					
	Adoption of Majority Vote for Election of Directors	1	0	0	0	0	0	0	0	0	1
	Adoption of New Articles	13	1	0	0	0	0	0	0	0	14
	Adoption of Shareholder Rights' Plan	1	0	0	0	0	0	0	0	0	1
	Amend Articles, Constitution, Bylaws - Bundled	93	17	3	2	0	0	0	0	0	115
	Amendment to Classified Board	2	0	0	0	0	0	0	0	0	2
	Amendment to Shareholder Rights' Plan	3	0	0	0	0	0	0	0	0	3
	Amendments to Articles (Technical)	38	0	0	4	0	0	0	0	0	42
	Amendments to Articles, Constitution, Bylaws	101	32	0	13	0	0	0	0	0	146
	Amendments to Charter/Bylaw - Bundled	2	0	0	0	0	0	0	0	0	2
	Amendments to Procedural Rules	25	3	4	0	0	0	0	0	0	32
	Approval of Exclusive Forum Provisions	0	1	0	0	0	0	0	0	0	1
	Authority to Set General Meeting Notice Period at 14 Days	0	39	0	1	0	0	0	0	0	40
	Company Name Change	5	0	0	0	0	0	0	0	0	5
	Constitution of Procedural Rules	9	0	2	0	0	0	0	0	0	11
	Elimination of Supermajority Requirement	18	0	0	0	0	0	0	0	0	18
	Misc. Article Amendments	2	0	0	1	0	0	0	0	0	3
	Misc. Proposal Regarding Antitakeover Devices	1	2	10	0	0	0	0	0	0	13
	Reincorporation	0	2	0	0	0	0	0	0	0	2
	Repeal of Classified Board	9	0	0	0	0	0	0	0	0	9
	Restoration of Right to Call a Special Meeting	3	0	1	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					
	Employee Incentive Plan	1	0	0	0	0	0	0	0	0	1
	Employment Agreement	13	11	0	0	0	0	0	0	0	24
	Misc. Proposal Regarding Compensation	11	0	0	0	0	0	0	0	0	11
	Non-Executive Remuneration Policy (Forward-Looking)	173	14	0	10	0	0	0	0	0	197
	Performance Share Plan	1	0	0	0	0	0	0	0	0	1
	Remuneration Policy (Forward-Looking)	86	25	0	5	0	0	0	0	0	116
	Remuneration Report (Retrospective)	164	109	0	13	0	0	0	0	0	286
	Say When on Pay	7	0	0	4	0	0	233	0	0	244
	Statutory Auditors' Fees	12	0	0	0	0	0	0	0	0	12
	Stock Option Grants	27	10	0	0	0	0	0	0	0	37
	Stock Option Plan	41	41	0	0	0	0	0	0	0	82
	Stock Option Plan for Subsidiary	3	0	0	0	0	0	0	0	0	3
	Stock Purchase Plan	33	0	0	0	0	0	0	0	0	33
	Supervisory Board/ Corp Assembly Fees	13	1	0	0	0	0	0	0	0	14
	Trust Type Equity Plans (JP)	2	0	0	0	0	0	0	0	0	2
M&A		73	1	1	2	0	0	0	0	0	76
	Divestiture/Spin-off	5	0	1	0	0	0	0	0	0	6
	Intra-company Contracts/Control Agreements	25	1	0	0	0	0	0	0	0	26
	Joint Venture/Strategic Alliance	2	0	0	0	0	0	0	0	0	2
	Merger by Absorption between Parent and Subsidiary	22	0	0	1	0	0	0	0	0	23

Issue Code Category	Issue Short Text	Take No						1 Year	2 Years	3 Years	Total
		For	Against	Abstain	Action	Unvoted	Mixed				
	Merger/Acquisition	15	0	0	1	0	0	0	0	0	16
	Misc. Proposal Regarding Restructuring	1	0	0	0	0	0	0	0	0	1
	Restructuring/Capitalization	3	0	0	0	0	0	0	0	0	3
Meeting Administration		228	12	0	14	0	0	0	0	0	254
	Appointment of Independent Proxy (Switzerland)	11	0	0	7	0	0	0	0	0	18
	Authorization of Legal Formalities	69	4	0	0	0	0	0	0	0	73
	Right to Adjourn Meeting	9	0	0	0	0	0	0	0	0	9
	Routine Meeting Item	139	1	0	7	0	0	0	0	0	147
	Transact Other Business	0	7	0	0	0	0	0	0	0	7
Other		188	68	30	1	0	0	0	0	0	257
	Approval of Political Donation	0	35	0	0	0	0	0	0	0	35
	Approve Technical Vote Requirements	3	11	0	0	0	0	0	0	0	14
	Authorization of Charitable Donations	9	2	0	0	0	0	0	0	0	11
	Declaration of Material Interest	8	0	0	0	0	0	0	0	0	8
	Management Proposal on Say on Climate	8	1	0	1	0	0	0	0	0	10
	Management Proposal Regarding ESG Issues	1	0	0	0	0	0	0	0	0	1
	Misc. Management Proposal	63	7	0	0	0	0	0	0	0	70
	Miscellaneous - Resident Status	0	1	0	0	0	0	0	0	0	1
	Request Cumulative Voting/ Allocation of Cumulative Votes	96	11	30	0	0	0	0	0	0	137
SHP: Compensation		45	14	0	0	0	0	0	0	0	59

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
					Action	Unvoted					
	SHP Recoupment of Unearned Bonuses (Clawback)	2	0	0	0	0	0	0	0	0	2
	SHP regarding Change/ Opposition to Director Compensation	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Golden Parachutes	19	1	0	0	0	0	0	0	0	20
	SHP Regarding Linking Executive Pay to Social Criteria	3	2	0	0	0	0	0	0	0	5
	SHP regarding Misc. Compensation	2	1	0	0	0	0	0	0	0	3
	SHP Regarding Misc. Compensation	4	0	0	0	0	0	0	0	0	4
	SHP Regarding Race and/or Gender Pay Equity Report	5	7	0	0	0	0	0	0	0	12
	SHP Regarding Report on Ratio Between CEO and Employee Pay	6	0	0	0	0	0	0	0	0	6
	SHP Regarding Restricting Executive Compensation	3	3	0	0	0	0	0	0	0	6
SHP: Environment		100	22	0	1	0	0	0	0	0	123
	Shareholder Proposal Regarding Say on Climate	3	0	0	0	0	0	0	0	0	3
	SHP Regarding Climate Lobbying	12	3	0	0	0	0	0	0	0	15
	SHP Regarding Environmental Report	9	7	0	0	0	0	0	0	0	16
	SHP Regarding Formation of Environmental/Social Committee of the	0	5	0	0	0	0	0	0	0	5
	SHP Regarding Misc. Energy/Environmental Issues	4	0	0	0	0	0	0	0	0	4
	SHP Regarding Misc. Environmental Issue	3	0	0	0	0	0	0	0	0	3
	SHP Regarding Phase out of Nuclear Power	2	0	0	0	0	0	0	0	0	2
	SHP Regarding Report on Antibiotics in Animal Agriculture	3	0	0	0	0	0	0	0	0	3
	SHP Regarding Report on Environmental Performance	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	40	5	0	0	0	0	0	0	0	45

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
					Action	Unvoted					
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	22	2	0	1	0	0	0	0	0	25
	SHP Regarding Sustainability or Environmental Reports	1	0	0	0	0	0	0	0	0	1
<i>SHP: Governance</i>		132	49	0	9	0	0	0	0	0	190
	SHP Regarding Additional or Amended Shareholder Proposals	0	4	0	0	0	0	0	0	0	4
	SHP Regarding Board Composition	0	11	0	4	0	0	0	0	0	15
	SHP Regarding Directors' Roles in Corporate Strategy	3	0	0	0	0	0	0	0	0	3
	SHP Regarding Double Board Nominees	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Election of Board Member (s) During a Contested Election – Disside	2	5	0	0	0	0	0	0	0	7
	SHP Regarding Election of Dissident Board Member(s)	2	0	0	4	0	0	0	0	0	6
	SHP Regarding Election of Dissident Supervisory Board Member(s)	0	1	0	0	0	0	0	0	0	1
	SHP Regarding Eliminating Supermajority Provisions	11	0	0	0	0	0	0	0	0	11
	SHP Regarding Improving in Disclosure	2	0	0	0	0	0	0	0	0	2
	SHP Regarding Increase in Dividend/Redistribution of Profits	0	1	0	0	0	0	0	0	0	1
	SHP Regarding Independent Board Chairman/Seperation of Chair and CEO	38	8	0	0	0	0	0	0	0	46
	SHP Regarding Limit on Board Memberships	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Majority Vote for Election of Directors	3	0	0	0	0	0	0	0	0	3
	SHP Regarding Misc. Board Issue	0	1	0	0	0	0	0	0	0	1
	SHP Regarding Misc. Board/Shareholder Rights Issue	21	3	0	0	0	0	0	0	0	24
	SHP Regarding Misc. Governance Issue	0	1	0	0	0	0	0	0	0	1
	SHP Regarding Misc. Issue	3	11	0	1	0	0	0	0	0	15

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	SHP Regarding Misc. Restructuring Issue	0	2	0	0	0	0	0	0	0	2
	SHP Regarding Recapitalization	6	0	0	0	0	0	0	0	0	6
	SHP Regarding Removal of Director(s)	0	1	0	0	0	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent	5	0	0	0	0	0	0	0	0	5
	SHP Regarding Right to Call a Special Meeting	26	0	0	0	0	0	0	0	0	26
	SHP Regarding Trained, Qualified Directors on Environment, Health and Sa	4	0	0	0	0	0	0	0	0	4
	SHP Shareholder Access to the Nomination Process (Proxy Access)	4	0	0	0	0	0	0	0	0	4
<i>SHP: Misc</i>		12	12	0	0	0	0	0	0	0	24
	SHP Regarding Repeal of Bylaw Amendments	1	0	0	0	0	0	0	0	0	1
	SHP: Misc. Issues	11	12	0	0	0	0	0	0	0	23
<i>SHP: Social</i>		157	81	3	1	0	0	0	0	0	239
	SHP Regarding Animal Welfare	3	5	0	0	0	0	0	0	0	8
	SHP Regarding Drug Pricing/Distribution	12	1	0	0	0	0	0	0	0	13
	SHP Regarding Firearms	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Human Capital Management	2	0	0	0	0	0	0	0	0	2
	SHP Regarding Limiting or Ending Political Spending	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Military Contracts/Sales	2	2	0	0	0	0	0	0	0	4
	SHP Regarding Misc. Human Capital Management	30	8	0	0	0	0	0	0	0	38
	SHP Regarding Misc. Human/Political Rights Policies	0	2	0	0	0	0	0	0	0	2
	SHP Regarding Misc. Labor Issues/Policies	1	2	0	0	0	0	0	0	0	3

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	SHP Regarding Misc. Nuclear Issue	0	3	0	0	0	0	0	0	0	3
	SHP Regarding Misc. Social Issue	11	36	0	1	0	0	0	0	0	48
	SHP Regarding Pregnancy/Abortion Issues	6	7	0	0	0	0	0	0	0	13
	SHP Regarding Racial Equity Audit	11	9	0	0	0	0	0	0	0	20
	SHP Regarding Reporting on Company's Compliance with International Human Ri	28	2	0	0	0	0	0	0	0	30
	SHP Regarding Reviewing Charitable Spending	2	1	0	0	0	0	0	0	0	3
	SHP Regarding Reviewing Political Spending or Lobbying	45	3	3	0	0	0	0	0	0	51
	SHP Regarding Tobacco/Alcohol	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		9271	3176	295	0	209	0	12951
<i>Audit/Financials</i>		1234	394	35	0	2	0	1665
	Accounts and Reports (Bundled Issues)	26	21	1	0	0	0	48
	Allocation of Profits/Dividends	340	1	12	0	0	0	353
	Appointment of Auditor	136	53	8	0	0	0	197
	Appointment of Auditor and Authority to Set Fees	98	31	0	0	0	0	129
	Appointment of Special Auditor	4	0	1	0	0	0	5
	Approval of Non-Financial Reports	94	10	0	0	0	0	104

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Approve Payment of Fees to Special Auditors	16	0	0	0	0	0	16
	Authority to Set Auditor's Fees	75	2	3	0	2	0	82
	Bonus Dividend/Bonus Share Issue	10	0	0	0	0	0	10
	Financial Statements	342	4	9	0	0	0	355
	Number of Auditors	4	0	0	0	0	0	4
	Ratification of Alternate Auditor	5	0	0	0	0	0	5
	Ratification of Auditor	67	272	1	0	0	0	340
	Ratification of Auditor's Acts	4	0	0	0	0	0	4
	Stock Dividend/Dividend Reinvestment	13	0	0	0	0	0	13
Board Related		5234	1524	159	0	42	0	6959
	Approval of Committee Guidelines/Appointment of Committee	9	0	1	0	0	0	10
	Approve Censor	0	2	0	0	0	0	2
	Approve Special Auditor's Report	17	0	0	0	0	0	17
	Approve Supervisory Council	35	15	0	0	19	0	69
	Approve Supervisory Council Size	3	0	0	0	0	0	3
	Board Size	26	0	0	0	0	0	26
	Board Term Length	1	0	0	0	0	0	1
	Change in Board Size	2	1	0	0	0	0	3
	Director & Officer Liability/Indemnification	0	13	0	0	0	0	13
	Election of Alternate Statutory 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
	Election of Board Committee Members	111	33	27	0	0	0	171
	Election of Board Member(s) During a Contested Election – Management Nom	0	9	0	0	0	0	9
	Election of Directors	4311	1332	91	0	13	0	5747
	Election of Directors (Bundled Issues)	12	3	0	0	0	0	15
	Election of Directors (Management Board)	8	0	0	0	0	0	8
	Election of Directors (Slate)	8	7	1	0	0	0	16
	Election of Directors (Slate) Bundled with Other Items	3	4	0	0	0	0	7
	Election of Minority or Preferred Shareholder Nominee	0	0	0	0	8	0	8
	Election of Non-Audit/Comp/Nom/Gov Committee Members	0	1	0	0	0	0	1
	Election of Non-Principal Members (Chairman, alternates)	46	12	6	0	0	0	64
	Election of Shareholder Representatives	1	0	0	0	0	0	1
	Election of Statutory Auditor Slate	0	0	0	0	2	0	2
	Election of Statutory Auditors	35	9	1	0	0	0	45
	Election of Supervisory Board	114	12	0	0	0	0	126
	Election of Supervisory Board Members (Slate)	0	1	0	0	0	0	1
	Election of the Chair of Statutory Auditors	1	0	0	0	0	0	1
	Indemnification of Directors/Officers	6	0	0	0	0	0	6
	Misc. Management Proposal Regarding Board	11	1	0	0	0	0	12
	Post-Employment /Severance Agreements	5	0	0	0	0	0	5
	Ratification of Board Acts - Legal	287	56	15	0	0	0	358

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Ratification of Co-Option of a Director	8	2	0	0	0	0	10
	Ratification of Management Acts - Legal	91	10	17	0	0	0	118
	Related Party Transactions	76	1	0	0	0	0	77
	Removal/Resignation of Director	2	0	0	0	0	0	2
	Retention as Independent Director	4	0	0	0	0	0	4
Capital Management		764	143	14	0	0	0	921
	Amendment to Borrowing Powers	2	0	0	0	0	0	2
	Amendment to Par Value	2	0	1	0	0	0	3
	Approval of Borrowing	5	0	0	0	0	0	5
	Authority to Give Guarantees	8	3	0	0	0	0	11
	Authority to Increase Capital in Case of Exchange Offers (France)	3	2	0	0	0	0	5
	Authority to Increase Capital in Consideration for Contributions in Kind (	11	4	0	0	0	0	15
	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	3	0	0	0	0	0	3
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	20	2	1	0	0	0	23
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	22	13	1	0	0	0	36
	Authority to Issue Shares w/ Preemptive Rights	70	1	1	0	0	0	72
	Authority to Issue Shares w/o Preemptive Rights	131	47	2	0	0	0	180
	Authority to Issue Stock w/ or w/out Preemptive Rights	25	1	0	0	0	0	26
	Authority to Repurchase and Re-Issue Shares	51	0	0	0	0	0	51

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Authority to Repurchase Preferred Shares	4	0	0	0	0	0	4
	Authority to Repurchase Shares	180	4	3	0	0	0	187
	Authority to Set Offering Price of Shares	4	4	0	0	0	0	8
	Authority to Trade in Company Stock	3	0	0	0	0	0	3
	Authorize Overallotment/Greenshoe	7	4	0	0	0	0	11
	Cancellation of Authorized Stock	55	2	4	0	0	0	61
	Conversion of Stock	4	1	0	0	0	0	5
	Creation of New Share Class	1	0	0	0	0	0	1
	Increase in Authorized Capital	34	2	0	0	0	0	36
	Increase in Authorized Common Stock	6	0	0	0	0	0	6
	Issuance of Convertible Debt Instruments	46	0	0	0	0	0	46
	Issuance of Debt Instruments	22	3	1	0	0	0	26
	Issuance of Repurchased Shares	4	26	0	0	0	0	30
	Issuance of Stock w/ or w/out Preemptive Rights	1	0	0	0	0	0	1
	Issuance of Stock w/ Preemptive Rights	1	0	0	0	0	0	1
	Issuance of Stock w/out Preemptive Rights	13	22	0	0	0	0	35
	Issuance of Warrants w/o Preemptive Rights	1	0	0	0	0	0	1
	Limit to Capital Increase	4	0	0	0	0	0	4
	Misc. Proposal Regarding Capital	7	0	0	0	0	0	7
	Reverse Stock Split	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
	Stock Split	2	0	0	0	0	0	2
	Use/Transfer of Reserves	8	0	0	0	0	0	8
<i>Changes to Company Statutes</i>		328	118	21	0	0	0	467
	Adoption of Majority Vote for Election of Directors	1	0	0	0	0	0	1
	Adoption of New Articles	13	1	0	0	0	0	14
	Adoption of Shareholder Rights' Plan	1	0	0	0	0	0	1
	Amend Articles, Constitution, Bylaws - Bundled	93	20	2	0	0	0	115
	Amendment to Classified Board	2	0	0	0	0	0	2
	Amendment to Shareholder Rights' Plan	3	0	0	0	0	0	3
	Amendments to Articles (Technical)	38	0	4	0	0	0	42
	Amendments to Articles, Constitution, Bylaws	101	32	13	0	0	0	146
	Amendments to Charter/Bylaw - Bundled	2	0	0	0	0	0	2
	Amendments to Procedural Rules	25	7	0	0	0	0	32
	Approval of Exclusive Forum Provisions	0	1	0	0	0	0	1
	Authority to Set General Meeting Notice Period at 14 Days	0	39	1	0	0	0	40
	Company Name Change	5	0	0	0	0	0	5
	Constitution of Procedural Rules	9	2	0	0	0	0	11
	Elimination of Supermajority Requirement	18	0	0	0	0	0	18
	Misc. Article Amendments	2	0	1	0	0	0	3
	Misc. Proposal Regarding Antitakeover Devices	1	12	0	0	0	0	13

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Reincorporation	0	2	0	0	0	0	2
	Repeal of Classified Board	8	1	0	0	0	0	9
	Restoration of Right to Call a Special Meeting	3	1	0	0	0	0	4
	Restoration of Written Consent	2	0	0	0	0	0	2
	Waiving of Mandatory Takeover Requirement	1	0	0	0	0	0	1
Compensation		1148	497	38	0	0	0	1683
	Adoption of Employee Stock Purchase Plan	7	0	0	0	0	0	7
	Adoption of Equity Compensation Plan	19	2	0	0	0	0	21
	Adoption of Restricted Stock Plan	7	3	0	0	0	0	10
	Adoption of Short Term Incentive Plan	3	0	0	0	0	0	3
	Advisory Vote on Executive Compensation	122	218	1	0	0	0	341
	Advisory Vote on Severance	0	3	0	0	0	0	3
	Amendment to Employee Stock Purchase Plan	14	1	0	0	0	0	15
	Amendment to Equity Compensation Plan	32	13	0	0	0	0	45
	Amendment to Restricted Stock Plan	5	4	0	0	0	0	9
	Amendment to Stock Option Plan	15	6	0	0	0	0	21
	Amendment to Stock Purchase Plan	1	0	0	0	0	0	1
	Approval of Executive Remuneration (Fixed)	2	0	4	0	0	0	6
	Bonus	6	1	0	0	0	0	7
	Capital Proposal to Implement Equity Compensation Plan	26	5	1	0	0	0	32

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Directors' Fees	76	18	0	0	0	0	94
	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	1	0	0	0	0	0	1
	Employment Agreement	13	11	0	0	0	0	24
	Misc. Proposal Regarding Compensation	11	0	0	0	0	0	11
	Non-Executive Remuneration Policy (Forward-Looking)	173	14	10	0	0	0	197
	Performance Share Plan	1	0	0	0	0	0	1
	Remuneration Policy (Forward-Looking)	86	25	5	0	0	0	116
	Remuneration Report (Retrospective)	164	109	13	0	0	0	286
	Say When on Pay	228	12	4	0	0	0	244
	Statutory Auditors' Fees	12	0	0	0	0	0	12
	Stock Option Grants	27	10	0	0	0	0	37
	Stock Option Plan	41	41	0	0	0	0	82
	Stock Option Plan for Subsidiary	3	0	0	0	0	0	3
	Stock Purchase Plan	33	0	0	0	0	0	33
	Supervisory Board/ Corp Assembly Fees	13	1	0	0	0	0	14
	Trust Type Equity Plans (JP)	2	0	0	0	0	0	2
M&A		73	2	2	0	0	0	77
	Divestiture/Spin-off	5	1	0	0	0	0	6

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Intra-company Contracts/Control Agreements	25	1	0	0	0	0	26
	Joint Venture/Strategic Alliance	2	0	0	0	0	0	2
	Merger by Absorption between Parent and Subsidiary	22	0	1	0	0	0	23
	Merger/Acquisition	15	0	1	0	0	0	16
	Misc. Proposal Regarding Restructuring	1	0	0	0	0	0	1
	Restructuring/Capitalization	3	0	0	0	0	0	3
Meeting Administration		228	7	14	0	5	0	254
	Appointment of Independent Proxy (Switzerland)	11	0	7	0	0	0	18
	Authorization of Legal Formalities	69	4	0	0	0	0	73
	Right to Adjourn Meeting	9	0	0	0	0	0	9
	Routine Meeting Item	139	1	7	0	0	0	147
	Transact Other Business	0	2	0	0	5	0	7
Other		96	45	1	0	145	0	287
	Approval of Political Donation	0	35	0	0	0	0	35
	Approve Technical Vote Requirements	1	0	0	0	13	0	14
	Authorization of Charitable Donations	9	2	0	0	0	0	11
	Declaration of Material Interest	0	0	0	0	8	0	8
	Management Proposal on Say on Climate	8	1	1	0	0	0	10
	Management Proposal Regarding ESG Issues	1	0	0	0	0	0	1
	Misc. Management Proposal	63	7	0	0	0	0	70

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Miscellaneous - Resident Status	0	0	0	0	1	0	1
	Request Cumulative Voting/ Allocation of Cumulative Votes	14	0	0	0	123	0	137
<i>SHP: Compensation</i>		14	45	0	0	0	0	59
	SHP Recoupment of Unearned Bonuses (Clawback)	0	2	0	0	0	0	2
	SHP regarding Change/ Opposition to Director Compensation	0	1	0	0	0	0	1
	SHP Regarding Golden Parachutes	1	19	0	0	0	0	20
	SHP Regarding Linking Executive Pay to Social Criteria	2	3	0	0	0	0	5
	SHP regarding Misc. Compensation	1	2	0	0	0	0	3
	SHP Regarding Misc. Compensation	0	4	0	0	0	0	4
	SHP Regarding Race and/or Gender Pay Equity Report	7	5	0	0	0	0	12
	SHP Regarding Report on Ratio Between CEO and Employee Pay	0	6	0	0	0	0	6
	SHP Regarding Restricting Executive Compensation	3	3	0	0	0	0	6
<i>SHP: Environment</i>		21	99	1	0	2	0	123
	Shareholder Proposal Regarding Say on Climate	0	3	0	0	0	0	3
	SHP Regarding Climate Lobbying	3	12	0	0	0	0	15
	SHP Regarding Environmental Report	7	8	0	0	1	0	16
	SHP Regarding Formation of Environmental/Social Committee of the	5	0	0	0	0	0	5
	SHP Regarding Misc. Energy/Environmental Issues	0	4	0	0	0	0	4
	SHP Regarding Misc. Environmental Issue	0	3	0	0	0	0	3
	SHP Regarding Phase out of Nuclear Power	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 Report on Antibiotics in Animal Agriculture	0	3	0	0	0	0	3
	SHP Regarding Report on Environmental Performance	0	1	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	4	40	0	0	1	0	45
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	2	22	1	0	0	0	25
	SHP Regarding Sustainability or Environmental Reports	0	1	0	0	0	0	1
<i>SHP: Governance</i>		38	130	9	0	13	0	190
	SHP Regarding Additional or Amended Shareholder Proposals	0	0	0	0	4	0	4
	SHP Regarding Board Composition	11	0	4	0	0	0	15
	SHP Regarding Directors' Roles in Corporate Strategy	0	3	0	0	0	0	3
	SHP Regarding Double Board Nominees	0	1	0	0	0	0	1
	SHP Regarding Election of Board Member(s) During a Contested Election	3	4	0	0	0	0	7
	SHP Regarding Election of Dissident Board Member(s)	0	2	4	0	0	0	6
	SHP Regarding Election of Dissident Supervisory Board Member(s)	0	0	0	0	1	0	1
	SHP Regarding Eliminating Supermajority Provisions	1	9	0	0	1	0	11
	SHP Regarding Improving in Disclosure	0	2	0	0	0	0	2
	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	8	38	0	0	0	0	46
	SHP Regarding Limit on Board Memberships	0	1	0	0	0	0	1
	SHP Regarding Majority Vote for Election of Directors	0	3	0	0	0	0	3
	SHP Regarding Misc. Board Issue	0	0	0	0	1	0	1

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Misc. Board/Shareholder Rights Issue	4	20	0	0	0	0	24
	SHP Regarding Misc. Governance Issue	1	0	0	0	0	0	1
	SHP Regarding Misc. Issue	6	2	1	0	6	0	15
	SHP Regarding Misc. Restructuring Issue	2	0	0	0	0	0	2
	SHP Regarding Recapitalization	0	6	0	0	0	0	6
	SHP Regarding Removal of Director(s)	1	0	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent	0	5	0	0	0	0	5
	SHP Regarding Right to Call a Special Meeting	0	26	0	0	0	0	26
	SHP Regarding Trained, Qualified Directors on Environment, Health and S	0	4	0	0	0	0	4
	SHP Shareholder Access to the Nomination Process (Proxy Access)	0	4	0	0	0	0	4
<i>SHP: Misc</i>		12	12	0	0	0	0	24
	SHP Regarding Repeal of Bylaw Amendments	0	1	0	0	0	0	1
	SHP: Misc. Issues	12	11	0	0	0	0	23
<i>SHP: Social</i>		81	160	1	0	0	0	242
	SHP Regarding Animal Welfare	5	3	0	0	0	0	8
	SHP Regarding Drug Pricing/Distribution	1	12	0	0	0	0	13
	SHP Regarding Firearms	0	1	0	0	0	0	1
	SHP Regarding Human Capital Management	0	2	0	0	0	0	2
	SHP Regarding Limiting or Ending Political Spending	0	1	0	0	0	0	1
	SHP Regarding Military Contracts/Sales	2	2	0	0	0	0	4

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Misc. Human Capital Management	8	30	0	0	0	0	38
	SHP Regarding Misc. Human/Political Rights Policies	2	0	0	0	0	0	2
	SHP Regarding Misc. Labor Issues/Policies	2	1	0	0	0	0	3
	SHP Regarding Misc. Nuclear Issue	3	0	0	0	0	0	3
	SHP Regarding Misc. Social Issue	36	11	1	0	0	0	48
	SHP Regarding Pregnancy/Abortion Issues	7	6	0	0	0	0	13
	SHP Regarding Racial Equity Audit	9	11	0	0	0	0	20
	SHP Regarding Reporting on Company's Compliance with International Human R	2	28	0	0	0	0	30
	SHP Regarding Reviewing Charitable Spending	1	2	0	0	0	0	3
	SHP Regarding Reviewing Political Spending or Lobbying	3	48	0	0	0	0	51
	SHP Regarding Tobacco/Alcohol	0	2	0	0	0	0	2

Proposal Types – Votes Versus Policy

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories		11901	746	9	295	0	0	0	12951
<i>Audit/Financials</i>		1619	11	0	35	0	0	0	1665
	Accounts and Reports (Bundled Issues)	47	0	0	1	0	0	0	48
	Allocation of Profits/Dividends	341	0	0	12	0	0	0	353
	Appointment of Auditor	187	2	0	8	0	0	0	197
	Appointment of Auditor and Authority to Set Fees	121	8	0	0	0	0	0	129

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Appointment of Special Auditor	4	0	0	1	0	0	0	5
	Approval of Non-Financial Reports	104	0	0	0	0	0	0	104
	Approve Payment of Fees to Special Auditors	16	0	0	0	0	0	0	16
	Authority to Set Auditor's Fees	78	1	0	3	0	0	0	82
	Bonus Dividend/Bonus Share Issue	10	0	0	0	0	0	0	10
	Financial Statements	346	0	0	9	0	0	0	355
	Number of Auditors	4	0	0	0	0	0	0	4
	Ratification of Alternate Auditor	5	0	0	0	0	0	0	5
	Ratification of Auditor	339	0	0	1	0	0	0	340
	Ratification of Auditor's Acts	4	0	0	0	0	0	0	4
	Stock Dividend/Dividend Reinvestment	13	0	0	0	0	0	0	13
Board Related		6385	415	0	159	0	0	0	6959
	Approval of Committee Guidelines/Appointment of Committee	9	0	0	1	0	0	0	10
	Approve Censor	2	0	0	0	0	0	0	2
	Approve Special Auditor's Report	17	0	0	0	0	0	0	17
	Approve Supervisory Council	69	0	0	0	0	0	0	69
	Approve Supervisory Council Size	3	0	0	0	0	0	0	3
	Board Size	26	0	0	0	0	0	0	26
	Board Term Length	1	0	0	0	0	0	0	1
	Change in Board Size	3	0	0	0	0	0	0	3

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Director & Officer Liability/Indemnification	13	0	0	0	0	0	0	13
	Election of Alternate Statutory Auditor	1	0	0	0	0	0	0	1
	Election of Board Committee Members	143	1	0	27	0	0	0	171
	Election of Board Member(s) During a Contested Election – Management Nomi	0	9	0	0	0	0	0	9
	Election of Directors	5295	361	0	91	0	0	0	5747
	Election of Directors (Bundled Issues)	15	0	0	0	0	0	0	15
	Election of Directors (Management Board)	8	0	0	0	0	0	0	8
	Election of Directors (Slate)	14	1	0	1	0	0	0	16
	Election of Directors (Slate) Bundled with Other Items	6	1	0	0	0	0	0	7
	Election of Minority or Preferred Shareholder Nominee	8	0	0	0	0	0	0	8
	Election of Non-Audit/Comp/Nom/Gov Committee Members	1	0	0	0	0	0	0	1
	Election of Non-Principal Members (Chairman, alternates)	56	2	0	6	0	0	0	64
	Election of Shareholder Representatives	1	0	0	0	0	0	0	1
	Election of Statutory Auditor Slate	2	0	0	0	0	0	0	2
	Election of Statutory Auditors	42	2	0	1	0	0	0	45
	Election of Supervisory Board	120	6	0	0	0	0	0	126
	Election of Supervisory Board Members (Slate)	1	0	0	0	0	0	0	1
	Election of the Chair of Statutory Auditors	1	0	0	0	0	0	0	1
	Indemnification of Directors/Officers	6	0	0	0	0	0	0	6
	Misc. Management Proposal Regarding Board	12	0	0	0	0	0	0	12

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Post-Employment /Severance Agreements	5	0	0	0	0	0	0	5
	Ratification of Board Acts - Legal	314	29	0	15	0	0	0	358
	Ratification of Co-Option of a Director	10	0	0	0	0	0	0	10
	Ratification of Management Acts - Legal	98	3	0	17	0	0	0	118
	Related Party Transactions	77	0	0	0	0	0	0	77
	Removal/Resignation of Director	2	0	0	0	0	0	0	2
	Retention as Independent Director	4	0	0	0	0	0	0	4
Capital Management		902	5	0	14	0	0	0	921
	Amendment to Borrowing Powers	2	0	0	0	0	0	0	2
	Amendment to Par Value	2	0	0	1	0	0	0	3
	Approval of Borrowing	5	0	0	0	0	0	0	5
	Authority to Give Guarantees	11	0	0	0	0	0	0	11
	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 (	15	0	0	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	3	0	0	0	0	0	0	3
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	22	0	0	1	0	0	0	23
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	33	2	0	1	0	0	0	36
	Authority to Issue Shares w/ Preemptive Rights	71	0	0	1	0	0	0	72
	Authority to Issue Shares w/o Preemptive Rights	177	1	0	2	0	0	0	180

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Authority to Issue Stock w/ or w/out Preemptive Rights	26	0	0	0	0	0	0	26
	Authority to Repurchase and Re-Issue Shares	51	0	0	0	0	0	0	51
	Authority to Repurchase Preferred Shares	4	0	0	0	0	0	0	4
	Authority to Repurchase Shares	184	0	0	3	0	0	0	187
	Authority to Set Offering Price of Shares	8	0	0	0	0	0	0	8
	Authority to Trade in Company Stock	3	0	0	0	0	0	0	3
	Authorize Overallotment/Greenshoe	11	0	0	0	0	0	0	11
	Cancellation of Authorized Stock	57	0	0	4	0	0	0	61
	Conversion of Stock	5	0	0	0	0	0	0	5
	Creation of New Share Class	1	0	0	0	0	0	0	1
	Increase in Authorized Capital	36	0	0	0	0	0	0	36
	Increase in Authorized Common Stock	5	1	0	0	0	0	0	6
	Issuance of Convertible Debt Instruments	46	0	0	0	0	0	0	46
	Issuance of Debt Instruments	24	1	0	1	0	0	0	26
	Issuance of Repurchased Shares	30	0	0	0	0	0	0	30
	Issuance of Stock w/ or w/out Preemptive Rights	1	0	0	0	0	0	0	1
	Issuance of Stock w/ Preemptive Rights	1	0	0	0	0	0	0	1
	Issuance of Stock w/out Preemptive Rights	35	0	0	0	0	0	0	35
	Issuance of Warrants w/o Preemptive Rights	1	0	0	0	0	0	0	1
	Limit to Capital Increase	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
	Misc. Proposal Regarding Capital	7	0	0	0	0	0	0	7
	Reverse Stock Split	4	0	0	0	0	0	0	4
	Stock Split	2	0	0	0	0	0	0	2
	Use/Transfer of Reserves	8	0	0	0	0	0	0	8
Changes to Company Statutes		392	54	0	21	0	0	0	467
	Adoption of Majority Vote for Election of Directors	1	0	0	0	0	0	0	1
	Adoption of New Articles	14	0	0	0	0	0	0	14
	Adoption of Shareholder Rights' Plan	1	0	0	0	0	0	0	1
	Amend Articles, Constitution, Bylaws - Bundled	106	7	0	2	0	0	0	115
	Amendment to Classified Board	2	0	0	0	0	0	0	2
	Amendment to Shareholder Rights' Plan	3	0	0	0	0	0	0	3
	Amendments to Articles (Technical)	38	0	0	4	0	0	0	42
	Amendments to Articles, Constitution, Bylaws	105	28	0	13	0	0	0	146
	Amendments to Charter/Bylaw - Bundled	2	0	0	0	0	0	0	2
	Amendments to Procedural Rules	28	4	0	0	0	0	0	32
	Approval of Exclusive Forum Provisions	1	0	0	0	0	0	0	1
	Authority to Set General Meeting Notice Period at 14 Days	39	0	0	1	0	0	0	40
	Company Name Change	5	0	0	0	0	0	0	5
	Constitution of Procedural Rules	9	2	0	0	0	0	0	11
	Elimination of Supermajority Requirement	18	0	0	0	0	0	0	18

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Misc. Article Amendments	2	0	0	1	0	0	0	3
	Misc. Proposal Regarding Antitakeover Devices	2	11	0	0	0	0	0	13
	Reincorporation	0	2	0	0	0	0	0	2
	Repeal of Classified Board	9	0	0	0	0	0	0	9
	Restoration of Right to Call a Special Meeting	4	0	0	0	0	0	0	4
	Restoration of Written Consent	2	0	0	0	0	0	0	2
	Waiving of Mandatory Takeover Requirement	1	0	0	0	0	0	0	1
Compensation		1494	151	0	38	0	0	0	1683
	Adoption of Employee Stock Purchase Plan	7	0	0	0	0	0	0	7
	Adoption of Equity Compensation Plan	21	0	0	0	0	0	0	21
	Adoption of Restricted Stock Plan	7	3	0	0	0	0	0	10
	Adoption of Short Term Incentive Plan	3	0	0	0	0	0	0	3
	Advisory Vote on Executive Compensation	264	76	0	1	0	0	0	341
	Advisory Vote on Severance	1	2	0	0	0	0	0	3
	Amendment to Employee Stock Purchase Plan	15	0	0	0	0	0	0	15
	Amendment to Equity Compensation Plan	40	5	0	0	0	0	0	45
	Amendment to Restricted Stock Plan	9	0	0	0	0	0	0	9
	Amendment to Stock Option Plan	21	0	0	0	0	0	0	21
	Amendment to Stock Purchase Plan	1	0	0	0	0	0	0	1
	Approval of Executive Remuneration (Fixed)	2	0	0	4	0	0	0	6

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Bonus	6	1	0	0	0	0	0	7
	Capital Proposal to Implement Equity Compensation Plan	31	0	0	1	0	0	0	32
	Directors' Fees	92	2	0	0	0	0	0	94
	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	1	0	0	0	0	0	0	1
	Employment Agreement	18	6	0	0	0	0	0	24
	Misc. Proposal Regarding Compensation	11	0	0	0	0	0	0	11
	Non-Executive Remuneration Policy (Forward-Looking)	181	6	0	10	0	0	0	197
	Performance Share Plan	1	0	0	0	0	0	0	1
	Remuneration Policy (Forward-Looking)	106	5	0	5	0	0	0	116
	Remuneration Report (Retrospective)	238	35	0	13	0	0	0	286
	Say When on Pay	239	1	0	4	0	0	0	244
	Statutory Auditors' Fees	12	0	0	0	0	0	0	12
	Stock Option Grants	30	7	0	0	0	0	0	37
	Stock Option Plan	80	2	0	0	0	0	0	82
	Stock Option Plan for Subsidiary	3	0	0	0	0	0	0	3
	Stock Purchase Plan	33	0	0	0	0	0	0	33
	Supervisory Board/ Corp Assembly Fees	14	0	0	0	0	0	0	14
	Trust Type Equity Plans (JP)	2	0	0	0	0	0	0	2

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
M&A		74	1	0	2	0	0	0	77
	Divestiture/Spin-off	5	1	0	0	0	0	0	6
	Intra-company Contracts/Control Agreements	26	0	0	0	0	0	0	26
	Joint Venture/Strategic Alliance	2	0	0	0	0	0	0	2
	Merger by Absorption between Parent and Subsidiary	22	0	0	1	0	0	0	23
	Merger/Acquisition	15	0	0	1	0	0	0	16
	Misc. Proposal Regarding Restructuring	1	0	0	0	0	0	0	1
	Restructuring/Capitalization	3	0	0	0	0	0	0	3
Meeting Administration		239	1	0	14	0	0	0	254
	Appointment of Independent Proxy (Switzerland)	11	0	0	7	0	0	0	18
	Authorization of Legal Formalities	73	0	0	0	0	0	0	73
	Right to Adjourn Meeting	9	0	0	0	0	0	0	9
	Routine Meeting Item	139	1	0	7	0	0	0	147
	Transact Other Business	7	0	0	0	0	0	0	7
Other		270	7	9	1	0	0	0	287
	Approval of Political Donation	35	0	0	0	0	0	0	35
	Approve Technical Vote Requirements	14	0	0	0	0	0	0	14
	Authorization of Charitable Donations	9	2	0	0	0	0	0	11
	Declaration of Material Interest	0	0	8	0	0	0	0	8
	Management Proposal on Say on Climate	8	1	0	1	0	0	0	10

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Management Proposal Regarding ESG Issues	1	0	0	0	0	0	0	1
	Misc. Management Proposal	70	0	0	0	0	0	0	70
	Miscellaneous - Resident Status	0	0	1	0	0	0	0	1
	Request Cumulative Voting/ Allocation of Cumulative Votes	133	4	0	0	0	0	0	137
<i>SHP: Compensation</i>		46	13	0	0	0	0	0	59
	SHP Recoupment of Unearned Bonuses (Clawback)	2	0	0	0	0	0	0	2
	SHP regarding Change/ Opposition to Director Compensation	1	0	0	0	0	0	0	1
	SHP Regarding Golden Parachutes	19	1	0	0	0	0	0	20
	SHP Regarding Linking Executive Pay to Social Criteria	3	2	0	0	0	0	0	5
	SHP regarding Misc. Compensation	3	0	0	0	0	0	0	3
	SHP Regarding Misc. Compensation	4	0	0	0	0	0	0	4
	SHP Regarding Race and/or Gender Pay Equity Report	5	7	0	0	0	0	0	12
	SHP Regarding Report on Ratio Between CEO and Employee Pay	6	0	0	0	0	0	0	6
	SHP Regarding Restricting Executive Compensation	3	3	0	0	0	0	0	6
<i>SHP: Environment</i>		104	18	0	1	0	0	0	123
	Shareholder Proposal Regarding Say on Climate	3	0	0	0	0	0	0	3
	SHP Regarding Climate Lobbying	12	3	0	0	0	0	0	15
	SHP Regarding Environmental Report	9	7	0	0	0	0	0	16
	SHP Regarding Formation of Environmental/Social Committee of the	2	3	0	0	0	0	0	5
	SHP Regarding Misc. Energy/Environmental Issues	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
	SHP Regarding Misc. Environmental Issue	3	0	0	0	0	0	0	3
	SHP Regarding Phase out of Nuclear Power	2	0	0	0	0	0	0	2
	SHP Regarding Report on Antibiotics in Animal Agriculture	3	0	0	0	0	0	0	3
	SHP Regarding Report on Environmental Performance	1	0	0	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	42	3	0	0	0	0	0	45
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	22	2	0	1	0	0	0	25
	SHP Regarding Sustainability or Environmental Reports	1	0	0	0	0	0	0	1
SHP: Governance		155	26	0	9	0	0	0	190
	SHP Regarding Additional or Amended Shareholder Proposals	0	4	0	0	0	0	0	4
	SHP Regarding Board Composition	6	5	0	4	0	0	0	15
	SHP Regarding Directors' Roles in Corporate Strategy	3	0	0	0	0	0	0	3
	SHP Regarding Double Board Nominees	1	0	0	0	0	0	0	1
	SHP Regarding Election of Board Member (s) During a Contested Election – Disside	4	3	0	0	0	0	0	7
	SHP Regarding Election of Dissident Board Member(s)	0	2	0	4	0	0	0	6
	SHP Regarding Election of Dissident Supervisory Board Member(s)	1	0	0	0	0	0	0	1
	SHP Regarding Eliminating Supermajority Provisions	11	0	0	0	0	0	0	11
	SHP Regarding Improving in Disclosure	2	0	0	0	0	0	0	2
	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	40	6	0	0	0	0	0	46
	SHP Regarding Limit on Board Memberships	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 Majority Vote for Election of Directors	3	0	0	0	0	0	0	3
	SHP Regarding Misc. Board Issue	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Board/Shareholder Rights Issue	21	3	0	0	0	0	0	24
	SHP Regarding Misc. Governance Issue	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Issue	12	2	0	1	0	0	0	15
	SHP Regarding Misc. Restructuring Issue	1	1	0	0	0	0	0	2
	SHP Regarding Recapitalization	6	0	0	0	0	0	0	6
	SHP Regarding Removal of Director(s)	1	0	0	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent	5	0	0	0	0	0	0	5
	SHP Regarding Right to Call a Special Meeting	26	0	0	0	0	0	0	26
	SHP Regarding Trained, Qualified Directors on Environment, Health and Sa	4	0	0	0	0	0	0	4
	SHP Shareholder Access to the Nomination Process (Proxy Access)	4	0	0	0	0	0	0	4
<i>SHP: Misc</i>		16	8	0	0	0	0	0	24
	SHP Regarding Repeal of Bylaw Amendments	1	0	0	0	0	0	0	1
	SHP: Misc. Issues	15	8	0	0	0	0	0	23
<i>SHP: Social</i>		205	36	0	1	0	0	0	242
	SHP Regarding Animal Welfare	3	5	0	0	0	0	0	8
	SHP Regarding Drug Pricing/Distribution	12	1	0	0	0	0	0	13
	SHP Regarding Firearms	1	0	0	0	0	0	0	1
	SHP Regarding Human Capital Management	2	0	0	0	0	0	0	2

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Limiting or Ending Political Spending	1	0	0	0	0	0	0	1
	SHP Regarding Military Contracts/Sales	2	2	0	0	0	0	0	4
	SHP Regarding Misc. Human Capital Management	30	8	0	0	0	0	0	38
	SHP Regarding Misc. Human/Political Rights Policies	2	0	0	0	0	0	0	2
	SHP Regarding Misc. Labor Issues/Policies	1	2	0	0	0	0	0	3
	SHP Regarding Misc. Nuclear Issue	3	0	0	0	0	0	0	3
	SHP Regarding Misc. Social Issue	39	8	0	1	0	0	0	48
	SHP Regarding Pregnancy/Abortion Issues	7	6	0	0	0	0	0	13
	SHP Regarding Racial Equity Audit	20	0	0	0	0	0	0	20
	SHP Regarding Reporting on Company's Compliance with International Human Ri	29	1	0	0	0	0	0	30
	SHP Regarding Reviewing Charitable Spending	3	0	0	0	0	0	0	3
	SHP Regarding Reviewing Political Spending or Lobbying	48	3	0	0	0	0	0	51
	SHP Regarding Tobacco/Alcohol	2	0	0	0	0	0	0	2

Proposal Types – Votes Versus Glass Lewis

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories		10616	2031	295	0	9	0	12951
<i>Audit/Financials</i>		1275	355	35	0	0	0	1665
	Accounts and Reports (Bundled Issues)	47	0	1	0	0	0	48

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Allocation of Profits/Dividends	341	0	12	0	0	0	353
	Appointment of Auditor	137	52	8	0	0	0	197
	Appointment of Auditor and Authority to Set Fees	99	30	0	0	0	0	129
	Appointment of Special Auditor	4	0	1	0	0	0	5
	Approval of Non-Financial Reports	104	0	0	0	0	0	104
	Approve Payment of Fees to Special Auditors	16	0	0	0	0	0	16
	Authority to Set Auditor's Fees	78	1	3	0	0	0	82
	Bonus Dividend/Bonus Share Issue	10	0	0	0	0	0	10
	Financial Statements	346	0	9	0	0	0	355
	Number of Auditors	4	0	0	0	0	0	4
	Ratification of Alternate Auditor	5	0	0	0	0	0	5
	Ratification of Auditor	67	272	1	0	0	0	340
	Ratification of Auditor's Acts	4	0	0	0	0	0	4
	Stock Dividend/Dividend Reinvestment	13	0	0	0	0	0	13
Board Related		5743	1057	159	0	0	0	6959
	Approval of Committee Guidelines/Appointment of Committee	9	0	1	0	0	0	10
	Approve Censor	2	0	0	0	0	0	2
	Approve Special Auditor's Report	17	0	0	0	0	0	17
	Approve Supervisory Council	69	0	0	0	0	0	69
	Approve Supervisory Council Size	3	0	0	0	0	0	3

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Board Size	26	0	0	0	0	0	26
	Board Term Length	1	0	0	0	0	0	1
	Change in Board Size	3	0	0	0	0	0	3
	Director & Officer Liability/Indemnification	13	0	0	0	0	0	13
	Election of Alternate Statutory Auditor	1	0	0	0	0	0	1
	Election of Board Committee Members	124	20	27	0	0	0	171
	Election of Board Member(s) During a Contested Election – Management Nomi	0	9	0	0	0	0	9
	Election of Directors	4681	975	91	0	0	0	5747
	Election of Directors (Bundled Issues)	14	1	0	0	0	0	15
	Election of Directors (Management Board)	8	0	0	0	0	0	8
	Election of Directors (Slate)	14	1	1	0	0	0	16
	Election of Directors (Slate) Bundled with Other Items	6	1	0	0	0	0	7
	Election of Minority or Preferred Shareholder Nominee	8	0	0	0	0	0	8
	Election of Non-Audit/Comp/Nom/Gov Committee Members	1	0	0	0	0	0	1
	Election of Non-Principal Members (Chairman, alternates)	52	6	6	0	0	0	64
	Election of Shareholder Representatives	1	0	0	0	0	0	1
	Election of Statutory Auditor Slate	2	0	0	0	0	0	2
	Election of Statutory Auditors	42	2	1	0	0	0	45
	Election of Supervisory Board	116	10	0	0	0	0	126
	Election of Supervisory Board Members (Slate)	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
	Election of the Chair of Statutory Auditors	1	0	0	0	0	0	1
	Indemnification of Directors/Officers	6	0	0	0	0	0	6
	Misc. Management Proposal Regarding Board	12	0	0	0	0	0	12
	Post-Employment /Severance Agreements	5	0	0	0	0	0	5
	Ratification of Board Acts - Legal	314	29	15	0	0	0	358
	Ratification of Co-Option of a Director	10	0	0	0	0	0	10
	Ratification of Management Acts - Legal	98	3	17	0	0	0	118
	Related Party Transactions	77	0	0	0	0	0	77
	Removal/Resignation of Director	2	0	0	0	0	0	2
	Retention as Independent Director	4	0	0	0	0	0	4
Capital Management		902	5	14	0	0	0	921
	Amendment to Borrowing Powers	2	0	0	0	0	0	2
	Amendment to Par Value	2	0	1	0	0	0	3
	Approval of Borrowing	5	0	0	0	0	0	5
	Authority to Give Guarantees	11	0	0	0	0	0	11
	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	3	0	0	0	0	0	3
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	22	0	1	0	0	0	23

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	33	2	1	0	0	0	36
	Authority to Issue Shares w/ Preemptive Rights	71	0	1	0	0	0	72
	Authority to Issue Shares w/o Preemptive Rights	177	1	2	0	0	0	180
	Authority to Issue Stock w/ or w/out Preemptive Rights	26	0	0	0	0	0	26
	Authority to Repurchase and Re-Issue Shares	51	0	0	0	0	0	51
	Authority to Repurchase Preferred Shares	4	0	0	0	0	0	4
	Authority to Repurchase Shares	184	0	3	0	0	0	187
	Authority to Set Offering Price of Shares	8	0	0	0	0	0	8
	Authority to Trade in Company Stock	3	0	0	0	0	0	3
	Authorize Overallotment/Greenshoe	11	0	0	0	0	0	11
	Cancellation of Authorized Stock	57	0	4	0	0	0	61
	Conversion of Stock	5	0	0	0	0	0	5
	Creation of New Share Class	1	0	0	0	0	0	1
	Increase in Authorized Capital	36	0	0	0	0	0	36
	Increase in Authorized Common Stock	5	1	0	0	0	0	6
	Issuance of Convertible Debt Instruments	46	0	0	0	0	0	46
	Issuance of Debt Instruments	24	1	1	0	0	0	26
	Issuance of Repurchased Shares	30	0	0	0	0	0	30
	Issuance of Stock w/ or w/out Preemptive Rights	1	0	0	0	0	0	1
	Issuance of Stock w/ Preemptive Rights	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
	Issuance of Stock w/out Preemptive Rights	35	0	0	0	0	0	35
	Issuance of Warrants w/o Preemptive Rights	1	0	0	0	0	0	1
	Limit to Capital Increase	4	0	0	0	0	0	4
	Misc. Proposal Regarding Capital	7	0	0	0	0	0	7
	Reverse Stock Split	4	0	0	0	0	0	4
	Stock Split	2	0	0	0	0	0	2
	Use/Transfer of Reserves	8	0	0	0	0	0	8
Changes to Company Statutes		353	93	21	0	0	0	467
	Adoption of Majority Vote for Election of Directors	1	0	0	0	0	0	1
	Adoption of New Articles	14	0	0	0	0	0	14
	Adoption of Shareholder Rights' Plan	1	0	0	0	0	0	1
	Amend Articles, Constitution, Bylaws - Bundled	106	7	2	0	0	0	115
	Amendment to Classified Board	2	0	0	0	0	0	2
	Amendment to Shareholder Rights' Plan	3	0	0	0	0	0	3
	Amendments to Articles (Technical)	38	0	4	0	0	0	42
	Amendments to Articles, Constitution, Bylaws	105	28	13	0	0	0	146
	Amendments to Charter/Bylaw - Bundled	2	0	0	0	0	0	2
	Amendments to Procedural Rules	28	4	0	0	0	0	32
	Approval of Exclusive Forum Provisions	1	0	0	0	0	0	1
	Authority to Set General Meeting Notice Period at 14 Days	0	39	1	0	0	0	40

