

# MASTERINVEST

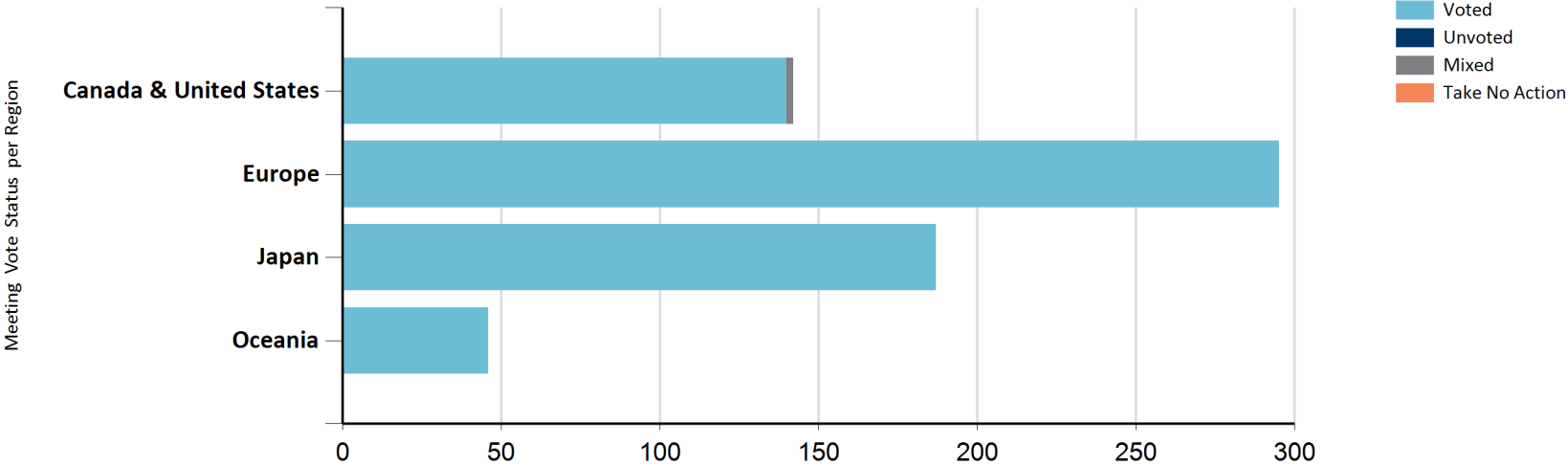
Statistik zur Stimmrechtsausübung  
im Zeitraum von  
1.1.2023 bis 31.12.2023

# Meeting Statistics Report

## MASTERINVEST Kapitalanlage GmbH

From 1/1/2023 to 12/31/2023

Meetings by Region & Vote Status



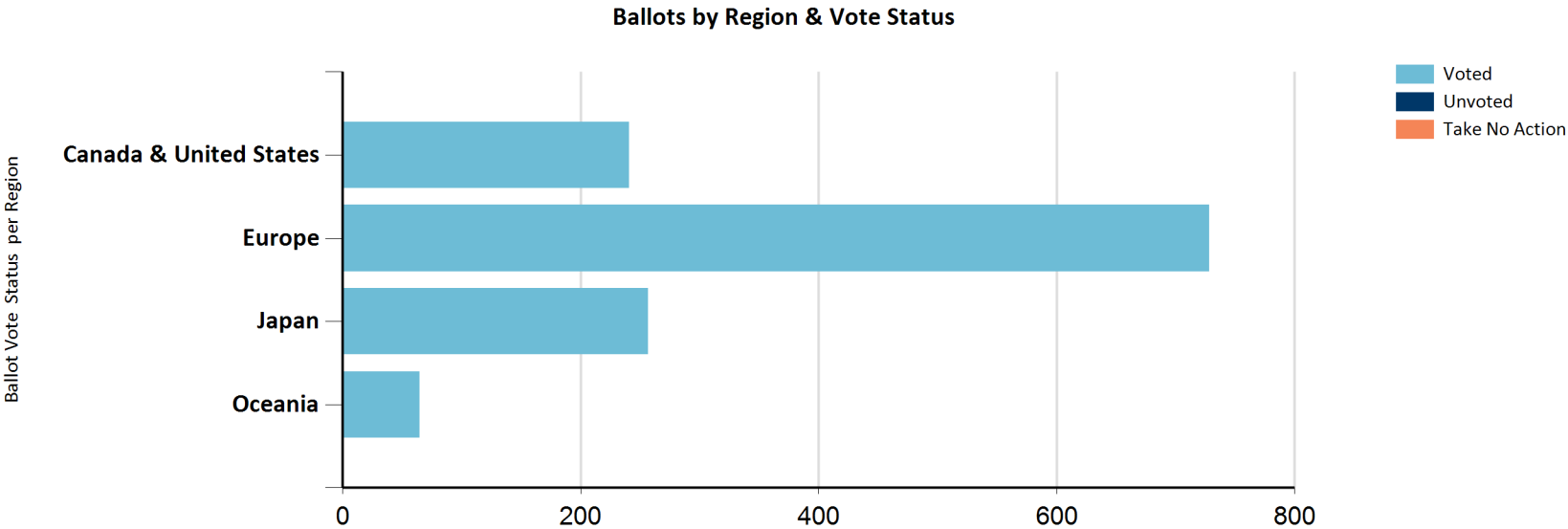
Region	Country Of Origin	Voted	Unvoted	Mixed	Take No Action	Total
Total for all Regions		668	0	2	0	670
Canada & United States		140	0	2	0	142
	Canada	71	0	0	0	71
	United States	69	0	2	0	71
Europe		295	0	0	0	295
	Belgium	2	0	0	0	2
	France	54	0	0	0	54
	Germany	51	0	0	0	51
	Ireland	24	0	0	0	24

