

Proposal Type Report

International Voting Statistics - FYE25

From 7/1/2024 to 6/30/2025

Proposal Types - All Votes

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Total for all categories		13263	5126	253	1	0	0	22	0	0	18665
Audit/Financials		1840	589	31	0	0	0	0	0	0	2429
	Accounts and Reports (Bundled Issues)	63	0	9	0	0	0	0	0	0	72
	Allocation of Profits/Dividends	497	0	2	0	0	0	0	0	0	499
	Appointment of Auditor	209	67	1	0	0	0	0	0	0	277
	Appointment of Auditor and Authority to Set Fees	77	56	11	0	0	0	0	0	0	144
	Appointment of Special Auditor	92	1	1	0	0	0	0	0	0	94
	Approval of Non-Financial Reports	154	2	4	0	0	0	0	0	0	160
	Approve Payment of Fees to Special Auditors	27	0	0	0	0	0	0	0	0	27
	Authority to Set Auditor's Fees	118	5	0	0	0	0	0	0	0	123
	Bonus Dividend/Bonus Share Issue	19	1	0	0	0	0	0	0	0	20
	Financial Statements	476	1	3	0	0	0	0	0	0	480
	Number of Auditors	10	0	0	0	0	0	0	0	0	10
	Ratification of Auditor	70	456	0	0	0	0	0	0	0	526
	Ratification of Auditor's Acts	10	0	0	0	0	0	0	0	0	10
	Stock Dividend/Dividend Reinvestment	18	0	0	0	0	0	0	0	0	18
Board Related		7714	2786	108	1	0	0	0	0	0	10501
	Approval of Committee Guidelines/Appointment of Committee	43	3	2	0	0	0	0	0	0	48

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
					Action	Unvoted					
	Approve Special Auditor’s Report	34	3	0	0	0	0	0	0	0	37
	Approve Supervisory Council	38	10	6	0	0	0	0	0	0	54
	Approve Supervisory Council Size	5	0	0	0	0	0	0	0	0	5
	Board Size	50	2	0	0	0	0	0	0	0	52
	Board Term Length	1	0	0	0	0	0	0	0	0	1
	Change in Board Size	0	1	0	0	0	0	0	0	0	1
	Director & Officer Liability/Indemnification	0	36	0	0	0	0	0	0	0	36
	Election of Alternate Statutory Auditor	6	0	0	0	0	0	0	0	0	6
	Election of Board Committee Members	151	41	1	0	0	0	0	0	0	193
	Election of Board Member(s) During a Contested Election – Management Nomin	2	6	0	0	0	0	0	0	0	8
	Election of Directors	6027	2560	59	1	0	0	0	0	0	8647
	Election of Directors (Bundled Issues)	1	2	0	0	0	0	0	0	0	3
	Election of Directors (Management Board)	16	1	0	0	0	0	0	0	0	17
	Election of Directors (Slate)	8	14	2	0	0	0	0	0	0	24
	Election of Directors (Slate) Bundled with Other Items	0	2	1	0	0	0	0	0	0	3
	Election of Minority or Preferred Shareholder Nominee	1	1	5	0	0	0	0	0	0	7
	Election of Non-Management Nominee	0	14	0	0	0	0	0	0	0	14
	Election of Non-Principal Members (Chairman, alternates)	35	21	0	0	0	0	0	0	0	56
	Election of Shareholder or Institutional Investor Slate	3	0	3	0	0	0	0	0	0	6
	Election of Shareholder Representatives	13	0	2	0	0	0	0	0	0	15
	Election of Statutory Auditor Slate	5	0	1	0	0	0	0	0	0	6
	Election of Statutory Auditors	24	5	0	0	0	0	0	0	0	29

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
					Action	Unvoted					
	Election of Subsidiary Directors	11	2	0	0	0	0	0	0	0	13
	Election of Supervisory Board	166	25	0	0	0	0	0	0	0	191
	Election of Supervisory Board Members (Slate)	0	2	0	0	0	0	0	0	0	2
	Election of the Chair of Statutory Auditors	1	0	0	0	0	0	0	0	0	1
	Indemnification of Directors/Officers	10	0	2	0	0	0	0	0	0	12
	Misc. Management Proposal Regarding Board	8	4	0	0	0	0	0	0	0	12
	Post-Employment /Severance Agreements	1	0	0	0	0	0	0	0	0	1
	Ratification of Board Acts - Legal	636	21	19	0	0	0	0	0	0	676
	Ratification of Co-Option of a Director	22	5	0	0	0	0	0	0	0	27
	Ratification of Management Acts - Legal	179	1	5	0	0	0	0	0	0	185
	Related Party Transactions	198	4	0	0	0	0	0	0	0	202
	Removal/Resignation of Director	6	0	0	0	0	0	0	0	0	6
	Retention as Independent Director	13	0	0	0	0	0	0	0	0	13
Capital Management		1220	160	9	0	0	0	0	0	0	1380
	Amendment to Borrowing Powers	3	0	1	0	0	0	0	0	0	4
	Amendment to Par Value	4	0	0	0	0	0	0	0	0	4
	Approval of Borrowing	6	0	0	0	0	0	0	0	0	6
	Authority to Give Guarantees	17	7	0	0	0	0	0	0	0	24
	Authority to Increase Capital in Case of Exchange Offers (France)	6	3	1	0	0	0	0	0	0	10
	Authority to Increase Capital in Consideration for Contributions in Kind (Fr	22	4	1	0	0	0	0	0	0	27
	Authority to Issue Shares and Convertible Debt w or w/o Preemptive Rights	10	0	0	0	0	0	0	0	0	10
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	38	2	1	0	0	0	0	0	0	41

Issue Code	Category	Issue Short Text	Take No					1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action	Unvoted				
		Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	49	24	2	0	0	0	0	0	75
		Authority to Issue Shares w/ Preemptive Rights	102	1	0	0	0	0	0	0	103
		Authority to Issue Shares w/o Preemptive Rights	164	60	0	0	0	0	0	0	224
		Authority to Issue Stock w/ or w/out Preemptive Rights	36	7	0	0	0	0	0	0	43
		Authority to Repurchase and Re-Issue Shares	90	3	0	0	0	0	0	0	93
		Authority to Repurchase Preferred Shares	7	0	0	0	0	0	0	0	7
		Authority to Repurchase Shares	274	4	2	0	0	0	0	0	280
		Authority to Set Offering Price of Shares	6	8	0	0	0	0	0	0	14
		Authority to Trade in Company Stock	5	0	0	0	0	0	0	0	5
		Authorize Overallotment/Greenshoe	19	3	1	0	0	0	0	0	23
		Cancellation of Authorized Stock	95	0	0	0	0	0	0	0	95
		Creation of New Share Class	21	0	0	0	0	0	0	0	21
		Increase in Authorized Capital	54	5	0	0	0	0	0	0	59
		Increase in Authorized Common Stock	6	2	0	0	0	0	0	0	8
		Increase in/Authorization of Dual Class Stock	0	1	0	0	0	0	0	0	1
		Issuance of Common Stock	1	0	0	0	0	0	0	0	1
		Issuance of Convertible Debt Instruments	46	0	0	0	0	0	0	0	46
		Issuance of Debt Instruments	33	0	0	0	0	0	0	0	33
		Issuance of Repurchased Shares	8	22	0	0	0	0	0	0	30
		Issuance of Stock w/out Preemptive Rights	30	1	0	0	0	0	0	0	31
		Issuance of Warrants w/o Preemptive Rights	1	0	0	0	0	0	0	0	1
		Limit to Capital Increase	5	0	0	0	0	0	0	0	5

Issue Code	Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Misc. Proposal Regarding Capital	21	1	0	0	0	0	0	0	0	22
		Reduction in Authorized Capital	12	0	0	0	0	0	0	0	0	12
		Reduction in Share Premium Account	7	0	0	0	0	0	0	0	0	7
		Repurchase of Shares	1	0	0	0	0	0	0	0	0	1
		Reverse Stock Split	4	0	0	0	0	0	0	0	0	4
		Stock Split	5	1	0	0	0	0	0	0	0	6
		Use/Transfer of Reserves	12	1	0	0	0	0	0	0	0	13
Changes to Company Statutes			516	111	11	0	0	0	0	0	0	627
		Adoption of Majority Vote for Election of Directors	1	0	0	0	0	0	0	0	0	1
		Adoption of New Articles	9	0	0	0	0	0	0	0	0	9
		Amend Articles, Constitution, Bylaws - Bundled	131	15	1	0	0	0	0	0	0	147
		Amendment to Foreign Investor Restrictions	1	0	0	0	0	0	0	0	0	1
		Amendment to Investment Policy/Restrictions	0	1	0	0	0	0	0	0	0	1
		Amendment to Poison Pill	1	0	0	0	0	0	0	0	0	1
		Amendment to Shareholder Rights' Plan	1	0	0	0	0	0	0	0	0	1
		Amendments to Articles (Technical)	96	1	0	0	0	0	0	0	0	97
		Amendments to Articles, Constitution, Bylaws	101	30	2	0	0	0	0	0	0	133
		Amendments to Charter/Bylaw - Bundled	1	1	0	0	0	0	0	0	0	2
		Amendments to Procedural Rules	89	2	3	0	0	0	0	0	0	94
		Article Amendments - Allow for the Removal of Directors	1	0	0	0	0	0	0	0	0	1
		Authority to Set General Meeting Notice Period at 14 Days	0	55	0	0	0	0	0	0	0	55
		Change in State of Incorporation	3	3	3	0	0	0	0	0	0	9