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Company Name Change	5	0	0	0	0	0	5
	Constitution of Procedural Rules	9	2	0	0	0	0	11
	Elimination of Supermajority Requirement	18	0	0	0	0	0	18
	Misc. Article Amendments	2	0	1	0	0	0	3
	Misc. Proposal Regarding Antitakeover Devices	2	11	0	0	0	0	13
	Reincorporation	0	2	0	0	0	0	2
	Repeal of Classified Board	9	0	0	0	0	0	9
	Restoration of Right to Call a Special Meeting	4	0	0	0	0	0	4
	Restoration of Written Consent	2	0	0	0	0	0	2
	Waiving of Mandatory Takeover Requirement	1	0	0	0	0	0	1
Compensation		1415	230	38	0	0	0	1683
	Adoption of Employee Stock Purchase Plan	7	0	0	0	0	0	7
	Adoption of Equity Compensation Plan	21	0	0	0	0	0	21
	Adoption of Restricted Stock Plan	7	3	0	0	0	0	10
	Adoption of Short Term Incentive Plan	3	0	0	0	0	0	3
	Advisory Vote on Executive Compensation	197	143	1	0	0	0	341
	Advisory Vote on Severance	1	2	0	0	0	0	3
	Amendment to Employee Stock Purchase Plan	15	0	0	0	0	0	15
	Amendment to Equity Compensation Plan	40	5	0	0	0	0	45
	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	21	0	0	0	0	0	21
	Amendment to Stock Purchase Plan	1	0	0	0	0	0	1
	Approval of Executive Remuneration (Fixed)	2	0	4	0	0	0	6
	Bonus	6	1	0	0	0	0	7
	Capital Proposal to Implement Equity Compensation Plan	31	0	1	0	0	0	32
	Directors' Fees	92	2	0	0	0	0	94
	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	1	0	0	0	0	0	1
	Employment Agreement	18	6	0	0	0	0	24
	Misc. Proposal Regarding Compensation	11	0	0	0	0	0	11
	Non-Executive Remuneration Policy (Forward-Looking)	181	6	10	0	0	0	197
	Performance Share Plan	1	0	0	0	0	0	1
	Remuneration Policy (Forward-Looking)	106	5	5	0	0	0	116
	Remuneration Report (Retrospective)	228	45	13	0	0	0	286
	Say When on Pay	237	3	4	0	0	0	244
	Statutory Auditors' Fees	12	0	0	0	0	0	12
	Stock Option Grants	30	7	0	0	0	0	37
	Stock Option Plan	80	2	0	0	0	0	82
	Stock Option Plan for Subsidiary	3	0	0	0	0	0	3

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Stock Purchase Plan	33	0	0	0	0	0	33
	Supervisory Board/ Corp Assembly Fees	14	0	0	0	0	0	14
	Trust Type Equity Plans (JP)	2	0	0	0	0	0	2
M&A		74	1	2	0	0	0	77
	Divestiture/Spin-off	5	1	0	0	0	0	6
	Intra-company Contracts/Control Agreements	26	0	0	0	0	0	26
	Joint Venture/Strategic Alliance	2	0	0	0	0	0	2
	Merger by Absorption between Parent and Subsidiary	22	0	1	0	0	0	23
	Merger/Acquisition	15	0	1	0	0	0	16
	Misc. Proposal Regarding Restructuring	1	0	0	0	0	0	1
	Restructuring/Capitalization	3	0	0	0	0	0	3
Meeting Administration		239	1	14	0	0	0	254
	Appointment of Independent Proxy (Switzerland)	11	0	7	0	0	0	18
	Authorization of Legal Formalities	73	0	0	0	0	0	73
	Right to Adjourn Meeting	9	0	0	0	0	0	9
	Routine Meeting Item	139	1	7	0	0	0	147
	Transact Other Business	7	0	0	0	0	0	7
Other		235	42	1	0	9	0	287
	Approval of Political Donation	0	35	0	0	0	0	35
	Approve Technical Vote Requirements	14	0	0	0	0	0	14

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Authorization of Charitable Donations	9	2	0	0	0	0	11
	Declaration of Material Interest	0	0	0	0	8	0	8
	Management Proposal on Say on Climate	8	1	1	0	0	0	10
	Management Proposal Regarding ESG Issues	1	0	0	0	0	0	1
	Misc. Management Proposal	70	0	0	0	0	0	70
	Miscellaneous - Resident Status	0	0	0	0	1	0	1
	Request Cumulative Voting/ Allocation of Cumulative Votes	133	4	0	0	0	0	137
<i>SHP: Compensation</i>		27	32	0	0	0	0	59
	SHP Recoupment of Unearned Bonuses (Clawback)	1	1	0	0	0	0	2
	SHP regarding Change/ Opposition to Director Compensation	0	1	0	0	0	0	1
	SHP Regarding Golden Parachutes	9	11	0	0	0	0	20
	SHP Regarding Linking Executive Pay to Social Criteria	2	3	0	0	0	0	5
	SHP regarding Misc. Compensation	1	2	0	0	0	0	3
	SHP Regarding Misc. Compensation	2	2	0	0	0	0	4
	SHP Regarding Race and/or Gender Pay Equity Report	9	3	0	0	0	0	12
	SHP Regarding Report on Ratio Between CEO and Employee Pay	0	6	0	0	0	0	6
	SHP Regarding Restricting Executive Compensation	3	3	0	0	0	0	6
<i>SHP: Environment</i>		49	73	1	0	0	0	123
	Shareholder Proposal Regarding Say on Climate	0	3	0	0	0	0	3
	SHP Regarding Climate Lobbying	6	9	0	0	0	0	15

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Environmental Report	11	5	0	0	0	0	16
	SHP Regarding Formation of Environmental/Social Committee of the	5	0	0	0	0	0	5
	SHP Regarding Misc. Energy/Environmental Issues	0	4	0	0	0	0	4
	SHP Regarding Misc. Environmental Issue	0	3	0	0	0	0	3
	SHP Regarding Phase out of Nuclear Power	0	2	0	0	0	0	2
	SHP Regarding Report on Antibiotics in Animal Agriculture	0	3	0	0	0	0	3
	SHP Regarding Report on Environmental Performance	0	1	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	19	26	0	0	0	0	45
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	8	16	1	0	0	0	25
	SHP Regarding Sustainability or Environmental Reports	0	1	0	0	0	0	1
<i>SHP: Governance</i>		128	53	9	0	0	0	190
	SHP Regarding Additional or Amended Shareholder Proposals	1	3	0	0	0	0	4
	SHP Regarding Board Composition	11	0	4	0	0	0	15
	SHP Regarding Directors' Roles in Corporate Strategy	3	0	0	0	0	0	3
	SHP Regarding Double Board Nominees	0	1	0	0	0	0	1
	SHP Regarding Election of Board Member (s) During a Contested Election – Disside	4	3	0	0	0	0	7
	SHP Regarding Election of Dissident Board Member(s)	0	2	4	0	0	0	6
	SHP Regarding Election of Dissident Supervisory Board Member(s)	1	0	0	0	0	0	1
	SHP Regarding Eliminating Supermajority Provisions	3	8	0	0	0	0	11
	SHP Regarding Improving in Disclosure	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
	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	32	14	0	0	0	0	46
	SHP Regarding Limit on Board Memberships	0	1	0	0	0	0	1
	SHP Regarding Majority Vote for Election of Directors	3	0	0	0	0	0	3
	SHP Regarding Misc. Board Issue	1	0	0	0	0	0	1
	SHP Regarding Misc. Board/Shareholder Rights Issue	17	7	0	0	0	0	24
	SHP Regarding Misc. Governance Issue	1	0	0	0	0	0	1
	SHP Regarding Misc. Issue	12	2	1	0	0	0	15
	SHP Regarding Misc. Restructuring Issue	2	0	0	0	0	0	2
	SHP Regarding Recapitalization	6	0	0	0	0	0	6
	SHP Regarding Removal of Director(s)	1	0	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent	1	4	0	0	0	0	5
	SHP Regarding Right to Call a Special Meeting	20	6	0	0	0	0	26
	SHP Regarding Trained, Qualified Directors on Environment, Health and Sa	4	0	0	0	0	0	4
	SHP Shareholder Access to the Nomination Process (Proxy Access)	2	2	0	0	0	0	4
<i>SHP: Misc</i>		24	0	0	0	0	0	24
	SHP Regarding Repeal of Bylaw Amendments	1	0	0	0	0	0	1
	SHP: Misc. Issues	23	0	0	0	0	0	23
<i>SHP: Social</i>		152	89	1	0	0	0	242
	SHP Regarding Animal Welfare	5	3	0	0	0	0	8

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Drug Pricing/Distribution	1	12	0	0	0	0	13
	SHP Regarding Firearms	0	1	0	0	0	0	1
	SHP Regarding Human Capital Management	1	1	0	0	0	0	2
	SHP Regarding Limiting or Ending Political Spending	0	1	0	0	0	0	1
	SHP Regarding Military Contracts/Sales	4	0	0	0	0	0	4
	SHP Regarding Misc. Human Capital Management	27	11	0	0	0	0	38
	SHP Regarding Misc. Human/Political Rights Policies	2	0	0	0	0	0	2
	SHP Regarding Misc. Labor Issues/Policies	2	1	0	0	0	0	3
	SHP Regarding Misc. Nuclear Issue	3	0	0	0	0	0	3
	SHP Regarding Misc. Social Issue	37	10	1	0	0	0	48
	SHP Regarding Pregnancy/Abortion Issues	7	6	0	0	0	0	13
	SHP Regarding Racial Equity Audit	17	3	0	0	0	0	20
	SHP Regarding Reporting on Company's Compliance with International Human Ri	25	5	0	0	0	0	30
	SHP Regarding Reviewing Charitable Spending	1	2	0	0	0	0	3
	SHP Regarding Reviewing Political Spending or Lobbying	20	31	0	0	0	0	51
	SHP Regarding Tobacco/Alcohol	0	2	0	0	0	0	2

Proposal Type Report

International Voting Statistics - Year Ending 30 June 2023

From 7/1/2022 to 6/30/2023

Proposal Reasons - All Votes

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Total for all Categories			9449	2797	177	295	0	0	233	0	0	12951
Audit/Financials			1236	378	16	35	0	0	0	0	0	1649
	Accounts and Reports (Bundled Issues)											
		Insufficient information provided	0	0	2	0	0	0	0	0	0	2
		No Stated Reason	26	0	0	1	0	0	0	0	0	27
		Unaudited financial statements	0	19	0	0	0	0	0	0	0	19
	Allocation of Profits/Dividends											
		Low payout ratio	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	340	0	0	12	0	0	0	0	0	352
	Appointment of Auditor											
		Excessive tenure	0	1	0	0	0	0	0	0	0	1
		Insufficient information provided	0	0	1	0	0	0	0	0	0	1

[illegible]

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Ratification of Auditor											
		No Stated Reason	67	0	0	1	0	0	0	0	0	68
		The auditor tenure is too long.	0	272	0	0	0	0	0	0	0	272
	Ratification of Auditor's Acts											
		Discharging the Auditor may limit shareholders' rights to take legal action against the Auditor.	1	0	0	0	0	0	0	0	0	1
		No Stated Reason	3	0	0	0	0	0	0	0	0	3
	Stock Dividend/Dividend Reinvestment											
		No Stated Reason	13	0	0	0	0	0	0	0	0	13
Board Related			5258	1455	87	159	0	0	0	0	0	6872
	Approval of Committee Guidelines/Appointment of C											
		No Stated Reason	9	0	0	1	0	0	0	0	0	10
	Approve Censor											
		Insufficient justification; Insufficient response to shareholder dissent	0	2	0	0	0	0	0	0	0	2
	Approve Special Auditor's Report											
		No Stated Reason	17	0	0	0	0	0	0	0	0	17
	Approve Supervisory Council											
		Insufficient information provided	0	0	4	0	0	0	0	0	0	4

[illegible]

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		No Stated Reason	1	0	0	0	0	0	0	0	0	1
	Election of Board Committee Members											
		Affiliate/Insider on audit committee; Audit committee chair not independent	0	1	0	0	0	0	0	0	0	1
		Audit committee chair not independent	0	3	0	0	0	0	0	0	0	3
		Audit committee chair not independent; Board is not sufficiently independent	0	1	0	0	0	0	0	0	0	1
		Insufficient audit committee independence; Professional Services Relationship	0	2	0	0	0	0	0	0	0	2
		Insufficient gender diversity.	0	9	0	0	0	0	0	0	0	9
		Insufficient information provided	0	0	1	0	0	0	0	0	0	1
		Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.	0	1	0	0	0	0	0	0	0	1
		Less than 75% Attendance	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	111	0	0	27	0	0	0	0	0	138
		Serves on too many boards	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		There is insufficient female representation on the board of directors.	0	11	0	0	0	0	0	0	0	11
		Unaudited financial statements	0	1	0	0	0	0	0	0	0	1
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	1	0	0	0	0	0	0	0	1
	Election of Board Member(s) During a Contested Election –											
		Given the poor performance and judgement of the Board in relation to the Grail acquisition, we are not inclined to vote for the incumbents.	0	9	0	0	0	0	0	0	0	9
	Election of Directors											
		58 years on the Board is excessive. Lack of gender diversity on the Board.	0	2	0	0	0	0	0	0	0	2
		Adopted forum selection clause in past year w/o shareholder approval	0	4	0	0	0	0	0	0	0	4
		Adopted or renewed poison pill w/o shareholder approval in past year	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Adviser to a service provider to the company. As such not appropriate to be on the audit committee.	0	1	0	0	0	0	0	0	0	1
		Affiliate/Insider on audit committee	0	3	0	0	0	0	0	0	0	3
		Affiliate/Insider on audit committee; Affiliate/Insider on compensation committee; Related party transactions	0	1	0	0	0	0	0	0	0	1
		Affiliate/Insider on audit committee; Audit committee chair not independent	0	1	0	0	0	0	0	0	0	1
		Affiliate/Insider on audit committee; Board is not sufficiently independent	0	1	0	0	0	0	0	0	0	1
		Affiliate/Insider on audit committee; No independent lead or presiding director	0	1	0	0	0	0	0	0	0	1
		Affiliate/Insider on audit committee; Serves on too many boards; Multi-class share structure with unequal voting rights	0	2	0	0	0	0	0	0	0	2
		Affiliate/Insider on compensation committee	0	4	0	0	0	0	0	0	0	4

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee	0	3	0	0	0	0	0	0	0	3
		Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee; No independent lead or presiding director	0	1	0	0	0	0	0	0	0	1
		Affiliate/Insider on nominating/governance committee	0	2	0	0	0	0	0	0	0	2
		Alternate nominees in the best interests of shareholders	0	0	1	0	0	0	0	0	0	1
		As CEO of Vitasoy and a NED elsewhere Guidetti is overboarded.	0	1	0	0	0	0	0	0	0	1
		Audit committee met an insufficient number of times	0	1	0	0	0	0	0	0	0	1
		Auditor not up for ratification	0	4	0	0	0	0	0	0	0	4
		Australian listed but no say on pay	0	1	0	0	0	0	0	0	0	1
		Australian listed companies should submit rem report for approval irrespective of whether required to or not as a NZ listed company. Cross is chair.	0	1	0	0	0	0	0	0	0	1
		Beneficial owner on audit committee	0	5	0	0	0	0	0	0	0	5

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Beneficial owner on audit committee; Insufficient audit committee independence	0	5	0	0	0	0	0	0	0	5
		Beneficial owner on audit committee; Insufficient audit committee independence; and sits on the nominee committee where the percentage of gender diversity on the board is 15.4%.	0	1	0	0	0	0	0	0	0	1
		Board is not sufficiently gender diverse.	0	1	0	0	0	0	0	0	0	1
		Board is not sufficiently independent	0	27	0	0	0	0	0	0	0	27
		Board is not sufficiently independent; Board is not sufficiently independent	0	4	0	0	0	0	0	0	0	4
		Board is not sufficiently independent; Board is not sufficiently independent; Serves on too many boards	0	1	0	0	0	0	0	0	0	1
		Board is not sufficiently independent; CFO on board	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
						Action						
		Board is not sufficiently independent; Extensive strategic shareholdings; Insufficient gender diversity/no diversity policy; Responsible for lack of board independence	0	1	0	0	0	0	0	0	0	1
		Board is not sufficiently independent; Less than 75% Attendance	0	1	0	0	0	0	0	0	0	1
		Board is not sufficiently independent; Responsible for lack of board independence	0	1	0	0	0	0	0	0	0	1
		Board lacks sufficient gender diversity	0	1	0	0	0	0	0	0	0	1
		Board level diversity demographic information not fully disclosed	0	1	0	0	0	0	0	0	0	1
		Board level diversity demographic information not publicly disclosed; Shareholder proponent not disclosed. The director has also been on the board for 22 years.	0	1	0	0	0	0	0	0	0	1
		CFO on board	0	3	0	0	0	0	0	0	0	3
		Chair of Audit - not independent.	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Chair of Audit Committee - company paid very low rate of tax.	0	1	0	0	0	0	0	0	0	1
		Chair of Audit Committee - Tax reporting is insufficient and company has been embroiled in a number of tax controversies.	0	3	0	0	0	0	0	0	0	3
		Chair of Audit committee, staff appear to be underpaid and short staffed. The Committee has not adequately assessed and managed this risk.	0	3	0	0	0	0	0	0	0	3
		Chair of compensation committee, staff appear to be underpaid and short staffed.	0	3	0	0	0	0	0	0	0	3
		Chair of compensation committee, staff appear to be underpaid and short staffed. The lead independent director should bear some responsibility for the Board not adequately addressing the issue.	0	3	0	0	0	0	0	0	0	3
		Chair of Noms - Board has insufficient gender diversity and is of large size	0	2	0	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Unvoted	Mixed	1 Year	2 Years	3 Years	Total
						Action							
		co-Majority owner	1	0	0	0		0	0	0	0	0	1
		Company does not report to CDP or SASB and the director has been on the board for 16 years.	0	1	0	0		0	0	0	0	0	1
		Company does not report to CDP or SASB.	0	31	0	0		0	0	0	0	0	31
		Company does not report to CDP or SASB. Excessive Director tenure	0	1	0	0		0	0	0	0	0	1
		Company does not report to CDP or SASB. The director has also been on the board for 18 years.	0	1	0	0		0	0	0	0	0	1
		Company executive and available to present to the Board at any time.	0	3	0	0		0	0	0	0	0	3
		Company is a not UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	1	0	0		0	0	0	0	0	1
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	30	0	0		0	0	0	0	0	30
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Excessive tenure	0	1	0	0		0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No Net Zero targets.	0	1	0	0	0	0	0	0	0	1
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Company does not report to CDP or SASB.	0	1	0	0	0	0	0	0	0	1
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No Net Zero targets.	0	4	0	0	0	0	0	0	0	4
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.	0	2	0	0	0	0	0	0	0	2
		Company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	5	0	0	0	0	0	0	0	5

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. The director has also been on the board for 20 years.	0	1	0	0	0	0	0	0	0	1
		Concerning pay practices	0	4	0	0	0	0	0	0	0	4
		Concerning pay practices; Other governance issue	0	1	0	0	0	0	0	0	0	1
		COO and as such on call by the company at any time.	0	1	0	0	0	0	0	0	0	1
		Current interlocking directorship	0	1	0	0	0	0	0	0	0	1
		Did not implement SHP passed by a majority	3	2	0	0	0	0	0	0	0	5
		Did not implement SHP passed by a majority. The director has also been on the board for 20 years.	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Director Dwyer sits on the remuneration committee and the company has not provided a remuneration report at the company meeting. The company is listed on both New Zealand Stock Exchange ("NZX") and the Australian Securities Exchange ("ASX") as an ASX Foreign Exempt Listing. Entities listed on the NZX must comply with the requirements of the NZX Listing Rules and the New Zealand Companies Act 1993. Further, NZX-listed entities are regulated by the Financial Markets Authority (New Zealand) ("FMA"). ASX-listed entities are encouraged to follow an "if not, why not" approach in regards to the guidelines of the ASX Corporate Governance Council Principles and Recommendations ("ASXCGC Principles").	0	2	0	0	0	0	0	0	0	2
		Director serves on excessive audit committees	0	3	0	0	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Does not disclose EE01 reporting	0	1	0	0	0	0	0	0	0	1
		Does not disclose EE01 reporting.	0	22	0	0	0	0	0	0	0	22
		Does not disclose EE01 reporting. Chair of noms with Board lacking sufficient gender diversity	0	1	0	0	0	0	0	0	0	1
		Does not disclose EE01 reporting. Excessive tenure	0	1	0	0	0	0	0	0	0	1
		Does not disclose EE01 reporting. Company does not report to CDP or SASB.	0	3	0	0	0	0	0	0	0	3
		Excessive Director tenure	0	1	0	0	0	0	0	0	0	1
		Excessive tenure	2	104	0	0	0	0	0	0	0	106
		excessive tenure	0	6	0	0	0	0	0	0	0	6
		Excessive Tenure	0	2	0	0	0	0	0	0	0	2
		Excessive tenure and there is insufficient female representation on the board of directors.	0	4	0	0	0	0	0	0	0	4
		Excessive tenure but owns 20%	1	0	0	0	0	0	0	0	0	1
		excessive tenure on Board	0	6	0	0	0	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Excessive tenure, Chair of Audit Committee with Apple continuing to pay low levels of taxation outside of the US and having been recently required to repay 250 million Euro's in tax and interest by the EU	0	2	0	0	0	0	0	0	0	2
		Excessive tenure, insufficient Board diversity	1	1	0	0	0	0	0	0	0	2
		Excessive tenure, Lead independent on Board with insufficient gender diversity. The company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	2	0	0	0	0	0	0	0	2
		Excessive tenure.	0	2	0	0	0	0	0	0	0	2
		Exchanged/Repriced options w/o shareholder approval within past 3 years	0	1	0	0	0	0	0	0	0	1
		Fewer than three members on compensation committee	0	1	0	0	0	0	0	0	0	1
		Gender diversity on their board is ~8%.	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Incomplete attendance records disclosed; Insufficient disclosure of virtual-only meeting participation; Multi-class share structure with unequal voting rights	0	2	0	0	0	0	0	0	0	2
		Insider on compensation committee	0	5	0	0	0	0	0	0	0	5
		Insider on compensation committee & sits on the nominee committee where the percentage of gender diversity on the board is 15.4%.	0	1	0	0	0	0	0	0	0	1
		Insufficient audit committee independence	0	3	0	0	0	0	0	0	0	3
		Insufficient audit committee independence; Board is not sufficiently independent	0	3	0	0	0	0	0	0	0	3
		Insufficient audit committee independence; Board is not sufficiently independent; No independent lead or presiding director; Nominating committee chair not independent; Responsible for lack of board independence	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Insufficient audit committee independence; Compensation committee chair not independent; Board is not sufficiently independent; Insufficient nominating committee independence requirement	0	1	0	0	0	0	0	0	0	1
		Insufficient audit committee independence; Insufficient compensation committee independence requirement; Board is not sufficiently independent	0	1	0	0	0	0	0	0	0	1
		Insufficient audit committee independence; Insufficient compensation committee independence requirement; Board is not sufficiently independent; Insufficient nominating committee independence requirement	0	2	0	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Insufficient audit committee independence; Insufficient compensation committee independence requirement; Board is not sufficiently independent; Professional Services Relationship; Insufficient nominating committee independence requirement	0	1	0	0	0	0	0	0	0	1
		Insufficient audit committee independence; Professional Services Relationship	0	2	0	0	0	0	0	0	0	2
		Insufficient Board diversity	0	1	0	0	0	0	0	0	0	1
		Insufficient Board diversity	0	9	0	0	0	0	0	0	0	9
		Insufficient Board Diversity	0	1	0	0	0	0	0	0	0	1
		Insufficient Board diversity, too many insiders on Board.	0	4	0	0	0	0	0	0	0	4
		Insufficient board gender diversity; No independent lead or presiding director	0	1	0	0	0	0	0	0	0	1
		Insufficient compensation committee independence requirement	0	5	0	0	0	0	0	0	0	5
		Insufficient Diversity on Board	0	2	0	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Insufficient gender diversity	0	9	0	0	0	0	0	0	0	9
		Insufficient Gender diversity - Chair of the nominations Committee	0	1	0	0	0	0	0	0	0	1
		Insufficient gender diversity - Lime Asset Management scandal.	0	1	0	0	0	0	0	0	0	1
		Insufficient gender diversity on Board	0	2	0	0	0	0	0	0	0	2
		Insufficient gender diversity,	0	1	0	0	0	0	0	0	0	1
		Insufficient gender diversity.	0	14	0	0	0	0	0	0	0	14
		insufficient Gender diversity. Grieder is chair of the noms committee. Also no environmental or social expertise on the Board.	1	0	0	0	0	0	0	0	0	1
		Insufficient gender diversity. The director has also been on the board for 23 years.	0	1	0	0	0	0	0	0	0	1
		Insufficient gender diversity. There is insufficient female representation on the board of directors. Chair of noms committee	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Insufficient gender diversity. There is insufficient female representation on the board of directors. On noms committee. Chair of audit committee - accounts do not have audit sign-off.	0	1	0	0	0	0	0	0	0	1
		Insufficient gender diversity. There is insufficient female representation on the board of directors. The director has also been on the board for 12 years.	0	1	0	0	0	0	0	0	0	1
		Insufficient gender diversity. There is insufficient female representation on the board of directors.	0	30	0	0	0	0	0	0	0	30
		Insufficient gender diversity. There is insufficient female representation on the board of directors. Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards.	0	3	0	0	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Insufficient gender diversity/no diversity policy	0	1	0	0	0	0	0	0	0	1
		Insufficient information provided	0	0	2	0	0	0	0	0	0	2
		Insufficient nomination and remuneration committee independence requirement	0	1	0	0	0	0	0	0	0	1
		Insufficient oversight of E&S issues.	0	4	0	0	0	0	0	0	0	4
		Insufficient oversight of E&S issues. Does not disclose EE01 reporting.	0	2	0	0	0	0	0	0	0	2
		Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.	0	10	0	0	0	0	0	0	0	10
		Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors. Company does not report to CDP or SASB.	0	1	0	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent	0	2	0	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Insufficient response to shareholder dissent; No independent lead or presiding director	0	1	0	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Other unique issue	0	1	0	0	0	0	0	0	0	1
		Less than 75% Attendance	0	3	1	0	0	0	0	0	0	4
		Less than 75% Attendance; Serves on too many boards	0	1	0	0	0	0	0	0	0	1
		Listed on the ASX but do not put up rem report for shareholder approval due to NZ incorporation.	0	6	0	0	0	0	0	0	0	6
		Major shareholder and as such entitled to a Board seat despite tenure	1	0	0	0	0	0	0	0	0	1
		Material weakness; Exchanged/Repriced options w/o shareholder approval within past 3 years; Multi-class share structure with unequal voting rights	0	1	0	0	0	0	0	0	0	1
		Multi-class share structure with unequal voting rights	0	8	0	0	0	0	0	0	0	8
		Multi-class share structure with unequal voting rights; Vote results not disclosed	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Murdoch's entitled to a Board seat given holdings.	1	0	0	0	0	0	0	0	0	1
		Niblett is Chari of the nominations committee. The chair's tenure exceeds nine years without a delineated succession plan. Poor chair succession planning.	0	1	0	0	0	0	0	0	0	1
		No GHG targets in place.	0	1	0	0	0	0	0	0	0	1
		No independent lead or presiding director	0	3	0	0	0	0	0	0	0	3
		No independent lead or presiding director; Vote results not disclosed	0	1	0	0	0	0	0	0	0	1
		No Net Zero targets and the director has been on the board for 18 years.	0	2	0	0	0	0	0	0	0	2
		No nominating/governance committee	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	4305	17	1	91	0	0	0	0	0	4414
		No TCFD report.	0	1	0	0	0	0	0	0	0	1
		Nominating committee chair not independent	0	2	0	0	0	0	0	0	0	2

[illegible]

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. The director has also been on the board for 15 years	0	1	0	0	0	0	0	0	0	1
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.	0	3	0	0	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	1	0	0	0	0	0	0	0	1
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. Insufficient oversight of E&S issues.	0	1	0	0	0	0	0	0	0	1
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. There is insufficient female representation on the board of directors.	0	7	0	0	0	0	0	0	0	7

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No GHG targets in place.	0	1	0	0	0	0	0	0	0	1
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Non audit fees are higher than audit fees. Bazzani is chair of the audit committee.	0	1	0	0	0	0	0	0	0	1
		On Noms committee - insufficient gender diversity.	0	8	0	0	0	0	0	0	0	8
		Ongoing compensation concerns	0	5	0	0	0	0	0	0	0	5
		Ongoing compensation concerns; Insufficient response to shareholder dissent	0	7	0	0	0	0	0	0	0	7
		Ongoing compensation concerns; Insufficient response to shareholder dissent; Other unique issue	0	1	0	0	0	0	0	0	0	1
		Ongoing compensation concerns; Insufficient response to shareholder dissent; Other unique issue; Multi-class share structure with unequal voting rights	0	1	0	0	0	0	0	0	0	1
		Other governance issue	0	4	0	0	0	0	0	0	0	4
		Overcommitted	0	3	0	0	0	0	0	0	0	3
		Overcommitted.	0	3	0	0	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Percentage of gender diversity on board 20.0%	0	1	0	0	0	0	0	0	0	1
		Percentage of gender diversity on board is 15.4%.	2	0	0	0	0	0	0	0	0	2
		Percentage of gender diversity on board is 7.7%.	0	1	0	0	0	0	0	0	0	1
		Performance/Experience concerns; Affiliate/Insider on nominating/governance committee	0	1	0	0	0	0	0	0	0	1
		Poor diversity disclosure.	0	5	0	0	0	0	0	0	0	5
		Poor diversity disclosure. Does not disclose EE01 reporting.	0	1	0	0	0	0	0	0	0	1
		Poor tax governance	0	2	0	0	0	0	0	0	0	2
		Potential overcommitment	0	1	0	0	0	0	0	0	0	1
		Proposal withdrawn	0	3	4	0	0	0	0	0	0	7
		Related party transactions	0	2	0	0	0	0	0	0	0	2
		Responsible for lack of board independence	0	1	0	0	0	0	0	0	0	1
		Serves on too many boards	0	9	0	0	0	0	0	0	0	9
		The CEO has been on the board for 14 years.	0	1	0	0	0	0	0	0	0	1
		The CEO has been on the board for 17 years.	0	1	0	0	0	0	0	0	0	1
		The CEO/Chair has been on the board for 16 years.	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		The CEO/Chair has been on the board for 24 years.	0	1	0	0	0	0	0	0	0	1
		The CEO/Chair has been on the board for 42 years.	0	1	0	0	0	0	0	0	0	1
		The CFO has been on the board for 28 years.	0	1	0	0	0	0	0	0	0	1
		The Chair has been on the board for 13 years.	0	1	0	0	0	0	0	0	0	1
		The Chair has been on the board for 14 years.	0	1	0	0	0	0	0	0	0	1
		The Chair has been on the Board for 14 years.	0	1	0	0	0	0	0	0	0	1
		The Chair has been on the board for 15 years.	0	1	0	0	0	0	0	0	0	1
		The chair has been on the board for 18 years.	0	1	0	0	0	0	0	0	0	1
		The Chair has been on the board for 30 years.	0	1	0	0	0	0	0	0	0	1
		The director has been on the Board for 12 years.	0	1	0	0	0	0	0	0	0	1
		The director has been on the board for 12 years.	0	2	0	0	0	0	0	0	0	2
		The director has been on the board for 13 years.	0	2	0	0	0	0	0	0	0	2
		The director has been on the board for 14 years.	0	4	0	0	0	0	0	0	0	4
		The director has been on the board for 15 years.	0	6	0	0	0	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		The director has been on the board for 16 years.	0	9	0	0	0	0	0	0	0	9
		The director has been on the board for 17 years.	0	7	0	0	0	0	0	0	0	7
		The director has been on the board for 18 years.	0	1	0	0	0	0	0	0	0	1
		The director has been on the board for 19 years.	0	6	0	0	0	0	0	0	0	6
		The director has been on the board for 20 years	0	1	0	0	0	0	0	0	0	1
		The director has been on the board for 20 years.	0	2	0	0	0	0	0	0	0	2
		The director has been on the board for 21 years.	0	1	0	0	0	0	0	0	0	1
		The director has been on the board for 40 years.	0	1	0	0	0	0	0	0	0	1
		The director has been on the board for more than 12 years.	0	1	0	0	0	0	0	0	0	1
		The director has served on the board for 16 years.	0	2	0	0	0	0	0	0	0	2
		The Director is chair of the remuneration Committee and has not presented a remuneration report to the shareholders for approval.	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		The director sits on the nominee committee where the percentage of gender diversity on the board is 15.4%.	0	3	0	0	0	0	0	0	0	3
		There are no female directors on the board.	0	1	0	0	0	0	0	0	0	1
		There is insufficient diversity on the board of directors and excessive tenure of this Director	0	1	0	0	0	0	0	0	0	1
		There is insufficient female representation on the board of directors - chair of noms	0	1	0	0	0	0	0	0	0	1
		There is insufficient female representation on the board of directors and the director has been on the board for 20 years.	0	1	0	0	0	0	0	0	0	1
		There is insufficient female representation on the board of directors.	1	348	0	0	0	0	0	0	0	349
		There is insufficient female representation on the board of directors. Beneficial owner on audit committee; Insufficient audit committee independence	0	2	0	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		There is insufficient female representation on the board of directors. Poor diversity disclosure. Chair of noms - excessive tenure	0	2	0	0	0	0	0	0	0	2
		There is insufficient female representation on the board of directors. The director has also served on the board for 35 years.	0	1	0	0	0	0	0	0	0	1
		There is insufficient female representation on the board of directors. Zander is Chair of the nominations Committee	0	1	0	0	0	0	0	0	0	1
		There is insufficient female representation on the board of directors.										
		Excessive tenure	0	1	0	0	0	0	0	0	0	1
		There is insufficient female representation on the board of directors. Average board tenure is excessive, with insufficient new membership in the past 5 years.	0	8	0	0	0	0	0	0	0	8

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		There is insufficient female representation on the board of directors. Average board tenure is excessive, with insufficient new membership in the past 5 years. Does not disclose EE01 reporting. Company does not report to CDP or SASB.	0	1	0	0	0	0	0	0	0	1
		There is insufficient female representation on the board of directors. Company does not report to CDP or SASB.	0	16	0	0	0	0	0	0	0	16
		There is insufficient female representation on the board of directors. Does not disclose EE01 reporting.	0	11	0	0	0	0	0	0	0	11
		There is insufficient female representation on the board of directors. Does not disclose EE01 reporting. Company does not report to CDP or SASB.	0	5	0	0	0	0	0	0	0	5

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		There is insufficient female representation on the board of directors. Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards.	0	2	0	0	0	0	0	0	0	2
		There is insufficient female representation on the board of directors. Poor diversity disclosure.	0	6	0	0	0	0	0	0	0	6
		There is insufficient gender diversity on the board of directors.	0	1	0	0	0	0	0	0	0	1
		Unaudited financial statements	0	1	0	0	0	0	0	0	0	1
		Vote against the company as it is not a UNGC participant or signatory and the Human Rights Policy does not align with UNDHR. The Board lack sufficient diversity.	0	1	0	0	0	0	0	0	0	1
		Vote against the audit chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Vote against the chair of Audit when the company is a not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.										
		Excessive tenure	0	1	0	0	0	0	0	0	0	1
		Vote against the company chair when the company is a not UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	2	0	0	0	0	0	0	0	2
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	70	0	0	0	0	0	0	0	70
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No Net Zero targets.	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Company does not report to CDP or SASB.	0	2	0	0	0	0	0	0	0	2
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Does not disclose EE01 reporting.	0	1	0	0	0	0	0	0	0	1
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors. Does not disclose EE01 reporting.	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No GHG targets in place.	0	3	0	0	0	0	0	0	0	3
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No GHG targets in place. Company does not report to CDP or SASB.	0	1	0	0	0	0	0	0	0	1
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No Net Zero targets.	0	1	0	0	0	0	0	0	0	1
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No Net Zero targets. No TCFD report.	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No Net Zero targets. There is insufficient female representation on the board of directors.	0	1	0	0	0	0	0	0	0	1
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.	0	11	0	0	0	0	0	0	0	11
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors. Company does not report to CDP or SASB.	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
						Action						
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors. Poor diversity disclosure. No GHG targets in place. Does not disclose EE01 reporting.	0	1	0	0	0	0	0	0	0	1
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Excessive tenure.	0	2	0	0	0	0	0	0	0	2
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors. Company does not report to CDP or SASB.	0	2	0	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	25	0	0	0	0	0	0	0	25
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Company does not report to CDP or SASB. The Chair has also been on the board for 29 years.	0	1	0	0	0	0	0	0	0	1
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Excessive tenure	0	1	0	0	0	0	0	0	0	1
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Insufficient oversight of E&S issues.	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No GHG targets in place.	0	3	0	0	0	0	0	0	0	3
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. The company Chair has also been on the board for 23 years.	0	2	0	0	0	0	0	0	0	2
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.	0	4	0	0	0	0	0	0	0	4
		Vote against the Company Chair when the Company is not an UNGC participant or signatory, or if the Human Rights Policy does not align with UNDHR.	0	2	0	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Vote against the lead independent Director when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Excessive tenure.	0	2	0	0	0	0	0	0	0	2
		We see no reason to have the CFO on the Board. The CFO is available at any time to provide input to the Board.	0	2	0	0	0	0	0	0	0	2

[illegible]

[illegible]

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Insufficient information provided	0	0	1	0	0	0	0	0	0	1
	Election of Non-Principal Members (Chairman, alternat											
		Affiliate/Insider on audit committee; No independent lead or presiding director	0	1	0	0	0	0	0	0	0	1
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	3	0	0	0	0	0	0	0	3
		Excessive tenure	0	2	0	0	0	0	0	0	0	2
		Fewer than three members on compensation committee	0	1	0	0	0	0	0	0	0	1
		Insufficient oversight of E&S issues.	0	2	0	0	0	0	0	0	0	2
		No independent lead or presiding director; Insufficient response to shareholder dissent; Insufficient response to shareholder dissent; No independent lead or presiding director	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	46	0	0	6	0	0	0	0	0	52
		Nominee ineligible for board nomination	0	1	0	0	0	0	0	0	0	1
		Nominee not independent	0	1	0	0	0	0	0	0	0	1

[illegible]

[illegible]

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		A vote for may limit shareholder rights to take legal action in future.	0	0	2	0	0	0	0	0	0	2
		Auditor issued a qualified opinion	0	1	0	0	0	0	0	0	0	1
		Could limit shareholders ability to make claims for liabilities against directors.	1	0	0	0	0	0	0	0	0	1
		Discharging the board may limit shareholders' rights to take legal action against the board and/or its members.	0	0	12	0	0	0	0	0	0	12
		Insufficient information provided	0	0	2	0	0	0	0	0	0	2
		Insufficient information to make a judgement.	0	0	1	0	0	0	0	0	0	1
		Insufficient material to determine this.	0	0	1	0	0	0	0	0	0	1
		No Stated Reason	286	0	1	15	0	0	0	0	0	302
		Ongoing investigations	0	0	23	0	0	0	0	0	0	23
		Oversight Concerns	0	0	1	0	0	0	0	0	0	1
		The company remains under investigation for a number of potential illegal acts.	0	0	1	0	0	0	0	0	0	1
		To vote for may limit our right to take legal action against the company at a later date.	0	0	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	Take No						1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action	Unvoted	Mixed				
	Ratification of Co-Option of a Director	Too many directors	0	10	0	0	0	0	0	0	0	10
		No Stated Reason	8	0	0	0	0	0	0	0	0	8
		Not in shareholders'' best interests	0	2	0	0	0	0	0	0	0	2
	Ratification of Management Acts - Legal											
		A vote for may limit shareholder rights to take legal action in future.	0	0	2	0	0	0	0	0	0	2
		Insufficient information provided	0	0	1	0	0	0	0	0	0	1
		No Stated Reason	91	0	1	17	0	0	0	0	0	109
	Related Party Transactions	Ongoing investigations	0	0	6	0	0	0	0	0	0	6
		Insufficient information provided by the company to assess the merit of the proposal.	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	76	0	0	0	0	0	0	0	0	76
	Removal/Resignation of Director											
		No Stated Reason	2	0	0	0	0	0	0	0	0	2
	Retention as Independent Director											
		No Stated Reason	4	0	0	0	0	0	0	0	0	4
Capital Management			764	130	13	14	0	0	0	0	0	908

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Authority to Issue Shares and Convertible Debt w/ Preempti											
		Maximum debt amount not disclosed	0	0	2	0	0	0	0	0	0	2
		No Stated Reason	20	0	0	1	0	0	0	0	0	21
	Authority to Issue Shares and Convertible Debt w/o Preemp											
		Excessive ability to control shareholder composition.	0	2	0	0	0	0	0	0	0	2
		Maximum debt amount not disclosed	0	0	4	0	0	0	0	0	0	4
		No Stated Reason	22	0	0	1	0	0	0	0	0	23
		Potential dilution exceeds recommended threshold	0	7	0	0	0	0	0	0	0	7
	Authority to Issue Shares w/ Preemptive Rights											
		No Stated Reason	70	0	0	1	0	0	0	0	0	71
		Potential dilution exceeds recommended threshold	0	1	0	0	0	0	0	0	0	1
	Authority to Issue Shares w/o Preemptive Rights											
		Excessive issuance	0	2	0	0	0	0	0	0	0	2
		Issue price discount not disclosed	0	10	0	0	0	0	0	0	0	10
		Issue price discount not disclosed; Potential dilution exceeds recommended threshold	0	11	0	0	0	0	0	0	0	11

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		No Stated Reason	131	0	0	2	0	0	0	0	0	133
		Not in shareholders' best interests	0	2	0	0	0	0	0	0	0	2
		Potential dilution exceeds recommended threshold; Issue price discount not disclosed	0	22	0	0	0	0	0	0	0	22
	Authority to Issue Stock w/ or w/out Preemptive Rights											
		No Stated Reason	25	0	0	0	0	0	0	0	0	25
		Potential dilution exceeds recommended threshold	0	1	0	0	0	0	0	0	0	1
	Authority to Repurchase and Re-Issue Shares											
		No Stated Reason	51	0	0	0	0	0	0	0	0	51
	Authority to Repurchase Preferred Shares											
		No Stated Reason	4	0	0	0	0	0	0	0	0	4
	Authority to Repurchase Shares											
		Insufficient information provided	0	0	2	0	0	0	0	0	0	2
		No Stated Reason	180	0	0	3	0	0	0	0	0	183
		Not in shareholders' best interests; May be used as anti-takeover device; May be used as anti-takeover device	0	1	0	0	0	0	0	0	0	1

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Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Limits shareholder rights	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	4	0	0	0	0	0	0	0	0	4
	Creation of New Share Class											
		No Stated Reason	1	0	0	0	0	0	0	0	0	1
	Increase in Authorized Capital											
		No Stated Reason	34	0	0	0	0	0	0	0	0	34
		Potential dilution exceeds recommended threshold	0	1	0	0	0	0	0	0	0	1
		Requested increase is not in shareholders' interests	0	1	0	0	0	0	0	0	0	1
	Increase in Authorized Common Stock											
		No Stated Reason	6	0	0	0	0	0	0	0	0	6
	Issuance of Convertible Debt Instruments											
		No Stated Reason	46	0	0	0	0	0	0	0	0	46
	Issuance of Debt Instruments											
		Debt levels could be potentially at critical levels if fully taken up.	0	1	0	0	0	0	0	0	0	1
		Granting unfettered discretion is unwise	0	2	0	0	0	0	0	0	0	2
		No Stated Reason	22	0	0	1	0	0	0	0	0	23
	Issuance of Repurchased Shares											
		Issue price discount not disclosed	0	26	0	0	0	0	0	0	0	26

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Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Changes to Company Statutes		No Stated Reason	8	0	0	0	0	0	0	0	0	8
			329	97	20	21	0	0	0	0	0	447
	Adoption of Majority Vote for Election of Directors											
		No Stated Reason	1	0	0	0	0	0	0	0	0	1
	Adoption of New Articles											
		Limits shareholder rights	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	13	0	0	0	0	0	0	0	0	13
	Adoption of Shareholder Rights' Plan											
		No Stated Reason	1	0	0	0	0	0	0	0	0	1
	Amend Articles, Constitution, Bylaws - Bundled											
		Concerns that virtual meetings enable management to conceal any dissent. We are supportive of hybrid meetings and virtual only meetings where this is required by law.	0	2	0	0	0	0	0	0	0	2
		If approved, the company will be allowed to hold the general meeting in a virtual format for a period of two years following the entry of this provision into the commercial register.	1	0	0	0	0	0	0	0	0	1
		Insufficient information provided	0	0	3	0	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Amendments to Articles (Technical)											
		No Stated Reason	38	0	0	4	0	0	0	0	0	42
	Amendments to Articles, Constitution, Bylaws											
		Board member should attend AGM in person when legally allowed to do so.	0	2	0	0	0	0	0	0	0	2
		In the event of virtual only meetings this amendment seems appropriate and climate friendly.	1	0	0	0	0	0	0	0	0	1
		Meetings would be held at less than 21- days notice.	0	2	0	0	0	0	0	0	0	2
		No Stated Reason	98	8	0	13	0	0	0	0	0	119
		Not in shareholders' best interests	0	1	0	0	0	0	0	0	0	1
		Not in shareholders" best interests	0	1	0	0	0	0	0	0	0	1
		Physcial attendance at Board meeting should be expressly allowed	0	2	0	0	0	0	0	0	0	2
		The company has bundled several amendments into one proposal. Shareholders are better served through the ability to vote on article amendments addressing multiple issues on an individualised basis.	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		The company should hold AGM's in person as well as virtually if it is safe and legal to do so.	0	2	0	0	0	0	0	0	0	2
		The new provision allows for general meetings to be held by electronic means without meeting place.	0	1	0	0	0	0	0	0	0	1
		The proposed amendment appears to be intended to allow for company directors and members of the management board to attend the company's shareholder meetings virtually. This would apply when for instance reaching the physical place would not be possible because they are abroad or when traveling would take an unreasonable amount of time.	2	0	0	0	0	0	0	0	0	2
		The proposed amendment appears to be intended to provide the company with the ability to hold future shareholder meetings in a virtual-only format, without the physical attendance of shareholders.	0	3	0	0	0	0	0	0	0	3

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Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		No Stated Reason	3	0	0	0	0	0	0	0	0	3
	Advisory Vote on Executive Compensation											
		CEO pay excessive relative to other executives	0	1	0	0	0	0	0	0	0	1
		CEO pay excessive relative to other executives.	0	1	0	0	0	0	0	0	0	1
		CEO receives excessive compensation in absolute terms and compared to other executives.	0	1	0	0	0	0	0	0	0	1
		CEO receives excessive tenure versus other executives and in absolute terms.	0	1	0	0	0	0	0	0	0	1
		CEO remuneration excessive compared to other executives.	0	1	0	0	0	0	0	0	0	1
		CEO's remuneration is excessive	0	1	0	0	0	0	0	0	0	1
		Concerning pay practices	0	7	0	0	0	0	0	0	0	7
		Concerning pay practices; Excessive compensation	0	1	0	0	0	0	0	0	0	1
		Concerning pay practices; Grants are excessive	0	2	0	0	0	0	0	0	0	2
		Concerning pay practices; Insufficient response to shareholder dissent	0	1	0	0	0	0	0	0	0	1
		Concerning pay practices; Pay and performance disconnect	0	5	0	0	0	0	0	0	0	5

Issue Code Category	Issue Short Text	Rationale Reason	Take No					Mixed	1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action	Unvoted					
		Concerns around disconnect between pay and performance, largely discretionary payout determination for cash along with no disclosed limit for total variable incentives.	0	2	0	0	0	0	0	0	0	2
		Excessive CEO compensation	0	5	0	0	0	0	0	0	0	5
		Excessive CEO compensation in absolute and relative terms	0	1	0	0	0	0	0	0	0	1
		Excessive CEO pay as compared to other executives	0	1	0	0	0	0	0	0	0	1
		Excessive CEO pay relative to other executives	0	1	0	0	0	0	0	0	0	1
		Excessive CEO pay relative to other executives.	0	2	0	0	0	0	0	0	0	2
		Excessive CEO pay versus other executives and in absolute terms	0	1	0	0	0	0	0	0	0	1
		Excessive CEO remuneration	0	5	0	0	0	0	0	0	0	5
		Excessive CEO remuneration in absolute and relative terms.	2	1	0	0	0	0	0	0	0	3
		Excessive CEO remuneration in absolute terms and relative to other executives.	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Excessive CEO remuneration in absolute terms and versus other execs	0	1	0	0	0	0	0	0	0	1
		Excessive CEO salary	0	1	0	0	0	0	0	0	0	1
		Excessive compensation	0	3	0	0	0	0	0	0	0	3
		Excessive compensation; Concerning pay practices	0	1	0	0	0	0	0	0	0	1
		Excessive compensation; Pay and performance disconnect	0	2	0	0	0	0	0	0	0	2
		Excessive compensation; Poor overall design	0	1	0	0	0	0	0	0	0	1
		Excessive c-suite compensation	0	2	0	0	0	0	0	0	0	2
		Excessive C-Suite compensation	0	2	0	0	0	0	0	0	0	2
		Excessive executive compensation	0	5	0	0	0	0	0	0	0	5
		Excessive executive pay	0	4	0	0	0	0	0	0	0	4
		Excessive once-off sign on payment	0	1	0	0	0	0	0	0	0	1
		Excessive remuneration	0	10	0	0	0	0	0	0	0	10
		Executive compensation is excessive	0	1	0	0	0	0	0	0	0	1
		Failure to incentivize mitigation of climate-related risks. Excessive executive compensation.	0	2	0	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Failure to incentivize mitigation of material environmental risks.	0	14	0	0	0	0	0	0	0	14
		Failure to incentivize mitigation of material environmental risks. Excessive C-Suite Compensation	0	1	0	0	0	0	0	0	0	1
		Failure to incentivize mitigation of material environmental risks. Excessive CEO remuneration.	0	1	0	0	0	0	0	0	0	1
		Grants are excessive	0	2	0	0	0	0	0	0	0	2
		Grants are excessive; Concerning pay practices	0	2	0	0	0	0	0	0	0	2
		Inequality in c-suite compensation	0	2	0	0	0	0	0	0	0	2
		Insufficient response to shareholder dissent	0	1	0	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Pay and performance disconnect	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	120	0	0	1	0	0	0	0	0	121
		No tie between compensation and sustainability.	0	53	0	0	0	0	0	0	0	53