	Italy	19	0	0	0	19
	Netherlands	41	0	0	0	41
	Spain	19	0	0	0	19
	United Kingdom	85	0	0	0	85
<i>Japan</i>		<b>187</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>187</b>
	Japan	187	0	0	0	187
<i>Oceania</i>		<b>46</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>46</b>
	Australia	46	0	0	0	46

# Ballot Statistics Report

## MASTERINVEST Kapitalanlage GmbH

From 1/1/2023 to 12/31/2023



Region	Country Of Origin	Voted	Unvoted	Take No Action	Total
Total for all Regions		1291	0	0	1291
Canada & United States		241	0	0	241
	Canada	102	0	0	102
	United States	139	0	0	139
Europe		728	0	0	728
	Belgium	2	0	0	2
	France	169	0	0	169
	Germany	157	0	0	157
	Ireland	88	0	0	88
	Italy	30	0	0	30

	Netherlands	102	0	0	102
	Spain	36	0	0	36
	United Kingdom	144	0	0	144
<b>Japan</b>		<b>257</b>	<b>0</b>	<b>0</b>	<b>257</b>
	Japan	257	0	0	257
<b>Oceania</b>		<b>65</b>	<b>0</b>	<b>0</b>	<b>65</b>
	Australia	65	0	0	65

# Proposal Statistics Report

## MASTERINVEST Kapitalanlage GmbH

From 1/1/2023 to 12/31/2023

	Mgmt Proposals	SHP Proposals	Total Proposals
For	17993	262	<b>18255</b>
Against	1958	387	<b>2345</b>
Abstain	158	5	<b>163</b>
1 Year	0	0	<b>0</b>
2 Years	0	0	<b>0</b>
3 Years	0	0	<b>0</b>
Mixed	0	0	<b>0</b>
Take No Action	0	0	<b>0</b>
Unvoted	0	0	<b>0</b>
<b>Totals</b>	<b>20109</b>	<b>654</b>	<b>20763</b>

Management Proposals – Votes Cast

For - 17993 Against - 1958 Abstain - 158



Shareholder Proposals – Votes Cast

For - 262 Against - 387 Abstain - 5



	Mgmt Proposals	SHP Proposals	Total Proposals
With Management	17966	386	<b>18352</b>
Against Management	2085	264	<b>2349</b>
N/A	58	4	<b>62</b>
Mixed	0	0	<b>0</b>
Take No Action	0	0	<b>0</b>
Unvoted	0	0	<b>0</b>
<b>Totals</b>	<b>20109</b>	<b>654</b>	<b>20763</b>

Management Proposals – Votes versus Management

With Mgmt - 17966 N/A - 58  
Against Mgmt - 2085



Shareholder Proposals – Votes versus Management

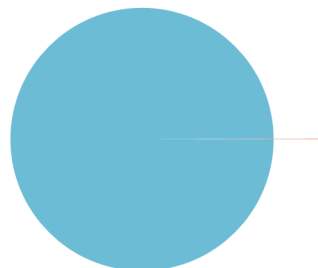
With Mgmt - 386 N/A - 4  
Against Mgmt - 264



	Mgmt Proposals	SHP Proposals	Total Proposals
With Policy	20096	654	<b>20750</b>
Against Policy	12	0	<b>12</b>
Manual	1	0	<b>1</b>
N/A	0	0	<b>0</b>
Mixed	0	0	<b>0</b>
Take No Action	0	0	<b>0</b>
Unvoted	0	0	<b>0</b>
<b>Totals</b>	<b>20109</b>	<b>654</b>	<b>20763</b>

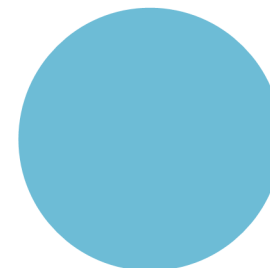
Management Proposals - Votes versus Policy

With Policy 20096 Manual 1  
Against Policy 12



Shareholder Proposals - Votes versus Policy

With Policy 654



	Mgmt Proposals	SHP Proposals	Total Proposals
With Glass Lewis	19201	544	<b>19745</b>
Against Glass Lewis	907	110	<b>1017</b>
N/A	1	0	<b>1</b>
Mixed	0	0	<b>0</b>
Take No Action	0	0	<b>0</b>
Unvoted	0	0	<b>0</b>
<b>Totals</b>	<b>20109</b>	<b>654</b>	<b>20763</b>