Issue Code	Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Company Name Change	2	0	0	0	0	0	0	0	0	2
		Constitution of Procedural Rules	7	2	0	0	0	0	0	0	0	9
		Delisting	1	0	0	0	0	0	0	0	0	1
		Elimination of Supermajority Requirement	32	0	0	0	0	0	0	0	0	32
		Misc. Article Amendments	14	0	0	0	0	0	0	0	0	14
		Misc. Proposal Regarding Antitakeover Devices	3	1	0	0	0	0	0	0	0	4
		Repeal of Classified Board	18	0	0	0	0	0	0	0	0	18
		Restoration of Right to Call a Special Meeting	2	0	2	0	0	0	0	0	0	4
		Technical Amendments to Charter/Bylaw	1	0	0	0	0	0	0	0	0	1
		Waiving of Mandatory Takeover Requirement	1	0	0	0	0	0	0	0	0	1
Compensation			1050	1054	18	0	0	0	22	0	0	2126
		Adoption of Director Equity Compensation Plan	1	0	0	0	0	0	0	0	0	1
		Adoption of Employee Stock Purchase Plan	10	1	0	0	0	0	0	0	0	11
		Adoption of Equity Compensation Plan	8	15	0	0	0	0	0	0	0	23
		Adoption of Restricted Stock Plan	10	2	0	0	0	0	0	0	0	12
		Adoption of Short Term Incentive Plan	4	0	0	0	0	0	0	0	0	4
		Advisory Vote on Executive Compensation	28	501	0	0	0	0	0	0	0	529
		Advisory Vote on Severance	0	1	0	0	0	0	0	0	0	1
		Amendment to Director Equity Compensation Plan	1	0	0	0	0	0	0	0	0	1
		Amendment to Employee Stock Purchase Plan	14	0	0	0	0	0	0	0	0	14
		Amendment to Equity Compensation Plan	42	30	1	0	0	0	0	0	0	73
		Amendment to Restricted Stock Plan	6	3	0	0	0	0	0	0	0	9

Issue Code	Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
M&A			76	9	1	0	0	0	0	0	0	85
		Divestiture/Spin-off	31	0	0	0	0	0	0	0	0	31
		Intra-company Contracts/Control Agreements	16	0	0	0	0	0	0	0	0	16
		Joint Venture/Strategic Alliance	1	0	0	0	0	0	0	0	0	1
		Merger by Absorption between Parent and Subsidiary	12	0	0	0	0	0	0	0	0	12
		Merger/Acquisition	12	8	1	0	0	0	0	0	0	21
		Misc. Proposal Regarding Restructuring	3	1	0	0	0	0	0	0	0	4
		Restructuring/Reorganization	1	0	0	0	0	0	0	0	0	1
Meeting Administration			337	34	0	0	0	0	0	0	0	371
		Appointment of Independent Proxy (Switzerland)	20	0	0	0	0	0	0	0	0	20
		Authorization of Legal Formalities	97	3	0	0	0	0	0	0	0	100
		Right to Adjourn Meeting	9	2	0	0	0	0	0	0	0	11
		Routine Meeting Item	211	1	0	0	0	0	0	0	0	212
		Transact Other Business	0	28	0	0	0	0	0	0	0	28
Other			173	86	11	0	0	0	0	0	0	259
		Approval of Political Donation	0	46	0	0	0	0	0	0	0	46
		Approve Technical Vote Requirements	3	6	0	0	0	0	0	0	0	9
		Authorization of Charitable Donations	4	4	2	0	0	0	0	0	0	10
		Declaration of Material Interest	6	1	0	0	0	0	0	0	0	7
		Management Proposal on Say on Climate	9	0	1	0	0	0	0	0	0	10
		Misc. Management Proposal	59	3	0	0	0	0	0	0	0	62
		Miscellaneous - Resident Status	0	0	1	0	0	0	0	0	0	1

Issue Code	Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		OTHER	0	1	0	0	0	0	0	0	0	1
		Request Cumulative Voting/ Allocation of Cumulative Votes	92	25	7	0	0	0	0	0	0	124
SHP: Compensation			28	41	10	0	0	0	0	0	0	69
		SHP Advisory Vote on Compensation Report (Say on Pay)	1	0	0	0	0	0	0	0	0	1
		SHP Recoupment of Unearned Bonuses (Clawback)	1	5	3	0	0	0	0	0	0	9
		SHP regarding Change/ Opposition to Director Compensation	0	1	0	0	0	0	0	0	0	1
		SHP Regarding Golden Parachutes	21	10	3	0	0	0	0	0	0	34
		SHP Regarding Linking Executive Pay to Social Criteria	0	8	0	0	0	0	0	0	0	8
		SHP regarding Misc. Compensation	1	5	1	0	0	0	0	0	0	7
		SHP Regarding Misc. Compensation	0	2	0	0	0	0	0	0	0	2
		SHP Regarding Opposition to/Change in Executive Compensation	0	0	1	0	0	0	0	0	0	1
		SHP Regarding Race and/or Gender Pay Equity Report	0	1	2	0	0	0	0	0	0	3
		SHP Regarding Report on Ratio Between CEO and Employee Pay	2	9	0	0	0	0	0	0	0	11
		SHP Regarding Restricting Executive Compensation	2	0	0	0	0	0	0	0	0	2
SHP: Environment			68	40	16	0	0	0	0	0	0	108
		Shareholder Proposal Regarding Say on Climate	4	0	0	0	0	0	0	0	0	4
		SHP Regarding Climate Lobbying	7	0	0	0	0	0	0	0	0	7
		SHP Regarding Environmental Report	8	12	6	0	0	0	0	0	0	26
		SHP Regarding Formation of Environmental/Social Committee of the B	2	3	0	0	0	0	0	0	0	5
		SHP Regarding Misc. Energy/Environmental Issues	0	0	4	0	0	0	0	0	0	4
		SHP Regarding Misc. Environmental Issue	0	5	0	0	0	0	0	0	0	5
		SHP Regarding Phase out of Nuclear Power	0	1	0	0	0	0	0	0	0	1

Issue Code	Category	Issue Short Text	Take No									
			For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		SHP Regarding Report on Antibiotics in Animal Agriculture	0	1	0	0	0	0	0	0	0	1
		SHP Regarding Report/Action on Climate Change	36	17	5	0	0	0	0	0	0	58
		SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	11	1	1	0	0	0	0	0	0	13
		SHP: Governance	136	96	22	0	0	0	0	0	0	232
		SHP Regarding Additional or Amended Shareholder Proposals	0	4	0	0	0	0	0	0	0	4
		SHP Regarding Amendments to Company Goals/Purpose	0	2	0	0	0	0	0	0	0	2
		SHP Regarding Board Composition	1	1	1	0	0	0	0	0	0	3
		SHP Regarding Cumulative Voting	1	0	0	0	0	0	0	0	0	1
		SHP Regarding Double Board Nominees	0	5	0	0	0	0	0	0	0	5
		SHP Regarding Election of Board Member (s) During a Contested Election – Dissident	6	2	0	0	0	0	0	0	0	8
		SHP Regarding Election of Dissident Board Member(s)	15	9	4	0	0	0	0	0	0	28
		SHP Regarding Election of Dissident Supervisory Board Member(s)	0	2	1	0	0	0	0	0	0	3
		SHP Regarding Eliminating Supermajority Provisions	7	5	0	0	0	0	0	0	0	12
		SHP Regarding Facilitation of Shareholder Proposals	0	1	0	0	0	0	0	0	0	1
		SHP Regarding Improving in Disclosure	0	2	0	0	0	0	0	0	0	2
		SHP Regarding Increase in Dividend/Redistribution of Profits	0	4	0	0	0	0	0	0	0	4
		SHP Regarding Independent Board Chairman/Separation of Chair and CEO	33	2	0	0	0	0	0	0	0	35
		SHP Regarding Limit Board Term	0	1	0	0	0	0	0	0	0	1
		SHP Regarding Limit on Board Memberships	0	1	0	0	0	0	0	0	0	1
		SHP Regarding Majority Vote for Election of Directors	10	0	0	0	0	0	0	0	0	10
		SHP Regarding Misc. Auditor Issue	1	0	0	0	0	0	0	0	0	1
		SHP Regarding Misc. Board Issue	0	5	2	0	0	0	0	0	0	7

Issue Code	Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		SHP Regarding Misc. Board/Shareholder Rights Issue	4	1	0	0	0	0	0	0	0	5
		SHP Regarding Misc. Capital Issue	0	0	1	0	0	0	0	0	0	1
		SHP Regarding Misc. Governance Issue	1	6	2	0	0	0	0	0	0	9
		SHP Regarding Misc. Issue	4	16	4	0	0	0	0	0	0	24
		SHP Regarding Misc. Meeting/Voting Issue	1	2	0	0	0	0	0	0	0	3
		SHP Regarding Misc. Restructuring Issue	0	5	0	0	0	0	0	0	0	5
		SHP Regarding Recapitalization	7	1	0	0	0	0	0	0	0	8
		SHP Regarding Reincorporation	1	0	0	0	0	0	0	0	0	1
		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	4	3	0	0	0	0	0	0	12
		SHP Regarding Right to Call a Special Meeting	33	14	0	0	0	0	0	0	0	47
		SHP Regarding Special Audit	0	0	4	0	0	0	0	0	0	4
		SHP Regarding the Declassification of the Board	6	0	0	0	0	0	0	0	0	6
SHP: Misc			4	11	4	0	0	0	0	0	0	15
		SHP: Misc. Issues	4	11	4	0	0	0	0	0	0	19
SHP: Social			101	109	12	0	0	0	0	0	0	210
		SHP Regarding Animal Welfare	0	8	0	0	0	0	0	0	0	8
		SHP Regarding Firearms	0	1	0	0	0	0	0	0	0	1
		SHP Regarding Human Capital Management	1	3	0	0	0	0	0	0	0	4
		SHP Regarding Improving Worker Safety	0	1	0	0	0	0	0	0	0	1
		SHP Regarding Military Contracts/Sales	2	0	0	0	0	0	0	0	0	2
		SHP Regarding Misc. Human Capital Management	14	34	0	0	0	0	0	0	0	48