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		No tie between compensation and sustainability. Excessive CEO remuneration	0	2	0	0	0	0	0	0	0	2
		No tie between compensation and sustainability. Excessive CEO remuneration.	0	1	0	0	0	0	0	0	0	1
		No tie between compensation and sustainability. Excessive compensation to C-Suite	0	2	0	0	0	0	0	0	0	2
		No tie between compensation and sustainability. Excessive C-Suite compensation	0	3	0	0	0	0	0	0	0	3
		No tie between compensation and sustainability. The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.	0	8	0	0	0	0	0	0	0	8
		Pay and performance disconnect	0	11	0	0	0	0	0	0	0	11
		Pay and performance disconnect; Concerning pay practices	0	3	0	0	0	0	0	0	0	3
		Pay and performance disconnect; Grants are excessive	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Pay and performance disconnect; Increase is excessive	0	1	0	0	0	0	0	0	0	1
		Pay and performance disconnect; Insufficient response to shareholder dissent	0	1	0	0	0	0	0	0	0	1
		Pay and performance disconnect; Poor overall design	0	1	0	0	0	0	0	0	0	1
		Poor overall design	0	1	0	0	0	0	0	0	0	1
		Poor overall design - excessive CEO compensation.	0	1	0	0	0	0	0	0	0	1
		Poor overall design, excessive compensation	0	1	0	0	0	0	0	0	0	1
		The CEO gets more than two times their next highest paid executive.	0	1	0	0	0	0	0	0	0	1
		The CEO makes more than two times his next highest paid executive and there is some disconnect between pay and performance and concerns around short-term metrics within their LTIP structure.	0	1	0	0	0	0	0	0	0	1
		The CEO makes more than two times his next highest paid executive.	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		The CEO/President makes more than two times his next highest paid executive. There is also a disconnect between pay and performance, overreliance on time-vesting, LTIP awards and insufficient disclosure of STIP performance goals.	0	1	0	0	0	0	0	0	0	1
		The Chair/CEO is being remunerated more that two times his next highest paid executive.	0	1	0	0	0	0	0	0	0	1
		The Chair/CEO is remunerated excessively in comparison to his next highest paid executive. There are also concerns around a disconnect between pay and performance and insufficient disclosure of LTIP performance goals.	0	2	0	0	0	0	0	0	0	2
		The Chair/CEO makes for than three times his next highest paid executive.	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		The Chairman/CEO gets paid more than two times their next highest paid executive. We also have concerns that there is a disconnect between pay and performance and insufficient disclosure of LTIP performance goals.	0	1	0	0	0	0	0	0	0	1
		The Chairman/CEO is getting paid an excessive amount in comparison to his executive management team.	0	1	0	0	0	0	0	0	0	1
		The Chairman/CEO makes more than two times his next highest paid executive.	0	1	0	0	0	0	0	0	0	1
		The Chairman/CEO makes more than two times his next highest paid executive. Other concerns relating to short performance period under LTIP, single-trigger CIC equity benefits and performance goals not disclosed under the STIP.	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		The Chairman/CEO makes more than two times his next highest paid executive. There are also some concerns with respect to disconnect between pay and performance and insufficient disclosure of LTIP performance goals.	0	1	0	0	0	0	0	0	0	1
		The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.	0	5	0	0	0	0	0	0	0	5
		The President/CEO is getting paid an excessive compensation amount.	0	2	0	0	0	0	0	0	0	2
		The President/CEO is receiving excessive remuneration compared to his executives.	0	3	0	0	0	0	0	0	0	3
		The President/CEO makes more than two times his next highest paid executive and they apply similar metrics used under STIP and LTIP.	0	1	0	0	0	0	0	0	0	1
		The President/CEO makes more than two times his next highest paid executive.	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		The President/CEO makes more than two times his next highest paid executive. Insufficient disclosure of LTIP performance goals	0	1	0	0	0	0	0	0	0	1
	Advisory Vote on Severance											
		Concerning pay practices	0	1	0	0	0	0	0	0	0	1
		Excessive absolute pay outs.	0	1	0	0	0	0	0	0	0	1
		Single measure - change in control combined with very large amounts (10.9% of equity premium of the merger.	0	1	0	0	0	0	0	0	0	1
	Amendment to Employee Stock Purchase Plan											
		No Stated Reason	14	0	0	0	0	0	0	0	0	14
		Not in shareholders" best interests	0	1	0	0	0	0	0	0	0	1
	Amendment to Equity Compensation Plan											
		Contains Evergreen Provisions	0	1	0	0	0	0	0	0	0	1
		Cost of plan is excessive	0	2	0	0	0	0	0	0	0	2
		Excessive increases in potential bonuses.	0	1	0	0	0	0	0	0	0	1
		Excessive overhang; Cost of plan is excessive	0	1	0	0	0	0	0	0	0	1
		Excessive shareholder dilution	0	2	0	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		No Stated Reason	32	0	0	0	0	0	0	0	0	32
		Pace of historical grants; Excessive cost compared to enterprise value	0	2	0	0	0	0	0	0	0	2
		Pace of historical grants; Excessive overhang	0	1	0	0	0	0	0	0	0	1
		Plan Includes Full-value Inverse Multiplier	0	1	0	0	0	0	0	0	0	1
		We have concerns around a disconnect between pay and performance and insufficient disclosure of LTIP performance goals.	0	2	0	0	0	0	0	0	0	2
	Amendment to Restricted Stock Plan											
		Change of control provision; Short vesting period	0	2	0	0	0	0	0	0	0	2
		No Stated Reason	5	0	0	0	0	0	0	0	0	5
		Short vesting period	0	2	0	0	0	0	0	0	0	2
	Amendment to Stock Option Plan											
		Exercise price at discretion of administrator	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	15	0	0	0	0	0	0	0	0	15
		Non-executive participation linked to performance	0	2	0	0	0	0	0	0	0	2
		Repricing provisions	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Compensation policy is not in best interests of shareholders	1	0	0	0	0	0	0	0	0	1
		Excessive bonus	0	2	0	0	0	0	0	0	0	2
		Excessive bonus amount.	0	2	0	0	0	0	0	0	0	2
		Excessive compensation	0	6	0	0	0	0	0	0	0	6
		Excessive remuneration	0	1	0	0	0	0	0	0	0	1
		Insufficient information provided	0	0	4	0	0	0	0	0	0	4
		Insufficient information to make an informed decision	0	0	1	0	0	0	0	0	0	1
		No Stated Reason	75	0	0	0	0	0	0	0	0	75
		Non-executive participation linked to performance	0	2	0	0	0	0	0	0	0	2
	Directors' Fees & Audit Fees											
		No Stated Reason	2	0	0	0	0	0	0	0	0	2
	Directors' Stock Option Plan											
		No Stated Reason	3	0	0	0	0	0	0	0	0	3
	Employee Incentive Plan											
		No Stated Reason	1	0	0	0	0	0	0	0	0	1
	Employment Agreement											
		Combined chairman and managing director/CEO	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Compensation policy is not in best interests of shareholders	0	3	0	0	0	0	0	0	0	3
		Insufficient disclosure of value of supplementary benefits	0	5	0	0	0	0	0	0	0	5
		No Stated Reason	13	1	0	0	0	0	0	0	0	14
		Not in shareholders' best interests	0	1	0	0	0	0	0	0	0	1
	Misc. Proposal Regarding Compensation											
		No Stated Reason	11	0	0	0	0	0	0	0	0	11
	Non-Executive Remuneration Policy (Forward-Looking)											
		Compensation policy is not in best interests of shareholders	0	1	0	0	0	0	0	0	0	1
		Concerns relating to significant increase in proposed fees. While taking note of the rationale provided with the company, we believe that significant increases should not be solely the result of a benchmarking exercise but should also be linked to a change in the non-executive's role and responsibilities, or in the size and scope of the operations of the company.	0	2	0	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Excessive bonus	0	1	0	0	0	0	0	0	0	1
		Excessive compensation	0	1	0	0	0	0	0	0	0	1
		Insufficient information provided	0	4	0	0	0	0	0	0	0	4
		Insufficient justification regarding proposed increase	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	173	0	0	10	0	0	0	0	0	183
		Payment shall not be subject to continued appointment. Payment is equity linked and could impact on Directors performance.	0	1	0	0	0	0	0	0	0	1
		The Chair also received total fees in the amount of CHF 3,803,670, falling just above the upper quartile of board fees paid to board chairs in SMI companies in the period from the 2021 -2022 annual meeting. In addition, his fees are more aligned with the average fees paid to members of the company's executive committee than with the average fees paid to his peers on the board.	0	3	0	0	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
	Performance Share Plan											
		No Stated Reason	1	0	0	0	0	0	0	0	0	1
	Remuneration Policy (Forward-Looking)											
		Caps are too high, performance pay too short term.	0	1	0	0	0	0	0	0	0	1
		Change of control provision; Poor overall design	0	1	0	0	0	0	0	0	0	1
		Compensation policy is not in best interests of shareholders	0	1	0	0	0	0	0	0	0	1
		Equity awards to controlling shareholder; Insufficient response to shareholder dissent	0	2	0	0	0	0	0	0	0	2
		Equity awards to major shareholder; Insufficient response to shareholder dissent; Poor overall design; Poor overall compensation disclosure	0	1	0	0	0	0	0	0	0	1
		Excessive compensation; Poor overall design	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		GENERAL POLICY No executive share ownership guidelines Individual payouts disclosed for CEO only (on aggregate for other executives)										
		INCENTIVE PLANS STIP - No annual bonus deferral STIP - Relative weight of performance metrics not fully disclosed STIP - Performance targets not disclosed	0	1	0	0	0	0	0	0	0	1
		INCENTIVE PLANS STIP - No annual bonus deferral STIP - Performance targets not disclosed LTIP - No metric measuring performance relative to peers LTIP - Performance targets not fully disclosed LTIP - Awards not subject to recovery provisions	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		INCENTIVE PLANS STIP - No annual bonus deferral STIP - Performance targets not disclosed LTIP - No metric measuring performance relative to peers LTIP - Performance targets not fully disclosed LTIP - Awards not subject to recovery provisions	0	1	0	0	0	0	0	0	0	1
		Increase is excessive; Adjustment mechanism on share conversion price	0	1	0	0	0	0	0	0	0	1
		Increase is excessive; Insufficient response to shareholder dissent	0	1	0	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Poor overall compensation disclosure	0	1	0	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design	0	2	0	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Insufficient response to shareholder dissent; Poor overall design; Poor overall compensation disclosure	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	86	0	0	5	0	0	0	0	0	91
		No tie between compensation and sustainability.	0	1	0	0	0	0	0	0	0	1
		Non-executive participation linked to performance	0	2	0	0	0	0	0	0	0	2
		Poor overall compensation disclosure	0	1	0	0	0	0	0	0	0	1
		Poor overall compensation disclosure; Poor overall design	0	1	0	0	0	0	0	0	0	1
		Poor overall design; Poor overall compensation disclosure	0	1	0	0	0	0	0	0	0	1
		Potential for excessive payouts	0	1	0	0	0	0	0	0	0	1
		The policy lacks executive stock ownership guidelines, no performance-based LTI, performance hurdles not disclosed, overlapping performance conditions, and description of hurdles are not made available.	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Remuneration Report (Retrospective)	Unjustified increase in maximum bonus opportunity	0	1	0	0	0	0	0	0	0	1
		CEO gets more than twice what the next most senior executive is paid.	0	1	0	0	0	0	0	0	0	1
		Concerning pay practices	0	2	0	0	0	0	0	0	0	2
		Concerning pay practices; Poor overall compensation disclosure	0	2	0	0	0	0	0	0	0	2
		Concerns with the LTI	0	1	0	0	0	0	0	0	0	1
		Discretionary awards	0	1	0	0	0	0	0	0	0	1
		Equity awards to controlling shareholder; Insufficient response to shareholder dissent	0	2	0	0	0	0	0	0	0	2
		Equity awards to major shareholder	0	1	0	0	0	0	0	0	0	1
		Equity awards to major shareholder; Insufficient response to shareholder dissent	0	1	0	0	0	0	0	0	0	1
		Equity awards to major shareholder; Insufficient response to shareholder dissent; Poor overall design	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Equity awards to major shareholder; Poor overall compensation disclosure	0	1	0	0	0	0	0	0	0	1
		Excess CEO pay	0	2	0	0	0	0	0	0	0	2
		Excessive CEO pay - Benchmark for setting pay not disclosed. Short term incentive pay performance targets not disclosed.	0	1	0	0	0	0	0	0	0	1
		Excessive CEO pay. Excessive CEO pay relative to other executives. Excessive short term incentives vs long term.	0	1	0	0	0	0	0	0	0	1
		excessive ceo pay. Litigation costs are excluded from bonus calculations.	0	1	0	0	0	0	0	0	0	1
		Excessive CEO remuneration	0	1	0	0	0	0	0	0	0	1
		Excessive comp for former CEO. New CEO rem not sufficiently disclosed.	0	1	0	0	0	0	0	0	0	1
		Excessive compensation; Concerning pay practices	0	1	0	0	0	0	0	0	0	1
		Excessive LTI grants	0	2	0	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Excessive maximum bonus levels. Accelerated vesting on change in control. Excessive CEO compensation vs other executives.	0	1	0	0	0	0	0	0	0	1
		Excessive rem for one member in absolute terms and in comparison to others on the management board. No STI or LTI targets disclosed. No performance based LTI's. significant increase in fixed pay.	0	1	0	0	0	0	0	0	0	1
		Excessive remuneration	0	3	0	0	0	0	0	0	0	3
		General Policy - Benchmark used for pay-setting not disclosed Incentive Plans - LTIP - Performance targets not disclosed and LTIP - No metric measuring performance relative to peers. there is also no Executive Share Ownership Guidelines and no Equity Compensation.	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		GENERAL POLICY No executive share ownership guidelines Individual payouts disclosed for CEO only (on aggregate for other executives)										
		INCENTIVE PLANS STIP - No annual bonus deferral STIP - Relative weight of performance metrics not fully disclosed STIP - Performance targets not disclosed	0	1	0	0	0	0	0	0	0	1
		Grants are excessive	0	1	0	0	0	0	0	0	0	1
		Grants are excessive; Insufficient response to shareholder dissent	0	1	0	0	0	0	0	0	0	1
		Inappropriate structure to long term incentive plan	0	1	0	0	0	0	0	0	0	1
		Increase is excessive	0	2	0	0	0	0	0	0	0	2
		Increase is excessive; Insufficient response to shareholder dissent	0	1	0	0	0	0	0	0	0	1
		Increase is excessive; Poor compensation structure/performance conditions; Insufficient response to shareholder dissent	0	2	0	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Increase is excessive; Poor overall design; Insufficient response to shareholder dissent	0	4	0	0	0	0	0	0	0	4
		Individual payouts disclosed for CEO only (on aggregate for other executives), STIP - relative weight of individual performance metrics not fully disclosed STIP and LTIP, performance targets not fully disclosed LTIP and no metric measuring performance relative to peers. The company's disclosure of the terms of the incentive plans lags market standards for companies of this size and scope. Furthermore, areas of focus relate to concerning disclosure and discretionary practices; 2022 changes and potential windfall gains.	0	1	0	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent	0	8	0	0	0	0	0	0	0	8

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Insufficient response to shareholder dissent; Excessive compensation; Poor overall design	0	1	0	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Increase is excessive	0	2	0	0	0	0	0	0	0	2
		Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design	0	1	0	0	0	0	0	0	0	1
		Lack of transparency	0	1	0	0	0	0	0	0	0	1
		Lack of transparency on performance targets	0	1	0	0	0	0	0	0	0	1
		LTI: Vesting based on a single, absolute performance metric STI and LTI targets not disclosed No recovery provisions for STI plan No share ownership guidelines No deferral provisions Change in control provisions	0	1	0	0	0	0	0	0	0	1
		No LTI plan in place	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	163	3	0	13	0	0	0	0	0	179
		No tie between compensation and sustainability.	0	11	0	0	0	0	0	0	0	11

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Non-executive participation linked to performance	0	1	0	0	0	0	0	0	0	1
		Pay and performance disconnect	0	2	0	0	0	0	0	0	0	2
		Pay and performance disconnect. Excessive C-Suite total compensation.	0	1	0	0	0	0	0	0	0	1
		Pay and performance disconnect; Concerning pay practices	0	1	0	0	0	0	0	0	0	1
		Poor disclosure of performance element	0	1	0	0	0	0	0	0	0	1
		Poor overall compensation disclosure; Concerning pay practices	0	1	0	0	0	0	0	0	0	1
		Poor overall compensation disclosure; Poor overall design	0	3	0	0	0	0	0	0	0	3
		Poor overall design	0	6	0	0	0	0	0	0	0	6
		Poorly justified awards	0	1	0	0	0	0	0	0	0	1
		Potentially excessive post-employment benefits	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Remuneration Structure: Discretionary Bonus Awarded Significant Increase in Base Salary Insufficient Response to Shareholder Dissent Upward Discretion exercised										
		Remuneration Disclosure: Failure to disclose the difference in actual payout given by the adjustment under the LTIP Lack of transparency on the special allocation of restricted shares granted to the CEO	0	1	0	0	0	0	0	0	0	1
		Significant base salary on appointment	0	2	0	0	0	0	0	0	0	2
		Significant increase in fixed pay, no LTI plan STI targets not disclosed and no share ownership guidelines.	0	1	0	0	0	0	0	0	0	1
		STI safety component payout	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		The CEO makes more than two times his CFO. Also issues around significant Increase in fixed pay and they have upward discretion ability with LTI's. Also hurdles (performance targets) be should set more appropriately and documented accordingly.	0	1	0	0	0	0	0	0	0	1
		The President/CEO is getting payed and excessive amount.	0	1	0	0	0	0	0	0	0	1
		The President/CEO makes more than two times his next highest paid executive.	0	1	0	0	0	0	0	0	0	1
		There is no LTI and STI targets are not disclosed.	0	1	0	0	0	0	0	0	0	1
		Unchallenging financial and E&S targets	0	3	0	0	0	0	0	0	0	3
		Unchallenging LTIP target	0	1	0	0	0	0	0	0	0	1
		Unchallenging performance targets, replacement award and the CEO receives remuneration that exceeds the compensation paid to chief executives at similar firms.	0	1	0	0	0	0	0	0	0	1

[illegible]

[illegible]

[illegible]

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
						Action						
M&A	Supervisory Board/ Corp Assembly Fees	No Stated Reason	33	0	0	0	0	0	0	0	0	33
		Insufficient justification; Excessive compensation	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	13	0	0	0	0	0	0	0	0	13
	Trust Type Equity Plans (JP)											
	No Stated Reason	2	0	0	0	0	0	0	0	0	2	
	7311200076											
	Divestiture/Spin-off											
	No Stated Reason	5	0	1	0	0	0	0	0	0	6	
	Intra-company Contracts/Control Agreement											
	Deposit services with a member of the group	0	1	0	0	0	0	0	0	0	1	
	No Stated Reason	25	0	0	0	0	0	0	0	0	25	
	Joint Venture/Strategic Alliance											
	No Stated Reason	2	0	0	0	0	0	0	0	0	2	
	Merger by Absorption between Parent and Subsidiar											
	No Stated Reason	22	0	0	1	0	0	0	0	0	23	
	Merger/Acquisition											
No Stated Reason	15	0	0	1	0	0	0	0	0	16		
Misc. Proposal Regarding Restructuring												

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		No Stated Reason	1	0	0	0	0	0	0	0	0	1
	Restructuring/Capitalization											
		No Stated Reason	3	0	0	0	0	0	0	0	0	3
Meeting Administration			228	12	0	14	0	0	0	0	0	254
	Appointment of Independent Proxy (Switzerland)											
		No Stated Reason	11	0	0	7	0	0	0	0	0	18
	Authorization of Legal Formalities											
		No Stated Reason	69	0	0	0	0	0	0	0	0	69
		Not in shareholders' best interests	0	4	0	0	0	0	0	0	0	4
	Right to Adjourn Meeting											
		No Stated Reason	9	0	0	0	0	0	0	0	0	9
	Routine Meeting Item											
		Insufficient gender diversity on Board	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	139	0	0	7	0	0	0	0	0	146
	Transact Other Business											
		Granting unfettered discretion is unwise	0	7	0	0	0	0	0	0	0	7
Other			188	68	30	1	0	0	0	0	0	257
	Approval of Political Donation											
		No Stated Reason	0	33	0	0	0	0	0	0	0	33

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Misc. Management Proposal												
		No Stated Reason	63	0	0	0	0	0	0	0	0	63
		Not in shareholders' best interests	0	7	0	0	0	0	0	0	0	7
Miscellaneous - Resident Status												
		No Stated Reason	0	1	0	0	0	0	0	0	0	1
Request Cumulative Voting/ Allocation of Cumulative Vote												
		Affiliate/Insider on a committee	0	0	1	0	0	0	0	0	0	1
		Board is not sufficiently independent	0	0	1	0	0	0	0	0	0	1
		Insufficient gender diversity at the company	0	1	0	0	0	0	0	0	0	1
		Insufficient information provided	0	0	2	0	0	0	0	0	0	2
		Less than 75% Attendance	0	0	1	0	0	0	0	0	0	1
		Minority candidates supported over management/controller candidate/s	0	0	1	0	0	0	0	0	0	1
		Minority candidates supported over management/controller candidates	0	0	7	0	0	0	0	0	0	7
		No Stated Reason	96	4	0	0	0	0	0	0	0	100
		Nominee not independent	0	0	13	0	0	0	0	0	0	13

[illegible]

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		No Stated Reason	5	2	0	0	0	0	0	0	0	7
		The company already provides a reasonable amount of information in this regard. It is not clear that an actuarial assessment will lead to better information to shareholders.	1	0	0	0	0	0	0	0	0	1
		The Company does not appear to provide meaningful disclosure concerning its packaging and related efforts. Plastic waste is a large and growing environmental and health issue. The Board has not opposed the ballot.	1	0	0	0	0	0	0	0	0	1
		The company has taken significant steps to reduce its plastic usage. Government regulation would be more effective here.	0	3	0	0	0	0	0	0	0	3
		The company is taking steps to produce recycled plastic. There is a challenge for the company here as in many other areas. Its not clear that an audit report on the financial impact of change in demand is required though.	0	1	0	0	0	0	0	0	0	1

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agenda. The Glencore proposal would force Teck shareholders to hold massive thermal coal exposure, which would be value destructive, drive away current and future investors who cannot hold thermal coal assets, and result in Teck's world-class steelmaking coal business trading at a discount." Statement from Teck Resources, on behalf of the Board and independent Special Committee, 3rd April 2023

1 0 0 0 0 0 0 0 0 0 1

Shareholder proposal is anti-social.

0 1 0 0 0 0 0 0 0 0 1

This information would provide shareholders with useful information as to how the company is progressing with its transition plans. The company has not provided a compelling reasons as to why it shouldnt.

1 0 0 0 0 0 0 0 0 0 1

SHP Regarding Reporting and Reducing Greenhouse Gas Em

[illegible]

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Company seems to be acting appropriately with regard to climate change and setting reasonable targets. The proponents have not made a case that the company is not in the right track.	0	1	0	0	0	0	0	0	0	1
		GHG reduction targets can help mitigate environmental impact and mitigate attendant risks	2	0	0	0	0	0	0	0	0	2
		No Stated Reason	15	1	0	1	0	0	0	0	0	17
	SHP Regarding Sustainability or Environmental Reports											
		No Stated Reason	1	0	0	0	0	0	0	0	0	1
SHP: Governance			132	49	0	9	0	0	0	0	0	190
	SHP Regarding Additional or Amended Shareholder Propos											
		Granting unfettered discretion is against our voting approach.	0	1	0	0	0	0	0	0	0	1
		Lack of transparency	0	2	0	0	0	0	0	0	0	2
		No Stated Reason	0	1	0	0	0	0	0	0	0	1
	SHP Regarding Board Composition											
		It is not clear what tis proposal is trying to achieve	0	2	0	0	0	0	0	0	0	2
		No Stated Reason	0	1	0	4	0	0	0	0	0	5

[illegible]

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		An independent chair is better able to oversee the executives of a company and set a pro-shareholder agenda without the management conflicts that a CEO or other executive insiders often face, leading to a more proactive and effective board of directors. Separation of the roles of chair and CEO eliminates the conflict of interest that inevitably occurs when a CEO is responsible for self-oversight; and The presence of an independent chair fosters the creation of a thoughtful and dynamic board that is not dominated by the views of senior management.	2	0	0	0	0	0	0	0	0	2
		An independent Chair would improve governance arrangements.	1	0	0	0	0	0	0	0	0	1
		Given our voting on Directors we are in favour of a new independent Chair	2	0	0	0	0	0	0	0	0	2
		No Stated Reason	30	0	0	0	0	0	0	0	0	30
		Shareholder proposal is anti-social.	0	8	0	0	0	0	0	0	0	8

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Protects against amendments which would make it difficult for shareholders to nominate directors	3	0	0	0	0	0	0	0	0	3
		This resolution protects shareholders from unreasonably onerous restrictions on Director nominations.	1	0	0	0	0	0	0	0	0	1
		Where a majority of non-insider shareholders support a resolution its seems reasonable for a Board member to meet with proponent in a timely manner.	2	0	0	0	0	0	0	0	0	2
	SHP Regarding Misc. Governance Issue											
		No Stated Reason	0	1	0	0	0	0	0	0	0	1
	SHP Regarding Misc. Issue											
		No Stated Reason	1	7	0	1	0	0	0	0	0	9
		Not in shareholders" best interests	0	4	0	0	0	0	0	0	0	4
		Shareholders should have the right to nominate directors.	2	0	0	0	0	0	0	0	0	2
	SHP Regarding Misc. Restructuring Issue											
		No Stated Reason	0	1	0	0	0	0	0	0	0	1

[illegible]

[illegible]

[illegible]

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Whilst the company has provided some level of disclosure on their tax reporting, additional reporting in line with the GRI Tax Standard would provide shareholders with understandable information on which they are able to base assessments of the company's tax-related risks.	1	0	0	0	0	0	0	0	0	1
<i>SHP: Social</i>			157	81	3	1	0	0	0	0	0	239
	SHP Regarding Animal Welfare	Don't believe that the proponent has successfully argued that animal welfare is a material risk for the company as a whole or that it is a matter that necessitates dedicated board attention. Obviously, this matter could present risks to select individual companies in certain industries that receive financing or underwriting from the company. I think there is also lack of evidence here that the board has acted to the contrary.	0	2	0	0	0	0	0	0	0	2

[illegible]

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
						Action						
		Between July 1, 2020 and November 22, 2022 there were at least 363 gun incidents and 112 gun deaths at Walmart. That has to impact on employee moral and productivity as well as customer safety concerns.	1	0	0	0	0	0	0	0	0	1
		If shareholders do not approve of the way the Board delegates powers they should vote against Board Directors.	0	3	0	0	0	0	0	0	0	3
		In light of troubling reports and allegations concerning the Company's working conditions, we believe that additional, independent scrutiny on this matter is warranted	3	0	0	0	0	0	0	0	0	3
		Increased transparency on issues of equity and inclusion is particularly important for consumer-facing companies, whose operations heavily rely on their customers' trust and loyalty.	2	0	0	0	0	0	0	0	0	2
		No Stated Reason	23	2	0	0	0	0	0	0	0	25

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		No Stated Reason	6	4	0	1	0	0	0	0	0	11
		Shareholder proposal is anti-social.	0	28	0	0	0	0	0	0	0	28
		Shareholders and the companies understand why the efficacy of enforcement of content policies is well short of perfect. What's needed is an assessment of the risk and financial implications of this.	0	2	0	0	0	0	0	0	0	2
		Such a report would allow shareholders to assess the risks to the company from child exploitation on its platforms.	2	0	0	0	0	0	0	0	0	2
		The company has made reasonable efforts on what is an industry wide issue best dealt with by Government.	0	2	0	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		The Uyghur Region produces approximately 85% of China's cotton, and the Company's manufacturing data suggests that about 30% of its materials were from Chinese factories. The company has stated it does not directly source from the Xinjian region and highlighted cotton traceability at the raw materials level as an area of focus, but these efforts are inadequate because its supply chain transparency covers primarily "Tier 1" direct suppliers, while forced labor risks extend to raw material sourcing and manufacturing at further tiers. Furthermore, the company has been named in a criminal complaint filed in the Netherlands in 2021 and various reports relating to the issue.										
			1	0	0	0	0	0	0	0	0	1
	SHP Regarding Pregnancy/Abortion Issues											
		No Stated Reason	6	2	0	0	0	0	0	0	0	8

[illegible]

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		We believe that in general, there is excessive lobbying by companies and that more transparency in this area would be welcome. While Newscorp is a leader in transparency in its industry we think that more could be done.	1	0	0	0	0	0	0	0	0	1
		We do not approve of company political donations.	2	0	0	0	0	0	0	0	0	2
		We support transparency around political donations and lobbying. We do not support institutional political donations. However the proposal does not cover lobbying and what it asks for appears to be already provided.	0	0	3	0	0	0	0	0	0	3
	SHP Regarding Tobacco/Alcohol											
		No Stated Reason	2	0	0	0	0	0	0	0	0	2

Proposal Reasons – Votes Versus Management

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories			9271	3176	295	0	209	0	12951
<i>Audit/Financials</i>			1234	394	35	0	2	0	1665
	Accounts and Reports (Bundled Issues)								
		No Stated Reason	26	0	1	0	0	0	27
		Unaudited financial statements	0	19	0	0	0	0	19
		Insufficient information provided	0	2	0	0	0	0	2
	Allocation of Profits/Dividends								
		No Stated Reason	340	0	12	0	0	0	352
		Low payout ratio	0	1	0	0	0	0	1
	Appointment of Auditor								
		No Stated Reason	135	0	8	0	0	0	143
		The auditor tenure is too long.	1	50	0	0	0	0	51
		Insufficient information provided	0	1	0	0	0	0	1
		Excessive tenure	0	1	0	0	0	0	1
		Tenure undisclosed	0	1	0	0	0	0	1
	Appointment of Auditor and Authority to Set Fees								
		The auditor tenure is too long.	0	22	0	0	0	0	22
		No Stated Reason	97	0	0	0	0	0	97
		The audit firm has served the company for 26 years.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Auditor tenure not disclosed but it appears to be excessive.	0	3	0	0	0	0	3
		Excessive non-audit fees	0	1	0	0	0	0	1
		Tenure appears to be excessive	0	2	0	0	0	0	2
		excessive tenure	0	1	0	0	0	0	1
		Consolidated auditor fees not disclosed or broken down; Appointment of the auditor is for multiple years	1	0	0	0	0	0	1
		Tenure not disclosed but it appears to be in excess of a decade	0	1	0	0	0	0	1
Appointment of Special Auditor									
		No Stated Reason	4	0	1	0	0	0	5
Approval of Non-Financial Reports									
		No Stated Reason	94	0	0	0	0	0	94
		Insufficient information provided	0	10	0	0	0	0	10
Approve Payment of Fees to Special Auditors									
		No Stated Reason	16	0	0	0	0	0	16
Authority to Set Auditor's Fees									
		No Stated Reason	75	0	3	0	2	0	80
		Excessive non-audit fees	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Bonus Dividend/Bonus Share Issue	Excessive tenure	0	1	0	0	0	0	1
		No Stated Reason	10	0	0	0	0	0	10
		Financial Statements							
		No Stated Reason	342	0	9	0	0	0	351
		Unaudited financial statements	0	1	0	0	0	0	1
		Insufficient information provided	0	2	0	0	0	0	2
		Auditor issued a qualified opinion	0	1	0	0	0	0	1
	Number of Auditors								
		No Stated Reason	4	0	0	0	0	0	4
	Ratification of Alternate Auditor								
		No Stated Reason	5	0	0	0	0	0	5
	Ratification of Auditor								
		No Stated Reason	67	0	1	0	0	0	68
		The auditor tenure is too long.	0	272	0	0	0	0	272
	Ratification of Auditor's Acts								
		Discharging the Auditor may limit shareholders' rights to take legal action against the Auditor.	1	0	0	0	0	0	1
		No Stated Reason	3	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Stock Dividend/Dividend Reinvestment								
		No Stated Reason	13	0	0	0	0	0	13
Board Related			5234	1524	159	0	42	0	6959
	Approval of Committee Guidelines/Appointment of Co								
		No Stated Reason	9	0	1	0	0	0	10
	Approve Censor								
		Insufficient justification; Insufficient response to shareholder dissent	0	2	0	0	0	0	2
	Approve Special Auditor's Report								
		No Stated Reason	17	0	0	0	0	0	17
	Approve Supervisory Council								
		Minority candidate is supported over management/controller candidate/s	0	5	0	0	1	0	6
		Potential unknown nominees w/o shareholder approval	0	0	0	0	6	0	6
		No Stated Reason	35	0	0	0	11	0	46
		Insufficient information provided	0	3	0	0	1	0	4
		Other governance concerns	0	1	0	0	0	0	1
		Supervisors are not sufficiently independent	0	6	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Approve Supervisory Council Size								
		No Stated Reason	3	0	0	0	0	0	3
	Board Size								
		No Stated Reason	26	0	0	0	0	0	26
	Board Term Length								
		No Stated Reason	1	0	0	0	0	0	1
	Change in Board Size								
		No Stated Reason	2	1	0	0	0	0	3
	Director & Officer Liability/Indemnification								
		Not in shareholders" best interests	0	2	0	0	0	0	2
		Amendment is not in best interests of shareholders	0	11	0	0	0	0	11
	Election of Alternate Statutory Auditor								
		No Stated Reason	1	0	0	0	0	0	1
	Election of Board Committee Members								
		No Stated Reason	111	0	27	0	0	0	138
		Audit committee chair not independent; Board is not sufficiently independent	0	1	0	0	0	0	1
		Audit committee chair not independent	0	3	0	0	0	0	3
		Insufficient gender diversity.	0	9	0	0	0	0	9

[illegible]

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Given the poor performance and judgement of the Board in relation to the Grail acquisition, we are not inclined to vote for the incumbents.	0	9	0	0	0	0	9
	Election of Directors								
		No Stated Reason	4294	17	91	0	12	0	4414
		Company executive and available to present to the Board at any time.	0	3	0	0	0	0	3
		Board is not sufficiently independent; Board is not sufficiently independent	0	4	0	0	0	0	4
		Board is not sufficiently independent; Board is not sufficiently independent; Serves on too many boards	0	1	0	0	0	0	1
		Does not disclose EE01 reporting.	0	22	0	0	0	0	22
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.							
		No Net Zero targets.	0	1	0	0	0	0	1
		The director has been on the board for 20 years	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards.	0	84	0	0	0	0	84
		Insufficient audit committee independence; Compensation committee chair not independent; Board is not sufficiently independent; Insufficient nominating committee independence requirement	0	1	0	0	0	0	1
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	70	0	0	0	0	70
		Board is not sufficiently independent	0	27	0	0	0	0	27
		There is insufficient female representation on the board of directors.	1	348	0	0	0	0	349
		Insufficient information provided	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.	0	2	0	0	0	0	2
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	30	0	0	0	0	30
		Ongoing compensation concerns	0	5	0	0	0	0	5
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No Net Zero targets.	0	1	0	0	0	0	1
		The director has been on the board for 13 years.	0	2	0	0	0	0	2
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No GHG targets in place.	0	3	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No GHG targets in place. Company does not report to CDP or SASB.	0	1	0	0	0	0	1
		Company does not report to CDP or SASB.	0	31	0	0	0	0	31
		There is insufficient female representation on the board of directors. Company does not report to CDP or SASB.	0	16	0	0	0	0	16
		Multi-class share structure with unequal voting rights	0	8	0	0	0	0	8
		Concerning pay practices; Other governance issue	0	1	0	0	0	0	1
		Performance/Experience concerns; Affiliate/Insider on nominating/governance committee	0	1	0	0	0	0	1
		Other governance issue	0	4	0	0	0	0	4

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Ongoing compensation concerns; Insufficient response to shareholder dissent; Other unique issue; Multi-class share structure with unequal voting rights	0	1	0	0	0	0	1
		Ongoing compensation concerns; Insufficient response to shareholder dissent; Other unique issue	0	1	0	0	0	0	1
		Insufficient response to shareholder dissent; Other unique issue	0	1	0	0	0	0	1
		Company does not report to CDP or SASB. Excessive Director tenure	0	1	0	0	0	0	1
		Company is a not UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	1	0	0	0	0	1
		Excessive tenure	2	104	0	0	0	0	106
		Board is not sufficiently independent; Less than 75% Attendance	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient audit committee independence; Insufficient compensation committee independence requirement; Board is not sufficiently independent; Insufficient nominating committee independence requirement	0	2	0	0	0	0	2
		No independent lead or presiding director	0	3	0	0	0	0	3
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.	0	11	0	0	0	0	11

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		There is insufficient female representation on the board of directors. Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards.	0	2	0	0	0	0	2
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.	0	3	0	0	0	0	3
		Related party transactions	0	2	0	0	0	0	2
		Insider on compensation committee	0	5	0	0	0	0	5
		CFO on board	0	3	0	0	0	0	3
		Insufficient audit committee independence; Board is not sufficiently independent	0	3	0	0	0	0	3
		No independent lead or presiding director; Vote results not disclosed	0	1	0	0	0	0	1
		Auditor not up for ratification	0	4	0	0	0	0	4

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient gender diversity. There is insufficient female representation on the board of directors.	0	30	0	0	0	0	30
		Insufficient compensation committee independence requirement	0	5	0	0	0	0	5
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. There is insufficient female representation on the board of directors.	0	7	0	0	0	0	7
		Insufficient audit committee independence; Board is not sufficiently independent; No independent lead or presiding director; Nominating committee chair not independent; Responsible for lack of board independence	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Multi-class share structure with unequal voting rights; Vote results not disclosed	0	1	0	0	0	0	1
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	25	0	0	0	0	25
		Vote against the company as it is not a UNGC participant or signatory and the Human Rights Policy does not align with UNDHR. The Board lack sufficient diversity.	0	1	0	0	0	0	1
		Insufficient audit committee independence; Insufficient compensation committee independence requirement; Board is not sufficiently independent	0	1	0	0	0	0	1
		There is insufficient gender diversity on the board of directors.	0	1	0	0	0	0	1
		Nominating committee chair not independent	0	2	0	0	0	0	2
		Insufficient gender diversity on Board	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Beneficial owner on audit committee; Insufficient audit committee independence	0	5	0	0	0	0	5
		Insufficient gender diversity	0	9	0	0	0	0	9
		Insufficient audit committee independence	0	3	0	0	0	0	3
		There are no female directors on the board.	0	1	0	0	0	0	1
		Insufficient Board diversity	0	9	0	0	0	0	9
		Excessive tenure but owns 20%	1	0	0	0	0	0	1
		Audit committee met an insufficient number of times	0	1	0	0	0	0	1
		There is insufficient female representation on the board of directors. Beneficial owner on audit committee; Insufficient audit committee independence	0	2	0	0	0	0	2
		Insufficient Board Diversity	0	1	0	0	0	0	1
		Percentage of gender diversity on board 20.0%	0	1	0	0	0	0	1
		Insider on compensation committee & sits on the nominee committee where the percentage of gender diversity on the board is 15.4%.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Beneficial owner on audit committee; Insufficient audit committee independence; and sits on the nominee committee where the percentage of gender diversity on the board is 15.4%.	0	1	0	0	0	0	1
		The director sits on the nominee committee where the percentage of gender diversity on the board is 15.4%.	0	3	0	0	0	0	3
		Less than 75% Attendance	0	4	0	0	0	0	4
		Affiliate/Insider on audit committee; Board is not sufficiently independent	0	1	0	0	0	0	1
		No nominating/governance committee	0	1	0	0	0	0	1
		Less than 75% Attendance; Serves on too many boards	0	1	0	0	0	0	1
		Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee; No independent lead or presiding director	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.	0	4	0	0	0	0	4
		Insufficient audit committee independence; Insufficient compensation committee independence requirement; Board is not sufficiently independent; Professional Services Relationship; Insufficient nominating committee independence requirement	0	1	0	0	0	0	1
		Board is not sufficiently gender diverse.	0	1	0	0	0	0	1
		Insufficient Board diversity	0	1	0	0	0	0	1
		Beneficial owner on audit committee	0	5	0	0	0	0	5
		Excessive tenure.	0	2	0	0	0	0	2
		Gender diversity on their board is ~8%.	0	1	0	0	0	0	1
		Insufficient gender diversity.	0	14	0	0	0	0	14

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		co-Majority owner	1	0	0	0	0	0	1
		Major shareholder and as such entitled to a Board seat despite tenure	1	0	0	0	0	0	1
		Insufficient Gender diversity - Chair of the nominations Committee	0	1	0	0	0	0	1
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. However, he is MD and the appropriate vote is against at these other Boards.	1	0	0	0	0	0	1
		Percentage of gender diversity on board is 7.7%.	0	1	0	0	0	0	1
		Insufficient nomination and remuneration committee independence requirement	0	1	0	0	0	0	1
		Percentage of gender diversity on board is 15.4%.	2	0	0	0	0	0	2
		Serves on too many boards	0	9	0	0	0	0	9
		The CEO has been on the board for 14 years.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The director has been on the board for more than 12 years.	0	1	0	0	0	0	1
		Affiliate/Insider on compensation committee	0	4	0	0	0	0	4
		There is insufficient female representation on the board of directors. Zander is Chair of the nominations Committee	0	1	0	0	0	0	1
		Alternate nominees in the best interests of shareholders	0	0	0	0	1	0	1
		The CEO/Chair has been on the board for 42 years.	0	1	0	0	0	0	1
		The CFO has been on the board for 28 years.	0	1	0	0	0	0	1
		Board is not sufficiently independent; Responsible for lack of board independence	0	1	0	0	0	0	1
		Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.	0	10	0	0	0	0	10
		Responsible for lack of board independence	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The Chair has been on the board for 14 years.	0	1	0	0	0	0	1
		Insufficient Board diversity, too many insiders on Board.	0	4	0	0	0	0	4
		The chair has been on the board for 18 years.	0	1	0	0	0	0	1
		Yamaguchi, who is an executive director of the Trust and a representative director and president of its asset manager. This issue raises concerns regarding the oversight ability of the nominee because such interlocking relationship may create conflicts for this director, and he may be forced to weigh his own interests in relation to unitholder interests may create conflicts for this director, and he may be forced to weigh his own interests in relation to unitholder interests when making board decisions.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Board is not sufficiently independent; Extensive strategic shareholdings; Insufficient gender diversity/no diversity policy; Responsible for lack of board independence	0	1	0	0	0	0	1
		Current interlocking directorship	0	1	0	0	0	0	1
		Chair of Audit - not independent.	0	1	0	0	0	0	1
		Insufficient gender diversity. There is insufficient female representation on the board of directors. On noms committee. Chair of audit committee - accounts do not have audit sign-off.	0	1	0	0	0	0	1
		Insufficient gender diversity. There is insufficient female representation on the board of directors. Chair of noms committee	0	1	0	0	0	0	1
		Unaudited financial statements	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient gender diversity. There is insufficient female representation on the board of directors. Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards.	0	3	0	0	0	0	3
		COO and as such on call by the company at any time.	0	1	0	0	0	0	1
		Adviser to a service provider to the company. As such not appropriate to be on the audit committee.	0	1	0	0	0	0	1
		Insufficient Diversity on Board	0	2	0	0	0	0	2
		Insufficient gender diversity - Lime Asset Management scandal.	0	1	0	0	0	0	1
		Insufficient audit committee independence; Professional Services Relationship	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		There is insufficient female representation on the board of directors. Average board tenure is excessive, with insufficient new membership in the past 5 years.	0	8	0	0	0	0	8
		Australian listed companies should submit rem report for approval irrespective of whether required to or not as a NZ listed company. Cross is chair.	0	1	0	0	0	0	1
		Australian listed but no say on pay	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		<p>Director Dwyer sits on the remuneration committee and the company has not provided a remuneration report at the company meeting. The company is listed on both New Zealand Stock Exchange ("NZX") and the Australian Securities Exchange ("ASX") as an ASX Foreign Exempt Listing. Entities listed on the NZX must comply with the requirements of the NZX Listing Rules and the New Zealand Companies Act 1993. Further, NZX-listed entities are regulated by the Financial Markets Authority (New Zealand) ("FMA"). ASX-listed entities are encouraged to follow an "if not, why not" approach in regards to the guidelines of the ASX Corporate Governance Council Principles and Recommendations ("ASXCGC Principles").</p>	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Listed on the ASX but do not put up rem report for shareholder approval due to NZ incorporation.	0	6	0	0	0	0	6
		Affiliate/Insider on audit committee; Audit committee chair not independent	0	1	0	0	0	0	1
		Fewer than three members on compensation committee	0	1	0	0	0	0	1
		Affiliate/Insider on audit committee; No independent lead or presiding director	0	1	0	0	0	0	1
		Insufficient response to shareholder dissent; No independent lead or presiding director	0	1	0	0	0	0	1
		Affiliate/Insider on audit committee	0	3	0	0	0	0	3
		Potential overcommitment	0	1	0	0	0	0	1
		The Chair has been on the board for 30 years.	0	1	0	0	0	0	1
		There is insufficient female representation on the board of directors. The director has also served on the board for 35 years.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The director has been on the board for 14 years.	0	4	0	0	0	0	4
		insufficient Gender diversity. Grieder is chair of the noms committee. Also no environmental or social expertise on the Board.	1	0	0	0	0	0	1
		As CEO of Vitasoy and a NED elsewhere Guidetti is overboarded.	0	1	0	0	0	0	1
		The Chair has been on the Board for 14 years.	0	1	0	0	0	0	1
		The director has been on the Board for 12 years.	0	1	0	0	0	0	1
		The Chair has been on the board for 15 years.	0	1	0	0	0	0	1
		The director has been on the board for 17 years.	0	7	0	0	0	0	7
		The director has been on the board for 20 years.	0	2	0	0	0	0	2
		Insufficient gender diversity/no diversity policy	0	1	0	0	0	0	1
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No GHG targets in place.	0	3	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Niblett is Chari of the nominations committee. The chair's tenure exceeds nine years without a delineated succession plan. Poor chair succession planning.	0	1	0	0	0	0	1
		The director has been on the board for 16 years.	0	9	0	0	0	0	9
		Director serves on excessive audit committees	0	3	0	0	0	0	3
		We see no reason to have the CFO on the Board. The CFO is available at any time to provide input to the Board.	0	2	0	0	0	0	2
		Proposal withdrawn	1	6	0	0	0	0	7
		Vote against the Company Chair when the Company is not an UNGC participant or signatory, or if the Human Rights Policy does not align with UNDHR.	0	2	0	0	0	0	2
		excessive tenure	0	6	0	0	0	0	6
		The CEO/Chair has been on the board for 16 years.	0	1	0	0	0	0	1
		Company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	5	0	0	0	0	5

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The director has been on the board for 40 years.	0	1	0	0	0	0	1
		Insufficient gender diversity. The director has also been on the board for 23 years.	0	1	0	0	0	0	1
		Insufficient gender diversity. There is insufficient female representation on the board of directors. The director has also been on the board for 12 years.	0	1	0	0	0	0	1
		Does not disclose EE01 reporting. Company does not report to CDP or SASB.	0	3	0	0	0	0	3
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Company does not report to CDP or SASB.	0	2	0	0	0	0	2
		Ongoing compensation concerns; Insufficient response to shareholder dissent	0	7	0	0	0	0	7

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Chair of Audit Committee - Tax reporting is insufficient and company has been embroiled in a number of tax controversies.	0	3	0	0	0	0	3
		Insufficient board gender diversity; No independent lead or presiding director	0	1	0	0	0	0	1
		There is insufficient female representation on the board of directors. Does not disclose EE01 reporting.	0	11	0	0	0	0	11
		Concerning pay practices	0	4	0	0	0	0	4
		excessive tenure on Board	0	6	0	0	0	0	6
		Chair of Audit Committee - company paid very low rate of tax.	0	1	0	0	0	0	1
		Excessive tenure, Chair of Audit Committee with Apple continuing to pay low levels of taxation outside of the US and having been recently required to repay 250 million Euro's in tax and interest by the EU	0	2	0	0	0	0	2
		No Net Zero targets and the director has been on the board for 18 years.	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The director has been on the board for 15 years.	0	6	0	0	0	0	6
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. As he is the CEO here we will vote for but against elsewhere.	1	0	0	0	0	0	1
		Adopted forum selection clause in past year w/o shareholder approval	0	4	0	0	0	0	4
		Did not implement SHP passed by a majority. The director has also been on the board for 20 years.	0	1	0	0	0	0	1
		Did not implement SHP passed by a majority	3	2	0	0	0	0	5
		Affiliate/Insider on nominating/governance committee	0	2	0	0	0	0	2
		58 years on the Board is excessive. Lack of gender diversity on the Board.	0	2	0	0	0	0	2
		Excessive Tenure	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Excessive tenure.	0	2	0	0	0	0	2
		There is insufficient female representation on the board of directors. Poor diversity disclosure. Chair of noms - excessive tenure	0	2	0	0	0	0	2
		On Noms committee - insufficient gender diversity.	0	8	0	0	0	0	8
		Excessive tenure, Lead independent on Board with insufficient gender diversity. The company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	2	0	0	0	0	2
		Chair of Noms - Board has insufficient gender diversity and is of large size	0	2	0	0	0	0	2
		Poor tax governance	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No Net Zero targets.	0	1	0	0	0	0	1
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No Net Zero targets. There is insufficient female representation on the board of directors.	0	1	0	0	0	0	1
		There is insufficient female representation on the board of directors. Does not disclose EE01 reporting. Company does not report to CDP or SASB.	0	5	0	0	0	0	5
		Adopted or renewed poison pill w/o shareholder approval in past year	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors. Company does not report to CDP or SASB.	0	1	0	0	0	0	1
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Does not disclose EE01 reporting.	0	1	0	0	0	0	1
		There is insufficient diversity on the board of directors and excessive tenure of this Director	0	1	0	0	0	0	1
		The director has been on the board for 19 years.	0	6	0	0	0	0	6
		Exchanged/Repriced options w/o shareholder approval within past 3 years	0	1	0	0	0	0	1
		Excessive tenure, insufficient Board diversity	1	1	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Nominee sits on more than two public company boards while being an executive of a public company . Excessive tenure, insufficient Board diversity	0	1	0	0	0	0	1
		Incomplete attendance records disclosed; Insufficient disclosure of virtual-only meeting participation; Multi-class share structure with unequal voting rights	0	2	0	0	0	0	2
		Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee	0	3	0	0	0	0	3
		Vote against the lead independent Director when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Excessive tenure.	0	2	0	0	0	0	2
		Insufficient gender diversity,	0	1	0	0	0	0	1
		Board lacks sufficient gender diversity	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the audit chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	1	0	0	0	0	1
		Does not disclose EE01 reporting. Chair of noms with Board lacking sufficient gender diversity	0	1	0	0	0	0	1
		Does not disclose EE01 reporting. Excessive tenure	0	1	0	0	0	0	1
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Excessive tenure	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No GHG targets in place.	0	1	0	0	0	0	1
		Board is not sufficiently independent; CFO on board	0	1	0	0	0	0	1
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No Net Zero targets.	0	4	0	0	0	0	4
		Poor diversity disclosure. Does not disclose EE01 reporting.	0	1	0	0	0	0	1
		Poor diversity disclosure.	0	5	0	0	0	0	5
		The CEO has been on the board for 17 years.	0	1	0	0	0	0	1
		Insufficient response to shareholder dissent	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The director has been on the board for 12 years.	0	2	0	0	0	0	2
		Insufficient oversight of E&S issues. Does not disclose EE01 reporting.	0	2	0	0	0	0	2
		Insufficient oversight of E&S issues.	0	4	0	0	0	0	4
		Chair of compensation committee, staff appear to be underpaid and short staffed.	0	3	0	0	0	0	3
		Chair of Audit committee, staff appear to be underpaid and short staffed. The Committee has not adequately assessed and managed this risk.	0	3	0	0	0	0	3
		Chair of compensation committee, staff appear to be underpaid and short staffed. The lead independent director should bear some responsibility for the Board not adequately addressing the issue.	0	3	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		There is insufficient female representation on the board of directors and the director has been on the board for 20 years.	0	1	0	0	0	0	1
		Company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. The director has also been on the board for 20 years.	0	1	0	0	0	0	1
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Company does not report to CDP or SASB.	0	1	0	0	0	0	1
		The Director is chair of the remuneration Committee and has not presented a remuneration report to the shareholders for approval.	0	1	0	0	0	0	1
		Non audit fees are higher than audit fees. Bazzani is chair of the audit committee.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		There is insufficient female representation on the board of directors.							
		Excessive tenure	0	1	0	0	0	0	1
		Vote against the chair of Audit when the company is a not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.							
		Excessive tenure	0	1	0	0	0	0	1
		There is insufficient female representation on the board of directors - chair of noms	0	1	0	0	0	0	1
		Board level diversity demographic information not publicly disclosed; Shareholder proponent not disclosed. The director has also been on the board for 22 years.	0	1	0	0	0	0	1
		The director has been on the board for 21 years.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	1	0	0	0	0	1
		Affiliate/Insider on audit committee; Serves on too many boards; Multi-class share structure with unequal voting rights	0	2	0	0	0	0	2
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors. Company does not report to CDP or SASB.	0	1	0	0	0	0	1
		The Chair has been on the board for 13 years.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The director has been on the board for 18 years.	0	1	0	0	0	0	1
		Vote against the company chair when the company is a not UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	2	0	0	0	0	2
		Murdoch's entitled to a Board seat given holdings.	1	0	0	0	0	0	1
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No Net Zero targets. No TCFD report.	0	1	0	0	0	0	1
		Material weakness; Exchanged/Repriced options w/o shareholder approval within past 3 years; Multi-class share structure with unequal voting rights	0	1	0	0	0	0	1
		Affiliate/Insider on audit committee; Affiliate/Insider on compensation committee; Related party transactions	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Excessive tenure and there is insufficient female representation on the board of directors.	0	4	0	0	0	0	4
		Company does not report to CDP or SASB and the director has been on the board for 16 years.	0	1	0	0	0	0	1
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Company does not report to CDP or SASB. The Chair has also been on the board for 29 years.	0	1	0	0	0	0	1
		Company does not report to CDP or SASB. The director has also been on the board for 18 years.	0	1	0	0	0	0	1
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Excessive tenure	0	1	0	0	0	0	1
		Overcommitted.	0	3	0	0	0	0	3
		Overcommitted	0	3	0	0	0	0	3
		No GHG targets in place.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		There is insufficient female representation on the board of directors. Poor diversity disclosure.	0	6	0	0	0	0	6
		Excessive Director tenure	0	1	0	0	0	0	1
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors. Poor diversity disclosure. No GHG targets in place. Does not disclose EE01 reporting.	0	1	0	0	0	0	1
		There is insufficient female representation on the board of directors. Average board tenure is excessive, with insufficient new membership in the past 5 years. Does not disclose EE01 reporting. Company does not report to CDP or SASB.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Insufficient oversight of E&S issues.	0	1	0	0	0	0	1
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. Insufficient oversight of E&S issues.	0	1	0	0	0	0	1
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors. Company does not report to CDP or SASB.	0	2	0	0	0	0	2
		No TCFD report.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. The company Chair has also been on the board for 23 years.	0	2	0	0	0	0	2
		The director has served on the board for 16 years.	0	2	0	0	0	0	2
		The CEO/Chair has been on the board for 24 years.	0	1	0	0	0	0	1
		Does not disclose EE01 reporting	0	1	0	0	0	0	1
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. The director has also been on the board for 15 years	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors. Does not disclose EE01 reporting.	0	1	0	0	0	0	1
		Board level diversity demographic information not fully disclosed	0	1	0	0	0	0	1
	Election of Directors (Bundled Issues)								
		There is insufficient female representation on the board of directors.	0	1	0	0	0	0	1
		No Stated Reason	12	0	0	0	0	0	12
		Board is not sufficiently independent	0	2	0	0	0	0	2
	Election of Directors (Management Board)								
		No Stated Reason	8	0	0	0	0	0	8
	Election of Directors (Slate)								
		Board is not sufficiently independent	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	8	0	1	0	0	0	9
		IPO Governance Concerns	0	1	0	0	0	0	1
		Insufficient information provided	0	3	0	0	0	0	3
		Lack of Board diversity, too many Directors.	0	1	0	0	0	0	1
	Election of Directors (Slate) Bundled with Other Items								
		No Stated Reason	3	0	0	0	0	0	3
		Insufficient information provided	0	2	0	0	0	0	2
		Lack of independence, examples of overboarding, lack of gender diversity and excessive tenures lead us to vote against.	0	1	0	0	0	0	1
		Board is not sufficiently independent	0	1	0	0	0	0	1
	Election of Minority or Preferred Shareholder Nomine								
		Insufficient information provided	0	0	0	0	8	0	8
	Election of Non-Audit/Comp/Nom/Gov Commit								
		Insufficient information provided	0	1	0	0	0	0	1
	Election of Non-Principal Members (Chairman, alternate								

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	3	0	0	0	0	3
		No Stated Reason	46	0	6	0	0	0	52
		Nominee ineligible for board nomination	0	1	0	0	0	0	1
		Insufficient oversight of E&S issues.	0	2	0	0	0	0	2
		Nominee not independent	0	1	0	0	0	0	1
		Fewer than three members on compensation committee	0	1	0	0	0	0	1
		Affiliate/Insider on audit committee; No independent lead or presiding director	0	1	0	0	0	0	1
		No independent lead or presiding director; Insufficient response to shareholder dissent; Insufficient response to shareholder dissent; No independent lead or presiding director	0	1	0	0	0	0	1
		Excessive tenure	0	2	0	0	0	0	2
	Election of Shareholder Representatives								
		No Stated Reason	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Election of Statutory Auditor Slate									
		No Stated Reason	0	0	0	0	2	0	2
Election of Statutory Auditors									
		No Stated Reason	35	0	1	0	0	0	36
		Statutory auditor board is not sufficiently independent	0	7	0	0	0	0	7
		Insufficient gender diversity on the Board	0	2	0	0	0	0	2
Election of Supervisory Board									
		No Stated Reason	114	0	0	0	0	0	114
		Attended less than 75% of board meetings; Less than 75% Attendance	0	1	0	0	0	0	1
		Excessive tenure	0	2	0	0	0	0	2
		Board size is greater than 15 directors.	0	2	0	0	0	0	2
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards.	0	3	0	0	0	0	3
		Excessive director term length	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	2	0	0	0	0	2
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	1	0	0	0	0	1
	Election of Supervisory Board Members (Slate)								
		Nominees not disclosed	0	1	0	0	0	0	1
	Election of the Chair of Statutory Auditors								
		No Stated Reason	1	0	0	0	0	0	1
	Indemnification of Directors/Officers								
		No Stated Reason	6	0	0	0	0	0	6
	Misc. Management Proposal Regarding Board								
		No Stated Reason	11	0	0	0	0	0	11
		Nominees not disclosed	0	1	0	0	0	0	1
	Post-Employment /Severance Agreements								
		No Stated Reason	5	0	0	0	0	0	5
	Ratification of Board Acts - Legal								
		No Stated Reason	286	1	15	0	0	0	302

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Discharging the board may limit shareholders' rights to take legal action against the board and/or its members.	0	12	0	0	0	0	12
		Could limit shareholders ability to make claims for liabilities against directors.	1	0	0	0	0	0	1
		Insufficient information to make a judgement.	0	1	0	0	0	0	1
		Too many directors	0	10	0	0	0	0	10
		Ongoing investigations	0	23	0	0	0	0	23
		To vote for may limit our right to take legal action against the company at a later date.	0	1	0	0	0	0	1
		Insufficient information provided	0	2	0	0	0	0	2
		A vote for may limit shareholder rights to take legal action in future.	0	2	0	0	0	0	2
		Oversight Concerns	0	1	0	0	0	0	1
		The company remains under investigation for a number of potential illegal acts.	0	1	0	0	0	0	1
		Insufficient material to determine this.	0	1	0	0	0	0	1
		Auditor issued a qualified opinion	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Ratification of Co-Option of a Director								
		No Stated Reason	8	0	0	0	0	0	8
		Not in shareholders" best interests	0	2	0	0	0	0	2
	Ratification of Management Acts - Legal								
		No Stated Reason	91	1	17	0	0	0	109
		Ongoing investigations	0	6	0	0	0	0	6
		Insufficient information provided	0	1	0	0	0	0	1
		A vote for may limit shareholder rights to take legal action in future.	0	2	0	0	0	0	2
	Related Party Transactions								
		No Stated Reason	76	0	0	0	0	0	76
		Insufficient information provided by the company to assess the merit of the proposal.	0	1	0	0	0	0	1
	Removal/Resignation of Director								
		No Stated Reason	2	0	0	0	0	0	2
	Retention as Independent Director								
		No Stated Reason	4	0	0	0	0	0	4
Capital Management			764	143	14	0	0	0	921
	Amendment to Borrowing Powers								

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	2	0	0	0	0	0	2
	Amendment to Par Value								
		No Stated Reason	2	0	1	0	0	0	3
	Approval of Borrowing								
		No Stated Reason	5	0	0	0	0	0	5
	Authority to Give Guarantees								
		No Stated Reason	8	0	0	0	0	0	8
		Guarantees exceed net assets	0	3	0	0	0	0	3
	Authority to Increase Capital in Case of Exchange Offers (Franc								
		No Stated Reason	3	0	0	0	0	0	3
		Potential dilution exceeds recommended threshold	0	2	0	0	0	0	2
	Authority to Increase Capital in Consideration for Contribution								
		No Stated Reason	11	0	0	0	0	0	11
		Potential dilution exceeds recommended threshold	0	4	0	0	0	0	4
	Authority to Issue Preferred Stock								
		Supports dual-class structure	0	2	0	0	0	0	2
	Authority to Issue Shares and Convertible Debt w or w/o Pre								
		No Stated Reason	3	0	0	0	0	0	3
	Authority to Issue Shares and Convertible Debt w/ Preemptiv								

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Authority to Issue Shares and Convertible Debt w/o Preempti	No Stated Reason	20	0	1	0	0	0	21
		Maximum debt amount not disclosed	0	2	0	0	0	0	2
	Authority to Issue Shares w/ Preemptive Rights	No Stated Reason	22	0	1	0	0	0	23
		Potential dilution exceeds recommended threshold	0	7	0	0	0	0	7
		Maximum debt amount not disclosed	0	4	0	0	0	0	4
		Excessive ability to control shareholder composition.	0	2	0	0	0	0	2
	Authority to Issue Shares w/o Preemptive Rights	No Stated Reason	70	0	1	0	0	0	71
		Potential dilution exceeds recommended threshold	0	1	0	0	0	0	1
		Issue price discount not disclosed	0	10	0	0	0	0	10
		Issue price discount not disclosed; Potential dilution exceeds recommended threshold	0	11	0	0	0	0	11
		Potential dilution exceeds recommended threshold; Issue price discount not disclosed	0	22	0	0	0	0	22

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Excessive issuance	0	2	0	0	0	0	2
		No Stated Reason	131	0	2	0	0	0	133
		Not in shareholders" best interests	0	2	0	0	0	0	2
	Authority to Issue Stock w/ or w/out Preemptive Rights								
		No Stated Reason	25	0	0	0	0	0	25
		Potential dilution exceeds recommended threshold	0	1	0	0	0	0	1
	Authority to Repurchase and Re-Issue Shares								
		No Stated Reason	51	0	0	0	0	0	51
	Authority to Repurchase Preferred Shares								
		No Stated Reason	4	0	0	0	0	0	4
	Authority to Repurchase Shares								
		No Stated Reason	180	0	3	0	0	0	183
		Not in shareholders" best interests; May be used as anti-takeover device; May be used as anti-takeover device	0	1	0	0	0	0	1
		Insufficient information provided	0	2	0	0	0	0	2
		Repurchase is not in best interests of shareholders	0	1	0	0	0	0	1
	Authority to Set Offering Price of Shares								

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Maximum debt amount not disclosed	0	2	0	0	0	0	2
		Potential dilution exceeds recommended threshold	0	2	0	0	0	0	2
		No Stated Reason	4	0	0	0	0	0	4
	Authority to Trade in Company Stock								
		No Stated Reason	3	0	0	0	0	0	3
	Authorize Overallotment/Greenshoe								
		No Stated Reason	7	0	0	0	0	0	7
		Maximum debt amount not disclosed	0	2	0	0	0	0	2
		Potential dilution exceeds recommended threshold	0	2	0	0	0	0	2
	Cancellation of Authorized Stock								
		Not in shareholders" best interests	0	1	0	0	0	0	1
		No Stated Reason	55	0	4	0	0	0	59
		Insufficient information provided	0	1	0	0	0	0	1
	Conversion of Stock								
		Limits shareholder rights	0	1	0	0	0	0	1
		No Stated Reason	4	0	0	0	0	0	4
	Creation of New Share Class								

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	1	0	0	0	0	0	1
	Increase in Authorized Capital								
		No Stated Reason	34	0	0	0	0	0	34
		Requested increase is not in shareholders" interests	0	1	0	0	0	0	1
		Potential dilution exceeds recommended threshold	0	1	0	0	0	0	1
	Increase in Authorized Common Stock								
		No Stated Reason	6	0	0	0	0	0	6
	Issuance of Convertible Debt Instruments								
		No Stated Reason	46	0	0	0	0	0	46
	Issuance of Debt Instruments								
		No Stated Reason	22	0	1	0	0	0	23
		Granting unfettered discretion is unwise	0	2	0	0	0	0	2
		Debt levels could be potentially at critical levels if fully taken up.	0	1	0	0	0	0	1
	Issuance of Repurchased Shares								
		Issue price discount not disclosed	0	26	0	0	0	0	26
		No Stated Reason	4	0	0	0	0	0	4
	Issuance of Stock w/ or w/out Preemptive Rights								
		No Stated Reason	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Issuance of Stock w/ Preemptive Rights								
		No Stated Reason	1	0	0	0	0	0	1
	Issuance of Stock w/out Preemptive Rights								
		No Stated Reason	13	0	0	0	0	0	13
		Discount exceeds reasonable limits	0	20	0	0	0	0	20
		Not in shareholders" best interests	0	2	0	0	0	0	2
	Issuance of Warrants w/o Preemptive Rights								
		No Stated Reason	1	0	0	0	0	0	1
	Limit to Capital Increase								
		No Stated Reason	4	0	0	0	0	0	4
	Misc. Proposal Regarding Capital								
		No Stated Reason	7	0	0	0	0	0	7
	Reverse Stock Split								
		No Stated Reason	4	0	0	0	0	0	4
	Stock Split								
		No Stated Reason	2	0	0	0	0	0	2
	Use/Transfer of Reserves								
		No Stated Reason	8	0	0	0	0	0	8
Changes to Company Statutes			328	118	21	0	0	0	467
	Adoption of Majority Vote for Election of Directors								

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	1	0	0	0	0	0	1
	Adoption of New Articles								
		No Stated Reason	13	0	0	0	0	0	13
		Limits shareholder rights	0	1	0	0	0	0	1
	Adoption of Shareholder Rights' Plan								
		No Stated Reason	1	0	0	0	0	0	1
	Amend Articles, Constitution, Bylaws - Bundled								
		Shortened notice period could disenfranchise shareholders	0	3	0	0	0	0	3
		Meetings would be held at less than 21-days notice.	0	6	0	0	0	0	6
		No Stated Reason	92	1	2	0	0	0	95
		Concerns that virtual meetings enable management to conceal any dissent. We are supportive of hybrid meetings and virtual only meetings where this is required by law.	0	2	0	0	0	0	2
		We believe shareholder should have the right to attend AGM's in person.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		If approved, the company will be allowed to hold the general meeting in a virtual format for a period of two years following the entry of this provision into the commercial register.	1	0	0	0	0	0	1
		Insufficient information provided	0	3	0	0	0	0	3
		The company has chosen to bundle several amendments into one proposal which would necessarily give sufficient time for shareholders to review each proposal properly.	0	1	0	0	0	0	1
		Virtual only meetings	0	2	0	0	0	0	2
		The company has bundled several amendments into one proposal which does not give sufficient time for shareholders to evaluate each amendment effectively.	0	1	0	0	0	0	1
	Amendment to Classified Board								
		No Stated Reason	2	0	0	0	0	0	2
	Amendment to Shareholder Rights' Plan								
		No Stated Reason	3	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Amendments to Articles (Technical)								
		No Stated Reason	38	0	4	0	0	0	42
	Amendments to Articles, Constitution, Bylaws								
		No Stated Reason	98	8	13	0	0	0	119
		We believe that option to attend AGM's in person should be provided where possible.	0	2	0	0	0	0	2
		The proposed amendment appears to be intended to provide the company with the ability to hold future shareholder meetings in a virtual-only format, without the physical attendance of shareholders.	0	3	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The proposed amendment appears to be intended to allow for company directors and members of the management board to attend the company's shareholder meetings virtually. This would apply when for instance reaching the physical place would not be possible because they are abroad or when traveling would take an unreasonable amount of time.	2	0	0	0	0	0	2
		Physical attendance at Board meeting should be expressly allowed	0	2	0	0	0	0	2
		Board member should attend AGM in person when legally allowed to do so.	0	2	0	0	0	0	2
		We believe that companies should be required to hold in person meetings as well as virtual wherever its legal to do so.	0	2	0	0	0	0	2
		We oppose virtual only meetings except where unavoidable.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		In the event of virtual only meetings this amendment seems appropriate and climate friendly.	1	0	0	0	0	0	1
		Not in shareholders' best interests	0	1	0	0	0	0	1
		The proposed amendment to article 20a.1 is intended to provide the company with the ability to hold future shareholder meetings in a virtual-only format, without the physical attendance of shareholders, for a two-year period.	0	2	0	0	0	0	2
		The proposed amendment to article 20a.2 is intended to allow for company directors to attend the company's virtual shareholder meetings virtually.	0	2	0	0	0	0	2
		The company should hold AGM's in person as well as virtually if it is safe and legal to do so.	0	2	0	0	0	0	2
		Not in shareholders' best interests	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The company has bundled several amendments into one proposal. Shareholders are better served through the ability to vote on article amendments addressing multiple issues on an individualised basis.	0	1	0	0	0	0	1
		Meetings would be held at less than 21-days notice.	0	2	0	0	0	0	2
		The new provision allows for general meetings to be held by electronic means without meeting place.	0	1	0	0	0	0	1
	Amendments to Charter/Bylaw - Bundled								
		No Stated Reason	2	0	0	0	0	0	2
	Amendments to Procedural Rules								
		No Stated Reason	25	0	0	0	0	0	25
		Meetings would be held at less than 21-days notice.	0	3	0	0	0	0	3
		Specific amendments not included in company documentation.	0	1	0	0	0	0	1
		Company has not identified final changes	0	3	0	0	0	0	3
	Approval of Exclusive Forum Provisions								

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Limits shareholder rights	0	1	0	0	0	0	1
	Authority to Set General Meeting Notice Period at 14 Da								
		No Stated Reason	0	37	1	0	0	0	38
		A well organised company shouldn't have to set a meeting date at such a short notice period nor rush shareholder deliberations.	0	2	0	0	0	0	2
	Company Name Change								
		No Stated Reason	5	0	0	0	0	0	5
	Constitution of Procedural Rules								
		No Stated Reason	9	0	0	0	0	0	9
		More disclosure required.	0	2	0	0	0	0	2
	Elimination of Supermajority Requirement								
		No Stated Reason	16	0	0	0	0	0	16
		A supermajority would impede takeover proposals	2	0	0	0	0	0	2
	Misc. Article Amendments								
		No Stated Reason	2	0	1	0	0	0	3
	Misc. Proposal Regarding Antitakeover Devices								
		Presumably this clause results in more favourable rates but is also a potential poison pill.	0	9	0	0	0	0	9

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	1	1	0	0	0	0	2
		not in shareholders best interests	0	1	0	0	0	0	1
		Poor disclosure	0	1	0	0	0	0	1
	Reincorporation								
		We regard a move to Delaware as a backward step on governance and on tax fairness. There are other jurisdictions in the USA which would meet their stated goals.	0	2	0	0	0	0	2
	Repeal of Classified Board								
		No Stated Reason	8	1	0	0	0	0	9
	Restoration of Right to Call a Special Meeting								
		No Stated Reason	3	0	0	0	0	0	3
		A 10% threshold for calling a special meeting is appropriate	0	1	0	0	0	0	1
	Restoration of Written Consent								
		No Stated Reason	2	0	0	0	0	0	2
	Waiving of Mandatory Takeover Requirement								
		No Stated Reason	1	0	0	0	0	0	1
Compensation			1148	497	38	0	0	0	1683
	Adoption of Employee Stock Purchase Plan								

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Adoption of Equity Compensation Plan	No Stated Reason	7	0	0	0	0	0	7
		Excessive overhang; Plan allows for the granting of Class B shares	0	1	0	0	0	0	1
		No Stated Reason	19	0	0	0	0	0	19
	Adoption of Restricted Stock Plan	Excessive overhang	0	1	0	0	0	0	1
		No Stated Reason	7	0	0	0	0	0	7
		Insufficient information provided.	0	2	0	0	0	0	2
	Adoption of Short Term Incentive Plan	Change of control provision	0	1	0	0	0	0	1
		No Stated Reason	3	0	0	0	0	0	3
		Advisory Vote on Executive Compensation							
		No Stated Reason	120	0	1	0	0	0	121
		Excessive compensation; Poor overall design	0	1	0	0	0	0	1
		The Chair/CEO makes for than three times his next highest paid executive.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The Chairman/CEO makes more than two times his next highest paid executive. There are also some concerns with respect to disconnect between pay and performance and insufficient disclosure of LTIP performance goals.	0	1	0	0	0	0	1
		Pay and performance disconnect	0	11	0	0	0	0	11
		Grants are excessive	0	2	0	0	0	0	2
		Concerning pay practices; Excessive compensation	0	1	0	0	0	0	1
		Pay and performance disconnect; Insufficient response to shareholder dissent	0	1	0	0	0	0	1
		The Chairman/CEO makes more than two times his next highest paid executive. Other concerns relating to short performance period under LTIP, single-trigger CIC equity benefits and performance goals not disclosed under the STIP.	0	1	0	0	0	0	1
		Pay and performance disconnect; Concerning pay practices	0	3	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		No tie between compensation and sustainability. The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.	0	8	0	0	0	0	8
		No tie between compensation and sustainability.	0	53	0	0	0	0	53
		No tie between compensation and sustainability. Excessive C-Suite compensation	0	3	0	0	0	0	3
		Concerning pay practices; Grants are excessive	0	2	0	0	0	0	2
		Grants are excessive; Concerning pay practices	0	2	0	0	0	0	2
		Excessive CEO remuneration in absolute and relative terms.	2	1	0	0	0	0	3
		Failure to incentivize mitigation of material environmental risks. Excessive C-Suite Compensation	0	1	0	0	0	0	1
		Excessive executive compensation	0	5	0	0	0	0	5
		The President/CEO is getting paid an excessive compensation amount.	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.	0	5	0	0	0	0	5
		Excessive remuneration	0	10	0	0	0	0	10
		The Chairman/CEO is getting paid an excessive amount in comparison to his executive management team.	0	1	0	0	0	0	1
		Concerning pay practices; Pay and performance disconnect	0	5	0	0	0	0	5
		Excessive CEO compensation in absolute and relative terms	0	1	0	0	0	0	1
		Failure to incentivize mitigation of climate-related risks. Excessive executive compensation.	0	2	0	0	0	0	2
		Excessive c-suite compensation	0	2	0	0	0	0	2
		The President/CEO is receiving excessive remuneration compared to his executives.	0	3	0	0	0	0	3
		CEO pay excessive relative to other executives.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Failure to incentivize mitigation of material environmental risks.	0	14	0	0	0	0	14
		Excessive executive pay	0	4	0	0	0	0	4
		The CEO gets more than two times their next highest paid executive.	0	1	0	0	0	0	1
		The Chair/CEO is being remunerated more that two times his next highest paid executive.	0	1	0	0	0	0	1
		Excessive CEO salary	0	1	0	0	0	0	1
		Excessive C-Suite compensation	0	2	0	0	0	0	2
		No tie between compensation and sustainability. Excessive CEO remuneration.	0	1	0	0	0	0	1
		No tie between compensation and sustainability. Excessive CEO remuneration	0	2	0	0	0	0	2
		Concerning pay practices	0	7	0	0	0	0	7
		Excessive CEO remuneration	0	5	0	0	0	0	5
		CEO receives excessive tenure versus other executives and in absolute terms.	0	1	0	0	0	0	1
		Executive compensation is excessive	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The CEO makes more than two times his next highest paid executive and there is some disconnect between pay and performance and concerns around short-term metrics within their LTIP structure.	0	1	0	0	0	0	1
		Pay and performance disconnect; Poor overall design	0	1	0	0	0	0	1
		The Chairman/CEO makes more than two times his next highest paid executive.	0	1	0	0	0	0	1
		Excessive CEO pay as compared to other executives	0	1	0	0	0	0	1
		The Chair/CEO is remunerated excessively in comparison to his next highest paid executive. There are also concerns around a disconnect between pay and performance and insufficient disclosure of LTIP performance goals.	0	2	0	0	0	0	2
		Excessive CEO compensation	0	5	0	0	0	0	5

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The President/CEO makes more than two times his next highest paid executive and they apply similar metrics used under STIP and LTIP.	0	1	0	0	0	0	1
		Excessive CEO pay versus other executives and in absolute terms	0	1	0	0	0	0	1
		Excessive CEO remuneration in absolute terms and versus other execs	0	1	0	0	0	0	1
		The President/CEO makes more than two times his next highest paid executive. Insufficient disclosure of LTIP performance goals	0	1	0	0	0	0	1
		Excessive CEO remuneration in absolute terms and relative to other executives.	0	1	0	0	0	0	1
		Excessive CEO pay relative to other executives	0	1	0	0	0	0	1
		Concerns around disconnect between pay and performance, largely discretionary payout determination for cash along with no disclosed limit for total variable incentives.	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Excessive CEO pay relative to other executives.	0	2	0	0	0	0	2
		The CEO makes more than two times his next highest paid executive.	0	1	0	0	0	0	1
		Excessive compensation	0	3	0	0	0	0	3
		Poor overall design - excessive CEO compensation.	0	1	0	0	0	0	1
		CEO remuneration excessive compared to other executives.	0	1	0	0	0	0	1
		The CEO/President makes more than two times his next highest paid executive. There is also a disconnect between pay and performance, overreliance on time-vesting, LTIP awards and insufficient disclosure of STIP performance goals.	0	1	0	0	0	0	1
		CEO's remuneration is excessive	0	1	0	0	0	0	1
		Insufficient response to shareholder dissent; Pay and performance disconnect	0	1	0	0	0	0	1
		Excessive once-off sign on payment	0	1	0	0	0	0	1
		Inequality in c-suite compensation	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Excessive compensation; Pay and performance disconnect	0	2	0	0	0	0	2
		CEO pay excessive relative to other executives	0	1	0	0	0	0	1
		The President/CEO makes more than two times his next highest paid executive.	0	1	0	0	0	0	1
		Pay and performance disconnect; Increase is excessive	0	1	0	0	0	0	1
		Concerning pay practices; Insufficient response to shareholder dissent	0	1	0	0	0	0	1
		Insufficient response to shareholder dissent	0	1	0	0	0	0	1
		Failure to incentivize mitigation of material environmental risks. Excessive CEO remuneration.	0	1	0	0	0	0	1
		Poor overall design	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The Chairman/CEO gets paid more than two times their next highest paid executive. We also have concerns that there is a disconnect between pay and performance and insufficient disclosure of LTIP performance goals.	0	1	0	0	0	0	1
		CEO receives excessive compensation in absolute terms and compared to other executives.	0	1	0	0	0	0	1
		Poor overall design, excessive compensation	0	1	0	0	0	0	1
		Excessive compensation; Concerning pay practices	0	1	0	0	0	0	1
		Pay and performance disconnect; Grants are excessive	0	1	0	0	0	0	1
		No tie between compensation and sustainability. Excessive compensation to C-Suite	0	2	0	0	0	0	2
Advisory Vote on Severance									
		Concerning pay practices	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Single measure - change in control combined with very large amounts (10.9% of equity premium of the merger.	0	1	0	0	0	0	1
		Excessive absolute pay outs.	0	1	0	0	0	0	1
	Amendment to Employee Stock Purchase Plan								
		No Stated Reason	14	0	0	0	0	0	14
		Not in shareholders" best interests	0	1	0	0	0	0	1
	Amendment to Equity Compensation Plan								
		No Stated Reason	32	0	0	0	0	0	32
		Pace of historical grants; Excessive cost compared to enterprise value	0	2	0	0	0	0	2
		Excessive shareholder dilution	0	2	0	0	0	0	2
		Contains Evergreen Provisions	0	1	0	0	0	0	1
		Cost of plan is excessive	0	2	0	0	0	0	2
		Pace of historical grants; Excessive overhang	0	1	0	0	0	0	1
		We have concerns around a disconnect between pay and performance and insufficient disclosure of LTIP performance goals.	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Excessive increases in potential bonuses.	0	1	0	0	0	0	1
		Plan Includes Full-value Inverse Multiplier	0	1	0	0	0	0	1
		Excessive overhang; Cost of plan is excessive	0	1	0	0	0	0	1
	Amendment to Restricted Stock Plan								
		No Stated Reason	5	0	0	0	0	0	5
		Short vesting period	0	2	0	0	0	0	2
		Change of control provision; Short vesting period	0	2	0	0	0	0	2
	Amendment to Stock Option Plan								
		Non-executive participation linked to performance	0	2	0	0	0	0	2
		No Stated Reason	15	0	0	0	0	0	15
		Repricing provisions	0	1	0	0	0	0	1
		Short vesting period; Change of control provision	0	2	0	0	0	0	2
		Exercise price at discretion of administrator	0	1	0	0	0	0	1
	Amendment to Stock Purchase Plan								
		No Stated Reason	1	0	0	0	0	0	1
	Approval of Executive Remuneration (Fixed)								
		No Stated Reason	2	0	4	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Bonus									
		No Stated Reason	6	0	0	0	0	0	6
		The Company has failed to disclose a clear description of relevant performance hurdles and measurements, if any, that were used in determining the size of the bonus	0	1	0	0	0	0	1
Capital Proposal to Implement Equity Compensation Plan									
		No Stated Reason	26	0	1	0	0	0	27
		Short vesting period; Managed by interested parties	0	2	0	0	0	0	2
		Poor overall compensation disclosure	0	2	0	0	0	0	2
		Not in shareholders' best interests	0	1	0	0	0	0	1
Directors' Fees									
		No Stated Reason	75	0	0	0	0	0	75
		Non-executive participation linked to performance	0	2	0	0	0	0	2
		Excessive bonus amount.	0	2	0	0	0	0	2
		Excessive bonus	0	2	0	0	0	0	2
		Insufficient information provided	0	4	0	0	0	0	4

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Excessive compensation	0	6	0	0	0	0	6
		Insufficient information to make an informed decision	0	1	0	0	0	0	1
		Excessive remuneration	0	1	0	0	0	0	1
		Compensation policy is not in best interests of shareholders	1	0	0	0	0	0	1
	Directors' Fees & Audit Fees								
		No Stated Reason	2	0	0	0	0	0	2
	Directors' Stock Option Plan								
		No Stated Reason	3	0	0	0	0	0	3
	Employee Incentive Plan								
		No Stated Reason	1	0	0	0	0	0	1
	Employment Agreement								
		No Stated Reason	13	1	0	0	0	0	14
		Compensation policy is not in best interests of shareholders	0	3	0	0	0	0	3
		Not in shareholders' best interests	0	1	0	0	0	0	1
		Insufficient disclosure of value of supplementary benefits	0	5	0	0	0	0	5
		Combined chairman and managing director/CEO	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Misc. Proposal Regarding Compensation								
		No Stated Reason	11	0	0	0	0	0	11
	Non-Executive Remuneration Policy (Forward-Looking)								
		No Stated Reason	173	0	10	0	0	0	183
		Insufficient justification regarding proposed increase	0	1	0	0	0	0	1
		Concerns relating to significant increase in proposed fees. While taking note of the rationale provided with the company, we believe that significant increases should not be solely the result of a benchmarking exercise but should also be linked to a change in the non- executive's role and responsibilities, or in the size and scope of the operations of the company.	0	2	0	0	0	0	2
		Excessive compensation	0	1	0	0	0	0	1
		Payment shall not be subject to continued appointment. Payment is equity linked and could impact on Directors performance.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Compensation policy is not in best interests of shareholders	0	1	0	0	0	0	1
		The Chair also received total fees in the amount of CHF 3,803,670, falling just above the upper quartile of board fees paid to board chairs in SMI companies in the period from the 2021 -2022 annual meeting. In addition, his fees are more aligned with the average fees paid to members of the company's executive committee than with the average fees paid to his peers on the board.	0	3	0	0	0	0	3
		Excessive bonus	0	1	0	0	0	0	1
		Insufficient information provided	0	4	0	0	0	0	4
	Performance Share Plan								
		No Stated Reason	1	0	0	0	0	0	1
	Remuneration Policy (Forward-Looking)								
		No Stated Reason	86	0	5	0	0	0	91
		Poor overall design; Poor overall compensation disclosure	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Poor overall compensation disclosure; Poor overall design	0	1	0	0	0	0	1
		Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design	0	2	0	0	0	0	2
		Insufficient response to shareholder dissent; Poor overall compensation disclosure	0	1	0	0	0	0	1
		Equity awards to controlling shareholder; Insufficient response to shareholder dissent	0	2	0	0	0	0	2
		Equity awards to major shareholder; Insufficient response to shareholder dissent; Poor overall design; Poor overall compensation disclosure	0	1	0	0	0	0	1
		Insufficient response to shareholder dissent; Poor overall design; Poor overall compensation disclosure	0	1	0	0	0	0	1
		Increase is excessive; Insufficient response to shareholder dissent	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Poor overall compensation disclosure	0	1	0	0	0	0	1
		Excessive compensation; Poor overall design	0	1	0	0	0	0	1
		INCENTIVE PLANS STIP - No annual bonus deferral STIP - Performance targets not disclosed LTIP - No metric measuring performance relative to peers LTIP - Performance targets not fully disclosed LTIP - Awards not subject to recovery provisions	0	1	0	0	0	0	1
		INCENTIVE PLANS STIP - No annual bonus deferral STIP - Performance targets not disclosed LTIP - No metric measuring performance relative to peers LTIP - Performance targets not fully disclosed LTIP - Awards not subject to recovery provisions	0	1	0	0	0	0	1
		Caps are too high, performance pay too short term.	0	1	0	0	0	0	1
		Non-executive participation linked to performance	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Compensation policy is not in best interests of shareholders	0	1	0	0	0	0	1
		The policy lacks executive stock ownership guidelines, no performance-based LTI, performance hurdles not disclosed, overlapping performance conditions, and description of hurdles are not made available.	0	1	0	0	0	0	1
		Increase is excessive; Adjustment mechanism on share conversion price	0	1	0	0	0	0	1
		Unjustified increase in maximum bonus opportunity	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		GENERAL POLICY No executive share ownership guidelines Individual payouts disclosed for CEO only (on aggregate for other executives)							
		INCENTIVE PLANS STIP - No annual bonus deferral STIP - Relative weight of performance metrics not fully disclosed STIP - Performance targets not disclosed	0	1	0	0	0	0	1
		Change of control provision; Poor overall design	0	1	0	0	0	0	1
		Potential for excessive payouts	0	1	0	0	0	0	1
		No tie between compensation and sustainability.	0	1	0	0	0	0	1
	Remuneration Report (Retrospective)								
		No Stated Reason	163	3	13	0	0	0	179

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Unexplained significant increase in fixed pay, benchmark used for pay-setting not disclosed, LTIP - Relative weight of performance metrics not disclosed STIP and LTIP - Performance targets not fully disclosed LTIP - no metric measuring performance relative to peers. Furthermore, no Executive Share Ownership Guidelines and no equity compensation and narrow performance conditions.	0	1	0	0	0	0	1
		Poor overall design	0	6	0	0	0	0	6
		No LTI plan in place	0	1	0	0	0	0	1
		Excessive remuneration	0	3	0	0	0	0	3
		Concerns with the LTI	0	1	0	0	0	0	1
		Excessive rem for one member in absolute terms and in comparison to others on the management board. No STI or LTI targets disclosed. No performance based LTI's. significant increase in fixed pay.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Significant increase in fixed pay, no LTI plan STI targets not disclosed and no share ownership guidelines.	0	1	0	0	0	0	1
		Increase is excessive	0	2	0	0	0	0	2
		LTI: Vesting based on a single, absolute performance metric STI and LTI targets not disclosed No recovery provisions for STI plan No share ownership guidelines No deferral provisions Change in control provisions	0	1	0	0	0	0	1
		Concerning pay practices	0	2	0	0	0	0	2
		Pay and performance disconnect	0	2	0	0	0	0	2
		The President/CEO makes more than two times his next highest paid executive.	0	1	0	0	0	0	1
		No tie between compensation and sustainability.	0	11	0	0	0	0	11
		Pay and performance disconnect; Concerning pay practices	0	1	0	0	0	0	1
		Grants are excessive	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Excessive CEO pay. Excessive CEO pay relative to other executives. Excessive short term incentives vs long term.	0	1	0	0	0	0	1
		There is no LTI and STI targets are not disclosed.	0	1	0	0	0	0	1
		Excessive CEO pay - Benchmark for setting pay not disclosed. Short term incentive pay performance targets not disclosed.	0	1	0	0	0	0	1
		Inappropriate structure to long term incentive plan	0	1	0	0	0	0	1
		The President/CEO is getting payed and excessive amount.	0	1	0	0	0	0	1
		Poor overall compensation disclosure; Poor overall design	0	3	0	0	0	0	3
		Increase is excessive; Poor overall design; Insufficient response to shareholder dissent	0	4	0	0	0	0	4
		Increase is excessive; Poor compensation structure/performa nce conditions; Insufficient response to shareholder dissent	0	2	0	0	0	0	2
		Insufficient response to shareholder dissent	0	8	0	0	0	0	8

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Equity awards to controlling shareholder; Insufficient response to shareholder dissent	0	2	0	0	0	0	2
		STIP and LTIP performance targets are not fully disclosed. The chief executive receives a significantly higher base salary than his//her peers. The CEO's base salary is higher than that of the CAC 40 index average and the CEO's overall remuneration is slightly higher than that of the CEO of the company's industry peers.	0	2	0	0	0	0	2
		Equity awards to major shareholder; Insufficient response to shareholder dissent; Poor overall design	0	1	0	0	0	0	1
		Insufficient response to shareholder dissent; Excessive compensation; Poor overall design	0	1	0	0	0	0	1
		Poor overall compensation disclosure; Concerning pay practices	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Concerning pay practices; Poor overall compensation disclosure	0	2	0	0	0	0	2
		excessive ceo pay. Litigation costs are excluded from bonus calculations.	0	1	0	0	0	0	1
		General Policy - Benchmark used for pay-setting not disclosed Incentive Plans - LTIP - Performance targets not disclosed and LTIP - No metric measuring performance relative to peers. there is also no Executive Share Ownership Guidelines and no Equity Compensation.	0	1	0	0	0	0	1
		Increase is excessive; Insufficient response to shareholder dissent	0	1	0	0	0	0	1
		Excessive comp for former CEO. New CEO rem not sufficiently disclosed.	0	1	0	0	0	0	1
		Pay and performance disconnect. Excessive C-Suite total compensation.	0	1	0	0	0	0	1
		Unchallenging financial and E&S targets	0	3	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Excess CEO pay	0	2	0	0	0	0	2
		Equity awards to major shareholder; Poor overall compensation disclosure	0	1	0	0	0	0	1
		Non-executive participation linked to performance	0	1	0	0	0	0	1
		The CEO makes more than two times his CFO. Also issues around significant Increase in fixed pay and they have upward discretion ability with LTI's. Also hurdles (performance targets) be should set more appropriately and documented accordingly.	0	1	0	0	0	0	1
		Equity awards to major shareholder; Insufficient response to shareholder dissent	0	1	0	0	0	0	1
		Unchallenging LTIP target	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Remuneration Structure: Discretionary Bonus Awarded Significant Increase in Base Salary Insufficient Response to Shareholder Dissent Upward Discretion exercised							
		Remuneration Disclosure: Failure to disclose the difference in actual payout given by the adjustment under the LTIP Lack of transparency on the special allocation of restricted shares granted to the CEO	0	1	0	0	0	0	1
		Excessive LTI grants	0	2	0	0	0	0	2
		STIP and LTIP - Performance targets not fully disclosed LTIP - No metric measuring performance relative to peers. CEO pay quantum is large and vesting of replacement award and no performance targets.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Unchallenging performance targets, replacement award and the CEO receives remuneration that exceeds the compensation paid to chief executives at similar firms.	0	1	0	0	0	0	1
		Grants are excessive; Insufficient response to shareholder dissent	0	1	0	0	0	0	1
		Potentially excessive post-employment benefits	0	1	0	0	0	0	1
		Equity awards to major shareholder	0	1	0	0	0	0	1
		Poorly justified awards	0	1	0	0	0	0	1
		Insufficient response to shareholder dissent; Increase is excessive	0	2	0	0	0	0	2
		Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design	0	1	0	0	0	0	1
		Excessive CEO remuneration	0	1	0	0	0	0	1
		Discretionary awards	0	1	0	0	0	0	1
		Poor disclosure of performance element	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		GENERAL POLICY No executive share ownership guidelines Individual payouts disclosed for CEO only (on aggregate for other executives) INCENTIVE PLANS STIP - No annual bonus deferral STIP - Relative weight of performance metrics not fully disclosed STIP - Performance targets not disclosed	0	1	0	0	0	0	1
		Excessive maximum bonus levels. Accelerated vesting on change in control. Excessive CEO compensation vs other executives.	0	1	0	0	0	0	1
		Lack of transparency on performance targets	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Individual payouts disclosed for CEO only (on aggregate for other executives), STIP - relative weight of individual performance metrics not fully disclosed STIP and LTIP, performance targets not fully disclosed LTIP and no metric measuring performance relative to peers. The company's disclosure of the terms of the incentive plans lags market standards for companies of this size and scope. Furthermore, areas of focus relate to concerning disclosure and discretionary practices; 2022 changes and potential windfall gains.	0	1	0	0	0	0	1
		Lack of transparency	0	1	0	0	0	0	1
		STI safety component payout	0	1	0	0	0	0	1
		CEO gets more than twice what the next most senior executive is paid.	0	1	0	0	0	0	1
		Excessive compensation; Concerning pay practices	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Significant base salary on appointment	0	2	0	0	0	0	2
		The CEO is getting payed excessively in comparison to his next highest paid executive.	1	0	0	0	0	0	1
Say When on Pay									
		No Stated Reason	227	0	4	0	0	0	231
		An annual advisory vote on executive compensation is in the best interests of shareholders	0	10	0	0	0	0	10
		Recommendation on Dissident Card	1	0	0	0	0	0	1
		Annual advisory vote recommended	0	1	0	0	0	0	1
		Amendment is not in best interests of shareholders	0	1	0	0	0	0	1
Statutory Auditors' Fees									
		No Stated Reason	12	0	0	0	0	0	12
Stock Option Grants									
		No Stated Reason	27	0	0	0	0	0	27
		Change of control provision	0	1	0	0	0	0	1
		Not in shareholders' best interests	0	1	0	0	0	0	1
		awards granted under the plan are not linked to any performance targets	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The company has failed to disclose in their annual report a clear description of relevant performance hurdles and vesting schedules in relation to these hurdles.	0	1	0	0	0	0	1
		A share price hurdle is far from ideal because it may inappropriately reward (or penalise) the executive as a consequence of market conditions rather than the contribution of the executive.	0	4	0	0	0	0	4
		No associated performance hurdles	0	1	0	0	0	0	1
		No performance hurdles	0	1	0	0	0	0	1
Stock Option Plan									
		Lack of transparency	0	1	0	0	0	0	1
		No Stated Reason	41	0	0	0	0	0	41
		Change of control provision; Short vesting period; Excessive range of participants	0	4	0	0	0	0	4
		Change of control provision; Short vesting period	0	1	0	0	0	0	1
		Change of control provision; Excessive range of participants; Short vesting period	0	6	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Not in shareholders" best interests	0	21	0	0	0	0	21
		Dilutionary	0	1	0	0	0	0	1
		Change of control provision	0	2	0	0	0	0	2
		Adjustment mechanism on share conversion price	0	1	0	0	0	0	1
		Excessive LTI grants	0	2	0	0	0	0	2
		Poor disclosure of performance element	0	1	0	0	0	0	1
		Change of control provision; Poor overall design	0	1	0	0	0	0	1
	Stock Option Plan for Subsidiary								
		No Stated Reason	3	0	0	0	0	0	3
	Stock Purchase Plan								
		No Stated Reason	33	0	0	0	0	0	33
	Supervisory Board/ Corp Assembly Fees								
		No Stated Reason	13	0	0	0	0	0	13
		Insufficient justification; Excessive compensation	0	1	0	0	0	0	1
	Trust Type Equity Plans (JP)								
		No Stated Reason	2	0	0	0	0	0	2
M&A			73	2	2	0	0	0	77

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Divestiture/Spin-off								
		No Stated Reason	5	1	0	0	0	0	6
	Intra-company Contracts/Control Agreements								
		No Stated Reason	25	0	0	0	0	0	25
		Deposit services with a member of the group	0	1	0	0	0	0	1
	Joint Venture/Strategic Alliance								
		No Stated Reason	2	0	0	0	0	0	2
	Merger by Absorption between Parent and Subsidiary								
		No Stated Reason	22	0	1	0	0	0	23
	Merger/Acquisition								
		No Stated Reason	15	0	1	0	0	0	16
	Misc. Proposal Regarding Restructuring								
		No Stated Reason	1	0	0	0	0	0	1
	Restructuring/Capitalization								
		No Stated Reason	3	0	0	0	0	0	3
Meeting Administration			228	7	14	0	5	0	254
	Appointment of Independent Proxy (Switzerland)								
		No Stated Reason	11	0	7	0	0	0	18
	Authorization of Legal Formalities								
		No Stated Reason	69	0	0	0	0	0	69

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Not in shareholders" best interests	0	4	0	0	0	0	4
	Right to Adjourn Meeting								
		No Stated Reason	9	0	0	0	0	0	9
	Routine Meeting Item								
		No Stated Reason	139	0	7	0	0	0	146
		Insufficient gender diversity on Board	0	1	0	0	0	0	1
	Transact Other Business								
		Granting unfettered discretion is unwise	0	2	0	0	5	0	7
Other			96	45	1	0	145	0	287
	Approval of Political Donation								
		No Stated Reason	0	33	0	0	0	0	33
		We do not believe Companies should be making donations that could be construed as a politcal donation.	0	2	0	0	0	0	2
	Approve Technical Vote Requirements								
		Not in shareholders" best interests	0	0	0	0	4	0	4
		No Stated Reason	1	0	0	0	2	0	3
		Potential unknown nominees w/o shareholder approval	0	0	0	0	6	0	6

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Authorization of Charitable Donations	Not in shareholders' best interests	0	0	0	0	1	0	1
		No Stated Reason	7	0	0	0	0	0	7
		Generally we prefer that the "need for charity" is addressed by appropriate taxation. Given the nature of this company we have voted in favour.	2	0	0	0	0	0	2
		No limit set for charitable donations	0	1	0	0	0	0	1
		The company has not disclosed the limit for charitable donations to be made for the upcoming year. Accordingly, shareholders cannot determine whether these amounts are reasonable. Without this disclosure, we believe that shareholders are lacking information that is critical to making an informed judgment about this issue.	0	1	0	0	0	0	1
	Declaration of Material Interest								
	Management Proposal on Say on Climate	No Stated Reason	0	0	0	0	8	0	8
		This is a Say-On-Climate Proposal.	6	0	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The report fails to demonstrate Glencore's thermal coal business is aligned with the Paris Agreement, or that its capex commitments on thermal coal are Paris-aligned.	0	1	0	0	0	0	1
		No Stated Reason	2	0	1	0	0	0	3
	Management Proposal Regarding ESG Issues								
		In the best interests of shareholders	1	0	0	0	0	0	1
	Misc. Management Proposal								
		No Stated Reason	63	0	0	0	0	0	63
		Not in shareholders' best interests	0	7	0	0	0	0	7
	Miscellaneous - Resident Status								
		No Stated Reason	0	0	0	0	1	0	1
	Request Cumulative Voting/ Allocation of Cumulative Votes								
		No Stated Reason	14	0	0	0	86	0	100
		Serves on too many boards	0	0	0	0	2	0	2
		Not in shareholders' best interests	0	0	0	0	6	0	6
		Insufficient information provided	0	0	0	0	2	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Nominee not independent; Oversight failure/internal control concerns	0	0	0	0	1	0	1
		Nominee not independent	0	0	0	0	13	0	13
		Insufficient gender diversity at the company	0	0	0	0	1	0	1
		Board is not sufficiently independent	0	0	0	0	1	0	1
		Affiliate/Insider on a committee	0	0	0	0	1	0	1
		Not in shareholders' best interests	0	0	0	0	1	0	1
		Minority candidates supported over management/controller candidate/s	0	0	0	0	1	0	1
		Minority candidates supported over management/controller candidates	0	0	0	0	7	0	7
		Less than 75% Attendance	0	0	0	0	1	0	1
SHP: Compensation			14	45	0	0	0	0	59
	SHP Recoupment of Unearned Bonuses (Clawback)								
		No Stated Reason	0	2	0	0	0	0	2
	SHP regarding Change/ Opposition to Director Compen								
		No Stated Reason	0	1	0	0	0	0	1
	SHP Regarding Golden Parachutes								
		No Stated Reason	1	13	0	0	0	0	14

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Shareholders should be consulted before relinquishing such a right. Implementing such policies would still leave the company with sufficient freedom to enter appropriate severance arrangements.	0	3	0	0	0	0	3
		Severance pay in the USA above 2.99 x 5 year average annual compensation is no longer deductible as an expense. The proposal asks that the Board seek shareholder proposal before paying severance above this cap. This seems eminently reasonable and in the spirit of the regulation.	0	1	0	0	0	0	1
		Shareholders should be consulted before relinquishing such a right. Implementing such policies would still leave the company with sufficient freedom to enter into appropriate severance arrangements.	0	2	0	0	0	0	2
	SHP Regarding Linking Executive Pay to Social Criteria								
		No Stated Reason	0	3	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The proposal is vague with such a wide range of potential methodologies that any report would likely be meaningless.	2	0	0	0	0	0	2
	SHP regarding Misc. Compensation								
	SHP Regarding Misc. Compensation								
		No Stated Reason	1	2	0	0	0	0	3
		No Stated Reason	0	4	0	0	0	0	4
	SHP Regarding Race and/or Gender Pay Equity Report								
		We note "race" is a social construct with no scientific validity. The company already adequately reports on gender and ethnic pay gaps.	3	0	0	0	0	0	3
		The company is doing enough reporting on gender discrimination and racism with a 3rd party audit of metrics	2	0	0	0	0	0	2
		No Stated Reason	0	5	0	0	0	0	5

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The Company states that it will work with an external consultant to conduct an adjusted pay gap analysis of its workforce with respect to gender and ethnicity in 2023 (which, at a minimum, will include its U.S. employees) and will provide quantitative disclosure regarding the results of this analysis in its 2024 Sustainability Report	2	0	0	0	0	0	2
	SHP Regarding Report on Ratio Between CEO and Employee Pa								
		This proposal aligns with our proxy voting guidelines whilst not overly constraining the company.	0	3	0	0	0	0	3
		No Stated Reason	0	2	0	0	0	0	2
		We believe that excessive pay can lead to overconfidence and mistakes to the detriment of company performance.	0	1	0	0	0	0	1
	SHP Regarding Restricting Executive Compensation								
		No Stated Reason	3	3	0	0	0	0	6
SHP: Environment			21	99	1	0	2	0	123

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Shareholder Proposal Regarding Say on Climate								
		No Stated Reason	0	3	0	0	0	0	3
	SHP Regarding Climate Lobbying								
		No Stated Reason	0	12	0	0	0	0	12
		The company already provides reasonable reporting here.	3	0	0	0	0	0	3
	SHP Regarding Environmental Report								
		The company has taken significant steps to reduce its plastic usage. Government regulation would be more effective here.	3	0	0	0	0	0	3
		No Stated Reason	2	5	0	0	0	0	7
		The Company provides reasonable disclosure, albeit in a variety of sources, on its operations in Guyana and its safety considerations. However, given recent high-profile court rulings, we believe that more centralized reporting on this matter could benefit shareholders.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The company is taking steps to produce recycled plastic. There is a challenge for the company here as in many other areas. Its not clear that an audit report on the financial impact of change in demand is required though.	1	0	0	0	0	0	1
		The company already provides a reasonable amount of information in this regard. It is not clear that an actuarial assessment will lead to better information to shareholders.	0	1	0	0	0	0	1
		Company has committed to 100% recyclable or reusable plastic by 2030.	1	0	0	0	0	0	1
		The Company does not appear to provide meaningful disclosure concerning its packaging and related efforts. Plastic waste is a large and growing environmental and health issue. The Board has not opposed the ballot.	0	0	0	0	1	0	1
		In best interests of shareholders.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
SHP Regarding Formation of Environmental/Social Committ									
		Optional Board Committees should be decided by the Board and management.	3	0	0	0	0	0	3
		Shareholder proposal is anti-social. and anti-science	1	0	0	0	0	0	1
		Shareholder proposal is anti-social.	1	0	0	0	0	0	1
SHP Regarding Misc. Energy/Environmental Issues									
		As a shareholder we have every right to know whether BlackRock has a plan to diminish potential long-term pension client losses by pledging to use stewardship and proxy voting to mitigate its forecast 25% climate-related decline in global economic output over the next two decades.	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The company is a member of the Global Platform for Sustainable Natural Rubber ("GPSNR"), with reporting requirements on deforestation and sustainability concerns regarding natural rubber, yet the company has not publicly disclosed applicable information about its tire or leather deforestation risks or approaches to mitigate those risks, nor has it set related procurement targets. A number of peer companies have taken steps to improve the sustainability of the steel supply chain, including by participating in standard and certification initiatives.	0	2	0	0	0	0	2
	SHP Regarding Misc. Environmental Issue								
		No Stated Reason	0	1	0	0	0	0	1
		In the best interests of shareholders	0	2	0	0	0	0	2
	SHP Regarding Phase out of Nuclear Power								

	Phasing out nuclear power could help to mitigate environmental and social risks	0	2	0	0	0	0	2
SHP Regarding Report on Antibiotics in Animal Agriculture								
	No Stated Reason	0	3	0	0	0	0	3
SHP Regarding Report on Environmental Performance								
	No Stated Reason	0	1	0	0	0	0	1
SHP Regarding Report/Action on Climate Change								
	No Stated Reason	3	23	0	0	0	0	26
	Requested disclosure will allow informed vote on 2024 climate plan. Glencore has failed to make progress on demonstrating the specific alignment of its thermal coal business with the Paris Agreement, or to demonstrate Paris-aligned capex commitments on coal. Glencore's failure in this regard has hurt its strategic plans. As Teck noted:							
	“Thermal coal mines are contrary to the global decarbonization agenda. The Glencore proposal would force Teck shareholders to hold massive thermal coal							

exposure, which would be value destructive, drive away current and future investors who cannot hold thermal coal assets, and result in Teck's world-class steelmaking coal business trading at a discount."