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
					Action	Unvoted					
	SHP Regarding Misc. Labor Issues/Policies	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Misc. Nuclear Issue	0	3	2	0	0	0	0	0	0	5
	SHP Regarding Misc. Social Issue	47	28	4	0	0	0	0	0	0	79
	SHP Regarding Pregnancy/Abortion Issues	0	4	0	0	0	0	0	0	0	4
	SHP Regarding Racial Equity Audit	4	6	0	0	0	0	0	0	0	10
	SHP Regarding Report on EEO	4	0	0	0	0	0	0	0	0	4
	SHP Regarding Reporting on Company's Compliance with International Human Rig	15	5	5	0	0	0	0	0	0	25
	SHP Regarding Reviewing Charitable Spending	0	12	1	0	0	0	0	0	0	13
	SHP Regarding Reviewing Political Spending or Lobbying	12	2	0	0	0	0	0	0	0	14
	SHP Regarding Tobacco/Alcohol	1	2	0	0	0	0	0	0	0	3

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		13088	5283	1	0	293	0	18665
<i>Audit/Financials</i>		1839	619	0	0	2	0	2460
	Accounts and Reports (Bundled Issues)	63	9	0	0	0	0	72
	Allocation of Profits/Dividends	497	2	0	0	0	0	499
	Appointment of Auditor	209	68	0	0	0	0	277
	Appointment of Auditor and Authority to Set Fees	77	67	0	0	0	0	144
	Appointment of Special Auditor	92	2	0	0	0	0	94
	Approval of Non-Financial Reports	154	6	0	0	0	0	160
	Approve Payment of Fees to Special Auditors	27	0	0	0	0	0	27

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Authority to Set Auditor's Fees	117	4	0	0	2	0	123
	Bonus Dividend/Bonus Share Issue	19	1	0	0	0	0	20
	Financial Statements	476	4	0	0	0	0	480
	Number of Auditors	10	0	0	0	0	0	10
	Ratification of Auditor	70	456	0	0	0	0	526
	Ratification of Auditor's Acts	10	0	0	0	0	0	10
	Stock Dividend/Dividend Reinvestment	18	0	0	0	0	0	18
Board Related		7687	2819	1	0	102	0	10609
	Approval of Committee Guidelines/Appointment of Committee	43	5	0	0	0	0	48
	Approve Special Auditor's Report	34	3	0	0	0	0	37
	Approve Supervisory Council	30	10	0	0	14	0	54
	Approve Supervisory Council Size	5	0	0	0	0	0	5
	Board Size	50	2	0	0	0	0	52
	Board Term Length	1	0	0	0	0	0	1
	Change in Board Size	0	1	0	0	0	0	1
	Director & Officer Liability/Indemnification	0	36	0	0	0	0	36
	Election of Alternate Statutory Auditor	6	0	0	0	0	0	6
	Election of Board Committee Members	151	42	0	0	0	0	193
	Election of Board Member(s) During a Contested Election – Management Nominee	0	8	0	0	0	0	8
	Election of Directors	6007	2572	1	0	67	0	8647
	Election of Directors (Bundled Issues)	1	2	0	0	0	0	3
	Election of Directors (Management Board)	16	1	0	0	0	0	17

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Election of Directors (Slate)	8	16	0	0	0	0	24
	Election of Directors (Slate) Bundled with Other Items	0	3	0	0	0	0	3
	Election of Minority or Preferred Shareholder Nominee	0	0	0	0	7	0	7
	Election of Non-Management Nominee	13	1	0	0	0	0	14
	Election of Non-Principal Members (Chairman, alternates)	35	21	0	0	0	0	56
	Election of Shareholder or Institutional Investor Slate	0	0	0	0	6	0	6
	Election of Shareholder Representatives	13	1	0	0	1	0	15
	Election of Statutory Auditor Slate	0	0	0	0	6	0	6
	Election of Statutory Auditors	24	5	0	0	0	0	29
	Election of Subsidiary Directors	11	2	0	0	0	0	13
	Election of Supervisory Board	166	25	0	0	0	0	191
	Election of Supervisory Board Members (Slate)	0	2	0	0	0	0	2
	Election of the Chair of Statutory Auditors	0	0	0	0	1	0	1
	Indemnification of Directors/Officers	10	2	0	0	0	0	12
	Misc. Management Proposal Regarding Board	8	4	0	0	0	0	12
	Post-Employment /Severance Agreements	1	0	0	0	0	0	1
	Ratification of Board Acts - Legal	636	40	0	0	0	0	676
	Ratification of Co-Option of a Director	22	5	0	0	0	0	27
	Ratification of Management Acts - Legal	179	6	0	0	0	0	185
	Related Party Transactions	198	4	0	0	0	0	202
	Removal/Resignation of Director	6	0	0	0	0	0	6
	Retention as Independent Director	13	0	0	0	0	0	13

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Capital Management		1218	169	0	0	2	0	1389
	Amendment to Borrowing Powers	3	1	0	0	0	0	4
	Amendment to Par Value	4	0	0	0	0	0	4
	Approval of Borrowing	6	0	0	0	0	0	6
	Authority to Give Guarantees	17	7	0	0	0	0	24
	Authority to Increase Capital in Case of Exchange Offers (France)	6	4	0	0	0	0	10
	Authority to Increase Capital in Consideration for Contributions in Kind (France)	22	5	0	0	0	0	27
	Authority to Issue Shares and Convertible Debt w or w/o Preemptive Rights	10	0	0	0	0	0	10
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	38	3	0	0	0	0	41
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	49	26	0	0	0	0	75
	Authority to Issue Shares w/ Preemptive Rights	102	1	0	0	0	0	103
	Authority to Issue Shares w/o Preemptive Rights	162	60	0	0	2	0	224
	Authority to Issue Stock w/ or w/out Preemptive Rights	36	7	0	0	0	0	43
	Authority to Repurchase and Re-Issue Shares	90	3	0	0	0	0	93
	Authority to Repurchase Preferred Shares	7	0	0	0	0	0	7
	Authority to Repurchase Shares	274	6	0	0	0	0	280
	Authority to Set Offering Price of Shares	6	8	0	0	0	0	14
	Authority to Trade in Company Stock	5	0	0	0	0	0	5
	Authorize Overallotment/Greenshoe	19	4	0	0	0	0	23
	Cancellation of Authorized Stock	95	0	0	0	0	0	95
	Creation of New Share Class	21	0	0	0	0	0	21
	Increase in Authorized Capital	54	5	0	0	0	0	59

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Increase in Authorized Common Stock	6	2	0	0	0	0	8
	Increase in/Authorization of Dual Class Stock	0	1	0	0	0	0	1
	Issuance of Common Stock	1	0	0	0	0	0	1
	Issuance of Convertible Debt Instruments	46	0	0	0	0	0	46
	Issuance of Debt Instruments	33	0	0	0	0	0	33
	Issuance of Repurchased Shares	8	22	0	0	0	0	30
	Issuance of Stock w/out Preemptive Rights	30	1	0	0	0	0	31
	Issuance of Warrants w/o Preemptive Rights	1	0	0	0	0	0	1
	Limit to Capital Increase	5	0	0	0	0	0	5
	Misc. Proposal Regarding Capital	21	1	0	0	0	0	22
	Reduction in Authorized Capital	12	0	0	0	0	0	12
	Reduction in Share Premium Account	7	0	0	0	0	0	7
	Repurchase of Shares	1	0	0	0	0	0	1
	Reverse Stock Split	4	0	0	0	0	0	4
	Stock Split	5	1	0	0	0	0	6
	Use/Transfer of Reserves	12	1	0	0	0	0	13
Changes to Company Statutes		511	124	0	0	3	0	638
	Adoption of Majority Vote for Election of Directors	1	0	0	0	0	0	1
	Adoption of New Articles	9	0	0	0	0	0	9
	Amend Articles, Constitution, Bylaws - Bundled	131	16	0	0	0	0	147
	Amendment to Foreign Investor Restrictions	1	0	0	0	0	0	1
	Amendment to Investment Policy/Restrictions	0	1	0	0	0	0	1

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Amendment to Poison Pill	1	0	0	0	0	0	1
	Amendment to Shareholder Rights' Plan	1	0	0	0	0	0	1
	Amendments to Articles (Technical)	96	1	0	0	0	0	97
	Amendments to Articles, Constitution, Bylaws	101	32	0	0	0	0	133
	Amendments to Charter/Bylaw - Bundled	1	1	0	0	0	0	2
	Amendments to Procedural Rules	89	5	0	0	0	0	94
	Article Amendments - Allow for the Removal of Directors	1	0	0	0	0	0	1
	Authority to Set General Meeting Notice Period at 14 Days	0	55	0	0	0	0	55
	Change in State of Incorporation	3	6	0	0	0	0	9
	Company Name Change	2	0	0	0	0	0	2
	Constitution of Procedural Rules	7	2	0	0	0	0	9
	Delisting	1	0	0	0	0	0	1
	Elimination of Supermajority Requirement	29	0	0	0	3	0	32
	Misc. Article Amendments	14	0	0	0	0	0	14
	Misc. Proposal Regarding Antitakeover Devices	3	1	0	0	0	0	4
	Repeal of Classified Board	16	2	0	0	0	0	18
	Restoration of Right to Call a Special Meeting	2	2	0	0	0	0	4
	Technical Amendments to Charter/Bylaw	1	0	0	0	0	0	1
	Waiving of Mandatory Takeover Requirement	1	0	0	0	0	0	1
Compensation		1060	1078	0	0	6	0	2144
	Adoption of Director Equity Compensation Plan	0	1	0	0	0	0	1
	Adoption of Employee Stock Purchase Plan	10	1	0	0	0	0	11

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Adoption of Equity Compensation Plan	8	15	0	0	0	0	23
	Adoption of Restricted Stock Plan	10	2	0	0	0	0	12
	Adoption of Short Term Incentive Plan	4	0	0	0	0	0	4
	Advisory Vote on Executive Compensation	28	501	0	0	0	0	529
	Advisory Vote on Severance	0	1	0	0	0	0	1
	Amendment to Director Equity Compensation Plan	1	0	0	0	0	0	1
	Amendment to Employee Stock Purchase Plan	14	0	0	0	0	0	14
	Amendment to Equity Compensation Plan	42	31	0	0	0	0	73
	Amendment to Restricted Stock Plan	6	3	0	0	0	0	9
	Amendment to Stock Option Plan	22	11	0	0	0	0	33
	Amendment to Stock Purchase Plan	1	0	0	0	0	0	1
	Approval of Executive Remuneration (Fixed)	0	1	0	0	0	0	1
	Bonus	2	3	0	0	0	0	5
	Capital Proposal to Implement Equity Compensation Plan	85	9	0	0	0	0	94
	Directors' Fees	112	23	0	0	0	0	135
	Directors' Fees & Audit Fees	3	1	0	0	0	0	4
	Employee Incentive Plan	4	1	0	0	0	0	5
	Employment Agreement	18	9	0	0	0	0	27
	Misc. Proposal Regarding Compensation	20	3	0	0	0	0	23
	Non-Executive Remuneration Policy (Forward-Looking)	234	46	0	0	1	0	281
	Remuneration Policy (Forward-Looking)	86	119	0	0	0	0	205
	Remuneration Report (Retrospective)	186	231	0	0	2	0	419

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
M&A	Say When on Pay	18	12	0	0	0	0	30
	Statutory Auditors' Fees	14	0	0	0	0	0	14
	Stock Option Grants	7	9	0	0	3	0	19
	Stock Option Plan	42	27	0	0	0	0	69
	Stock Option Plan for Overseas Employees	1	0	0	0	0	0	1
	Stock Option Plan for Subsidiary	3	3	0	0	0	0	6
	Stock Purchase Plan	69	10	0	0	0	0	79
	Supervisory Board/ Corp Assembly Fees	9	5	0	0	0	0	14
	Trust Type Equity Plans (JP)	1	0	0	0	0	0	1
		76	10	0	0	0	0	86
Meeting Administration	Divestiture/Spin-off	31	0	0	0	0	0	31
	Intra-company Contracts/Control Agreements	16	0	0	0	0	0	16
	Joint Venture/Strategic Alliance	1	0	0	0	0	0	1
	Merger by Absorption between Parent and Subsidiary	12	0	0	0	0	0	12
	Merger/Acquisition	12	9	0	0	0	0	21
	Misc. Proposal Regarding Restructuring	3	1	0	0	0	0	4
	Restructuring/Reorganization	1	0	0	0	0	0	1
		337	14	0	0	20	0	371
	Appointment of Independent Proxy (Switzerland)	20	0	0	0	0	0	20
	Authorization of Legal Formalities	97	3	0	0	0	0	100
	Right to Adjourn Meeting	9	2	0	0	0	0	11
	Routine Meeting Item	211	1	0	0	0	0	212

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Other	Transact Other Business	0	8	0	0	20	0	28
		83	61	0	0	126	0	270
	Approval of Political Donation	0	46	0	0	0	0	46
	Approve Technical Vote Requirements	0	0	0	0	9	0	9
	Authorization of Charitable Donations	4	6	0	0	0	0	10
	Declaration of Material Interest	0	0	0	0	7	0	7
	Management Proposal on Say on Climate	9	1	0	0	0	0	10
	Misc. Management Proposal	59	3	0	0	0	0	62
	Miscellaneous - Resident Status	0	0	0	0	1	0	1
	OTHER	0	1	0	0	0	0	1
	Request Cumulative Voting/ Allocation of Cumulative Votes	11	4	0	0	109	0	124
SHP: Compensation		41	38	0	0	0	0	79
	SHP Advisory Vote on Compensation Report (Say on Pay)	0	1	0	0	0	0	1
	SHP Recoupment of Unearned Bonuses (Clawback)	5	4	0	0	0	0	9
	SHP regarding Change/ Opposition to Director Compensation	1	0	0	0	0	0	1
	SHP Regarding Golden Parachutes	10	24	0	0	0	0	34
	SHP Regarding Linking Executive Pay to Social Criteria	8	0	0	0	0	0	8
	SHP regarding Misc. Compensation	5	2	0	0	0	0	7
	SHP Regarding Misc. Compensation	2	0	0	0	0	0	2
	SHP Regarding Opposition to/Change in Executive Compensation	0	1	0	0	0	0	1
	SHP Regarding Race and/or Gender Pay Equity Report	1	2	0	0	0	0	3
	SHP Regarding Report on Ratio Between CEO and Employee Pay	9	2	0	0	0	0	11

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
SHP: Environment	SHP Regarding Restricting Executive Compensation	0	2	0	0	0	0	2
		37	84	0	0	3	0	124
	Shareholder Proposal Regarding Say on Climate	0	4	0	0	0	0	4
	SHP Regarding Climate Lobbying	0	7	0	0	0	0	7
	SHP Regarding Environmental Report	12	14	0	0	0	0	26
	SHP Regarding Formation of Environmental/Social Committee of the Board	3	2	0	0	0	0	5
	SHP Regarding Misc. Energy/Environmental Issues	0	4	0	0	0	0	4
	SHP Regarding Misc. Environmental Issue	2	0	0	0	3	0	5
	SHP Regarding Phase out of Nuclear Power	1	0	0	0	0	0	1
	SHP Regarding Report on Antibiotics in Animal Agriculture	1	0	0	0	0	0	1
SHP: Governance	SHP Regarding Report/Action on Climate Change	17	41	0	0	0	0	58
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	1	12	0	0	0	0	13
		79	146	0	0	29	0	254
	SHP Regarding Additional or Amended Shareholder Proposals	0	1	0	0	3	0	4
	SHP Regarding Amendments to Company Goals/Purpose	2	0	0	0	0	0	2
	SHP Regarding Board Composition	1	1	0	0	1	0	3
	SHP Regarding Cumulative Voting	0	1	0	0	0	0	1
	SHP Regarding Double Board Nominees	5	0	0	0	0	0	5
	SHP Regarding Election of Board Member(s) During a Contested Election – Dissident?Nominee	0	8	0	0	0	0	8
	SHP Regarding Election of Dissident Board Member (s)	3	24	0	0	1	0	28
	SHP Regarding Election of Dissident Supervisory Board Member(s)	0	0	0	0	3	0	3
	SHP Regarding Eliminating Supermajority Provisions	5	2	0	0	5	0	12

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Facilitation of Shareholder Proposals	1	0	0	0	0	0	1
	SHP Regarding Improving in Disclosure	2	0	0	0	0	0	2
	SHP Regarding Increase in Dividend/Redistribution of Profits	4	0	0	0	0	0	4
	SHP Regarding Independent Board Chairman/Separation of Chair and CEO	2	33	0	0	0	0	35
	SHP Regarding Limit Board Term	1	0	0	0	0	0	1
	SHP Regarding Limit on Board Memberships	1	0	0	0	0	0	1
	SHP Regarding Majority Vote for Election of Directors	0	10	0	0	0	0	10
	SHP Regarding Misc. Auditor Issue	0	1	0	0	0	0	1
	SHP Regarding Misc. Board Issue	3	0	0	0	4	0	7
	SHP Regarding Misc. Board/Shareholder Rights Issue	1	4	0	0	0	0	5
	SHP Regarding Misc. Capital Issue	0	1	0	0	0	0	1
	SHP Regarding Misc. Governance Issue	6	3	0	0	0	0	9
	SHP Regarding Misc. Issue	16	2	0	0	6	0	24
	SHP Regarding Misc. Meeting/Voting Issue	2	1	0	0	0	0	3
	SHP Regarding Misc. Restructuring Issue	5	0	0	0	0	0	5
	SHP Regarding Recapitalization	1	7	0	0	0	0	8
	SHP Regarding Reincorporation	0	1	0	0	0	0	1
	SHP Regarding Removal of Director(s)	0	0	0	0	1	0	1
	SHP Regarding Right to Act by Written Consent	4	8	0	0	0	0	12
	SHP Regarding Right to Call a Special Meeting	14	32	0	0	1	0	47
	SHP Regarding Special Audit	0	4	0	0	0	0	4
	SHP Regarding the Declassification of the Board	0	2	0	0	4	0	6

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
<i>SHP: Misc</i>		11	8	0	0	0	0	19
	SHP: Misc. Issues	11	8	0	0	0	0	19
<i>SHP: Social</i>		109	113	0	0	0	0	222
	SHP Regarding Animal Welfare	8	0	0	0	0	0	8
	SHP Regarding Firearms	1	0	0	0	0	0	1
	SHP Regarding Human Capital Management	3	1	0	0	0	0	4
	SHP Regarding Improving Worker Safety	1	0	0	0	0	0	1
	SHP Regarding Military Contracts/Sales	0	2	0	0	0	0	2
	SHP Regarding Misc. Human Capital Management	34	14	0	0	0	0	48
	SHP Regarding Misc. Labor Issues/Policies	0	1	0	0	0	0	1
	SHP Regarding Misc. Nuclear Issue	3	2	0	0	0	0	5
	SHP Regarding Misc. Social Issue	28	51	0	0	0	0	79
	SHP Regarding Pregnancy/Abortion Issues	4	0	0	0	0	0	4
	SHP Regarding Racial Equity Audit	6	4	0	0	0	0	10
	SHP Regarding Report on EEO	0	4	0	0	0	0	4
	SHP Regarding Reporting on Company's Compliance with International Human Rights Standards	5	20	0	0	0	0	25
	SHP Regarding Reviewing Charitable Spending	12	1	0	0	0	0	13
	SHP Regarding Reviewing Political Spending or Lobbying	2	12	0	0	0	0	14
	SHP Regarding Tobacco/Alcohol	2	1	0	0	0	0	3

Proposal Types – Votes Versus Policy

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
---------------------	------------------------	-------------	----------------	--------	----------------	---------	-----	-------	-------