Statement from Teck Resources, on behalf of the Board and independent Special Committee, 3rd April 2023

0 1 0 0 0 0 1

Not in shareholders' best interests

0 0 0 0 1 0 1

Given the company's exposure to transportation, shareholders would benefit from better reporting on how it will achieve a just transition by 2040.

0 3 0 0 0 0 3

Climate data is an important element for shareholders to assess the risks and opportunities to the company.

0 4 0 0 0 0 4

Shareholder proposal is anti-social.

1 0 0 0 0 0 1

This information would provide shareholders with useful information as to how the company is progressing with its transition plans. The company has not provided a compelling reasons as to why it shouldnt.	0	1	0	0	0	0	1
Given the cost and increasing regulatory focus on cleaning up end of life assets, an audit would better able shareholders to assess the costs involved in sset retirement obligations.	0	1	0	0	0	0	1
As a member of the CA 100+ we are supportive of this resolution.	0	1	0	0	0	0	1
Although they have committed to align its financing with the Paris Agreement, achieving net-zero emissions by 2050, consistent with limiting global warming to 1.5°C, its policies and practices are not net-zero aligned; The company is reportedly the world’s largest funder of fossil fuels, providing over \$382 billion in lending and							

underwriting to fossil fuel companies during 2016-2021 (34% more than the second-highest bank), including over \$116 billion to 100 top companies engaged in new fossil fuel exploration and development. Without a policy to phase out financing of new fossil fuel exploration and development, the company is unlikely to meet its climate commitments and merits scrutiny for material risks including greenwashing, regulation, competition, and reputation. Best practices for banks to achieve net zero involve financing companies reducing Scopes 1, 2, and 3 absolute emissions and allocating capital in line with science-based, independently verified short-, medium-, and long-term decarbonization targets by organizations such as the SBTi.	0	2	0	0	0	0	2
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Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		An effective transition plan creates bank accountability by describing the strategies, indicators, milestones, metrics, and timelines to deliver on decarbonization targets and ensure shareholders that a bank is addressing and accountable for the risks associated with its financing of high carbon activities. While the company has committed \$1 trillion in low-carbon sustainable business financing through 2030, it has not demonstrated whether its planned actions will result in 1.5 degree aligned emissions reductions.	0	2	0	0	0	0	2
		All companies and individuals will need to align with net zero targets. We note that the resolution may not have been made in good faith but agree with its substance. We note Pepsi does more than many companies in this area.	0	2	0	0	0	0	2
	SHP Regarding Reporting and Reducing Greenhouse Gas Emis								

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	1	15	1	0	0	0	17
		Company seems to be acting appropriately with regard to climate change and setting reasonable targets. The proponents have not made a case that the company is not in the right track.	1	0	0	0	0	0	1
		GHG reduction targets can help mitigate environmental impact and mitigate attendant risks	0	2	0	0	0	0	2
		Climate data is an important element for shareholders to assess the risks and opportunities to the company.	0	2	0	0	0	0	2
		Allowing that some flexibility will be needed given the path economies and governments take, we believe it would be of strategic value for the company to set targets like some of its peers even if it doesn't know exactly how it will get there today.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Although the company has a target to reduce its GHG emissions intensity for the energy sector by 2030, intensity targets will not capture whether the company's total financed GHG emissions have decreased in the real world. The company should consider target-setting approaches used by advisory groups, such as the Science Based Targets initiative. The company lags its peers in setting absolute GHG emissions reduction targets.	0	2	0	0	0	0	2
	SHP Regarding Sustainability or Environmental Reports								
		No Stated Reason	0	1	0	0	0	0	1
<i>SHP: Governance</i>			38	130	9	0	13	0	190
	SHP Regarding Additional or Amended Shareholder Proposa								
		No Stated Reason	0	0	0	0	1	0	1
		Granting unfettered discretion is against our voting approach.	0	0	0	0	1	0	1
		Lack of transparency	0	0	0	0	2	0	2
	SHP Regarding Board Composition								

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	1	0	4	0	0	0	5
		We do not see this proposal as necessarily being in shareholders best interests.	3	0	0	0	0	0	3
		Shareholder proposal is anti-social.	5	0	0	0	0	0	5
		It is not clear what this proposal is trying to achieve	2	0	0	0	0	0	2
	SHP Regarding Directors' Roles in Corporate Strategy								
		A Board skills matrix would be useful for shareholders to evaluate. We have noted in the Director elections issues with Board gender diversity.	0	2	0	0	0	0	2
		No Stated Reason	0	1	0	0	0	0	1
	SHP Regarding Double Board Nominees								
		No Stated Reason	0	1	0	0	0	0	1
	SHP Regarding Election of Board Member(s) During a Con								
		We don't believe the dissident card candidates have the appropriate experience or expertise for a role on the Board.	3	0	0	0	0	0	3
		Adds requisite experience and perspective	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Governance concerns; TSR underperformance	0	2	0	0	0	0	2
	SHP Regarding Election of Dissident Board Member(s)								
		Lim seems an appropriately qualified individual for the role with experience in Indonesia. The company can benefit from his experience.	0	2	0	0	0	0	2
		No Stated Reason	0	0	4	0	0	0	4
	SHP Regarding Election of Dissident Supervisory Board M								
		Nominees not disclosed	0	0	0	0	1	0	1
	SHP Regarding Eliminating Supermajority Provisions								
		No Stated Reason	1	7	0	0	1	0	9
		Aligned with resolution 2. A vote for in case 2 does not get passed.	0	2	0	0	0	0	2
	SHP Regarding Improving in Disclosure								
		Additional disclosure would benefit shareholders	0	2	0	0	0	0	2
	SHP Regarding Increase in Dividend/Redistribution of Prof								
		No Stated Reason	1	0	0	0	0	0	1
	SHP Regarding Independent Board Chairman/Seperation of								
		No Stated Reason	0	30	0	0	0	0	30

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Shareholder proposal is anti-social.	8	0	0	0	0	0	8
		Given our voting on Directors we are in favour of a new independent Chair	0	2	0	0	0	0	2
		An independent Chair would improve governance arrangements.	0	1	0	0	0	0	1
		An independent chair is better able to oversee the executives of a company and set a pro-shareholder agenda	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		An independent chair is better able to oversee the executives of a company and set a pro-shareholder agenda without the management conflicts that a CEO or other executive insiders often face, leading to a more proactive and effective board of directors. Separation of the roles of chair and CEO eliminates the conflict of interest that inevitably occurs when a CEO is responsible for self-oversight; and The presence of an independent chair fosters the creation of a thoughtful and dynamic board that is not dominated by the views of senior management.	0	2	0	0	0	0	2
		The motivations of the proponent are unclear but the resolution appears to be reasonable.	0	2	0	0	0	0	2
	SHP Regarding Limit on Board Memberships								
		No Stated Reason	0	1	0	0	0	0	1
	SHP Regarding Majority Vote for Election of Directors								
		No Stated Reason	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Majority voting increases board accountability and performance.	0	1	0	0	0	0	1
	SHP Regarding Misc. Board Issue								
		Nominees not disclosed	0	0	0	0	1	0	1
	SHP Regarding Misc. Board/Shareholder Rights Issue								
		No Stated Reason	2	13	0	0	0	0	15
		Protects against amendments which would make it difficult for shareholders to nominate directors	0	3	0	0	0	0	3
		Where a majority of non-insider shareholders support a resolution its seems reasonable for a Board member to meet with proponent in a timely manner.	0	2	0	0	0	0	2
		A company should not be dependent on one person. Requesting that the company publicly disclose the identity of key persons in the succession plan could present a material risk to the company and exacerbate concerns regarding succession planning.	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Proposal upholds fundamental rights of all shareholders	0	1	0	0	0	0	1
		This resolution protects shareholders from unreasonably onerous restrictions on Director nominations.	0	1	0	0	0	0	1
	SHP Regarding Misc. Governance Issue								
		No Stated Reason	1	0	0	0	0	0	1
	SHP Regarding Misc. Issue								
		No Stated Reason	6	0	1	0	2	0	9
		Shareholders shuld have the right to nominate directors.	0	2	0	0	0	0	2
		Not in shareholders" best interests	0	0	0	0	4	0	4
	SHP Regarding Misc. Restructuring Issue								
		No Stated Reason	1	0	0	0	0	0	1
		Not in shareholders' interest I believe. We don't believe that the proponent has presented a compelling enough case here that shareholders need to advise the company to take any action with respect to evaluating a potential spin-off of TPWR.	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
SHP Regarding Recapitalization									
		No Stated Reason	0	4	0	0	0	0	4
		Accords with our principle that all shareholders be treated fairly	0	2	0	0	0	0	2
SHP Regarding Removal of Director(s)									
		No Stated Reason	1	0	0	0	0	0	1
SHP Regarding Right to Act by Written Consent									
		No Stated Reason	0	4	0	0	0	0	4
		Shareholder action by written consent enables shareholders to take action on important issues that arise between annual meetings.	0	1	0	0	0	0	1
SHP Regarding Right to Call a Special Meeting									
		No Stated Reason	0	23	0	0	0	0	23
		A 10% threshold for calling a special meeting is appropriate	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		One of the main purposes of this proposal is to give all shares, including street name shares, the right to normally participate in calling for a special shareholder meeting to the fullest extent possible; Currently, it takes a theoretical 20% of all shares outstanding to call for a special shareholder meeting; and A right to call for a special shareholder meeting gives shareholders significant standing to engage effectively with management, and management will have an incentive to genuinely engage with shareholders.	0	2	0	0	0	0	2
	SHP Regarding Trained, Qualified Directors on Environ								
		No Stated Reason	0	2	0	0	0	0	2
		Given the size and number of controversies, legal suits and fines the company has experienced, an independent review of the risk oversight committee may be valuable.	0	2	0	0	0	0	2
	SHP Shareholder Access to the Nomination Process (Proxy Acc								

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		This would bring the company in line with best practice.	0	2	0	0	0	0	2
		No Stated Reason	0	2	0	0	0	0	2
<i>SHP: Misc</i>			12	12	0	0	0	0	24
	SHP Regarding Repeal of Bylaw Amendments								
		No Stated Reason	0	1	0	0	0	0	1
	SHP: Misc. Issues								
		No Stated Reason	5	4	0	0	0	0	9
		It is difficult to understand how the company arrives at its tax rate. Greater tax transparency would help investors better assess tax risk at the company.	0	3	0	0	0	0	3
		This proposal is too broad and would overly hinder the company's room to act.	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Whilst the company has provided some level of disclosure on their tax reporting, additional reporting in line with the GRI Tax Standard would provide shareholders with understandable information on which they are able to base assessments of the company's tax-related risks.	0	1	0	0	0	0	1
		We believe this resolution will help investors to be better able to understand and assess tax risk at the company.	0	1	0	0	0	0	1
		Shareholder proposal is anti-social.	2	0	0	0	0	0	2
		Employees in the employee retirement plan already have a sufficient level of discretion as to where the funds are invested.	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Although the Company has provided some level of disclosure on this matter, we believe that additional reporting in line with the GRI Tax Standard would provide shareholders with understandable information on which they are able to base assessments of the Company's tax-related risks.	0	2	0	0	0	0	2
		Starbucks continuously evaluates the market for, and the price of, its plant-based menu items, including plant-based milk customizations.	1	0	0	0	0	0	1
SHP: Social			81	160	1	0	0	0	242
	SHP Regarding Animal Welfare								
		No Stated Reason	3	3	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Don't believe that the proponent has successfully argued that animal welfare is a material risk for the company as a whole or that it is a matter that necessitates dedicated board attention. Obviously, this matter could present risks to select individual companies in certain industries that receive financing or underwriting from the company. I think there is also lack of evidence here that the board has acted to the contrary.	2	0	0	0	0	0	2
	SHP Regarding Drug Pricing/Distribution								
		No Stated Reason	1	12	0	0	0	0	13
	SHP Regarding Firearms								
		No Stated Reason	0	1	0	0	0	0	1
	SHP Regarding Human Capital Management								
		No Stated Reason	0	2	0	0	0	0	2
	SHP Regarding Limiting or Ending Political Spending								
		No Stated Reason	0	1	0	0	0	0	1
	SHP Regarding Military Contracts/Sales								

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Seeking a more robust disclosure concerning the human rights impacts of the government's defence contracts.	0	2	0	0	0	0	2
		Additional disclosure in this context is warranted, but Proposal 7 is a more meaningful evaluation of the attendant risks than the disclosure requested by this proposal.	2	0	0	0	0	0	2
	SHP Regarding Misc. Human Capital Management								
		The Proponent has not produced a credible argument for this resolution.	3	0	0	0	0	0	3
		In light of troubling reports and allegations concerning the Company's working conditions, we believe that additional, independent scrutiny on this matter is warranted	0	3	0	0	0	0	3
		No Stated Reason	2	23	0	0	0	0	25
		If shareholders do not approve of the way the Board delegates powers they should vote against Board Directors.	3	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Increased transparency on issues of equity and inclusion is particularly important for consumer-facing companies, whose operations heavily rely on their customers' trust and loyalty.	0	2	0	0	0	0	2
		The company has many reports covering racism, equal opportunity, harassment and diversity already.	0	1	0	0	0	0	1
		Between July 1, 2020 and November 22, 2022 there were at least 363 gun incidents and 112 gun deaths at Walmart. That has to impact on employee moral and productivity as well as customer safety concerns.	0	1	0	0	0	0	1
	SHP Regarding Misc. Human/Political Rights Policies								
		Shareholder proposal is anti-social.	2	0	0	0	0	0	2
	SHP Regarding Misc. Labor Issues/Policies								
		No Stated Reason	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Sufficient detailed disclosure around workforce demographics and trends, and the use of criminal background checks in the hiring process.	2	0	0	0	0	0	2
	SHP Regarding Misc. Nuclear Issue								
		No Stated Reason	3	0	0	0	0	0	3
	SHP Regarding Misc. Social Issue								
		No Stated Reason	4	6	1	0	0	0	11
		Shareholder proposal is anti-social.	28	0	0	0	0	0	28
		In best interests of shareholders.	0	1	0	0	0	0	1
		Shareholders and the companies understand why the efficacy of enforcement of content policies is well short of perfect. What's needed is an assessment of the risk and financial implications of this.	2	0	0	0	0	0	2
		Such a report would allow shareholders to assess the risks to the company from child exploitation on its platforms.	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		<p>The Uyghur Region produces approximately 85% of China's cotton, and the Company's manufacturing data suggests that about 30% of its materials were from Chinese factories. The company has stated it does not directly source from the Xinjian region and highlighted cotton traceability at the raw materials level as an area of focus, but these efforts are inadequate because its supply chain transparency covers primarily "Tier 1" direct suppliers, while forced labor risks extend to raw material sourcing and manufacturing at further tiers. Furthermore, the company has been named in a criminal complaint filed in the Netherlands in 2021 and various reports relating to the issue.</p>	0	1	0	0	0	0	1
		<p>Given historical issues at the company we believe this proposal has merit.</p>	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The company has made reasonable efforts on what is an industry wide issue best dealt with by Government.	2	0	0	0	0	0	2
	SHP Regarding Pregnancy/Abortion Issues								
		No Stated Reason	2	6	0	0	0	0	8
		Properly a matter for governments and the executive as part of broader considerations to deal with.	1	0	0	0	0	0	1
		Shareholder proposal is anti-social.	1	0	0	0	0	0	1
		Too narrow - privacy should be addressed from an overall perspective.	2	0	0	0	0	0	2
		This is an issue more properly addressed at government level.	1	0	0	0	0	0	1
	SHP Regarding Racial Equity Audit								
		No Stated Reason	0	8	0	0	0	0	8
		Shareholder proposal is anti-social.	9	0	0	0	0	0	9
		Undertaking the requested audit would help to identify and mitigate potentially significant risks.	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The company has many reports covering racism, equal opportunity, harassment and diversity already. We do not believe another report, even an independent one will make a difference here.	0	1	0	0	0	0	1
	SHP Regarding Reporting on Company's Compliance with In								
		No Stated Reason	1	16	0	0	0	0	17
		Shareholders would benefit from a better understanding of the risks involved with surveillance through Amazon devices.	0	3	0	0	0	0	3
		The apparent misalignment between the Company's commitment and its reported conduct represents reputational and operational risks and may negatively impact the Company's long-term performance	0	3	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Given regulatory uncertainty, we believe that additional disclosure concerning the financial, operational, and reputational risks associated with the use of its product is warranted.	0	3	0	0	0	0	3
		More properly in the government domain to regulate but should give shareholders a better ability to evaluate the risk.	0	2	0	0	0	0	2
		We have voted for this measure given the proposal stipulates that the measures to be taken should be done at reasonable cost.	0	1	0	0	0	0	1
		The comapny provides sufficient disclosures in this regard.	1	0	0	0	0	0	1
	SHP Regarding Reviewing Charitable Spending								
		No Stated Reason	0	2	0	0	0	0	2
		Shareholder proposal is anti-social.	1	0	0	0	0	0	1
	SHP Regarding Reviewing Political Spending or Lobbying								
		No Stated Reason	0	35	0	0	0	0	35

Shareholder proposal is anti-social.	3	0	0	0	0	0	3
We support transparency around political donations and lobbying. We do not support institutional political donations. However the proposal does not cover lobbying and what it asks for appears to be already provided.	0	3	0	0	0	0	3
Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities	0	1	0	0	0	0	1
We believe that companies should provide transparency around and justification of any political donations and partisan political advertising. Vision Super votes against any resolution relating to political contributions/donations and for any non-binding resolutions. Political donations proposals relate to the Political Parties, Elections and Referendums Act 2000 (PPER). In our view, political donations should be							

restricted to individual citizens. The general purpose of PPER is to require directors of companies to seek the approval of the company in general meeting to the making of political donations to political parties or organisations or to the incurring of expenditure for political purposes. All these resolutions are general waivers, they do not give specific examples of where donations might be made. We note that newspapers are exempt, trade associations don't count nor do multiparty parliamentary bodies.

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Increased disclosure would allow shareholders to more fully assess risks presented by the company's lobbying activities. Unlike its peers, the they do not disclose their memberships in, or payments to, trade associations and social welfare organizations, or the amounts used for lobbying; and the company's lack of disclosure presents reputational risks when its lobbying contradicts its public positions.	0	1	0	0	0	0	1
		In best interests of shareholders.	0	1	0	0	0	0	1
		We believe that companies should be very transparent about their lobbying activities. Meta has a poor track record of disclosure. Governance over political donations is also poor.	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	340	0	0	12	0	0	0	352
		Low payout ratio	1	0	0	0	0	0	0	1
	Appointment of Auditor									
		No Stated Reason	135	0	0	8	0	0	0	143
		The auditor tenure is too long.	51	0	0	0	0	0	0	51
		Insufficient information provided	1	0	0	0	0	0	0	1
		Excessive tenure	0	1	0	0	0	0	0	1
		Tenure undisclosed	0	1	0	0	0	0	0	1
	Appointment of Auditor and Authority to Set Fees									
		The auditor tenure is too long.	22	0	0	0	0	0	0	22
		No Stated Reason	97	0	0	0	0	0	0	97
		The audit firm has served the company for 26 years.	0	1	0	0	0	0	0	1
		Auditor tenure not disclosed but it appears to be excessive.	0	3	0	0	0	0	0	3
		Excessive non-audit fees	1	0	0	0	0	0	0	1
		Tenure appears to be excessive	0	2	0	0	0	0	0	2
		excessive tenure	0	1	0	0	0	0	0	1
		Consolidated auditor fees not disclosed or broken down; Appointment of the auditor is for multiple years	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	4	0	0	0	0	0	0	4
	Ratification of Alternate Auditor									
		No Stated Reason	5	0	0	0	0	0	0	5
	Ratification of Auditor									
		No Stated Reason	67	0	0	1	0	0	0	68
		The auditor tenure is too long.	272	0	0	0	0	0	0	272
	Ratification of Auditor's Acts									
		Discharging the Auditor may limit shareholders' rights to take legal action against the Auditor.	1	0	0	0	0	0	0	1
		No Stated Reason	3	0	0	0	0	0	0	3
	Stock Dividend/Dividend Reinvestment									
		No Stated Reason	13	0	0	0	0	0	0	13
Board Related			6385	415	0	159	0	0	0	6959
	Approval of Committee Guidelines/Appointment of C									
		No Stated Reason	9	0	0	1	0	0	0	10
	Approve Censor									
		Insufficient justification; Insufficient response to shareholder dissent	2	0	0	0	0	0	0	2
	Approve Special Auditor's Report									
		No Stated Reason	17	0	0	0	0	0	0	17

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Approve Supervisory Council										
		Minority candidate is supported over management/controller candidate/s	6	0	0	0	0	0	0	6
		Potential unknown nominees w/o shareholder approval	6	0	0	0	0	0	0	6
		No Stated Reason	46	0	0	0	0	0	0	46
		Insufficient information provided	4	0	0	0	0	0	0	4
		Other governance concerns	1	0	0	0	0	0	0	1
		Supervisors are not sufficiently independent	6	0	0	0	0	0	0	6
Approve Supervisory Council Size										
		No Stated Reason	3	0	0	0	0	0	0	3
Board Size										
		No Stated Reason	26	0	0	0	0	0	0	26
Board Term Length										
		No Stated Reason	1	0	0	0	0	0	0	1
Change in Board Size										
		No Stated Reason	3	0	0	0	0	0	0	3
Director & Officer Liability/Indemnification										
		Not in shareholders' best interests	2	0	0	0	0	0	0	2
		Amendment is not in best interests of shareholders	11	0	0	0	0	0	0	11

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Election of Alternate Statutory Auditor									
		No Stated Reason	1	0	0	0	0	0	0	1
	Election of Board Committee Members									
		No Stated Reason	110	1	0	27	0	0	0	138
		Audit committee chair not independent; Board is not sufficiently independent	1	0	0	0	0	0	0	1
		Audit committee chair not independent	3	0	0	0	0	0	0	3
		Insufficient gender diversity.	9	0	0	0	0	0	0	9
		Unaudited financial statements	1	0	0	0	0	0	0	1
		Insufficient audit committee independence; Professional Services Relationship	2	0	0	0	0	0	0	2
		Serves on too many boards	1	0	0	0	0	0	0	1
		Insufficient information provided	1	0	0	0	0	0	0	1
		Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.	1	0	0	0	0	0	0	1
		There is insufficient female representation on the board of directors.	11	0	0	0	0	0	0	11

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	1	0	0	0	0	0	0	1
		Less than 75% Attendance	1	0	0	0	0	0	0	1
		Affiliate/Insider on audit committee; Audit committee chair not independent	1	0	0	0	0	0	0	1
	Election of Board Member(s) During a Contested Election –									
		Given the poor performance and judgement of the Board in relation to the Grail acquisition, we are not inclined to vote for the incumbents.	0	9	0	0	0	0	0	9
	Election of Directors									
		No Stated Reason	4235	88	0	91	0	0	0	4414
		Company executive and available to present to the Board at any time.	0	3	0	0	0	0	0	3
		Board is not sufficiently independent; Board is not sufficiently independent	4	0	0	0	0	0	0	4
		Board is not sufficiently independent; Board is not sufficiently independent; Serves on too many boards	1	0	0	0	0	0	0	1
		Does not disclose EE01 reporting.	22	0	0	0	0	0	0	22

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No Net Zero targets.	1	0	0	0	0	0	0	1
		The director has been on the board for 20 years	0	1	0	0	0	0	0	1
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards.	83	1	0	0	0	0	0	84
		Insufficient audit committee independence; Compensation committee chair not independent; Board is not sufficiently independent; Insufficient nominating committee independence requirement	1	0	0	0	0	0	0	1
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	70	0	0	0	0	0	0	70
		Board is not sufficiently independent	26	1	0	0	0	0	0	27
		There is insufficient female representation on the board of directors.	347	2	0	0	0	0	0	349

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient information provided	2	0	0	0	0	0	0	2
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.	2	0	0	0	0	0	0	2
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	30	0	0	0	0	0	0	30
		Ongoing compensation concerns	5	0	0	0	0	0	0	5
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No Net Zero targets.	1	0	0	0	0	0	0	1
		The director has been on the board for 13 years.	0	2	0	0	0	0	0	2
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No GHG targets in place.	3	0	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No GHG targets in place. Company does not report to CDP or SASB.	1	0	0	0	0	0	0	1
		Company does not report to CDP or SASB.	31	0	0	0	0	0	0	31
		There is insufficient female representation on the board of directors. Company does not report to CDP or SASB.	16	0	0	0	0	0	0	16
		Multi-class share structure with unequal voting rights	8	0	0	0	0	0	0	8
		Concerning pay practices; Other governance issue	1	0	0	0	0	0	0	1
		Performance/Experience concerns; Affiliate/Insider on nominating/governance committee	1	0	0	0	0	0	0	1
		Other governance issue	4	0	0	0	0	0	0	4
		Ongoing compensation concerns; Insufficient response to shareholder dissent; Other unique issue; Multi-class share structure with unequal voting rights	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Ongoing compensation concerns; Insufficient response to shareholder dissent; Other unique issue	1	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Other unique issue	1	0	0	0	0	0	0	1
		Company does not report to CDP or SASB. Excessive Director tenure	1	0	0	0	0	0	0	1
		Company is a not UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	1	0	0	0	0	0	0	1
		Excessive tenure	11	95	0	0	0	0	0	106
		Board is not sufficiently independent; Less than 75% Attendance	1	0	0	0	0	0	0	1
		Insufficient audit committee independence; Insufficient compensation committee independence requirement; Board is not sufficiently independent; Insufficient nominating committee independence requirement	2	0	0	0	0	0	0	2
		No independent lead or presiding director	3	0	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.	11	0	0	0	0	0	0	11
		There is insufficient female representation on the board of directors. Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards.	2	0	0	0	0	0	0	2
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.	3	0	0	0	0	0	0	3
		Related party transactions	2	0	0	0	0	0	0	2
		Insider on compensation committee	5	0	0	0	0	0	0	5
		CFO on board	3	0	0	0	0	0	0	3
		Insufficient audit committee independence; Board is not sufficiently independent	3	0	0	0	0	0	0	3
		No independent lead or presiding director; Vote results not disclosed	1	0	0	0	0	0	0	1
		Auditor not up for ratification	4	0	0	0	0	0	0	4
		Insufficient gender diversity. There is insufficient female representation on the board of directors.	30	0	0	0	0	0	0	30

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient compensation committee independence requirement	5	0	0	0	0	0	0	5
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. There is insufficient female representation on the board of directors.	7	0	0	0	0	0	0	7
		Insufficient audit committee independence; Board is not sufficiently independent; No independent lead or presiding director; Nominating committee chair not independent; Responsible for lack of board independence	1	0	0	0	0	0	0	1
		Multi-class share structure with unequal voting rights; Vote results not disclosed	1	0	0	0	0	0	0	1
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	25	0	0	0	0	0	0	25

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company as it is not a UNGC participant or signatory and the Human Rights Policy does not align with UNDHR. The Board lack sufficient diversity.	1	0	0	0	0	0	0	1
		Insufficient audit committee independence; Insufficient compensation committee independence requirement; Board is not sufficiently independent	1	0	0	0	0	0	0	1
		There is insufficient gender diversity on the board of directors.	1	0	0	0	0	0	0	1
		Nominating committee chair not independent	2	0	0	0	0	0	0	2
		Insufficient gender diversity on Board	0	2	0	0	0	0	0	2
		Beneficial owner on audit committee; Insufficient audit committee independence	5	0	0	0	0	0	0	5
		Insufficient gender diversity	1	8	0	0	0	0	0	9
		Insufficient audit committee independence	3	0	0	0	0	0	0	3
		There are no female directors on the board.	0	1	0	0	0	0	0	1
		Insufficient Board diversity	0	9	0	0	0	0	0	9
		Excessive tenure but owns 20%	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Audit committee met an insufficient number of times	1	0	0	0	0	0	0	1
		There is insufficient female representation on the board of directors. Beneficial owner on audit committee; Insufficient audit committee independence	2	0	0	0	0	0	0	2
		Insufficient Board Diversity	0	1	0	0	0	0	0	1
		Percentage of gender diversity on board 20.0%	0	1	0	0	0	0	0	1
		Insider on compensation committee & sits on the nominee committee where the percentage of gender diversity on the board is 15.4%.	1	0	0	0	0	0	0	1
		Beneficial owner on audit committee; Insufficient audit committee independence; and sits on the nominee committee where the percentage of gender diversity on the board is 15.4%.	1	0	0	0	0	0	0	1
		The director sits on the nominee committee where the percentage of gender diversity on the board is 15.4%.	0	3	0	0	0	0	0	3
		Less than 75% Attendance	4	0	0	0	0	0	0	4

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Affiliate/Insider on audit committee; Board is not sufficiently independent	1	0	0	0	0	0	0	1
		No nominating/governance committee	1	0	0	0	0	0	0	1
		Less than 75% Attendance; Serves on too many boards	1	0	0	0	0	0	0	1
		Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee; No independent lead or presiding director	1	0	0	0	0	0	0	1
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.	4	0	0	0	0	0	0	4
		Insufficient audit committee independence; Insufficient compensation committee independence requirement; Board is not sufficiently independent; Professional Services Relationship; Insufficient nominating committee independence requirement	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Board is not sufficiently gender diverse.	0	1	0	0	0	0	0	1
		Insufficient Board diversity	0	1	0	0	0	0	0	1
		Beneficial owner on audit committee	5	0	0	0	0	0	0	5
		Excessive tenure.	2	0	0	0	0	0	0	2
		Gender diversity on their board is ~8%.	0	1	0	0	0	0	0	1
		Insufficient gender diversity.	14	0	0	0	0	0	0	14
		co-Majority owner	0	1	0	0	0	0	0	1
		Major shareholder and as such entitled to a Board seat despite tenure	1	0	0	0	0	0	0	1
		Insufficient Gender diversity - Chair of the nominations Committee	0	1	0	0	0	0	0	1
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. However, he is MD and the appropriate vote is against at these other Boards.	0	1	0	0	0	0	0	1
		Percentage of gender diversity on board is 7.7%.	0	1	0	0	0	0	0	1
		Insufficient nomination and remuneration committee independence requirement	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Percentage of gender diversity on board is 15.4%.	2	0	0	0	0	0	0	2
		Serves on too many boards	9	0	0	0	0	0	0	9
		The CEO has been on the board for 14 years.	0	1	0	0	0	0	0	1
		The director has been on the board for more than 12 years.	0	1	0	0	0	0	0	1
		Affiliate/Insider on compensation committee	4	0	0	0	0	0	0	4
		There is insufficient female representation on the board of directors. Zander is Chair of the nominations Committee	1	0	0	0	0	0	0	1
		Alternate nominees in the best interests of shareholders	1	0	0	0	0	0	0	1
		The CEO/Chair has been on the board for 42 years.	0	1	0	0	0	0	0	1
		The CFO has been on the board for 28 years.	0	1	0	0	0	0	0	1
		Board is not sufficiently independent; Responsible for lack of board independence	1	0	0	0	0	0	0	1
		Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.	10	0	0	0	0	0	0	10
		Responsible for lack of board independence	1	0	0	0	0	0	0	1
		The Chair has been on the board for 14 years.	0	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient Board diversity, too many insiders on Board.	0	4	0	0	0	0	0	4
		The chair has been on the board for 18 years.	0	1	0	0	0	0	0	1
		Yamaguchi, who is an executive director of the Trust and a representative director and president of its asset manager. This issue raises concerns regarding the oversight ability of the nominee because such interlocking relationship may create conflicts for this director, and he may be forced to weigh his own interests in relation to unitholder interests may create conflicts for this director, and he may be forced to weigh his own interests in relation to unitholder interests when making board decisions.	0	1	0	0	0	0	0	1
		Board is not sufficiently independent; Extensive strategic shareholdings; Insufficient gender diversity/no diversity policy; Responsible for lack of board independence	1	0	0	0	0	0	0	1
		Current interlocking directorship	1	0	0	0	0	0	0	1
		Chair of Audit - not independent.	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient gender diversity. There is insufficient female representation on the board of directors. On noms committee. Chair of audit committee - accounts do not have audit sign-off.	1	0	0	0	0	0	0	1
		Insufficient gender diversity. There is insufficient female representation on the board of directors. Chair of noms committee	1	0	0	0	0	0	0	1
		Unaudited financial statements	1	0	0	0	0	0	0	1
		Insufficient gender diversity. There is insufficient female representation on the board of directors. Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards.	3	0	0	0	0	0	0	3
		COO and as such on call by the company at any time.	0	1	0	0	0	0	0	1
		Adviser to a service provider to the company. As such not appropriate to be on the audit committee.	1	0	0	0	0	0	0	1
		Insufficient Diversity on Board	0	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient gender diversity - Lime Asset Management scandal.	0	1	0	0	0	0	0	1
		Insufficient audit committee independence; Professional Services Relationship	2	0	0	0	0	0	0	2
		There is insufficient female representation on the board of directors. Average board tenure is excessive, with insufficient new membership in the past 5 years.	8	0	0	0	0	0	0	8
		Australian listed companies should submit rem report for approval irrespective of whether required to or not as a NZ listed company. Cross is chair.	0	1	0	0	0	0	0	1
		Australian listed but no say on pay	0	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		<p>Director Dwyer sits on the remuneration committee and the company has not provided a remuneration report at the company meeting. The company is listed on both New Zealand Stock Exchange ("NZX") and the Australian Securities Exchange ("ASX") as an ASX Foreign Exempt Listing. Entities listed on the NZX must comply with the requirements of the NZX Listing Rules and the New Zealand Companies Act 1993. Further, NZX-listed entities are regulated by the Financial Markets Authority (New Zealand) ("FMA"). ASX-listed entities are encouraged to follow an "if not, why not" approach in regards to the guidelines of the ASX Corporate Governance Council Principles and Recommendations ("ASXCGC Principles").</p>	0	2	0	0	0	0	0	2
		Listed on the ASX but do not put up rem report for shareholder approval due to NZ incorporation.	0	6	0	0	0	0	0	6
		Affiliate/Insider on audit committee; Audit committee chair not independent	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Fewer than three members on compensation committee	1	0	0	0	0	0	0	1
		Affiliate/Insider on audit committee; No independent lead or presiding director	1	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent; No independent lead or presiding director	1	0	0	0	0	0	0	1
		Affiliate/Insider on audit committee	3	0	0	0	0	0	0	3
		Potential overcommitment	1	0	0	0	0	0	0	1
		The Chair has been on the board for 30 years.	0	1	0	0	0	0	0	1
		There is insufficient female representation on the board of directors. The director has also served on the board for 35 years.	1	0	0	0	0	0	0	1
		The director has been on the board for 14 years.	0	4	0	0	0	0	0	4
		insufficient Gender diversity. Grieder is chair of the noms committee. Also no environmental or social expertise on the Board.	0	1	0	0	0	0	0	1
		As CEO of Vitasoy and a NED elsewhere Guidetti is overboarded.	1	0	0	0	0	0	0	1
		The Chair has been on the Board for 14 years.	0	1	0	0	0	0	0	1
		The director has been on the Board for 12 years.	0	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The Chair has been on the board for 15 years.	0	1	0	0	0	0	0	1
		The director has been on the board for 17 years.	0	7	0	0	0	0	0	7
		The director has been on the board for 20 years.	0	2	0	0	0	0	0	2
		Insufficient gender diversity/no diversity policy	1	0	0	0	0	0	0	1
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No GHG targets in place.	3	0	0	0	0	0	0	3
		Niblett is Chair of the nominations committee. The chair's tenure exceeds nine years without a delineated succession plan. Poor chair succession planning.	1	0	0	0	0	0	0	1
		The director has been on the board for 16 years.	0	9	0	0	0	0	0	9
		Director serves on excessive audit committees	3	0	0	0	0	0	0	3
		We see no reason to have the CFO on the Board. The CFO is available at any time to provide input to the Board.	0	2	0	0	0	0	0	2
		Proposal withdrawn	7	0	0	0	0	0	0	7

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the Company Chair when the Company is not an UNGC participant or signatory, or if the Human Rights Policy does not align with UNDHR.	2	0	0	0	0	0	0	2
		excessive tenure	0	6	0	0	0	0	0	6
		The CEO/Chair has been on the board for 16 years.	0	1	0	0	0	0	0	1
		Company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	5	0	0	0	0	0	0	5
		The director has been on the board for 40 years.	0	1	0	0	0	0	0	1
		Insufficient gender diversity. The director has also been on the board for 23 years.	1	0	0	0	0	0	0	1
		Insufficient gender diversity. There is insufficient female representation on the board of directors. The director has also been on the board for 12 years.	1	0	0	0	0	0	0	1
		Does not disclose EE01 reporting. Company does not report to CDP or SASB.	3	0	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Company does not report to CDP or SASB.	2	0	0	0	0	0	0	2
		Ongoing compensation concerns; Insufficient response to shareholder dissent	7	0	0	0	0	0	0	7
		Chair of Audit Committee - Tax reporting is insufficient and company has been embroiled in a number of tax controversies.	0	3	0	0	0	0	0	3
		Insufficient board gender diversity; No independent lead or presiding director	1	0	0	0	0	0	0	1
		There is insufficient female representation on the board of directors. Does not disclose EE01 reporting.	11	0	0	0	0	0	0	11
		Concerning pay practices	4	0	0	0	0	0	0	4
		excessive tenure on Board	0	6	0	0	0	0	0	6
		Chair of Audit Committee - company paid very low rate of tax.	0	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Excessive tenure, Chair of Audit Committee with Apple continuing to pay low levels of taxation outside of the US and having been recently required to repay 250 million Euro's in tax and interest by the EU	0	2	0	0	0	0	0	2
		No Net Zero targets and the director has been on the board for 18 years.	2	0	0	0	0	0	0	2
		The director has been on the board for 15 years.	0	6	0	0	0	0	0	6
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. As he is the CEO here we will vote for but against elsewhere.	0	1	0	0	0	0	0	1
		Adopted forum selection clause in past year w/o shareholder approval	4	0	0	0	0	0	0	4
		Did not implement SHP passed by a majority. The director has also been on the board for 20 years.	0	1	0	0	0	0	0	1
		Did not implement SHP passed by a majority	5	0	0	0	0	0	0	5
		Affiliate/Insider on nominating/governance committee	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		58 years on the Board is excessive. Lack of gender diversity on the Board.	0	2	0	0	0	0	0	2
		Excessive Tenure	0	2	0	0	0	0	0	2
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Excessive tenure.	2	0	0	0	0	0	0	2
		There is insufficient female representation on the board of directors. Poor diversity disclosure. Chair of noms - excessive tenure	2	0	0	0	0	0	0	2
		On Noms committee - insufficient gender diversity.	0	8	0	0	0	0	0	8
		Excessive tenure, Lead independent on Board with insufficient gender diversity. The company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	2	0	0	0	0	0	2
		Chair of Noms - Board has insufficient gender diversity and is of large size	0	2	0	0	0	0	0	2
		Poor tax governance	0	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No Net Zero targets.	1	0	0	0	0	0	0	1
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No Net Zero targets. There is insufficient female representation on the board of directors.	1	0	0	0	0	0	0	1
		There is insufficient female representation on the board of directors. Does not disclose EE01 reporting. Company does not report to CDP or SASB.	5	0	0	0	0	0	0	5
		Adopted or renewed poison pill w/o shareholder approval in past year	1	0	0	0	0	0	0	1
		Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors. Company does not report to CDP or SASB.	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Does not disclose EE01 reporting.	1	0	0	0	0	0	0	1
		There is insufficient diversity on the board of directors and excessive tenure of this Director	1	0	0	0	0	0	0	1
		The director has been on the board for 19 years.	0	6	0	0	0	0	0	6
		Exchanged/Repriced options w/o shareholder approval within past 3 years	1	0	0	0	0	0	0	1
		Excessive tenure, insufficient Board diversity	2	0	0	0	0	0	0	2
		Nominee sits on more than two public company boards while being an executive of a public company . Excessive tenure, insufficient Board diversity	1	0	0	0	0	0	0	1
		Incomplete attendance records disclosed; Insufficient disclosure of virtual-only meeting participation; Multi-class share structure with unequal voting rights	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee	3	0	0	0	0	0	0	3
		Vote against the lead independent Director when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Excessive tenure.	2	0	0	0	0	0	0	2
		Insufficient gender diversity,	0	1	0	0	0	0	0	1
		Board lacks sufficient gender diversity	1	0	0	0	0	0	0	1
		Vote against the audit chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	1	0	0	0	0	0	0	1
		Does not disclose EE01 reporting. Chair of noms with Board lacking sufficient gender diversity	1	0	0	0	0	0	0	1
		Does not disclose EE01 reporting. Excessive tenure	1	0	0	0	0	0	0	1
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Excessive tenure	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No GHG targets in place.	1	0	0	0	0	0	0	1
		Board is not sufficiently independent; CFO on board	1	0	0	0	0	0	0	1
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No Net Zero targets.	4	0	0	0	0	0	0	4
		Poor diversity disclosure. Does not disclose EE01 reporting.	1	0	0	0	0	0	0	1
		Poor diversity disclosure.	5	0	0	0	0	0	0	5
		The CEO has been on the board for 17 years.	0	1	0	0	0	0	0	1
		Insufficient response to shareholder dissent	2	0	0	0	0	0	0	2
		The director has been on the board for 12 years.	0	2	0	0	0	0	0	2
		Insufficient oversight of E&S issues. Does not disclose EE01 reporting.	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient oversight of E&S issues.	4	0	0	0	0	0	0	4
		Chair of compensation committee, staff appear to be underpaid and short staffed.	0	3	0	0	0	0	0	3
		Chair of Audit committee, staff appear to be underpaid and short staffed. The Committee has not adequately assessed and managed this risk.	0	3	0	0	0	0	0	3
		Chair of compensation committee, staff appear to be underpaid and short staffed. The lead independent director should bear some responsibility for the Board not adequately addressing the issue.	0	3	0	0	0	0	0	3
		There is insufficient female representation on the board of directors and the director has been on the board for 20 years.	1	0	0	0	0	0	0	1
		Company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. The director has also been on the board for 20 years.	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Company does not report to CDP or SASB.	1	0	0	0	0	0	0	1
		The Director is chair of the remuneration Committee and has not presented a remuneration report to the shareholders for approval.	0	1	0	0	0	0	0	1
		Non audit fees are higher than audit fees. Bazzani is chair of the audit committee.	0	1	0	0	0	0	0	1
		There is insufficient female representation on the board of directors.								
		Excessive tenure	1	0	0	0	0	0	0	1
		Vote against the chair of Audit when the company is a not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.								
		Excessive tenure	1	0	0	0	0	0	0	1
		There is insufficient female representation on the board of directors - chair of noms	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Board level diversity demographic information not publicly disclosed; Shareholder proponent not disclosed. The director has also been on the board for 22 years.	1	0	0	0	0	0	0	1
		The director has been on the board for 21 years.	0	1	0	0	0	0	0	1
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	1	0	0	0	0	0	0	1
		Affiliate/Insider on audit committee; Serves on too many boards; Multi-class share structure with unequal voting rights	2	0	0	0	0	0	0	2
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors. Company does not report to CDP or SASB.	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The Chair has been on the board for 13 years.	0	1	0	0	0	0	0	1
		The director has been on the board for 18 years.	0	1	0	0	0	0	0	1
		Vote against the company chair when the company is a not UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	2	0	0	0	0	0	0	2
		Murdoch's entitled to a Board seat given holdings.	0	1	0	0	0	0	0	1
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No Net Zero targets. No TCFD report.	1	0	0	0	0	0	0	1
		Material weakness; Exchanged/Repriced options w/o shareholder approval within past 3 years; Multi-class share structure with unequal voting rights	1	0	0	0	0	0	0	1
		Affiliate/Insider on audit committee; Affiliate/Insider on compensation committee; Related party transactions	1	0	0	0	0	0	0	1
		Excessive tenure and there is insufficient female representation on the board of directors.	4	0	0	0	0	0	0	4

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Company does not report to CDP or SASB and the director has been on the board for 16 years.	1	0	0	0	0	0	0	1
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Company does not report to CDP or SASB. The Chair has also been on the board for 29 years.	1	0	0	0	0	0	0	1
		Company does not report to CDP or SASB. The director has also been on the board for 18 years.	1	0	0	0	0	0	0	1
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Excessive tenure	1	0	0	0	0	0	0	1
		Overcommitted.	0	3	0	0	0	0	0	3
		Overcommitted	0	3	0	0	0	0	0	3
		No GHG targets in place.	1	0	0	0	0	0	0	1
		There is insufficient female representation on the board of directors. Poor diversity disclosure.	6	0	0	0	0	0	0	6
		Excessive Director tenure	0	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors. Poor diversity disclosure. No GHG targets in place. Does not disclose EE01 reporting.	1	0	0	0	0	0	0	1
		There is insufficient female representation on the board of directors. Average board tenure is excessive, with insufficient new membership in the past 5 years. Does not disclose EE01 reporting. Company does not report to CDP or SASB.	1	0	0	0	0	0	0	1
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Insufficient oversight of E&S issues.	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. Insufficient oversight of E&S issues.	1	0	0	0	0	0	0	1
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors. Company does not report to CDP or SASB.	2	0	0	0	0	0	0	2
		No TCFD report.	1	0	0	0	0	0	0	1
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. The company Chair has also been on the board for 23 years.	2	0	0	0	0	0	0	2
		The director has served on the board for 16 years.	0	2	0	0	0	0	0	2
		The CEO/Chair has been on the board for 24 years.	0	1	0	0	0	0	0	1
		Does not disclose EE01 reporting	0	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. The director has also been on the board for 15 years	1	0	0	0	0	0	0	1
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors. Does not disclose EE01 reporting.	1	0	0	0	0	0	0	1
		Board level diversity demographic information not fully disclosed	1	0	0	0	0	0	0	1
	Election of Directors (Bundled Issues)									
		There is insufficient female representation on the board of directors.	1	0	0	0	0	0	0	1
		No Stated Reason	12	0	0	0	0	0	0	12
		Board is not sufficiently independent	2	0	0	0	0	0	0	2
	Election of Directors (Management Board)									
		No Stated Reason	8	0	0	0	0	0	0	8

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Election of Directors (Slate)										
		Board is not sufficiently independent	2	0	0	0	0	0	0	2
		No Stated Reason	8	0	0	1	0	0	0	9
		IPO Governance Concerns	1	0	0	0	0	0	0	1
		Insufficient information provided	3	0	0	0	0	0	0	3
		Lack of Board diversity, too many Directors.	0	1	0	0	0	0	0	1
Election of Directors (Slate) Bundled with Other Items										
		No Stated Reason	3	0	0	0	0	0	0	3
		Insufficient information provided	2	0	0	0	0	0	0	2
		Lack of independence, examples of overboarding, lack of gender diversity and excessive tenures lead us to vote against.	0	1	0	0	0	0	0	1
		Board is not sufficiently independent	1	0	0	0	0	0	0	1
Election of Minority or Preferred Shareholder Nomin										
		Insufficient information provided	8	0	0	0	0	0	0	8
Election of Non-Audit/Comp/Nom/Gov Comm										
		Insufficient information provided	1	0	0	0	0	0	0	1
Election of Non-Principal Members (Chairman, alternat										
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	3	0	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	46	0	0	6	0	0	0	52
		Nominee ineligible for board nomination	1	0	0	0	0	0	0	1
		Insufficient oversight of E&S issues.	2	0	0	0	0	0	0	2
		Nominee not independent	1	0	0	0	0	0	0	1
		Fewer than three members on compensation committee	1	0	0	0	0	0	0	1
		Affiliate/Insider on audit committee; No independent lead or presiding director	1	0	0	0	0	0	0	1
		No independent lead or presiding director; Insufficient response to shareholder dissent; Insufficient response to shareholder dissent; No independent lead or presiding director	1	0	0	0	0	0	0	1
		Excessive tenure	0	2	0	0	0	0	0	2
	Election of Shareholder Representatives									
		No Stated Reason	1	0	0	0	0	0	0	1
	Election of Statutory Auditor Slate									
		No Stated Reason	2	0	0	0	0	0	0	2
	Election of Statutory Auditors									
		No Stated Reason	35	0	0	1	0	0	0	36
		Statutory auditor board is not sufficiently independent	7	0	0	0	0	0	0	7