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories		17194	1454	8	1	0	8	0	18665
Audit/Financials		2414	46	0	0	0	0	0	2460
	Accounts and Reports (Bundled Issues)	63	9	0	0	0	0	0	72
	Allocation of Profits/Dividends	499	0	0	0	0	0	0	499
	Appointment of Auditor	268	9	0	0	0	0	0	277
	Appointment of Auditor and Authority to Set Fees	128	16	0	0	0	0	0	144
	Appointment of Special Auditor	93	1	0	0	0	0	0	94
	Approval of Non-Financial Reports	158	2	0	0	0	0	0	160
	Approve Payment of Fees to Special Auditors	27	0	0	0	0	0	0	27
	Authority to Set Auditor's Fees	120	3	0	0	0	0	0	123
	Bonus Dividend/Bonus Share Issue	20	0	0	0	0	0	0	20
	Financial Statements	479	1	0	0	0	0	0	480
	Number of Auditors	10	0	0	0	0	0	0	10
	Ratification of Auditor	521	5	0	0	0	0	0	526
	Ratification of Auditor's Acts	10	0	0	0	0	0	0	10
	Stock Dividend/Dividend Reinvestment	18	0	0	0	0	0	0	18
Board Related		10065	543	0	1	0	0	0	10609
	Approval of Committee Guidelines/Appointment of Committee	48	0	0	0	0	0	0	48
	Approve Special Auditor’s Report	37	0	0	0	0	0	0	37
	Approve Supervisory Council	54	0	0	0	0	0	0	54
	Approve Supervisory Council Size	5	0	0	0	0	0	0	5
	Board Size	50	2	0	0	0	0	0	52

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Board Term Length	1	0	0	0	0	0	0	1
	Change in Board Size	0	1	0	0	0	0	0	1
	Director & Officer Liability/Indemnification	36	0	0	0	0	0	0	36
	Election of Alternate Statutory Auditor	6	0	0	0	0	0	0	6
	Election of Board Committee Members	191	2	0	0	0	0	0	193
	Election of Board Member(s) During a Contested Election – Management Nominee	8	0	0	0	0	0	0	8
	Election of Directors	8175	471	0	1	0	0	0	8647
	Election of Directors (Bundled Issues)	3	0	0	0	0	0	0	3
	Election of Directors (Management Board)	16	1	0	0	0	0	0	17
	Election of Directors (Slate)	17	7	0	0	0	0	0	24
	Election of Directors (Slate) Bundled with Other Items	3	0	0	0	0	0	0	3
	Election of Minority or Preferred Shareholder Nominee	6	1	0	0	0	0	0	7
	Election of Non-Management Nominee	14	0	0	0	0	0	0	14
	Election of Non-Principal Members (Chairman, alternates)	52	4	0	0	0	0	0	56
	Election of Shareholder or Institutional Investor Slate	3	3	0	0	0	0	0	6
	Election of Shareholder Representatives	14	1	0	0	0	0	0	15
	Election of Statutory Auditor Slate	4	2	0	0	0	0	0	6
	Election of Statutory Auditors	29	0	0	0	0	0	0	29
	Election of Subsidiary Directors	13	0	0	0	0	0	0	13
	Election of Supervisory Board	181	10	0	0	0	0	0	191
	Election of Supervisory Board Members (Slate)	2	0	0	0	0	0	0	2
	Election of the Chair of Statutory Auditors	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
	Indemnification of Directors/Officers	12	0	0	0	0	0	0	12
	Misc. Management Proposal Regarding Board	12	0	0	0	0	0	0	12
	Post-Employment /Severance Agreements	1	0	0	0	0	0	0	1
	Ratification of Board Acts - Legal	641	35	0	0	0	0	0	676
	Ratification of Co-Option of a Director	26	1	0	0	0	0	0	27
	Ratification of Management Acts - Legal	184	1	0	0	0	0	0	185
	Related Party Transactions	201	1	0	0	0	0	0	202
	Removal/Resignation of Director	6	0	0	0	0	0	0	6
	Retention as Independent Director	13	0	0	0	0	0	0	13
Capital Management		1383	6	0	0	0	0	0	1389
	Amendment to Borrowing Powers	3	1	0	0	0	0	0	4
	Amendment to Par Value	4	0	0	0	0	0	0	4
	Approval of Borrowing	6	0	0	0	0	0	0	6
	Authority to Give Guarantees	24	0	0	0	0	0	0	24
	Authority to Increase Capital in Case of Exchange Offers (France)	10	0	0	0	0	0	0	10
	Authority to Increase Capital in Consideration for Contributions in Kind (France)	27	0	0	0	0	0	0	27
	Authority to Issue Shares and Convertible Debt w or w/o Preemptive Rights	10	0	0	0	0	0	0	10
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	41	0	0	0	0	0	0	41
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	75	0	0	0	0	0	0	75
	Authority to Issue Shares w/ Preemptive Rights	103	0	0	0	0	0	0	103
	Authority to Issue Shares w/o Preemptive Rights	220	4	0	0	0	0	0	224
	Authority to Issue Stock w/ or w/out Preemptive Rights	43	0	0	0	0	0	0	43

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Authority to Repurchase and Re-Issue Shares	93	0	0	0	0	0	0	93
	Authority to Repurchase Preferred Shares	7	0	0	0	0	0	0	7
	Authority to Repurchase Shares	280	0	0	0	0	0	0	280
	Authority to Set Offering Price of Shares	14	0	0	0	0	0	0	14
	Authority to Trade in Company Stock	5	0	0	0	0	0	0	5
	Authorize Overallotment/Greenshoe	23	0	0	0	0	0	0	23
	Cancellation of Authorized Stock	95	0	0	0	0	0	0	95
	Creation of New Share Class	21	0	0	0	0	0	0	21
	Increase in Authorized Capital	58	1	0	0	0	0	0	59
	Increase in Authorized Common Stock	8	0	0	0	0	0	0	8
	Increase in/Authorization of Dual Class Stock	1	0	0	0	0	0	0	1
	Issuance of Common Stock	1	0	0	0	0	0	0	1
	Issuance of Convertible Debt Instruments	46	0	0	0	0	0	0	46
	Issuance of Debt Instruments	33	0	0	0	0	0	0	33
	Issuance of Repurchased Shares	30	0	0	0	0	0	0	30
	Issuance of Stock w/out Preemptive Rights	31	0	0	0	0	0	0	31
	Issuance of Warrants w/o Preemptive Rights	1	0	0	0	0	0	0	1
	Limit to Capital Increase	5	0	0	0	0	0	0	5
	Misc. Proposal Regarding Capital	22	0	0	0	0	0	0	22
	Reduction in Authorized Capital	12	0	0	0	0	0	0	12
	Reduction in Share Premium Account	7	0	0	0	0	0	0	7
	Repurchase of Shares	1	0	0	0	0	0	0	1

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Reverse Stock Split	4	0	0	0	0	0	0	4
	Stock Split	6	0	0	0	0	0	0	6
	Use/Transfer of Reserves	13	0	0	0	0	0	0	13
Changes to Company Statutes		593	45	0	0	0	0	0	638
	Adoption of Majority Vote for Election of Directors	1	0	0	0	0	0	0	1
	Adoption of New Articles	9	0	0	0	0	0	0	9
	Amend Articles, Constitution, Bylaws - Bundled	134	13	0	0	0	0	0	147
	Amendment to Foreign Investor Restrictions	1	0	0	0	0	0	0	1
	Amendment to Investment Policy/Restrictions	1	0	0	0	0	0	0	1
	Amendment to Poison Pill	1	0	0	0	0	0	0	1
	Amendment to Shareholder Rights' Plan	1	0	0	0	0	0	0	1
	Amendments to Articles (Technical)	97	0	0	0	0	0	0	97
	Amendments to Articles, Constitution, Bylaws	105	28	0	0	0	0	0	133
	Amendments to Charter/Bylaw - Bundled	1	1	0	0	0	0	0	2
	Amendments to Procedural Rules	91	3	0	0	0	0	0	94
	Article Amendments - Allow for the Removal of Directors	1	0	0	0	0	0	0	1
	Authority to Set General Meeting Notice Period at 14 Days	55	0	0	0	0	0	0	55
	Change in State of Incorporation	9	0	0	0	0	0	0	9
	Company Name Change	2	0	0	0	0	0	0	2
	Constitution of Procedural Rules	9	0	0	0	0	0	0	9
	Delisting	1	0	0	0	0	0	0	1
	Elimination of Supermajority Requirement	32	0	0	0	0	0	0	32

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Misc. Article Amendments	14	0	0	0	0	0	0	14
	Misc. Proposal Regarding Antitakeover Devices	4	0	0	0	0	0	0	4
	Repeal of Classified Board	18	0	0	0	0	0	0	18
	Restoration of Right to Call a Special Meeting	4	0	0	0	0	0	0	4
	Technical Amendments to Charter/Bylaw	1	0	0	0	0	0	0	1
	Waiving of Mandatory Takeover Requirement	1	0	0	0	0	0	0	1
Compensation		1730	414	0	0	0	0	0	2144
	Adoption of Director Equity Compensation Plan	1	0	0	0	0	0	0	1
	Adoption of Employee Stock Purchase Plan	10	1	0	0	0	0	0	11
	Adoption of Equity Compensation Plan	20	3	0	0	0	0	0	23
	Adoption of Restricted Stock Plan	10	2	0	0	0	0	0	12
	Adoption of Short Term Incentive Plan	4	0	0	0	0	0	0	4
	Advisory Vote on Executive Compensation	472	57	0	0	0	0	0	529
	Advisory Vote on Severance	1	0	0	0	0	0	0	1
	Amendment to Director Equity Compensation Plan	1	0	0	0	0	0	0	1
	Amendment to Employee Stock Purchase Plan	14	0	0	0	0	0	0	14
	Amendment to Equity Compensation Plan	55	18	0	0	0	0	0	73
	Amendment to Restricted Stock Plan	8	1	0	0	0	0	0	9
	Amendment to Stock Option Plan	28	5	0	0	0	0	0	33
	Amendment to Stock Purchase Plan	1	0	0	0	0	0	0	1
	Approval of Executive Remuneration (Fixed)	0	1	0	0	0	0	0	1
	Bonus	2	3	0	0	0	0	0	5