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient gender diversity on the Board	0	2	0	0	0	0	0	2
	Election of Supervisory Board									
		No Stated Reason	114	0	0	0	0	0	0	114
		Attended less than 75% of board meetings; Less than 75% Attendance	1	0	0	0	0	0	0	1
		Excessive tenure	0	2	0	0	0	0	0	2
		Board size is greater than 15 directors.	0	2	0	0	0	0	0	2
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards.	1	2	0	0	0	0	0	3
		Excessive director term length	1	0	0	0	0	0	0	1
		Company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	2	0	0	0	0	0	0	2
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	1	0	0	0	0	0	0	1
	Election of Supervisory Board Members (Slate)									
		Nominees not disclosed	1	0	0	0	0	0	0	1
	Election of the Chair of Statutory Auditors									

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Indemnification of Directors/Officers	No Stated Reason	1	0	0	0	0	0	0	1
	Misc. Management Proposal Regarding Board	No Stated Reason	6	0	0	0	0	0	0	6
	Post-Employment /Severance Agreements	No Stated Reason	11	0	0	0	0	0	0	11
		Nominees not disclosed	1	0	0	0	0	0	0	1
	Ratification of Board Acts - Legal	No Stated Reason	5	0	0	0	0	0	0	5
		No Stated Reason	286	1	0	15	0	0	0	302
		Discharging the board may limit shareholders' rights to take legal action against the board and/or its members.	0	12	0	0	0	0	0	12
		Could limit shareholders ability to make claims for liabilities against directors.	1	0	0	0	0	0	0	1
		Insufficient information to make a judgement.	0	1	0	0	0	0	0	1
		Too many directors	0	10	0	0	0	0	0	10
		Ongoing investigations	23	0	0	0	0	0	0	23

[illegible]

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	76	0	0	0	0	0	0	76
		Insufficient information provided by the company to assess the merit of the proposal.	1	0	0	0	0	0	0	1
	Removal/Resignation of Director									
		No Stated Reason	2	0	0	0	0	0	0	2
	Retention as Independent Director									
		No Stated Reason	4	0	0	0	0	0	0	4
Capital Management			902	5	0	14	0	0	0	921
	Amendment to Borrowing Powers									
		No Stated Reason	2	0	0	0	0	0	0	2
	Amendment to Par Value									
		No Stated Reason	2	0	0	1	0	0	0	3
	Approval of Borrowing									
		No Stated Reason	5	0	0	0	0	0	0	5
	Authority to Give Guarantees									
		No Stated Reason	8	0	0	0	0	0	0	8
		Guarantees exceed net assets	3	0	0	0	0	0	0	3
	Authority to Increase Capital in Case of Exchange Offers (Fr									
		No Stated Reason	3	0	0	0	0	0	0	3
		Potential dilution exceeds recommended threshold	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Authority to Increase Capital in Consideration for Contribut									
		No Stated Reason	11	0	0	0	0	0	0	11
		Potential dilution exceeds recommended threshold	4	0	0	0	0	0	0	4
	Authority to Issue Preferred Stock									
		Supports dual-class structure	2	0	0	0	0	0	0	2
	Authority to Issue Shares and Convertible Debt w or w/o Pr									
		No Stated Reason	3	0	0	0	0	0	0	3
	Authority to Issue Shares and Convertible Debt w/ Preempti									
		No Stated Reason	20	0	0	1	0	0	0	21
		Maximum debt amount not disclosed	2	0	0	0	0	0	0	2
	Authority to Issue Shares and Convertible Debt w/o Preemp									
		No Stated Reason	22	0	0	1	0	0	0	23
		Potential dilution exceeds recommended threshold	7	0	0	0	0	0	0	7
		Maximum debt amount not disclosed	4	0	0	0	0	0	0	4
		Excessive ability to control shareholder composition.	0	2	0	0	0	0	0	2
	Authority to Issue Shares w/ Preemptive Rights									
		No Stated Reason	70	0	0	1	0	0	0	71
		Potential dilution exceeds recommended threshold	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Authority to Issue Shares w/o Preemptive Rights									
		Issue price discount not disclosed	10	0	0	0	0	0	0	10
		Issue price discount not disclosed; Potential dilution exceeds recommended threshold	11	0	0	0	0	0	0	11
		Potential dilution exceeds recommended threshold; Issue price discount not disclosed	22	0	0	0	0	0	0	22
		Excessive issuance	2	0	0	0	0	0	0	2
		No Stated Reason	130	1	0	2	0	0	0	133
		Not in shareholders' best interests	2	0	0	0	0	0	0	2
	Authority to Issue Stock w/ or w/out Preemptive Rights									
		No Stated Reason	25	0	0	0	0	0	0	25
		Potential dilution exceeds recommended threshold	1	0	0	0	0	0	0	1
	Authority to Repurchase and Re-Issue Shares									
		No Stated Reason	51	0	0	0	0	0	0	51
	Authority to Repurchase Preferred Shares									
		No Stated Reason	4	0	0	0	0	0	0	4
	Authority to Repurchase Shares									
		No Stated Reason	180	0	0	3	0	0	0	183

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Not in shareholders' best interests; May be used as anti-takeover device; May be used as anti-takeover device	1	0	0	0	0	0	0	1
		Insufficient information provided	2	0	0	0	0	0	0	2
		Repurchase is not in best interests of shareholders	1	0	0	0	0	0	0	1
	Authority to Set Offering Price of Shares									
		Maximum debt amount not disclosed	2	0	0	0	0	0	0	2
		Potential dilution exceeds recommended threshold	2	0	0	0	0	0	0	2
		No Stated Reason	4	0	0	0	0	0	0	4
	Authority to Trade in Company Stock									
		No Stated Reason	3	0	0	0	0	0	0	3
	Authorize Overallotment/Greenshoe									
		No Stated Reason	7	0	0	0	0	0	0	7
		Maximum debt amount not disclosed	2	0	0	0	0	0	0	2
		Potential dilution exceeds recommended threshold	2	0	0	0	0	0	0	2
	Cancellation of Authorized Stock									
		Not in shareholders' best interests	1	0	0	0	0	0	0	1
		No Stated Reason	55	0	0	4	0	0	0	59
		Insufficient information provided	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Conversion of Stock									
		Limits shareholder rights	1	0	0	0	0	0	0	1
		No Stated Reason	4	0	0	0	0	0	0	4
	Creation of New Share Class									
		No Stated Reason	1	0	0	0	0	0	0	1
	Increase in Authorized Capital									
		No Stated Reason	34	0	0	0	0	0	0	34
		Requested increase is not in shareholders' interests	1	0	0	0	0	0	0	1
		Potential dilution exceeds recommended threshold	1	0	0	0	0	0	0	1
	Increase in Authorized Common Stock									
		No Stated Reason	5	1	0	0	0	0	0	6
	Issuance of Convertible Debt Instruments									
		No Stated Reason	46	0	0	0	0	0	0	46
	Issuance of Debt Instruments									
		No Stated Reason	22	0	0	1	0	0	0	23
		Granting unfettered discretion is unwise	2	0	0	0	0	0	0	2
		Debt levels could be potentially at critical levels if fully taken up.	0	1	0	0	0	0	0	1
	Issuance of Repurchased Shares									
		Issue price discount not disclosed	26	0	0	0	0	0	0	26

[illegible]

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Changes to Company Statutes		No Stated Reason	8	0	0	0	0	0	0	8
			392	54	0	21	0	0	0	467
	Adoption of Majority Vote for Election of Directors									
		No Stated Reason	1	0	0	0	0	0	0	1
	Adoption of New Articles									
		No Stated Reason	13	0	0	0	0	0	0	13
		Limits shareholder rights	1	0	0	0	0	0	0	1
	Adoption of Shareholder Rights' Plan									
		No Stated Reason	1	0	0	0	0	0	0	1
	Amend Articles, Constitution, Bylaws - Bundled									
		Shortened notice period could disenfranchise shareholders	3	0	0	0	0	0	0	3
		Meetings would be held at less than 21-days notice.	6	0	0	0	0	0	0	6
		No Stated Reason	93	0	0	2	0	0	0	95
		Concerns that virtual meetings enable management to conceal any dissent. We are supportive of hybrid meetings and virtual only meetings where this is required by law.	0	2	0	0	0	0	0	2

[illegible]

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	3	0	0	0	0	0	0	3
	Amendments to Articles (Technical)									
		No Stated Reason	38	0	0	4	0	0	0	42
	Amendments to Articles, Constitution, Bylaws									
		No Stated Reason	98	8	0	13	0	0	0	119
		We believe that option to attend AGM's in person should be provided where possible.	0	2	0	0	0	0	0	2
		The proposed amendment appears to be intended to provide the company with the ability to hold future shareholder meetings in a virtual-only format, without the physical attendance of shareholders.	0	3	0	0	0	0	0	3
		The proposed amendment appears to be intended to allow for company directors and members of the management board to attend the company's shareholder meetings virtually. This would apply when for instance reaching the physical place would not be possible because they are abroad or when traveling would take an unreasonable amount of time.	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Physical attendance at Board meeting should be expressly allowed	0	2	0	0	0	0	0	2
		Board member should attend AGM in person when legally allowed to do so.	0	2	0	0	0	0	0	2
		We believe that companies should be required to hold in person meetings as well as virtual wherever its legal to do so.	0	2	0	0	0	0	0	2
		We oppose virtual only meetings except where unavoidable.	0	1	0	0	0	0	0	1
		In the event of virtual only meetings this amendment seems appropriate and climate friendly.	1	0	0	0	0	0	0	1
		Not in shareholders' best interests	1	0	0	0	0	0	0	1
		The proposed amendment to article 20a.1 is intended to provide the company with the ability to hold future shareholder meetings in a virtual-only format, without the physical attendance of shareholders, for a two-year period.	0	2	0	0	0	0	0	2
		The proposed amendment to article 20a.2 is intended to allow for company directors to attend the company's virtual shareholder meetings virtually.	0	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The company should hold AGM's in person as well as virtually if it is safe and legal to do so.	0	2	0	0	0	0	0	2
		Not in shareholders' best interests	1	0	0	0	0	0	0	1
		The company has bundled several amendments into one proposal. Shareholders are better served through the ability to vote on article amendments addressing multiple issues on an individualised basis.	0	1	0	0	0	0	0	1
		Meetings would be held at less than 21-days notice.	2	0	0	0	0	0	0	2
		The new provision allows for general meetings to be held by electronic means without meeting place.	0	1	0	0	0	0	0	1
	Amendments to Charter/Bylaw - Bundled									
		No Stated Reason	2	0	0	0	0	0	0	2
	Amendments to Procedural Rules									
		No Stated Reason	25	0	0	0	0	0	0	25
		Meetings would be held at less than 21-days notice.	3	0	0	0	0	0	0	3
		Specific amendments not included in company documentation.	0	1	0	0	0	0	0	1
		Company has not identified final changes	0	3	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Presumably this clause results in more favourable rates but is also a potential poison pill.	0	9	0	0	0	0	0	9
		No Stated Reason	1	1	0	0	0	0	0	2
		not in shareholders best interests	0	1	0	0	0	0	0	1
		Poor disclosure	1	0	0	0	0	0	0	1
	Reincorporation									
		We regard a move to Delaware as a backward step on governance and on tax fairness. There are other jurisdictions in the USA which would meet their stated goals.	0	2	0	0	0	0	0	2
	Repeal of Classified Board									
		No Stated Reason	9	0	0	0	0	0	0	9
	Restoration of Right to Call a Special Meeting									
		No Stated Reason	3	0	0	0	0	0	0	3
		A 10% threshold for calling a special meeting is appropriate	1	0	0	0	0	0	0	1
	Restoration of Written Consent									
		No Stated Reason	2	0	0	0	0	0	0	2
	Waiving of Mandatory Takeover Requirement									
		No Stated Reason	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Compensation			1494	151	0	38	0	0	0	1683
	Adoption of Employee Stock Purchase Plan									
		No Stated Reason	7	0	0	0	0	0	0	7
	Adoption of Equity Compensation Plan									
		Excessive overhang; Plan allows for the granting of Class B shares	1	0	0	0	0	0	0	1
		No Stated Reason	19	0	0	0	0	0	0	19
		Excessive overhang	1	0	0	0	0	0	0	1
	Adoption of Restricted Stock Plan									
		No Stated Reason	7	0	0	0	0	0	0	7
		Insufficient information provided.	0	2	0	0	0	0	0	2
		Change of control provision	0	1	0	0	0	0	0	1
	Adoption of Short Term Incentive Plan									
		No Stated Reason	3	0	0	0	0	0	0	3
	Advisory Vote on Executive Compensation									
		No Stated Reason	120	0	0	1	0	0	0	121
		Excessive compensation; Poor overall design	1	0	0	0	0	0	0	1
		The Chair/CEO makes for than three times his next highest paid executive.	0	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The Chairman/CEO makes more than two times his next highest paid executive. There are also some concerns with respect to disconnect between pay and performance and insufficient disclosure of LTIP performance goals.	0	1	0	0	0	0	0	1
		Pay and performance disconnect	11	0	0	0	0	0	0	11
		Grants are excessive	2	0	0	0	0	0	0	2
		Concerning pay practices; Excessive compensation	1	0	0	0	0	0	0	1
		Pay and performance disconnect; Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1
		The Chairman/CEO makes more than two times his next highest paid executive. Other concerns relating to short performance period under LTIP, single-trigger CIC equity benefits and performance goals not disclosed under the STIP.	0	1	0	0	0	0	0	1
		Pay and performance disconnect; Concerning pay practices	3	0	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		No tie between compensation and sustainability. The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.	8	0	0	0	0	0	0	8
		No tie between compensation and sustainability.	53	0	0	0	0	0	0	53
		No tie between compensation and sustainability. Excessive C-Suite compensation	3	0	0	0	0	0	0	3
		Concerning pay practices; Grants are excessive	2	0	0	0	0	0	0	2
		Grants are excessive; Concerning pay practices	2	0	0	0	0	0	0	2
		Excessive CEO remuneration in absolute and relative terms.	2	1	0	0	0	0	0	3
		Failure to incentivize mitigation of material environmental risks. Excessive C-Suite Compensation	1	0	0	0	0	0	0	1
		Excessive executive compensation	0	5	0	0	0	0	0	5
		The President/CEO is getting paid an excessive compensation amount.	0	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.	5	0	0	0	0	0	0	5
		Excessive remuneration	1	9	0	0	0	0	0	10
		The Chairman/CEO is getting paid an excessive amount in comparison to his executive management team.	0	1	0	0	0	0	0	1
		Concerning pay practices; Pay and performance disconnect	5	0	0	0	0	0	0	5
		Excessive CEO compensation in absolute and relative terms	0	1	0	0	0	0	0	1
		Failure to incentivize mitigation of climate-related risks. Excessive executive compensation.	2	0	0	0	0	0	0	2
		Excessive c-suite compensation	0	2	0	0	0	0	0	2
		The President/CEO is receiving excessive remuneration compared to his executives.	0	3	0	0	0	0	0	3
		CEO pay excessive relative to other executives.	0	1	0	0	0	0	0	1
		Failure to incentivize mitigation of material environmental risks.	14	0	0	0	0	0	0	14
		Excessive executive pay	2	2	0	0	0	0	0	4

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The CEO gets more than two times their next highest paid executive.	0	1	0	0	0	0	0	1
		The Chair/CEO is being remunerated more than two times his next highest paid executive.	0	1	0	0	0	0	0	1
		Excessive CEO salary	0	1	0	0	0	0	0	1
		Excessive C-Suite compensation	0	2	0	0	0	0	0	2
		No tie between compensation and sustainability. Excessive CEO remuneration.	1	0	0	0	0	0	0	1
		No tie between compensation and sustainability. Excessive CEO remuneration	2	0	0	0	0	0	0	2
		Concerning pay practices	7	0	0	0	0	0	0	7
		Excessive CEO remuneration	0	5	0	0	0	0	0	5
		CEO receives excessive tenure versus other executives and in absolute terms.	0	1	0	0	0	0	0	1
		Executive compensation is excessive	0	1	0	0	0	0	0	1
		The CEO makes more than two times his next highest paid executive and there is some disconnect between pay and performance and concerns around short-term metrics within their LTIP structure.	0	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Pay and performance disconnect; Poor overall design	1	0	0	0	0	0	0	1
		The Chairman/CEO makes more than two times his next highest paid executive.	0	1	0	0	0	0	0	1
		Excessive CEO pay as compared to other executives	0	1	0	0	0	0	0	1
		The Chair/CEO is remunerated excessively in comparison to his next highest paid executive. There are also concerns around a disconnect between pay and performance and insufficient disclosure of LTIP performance goals.	0	2	0	0	0	0	0	2
		Excessive CEO compensation	0	5	0	0	0	0	0	5
		The President/CEO makes more than two times his next highest paid executive and they apply similar metrics used under STIP and LTIP.	0	1	0	0	0	0	0	1
		Excessive CEO pay versus other executives and in absolute terms	0	1	0	0	0	0	0	1
		Excessive CEO remuneration in absolute terms and versus other execs	0	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The President/CEO makes more than two times his next highest paid executive. Insufficient disclosure of LTIP performance goals	0	1	0	0	0	0	0	1
		Excessive CEO remuneration in absolute terms and relative to other executives.	0	1	0	0	0	0	0	1
		Excessive CEO pay relative to other executives	0	1	0	0	0	0	0	1
		Concerns around disconnect between pay and performance, largely discretionary payout determination for cash along with no disclosed limit for total variable incentives.	0	2	0	0	0	0	0	2
		Excessive CEO pay relative to other executives.	0	2	0	0	0	0	0	2
		The CEO makes more than two times his next highest paid executive.	0	1	0	0	0	0	0	1
		Excessive compensation	0	3	0	0	0	0	0	3
		Poor overall design - excessive CEO compensation.	1	0	0	0	0	0	0	1
		CEO remuneration excessive compared to other executives.	0	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The CEO/President makes more than two times his next highest paid executive. There is also a disconnect between pay and performance, overreliance on time-vesting, LTIP awards and insufficient disclosure of STIP performance goals.	0	1	0	0	0	0	0	1
		CEO's remuneration is excessive	0	1	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Pay and performance disconnect	1	0	0	0	0	0	0	1
		Excessive once-off sign on payment	0	1	0	0	0	0	0	1
		Inequality in c-suite compensation	0	2	0	0	0	0	0	2
		Excessive compensation; Pay and performance disconnect	2	0	0	0	0	0	0	2
		CEO pay excessive relative to other executives	0	1	0	0	0	0	0	1
		The President/CEO makes more than two times his next highest paid executive.	0	1	0	0	0	0	0	1
		Pay and performance disconnect; Increase is excessive	1	0	0	0	0	0	0	1
		Concerning pay practices; Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1

Advisory Vote on Severance

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Concerning pay practices	1	0	0	0	0	0	0	1
		Single measure - change in control combined with very large amounts (10.9% of equity premium of the merger.	0	1	0	0	0	0	0	1
		Excessive absolute pay outs.	0	1	0	0	0	0	0	1
	Amendment to Employee Stock Purchase Plan									
		No Stated Reason	14	0	0	0	0	0	0	14
		Not in shareholders' best interests	1	0	0	0	0	0	0	1
	Amendment to Equity Compensation Plan									
		No Stated Reason	32	0	0	0	0	0	0	32
		Pace of historical grants; Excessive cost compared to enterprise value	2	0	0	0	0	0	0	2
		Excessive shareholder dilution	0	2	0	0	0	0	0	2
		Contains Evergreen Provisions	1	0	0	0	0	0	0	1
		Cost of plan is excessive	2	0	0	0	0	0	0	2
		Pace of historical grants; Excessive overhang	1	0	0	0	0	0	0	1
		We have concerns around a disconnect between pay and performance and insufficient disclosure of LTIP performance goals.	0	2	0	0	0	0	0	2
		Excessive increases in potential bonuses.	0	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Plan Includes Full-value Inverse Multiplier	1	0	0	0	0	0	0	1
		Excessive overhang; Cost of plan is excessive	1	0	0	0	0	0	0	1
	Amendment to Restricted Stock Plan									
		No Stated Reason	5	0	0	0	0	0	0	5
		Short vesting period	2	0	0	0	0	0	0	2
		Change of control provision; Short vesting period	2	0	0	0	0	0	0	2
	Amendment to Stock Option Plan									
		Non-executive participation linked to performance	2	0	0	0	0	0	0	2
		No Stated Reason	15	0	0	0	0	0	0	15
		Repricing provisions	1	0	0	0	0	0	0	1
		Short vesting period; Change of control provision	2	0	0	0	0	0	0	2
		Exercise price at discretion of administrator	1	0	0	0	0	0	0	1
	Amendment to Stock Purchase Plan									
		No Stated Reason	1	0	0	0	0	0	0	1
	Approval of Executive Remuneration (Fixed)									
		No Stated Reason	2	0	0	4	0	0	0	6
	Bonus									
		No Stated Reason	6	0	0	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The Company has failed to disclose a clear description of relevant performance hurdles and measurements, if any, that were used in determining the size of the bonus	0	1	0	0	0	0	0	1
	Capital Proposal to Implement Equity Compensat									
		No Stated Reason	26	0	0	1	0	0	0	27
		Short vesting period; Managed by interested parties	2	0	0	0	0	0	0	2
		Poor overall compensation disclosure	2	0	0	0	0	0	0	2
		Not in shareholders' best interests	1	0	0	0	0	0	0	1
	Directors' Fees									
		No Stated Reason	75	0	0	0	0	0	0	75
		Non-executive participation linked to performance	2	0	0	0	0	0	0	2
		Excessive bonus amount.	2	0	0	0	0	0	0	2
		Excessive bonus	2	0	0	0	0	0	0	2
		Insufficient information provided	4	0	0	0	0	0	0	4
		Excessive compensation	6	0	0	0	0	0	0	6
		Insufficient information to make an informed decision	0	1	0	0	0	0	0	1
		Excessive remuneration	0	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Compensation policy is not in best interests of shareholders	1	0	0	0	0	0	0	1
	Directors' Fees & Audit Fees									
		No Stated Reason	2	0	0	0	0	0	0	2
	Directors' Stock Option Plan									
		No Stated Reason	3	0	0	0	0	0	0	3
	Employee Incentive Plan									
		No Stated Reason	1	0	0	0	0	0	0	1
	Employment Agreement									
		No Stated Reason	13	1	0	0	0	0	0	14
		Compensation policy is not in best interests of shareholders	3	0	0	0	0	0	0	3
		Not in shareholders' best interests	1	0	0	0	0	0	0	1
		Insufficient disclosure of value of supplementary benefits	0	5	0	0	0	0	0	5
		Combined chairman and managing director/CEO	1	0	0	0	0	0	0	1
	Misc. Proposal Regarding Compensation									
		No Stated Reason	11	0	0	0	0	0	0	11
	Non-Executive Remuneration Policy (Forward-Looking)									
		No Stated Reason	173	0	0	10	0	0	0	183
		Insufficient justification regarding proposed increase	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Concerns relating to significant increase in proposed fees. While taking note of the rationale provided with the company, we believe that significant increases should not be solely the result of a benchmarking exercise but should also be linked to a change in the non-executive's role and responsibilities, or in the size and scope of the operations of the company.	0	2	0	0	0	0	0	2
		Excessive compensation	1	0	0	0	0	0	0	1
		Payment shall not be subject to continued appointment. Payment is equity linked and could impact on Directors performance.	0	1	0	0	0	0	0	1
		Compensation policy is not in best interests of shareholders	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The Chair also received total fees in the amount of CHF 3,803,670, falling just above the upper quartile of board fees paid to board chairs in SMI companies in the period from the 2021 - 2022 annual meeting. In addition, his fees are more aligned with the average fees paid to members of the company's executive committee than with the average fees paid to his peers on the board.	0	3	0	0	0	0	0	3
		Excessive bonus	1	0	0	0	0	0	0	1
		Insufficient information provided	4	0	0	0	0	0	0	4
	Performance Share Plan									
		No Stated Reason	1	0	0	0	0	0	0	1
	Remuneration Policy (Forward-Looking)									
		No Stated Reason	86	0	0	5	0	0	0	91
		Poor overall design; Poor overall compensation disclosure	1	0	0	0	0	0	0	1
		Poor overall compensation disclosure; Poor overall design	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design	2	0	0	0	0	0	0	2
		Insufficient response to shareholder dissent; Poor overall compensation disclosure	1	0	0	0	0	0	0	1
		Equity awards to controlling shareholder; Insufficient response to shareholder dissent	2	0	0	0	0	0	0	2
		Equity awards to major shareholder; Insufficient response to shareholder dissent; Poor overall design; Poor overall compensation disclosure	1	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Poor overall design; Poor overall compensation disclosure	1	0	0	0	0	0	0	1
		Increase is excessive; Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1
		Poor overall compensation disclosure	1	0	0	0	0	0	0	1
		Excessive compensation; Poor overall design	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		INCENTIVE PLANS STIP - No annual bonus deferral STIP - Performance targets not disclosed LTIP - No metric measuring performance relative to peers LTIP - Performance targets not fully disclosed LTIP - Awards not subject to recovery provisions	0	1	0	0	0	0	0	1
		INCENTIVE PLANS STIP - No annual bonus deferral STIP - Performance targets not disclosed LTIP - No metric measuring performance relative to peers LTIP - Performance targets not fully disclosed LTIP - Awards not subject to recovery provisions	0	1	0	0	0	0	0	1
		Caps are too high, performance pay too short term.	0	1	0	0	0	0	0	1
		Non-executive participation linked to performance	2	0	0	0	0	0	0	2
		Compensation policy is not in best interests of shareholders	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The policy lacks executive stock ownership guidelines, no performance-based LTI, performance hurdles not disclosed, overlapping performance conditions, and description of hurdles are not made available.	0	1	0	0	0	0	0	1
		Increase is excessive; Adjustment mechanism on share conversion price	1	0	0	0	0	0	0	1
		Unjustified increase in maximum bonus opportunity	1	0	0	0	0	0	0	1
		GENERAL POLICY No executive share ownership guidelines Individual payouts disclosed for CEO only (on aggregate for other executives) INCENTIVE PLANS STIP - No annual bonus deferral STIP - Relative weight of performance metrics not fully disclosed STIP - Performance targets not disclosed	0	1	0	0	0	0	0	1
		Change of control provision; Poor overall design	1	0	0	0	0	0	0	1
		Potential for excessive payouts	1	0	0	0	0	0	0	1
		No tie between compensation and sustainability.	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Remuneration Report (Retrospective)									
		No Stated Reason	163	3	0	13	0	0	0	179
		Unexplained significant increase in fixed pay, benchmark used for pay-setting not disclosed, LTIP - Relative weight of performance metrics not disclosed STIP and LTIP - Performance targets not fully disclosed LTIP - no metric measuring performance relative to peers. Furthermore, no Executive Share Ownership Guidelines and no equity compensation and narrow performance conditions.	0	1	0	0	0	0	0	1
		Poor overall design	6	0	0	0	0	0	0	6
		No LTI plan in place	0	1	0	0	0	0	0	1
		Excessive remuneration	0	3	0	0	0	0	0	3
		Concerns with the LTI	0	1	0	0	0	0	0	1
		Excessive rem for one member in absolute terms and in comparison to others on the management board. No STI or LTI targets disclosed. No performance based LTI's. significant increase in fixed pay.	0	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Significant increase in fixed pay, no LTI plan STI targets not disclosed and no share ownership guidelines.	0	1	0	0	0	0	0	1
		Increase is excessive	2	0	0	0	0	0	0	2
		LTI: Vesting based on a single, absolute performance metric STI and LTI targets not disclosed No recovery provisions for STI plan No share ownership guidelines No deferral provisions Change in control provisions	0	1	0	0	0	0	0	1
		Concerning pay practices	2	0	0	0	0	0	0	2
		Pay and performance disconnect	2	0	0	0	0	0	0	2
		The President/CEO makes more than two times his next highest paid executive.	0	1	0	0	0	0	0	1
		No tie between compensation and sustainability.	11	0	0	0	0	0	0	11
		Pay and performance disconnect; Concerning pay practices	1	0	0	0	0	0	0	1
		Grants are excessive	1	0	0	0	0	0	0	1
		Excessive CEO pay. Excessive CEO pay relative to other executives. Excessive short term incentives vs long term.	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		There is no LTI and STI targets are not disclosed.	0	1	0	0	0	0	0	1
		Excessive CEO pay - Benchmark for setting pay not disclosed. Short term incentive pay performance targets not disclosed.	0	1	0	0	0	0	0	1
		Inappropriate structure to long term incentive plan	0	1	0	0	0	0	0	1
		The President/CEO is getting payed and excessive amount.	0	1	0	0	0	0	0	1
		Poor overall compensation disclosure; Poor overall design	3	0	0	0	0	0	0	3
		Increase is excessive; Poor overall design; Insufficient response to shareholder dissent	4	0	0	0	0	0	0	4
		Increase is excessive; Poor compensation structure/performance conditions; Insufficient response to shareholder dissent	2	0	0	0	0	0	0	2
		Insufficient response to shareholder dissent	8	0	0	0	0	0	0	8
		Equity awards to controlling shareholder; Insufficient response to shareholder dissent	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		STIP and LTIP performance targets are not fully disclosed. The chief executive receives a significantly higher base salary than his//her peers. The CEO's base salary is higher than that of the CAC 40 index average and the CEO's overall remuneration is slightly higher than that of the CEO of the company's industry peers.	0	2	0	0	0	0	0	2
		Equity awards to major shareholder; Insufficient response to shareholder dissent; Poor overall design	1	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Excessive compensation; Poor overall design	1	0	0	0	0	0	0	1
		Poor overall compensation disclosure; Concerning pay practices	1	0	0	0	0	0	0	1
		Concerning pay practices; Poor overall compensation disclosure	2	0	0	0	0	0	0	2
		excessive ceo pay. Litigation costs are excluded from bonus calculations.	0	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		General Policy - Benchmark used for pay-setting not disclosed Incentive Plans - LTIP - Performance targets not disclosed and LTIP - No metric measuring performance relative to peers. there is also no Executive Share Ownership Guidelines and no Equity Compensation.	0	1	0	0	0	0	0	1
		Increase is excessive; Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1
		Excessive comp for former CEO. New CEO rem not sufficiently disclosed.	0	1	0	0	0	0	0	1
		Pay and performance disconnect. Excessive C-Suite total compensation.	1	0	0	0	0	0	0	1
		Unchallenging financial and E&S targets	3	0	0	0	0	0	0	3
		Excess CEO pay	0	2	0	0	0	0	0	2
		Equity awards to major shareholder; Poor overall compensation disclosure	1	0	0	0	0	0	0	1
		Non-executive participation linked to performance	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The CEO makes more than two times his CFO. Also issues around significant Increase in fixed pay and they have upward discretion ability with LTI's. Also hurdles (performance targets) be should set more appropriately and documented accordingly.	0	1	0	0	0	0	0	1
		Equity awards to major shareholder; Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1
		Unchallenging LTIP target	1	0	0	0	0	0	0	1
		Remuneration Structure: Discretionary Bonus Awarded Significant Increase in Base Salary Insufficient Response to Shareholder Dissent Upward Discretion exercised								
		Remuneration Disclosure: Failure to disclose the difference in actual payout given by the adjustment under the LTIP Lack of transparency on the special allocation of restricted shares granted to the CEO	0	1	0	0	0	0	0	1
		Excessive LTI grants	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		STIP and LTIP - Performance targets not fully disclosed LTIP - No metric measuring performance relative to peers. CEO pay quantum is large and vesting of replacement award and no performance targets.	0	1	0	0	0	0	0	1
		Unchallenging performance targets, replacement award and the CEO receives remuneration that exceeds the compensation paid to chief executives at similar firms.	0	1	0	0	0	0	0	1
		Grants are excessive; Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1
		Potentially excessive post-employment benefits	1	0	0	0	0	0	0	1
		Equity awards to major shareholder	1	0	0	0	0	0	0	1
		Poorly justified awards	1	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Increase is excessive	2	0	0	0	0	0	0	2
		Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design	1	0	0	0	0	0	0	1
		Excessive CEO remuneration	0	1	0	0	0	0	0	1
		Discretionary awards	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Poor disclosure of performance element	1	0	0	0	0	0	0	1
		GENERAL POLICY No executive share ownership guidelines Individual payouts disclosed for CEO only (on aggregate for other executives) INCENTIVE PLANS STIP - No annual bonus deferral STIP - Relative weight of performance metrics not fully disclosed STIP - Performance targets not disclosed	0	1	0	0	0	0	0	1
		Excessive maximum bonus levels. Accelerated vesting on change in control. Excessive CEO compensation vs other executives.	0	1	0	0	0	0	0	1
		Lack of transparency on performance targets	0	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Individual payouts disclosed for CEO only (on aggregate for other executives), STIP - relative weight of individual performance metrics not fully disclosed STIP and LTIP, performance targets not fully disclosed LTIP and no metric measuring performance relative to peers. The company's disclosure of the terms of the incentive plans lags market standards for companies of this size and scope. Furthermore, areas of focus relate to concerning disclosure and discretionary practices; 2022 changes and potential windfall gains.	0	1	0	0	0	0	0	1
		Lack of transparency	0	1	0	0	0	0	0	1
		STI safety component payout	1	0	0	0	0	0	0	1
		CEO gets more than twice what the next most senior executive is paid.	0	1	0	0	0	0	0	1
		Excessive compensation; Concerning pay practices	1	0	0	0	0	0	0	1
		Significant base salary on appointment	2	0	0	0	0	0	0	2
		The CEO is getting payed excessively in comparison to his next highest paid executive.	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Say When on Pay										
		No Stated Reason	227	0	0	4	0	0	0	231
		An annual advisory vote on executive compensation is in the best interests of shareholders	10	0	0	0	0	0	0	10
		Recommendation on Dissident Card	0	1	0	0	0	0	0	1
		Annual advisory vote recommended	1	0	0	0	0	0	0	1
		Amendment is not in best interests of shareholders	1	0	0	0	0	0	0	1
Statutory Auditors' Fees										
		No Stated Reason	12	0	0	0	0	0	0	12
Stock Option Grants										
		No Stated Reason	27	0	0	0	0	0	0	27
		Change of control provision	1	0	0	0	0	0	0	1
		Not in shareholders' best interests	1	0	0	0	0	0	0	1
		awards granted under the plan are not linked to any performance targets	0	1	0	0	0	0	0	1
		The company has failed to disclose in their annual report a clear description of relevant performance hurdles and vesting schedules in relation to these hurdles.	0	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		A share price hurdle is far from ideal because it may inappropriately reward (or penalise) the executive as a consequence of market conditions rather than the contribution of the executive.	0	4	0	0	0	0	0	4
		No associated performance hurdles	0	1	0	0	0	0	0	1
		No performance hurdles	1	0	0	0	0	0	0	1
Stock Option Plan										
		Lack of transparency	0	1	0	0	0	0	0	1
		No Stated Reason	41	0	0	0	0	0	0	41
		Change of control provision; Short vesting period; Excessive range of participants	4	0	0	0	0	0	0	4
		Change of control provision; Short vesting period	1	0	0	0	0	0	0	1
		Change of control provision; Excessive range of participants; Short vesting period	6	0	0	0	0	0	0	6
		Not in shareholders' best interests	21	0	0	0	0	0	0	21
		Dilutionary	0	1	0	0	0	0	0	1
		Change of control provision	2	0	0	0	0	0	0	2
		Adjustment mechanism on share conversion price	1	0	0	0	0	0	0	1
		Excessive LTI grants	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Poor disclosure of performance element	1	0	0	0	0	0	0	1
		Change of control provision; Poor overall design	1	0	0	0	0	0	0	1
	Stock Option Plan for Subsidiary									
		No Stated Reason	3	0	0	0	0	0	0	3
	Stock Purchase Plan									
		No Stated Reason	33	0	0	0	0	0	0	33
	Supervisory Board/ Corp Assembly Fees									
		No Stated Reason	13	0	0	0	0	0	0	13
		Insufficient justification; Excessive compensation	1	0	0	0	0	0	0	1
	Trust Type Equity Plans (JP)									
		No Stated Reason	2	0	0	0	0	0	0	2
M&A			74	1	0	2	0	0	0	77
	Divestiture/Spin-off									
		No Stated Reason	5	1	0	0	0	0	0	6
	Intra-company Contracts/Control Agreement									
		No Stated Reason	25	0	0	0	0	0	0	25
		Deposit services with a member of the group	1	0	0	0	0	0	0	1
	Joint Venture/Strategic Alliance									
		No Stated Reason	2	0	0	0	0	0	0	2

[illegible]

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Granting unfettered discretion is unwise	7	0	0	0	0	0	0	7
Other			270	7	9	1	0	0	0	287
Approval of Political Donation										
		No Stated Reason	33	0	0	0	0	0	0	33
		We do not believe Companies should be making donations that could be construed as a politcal donation.	2	0	0	0	0	0	0	2
Approve Technical Vote Requirements										
		Not in shareholders' best interests	4	0	0	0	0	0	0	4
		No Stated Reason	3	0	0	0	0	0	0	3
		Potential unknown nominees w/o shareholder approval	6	0	0	0	0	0	0	6
		Not in shareholders' best interests	1	0	0	0	0	0	0	1
Authorization of Charitable Donations										
		No Stated Reason	7	0	0	0	0	0	0	7
		Generally we prefer that the "need for charity" is addressed by appropriate taxation. Given the nature of this company we have voted in favour.	2	0	0	0	0	0	0	2
		No limit set for charitable donations	0	1	0	0	0	0	0	1

[illegible]

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	63	0	0	0	0	0	0	63
		Not in shareholders' best interests	7	0	0	0	0	0	0	7
	Miscellaneous - Resident Status									
		No Stated Reason	0	0	1	0	0	0	0	1
	Request Cumulative Voting/ Allocation of Cumulative Vote									
		No Stated Reason	97	3	0	0	0	0	0	100
		Serves on too many boards	2	0	0	0	0	0	0	2
		Not in shareholders' best interests	6	0	0	0	0	0	0	6
		Insufficient information provided	2	0	0	0	0	0	0	2
		Nominee not independent; Oversight failure/internal control concerns	1	0	0	0	0	0	0	1
		Nominee not independent	13	0	0	0	0	0	0	13
		Insufficient gender diversity at the company	0	1	0	0	0	0	0	1
		Board is not sufficiently independent	1	0	0	0	0	0	0	1
		Affiliate/Insider on a committee	1	0	0	0	0	0	0	1
		Not in shareholders' best interests	1	0	0	0	0	0	0	1
		Minority candidates supported over management/controller candidate/s	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Minority candidates supported over management/controller candidates	7	0	0	0	0	0	0	7
		Less than 75% Attendance	1	0	0	0	0	0	0	1
<i>SHP: Compensation</i>			46	13	0	0	0	0	0	59
	SHP Recoupment of Unearned Bonuses (Clawback									
		No Stated Reason	2	0	0	0	0	0	0	2
	SHP regarding Change/Opposition to Director Compe									
		No Stated Reason	1	0	0	0	0	0	0	1
	SHP Regarding Golden Parachutes									
		No Stated Reason	13	1	0	0	0	0	0	14
		Shareholders should be consulted before relinquishing such a right. Implementing such policies would still leave the company with sufficient freedom to enter appropriate severance arrangements.	3	0	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Severance pay in the USA above 2.99 x 5 year average annual compensation is no longer deductible as an expense. The proposal asks that the Board seek shareholder proposal before paying severance above this cap. This seems eminently reasonable and in the spirit of the regulation.	1	0	0	0	0	0	0	1
		Shareholders should be consulted before relinquishing such a right. Implementing such policies would still leave the company with sufficient freedom to enter into appropriate severance arrangements.	2	0	0	0	0	0	0	2
	SHP Regarding Linking Executive Pay to Social Criteri									
		No Stated Reason	3	0	0	0	0	0	0	3
		The proposal is vague with such a wide range of potential methodologies that any report would likely be meaningless.	0	2	0	0	0	0	0	2
	SHP regarding Misc. Compensation									
	SHP Regarding Misc. Compensation									
		No Stated Reason	3	0	0	0	0	0	0	3
		No Stated Reason	4	0	0	0	0	0	0	4

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Race and/or Gender Pay Equity Report									
		We note "race" is a social construct with no scientific validity. The company already adequately reports on gender and ethnic pay gaps.	0	3	0	0	0	0	0	3
		The company is doing enough reporting on gender discrimination and racism with a 3rd party audit of metrics	0	2	0	0	0	0	0	2
		No Stated Reason	5	0	0	0	0	0	0	5
		The Company states that it will work with an external consultant to conduct an adjusted pay gap analysis of its workforce with respect to gender and ethnicity in 2023 (which, at a minimum, will include its U.S. employees) and will provide quantitative disclosure regarding the results of this analysis in its 2024 Sustainability Report	0	2	0	0	0	0	0	2
	SHP Regarding Report on Ratio Between CEO and Empl									
		This proposal aligns with our proxy voting guidelines whilst not overly constraining the company.	3	0	0	0	0	0	0	3
		No Stated Reason	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		We believe that excessive pay can lead to overconfidence and mistakes to the detriment of company performance.	1	0	0	0	0	0	0	1
	SHP Regarding Restricting Executive Compensation									
		No Stated Reason	3	3	0	0	0	0	0	6
SHP: Environment			104	18	0	1	0	0	0	123
	Shareholder Proposal Regarding Say on Climate									
		No Stated Reason	3	0	0	0	0	0	0	3
	SHP Regarding Climate Lobbying									
		No Stated Reason	12	0	0	0	0	0	0	12
		The company already provides reasonable reporting here.	0	3	0	0	0	0	0	3
	SHP Regarding Environmental Report									
		The company has taken significant steps to reduce its plastic usage. Government regulation would be more effective here.	0	3	0	0	0	0	0	3
		No Stated Reason	5	2	0	0	0	0	0	7

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The Company provides reasonable disclosure, albeit in a variety of sources, on its operations in Guyana and its safety considerations. However, given recent high-profile court rulings, we believe that more centralized reporting on this matter could benefit shareholders.	1	0	0	0	0	0	0	1
		The company is taking steps to produce recycled plastic. There is a challenge for the company here as in many other areas. Its not clear that an audit report on the financial impact of change in demand is required though.	0	1	0	0	0	0	0	1
		The company already provides a reasonable amount of information in this regard. It is not clear that an actuarial assessment will lead to better information to shareholders.	1	0	0	0	0	0	0	1
		Company has committed to 100% recyclable or reusable plastic by 2030.	0	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The Company does not appear to provide meaningful disclosure concerning its packaging and related efforts. Plastic waste is a large and growing environmental and health issue. The Board has not opposed the ballot.	1	0	0	0	0	0	0	1
		In best interests of shareholders.	1	0	0	0	0	0	0	1
	SHP Regarding Formation of Environmental/Social Commit									
		Optional Board Committees should be decided by the Board and management.	0	3	0	0	0	0	0	3
		Shareholder proposal is anti-social. and anti-science	1	0	0	0	0	0	0	1
		Shareholder proposal is anti-social.	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Energy/Environmental Issues									
		As a shareholder we have every right to know whether BlackRock has a plan to diminish potential long-term pension client losses by pledging to use stewardship and proxy voting to mitigate its forecast 25% climate-related decline in global economic output over the next two decades.	2	0	0	0	0	0	0	2

[illegible]

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	3	0	0	0	0	0	0	3
	SHP Regarding Report on Environmental Performance									
		No Stated Reason	1	0	0	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change									
		No Stated Reason	25	1	0	0	0	0	0	26

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		<p>Requested disclosure will allow informed vote on 2024 climate plan. Glencore has failed to make progress on demonstrating the specific alignment of its thermal coal business with the Paris Agreement, or to demonstrate Paris-aligned capex commitments on coal. Glencore's failure in this regard has hurt its strategic plans. As Teck noted:</p> <p>“Thermal coal mines are contrary to the global decarbonization agenda. The Glencore proposal would force Teck shareholders to hold massive thermal coal exposure, which would be value destructive, drive away current and future investors who cannot hold thermal coal assets, and result in Teck’s world-class steelmaking coal business trading at a discount.” Statement from Teck Resources, on behalf of the Board and independent Special Committee, 3rd April 2023</p>	1	0	0	0	0	0	0	1
		Not in shareholders' best interests	1	0	0	0	0	0	0	1

Given the company's exposure to transportation, shareholders would benefit from better reporting on how it will achieve a just transition by 2040.	3	0	0	0	0	0	0	3
Climate data is an important element for shareholders to assess the risks and opportunities to the company.	4	0	0	0	0	0	0	4
Shareholder proposal is anti-social.	1	0	0	0	0	0	0	1
This information would provide shareholders with useful information as to how the company is progressing with its transition plans. The company has not provided a compelling reasons as to why it shouldnt.	1	0	0	0	0	0	0	1
Given the cost and increasing regulatory focus on cleaning up end of life assets, an audit would better able shareholders to assess the costs involved in sset retirement obligations.	1	0	0	0	0	0	0	1
As a member of the CA 100+ we are supportive of this resolution.	1	0	0	0	0	0	0	1
Although they have committed to align its financing with the Paris Agreement, achieving net-zero emissions by 2050, consistent with limiting global warming to 1.5°C, its policies and practices are not								

net-zero aligned; The company is reportedly the world's largest funder of fossil fuels, providing over \$382 billion in lending and underwriting to fossil fuel companies during 2016-2021 (34% more than the second-highest bank), including over \$116 billion to 100 top companies engaged in new fossil fuel exploration and development. Without a policy to phase out financing of new fossil fuel exploration and development, the company is unlikely to meet its climate commitments and merits scrutiny for material risks including greenwashing, regulation, competition, and reputation. Best practices for banks to achieve net zero involve financing companies reducing Scopes 1, 2, and 3 absolute emissions and allocating capital in line with science-based, independently verified short-, medium-, and long-term decarbonization targets by organizations such as the SBTi.

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Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		An effective transition plan creates bank accountability by describing the strategies, indicators, milestones, metrics, and timelines to deliver on decarbonization targets and ensure shareholders that a bank is addressing and accountable for the risks associated with its financing of high carbon activities. While the company has committed \$1 trillion in low-carbon sustainable business financing through 2030, it has not demonstrated whether its planned actions will result in 1.5 degree aligned emissions reductions.	2	0	0	0	0	0	0	2
		All companies and individuals will need to align with net zero targets. We note that the resolution may not have been made in good faith but agree with its substance. We note Pepsi does more than many companies in this area.	0	2	0	0	0	0	0	2
	SHP Regarding Reporting and Reducing Greenhouse Gas Em									
		No Stated Reason	15	1	0	1	0	0	0	17

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Company seems to be acting appropriately with regard to climate change and setting reasonable targets. The proponents have not made a case that the company is not in the right track.	0	1	0	0	0	0	0	1
		GHG reduction targets can help mitigate environmental impact and mitigate attendant risks	2	0	0	0	0	0	0	2
		Climate data is an important element for shareholders to assess the risks and opportunities to the company.	2	0	0	0	0	0	0	2
		Allowing that some flexibility will be needed given the path economies and governments take, we believe it would be of strategic value for the company to set targets like some of its peers even if it doesn't know exactly how it will get there today.	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Although the company has a target to reduce its GHG emissions intensity for the energy sector by 2030, intensity targets will not capture whether the company's total financed GHG emissions have decreased in the real world. The company should consider target-setting approaches used by advisory groups, such as the Science Based Targets initiative. The company lags its peers in setting absolute GHG emissions reduction targets.	2	0	0	0	0	0	0	2
	SHP Regarding Sustainability or Environmental Reports									
		No Stated Reason	1	0	0	0	0	0	0	1
SHP: Governance			155	26	0	9	0	0	0	190
	SHP Regarding Additional or Amended Shareholder Proposals									
		No Stated Reason	0	1	0	0	0	0	0	1
		Granting unfettered discretion is against our voting approach.	0	1	0	0	0	0	0	1
		Lack of transparency	0	2	0	0	0	0	0	2
	SHP Regarding Board Composition									
		No Stated Reason	1	0	0	4	0	0	0	5

[illegible]

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Lim seems an appropriately qualified individual for the role with experience in Indonesia. The company can benefit from his experience.	0	2	0	0	0	0	0	2
		No Stated Reason	0	0	0	4	0	0	0	4
	SHP Regarding Election of Dissident Supervisory Board									
		Nominees not disclosed	1	0	0	0	0	0	0	1
	SHP Regarding Eliminating Supermajority Provisions									
		No Stated Reason	9	0	0	0	0	0	0	9
		Aligned with resolution 2. A vote for in case 2 does not get passed.	2	0	0	0	0	0	0	2
	SHP Regarding Improving in Disclosure									
		Additional disclosure would benefit shareholders	2	0	0	0	0	0	0	2
	SHP Regarding Increase in Dividend/Redistribution of Pr									
		No Stated Reason	1	0	0	0	0	0	0	1
	SHP Regarding Independent Board Chairman/Seperation o									
		No Stated Reason	28	2	0	0	0	0	0	30
		Shareholder proposal is anti-social.	8	0	0	0	0	0	0	8
		Given our voting on Directors we are in favour of a new independent Chair	0	2	0	0	0	0	0	2

[illegible]

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	1	0	0	0	0	0	0	1
	SHP Regarding Majority Vote for Election of Directors									
		No Stated Reason	2	0	0	0	0	0	0	2
		Majority voting increases board accountability and performance.	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Board Issue									
		Nominees not disclosed	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Board/Shareholder Rights Iss									
		No Stated Reason	14	1	0	0	0	0	0	15
		Protects against amendments which would make it difficult for shareholders to nominate directors	3	0	0	0	0	0	0	3
		Where a majority of non-insider shareholders support a resolution its seems reasonable for a Board member to meet with proponent in a timely manner.	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		A company should not be dependent on one person. Requesting that the company publicly disclose the identity of key persons in the succession plan could present a material risk to the company and exacerbate concerns regarding succession planning.	0	2	0	0	0	0	0	2
		Proposal upholds fundamental rights of all shareholders	1	0	0	0	0	0	0	1
		This resolution protects shareholders from unreasonably onerous restrictions on Director nominations.	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Governance Issue									
		No Stated Reason	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Issue									
		No Stated Reason	8	0	0	1	0	0	0	9
		Shareholders shuld have the right to nominate directors.	0	2	0	0	0	0	0	2
		Not in shareholders" best interests	4	0	0	0	0	0	0	4
	SHP Regarding Misc. Restructuring Issue									
		No Stated Reason	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Not in shareholders' interest I believe. We don't believe that the proponent has presented a compelling enough case here that shareholders need to advise the company to take any action with respect to evaluating a potential spin-off of TPWR.	0	1	0	0	0	0	0	1
	SHP Regarding Recapitalization									
		No Stated Reason	4	0	0	0	0	0	0	4
		Accords with our principle that all shareholders be treated fairly	2	0	0	0	0	0	0	2
	SHP Regarding Removal of Director(s)									
		No Stated Reason	1	0	0	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent									
		No Stated Reason	4	0	0	0	0	0	0	4
		Shareholder action by written consent enables shareholders to take action on important issues that arise between annual meetings.	1	0	0	0	0	0	0	1
	SHP Regarding Right to Call a Special Meeting									
		No Stated Reason	23	0	0	0	0	0	0	23
		A 10% threshold for calling a special meeting is appropriate	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		One of the main purposes of this proposal is to give all shares, including street name shares, the right to normally participate in calling for a special shareholder meeting to the fullest extent possible; Currently, it takes a theoretical 20% of all shares outstanding to call for a special shareholder meeting; and A right to call for a special shareholder meeting gives shareholders significant standing to engage effectively with management, and management will have an incentive to genuinely engage with shareholders.	2	0	0	0	0	0	0	2
	SHP Regarding Trained, Qualified Directors on Environ									
		No Stated Reason	2	0	0	0	0	0	0	2
		Given the size and number of controversies, legal suits and fines the company has experienced, an independent review of the risk oversight committee may be valuable.	2	0	0	0	0	0	0	2
	SHP Shareholder Access to the Nomination Process (Prox									
		This would bring the company in line with best practice.	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	2	0	0	0	0	0	0	2
SHP: Misc			16	8	0	0	0	0	0	24
	SHP Regarding Repeal of Bylaw Amendments									
		No Stated Reason	1	0	0	0	0	0	0	1
	SHP: Misc. Issues									
		No Stated Reason	4	5	0	0	0	0	0	9
		It is difficult to understand how the company arrives at its tax rate. Greater tax transparency would help investors better assess tax risk at the company.	3	0	0	0	0	0	0	3
		This proposal is too broad and would overly hinder the company's room to act.	2	0	0	0	0	0	0	2
		Whilst the company has provided some level of disclosure on their tax reporting, additional reporting in line with the GRI Tax Standard would provide shareholders with understandable information on which they are able to base assessments of the company's tax-related risks.	1	0	0	0	0	0	0	1
		We believe this resolution will help investors to be better able to understand and assess tax risk at the company.	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Shareholder proposal is anti-social.	2	0	0	0	0	0	0	2
		Employees in the employee retirement plan already have a sufficient level of discretion as to where the funds are invested.	0	2	0	0	0	0	0	2
		Although the Company has provided some level of disclosure on this matter, we believe that additional reporting in line with the GRI Tax Standard would provide shareholders with understandable information on which they are able to base assessments of the Company's tax-related risks.	2	0	0	0	0	0	0	2
		Starbucks continuously evaluates the market for, and the price of, its plant-based menu items, including plant-based milk customizations.	0	1	0	0	0	0	0	1
<i>SHP: Social</i>			205	36	0	1	0	0	0	242
	SHP Regarding Animal Welfare									
		No Stated Reason	3	3	0	0	0	0	0	6

[illegible]

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Seeking a more robust disclosure concerning the human rights impacts of the government's defence contracts.	2	0	0	0	0	0	0	2
		Additional disclosure in this context is warranted, but Proposal 7 is a more meaningful evaluation of the attendant risks than the disclosure requested by this proposal.	0	2	0	0	0	0	0	2
	SHP Regarding Misc. Human Capital Management									
		The Proponent has not produced a credible argument for this resolution.	0	3	0	0	0	0	0	3
		In light of troubling reports and allegations concerning the Company's working conditions, we believe that additional, independent scrutiny on this matter is warranted	3	0	0	0	0	0	0	3
		No Stated Reason	23	2	0	0	0	0	0	25
		If shareholders do not approve of the way the Board delegates powers they should vote against Board Directors.	0	3	0	0	0	0	0	3

[illegible]

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	3	0	0	0	0	0	0	3
	SHP Regarding Misc. Social Issue									
		No Stated Reason	6	4	0	1	0	0	0	11
		Shareholder proposal is anti-social.	28	0	0	0	0	0	0	28
		In best interests of shareholders.	1	0	0	0	0	0	0	1
		Shareholders and the companies understand why the efficacy of enforcement of content policies is well short of perfect. What's needed is an assessment of the risk and financial implications of this.	0	2	0	0	0	0	0	2
		Such a report would allow shareholders to assess the risks to the company from child exploitation on its platforms.	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The Uyghur Region produces approximately 85% of China's cotton, and the Company's manufacturing data suggests that about 30% of its materials were from Chinese factories. The company has stated it does not directly source from the Xinjian region and highlighted cotton traceability at the raw materials level as an area of focus, but these efforts are inadequate because its supply chain transparency covers primarily "Tier 1" direct suppliers, while forced labor risks extend to raw material sourcing and manufacturing at further tiers. Furthermore, the company has been named in a criminal complaint filed in the Netherlands in 2021 and various reports relating to the issue.	1	0	0	0	0	0	0	1
		Given historical issues at the company we believe this proposal has merit.	1	0	0	0	0	0	0	1
		The company has made reasonable efforts on what is an industry wide issue best dealt with by Government.	0	2	0	0	0	0	0	2

[illegible]

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	17	0	0	0	0	0	0	17
		Shareholders would benefit from a better understanding of the risks involved with surveillance through Amazon devices.	3	0	0	0	0	0	0	3
		The apparent misalignment between the Company's commitment and its reported conduct represents reputational and operational risks and may negatively impact the Company's long-term performance	3	0	0	0	0	0	0	3
		Given regulatory uncertainty, we believe that additional disclosure concerning the financial, operational, and reputational risks associated with the use of its product is warranted.	3	0	0	0	0	0	0	3
		More properly in the government domain to regulate but should give shareholders a better ability to evaluate the risk.	2	0	0	0	0	0	0	2
		We have voted for this measure given the proposal stipulates that the measures to be taken should be done at reasonable cost.	1	0	0	0	0	0	0	1
		The company provides sufficient disclosures in this regard.	0	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Reviewing Charitable Spending									
		No Stated Reason	2	0	0	0	0	0	0	2
		Shareholder proposal is anti-social.	1	0	0	0	0	0	0	1
	SHP Regarding Reviewing Political Spending or Lobbying									
		No Stated Reason	35	0	0	0	0	0	0	35
		Shareholder proposal is anti-social.	3	0	0	0	0	0	0	3
		We support transparency around political donations and lobbying. We do not support institutional political donations. However the proposal does not cover lobbying and what it asks for appears to be already provided.	0	3	0	0	0	0	0	3
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities	1	0	0	0	0	0	0	1

We believe that companies should provide transparency around and justification of any political donations and partisan political advertising. Vision Super votes against any resolution relating to political contributions/donations and for any non-binding resolutions. Political donations proposals relate to the Political Parties, Elections and Referendums Act 2000 (PPER). In our view, political donations should be restricted to individual citizens. The general purpose of PPER is to require directors of companies to seek the approval of the company in general meeting to the making of political donations to political parties or organisations or to the incurring of expenditure for political purposes. All these resolutions are general waivers, they do not give specific examples of where donations might be made. We note that newspapers are exempt, trade associations don't count nor do multiparty parliamentary bodies.