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Capital Proposal to Implement Equity Compensation Plan	91	3	0	0	0	0	0	94
	Directors' Fees	123	12	0	0	0	0	0	135
	Directors' Fees & Audit Fees	3	1	0	0	0	0	0	4
	Employee Incentive Plan	4	1	0	0	0	0	0	5
	Employment Agreement	24	3	0	0	0	0	0	27
	Misc. Proposal Regarding Compensation	21	2	0	0	0	0	0	23
	Non-Executive Remuneration Policy (Forward-Looking)	248	33	0	0	0	0	0	281
	Remuneration Policy (Forward-Looking)	121	84	0	0	0	0	0	205
	Remuneration Report (Retrospective)	276	143	0	0	0	0	0	419
	Say When on Pay	24	6	0	0	0	0	0	30
	Statutory Auditors' Fees	14	0	0	0	0	0	0	14
	Stock Option Grants	11	8	0	0	0	0	0	19
	Stock Option Plan	49	20	0	0	0	0	0	69
	Stock Option Plan for Overseas Employees	1	0	0	0	0	0	0	1
	Stock Option Plan for Subsidiary	3	3	0	0	0	0	0	6
	Stock Purchase Plan	79	0	0	0	0	0	0	79
	Supervisory Board/ Corp Assembly Fees	10	4	0	0	0	0	0	14
	Trust Type Equity Plans (JP)	1	0	0	0	0	0	0	1
M&A		82	4	0	0	0	0	0	86
	Divestiture/Spin-off	31	0	0	0	0	0	0	31
	Intra-company Contracts/Control Agreements	16	0	0	0	0	0	0	16
	Joint Venture/Strategic Alliance	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
	Merger by Absorption between Parent and Subsidiary	12	0	0	0	0	0	0	12
	Merger/Acquisition	17	4	0	0	0	0	0	21
	Misc. Proposal Regarding Restructuring	4	0	0	0	0	0	0	4
	Restructuring/Reorganization	1	0	0	0	0	0	0	1
Meeting Administration		370	1	0	0	0	0	0	371
	Appointment of Independent Proxy (Switzerland)	20	0	0	0	0	0	0	20
	Authorization of Legal Formalities	100	0	0	0	0	0	0	100
	Right to Adjourn Meeting	11	0	0	0	0	0	0	11
	Routine Meeting Item	211	1	0	0	0	0	0	212
	Transact Other Business	28	0	0	0	0	0	0	28
Other		242	20	8	0	0	0	0	270
	Approval of Political Donation	46	0	0	0	0	0	0	46
	Approve Technical Vote Requirements	9	0	0	0	0	0	0	9
	Authorization of Charitable Donations	8	2	0	0	0	0	0	10
	Declaration of Material Interest	0	0	7	0	0	0	0	7
	Management Proposal on Say on Climate	9	1	0	0	0	0	0	10
	Misc. Management Proposal	62	0	0	0	0	0	0	62
	Miscellaneous - Resident Status	0	0	1	0	0	0	0	1
	OTHER	1	0	0	0	0	0	0	1
	Request Cumulative Voting/ Allocation of Cumulative Votes	107	17	0	0	0	0	0	124
SHP: Compensation		32	47	0	0	0	0	0	79
	SHP Advisory Vote on Compensation Report (Say on Pay)	0	1	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 Recoupment of Unearned Bonuses (Clawback)	3	6	0	0	0	0	0	9
	SHP regarding Change/ Opposition to Director Compensation	0	1	0	0	0	0	0	1
	SHP Regarding Golden Parachutes	23	11	0	0	0	0	0	34
	SHP Regarding Linking Executive Pay to Social Criteria	0	8	0	0	0	0	0	8
	SHP regarding Misc. Compensation	1	6	0	0	0	0	0	7
	SHP Regarding Misc. Compensation	0	2	0	0	0	0	0	2
	SHP Regarding Opposition to/Change in Executive Compensation	1	0	0	0	0	0	0	1
	SHP Regarding Race and/or Gender Pay Equity Report	2	1	0	0	0	0	0	3
	SHP Regarding Report on Ratio Between CEO and Employee Pay	0	11	0	0	0	0	0	11
	SHP Regarding Restricting Executive Compensation	2	0	0	0	0	0	0	2
<i>SHP: Environment</i>		45	79	0	0	0	0	0	124
	Shareholder Proposal Regarding Say on Climate	4	0	0	0	0	0	0	4
	SHP Regarding Climate Lobbying	7	0	0	0	0	0	0	7
	SHP Regarding Environmental Report	7	19	0	0	0	0	0	26
	SHP Regarding Formation of Environmental/Social Committee of the Board	2	3	0	0	0	0	0	5
	SHP Regarding Misc. Energy/Environmental Issues	4	0	0	0	0	0	0	4
	SHP Regarding Misc. Environmental Issue	1	4	0	0	0	0	0	5
	SHP Regarding Phase out of Nuclear Power	0	1	0	0	0	0	0	1
	SHP Regarding Report on Antibiotics in Animal Agriculture	0	1	0	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	15	43	0	0	0	0	0	58
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	5	8	0	0	0	0	0	13
<i>SHP: Governance</i>		157	89	0	0	0	8	0	254

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Additional or Amended Shareholder Proposals	0	4	0	0	0	0	0	4
	SHP Regarding Amendments to Company Goals/Purpose	0	2	0	0	0	0	0	2
	SHP Regarding Board Composition	1	2	0	0	0	0	0	3
	SHP Regarding Cumulative Voting	1	0	0	0	0	0	0	1
	SHP Regarding Double Board Nominees	0	5	0	0	0	0	0	5
	SHP Regarding Election of Board Member(s) During a Contested Election – Dissident?Nominee	6	0	0	0	0	2	0	8
	SHP Regarding Election of Dissident Board Member (s)	19	3	0	0	0	6	0	28
	SHP Regarding Election of Dissident Supervisory Board Member(s)	2	1	0	0	0	0	0	3
	SHP Regarding Eliminating Supermajority Provisions	7	5	0	0	0	0	0	12
	SHP Regarding Facilitation of Shareholder Proposals	0	1	0	0	0	0	0	1
	SHP Regarding Improving in Disclosure	0	2	0	0	0	0	0	2
	SHP Regarding Increase in Dividend/Redistribution of Profits	0	4	0	0	0	0	0	4
	SHP Regarding Independent Board Chairman/Separation of Chair and CEO	30	5	0	0	0	0	0	35
	SHP Regarding Limit Board Term	0	1	0	0	0	0	0	1
	SHP Regarding Limit on Board Memberships	0	1	0	0	0	0	0	1
	SHP Regarding Majority Vote for Election of Directors	10	0	0	0	0	0	0	10
	SHP Regarding Misc. Auditor Issue	0	1	0	0	0	0	0	1
	SHP Regarding Misc. Board Issue	3	4	0	0	0	0	0	7
	SHP Regarding Misc. Board/Shareholder Rights Issue	4	1	0	0	0	0	0	5
	SHP Regarding Misc. Capital Issue	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Governance Issue	2	7	0	0	0	0	0	9
	SHP Regarding Misc. Issue	13	11	0	0	0	0	0	24

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Misc. Meeting/Voting Issue	0	3	0	0	0	0	0	3
	SHP Regarding Misc. Restructuring Issue	0	5	0	0	0	0	0	5
	SHP Regarding Recapitalization	7	1	0	0	0	0	0	8
	SHP Regarding Reincorporation	1	0	0	0	0	0	0	1
	SHP Regarding Removal of Director(s)	0	1	0	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent	8	4	0	0	0	0	0	12
	SHP Regarding Right to Call a Special Meeting	32	15	0	0	0	0	0	47
	SHP Regarding Special Audit	4	0	0	0	0	0	0	4
	SHP Regarding the Declassification of the Board	6	0	0	0	0	0	0	6
<i>SHP: Misc</i>		7	12	0	0	0	0	0	19
	SHP: Misc. Issues	7	12	0	0	0	0	0	19
<i>SHP: Social</i>		74	148	0	0	0	0	0	222
	SHP Regarding Animal Welfare	0	8	0	0	0	0	0	8
	SHP Regarding Firearms	0	1	0	0	0	0	0	1
	SHP Regarding Human Capital Management	1	3	0	0	0	0	0	4
	SHP Regarding Improving Worker Safety	0	1	0	0	0	0	0	1
	SHP Regarding Military Contracts/Sales	2	0	0	0	0	0	0	2
	SHP Regarding Misc. Human Capital Management	14	34	0	0	0	0	0	48
	SHP Regarding Misc. Labor Issues/Policies	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Nuclear Issue	2	3	0	0	0	0	0	5
	SHP Regarding Misc. Social Issue	21	58	0	0	0	0	0	79
	SHP Regarding Pregnancy/Abortion Issues	0	4	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 Racial Equity Audit	6	4	0	0	0	0	0	10
	SHP Regarding Report on EEO	4	0	0	0	0	0	0	4
	SHP Regarding Reporting on Company's Compliance with International Human Rights Standards	11	14	0	0	0	0	0	25
	SHP Regarding Reviewing Charitable Spending	2	11	0	0	0	0	0	13
	SHP Regarding Reviewing Political Spending or Lobbying	9	5	0	0	0	0	0	14
	SHP Regarding Tobacco/Alcohol	1	2	0	0	0	0	0	3

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		14669	3987	1	0	8	0	18665
Audit/Financials		1863	597	0	0	0	0	2460
	Accounts and Reports (Bundled Issues)	63	9	0	0	0	0	72
	Allocation of Profits/Dividends	499	0	0	0	0	0	499
	Appointment of Auditor	210	67	0	0	0	0	277
	Appointment of Auditor and Authority to Set Fees	86	58	0	0	0	0	144
	Appointment of Special Auditor	93	1	0	0	0	0	94
	Approval of Non-Financial Reports	158	2	0	0	0	0	160
	Approve Payment of Fees to Special Auditors	27	0	0	0	0	0	27
	Authority to Set Auditor's Fees	120	3	0	0	0	0	123
	Bonus Dividend/Bonus Share Issue	20	0	0	0	0	0	20
	Financial Statements	479	1	0	0	0	0	480
	Number of Auditors	10	0	0	0	0	0	10

Issue Code Category	Issue Code Description	With	Against Glass Lewis	Take No		N/A	Mixed	Total
		Glass Lewis		Action	Unvoted			
	Ratification of Auditor	70	456	0	0	0	0	526
	Ratification of Auditor's Acts	10	0	0	0	0	0	10
	Stock Dividend/Dividend Reinvestment	18	0	0	0	0	0	18
Board Related		8438	2170	1	0	0	0	10609
	Approval of Committee Guidelines/Appointment of Committee	48	0	0	0	0	0	48
	Approve Special Auditor's Report	37	0	0	0	0	0	37
	Approve Supervisory Council	54	0	0	0	0	0	54
	Approve Supervisory Council Size	5	0	0	0	0	0	5
	Board Size	50	2	0	0	0	0	52
	Board Term Length	1	0	0	0	0	0	1
	Change in Board Size	0	1	0	0	0	0	1
	Director & Officer Liability/Indemnification	36	0	0	0	0	0	36
	Election of Alternate Statutory Auditor	6	0	0	0	0	0	6
	Election of Board Committee Members	163	30	0	0	0	0	193
	Election of Board Member(s) During a Contested Election – Management Nominee	8	0	0	0	0	0	8
	Election of Directors	6590	2056	1	0	0	0	8647
	Election of Directors (Bundled Issues)	3	0	0	0	0	0	3
	Election of Directors (Management Board)	16	1	0	0	0	0	17
	Election of Directors (Slate)	17	7	0	0	0	0	24
	Election of Directors (Slate) Bundled with Other Items	3	0	0	0	0	0	3
	Election of Minority or Preferred Shareholder Nominee	6	1	0	0	0	0	7
	Election of Non-Management Nominee	14	0	0	0	0	0	14

Issue Code Category	Issue Code Description	With	Against Glass Lewis	Take No		N/A	Mixed	Total
		Glass Lewis		Action	Unvoted			
	Election of Non-Principal Members (Chairman, alternates)	48	8	0	0	0	0	56
	Election of Shareholder or Institutional Investor Slate	3	3	0	0	0	0	6
	Election of Shareholder Representatives	14	1	0	0	0	0	15
	Election of Statutory Auditor Slate	4	2	0	0	0	0	6
	Election of Statutory Auditors	29	0	0	0	0	0	29
	Election of Subsidiary Directors	13	0	0	0	0	0	13
	Election of Supervisory Board	173	18	0	0	0	0	191
	Election of Supervisory Board Members (Slate)	2	0	0	0	0	0	2
	Election of the Chair of Statutory Auditors	1	0	0	0	0	0	1
	Indemnification of Directors/Officers	12	0	0	0	0	0	12
	Misc. Management Proposal Regarding Board	12	0	0	0	0	0	12
	Post-Employment /Severance Agreements	1	0	0	0	0	0	1
	Ratification of Board Acts - Legal	641	35	0	0	0	0	676
	Ratification of Co-Option of a Director	24	3	0	0	0	0	27
	Ratification of Management Acts - Legal	184	1	0	0	0	0	185
	Related Party Transactions	201	1	0	0	0	0	202
	Removal/Resignation of Director	6	0	0	0	0	0	6
	Retention as Independent Director	13	0	0	0	0	0	13
Capital Management		1344	45	0	0	0	0	1389
	Amendment to Borrowing Powers	3	1	0	0	0	0	4
	Amendment to Par Value	4	0	0	0	0	0	4
	Approval of Borrowing	6	0	0	0	0	0	6

Issue Code Category	Issue Code Description	With	Against Glass Lewis	Take No		N/A	Mixed	Total
		Glass Lewis		Action	Unvoted			
	Authority to Give Guarantees	24	0	0	0	0	0	24
	Authority to Increase Capital in Case of Exchange Offers (France)	10	0	0	0	0	0	10
	Authority to Increase Capital in Consideration for Contributions in Kind (France)	27	0	0	0	0	0	27
	Authority to Issue Shares and Convertible Debt w or w/o Preemptive Rights	10	0	0	0	0	0	10
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	41	0	0	0	0	0	41
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	62	13	0	0	0	0	75
	Authority to Issue Shares w/ Preemptive Rights	103	0	0	0	0	0	103
	Authority to Issue Shares w/o Preemptive Rights	206	18	0	0	0	0	224
	Authority to Issue Stock w/ or w/out Preemptive Rights	39	4	0	0	0	0	43
	Authority to Repurchase and Re-Issue Shares	93	0	0	0	0	0	93
	Authority to Repurchase Preferred Shares	7	0	0	0	0	0	7
	Authority to Repurchase Shares	280	0	0	0	0	0	280
	Authority to Set Offering Price of Shares	8	6	0	0	0	0	14
	Authority to Trade in Company Stock	5	0	0	0	0	0	5
	Authorize Overallotment/Greenshoe	23	0	0	0	0	0	23
	Cancellation of Authorized Stock	95	0	0	0	0	0	95
	Creation of New Share Class	21	0	0	0	0	0	21
	Increase in Authorized Capital	56	3	0	0	0	0	59
	Increase in Authorized Common Stock	8	0	0	0	0	0	8
	Increase in/Authorization of Dual Class Stock	1	0	0	0	0	0	1
	Issuance of Common Stock	1	0	0	0	0	0	1
	Issuance of Convertible Debt Instruments	46	0	0	0	0	0	46

Issue Code Category	Issue Code Description	With		Take No		N/A	Mixed	Total
		Glass Lewis	Against Glass Lewis	Action	Unvoted			
	Issuance of Debt Instruments	33	0	0	0	0	0	33
	Issuance of Repurchased Shares	30	0	0	0	0	0	30
	Issuance of Stock w/out Preemptive Rights	31	0	0	0	0	0	31
	Issuance of Warrants w/o Preemptive Rights	1	0	0	0	0	0	1
	Limit to Capital Increase	5	0	0	0	0	0	5
	Misc. Proposal Regarding Capital	22	0	0	0	0	0	22
	Reduction in Authorized Capital	12	0	0	0	0	0	12
	Reduction in Share Premium Account	7	0	0	0	0	0	7
	Repurchase of Shares	1	0	0	0	0	0	1
	Reverse Stock Split	4	0	0	0	0	0	4
	Stock Split	6	0	0	0	0	0	6
	Use/Transfer of Reserves	13	0	0	0	0	0	13
Changes to Company Statutes		538	100	0	0	0	0	638
	Adoption of Majority Vote for Election of Directors	1	0	0	0	0	0	1
	Adoption of New Articles	9	0	0	0	0	0	9
	Amend Articles, Constitution, Bylaws - Bundled	134	13	0	0	0	0	147
	Amendment to Foreign Investor Restrictions	1	0	0	0	0	0	1
	Amendment to Investment Policy/Restrictions	1	0	0	0	0	0	1
	Amendment to Poison Pill	1	0	0	0	0	0	1
	Amendment to Shareholder Rights' Plan	1	0	0	0	0	0	1
	Amendments to Articles (Technical)	97	0	0	0	0	0	97
	Amendments to Articles, Constitution, Bylaws	105	28	0	0	0	0	133

Issue Code Category	Issue Code Description	With		Take No		N/A	Mixed	Total
		Glass	Against Glass	Action	Unvoted			
	Amendments to Charter/Bylaw - Bundled	1	1	0	0	0	0	2
	Amendments to Procedural Rules	91	3	0	0	0	0	94
	Article Amendments - Allow for the Removal of Directors	1	0	0	0	0	0	1
	Authority to Set General Meeting Notice Period at 14 Days	0	55	0	0	0	0	55
	Change in State of Incorporation	9	0	0	0	0	0	9
	Company Name Change	2	0	0	0	0	0	2
	Constitution of Procedural Rules	9	0	0	0	0	0	9
	Delisting	1	0	0	0	0	0	1
	Elimination of Supermajority Requirement	32	0	0	0	0	0	32
	Misc. Article Amendments	14	0	0	0	0	0	14
	Misc. Proposal Regarding Antitakeover Devices	4	0	0	0	0	0	4
	Repeal of Classified Board	18	0	0	0	0	0	18
	Restoration of Right to Call a Special Meeting	4	0	0	0	0	0	4
	Technical Amendments to Charter/Bylaw	1	0	0	0	0	0	1
	Waiving of Mandatory Takeover Requirement	1	0	0	0	0	0	1
Compensation		1313	831	0	0	0	0	2144
	Adoption of Director Equity Compensation Plan	1	0	0	0	0	0	1
	Adoption of Employee Stock Purchase Plan	10	1	0	0	0	0	11
	Adoption of Equity Compensation Plan	12	11	0	0	0	0	23
	Adoption of Restricted Stock Plan	10	2	0	0	0	0	12
	Adoption of Short Term Incentive Plan	4	0	0	0	0	0	4
	Advisory Vote on Executive Compensation	85	444	0	0	0	0	529