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Increased disclosure would allow shareholders to more fully assess risks presented by the company's lobbying activities. Unlike its peers, the they do not disclose their memberships in, or payments to, trade associations and social welfare organizations, or the amounts used for lobbying; and the company's lack of disclosure presents reputational risks when its lobbying contradicts its public positions.	1	0	0	0	0	0	0	1
		In best interests of shareholders.	1	0	0	0	0	0	0	1
		We believe that companies should be very transparent about their lobbying activities. Meta has a poor track record of disclosure. Governance over political donations is also poor.	2	0	0	0	0	0	0	2
		We believe that in general, there is excessive lobbying by companies and that more transparency in this area would be welcome. While Newscorp is a leader in transparency in its industry we think that more could be done.	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		We do not approve of company political donations.	2	0	0	0	0	0	0	2
	SHP Regarding Tobacco/Alcohol									
		No Stated Reason	2	0	0	0	0	0	0	2

Proposal Reasons – Votes Versus Glass Lewis

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories			10616	2031	295	0	9	0	12951
<i>Audit/Financials</i>			1275	355	35	0	0	0	1665
	Accounts and Reports (Bundled Issues)								
		No Stated Reason	26	0	1	0	0	0	27
		Unaudited financial statements	19	0	0	0	0	0	19
		Insufficient information provided	2	0	0	0	0	0	2
Allocation of Profits/Dividends									
		No Stated Reason	340	0	12	0	0	0	352
		Low payout ratio	1	0	0	0	0	0	1
Appointment of Auditor									
		No Stated Reason	135	0	8	0	0	0	143
		The auditor tenure is too long.	1	50	0	0	0	0	51

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient information provided	1	0	0	0	0	0	1
		Excessive tenure	0	1	0	0	0	0	1
		Tenure undisclosed	0	1	0	0	0	0	1
	Appointment of Auditor and Authority to Set Fees								
		The auditor tenure is too long.	0	22	0	0	0	0	22
		No Stated Reason	97	0	0	0	0	0	97
		The audit firm has served the company for 26 years.	0	1	0	0	0	0	1
		Auditor tenure not disclosed but it appears to be excessive.	0	3	0	0	0	0	3
		Excessive non-audit fees	1	0	0	0	0	0	1
		Tenure appears to be excessive	0	2	0	0	0	0	2
		excessive tenure	0	1	0	0	0	0	1
		Consolidated auditor fees not disclosed or broken down; Appointment of the auditor is for multiple years	1	0	0	0	0	0	1
		Tenure not disclosed but it appears to be in excess of a decade	0	1	0	0	0	0	1
	Appointment of Special Auditor								
		No Stated Reason	4	0	1	0	0	0	5
	Approval of Non-Financial Reports								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	94	0	0	0	0	0	94
		Insufficient information provided	10	0	0	0	0	0	10
	Approve Payment of Fees to Special Auditors								
		No Stated Reason	16	0	0	0	0	0	16
	Authority to Set Auditor's Fees								
		No Stated Reason	77	0	3	0	0	0	80
		Excessive non-audit fees	1	0	0	0	0	0	1
		Excessive tenure	0	1	0	0	0	0	1
	Bonus Dividend/Bonus Share Issue								
		No Stated Reason	10	0	0	0	0	0	10
	Financial Statements								
		No Stated Reason	342	0	9	0	0	0	351
		Unaudited financial statements	1	0	0	0	0	0	1
		Insufficient information provided	2	0	0	0	0	0	2
		Auditor issued a qualified opinion	1	0	0	0	0	0	1
	Number of Auditors								
		No Stated Reason	4	0	0	0	0	0	4
	Ratification of Alternate Auditor								
		No Stated Reason	5	0	0	0	0	0	5

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Ratification of Auditor								
		No Stated Reason	67	0	1	0	0	0	68
		The auditor tenure is too long.	0	272	0	0	0	0	272
	Ratification of Auditor's Acts								
		Discharging the Auditor may limit shareholders' rights to take legal action against the Auditor.	1	0	0	0	0	0	1
		No Stated Reason	3	0	0	0	0	0	3
	Stock Dividend/Dividend Reinvestment								
		No Stated Reason	13	0	0	0	0	0	13
Board Related			5743	1057	159	0	0	0	6959
	Approval of Committee Guidelines/Appointment of Co								
		No Stated Reason	9	0	1	0	0	0	10
	Approve Censor								
		Insufficient justification; Insufficient response to shareholder dissent	2	0	0	0	0	0	2
	Approve Special Auditor's Report								
		No Stated Reason	17	0	0	0	0	0	17
	Approve Supervisory Council								
		Minority candidate is supported over management/controller candidate/s	6	0	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Potential unknown nominees w/o shareholder approval	6	0	0	0	0	0	6
		No Stated Reason	46	0	0	0	0	0	46
		Insufficient information provided	4	0	0	0	0	0	4
		Other governance concerns	1	0	0	0	0	0	1
		Supervisors are not sufficiently independent	6	0	0	0	0	0	6
	Approve Supervisory Council Size								
		No Stated Reason	3	0	0	0	0	0	3
	Board Size								
		No Stated Reason	26	0	0	0	0	0	26
	Board Term Length								
		No Stated Reason	1	0	0	0	0	0	1
	Change in Board Size								
		No Stated Reason	3	0	0	0	0	0	3
	Director & Officer Liability/Indemnification								
		Not in shareholders' best interests	2	0	0	0	0	0	2
		Amendment is not in best interests of shareholders	11	0	0	0	0	0	11
	Election of Alternate Statutory Auditor								
		No Stated Reason	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Election of Board Committee Members								
		No Stated Reason	111	0	27	0	0	0	138
		Audit committee chair not independent; Board is not sufficiently independent	1	0	0	0	0	0	1
		Audit committee chair not independent	3	0	0	0	0	0	3
		Insufficient gender diversity.	0	9	0	0	0	0	9
		Unaudited financial statements	1	0	0	0	0	0	1
		Insufficient audit committee independence; Professional Services Relationship	2	0	0	0	0	0	2
		Serves on too many boards	1	0	0	0	0	0	1
		Insufficient information provided	1	0	0	0	0	0	1
		Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.	0	1	0	0	0	0	1
		There is insufficient female representation on the board of directors.	2	9	0	0	0	0	11

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	1	0	0	0	0	1
		Less than 75% Attendance	1	0	0	0	0	0	1
		Affiliate/Insider on audit committee; Audit committee chair not independent	1	0	0	0	0	0	1
	Election of Board Member(s) During a Contested Election –								
		Given the poor performance and judgement of the Board in relation to the Grail acquisition, we are not inclined to vote for the incumbents.	0	9	0	0	0	0	9
	Election of Directors								
		No Stated Reason	4301	22	91	0	0	0	4414
		Company executive and available to present to the Board at any time.	0	3	0	0	0	0	3
		Board is not sufficiently independent; Board is not sufficiently independent	4	0	0	0	0	0	4

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Board is not sufficiently independent; Board is not sufficiently independent; Serves on too many boards	1	0	0	0	0	0	1
		Does not disclose EE01 reporting.	3	19	0	0	0	0	22
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No Net Zero targets.	0	1	0	0	0	0	1
		The director has been on the board for 20 years	0	1	0	0	0	0	1
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards.	28	56	0	0	0	0	84
		Insufficient audit committee independence; Compensation committee chair not independent; Board is not sufficiently independent; Insufficient nominating committee independence requirement	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	2	68	0	0	0	0	70
		Board is not sufficiently independent	26	1	0	0	0	0	27
		There is insufficient female representation on the board of directors.	57	292	0	0	0	0	349
		Insufficient information provided	2	0	0	0	0	0	2
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.	0	2	0	0	0	0	2
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	3	27	0	0	0	0	30
		Ongoing compensation concerns	5	0	0	0	0	0	5

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No Net Zero targets.	0	1	0	0	0	0	1
		The director has been on the board for 13 years.	0	2	0	0	0	0	2
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No GHG targets in place.	0	3	0	0	0	0	3
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No GHG targets in place. Company does not report to CDP or SASB.	0	1	0	0	0	0	1
		Company does not report to CDP or SASB.	1	30	0	0	0	0	31

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		There is insufficient female representation on the board of directors. Company does not report to CDP or SASB.	4	12	0	0	0	0	16
		Multi-class share structure with unequal voting rights	8	0	0	0	0	0	8
		Concerning pay practices; Other governance issue	1	0	0	0	0	0	1
		Performance/Experience concerns; Affiliate/Insider on nominating/governance committee	1	0	0	0	0	0	1
		Other governance issue	4	0	0	0	0	0	4
		Ongoing compensation concerns; Insufficient response to shareholder dissent; Other unique issue; Multi-class share structure with unequal voting rights	1	0	0	0	0	0	1
		Ongoing compensation concerns; Insufficient response to shareholder dissent; Other unique issue	1	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Other unique issue	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Company does not report to CDP or SASB. Excessive Director tenure	0	1	0	0	0	0	1
		Company is a not UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	1	0	0	0	0	1
		Excessive tenure	2	104	0	0	0	0	106
		Board is not sufficiently independent; Less than 75% Attendance	1	0	0	0	0	0	1
		Insufficient audit committee independence; Insufficient compensation committee independence requirement; Board is not sufficiently independent; Insufficient nominating committee independence requirement	2	0	0	0	0	0	2
		No independent lead or presiding director	3	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.	2	9	0	0	0	0	11
		There is insufficient female representation on the board of directors. Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards.	1	1	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.	1	0	0	0	0	0	1
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.	3	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Related party transactions	2	0	0	0	0	0	2
		Insider on compensation committee	5	0	0	0	0	0	5
		CFO on board	3	0	0	0	0	0	3
		Insufficient audit committee independence; Board is not sufficiently independent	3	0	0	0	0	0	3
		No independent lead or presiding director; Vote results not disclosed	1	0	0	0	0	0	1
		Auditor not up for ratification	4	0	0	0	0	0	4
		Insufficient gender diversity. There is insufficient female representation on the board of directors.	7	23	0	0	0	0	30
		Insufficient compensation committee independence requirement	5	0	0	0	0	0	5

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. There is insufficient female representation on the board of directors.	2	5	0	0	0	0	7
		Insufficient audit committee independence; Board is not sufficiently independent; No independent lead or presiding director; Nominating committee chair not independent; Responsible for lack of board independence	1	0	0	0	0	0	1
		Multi-class share structure with unequal voting rights; Vote results not disclosed	1	0	0	0	0	0	1
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	2	23	0	0	0	0	25

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company as it is not a UNGC participant or signatory and the Human Rights Policy does not align with UNDHR. The Board lack sufficient diversity.	1	0	0	0	0	0	1
		Insufficient audit committee independence; Insufficient compensation committee independence requirement; Board is not sufficiently independent	1	0	0	0	0	0	1
		There is insufficient gender diversity on the board of directors.	0	1	0	0	0	0	1
		Nominating committee chair not independent	2	0	0	0	0	0	2
		Insufficient gender diversity on Board	0	2	0	0	0	0	2
		Beneficial owner on audit committee; Insufficient audit committee independence	5	0	0	0	0	0	5
		Insufficient gender diversity	0	9	0	0	0	0	9
		Insufficient audit committee independence	3	0	0	0	0	0	3
		There are no female directors on the board.	0	1	0	0	0	0	1
		Insufficient Board diversity	0	9	0	0	0	0	9

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Excessive tenure but owns 20%	1	0	0	0	0	0	1
		Audit committee met an insufficient number of times	1	0	0	0	0	0	1
		There is insufficient female representation on the board of directors. Beneficial owner on audit committee; Insufficient audit committee independence	2	0	0	0	0	0	2
		Insufficient Board Diversity	0	1	0	0	0	0	1
		Percentage of gender diversity on board 20.0%	0	1	0	0	0	0	1
		Insider on compensation committee & sits on the nominee committee where the percentage of gender diversity on the board is 15.4%.	1	0	0	0	0	0	1
		Beneficial owner on audit committee; Insufficient audit committee independence; and sits on the nominee committee where the percentage of gender diversity on the board is 15.4%.	1	0	0	0	0	0	1
		The director sits on the nominee committee where the percentage of gender diversity on the board is 15.4%.	0	3	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Less than 75% Attendance	4	0	0	0	0	0	4
		Affiliate/Insider on audit committee; Board is not sufficiently independent	1	0	0	0	0	0	1
		No nominating/governance committee	1	0	0	0	0	0	1
		Less than 75% Attendance; Serves on too many boards	1	0	0	0	0	0	1
		Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee; No independent lead or presiding director	1	0	0	0	0	0	1
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.	4	0	0	0	0	0	4

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient audit committee independence; Insufficient compensation committee independence requirement; Board is not sufficiently independent; Professional Services Relationship; Insufficient nominating committee independence requirement	1	0	0	0	0	0	1
		Board is not sufficiently gender diverse.	0	1	0	0	0	0	1
		Insufficient Board diversity	0	1	0	0	0	0	1
		Beneficial owner on audit committee	5	0	0	0	0	0	5
		Excessive tenure.	2	0	0	0	0	0	2
		Gender diversity on their board is ~8%.	0	1	0	0	0	0	1
		Insufficient gender diversity.	5	9	0	0	0	0	14
		co-Majority owner	0	1	0	0	0	0	1
		Major shareholder and as such entitled to a Board seat despite tenure	1	0	0	0	0	0	1
		Insufficient Gender diversity - Chair of the nominations Committee	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. However, he is MD and the appropriate vote is against at these other Boards.	1	0	0	0	0	0	1
		Percentage of gender diversity on board is 7.7%.	0	1	0	0	0	0	1
		Insufficient nomination and remuneration committee independence requirement	1	0	0	0	0	0	1
		Percentage of gender diversity on board is 15.4%.	2	0	0	0	0	0	2
		Serves on too many boards	9	0	0	0	0	0	9
		The CEO has been on the board for 14 years.	0	1	0	0	0	0	1
		The director has been on the board for more than 12 years.	0	1	0	0	0	0	1
		Affiliate/Insider on compensation committee	4	0	0	0	0	0	4

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		There is insufficient female representation on the board of directors. Zander is Chair of the nominations Committee	0	1	0	0	0	0	1
		Alternate nominees in the best interests of shareholders	1	0	0	0	0	0	1
		The CEO/Chair has been on the board for 42 years.	0	1	0	0	0	0	1
		The CFO has been on the board for 28 years.	0	1	0	0	0	0	1
		Board is not sufficiently independent; Responsible for lack of board independence	1	0	0	0	0	0	1
		Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.	2	8	0	0	0	0	10
		Responsible for lack of board independence	1	0	0	0	0	0	1
		The Chair has been on the board for 14 years.	0	1	0	0	0	0	1
		Insufficient Board diversity, too many insiders on Board.	0	4	0	0	0	0	4
		The chair has been on the board for 18 years.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Yamaguchi, who is an executive director of the Trust and a representative director and president of its asset manager. This issue raises concerns regarding the oversight ability of the nominee because such interlocking relationship may create conflicts for this director, and he may be forced to weigh his own interests in relation to unitholder interests may create conflicts for this director, and he may be forced to weigh his own interests in relation to unitholder interests when making board decisions.	0	1	0	0	0	0	1
		Board is not sufficiently independent; Extensive strategic shareholdings; Insufficient gender diversity/no diversity policy; Responsible for lack of board independence	1	0	0	0	0	0	1
		Current interlocking directorship	1	0	0	0	0	0	1
		Chair of Audit - not independent.	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient gender diversity. There is insufficient female representation on the board of directors. On noms committee. Chair of audit committee - accounts do not have audit sign-off.	0	1	0	0	0	0	1
		Insufficient gender diversity. There is insufficient female representation on the board of directors. Chair of noms committee	0	1	0	0	0	0	1
		Unaudited financial statements	1	0	0	0	0	0	1
		Insufficient gender diversity. There is insufficient female representation on the board of directors. Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards.	3	0	0	0	0	0	3
		COO and as such on call by the company at any time.	0	1	0	0	0	0	1
		Adviser to a service provider to the company. As such not appropriate to be on the audit committee.	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient Diversity on Board	0	2	0	0	0	0	2
		Insufficient gender diversity - Lime Asset Management scandal.	0	1	0	0	0	0	1
		Insufficient audit committee independence; Professional Services Relationship	2	0	0	0	0	0	2
		There is insufficient female representation on the board of directors. Average board tenure is excessive, with insufficient new membership in the past 5 years.	1	7	0	0	0	0	8
		Australian listed companies should submit rem report for approval irrespective of whether required to or not as a NZ listed company. Cross is chair.	0	1	0	0	0	0	1
		Australian listed but no say on pay	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		<p>Director Dwyer sits on the remuneration committee and the company has not provided a remuneration report at the company meeting. The company is listed on both New Zealand Stock Exchange ("NZX") and the Australian Securities Exchange ("ASX") as an ASX Foreign Exempt Listing. Entities listed on the NZX must comply with the requirements of the NZX Listing Rules and the New Zealand Companies Act 1993. Further, NZX-listed entities are regulated by the Financial Markets Authority (New Zealand) ("FMA"). ASX-listed entities are encouraged to follow an "if not, why not" approach in regards to the guidelines of the ASX Corporate Governance Council Principles and Recommendations ("ASXCGC Principles").</p>	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Listed on the ASX but do not put up rem report for shareholder approval due to NZ incorporation.	0	6	0	0	0	0	6
		Affiliate/Insider on audit committee; Audit committee chair not independent	1	0	0	0	0	0	1
		Fewer than three members on compensation committee	1	0	0	0	0	0	1
		Affiliate/Insider on audit committee; No independent lead or presiding director	1	0	0	0	0	0	1
		Insufficient response to shareholder dissent; No independent lead or presiding director	1	0	0	0	0	0	1
		Affiliate/Insider on audit committee	3	0	0	0	0	0	3
		Potential overcommitment	1	0	0	0	0	0	1
		The Chair has been on the board for 30 years.	0	1	0	0	0	0	1
		There is insufficient female representation on the board of directors. The director has also served on the board for 35 years.	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The director has been on the board for 14 years.	0	4	0	0	0	0	4
		insufficient Gender diversity. Grieder is chair of the noms committee. Also no environmental or social expertise on the Board.	1	0	0	0	0	0	1
		As CEO of Vitasoy and a NED elsewhere Guidetti is overboarded.	1	0	0	0	0	0	1
		The Chair has been on the Board for 14 years.	0	1	0	0	0	0	1
		The director has been on the Board for 12 years.	0	1	0	0	0	0	1
		The Chair has been on the board for 15 years.	0	1	0	0	0	0	1
		The director has been on the board for 17 years.	0	7	0	0	0	0	7
		The director has been on the board for 20 years.	0	2	0	0	0	0	2
		Insufficient gender diversity/no diversity policy	1	0	0	0	0	0	1
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No GHG targets in place.	0	3	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Niblett is Chair of the nominations committee. The chair's tenure exceeds nine years without a delineated succession plan. Poor chair succession planning.	1	0	0	0	0	0	1
		The director has been on the board for 16 years.	0	9	0	0	0	0	9
		Director serves on excessive audit committees	3	0	0	0	0	0	3
		We see no reason to have the CFO on the Board. The CFO is available at any time to provide input to the Board.	0	2	0	0	0	0	2
		Proposal withdrawn	7	0	0	0	0	0	7
		Vote against the Company Chair when the Company is not an UNGC participant or signatory, or if the Human Rights Policy does not align with UNDHR.	0	2	0	0	0	0	2
		excessive tenure	0	6	0	0	0	0	6
		The CEO/Chair has been on the board for 16 years.	0	1	0	0	0	0	1
		Company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	5	0	0	0	0	5

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The director has been on the board for 40 years.	0	1	0	0	0	0	1
		Insufficient gender diversity. The director has also been on the board for 23 years.	1	0	0	0	0	0	1
		Insufficient gender diversity. There is insufficient female representation on the board of directors. The director has also been on the board for 12 years.	0	1	0	0	0	0	1
		Does not disclose EE01 reporting. Company does not report to CDP or SASB.	0	3	0	0	0	0	3
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Company does not report to CDP or SASB.	0	2	0	0	0	0	2
		Ongoing compensation concerns; Insufficient response to shareholder dissent	7	0	0	0	0	0	7

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Chair of Audit Committee - Tax reporting is insufficient and company has been embroiled in a number of tax controversies.	0	3	0	0	0	0	3
		Insufficient board gender diversity; No independent lead or presiding director	1	0	0	0	0	0	1
		There is insufficient female representation on the board of directors. Does not disclose EE01 reporting.	10	1	0	0	0	0	11
		Concerning pay practices	4	0	0	0	0	0	4
		excessive tenure on Board	0	6	0	0	0	0	6
		Chair of Audit Committee - company paid very low rate of tax.	0	1	0	0	0	0	1
		Excessive tenure, Chair of Audit Committee with Apple continuing to pay low levels of taxation outside of the US and having been recently required to repay 250 million Euro's in tax and interest by the EU	0	2	0	0	0	0	2
		No Net Zero targets and the director has been on the board for 18 years.	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The director has been on the board for 15 years.	0	6	0	0	0	0	6
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. As he is the CEO here we will vote for but against elsewhere.	1	0	0	0	0	0	1
		Adopted forum selection clause in past year w/o shareholder approval	4	0	0	0	0	0	4
		Did not implement SHP passed by a majority. The director has also been on the board for 20 years.	0	1	0	0	0	0	1
		Did not implement SHP passed by a majority	5	0	0	0	0	0	5
		Affiliate/Insider on nominating/governance committee	2	0	0	0	0	0	2
		58 years on the Board is excessive. Lack of gender diversity on the Board.	0	2	0	0	0	0	2
		Excessive Tenure	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Excessive tenure.	2	0	0	0	0	0	2
		There is insufficient female representation on the board of directors. Poor diversity disclosure. Chair of noms - excessive tenure	2	0	0	0	0	0	2
		On Noms committee - insufficient gender diversity.	0	8	0	0	0	0	8
		Excessive tenure, Lead independent on Board with insufficient gender diversity. The company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	2	0	0	0	0	2
		Chair of Noms - Board has insufficient gender diversity and is of large size	0	2	0	0	0	0	2
		Poor tax governance	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No Net Zero targets.	0	1	0	0	0	0	1
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No Net Zero targets. There is insufficient female representation on the board of directors.	0	1	0	0	0	0	1
		There is insufficient female representation on the board of directors. Does not disclose EE01 reporting. Company does not report to CDP or SASB.	4	1	0	0	0	0	5
		Adopted or renewed poison pill w/o shareholder approval in past year	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors. Company does not report to CDP or SASB.	1	0	0	0	0	0	1
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Does not disclose EE01 reporting.	0	1	0	0	0	0	1
		There is insufficient diversity on the board of directors and excessive tenure of this Director	0	1	0	0	0	0	1
		The director has been on the board for 19 years.	0	6	0	0	0	0	6
		Exchanged/Repriced options w/o shareholder approval within past 3 years	1	0	0	0	0	0	1
		Excessive tenure, insufficient Board diversity	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Nominee sits on more than two public company boards while being an executive of a public company . Excessive tenure, insufficient Board diversity	0	1	0	0	0	0	1
		Incomplete attendance records disclosed; Insufficient disclosure of virtual-only meeting participation; Multi-class share structure with unequal voting rights	2	0	0	0	0	0	2
		Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee	3	0	0	0	0	0	3
		Vote against the lead independent Director when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Excessive tenure.	0	2	0	0	0	0	2
		Insufficient gender diversity,	0	1	0	0	0	0	1
		Board lacks sufficient gender diversity	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the audit chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	1	0	0	0	0	1
		Does not disclose EE01 reporting. Chair of noms with Board lacking sufficient gender diversity	1	0	0	0	0	0	1
		Does not disclose EE01 reporting. Excessive tenure	0	1	0	0	0	0	1
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Excessive tenure	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No GHG targets in place.	0	1	0	0	0	0	1
		Board is not sufficiently independent; CFO on board	1	0	0	0	0	0	1
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No Net Zero targets.	0	4	0	0	0	0	4
		Poor diversity disclosure. Does not disclose EE01 reporting.	0	1	0	0	0	0	1
		Poor diversity disclosure.	1	4	0	0	0	0	5
		The CEO has been on the board for 17 years.	0	1	0	0	0	0	1
		Insufficient response to shareholder dissent	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The director has been on the board for 12 years.	0	2	0	0	0	0	2
		Insufficient oversight of E&S issues. Does not disclose EE01 reporting.	2	0	0	0	0	0	2
		Insufficient oversight of E&S issues.	0	4	0	0	0	0	4
		Chair of compensation committee, staff appear to be underpaid and short staffed.	0	3	0	0	0	0	3
		Chair of Audit committee, staff appear to be underpaid and short staffed. The Committee has not adequately assessed and managed this risk.	0	3	0	0	0	0	3
		Chair of compensation committee, staff appear to be underpaid and short staffed. The lead independent director should bear some responsibility for the Board not adequately addressing the issue.	0	3	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		There is insufficient female representation on the board of directors and the director has been on the board for 20 years.	1	0	0	0	0	0	1
		Company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. The director has also been on the board for 20 years.	0	1	0	0	0	0	1
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Company does not report to CDP or SASB.	0	1	0	0	0	0	1
		The Director is chair of the remuneration Committee and has not presented a remuneration report to the shareholders for approval.	0	1	0	0	0	0	1
		Non audit fees are higher than audit fees. Bazzani is chair of the audit committee.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		There is insufficient female representation on the board of directors.							
		Excessive tenure	0	1	0	0	0	0	1
		Vote against the chair of Audit when the company is a not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.							
		Excessive tenure	0	1	0	0	0	0	1
		There is insufficient female representation on the board of directors - chair of noms	0	1	0	0	0	0	1
		Board level diversity demographic information not publicly disclosed; Shareholder proponent not disclosed. The director has also been on the board for 22 years.	1	0	0	0	0	0	1
		The director has been on the board for 21 years.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	1	0	0	0	0	1
		Affiliate/Insider on audit committee; Serves on too many boards; Multi-class share structure with unequal voting rights	2	0	0	0	0	0	2
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors. Company does not report to CDP or SASB.	0	1	0	0	0	0	1
		The Chair has been on the board for 13 years.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The director has been on the board for 18 years.	0	1	0	0	0	0	1
		Vote against the company chair when the company is a not UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	2	0	0	0	0	2
		Murdoch's entitled to a Board seat given holdings.	0	1	0	0	0	0	1
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.							
		No Net Zero targets. No TCFD report.	0	1	0	0	0	0	1
		Material weakness; Exchanged/Repriced options w/o shareholder approval within past 3 years; Multi-class share structure with unequal voting rights	1	0	0	0	0	0	1
		Affiliate/Insider on audit committee; Affiliate/Insider on compensation committee; Related party transactions	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Excessive tenure and there is insufficient female representation on the board of directors.	0	4	0	0	0	0	4
		Company does not report to CDP or SASB and the director has been on the board for 16 years.	0	1	0	0	0	0	1
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Company does not report to CDP or SASB. The Chair has also been on the board for 29 years.	0	1	0	0	0	0	1
		Company does not report to CDP or SASB. The director has also been on the board for 18 years.	0	1	0	0	0	0	1
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Excessive tenure	0	1	0	0	0	0	1
		Overcommitted.	0	3	0	0	0	0	3
		Overcommitted	0	3	0	0	0	0	3
		No GHG targets in place.	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		There is insufficient female representation on the board of directors. Poor diversity disclosure.	5	1	0	0	0	0	6
		Excessive Director tenure	0	1	0	0	0	0	1
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors. Poor diversity disclosure. No GHG targets in place. Does not disclose EE01 reporting.	0	1	0	0	0	0	1
		There is insufficient female representation on the board of directors. Average board tenure is excessive, with insufficient new membership in the past 5 years. Does not disclose EE01 reporting. Company does not report to CDP or SASB.	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Insufficient oversight of E&S issues.	0	1	0	0	0	0	1
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. Insufficient oversight of E&S issues.	0	1	0	0	0	0	1
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors. Company does not report to CDP or SASB.	0	2	0	0	0	0	2
		No TCFD report.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. The company Chair has also been on the board for 23 years.	0	2	0	0	0	0	2
		The director has served on the board for 16 years.	0	2	0	0	0	0	2
		The CEO/Chair has been on the board for 24 years.	0	1	0	0	0	0	1
		Does not disclose EE01 reporting	0	1	0	0	0	0	1
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards. The director has also been on the board for 15 years	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors. Does not disclose EE01 reporting.	1	0	0	0	0	0	1
		Board level diversity demographic information not fully disclosed	1	0	0	0	0	0	1
	Election of Directors (Bundled Issues)								
		There is insufficient female representation on the board of directors.	0	1	0	0	0	0	1
		No Stated Reason	12	0	0	0	0	0	12
		Board is not sufficiently independent	2	0	0	0	0	0	2
	Election of Directors (Management Board)								
		No Stated Reason	8	0	0	0	0	0	8
	Election of Directors (Slate)								
		Board is not sufficiently independent	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	8	0	1	0	0	0	9
		IPO Governance Concerns	1	0	0	0	0	0	1
		Insufficient information provided	3	0	0	0	0	0	3
		Lack of Board diversity, too many Directors.	0	1	0	0	0	0	1
	Election of Directors (Slate) Bundled with Other Items								
		No Stated Reason	3	0	0	0	0	0	3
		Insufficient information provided	2	0	0	0	0	0	2
		Lack of independence, examples of overboarding, lack of gender diversity and excessive tenures lead us to vote against.	0	1	0	0	0	0	1
		Board is not sufficiently independent	1	0	0	0	0	0	1
	Election of Minority or Preferred Shareholder Nomin								
		Insufficient information provided	8	0	0	0	0	0	8
	Election of Non- Audit/Comp/Nom/Gov Commi								
		Insufficient information provided	1	0	0	0	0	0	1
	Election of Non-Principal Members (Chairman, alternat								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	1	2	0	0	0	0	3
		No Stated Reason	46	0	6	0	0	0	52
		Nominee ineligible for board nomination	1	0	0	0	0	0	1
		Insufficient oversight of E&S issues.	0	2	0	0	0	0	2
		Nominee not independent	1	0	0	0	0	0	1
		Fewer than three members on compensation committee	1	0	0	0	0	0	1
		Affiliate/Insider on audit committee; No independent lead or presiding director	1	0	0	0	0	0	1
		No independent lead or presiding director; Insufficient response to shareholder dissent; Insufficient response to shareholder dissent; No independent lead or presiding director	1	0	0	0	0	0	1
		Excessive tenure	0	2	0	0	0	0	2
	Election of Shareholder Representatives								
		No Stated Reason	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
Election of Statutory Auditor Slate									
		No Stated Reason	2	0	0	0	0	0	2
Election of Statutory Auditors									
		No Stated Reason	35	0	1	0	0	0	36
		Statutory auditor board is not sufficiently independent	7	0	0	0	0	0	7
		Insufficient gender diversity on the Board	0	2	0	0	0	0	2
Election of Supervisory Board									
		No Stated Reason	114	0	0	0	0	0	114
		Attended less than 75% of board meetings; Less than 75% Attendance	1	0	0	0	0	0	1
		Excessive tenure	0	2	0	0	0	0	2
		Board size is greater than 15 directors.	0	2	0	0	0	0	2
		Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards.	0	3	0	0	0	0	3
		Excessive director term length	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	2	0	0	0	0	2
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	1	0	0	0	0	1
	Election of Supervisory Board Members (Slate)								
		Nominees not disclosed	1	0	0	0	0	0	1
	Election of the Chair of Statutory Auditors								
		No Stated Reason	1	0	0	0	0	0	1
	Indemnification of Directors/Officers								
		No Stated Reason	6	0	0	0	0	0	6
	Misc. Management Proposal Regarding Board								
		No Stated Reason	11	0	0	0	0	0	11
		Nominees not disclosed	1	0	0	0	0	0	1
	Post-Employment /Severance Agreements								
		No Stated Reason	5	0	0	0	0	0	5
	Ratification of Board Acts - Legal								
		No Stated Reason	286	1	15	0	0	0	302

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Discharging the board may limit shareholders' rights to take legal action against the board and/or its members.	0	12	0	0	0	0	12
		Could limit shareholders ability to make claims for liabilities against directors.	1	0	0	0	0	0	1
		Insufficient information to make a judgement.	0	1	0	0	0	0	1
		Too many directors	0	10	0	0	0	0	10
		Ongoing investigations	23	0	0	0	0	0	23
		To vote for may limit our right to take legal action against the company at a later date.	0	1	0	0	0	0	1
		Insufficient information provided	2	0	0	0	0	0	2
		A vote for may limit shareholder rights to take legal action in future.	0	2	0	0	0	0	2
		Oversight Concerns	1	0	0	0	0	0	1
		The company remains under investigation for a number of potential illegal acts.	0	1	0	0	0	0	1
		Insufficient material to determine this.	0	1	0	0	0	0	1
		Auditor issued a qualified opinion	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Ratification of Co-Option of a Director								
		No Stated Reason	8	0	0	0	0	0	8
		Not in shareholders" best interests	2	0	0	0	0	0	2
	Ratification of Management Acts - Legal								
		No Stated Reason	91	1	17	0	0	0	109
		Ongoing investigations	6	0	0	0	0	0	6
		Insufficient information provided	1	0	0	0	0	0	1
		A vote for may limit shareholder rights to take legal action in future.	0	2	0	0	0	0	2
	Related Party Transactions								
		No Stated Reason	76	0	0	0	0	0	76
		Insufficient information provided by the company to assess the merit of the proposal.	1	0	0	0	0	0	1
	Removal/Resignation of Director								
		No Stated Reason	2	0	0	0	0	0	2
	Retention as Independent Director								
		No Stated Reason	4	0	0	0	0	0	4
Capital Management			902	5	14	0	0	0	921
	Amendment to Borrowing Powers								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	2	0	0	0	0	0	2
	Amendment to Par Value								
		No Stated Reason	2	0	1	0	0	0	3
	Approval of Borrowing								
		No Stated Reason	5	0	0	0	0	0	5
	Authority to Give Guarantees								
		No Stated Reason	8	0	0	0	0	0	8
		Guarantees exceed net assets	3	0	0	0	0	0	3
	Authority to Increase Capital in Case of Exchange Offers (Fr								
		No Stated Reason	3	0	0	0	0	0	3
		Potential dilution exceeds recommended threshold	2	0	0	0	0	0	2
	Authority to Increase Capital in Consideration for Contributi								
		No Stated Reason	11	0	0	0	0	0	11
		Potential dilution exceeds recommended threshold	4	0	0	0	0	0	4
	Authority to Issue Preferred Stock								
		Supports dual-class structure	2	0	0	0	0	0	2
	Authority to Issue Shares and Convertible Debt w or w/o Pre								
		No Stated Reason	3	0	0	0	0	0	3
	Authority to Issue Shares and Convertible Debt w/ Preempti								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	20	0	1	0	0	0	21
		Maximum debt amount not disclosed	2	0	0	0	0	0	2
	Authority to Issue Shares and Convertible Debt w/o Preemp								
		No Stated Reason	22	0	1	0	0	0	23
		Potential dilution exceeds recommended threshold	7	0	0	0	0	0	7
		Maximum debt amount not disclosed	4	0	0	0	0	0	4
		Excessive ability to control shareholder composition.	0	2	0	0	0	0	2
	Authority to Issue Shares w/ Preemptive Rights								
		No Stated Reason	70	0	1	0	0	0	71
		Potential dilution exceeds recommended threshold	1	0	0	0	0	0	1
	Authority to Issue Shares w/o Preemptive Rights								
		Issue price discount not disclosed	10	0	0	0	0	0	10
		Issue price discount not disclosed; Potential dilution exceeds recommended threshold	11	0	0	0	0	0	11
		Potential dilution exceeds recommended threshold; Issue price discount not disclosed	22	0	0	0	0	0	22

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Excessive issuance	2	0	0	0	0	0	2
		No Stated Reason	130	1	2	0	0	0	133
		Not in shareholders" best interests	2	0	0	0	0	0	2
	Authority to Issue Stock w/ or w/out Preemptive Rights								
		No Stated Reason	25	0	0	0	0	0	25
		Potential dilution exceeds recommended threshold	1	0	0	0	0	0	1
	Authority to Repurchase and Re-Issue Shares								
		No Stated Reason	51	0	0	0	0	0	51
	Authority to Repurchase Preferred Shares								
		No Stated Reason	4	0	0	0	0	0	4
	Authority to Repurchase Shares								
		No Stated Reason	180	0	3	0	0	0	183
		Not in shareholders" best interests; May be used as anti- takeover device; May be used as anti-takeover device	1	0	0	0	0	0	1
		Insufficient information provided	2	0	0	0	0	0	2
		Repurchase is not in best interests of shareholders	1	0	0	0	0	0	1
	Authority to Set Offering Price of Shares								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Maximum debt amount not disclosed	2	0	0	0	0	0	2
		Potential dilution exceeds recommended threshold	2	0	0	0	0	0	2
		No Stated Reason	4	0	0	0	0	0	4
	Authority to Trade in Company Stock								
		No Stated Reason	3	0	0	0	0	0	3
	Authorize Overallotment/Greenshoe								
		No Stated Reason	7	0	0	0	0	0	7
		Maximum debt amount not disclosed	2	0	0	0	0	0	2
		Potential dilution exceeds recommended threshold	2	0	0	0	0	0	2
	Cancellation of Authorized Stock								
		Not in shareholders" best interests	1	0	0	0	0	0	1
		No Stated Reason	55	0	4	0	0	0	59
		Insufficient information provided	1	0	0	0	0	0	1
	Conversion of Stock								
		Limits shareholder rights	1	0	0	0	0	0	1
		No Stated Reason	4	0	0	0	0	0	4
	Creation of New Share Class								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	1	0	0	0	0	0	1
	Increase in Authorized Capital								
		No Stated Reason	34	0	0	0	0	0	34
		Requested increase is not in shareholders" interests	1	0	0	0	0	0	1
		Potential dilution exceeds recommended threshold	1	0	0	0	0	0	1
	Increase in Authorized Common Stock								
		No Stated Reason	5	1	0	0	0	0	6
	Issuance of Convertible Debt Instruments								
		No Stated Reason	46	0	0	0	0	0	46
	Issuance of Debt Instruments								
		No Stated Reason	22	0	1	0	0	0	23
		Granting unfettered discretion is unwise	2	0	0	0	0	0	2
		Debt levels could be potentially at critical levels if fully taken up.	0	1	0	0	0	0	1
	Issuance of Repurchased Shares								
		Issue price discount not disclosed	26	0	0	0	0	0	26
		No Stated Reason	4	0	0	0	0	0	4
	Issuance of Stock w/ or w/out Preemptive Rights								
		No Stated Reason	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Issuance of Stock w/ Preemptive Rights								
		No Stated Reason	1	0	0	0	0	0	1
	Issuance of Stock w/out Preemptive Rights								
		No Stated Reason	13	0	0	0	0	0	13
		Discount exceeds reasonable limits	20	0	0	0	0	0	20
		Not in shareholders" best interests	2	0	0	0	0	0	2
	Issuance of Warrants w/o Preemptive Rights								
		No Stated Reason	1	0	0	0	0	0	1
	Limit to Capital Increase								
		No Stated Reason	4	0	0	0	0	0	4
	Misc. Proposal Regarding Capital								
		No Stated Reason	7	0	0	0	0	0	7
	Reverse Stock Split								
		No Stated Reason	4	0	0	0	0	0	4
	Stock Split								
		No Stated Reason	2	0	0	0	0	0	2
	Use/Transfer of Reserves								
		No Stated Reason	8	0	0	0	0	0	8
Changes to Company Statutes			353	93	21	0	0	0	467
	Adoption of Majority Vote for Election of Directors								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	1	0	0	0	0	0	1
	Adoption of New Articles								
		No Stated Reason	13	0	0	0	0	0	13
		Limits shareholder rights	1	0	0	0	0	0	1
	Adoption of Shareholder Rights' Plan								
		No Stated Reason	1	0	0	0	0	0	1
	Amend Articles, Constitution, Bylaws - Bundled								
		Shortened notice period could disenfranchise shareholders	3	0	0	0	0	0	3
		Meetings would be held at less than 21- days notice.	6	0	0	0	0	0	6
		No Stated Reason	93	0	2	0	0	0	95
		Concerns that virtual meetings enable management to conceal any dissent. We are supportive of hybrid meetings and virtual only meetings where this is required by law.	0	2	0	0	0	0	2
		We believe shareholder should have the right to attend AGM's in person.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		If approved, the company will be allowed to hold the general meeting in a virtual format for a period of two years following the entry of this provision into the commercial register.	1	0	0	0	0	0	1
		Insufficient information provided	3	0	0	0	0	0	3
		The company has chosen to bundle several amendments into one proposal which would necessarily give sufficient time for shareholders to review each proposal properly.	0	1	0	0	0	0	1
		Virtual only meetings	0	2	0	0	0	0	2
		The company has bundled several amendments into one proposal which does not give sufficient time for shareholders to evaluate each amendment effectively.	0	1	0	0	0	0	1
	Amendment to Classified Board								
		No Stated Reason	2	0	0	0	0	0	2
	Amendment to Shareholder Rights' Plan								
		No Stated Reason	3	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Amendments to Articles (Technical)								
		No Stated Reason	38	0	4	0	0	0	42
	Amendments to Articles, Constitution, Bylaws								
		No Stated Reason	98	8	13	0	0	0	119
		We believe that option to attend AGM's in person should be provided where possible.	0	2	0	0	0	0	2
		The proposed amendment appears to be intended to provide the company with the ability to hold future shareholder meetings in a virtual-only format, without the physical attendance of shareholders.	0	3	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The proposed amendment appears to be intended to allow for company directors and members of the management board to attend the company's shareholder meetings virtually. This would apply when for instance reaching the physical place would not be possible because they are abroad or when traveling would take an unreasonable amount of time.	2	0	0	0	0	0	2
		Phyiscal attendance at Board meeting should be expressly allowed	0	2	0	0	0	0	2
		Board member should attend AGM in person when legally allowed to do so.	0	2	0	0	0	0	2
		We believe that companies should be required to hold in person meetings as well as virtual wherever its legal to do so.	0	2	0	0	0	0	2
		We oppose virtual only meetings except where unavoidable.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		In the event of virtual only meetings this amendment seems appropriate and climate friendly.	1	0	0	0	0	0	1
		Not in shareholders' best interests	1	0	0	0	0	0	1
		The proposed amendment to article 20a.1 is intended to provide the company with the ability to hold future shareholder meetings in a virtual-only format, without the physical attendance of shareholders, for a two-year period.	0	2	0	0	0	0	2
		The proposed amendment to article 20a.2 is intended to allow for company directors to attend the company's virtual shareholder meetings virtually.	0	2	0	0	0	0	2
		The company should hold AGM's in person as well as virtually if it is safe and legal to do so.	0	2	0	0	0	0	2
		Not in shareholders' best interests	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The company has bundled several amendments into one proposal. Shareholders are better served through the ability to vote on article amendments addressing multiple issues on an individualised basis.	0	1	0	0	0	0	1
		Meetings would be held at less than 21-days notice.	2	0	0	0	0	0	2
		The new provision allows for general meetings to be held by electronic means without meeting place.	0	1	0	0	0	0	1
	Amendments to Charter/Bylaw - Bundled								
		No Stated Reason	2	0	0	0	0	0	2
	Amendments to Procedural Rules								
		No Stated Reason	25	0	0	0	0	0	25
		Meetings would be held at less than 21-days notice.	3	0	0	0	0	0	3
		Specific amendments not included in company documentation.	0	1	0	0	0	0	1
		Company has not identified final changes	0	3	0	0	0	0	3
	Approval of Exclusive Forum Provisions								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Limits shareholder rights	1	0	0	0	0	0	1
	Authority to Set General Meeting Notice Period at 14 D								
		No Stated Reason	0	37	1	0	0	0	38
		A well organised company shouldn't have to set a meeting date at such a short notice period nor rush shareholder deliberations.	0	2	0	0	0	0	2
	Company Name Change								
		No Stated Reason	5	0	0	0	0	0	5
	Constitution of Procedural Rules								
		No Stated Reason	9	0	0	0	0	0	9
		More disclosure required.	0	2	0	0	0	0	2
	Elimination of Supermajority Requirement								
		No Stated Reason	16	0	0	0	0	0	16
		A supermajority would impede takeover proposals	2	0	0	0	0	0	2
	Misc. Article Amendments								
		No Stated Reason	2	0	1	0	0	0	3
	Misc. Proposal Regarding Antitakeover Devices								
		Presumably this clause results in more favourable rates but is also a potential poison pill.	0	9	0	0	0	0	9