Issue Code Category	Issue Code Description	With	Against Glass Lewis	Take No		N/A	Mixed	Total
		Glass Lewis		Action	Unvoted			
	Advisory Vote on Severance	1	0	0	0	0	0	1
	Amendment to Director Equity Compensation Plan	1	0	0	0	0	0	1
	Amendment to Employee Stock Purchase Plan	14	0	0	0	0	0	14
	Amendment to Equity Compensation Plan	52	21	0	0	0	0	73
	Amendment to Restricted Stock Plan	6	3	0	0	0	0	9
	Amendment to Stock Option Plan	23	10	0	0	0	0	33
	Amendment to Stock Purchase Plan	1	0	0	0	0	0	1
	Approval of Executive Remuneration (Fixed)	0	1	0	0	0	0	1
	Bonus	2	3	0	0	0	0	5
	Capital Proposal to Implement Equity Compensation Plan	91	3	0	0	0	0	94
	Directors' Fees	123	12	0	0	0	0	135
	Directors' Fees & Audit Fees	3	1	0	0	0	0	4
	Employee Incentive Plan	4	1	0	0	0	0	5
	Employment Agreement	24	3	0	0	0	0	27
	Misc. Proposal Regarding Compensation	21	2	0	0	0	0	23
	Non-Executive Remuneration Policy (Forward-Looking)	248	33	0	0	0	0	281
	Remuneration Policy (Forward-Looking)	120	85	0	0	0	0	205
	Remuneration Report (Retrospective)	266	153	0	0	0	0	419
	Say When on Pay	24	6	0	0	0	0	30
	Statutory Auditors' Fees	14	0	0	0	0	0	14
	Stock Option Grants	11	8	0	0	0	0	19
	Stock Option Plan	50	19	0	0	0	0	69

Issue Code Category	Issue Code Description	With	Against	Take No		N/A	Mixed	Total
		Glass Lewis		Action	Unvoted			
M&A	Stock Option Plan for Overseas Employees	1	0	0	0	0	0	1
	Stock Option Plan for Subsidiary	3	3	0	0	0	0	6
	Stock Purchase Plan	77	2	0	0	0	0	79
	Supervisory Board/ Corp Assembly Fees	10	4	0	0	0	0	14
	Trust Type Equity Plans (JP)	1	0	0	0	0	0	1
		82	4	0	0	0	0	86
	Divestiture/Spin-off	31	0	0	0	0	0	31
	Intra-company Contracts/Control Agreements	16	0	0	0	0	0	16
	Joint Venture/Strategic Alliance	1	0	0	0	0	0	1
	Merger by Absorption between Parent and Subsidiary	12	0	0	0	0	0	12
Meeting Administration	Merger/Acquisition	17	4	0	0	0	0	21
	Misc. Proposal Regarding Restructuring	4	0	0	0	0	0	4
	Restructuring/Reorganization	1	0	0	0	0	0	1
		370	1	0	0	0	0	371
	Appointment of Independent Proxy (Switzerland)	20	0	0	0	0	0	20
	Authorization of Legal Formalities	100	0	0	0	0	0	100
	Right to Adjourn Meeting	11	0	0	0	0	0	11
	Routine Meeting Item	211	1	0	0	0	0	212
	Transact Other Business	28	0	0	0	0	0	28
		196	66	0	0	8	0	270
Other	Approval of Political Donation	0	46	0	0	0	0	46
	Approve Technical Vote Requirements	9	0	0	0	0	0	9

Issue Code Category	Issue Code Description	With	Against	Take No		N/A	Mixed	Total
		Glass Lewis		Action	Unvoted			
	Authorization of Charitable Donations	8	2	0	0	0	0	10
	Declaration of Material Interest	0	0	0	0	7	0	7
	Management Proposal on Say on Climate	10	0	0	0	0	0	10
	Misc. Management Proposal	62	0	0	0	0	0	62
	Miscellaneous - Resident Status	0	0	0	0	1	0	1
	OTHER	0	1	0	0	0	0	1
	Request Cumulative Voting/ Allocation of Cumulative Votes	107	17	0	0	0	0	124
<i>SHP: Compensation</i>		63	16	0	0	0	0	79
	SHP Advisory Vote on Compensation Report (Say on Pay)	0	1	0	0	0	0	1
	SHP Recoupment of Unearned Bonuses (Clawback)	5	4	0	0	0	0	9
	SHP regarding Change/ Opposition to Director Compensation	1	0	0	0	0	0	1
	SHP Regarding Golden Parachutes	29	5	0	0	0	0	34
	SHP Regarding Linking Executive Pay to Social Criteria	8	0	0	0	0	0	8
	SHP regarding Misc. Compensation	5	2	0	0	0	0	7
	SHP Regarding Misc. Compensation	2	0	0	0	0	0	2
	SHP Regarding Opposition to/Change in Executive Compensation	1	0	0	0	0	0	1
	SHP Regarding Race and/or Gender Pay Equity Report	1	2	0	0	0	0	3
	SHP Regarding Report on Ratio Between CEO and Employee Pay	9	2	0	0	0	0	11
	SHP Regarding Restricting Executive Compensation	2	0	0	0	0	0	2
<i>SHP: Environment</i>		47	77	0	0	0	0	124
	Shareholder Proposal Regarding Say on Climate	0	4	0	0	0	0	4
	SHP Regarding Climate Lobbying	0	7	0	0	0	0	7

Issue Code Category	Issue Code Description	With	Against	Take No		N/A	Mixed	Total
		Glass Lewis		Action	Unvoted			
	SHP Regarding Environmental Report	13	13	0	0	0	0	26
	SHP Regarding Formation of Environmental/Social Committee of the Board	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	5	0	0	0	0	0	5
	SHP Regarding Phase out of Nuclear Power	1	0	0	0	0	0	1
	SHP Regarding Report on Antibiotics in Animal Agriculture	1	0	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	17	41	0	0	0	0	58
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	5	8	0	0	0	0	13
<i>SHP: Governance</i>		222	32	0	0	0	0	254
	SHP Regarding Additional or Amended Shareholder Proposals	4	0	0	0	0	0	4
	SHP Regarding Amendments to Company Goals/Purpose	2	0	0	0	0	0	2
	SHP Regarding Board Composition	1	2	0	0	0	0	3
	SHP Regarding Cumulative Voting	1	0	0	0	0	0	1
	SHP Regarding Double Board Nominees	5	0	0	0	0	0	5
	SHP Regarding Election of Board Member(s) During a Contested Election – Dissident?Nominee	8	0	0	0	0	0	8
	SHP Regarding Election of Dissident Board Member (s)	23	5	0	0	0	0	28
	SHP Regarding Election of Dissident Supervisory Board Member(s)	2	1	0	0	0	0	3
	SHP Regarding Eliminating Supermajority Provisions	12	0	0	0	0	0	12
	SHP Regarding Facilitation of Shareholder Proposals	1	0	0	0	0	0	1
	SHP Regarding Improving in Disclosure	2	0	0	0	0	0	2
	SHP Regarding Increase in Dividend/Redistribution of Profits	4	0	0	0	0	0	4
	SHP Regarding Independent Board Chairman/Separation of Chair and CEO	34	1	0	0	0	0	35

Issue Code Category	Issue Code Description	With		Take No		N/A	Mixed	Total
		Glass Lewis	Against Glass Lewis	Action	Unvoted			
	SHP Regarding Limit Board Term	1	0	0	0	0	0	1
	SHP Regarding Limit on Board Memberships	1	0	0	0	0	0	1
	SHP Regarding Majority Vote for Election of Directors	10	0	0	0	0	0	10
	SHP Regarding Misc. Auditor Issue	0	1	0	0	0	0	1
	SHP Regarding Misc. Board Issue	5	2	0	0	0	0	7
	SHP Regarding Misc. Board/Shareholder Rights Issue	5	0	0	0	0	0	5
	SHP Regarding Misc. Capital Issue	0	1	0	0	0	0	1
	SHP Regarding Misc. Governance Issue	6	3	0	0	0	0	9
	SHP Regarding Misc. Issue	19	5	0	0	0	0	24
	SHP Regarding Misc. Meeting/Voting Issue	2	1	0	0	0	0	3
	SHP Regarding Misc. Restructuring Issue	5	0	0	0	0	0	5
	SHP Regarding Recapitalization	8	0	0	0	0	0	8
	SHP Regarding Reincorporation	1	0	0	0	0	0	1
	SHP Regarding Removal of Director(s)	1	0	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent	9	3	0	0	0	0	12
	SHP Regarding Right to Call a Special Meeting	44	3	0	0	0	0	47
	SHP Regarding Special Audit	0	4	0	0	0	0	4
	SHP Regarding the Declassification of the Board	6	0	0	0	0	0	6
<i>SHP: Misc</i>		14	5	0	0	0	0	19
	SHP: Misc. Issues	14	5	0	0	0	0	19
<i>SHP: Social</i>		179	43	0	0	0	0	222
	SHP Regarding Animal Welfare	8	0	0	0	0	0	8

Issue Code Category	Issue Code Description	With	Against Glass Lewis	Take No		N/A	Mixed	Total
		Glass Lewis		Action	Unvoted			
	SHP Regarding Firearms	1	0	0	0	0	0	1
	SHP Regarding Human Capital Management	4	0	0	0	0	0	4
	SHP Regarding Improving Worker Safety	1	0	0	0	0	0	1
	SHP Regarding Military Contracts/Sales	2	0	0	0	0	0	2
	SHP Regarding Misc. Human Capital Management	42	6	0	0	0	0	48
	SHP Regarding Misc. Labor Issues/Policies	0	1	0	0	0	0	1
	SHP Regarding Misc. Nuclear Issue	3	2	0	0	0	0	5
	SHP Regarding Misc. Social Issue	65	14	0	0	0	0	79
	SHP Regarding Pregnancy/Abortion Issues	4	0	0	0	0	0	4
	SHP Regarding Racial Equity Audit	9	1	0	0	0	0	10
	SHP Regarding Report on EEO	4	0	0	0	0	0	4
	SHP Regarding Reporting on Company's Compliance with International Human Rights Standards	10	15	0	0	0	0	25
	SHP Regarding Reviewing Charitable Spending	12	1	0	0	0	0	13
	SHP Regarding Reviewing Political Spending or Lobbying	11	3	0	0	0	0	14
	SHP Regarding Tobacco/Alcohol	3	0	0	0	0	0	3