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	1	1	0	0	0	0	2
		not in shareholders best interests	0	1	0	0	0	0	1
		Poor disclosure	1	0	0	0	0	0	1
	Reincorporation								
		We regard a move to Delaware as a backward step on governance and on tax fairness. There are other jurisdictions in the USA which would meet their stated goals.	0	2	0	0	0	0	2
	Repeal of Classified Board								
		No Stated Reason	9	0	0	0	0	0	9
	Restoration of Right to Call a Special Meeting								
		No Stated Reason	3	0	0	0	0	0	3
		A 10% threshold for calling a special meeting is appropriate	1	0	0	0	0	0	1
	Restoration of Written Consent								
		No Stated Reason	2	0	0	0	0	0	2
	Waiving of Mandatory Takeover Requirement								
		No Stated Reason	1	0	0	0	0	0	1
Compensation			1415	230	38	0	0	0	1683
	Adoption of Employee Stock Purchase Plan								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Adoption of Equity Compensation Plan	No Stated Reason	7	0	0	0	0	0	7
		Excessive overhang; Plan allows for the granting of Class B shares	1	0	0	0	0	0	1
		No Stated Reason	19	0	0	0	0	0	19
	Adoption of Restricted Stock Plan	Excessive overhang	1	0	0	0	0	0	1
		No Stated Reason	7	0	0	0	0	0	7
		Insufficient information provided.	0	2	0	0	0	0	2
	Adoption of Short Term Incentive Plan	Change of control provision	0	1	0	0	0	0	1
		No Stated Reason	3	0	0	0	0	0	3
		Advisory Vote on Executive Compensation							
		No Stated Reason	120	0	1	0	0	0	121
		Excessive compensation; Poor overall design	1	0	0	0	0	0	1
		The Chair/CEO makes for than three times his next highest paid executive.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The Chairman/CEO makes more than two times his next highest paid executive. There are also some concerns with respect to disconnect between pay and performance and insufficient disclosure of LTIP performance goals.	0	1	0	0	0	0	1
		Pay and performance disconnect	11	0	0	0	0	0	11
		Grants are excessive	2	0	0	0	0	0	2
		Concerning pay practices; Excessive compensation	1	0	0	0	0	0	1
		Pay and performance disconnect; Insufficient response to shareholder dissent	1	0	0	0	0	0	1
		The Chairman/CEO makes more than two times his next highest paid executive. Other concerns relating to short performance period under LTIP, single-trigger CIC equity benefits and performance goals not disclosed under the STIP.	0	1	0	0	0	0	1
		Pay and performance disconnect; Concerning pay practices	3	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		No tie between compensation and sustainability. The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.	0	8	0	0	0	0	8
		No tie between compensation and sustainability.	18	35	0	0	0	0	53
		No tie between compensation and sustainability. Excessive C-Suite compensation	3	0	0	0	0	0	3
		Concerning pay practices; Grants are excessive	2	0	0	0	0	0	2
		Grants are excessive; Concerning pay practices	2	0	0	0	0	0	2
		Excessive CEO remuneration in absolute and relative terms.	2	1	0	0	0	0	3
		Failure to incentivize mitigation of material environmental risks. Excessive C-Suite Compensation	1	0	0	0	0	0	1
		Excessive executive compensation	0	5	0	0	0	0	5
		The President/CEO is getting paid an excessive compensation amount.	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.	0	5	0	0	0	0	5
		Excessive remuneration	0	10	0	0	0	0	10
		The Chairman/CEO is getting paid an excessive amount in comparison to his executive management team.	0	1	0	0	0	0	1
		Concerning pay practices; Pay and performance disconnect	5	0	0	0	0	0	5
		Excessive CEO compensation in absolute and relative terms	0	1	0	0	0	0	1
		Failure to incentivize mitigation of climate-related risks. Excessive executive compensation.	0	2	0	0	0	0	2
		Excessive c-suite compensation	0	2	0	0	0	0	2
		The President/CEO is receiving excessive remuneration compared to his executives.	0	3	0	0	0	0	3
		CEO pay excessive relative to other executives.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Failure to incentivize mitigation of material environmental risks.	2	12	0	0	0	0	14
		Excessive executive pay	2	2	0	0	0	0	4
		The CEO gets more than two times their next highest paid executive.	0	1	0	0	0	0	1
		The Chair/CEO is being remunerated more that two times his next highest paid executive.	0	1	0	0	0	0	1
		Excessive CEO salary	0	1	0	0	0	0	1
		Excessive C-Suite compensation	0	2	0	0	0	0	2
		No tie between compensation and sustainability. Excessive CEO remuneration.	0	1	0	0	0	0	1
		No tie between compensation and sustainability. Excessive CEO remuneration	0	2	0	0	0	0	2
		Concerning pay practices	7	0	0	0	0	0	7
		Excessive CEO remuneration	0	5	0	0	0	0	5
		CEO receives excessive tenure versus other executives and in absolute terms.	0	1	0	0	0	0	1
		Executive compensation is excessive	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The CEO makes more than two times his next highest paid executive and there is some disconnect between pay and performance and concerns around short-term metrics within their LTIP structure.	0	1	0	0	0	0	1
		Pay and performance disconnect; Poor overall design	1	0	0	0	0	0	1
		The Chairman/CEO makes more than two times his next highest paid executive.	0	1	0	0	0	0	1
		Excessive CEO pay as compared to other executives	0	1	0	0	0	0	1
		The Chair/CEO is remunerated excessively in comparison to his next highest paid executive. There are also concerns around a disconnect between pay and performance and insufficient disclosure of LTIP performance goals.	0	2	0	0	0	0	2
		Excessive CEO compensation	0	5	0	0	0	0	5

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The President/CEO makes more than two times his next highest paid executive and they apply similar metrics used under STIP and LTIP.	0	1	0	0	0	0	1
		Excessive CEO pay versus other executives and in absolute terms	0	1	0	0	0	0	1
		Excessive CEO remuneration in absolute terms and versus other execs	0	1	0	0	0	0	1
		The President/CEO makes more than two times his next highest paid executive. Insufficient disclosure of LTIP performance goals	0	1	0	0	0	0	1
		Excessive CEO remuneration in absolute terms and relative to other executives.	0	1	0	0	0	0	1
		Excessive CEO pay relative to other executives	0	1	0	0	0	0	1
		Concerns around disconnect between pay and performance, largely discretionary payout determination for cash along with no disclosed limit for total variable incentives.	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Excessive CEO pay relative to other executives.	0	2	0	0	0	0	2
		The CEO makes more than two times his next highest paid executive.	0	1	0	0	0	0	1
		Excessive compensation	0	3	0	0	0	0	3
		Poor overall design - excessive CEO compensation.	1	0	0	0	0	0	1
		CEO remuneration excessive compared to other executives.	0	1	0	0	0	0	1
		The CEO/President makes more than two times his next highest paid executive. There is also a disconnect between pay and performance, overreliance on time-vesting, LTIP awards and insufficient disclosure of STIP performance goals.	0	1	0	0	0	0	1
		CEO's remuneration is excessive	0	1	0	0	0	0	1
		Insufficient response to shareholder dissent; Pay and performance disconnect	1	0	0	0	0	0	1
		Excessive once-off sign on payment	0	1	0	0	0	0	1
		Inequality in c-suite compensation	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Excessive compensation; Pay and performance disconnect	2	0	0	0	0	0	2
		CEO pay excessive relative to other executives	0	1	0	0	0	0	1
		The President/CEO makes more than two times his next highest paid executive.	0	1	0	0	0	0	1
		Pay and performance disconnect; Increase is excessive	1	0	0	0	0	0	1
		Concerning pay practices; Insufficient response to shareholder dissent	1	0	0	0	0	0	1
		Insufficient response to shareholder dissent	1	0	0	0	0	0	1
		Failure to incentivize mitigation of material environmental risks. Excessive CEO remuneration.	0	1	0	0	0	0	1
		Poor overall design	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The Chairman/CEO gets paid more than two times their next highest paid executive. We also have concerns that there is a disconnect between pay and performance and insufficient disclosure of LTIP performance goals.	0	1	0	0	0	0	1
		CEO receives excessive compensation in absolute terms and compared to other executives.	0	1	0	0	0	0	1
		Poor overall design, excessive compensation	1	0	0	0	0	0	1
		Excessive compensation; Concerning pay practices	1	0	0	0	0	0	1
		Pay and performance disconnect; Grants are excessive	1	0	0	0	0	0	1
		No tie between compensation and sustainability. Excessive compensation to C-Suite	2	0	0	0	0	0	2
Advisory Vote on Severance									
		Concerning pay practices	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Single measure - change in control combined with very large amounts (10.9% of equity premium of the merger.	0	1	0	0	0	0	1
		Excessive absolute pay outs.	0	1	0	0	0	0	1
	Amendment to Employee Stock Purchase Plan								
		No Stated Reason	14	0	0	0	0	0	14
		Not in shareholders" best interests	1	0	0	0	0	0	1
	Amendment to Equity Compensation Plan								
		No Stated Reason	32	0	0	0	0	0	32
		Pace of historical grants; Excessive cost compared to enterprise value	2	0	0	0	0	0	2
		Excessive shareholder dilution	0	2	0	0	0	0	2
		Contains Evergreen Provisions	1	0	0	0	0	0	1
		Cost of plan is excessive	2	0	0	0	0	0	2
		Pace of historical grants; Excessive overhang	1	0	0	0	0	0	1
		We have concerns around a disconnect between pay and performance and insufficient disclosure of LTIP performance goals.	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Excessive increases in potential bonuses.	0	1	0	0	0	0	1
		Plan Includes Full-value Inverse Multiplier	1	0	0	0	0	0	1
		Excessive overhang; Cost of plan is excessive	1	0	0	0	0	0	1
	Amendment to Restricted Stock Plan								
		No Stated Reason	5	0	0	0	0	0	5
		Short vesting period	2	0	0	0	0	0	2
		Change of control provision; Short vesting period	2	0	0	0	0	0	2
	Amendment to Stock Option Plan								
		Non-executive participation linked to performance	2	0	0	0	0	0	2
		No Stated Reason	15	0	0	0	0	0	15
		Repricing provisions	1	0	0	0	0	0	1
		Short vesting period; Change of control provision	2	0	0	0	0	0	2
		Exercise price at discretion of administrator	1	0	0	0	0	0	1
	Amendment to Stock Purchase Plan								
		No Stated Reason	1	0	0	0	0	0	1
	Approval of Executive Remuneration (Fixed)								
		No Stated Reason	2	0	4	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
Bonus									
		No Stated Reason	6	0	0	0	0	0	6
		The Company has failed to disclose a clear description of relevant performance hurdles and measurements, if any, that were used in determining the size of the bonus	0	1	0	0	0	0	1
Capital Proposal to Implement Equity Compensation Plan									
		No Stated Reason	26	0	1	0	0	0	27
		Short vesting period; Managed by interested parties	2	0	0	0	0	0	2
		Poor overall compensation disclosure	2	0	0	0	0	0	2
		Not in shareholders' best interests	1	0	0	0	0	0	1
Directors' Fees									
		No Stated Reason	75	0	0	0	0	0	75
		Non-executive participation linked to performance	2	0	0	0	0	0	2
		Excessive bonus amount.	2	0	0	0	0	0	2
		Excessive bonus	2	0	0	0	0	0	2
		Insufficient information provided	4	0	0	0	0	0	4

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Excessive compensation	6	0	0	0	0	0	6
		Insufficient information to make an informed decision	0	1	0	0	0	0	1
		Excessive remuneration	0	1	0	0	0	0	1
		Compensation policy is not in best interests of shareholders	1	0	0	0	0	0	1
	Directors' Fees & Audit Fees								
		No Stated Reason	2	0	0	0	0	0	2
	Directors' Stock Option Plan								
		No Stated Reason	3	0	0	0	0	0	3
	Employee Incentive Plan								
		No Stated Reason	1	0	0	0	0	0	1
	Employment Agreement								
		No Stated Reason	13	1	0	0	0	0	14
		Compensation policy is not in best interests of shareholders	3	0	0	0	0	0	3
		Not in shareholders' best interests	1	0	0	0	0	0	1
		Insufficient disclosure of value of supplementary benefits	0	5	0	0	0	0	5
		Combined chairman and managing director/CEO	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Misc. Proposal Regarding Compensation								
		No Stated Reason	11	0	0	0	0	0	11
	Non-Executive Remuneration Policy (Forward-Looking)								
		No Stated Reason	173	0	10	0	0	0	183
		Insufficient justification regarding proposed increase	1	0	0	0	0	0	1
		Concerns relating to significant increase in proposed fees. While taking note of the rationale provided with the company, we believe that significant increases should not be solely the result of a benchmarking exercise but should also be linked to a change in the non- executive's role and responsibilities, or in the size and scope of the operations of the company.	0	2	0	0	0	0	2
		Excessive compensation	1	0	0	0	0	0	1
		Payment shall not be subject to continued appointment. Payment is equity linked and could impact on Directors performance.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Compensation policy is not in best interests of shareholders	1	0	0	0	0	0	1
		The Chair also received total fees in the amount of CHF 3,803,670, falling just above the upper quartile of board fees paid to board chairs in SMI companies in the period from the 2021 -2022 annual meeting. In addition, his fees are more aligned with the average fees paid to members of the company's executive committee than with the average fees paid to his peers on the board.	0	3	0	0	0	0	3
		Excessive bonus	1	0	0	0	0	0	1
		Insufficient information provided	4	0	0	0	0	0	4
	Performance Share Plan								
		No Stated Reason	1	0	0	0	0	0	1
	Remuneration Policy (Forward-Looking)								
		No Stated Reason	86	0	5	0	0	0	91
		Poor overall design; Poor overall compensation disclosure	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Poor overall compensation disclosure; Poor overall design	1	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design	2	0	0	0	0	0	2
		Insufficient response to shareholder dissent; Poor overall compensation disclosure	1	0	0	0	0	0	1
		Equity awards to controlling shareholder; Insufficient response to shareholder dissent	2	0	0	0	0	0	2
		Equity awards to major shareholder; Insufficient response to shareholder dissent; Poor overall design; Poor overall compensation disclosure	1	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Poor overall design; Poor overall compensation disclosure	1	0	0	0	0	0	1
		Increase is excessive; Insufficient response to shareholder dissent	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Poor overall compensation disclosure	1	0	0	0	0	0	1
		Excessive compensation; Poor overall design	1	0	0	0	0	0	1
		INCENTIVE PLANS STIP - No annual bonus deferral STIP - Performance targets not disclosed LTIP - No metric measuring performance relative to peers LTIP - Performance targets not fully disclosed LTIP - Awards not subject to recovery provisions	0	1	0	0	0	0	1
		INCENTIVE PLANS STIP - No annual bonus deferral STIP - Performance targets not disclosed LTIP - No metric measuring performance relative to peers LTIP - Performance targets not fully disclosed LTIP - Awards not subject to recovery provisions	0	1	0	0	0	0	1
		Caps are too high, performance pay too short term.	0	1	0	0	0	0	1
		Non-executive participation linked to performance	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Compensation policy is not in best interests of shareholders	1	0	0	0	0	0	1
		The policy lacks executive stock ownership guidelines, no performance-based LTI, performance hurdles not disclosed, overlapping performance conditions, and description of hurdles are not made available.	0	1	0	0	0	0	1
		Increase is excessive; Adjustment mechanism on share conversion price	1	0	0	0	0	0	1
		Unjustified increase in maximum bonus opportunity	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		GENERAL POLICY No executive share ownership guidelines Individual payouts disclosed for CEO only (on aggregate for other executives) INCENTIVE PLANS STIP - No annual bonus deferral STIP - Relative weight of performance metrics not fully disclosed STIP - Performance targets not disclosed	0	1	0	0	0	0	1
		Change of control provision; Poor overall design	1	0	0	0	0	0	1
		Potential for excessive payouts	1	0	0	0	0	0	1
		No tie between compensation and sustainability.	1	0	0	0	0	0	1
	Remuneration Report (Retrospective)								
		No Stated Reason	163	3	13	0	0	0	179

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Unexplained significant increase in fixed pay, benchmark used for pay-setting not disclosed, LTIP - Relative weight of performance metrics not disclosed STIP and LTIP - Performance targets not fully disclosed LTIP - no metric measuring performance relative to peers. Furthermore, no Executive Share Ownership Guidelines and no equity compensation and narrow performance conditions.	0	1	0	0	0	0	1
		Poor overall design	6	0	0	0	0	0	6
		No LTI plan in place	0	1	0	0	0	0	1
		Excessive remuneration	0	3	0	0	0	0	3
		Concerns with the LTI	0	1	0	0	0	0	1
		Excessive rem for one member in absolute terms and in comparison to others on the management board. No STI or LTI targets disclosed. No performance based LTI's. significant increase in fixed pay.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Significant increase in fixed pay, no LTI plan STI targets not disclosed and no share ownership guidelines.	0	1	0	0	0	0	1
		Increase is excessive	2	0	0	0	0	0	2
		LTI: Vesting based on a single, absolute performance metric STI and LTI targets not disclosed No recovery provisions for STI plan No share ownership guidelines No deferral provisions Change in control provisions	0	1	0	0	0	0	1
		Concerning pay practices	2	0	0	0	0	0	2
		Pay and performance disconnect	2	0	0	0	0	0	2
		The President/CEO makes more than two times his next highest paid executive.	0	1	0	0	0	0	1
		No tie between compensation and sustainability.	2	9	0	0	0	0	11
		Pay and performance disconnect; Concerning pay practices	1	0	0	0	0	0	1
		Grants are excessive	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Excessive CEO pay. Excessive CEO pay relative to other executives. Excessive short term incentives vs long term.	0	1	0	0	0	0	1
		There is no LTI and STI targets are not disclosed.	0	1	0	0	0	0	1
		Excessive CEO pay - Benchmark for setting pay not disclosed. Short term incentive pay performance targets not disclosed.	0	1	0	0	0	0	1
		Inappropriate structure to long term incentive plan	0	1	0	0	0	0	1
		The President/CEO is getting payed and excessive amount.	0	1	0	0	0	0	1
		Poor overall compensation disclosure; Poor overall design	3	0	0	0	0	0	3
		Increase is excessive; Poor overall design; Insufficient response to shareholder dissent	4	0	0	0	0	0	4
		Increase is excessive; Poor compensation structure/performa nce conditions; Insufficient response to shareholder dissent	2	0	0	0	0	0	2
		Insufficient response to shareholder dissent	8	0	0	0	0	0	8

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Equity awards to controlling shareholder; Insufficient response to shareholder dissent	2	0	0	0	0	0	2
		STIP and LTIP performance targets are not fully disclosed. The chief executive receives a significantly higher base salary than his//her peers. The CEO's base salary is higher than that of the CAC 40 index average and the CEO's overall remuneration is slightly higher than that of the CEO of the company's industry peers.	0	2	0	0	0	0	2
		Equity awards to major shareholder; Insufficient response to shareholder dissent; Poor overall design	1	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Excessive compensation; Poor overall design	1	0	0	0	0	0	1
		Poor overall compensation disclosure; Concerning pay practices	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Concerning pay practices; Poor overall compensation disclosure	2	0	0	0	0	0	2
		excessive ceo pay. Litigation costs are excluded from bonus calculations.	0	1	0	0	0	0	1
		General Policy - Benchmark used for pay-setting not disclosed Incentive Plans - LTIP - Performance targets not disclosed and LTIP - No metric measuring performance relative to peers. there is also no Executive Share Ownership Guidelines and no Equity Compensation.	0	1	0	0	0	0	1
		Increase is excessive; Insufficient response to shareholder dissent	1	0	0	0	0	0	1
		Excessive comp for former CEO. New CEO rem not sufficiently disclosed.	0	1	0	0	0	0	1
		Pay and performance disconnect. Excessive C-Suite total compensation.	1	0	0	0	0	0	1
		Unchallenging financial and E&S targets	3	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Excess CEO pay	0	2	0	0	0	0	2
		Equity awards to major shareholder; Poor overall compensation disclosure	1	0	0	0	0	0	1
		Non-executive participation linked to performance	1	0	0	0	0	0	1
		The CEO makes more than two times his CFO. Also issues around significant Increase in fixed pay and they have upward discretion ability with LTI's. Also hurdles (performance targets) be should set more appropriately and documented accordingly.	0	1	0	0	0	0	1
		Equity awards to major shareholder; Insufficient response to shareholder dissent	1	0	0	0	0	0	1
		Unchallenging LTIP target	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Remuneration Structure: Discretionary Bonus Awarded Significant Increase in Base Salary Insufficient Response to Shareholder Dissent Upward Discretion exercised							
		Remuneration Disclosure: Failure to disclose the difference in actual payout given by the adjustment under the LTIP Lack of transparency on the special allocation of restricted shares granted to the CEO	0	1	0	0	0	0	1
		Excessive LTI grants	2	0	0	0	0	0	2
		STIP and LTIP - Performance targets not fully disclosed LTIP - No metric measuring performance relative to peers. CEO pay quantum is large and vesting of replacement award and no performance targets.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Unchallenging performance targets, replacement award and the CEO receives remuneration that exceeds the compensation paid to chief executives at similar firms.	0	1	0	0	0	0	1
		Grants are excessive; Insufficient response to shareholder dissent	1	0	0	0	0	0	1
		Potentially excessive post-employment benefits	1	0	0	0	0	0	1
		Equity awards to major shareholder	1	0	0	0	0	0	1
		Poorly justified awards	1	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Increase is excessive	2	0	0	0	0	0	2
		Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design	1	0	0	0	0	0	1
		Excessive CEO remuneration	0	1	0	0	0	0	1
		Discretionary awards	1	0	0	0	0	0	1
		Poor disclosure of performance element	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		GENERAL POLICY No executive share ownership guidelines Individual payouts disclosed for CEO only (on aggregate for other executives)							
		INCENTIVE PLANS STIP - No annual bonus deferral STIP - Relative weight of performance metrics not fully disclosed STIP - Performance targets not disclosed	0	1	0	0	0	0	1
		Excessive maximum bonus levels. Accelerated vesting on change in control. Excessive CEO compensation vs other executives.	0	1	0	0	0	0	1
		Lack of transparency on performance targets	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Individual payouts disclosed for CEO only (on aggregate for other executives), STIP - relative weight of individual performance metrics not fully disclosed STIP and LTIP, performance targets not fully disclosed LTIP and no metric measuring performance relative to peers. The company's disclosure of the terms of the incentive plans lags market standards for companies of this size and scope. Furthermore, areas of focus relate to concerning disclosure and discretionary practices; 2022 changes and potential windfall gains.	0	1	0	0	0	0	1
		Lack of transparency	0	1	0	0	0	0	1
		STI safety component payout	1	0	0	0	0	0	1
		CEO gets more than twice what the next most senior executive is paid.	0	1	0	0	0	0	1
		Excessive compensation; Concerning pay practices	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Significant base salary on appointment	2	0	0	0	0	0	2
		The CEO is getting payed excessively in comparison to his next highest paid executive.	1	0	0	0	0	0	1
	Say When on Pay								
		No Stated Reason	227	0	4	0	0	0	231
		An annual advisory vote on executive compensation is in the best interests of shareholders	8	2	0	0	0	0	10
		Recommendation on Dissident Card	0	1	0	0	0	0	1
		Annual advisory vote recommended	1	0	0	0	0	0	1
		Amendment is not in best interests of shareholders	1	0	0	0	0	0	1
	Statutory Auditors' Fees								
		No Stated Reason	12	0	0	0	0	0	12
	Stock Option Grants								
		No Stated Reason	27	0	0	0	0	0	27
		Change of control provision	1	0	0	0	0	0	1
		Not in shareholders' best interests	1	0	0	0	0	0	1
		awards granted under the plan are not linked to any performance targets	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The company has failed to disclose in their annual report a clear description of relevant performance hurdles and vesting schedules in relation to these hurdles.	0	1	0	0	0	0	1
		A share price hurdle is far from ideal because it may inappropriately reward (or penalise) the executive as a consequence of market conditions rather than the contribution of the executive.	0	4	0	0	0	0	4
		No associated performance hurdles	0	1	0	0	0	0	1
		No performance hurdles	1	0	0	0	0	0	1
Stock Option Plan									
		Lack of transparency	0	1	0	0	0	0	1
		No Stated Reason	41	0	0	0	0	0	41
		Change of control provision; Short vesting period; Excessive range of participants	4	0	0	0	0	0	4
		Change of control provision; Short vesting period	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Change of control provision; Excessive range of participants; Short vesting period	6	0	0	0	0	0	6
		Not in shareholders' best interests	21	0	0	0	0	0	21
		Dilutionary	0	1	0	0	0	0	1
		Change of control provision	2	0	0	0	0	0	2
		Adjustment mechanism on share conversion price	1	0	0	0	0	0	1
		Excessive LTI grants	2	0	0	0	0	0	2
		Poor disclosure of performance element	1	0	0	0	0	0	1
		Change of control provision; Poor overall design	1	0	0	0	0	0	1
	Stock Option Plan for Subsidiary								
		No Stated Reason	3	0	0	0	0	0	3
	Stock Purchase Plan								
		No Stated Reason	33	0	0	0	0	0	33
	Supervisory Board/ Corp Assembly Fees								
		No Stated Reason	13	0	0	0	0	0	13
		Insufficient justification; Excessive compensation	1	0	0	0	0	0	1
	Trust Type Equity Plans (JP)								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	2	0	0	0	0	0	2
M&A			74	1	2	0	0	0	77
	Divestiture/Spin-off								
		No Stated Reason	5	1	0	0	0	0	6
	Intra-company Contracts/Control Agreements								
		No Stated Reason	25	0	0	0	0	0	25
		Deposit services with a member of the group	1	0	0	0	0	0	1
	Joint Venture/Strategic Alliance								
		No Stated Reason	2	0	0	0	0	0	2
	Merger by Absorption between Parent and Subsidiar								
		No Stated Reason	22	0	1	0	0	0	23
	Merger/Acquisition								
		No Stated Reason	15	0	1	0	0	0	16
	Misc. Proposal Regarding Restructuring								
		No Stated Reason	1	0	0	0	0	0	1
	Restructuring/Capitalization								
		No Stated Reason	3	0	0	0	0	0	3
Meeting Administration			239	1	14	0	0	0	254
	Appointment of Independent Proxy (Switzerland)								
		No Stated Reason	11	0	7	0	0	0	18

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Authorization of Legal Formalities								
		No Stated Reason	69	0	0	0	0	0	69
		Not in shareholders" best interests	4	0	0	0	0	0	4
Right to Adjourn Meeting									
		No Stated Reason	9	0	0	0	0	0	9
Routine Meeting Item									
		No Stated Reason	139	0	7	0	0	0	146
		Insufficient gender diversity on Board	0	1	0	0	0	0	1
Transact Other Business									
		Granting unfettered discretion is unwise	7	0	0	0	0	0	7
Other			235	42	1	0	9	0	287
Approval of Political Donation									
		No Stated Reason	0	33	0	0	0	0	33
		We do not believe Companies should be making donations that could be construed as a political donation.	0	2	0	0	0	0	2
Approve Technical Vote Requirements									
		Not in shareholders" best interests	4	0	0	0	0	0	4
		No Stated Reason	3	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Potential unknown nominees w/o shareholder approval	6	0	0	0	0	0	6
		Not in shareholders' best interests	1	0	0	0	0	0	1
	Authorization of Charitable Donations								
		No Stated Reason	7	0	0	0	0	0	7
		Generally we prefer that the "need for charity" is addressed by appropriate taxation. Given the nature of this company we have voted in favour.	2	0	0	0	0	0	2
		No limit set for charitable donations	0	1	0	0	0	0	1
		The company has not disclosed the limit for charitable donations to be made for the upcoming year. Accordingly, shareholders cannot determine whether these amounts are reasonable. Without this disclosure, we believe that shareholders are lacking information that is critical to making an informed judgment about this issue.	0	1	0	0	0	0	1
	Declaration of Material Interest								
		No Stated Reason	0	0	0	0	8	0	8

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Management Proposal on Say on Climate								
		This is a Say-On- Climate Proposal.	6	0	0	0	0	0	6
		The report fails to demonstrate Glencore's thermal coal business is aligned with the Paris Agreement, or that its capex commitments on thermal coal are Paris-aligned.	0	1	0	0	0	0	1
		No Stated Reason	2	0	1	0	0	0	3
	Management Proposal Regarding ESG Issues								
		In the best interests of shareholders	1	0	0	0	0	0	1
	Misc. Management Proposal								
		No Stated Reason	63	0	0	0	0	0	63
		Not in shareholders" best interests	7	0	0	0	0	0	7
	Miscellaneous - Resident Status								
		No Stated Reason	0	0	0	0	1	0	1
	Request Cumulative Voting/ Allocation of Cumulative Vote								
		No Stated Reason	97	3	0	0	0	0	100
		Serves on too many boards	2	0	0	0	0	0	2
		Not in shareholders" best interests	6	0	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient information provided	2	0	0	0	0	0	2
		Nominee not independent; Oversight failure/internal control concerns	1	0	0	0	0	0	1
		Nominee not independent	13	0	0	0	0	0	13
		Insufficient gender diversity at the company	0	1	0	0	0	0	1
		Board is not sufficiently independent	1	0	0	0	0	0	1
		Affiliate/Insider on a committee	1	0	0	0	0	0	1
		Not in shareholders' best interests	1	0	0	0	0	0	1
		Minority candidates supported over management/contr oller candidate/s	1	0	0	0	0	0	1
		Minority candidates supported over management/contr oller candidates	7	0	0	0	0	0	7
		Less than 75% Attendance	1	0	0	0	0	0	1
<i>SHP: Compensation</i>			27	32	0	0	0	0	59
	SHP Recoupment of Unearned Bonuses (Clawback)								
		No Stated Reason	1	1	0	0	0	0	2
	SHP regarding Change/ Opposition to Director Compe								
		No Stated Reason	0	1	0	0	0	0	1
	SHP Regarding Golden Parachutes								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	6	8	0	0	0	0	14
		Shareholders should be consulted before relinquishing such a right. Implementing such policies would still leave the company with sufficient freedom to enter appropriate severance arrangements.	0	3	0	0	0	0	3
		Severance pay in the USA above 2.99 x 5 year average annual compensation is no longer deductible as an expense. The proposal asks that the Board seek shareholder proposal before paying severance above this cap. This seems eminently reasonable and in the spirit of the regulation.	1	0	0	0	0	0	1
		Shareholders should be consulted before relinquishing such a right. Implementing such policies would still leave the company with sufficient freedom to enter into appropriate severance arrangements.	2	0	0	0	0	0	2
	SHP Regarding Linking Executive Pay to Social Criteria								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	0	3	0	0	0	0	3
		The proposal is vague with such a wide range of potential methodologies that any report would likely be meaningless.	2	0	0	0	0	0	2
	SHP regarding Misc. Compensation								
	SHP Regarding Misc. Compensation								
		No Stated Reason	1	2	0	0	0	0	3
		No Stated Reason	2	2	0	0	0	0	4
	SHP Regarding Race and/or Gender Pay Equity Report								
		We note "race" is a social construct with no scientific validity. The company already adequately reports on gender and ethnic pay gaps.	3	0	0	0	0	0	3
		The company is doing enough reporting on gender discrimination and racism with a 3rd party audit of metrics	2	0	0	0	0	0	2
		No Stated Reason	2	3	0	0	0	0	5

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The Company states that it will work with an external consultant to conduct an adjusted pay gap analysis of its workforce with respect to gender and ethnicity in 2023 (which, at a minimum, will include its U.S. employees) and will provide quantitative disclosure regarding the results of this analysis in its 2024 Sustainability Report	2	0	0	0	0	0	2
	SHP Regarding Report on Ratio Between CEO and Emplo								
		This proposal aligns with our proxy voting guidelines whilst not overly constraining the company.	0	3	0	0	0	0	3
		No Stated Reason	0	2	0	0	0	0	2
		We believe that excessive pay can lead to overconfidence and mistakes to the detriment of company performance.	0	1	0	0	0	0	1
	SHP Regarding Restricting Executive Compensation								
		No Stated Reason	3	3	0	0	0	0	6
SHP: Environment			49	73	1	0	0	0	123

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Shareholder Proposal Regarding Say on Climate								
		No Stated Reason	0	3	0	0	0	0	3
	SHP Regarding Climate Lobbying								
		No Stated Reason	3	9	0	0	0	0	12
		The company already provides reasonable reporting here.	3	0	0	0	0	0	3
	SHP Regarding Environmental Report								
		The company has taken significant steps to reduce its plastic usage. Government regulation would be more effective here.	3	0	0	0	0	0	3
		No Stated Reason	4	3	0	0	0	0	7
		The Company provides reasonable disclosure, albeit in a variety of sources, on its operations in Guyana and its safety considerations. However, given recent high-profile court rulings, we believe that more centralized reporting on this matter could benefit shareholders.	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The company is taking steps to produce recycled plastic. There is a challenge for the company here as in many other areas. Its not clear that an audit report on the financial impact of change in demand is required though.	1	0	0	0	0	0	1
		The company already provides a reasonable amount of information in this regard. It is not clear that an actuarial assessment will lead to better information to shareholders.	0	1	0	0	0	0	1
		Company has committed to 100% recyclable or reusable plastic by 2030.	1	0	0	0	0	0	1
		The Company does not appear to provide meaningful disclosure concerning its packaging and related efforts. Plastic waste is a large and growing environmental and health issue. The Board has not opposed the ballot.	1	0	0	0	0	0	1
		In best interests of shareholders.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
SHP Regarding Formation of Environmental/Social Commit									
		Optional Board Committees should be decided by the Board and management.	3	0	0	0	0	0	3
		Shareholder proposal is anti-social. and anti-science	1	0	0	0	0	0	1
		Shareholder proposal is anti-social.	1	0	0	0	0	0	1
SHP Regarding Misc. Energy/Environmental Issues									
		As a shareholder we have every right to know whether BlackRock has a plan to diminish potential long-term pension client losses by pledging to use stewardship and proxy voting to mitigate its forecast 25% climate-related decline in global economic output over the next two decades.	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The company is a member of the Global Platform for Sustainable Natural Rubber ("GPSNR"), with reporting requirements on deforestation and sustainability concerns regarding natural rubber, yet the company has not publicly disclosed applicable information about its tire or leather deforestation risks or approaches to mitigate those risks, nor has it set related procurement targets. A number of peer companies have taken steps to improve the sustainability of the steel supply chain, including by participating in standard and certification initiatives.	0	2	0	0	0	0	2
	SHP Regarding Misc. Environmental Issue								
		No Stated Reason	0	1	0	0	0	0	1
		In the best interests of shareholders	0	2	0	0	0	0	2
	SHP Regarding Phase out of Nuclear Power								

	Phasing out nuclear power could help to mitigate environmental and social risks	0	2	0	0	0	0	2
SHP Regarding Report on Antibiotics in Animal Agriculture								
	No Stated Reason	0	3	0	0	0	0	3
SHP Regarding Report on Environmental Performance								
	No Stated Reason	0	1	0	0	0	0	1
SHP Regarding Report/Action on Climate Change								
	No Stated Reason	6	20	0	0	0	0	26
	Requested disclosure will allow informed vote on 2024 climate plan. Glencore has failed to make progress on demonstrating the specific alignment of its thermal coal business with the Paris Agreement, or to demonstrate Paris-aligned capex commitments on coal. Glencore's failure in this regard has hurt its strategic plans. As Teck noted:							
	“Thermal coal mines are contrary to the global decarbonization agenda. The Glencore proposal would force Teck shareholders to hold massive thermal coal							

exposure, which would be value destructive, drive away current and future investors who cannot hold thermal coal assets, and result in Teck's world-class steelmaking coal business trading at a discount."

Statement from Teck Resources, on behalf of the Board and independent Special Committee, 3rd April 2023

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Not in shareholders' best interests

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Given the company's exposure to transportation, shareholders would benefit from better reporting on how it will achieve a just transition by 2040.

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Climate data is an important element for shareholders to assess the risks and opportunities to the company.

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Shareholder proposal is anti-social.

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This information would provide shareholders with useful information as to how the company is progressing with its transition plans. The company has not provided a compelling reasons as to why it shouldnt.	1	0	0	0	0	0	1
Given the cost and increasing regulatory focus on cleaning up end of life assets, an audit would better able shareholders to assess the costs involved in sset retirement obligations.	1	0	0	0	0	0	1
As a member of the CA 100+ we are supportive of this resolution.	1	0	0	0	0	0	1
Although they have committed to align its financing with the Paris Agreement, achieving net-zero emissions by 2050, consistent with limiting global warming to 1.5°C, its policies and practices are not net-zero aligned; The company is reportedly the world's largest funder of fossil fuels, providing over \$382 billion in lending and							

underwriting to fossil fuel companies during 2016-2021 (34% more than the second-highest bank), including over \$116 billion to 100 top companies engaged in new fossil fuel exploration and development. Without a policy to phase out financing of new fossil fuel exploration and development, the company is unlikely to meet its climate commitments and merits scrutiny for material risks including greenwashing, regulation, competition, and reputation. Best practices for banks to achieve net zero involve financing companies reducing Scopes 1, 2, and 3 absolute emissions and allocating capital in line with science-based, independently verified short-, medium-, and long-term decarbonization targets by organizations such as the SBTi.

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Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		An effective transition plan creates bank accountability by describing the strategies, indicators, milestones, metrics, and timelines to deliver on decarbonization targets and ensure shareholders that a bank is addressing and accountable for the risks associated with its financing of high carbon activities. While the company has committed \$1 trillion in low-carbon sustainable business financing through 2030, it has not demonstrated whether its planned actions will result in 1.5 degree aligned emissions reductions.	0	2	0	0	0	0	2
		All companies and individuals will need to align with net zero targets. We note that the resolution may not have been made in good faith but agree with its substance. We note Pepsi does more than many companies in this area.	0	2	0	0	0	0	2
	SHP Regarding Reporting and Reducing Greenhouse Gas Emi								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	5	11	1	0	0	0	17
		Company seems to be acting appropriately with regard to climate change and setting reasonable targets. The proponents have not made a case that the company is not in the right track.	1	0	0	0	0	0	1
		GHG reduction targets can help mitigate environmental impact and mitigate attendant risks	0	2	0	0	0	0	2
		Climate data is an important element for shareholders to assess the risks and opportunities to the company.	2	0	0	0	0	0	2
		Allowing that some flexibility will be needed given the path economies and governments take, we believe it would be of strategic value for the company to set targets like some of its peers even if it doesn't know exactly how it will get there today.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Although the company has a target to reduce its GHG emissions intensity for the energy sector by 2030, intensity targets will not capture whether the company's total financed GHG emissions have decreased in the real world. The company should consider target-setting approaches used by advisory groups, such as the Science Based Targets initiative. The company lags its peers in setting absolute GHG emissions reduction targets.	0	2	0	0	0	0	2
	SHP Regarding Sustainability or Environmental Reports								
		No Stated Reason	0	1	0	0	0	0	1
SHP: Governance			128	53	9	0	0	0	190
	SHP Regarding Additional or Amended Shareholder Propos								
		No Stated Reason	1	0	0	0	0	0	1
		Granting unfettered discretion is against our voting approach.	0	1	0	0	0	0	1
		Lack of transparency	0	2	0	0	0	0	2
	SHP Regarding Board Composition								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	1	0	4	0	0	0	5
		We do not see this proposal as necessarily being in shareholders best interests.	3	0	0	0	0	0	3
		Shareholder proposal is anti-social.	5	0	0	0	0	0	5
		It is not clear what this proposal is trying to achieve	2	0	0	0	0	0	2
	SHP Regarding Directors' Roles in Corporate Strategy								
		A Board skills matrix would be useful for shareholders to evaluate. We have noted in the Director elections issues with Board gender diversity.	2	0	0	0	0	0	2
		No Stated Reason	1	0	0	0	0	0	1
	SHP Regarding Double Board Nominees								
		No Stated Reason	0	1	0	0	0	0	1
	SHP Regarding Election of Board Member(s) During a Co								
		We dont believe the dissident card candidates have the appropriate experience or expertise for a role on the Board.	0	3	0	0	0	0	3
		Adds requisite experience and perspective	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Governance concerns; TSR underperformance	2	0	0	0	0	0	2
	SHP Regarding Election of Dissident Board Member(s)								
		Lim seems an appropriately qualified individual for the role with experience in Indonesia. The company can benefit from his experience.	0	2	0	0	0	0	2
		No Stated Reason	0	0	4	0	0	0	4
	SHP Regarding Election of Dissident Supervisory Board M								
		Nominees not disclosed	1	0	0	0	0	0	1
	SHP Regarding Eliminating Supermajority Provisions								
		No Stated Reason	3	6	0	0	0	0	9
		Aligned with resolution 2. A vote for in case 2 does not get passed.	0	2	0	0	0	0	2
	SHP Regarding Improving in Disclosure								
		Additional disclosure would benefit shareholders	2	0	0	0	0	0	2
	SHP Regarding Increase in Dividend/Redistribution of Pro								
		No Stated Reason	1	0	0	0	0	0	1
	SHP Regarding Independent Board Chairman/Seperation of								
		No Stated Reason	26	4	0	0	0	0	30

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Shareholder proposal is anti-social.	0	8	0	0	0	0	8
		Given our voting on Directors we are in favour of a new independent Chair	2	0	0	0	0	0	2
		An independent Chair would improve governance arrangements.	1	0	0	0	0	0	1
		An independent chair is better able to oversee the executives of a company and set a pro-shareholder agenda	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		An independent chair is better able to oversee the executives of a company and set a pro-shareholder agenda without the management conflicts that a CEO or other executive insiders often face, leading to a more proactive and effective board of directors. Separation of the roles of chair and CEO eliminates the conflict of interest that inevitably occurs when a CEO is responsible for self-oversight; and The presence of an independent chair fosters the creation of a thoughtful and dynamic board that is not dominated by the views of senior management.	2	0	0	0	0	0	2
		The motivations of the proponent are unclear but the resolution appears to be reasonable.	0	2	0	0	0	0	2
	SHP Regarding Limit on Board Memberships								
		No Stated Reason	0	1	0	0	0	0	1
	SHP Regarding Majority Vote for Election of Directors								
		No Stated Reason	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Majority voting increases board accountability and performance.	1	0	0	0	0	0	1
	SHP Regarding Misc. Board Issue								
		Nominees not disclosed	1	0	0	0	0	0	1
	SHP Regarding Misc. Board/Shareholder Rights Issu								
		No Stated Reason	10	5	0	0	0	0	15
		Protects against amendments which would make it difficult for shareholders to nominate directors	3	0	0	0	0	0	3
		Where a majority of non-insider shareholders support a resolution its seems reasonable for a Board member to meet with proponent in a timely manner.	0	2	0	0	0	0	2
		A company should not be dependent on one person. Requesting that the company publicly disclose the identity of key persons in the succession plan could present a material risk to the company and exacerbate concerns regarding succession planning.	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Proposal upholds fundamental rights of all shareholders	1	0	0	0	0	0	1
		This resolution protects shareholders from unreasonably onerous restrictions on Director nominations.	1	0	0	0	0	0	1
	SHP Regarding Misc. Governance Issue								
		No Stated Reason	1	0	0	0	0	0	1
	SHP Regarding Misc. Issue								
		No Stated Reason	8	0	1	0	0	0	9
		Shareholders shuld have the right to nominate directors.	0	2	0	0	0	0	2
		Not in shareholders" best interests	4	0	0	0	0	0	4
	SHP Regarding Misc. Restructuring Issue								
		No Stated Reason	1	0	0	0	0	0	1
		Not in shareholders' interest I believe. We don't believe that the proponent has presented a compelling enough case here that shareholders need to advise the company to take any action with respect to evaluating a potential spin-off of TPWR.	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Recapitalization								
		No Stated Reason	4	0	0	0	0	0	4
		Accords with our principle that all shareholders be treated fairly	2	0	0	0	0	0	2
	SHP Regarding Removal of Director(s)								
		No Stated Reason	1	0	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent								
		No Stated Reason	0	4	0	0	0	0	4
		Shareholder action by written consent enables shareholders to take action on important issues that arise between annual meetings.	1	0	0	0	0	0	1
	SHP Regarding Right to Call a Special Meeting								
		No Stated Reason	19	4	0	0	0	0	23
		A 10% threshold for calling a special meeting is appropriate	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		One of the main purposes of this proposal is to give all shares, including street name shares, the right to normally participate in calling for a special shareholder meeting to the fullest extent possible; Currently, it takes a theoretical 20% of all shares outstanding to call for a special shareholder meeting; and A right to call for a special shareholder meeting gives shareholders significant standing to engage effectively with management, and management will have an incentive to genuinely engage with shareholders.	0	2	0	0	0	0	2
	SHP Regarding Trained, Qualified Directors on Environ								
		No Stated Reason	2	0	0	0	0	0	2
		Given the size and number of controversies, legal suits and fines the company has experienced, an independent review of the risk oversight committee may be valuable.	2	0	0	0	0	0	2
	SHP Shareholder Access to the Nomination Process (Proxy Ac								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		This would bring the company in line with best practice.	0	2	0	0	0	0	2
		No Stated Reason	2	0	0	0	0	0	2
SHP: Misc			24	0	0	0	0	0	24
	SHP Regarding Repeal of Bylaw Amendments								
		No Stated Reason	1	0	0	0	0	0	1
	SHP: Misc. Issues								
		No Stated Reason	9	0	0	0	0	0	9
		It is difficult to understand how the company arrives at its tax rate. Greater tax transparency would help investors better assess tax risk at the company.	3	0	0	0	0	0	3
		This proposal is too broad and would overly hinder the company's room to act.	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Whilst the company has provided some level of disclosure on their tax reporting, additional reporting in line with the GRI Tax Standard would provide shareholders with understandable information on which they are able to base assessments of the company's tax-related risks.	1	0	0	0	0	0	1
		We believe this resolution will help investors to be better able to understand and assess tax risk at the company.	1	0	0	0	0	0	1
		Shareholder proposal is anti-social.	2	0	0	0	0	0	2
		Employees in the employee retirement plan already have a sufficient level of discretion as to where the funds are invested.	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Although the Company has provided some level of disclosure on this matter, we believe that additional reporting in line with the GRI Tax Standard would provide shareholders with understandable information on which they are able to base assessments of the Company's tax-related risks.	2	0	0	0	0	0	2
		Starbucks continuously evaluates the market for, and the price of, its plant-based menu items, including plant-based milk customizations.	1	0	0	0	0	0	1
<i>SHP: Social</i>			152	89	1	0	0	0	242
	SHP Regarding Animal Welfare								
		No Stated Reason	3	3	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Don't believe that the proponent has successfully argued that animal welfare is a material risk for the company as a whole or that it is a matter that necessitates dedicated board attention. Obviously, this matter could present risks to select individual companies in certain industries that receive financing or underwriting from the company. I think there is also lack of evidence here that the board has acted to the contrary.	2	0	0	0	0	0	2
	SHP Regarding Drug Pricing/Distribution								
		No Stated Reason	1	12	0	0	0	0	13
	SHP Regarding Firearms								
		No Stated Reason	0	1	0	0	0	0	1
	SHP Regarding Human Capital Management								
		No Stated Reason	1	1	0	0	0	0	2
	SHP Regarding Limiting or Ending Political Spending								
		No Stated Reason	0	1	0	0	0	0	1
	SHP Regarding Military Contracts/Sales								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Seeking a more robust disclosure concerning the human rights impacts of the government's defence contracts.	2	0	0	0	0	0	2
		Additional disclosure in this context is warranted, but Proposal 7 is a more meaningful evaluation of the attendant risks than the disclosure requested by this proposal.	2	0	0	0	0	0	2
	SHP Regarding Misc. Human Capital Management								
		The Proponent has not produced a credible argument for this resolution.	3	0	0	0	0	0	3
		In light of troubling reports and allegations concerning the Company's working conditions, we believe that additional, independent scrutiny on this matter is warranted	3	0	0	0	0	0	3
		No Stated Reason	17	8	0	0	0	0	25
		If shareholders do not approve of the way the Board delegates powers they should vote against Board Directors.	3	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Increased transparency on issues of equity and inclusion is particularly important for consumer-facing companies, whose operations heavily rely on their customers' trust and loyalty.	0	2	0	0	0	0	2
		The company has many reports covering racism, equal opportunity, harassment and diversity already.	0	1	0	0	0	0	1
		Between July 1, 2020 and November 22, 2022 there were at least 363 gun incidents and 112 gun deaths at Walmart. That has to impact on employee moral and productivity as well as customer safety concerns.	1	0	0	0	0	0	1
	SHP Regarding Misc. Human/Political Rights Policie								
		Shareholder proposal is anti-social.	2	0	0	0	0	0	2
	SHP Regarding Misc. Labor Issues/Policies								
		No Stated Reason	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Sufficient detailed disclosure around workforce demographics and trends, and the use of criminal background checks in the hiring process.	2	0	0	0	0	0	2
	SHP Regarding Misc. Nuclear Issue								
		No Stated Reason	3	0	0	0	0	0	3
	SHP Regarding Misc. Social Issue								
		No Stated Reason	4	6	1	0	0	0	11
		Shareholder proposal is anti-social.	28	0	0	0	0	0	28
		In best interests of shareholders.	0	1	0	0	0	0	1
		Shareholders and the companies understand why the efficacy of enforcement of content policies is well short of perfect. What's needed is an assessment of the risk and financial implications of this.	0	2	0	0	0	0	2
		Such a report would allow shareholders to assess the risks to the company from child exploitation on its platforms.	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		<p>The Uyghur Region produces approximately 85% of China's cotton, and the Company's manufacturing data suggests that about 30% of its materials were from Chinese factories. The company has stated it does not directly source from the Xinjian region and highlighted cotton traceability at the raw materials level as an area of focus, but these efforts are inadequate because its supply chain transparency covers primarily "Tier 1" direct suppliers, while forced labor risks extend to raw material sourcing and manufacturing at further tiers. Furthermore, the company has been named in a criminal complaint filed in the Netherlands in 2021 and various reports relating to the issue.</p>	0	1	0	0	0	0	1
		<p>Given historical issues at the company we believe this proposal has merit.</p>	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The company has made reasonable efforts on what is an industry wide issue best dealt with by Government.	2	0	0	0	0	0	2
	SHP Regarding Pregnancy/Abortion Issues								
		No Stated Reason	4	4	0	0	0	0	8
		Properly a matter for governments and the executive as part of broader considerations to deal with.	1	0	0	0	0	0	1
		Shareholder proposal is anti-social.	1	0	0	0	0	0	1
		Too narrow - privacy should be addressed from an overall perspective.	0	2	0	0	0	0	2
		This is an issue more properly addressed at government level.	1	0	0	0	0	0	1
	SHP Regarding Racial Equity Audit								
		No Stated Reason	5	3	0	0	0	0	8
		Shareholder proposal is anti-social.	9	0	0	0	0	0	9
		Undertaking the requested audit would help to identify and mitigate potentially significant risks.	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The company has many reports covering racism, equal opportunity, harassment and diversity already. We do not believe another report, even an independent one will make a difference here.	1	0	0	0	0	0	1
	SHP Regarding Reporting on Company's Compliance with I								
		No Stated Reason	13	4	0	0	0	0	17
		Shareholders would benefit from a better understanding of the risks involved with surveillance through Amazon devices.	3	0	0	0	0	0	3
		The apparent misalignment between the Company's commitment and its reported conduct represents reputational and operational risks and may negatively impact the Company's long-term performance	3	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Given regulatory uncertainty, we believe that additional disclosure concerning the financial, operational, and reputational risks associated with the use of its product is warranted.	3	0	0	0	0	0	3
		More properly in the government domain to regulate but should give shareholders a better ability to evaluate the risk.	2	0	0	0	0	0	2
		We have voted for this measure given the proposal stipulates that the measures to be taken should be done at reasonable cost.	0	1	0	0	0	0	1
		The company provides sufficient disclosures in this regard.	1	0	0	0	0	0	1
	SHP Regarding Reviewing Charitable Spending								
		No Stated Reason	0	2	0	0	0	0	2
		Shareholder proposal is anti-social.	1	0	0	0	0	0	1
	SHP Regarding Reviewing Political Spending or Lobbying								
		No Stated Reason	13	22	0	0	0	0	35

Shareholder proposal is anti-social.	3	0	0	0	0	0	3
We support transparency around political donations and lobbying. We do not support institutional political donations. However the proposal does not cover lobbying and what it asks for appears to be already provided.	0	3	0	0	0	0	3
Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities	1	0	0	0	0	0	1
We believe that companies should provide transparency around and justification of any political donations and partisan political advertising. Vision Super votes against any resolution relating to political contributions/donations and for any non-binding resolutions. Political donations proposals relate to the Political Parties, Elections and Referendums Act 2000 (PPER). In our view, political donations should be							

restricted to individual citizens. The general purpose of PPER is to require directors of companies to seek the approval of the company in general meeting to the making of political donations to political parties or organisations or to the incurring of expenditure for political purposes. All these resolutions are general waivers, they do not give specific examples of where donations might be made. We note that newspapers are exempt, trade associations don't count nor do multiparty parliamentary bodies.

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Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Increased disclosure would allow shareholders to more fully assess risks presented by the company's lobbying activities. Unlike its peers, the they do not disclose their memberships in, or payments to, trade associations and social welfare organizations, or the amounts used for lobbying; and the company's lack of disclosure presents reputational risks when its lobbying contradicts its public positions.	1	0	0	0	0	0	1
		In best interests of shareholders.	0	1	0	0	0	0	1
		We believe that companies should be very transparent about their lobbying activities. Meta has a poor track record of disclosure. Governance over political donations is also poor.	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		We believe that in general, there is excessive lobbying by companies and that more transparency in this area would be welcome. While Newscorp is a leader in transparency in its industry we think that more could be done.	0	1	0	0	0	0	1
		We do not approve of company political donations.	0	2	0	0	0	0	2
	SHP Regarding Tobacco/Alcohol								
		No Stated Reason	0	2	0	0	0	0	2