Management Proposals - Votes versus Glass Lewis

With GL 19201 Against GL 907 N/A 1



Shareholder Proposals - Votes versus Glass Lewis

With GL 544 Against GL 110



# Proposal Category Report

## MASTERINVEST Kapitalanlage GmbH

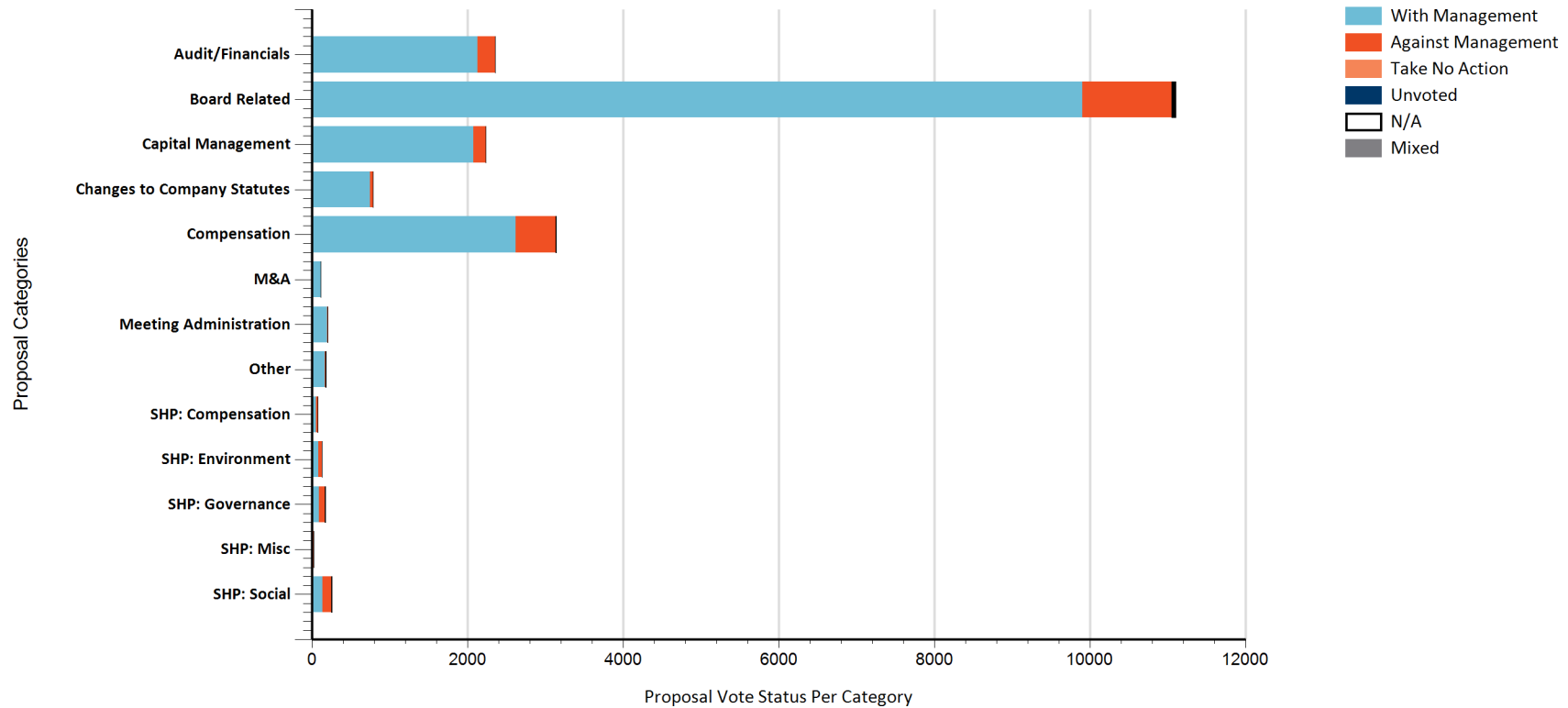
From 1/1/2023 to 12/31/2023

### Proposal Categories - All Votes

Proposal Category Type	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Totals	18255	2345	163	0	0	0	0	0	0	20763
Audit/Financials	2128	227	0	0	0	0	0	0	0	2355
Board Related	9923	1082	96	0	0	0	0	0	0	11101
Capital Management	2076	96	62	0	0	0	0	0	0	2234
Changes to Company Statutes	751	35	0	0	0	0	0	0	0	786
Compensation	2632	509	0	0	0	0	0	0	0	3141
M&A	112	1	0	0	0	0	0	0	0	113
Meeting Administration	201	3	0	0	0	0	0	0	0	204
Other	170	5	0	0	0	0	0	0	0	175
SHP: Compensation	23	53	0	0	0	0	0	0	0	76
SHP: Environment	47	86	0	0	0	0	0	0	0	133
SHP: Governance	67	96	5	0	0	0	0	0	0	168
SHP: Misc	16	11	0	0	0	0	0	0	0	27
SHP: Social	109	141	0	0	0	0	0	0	0	250



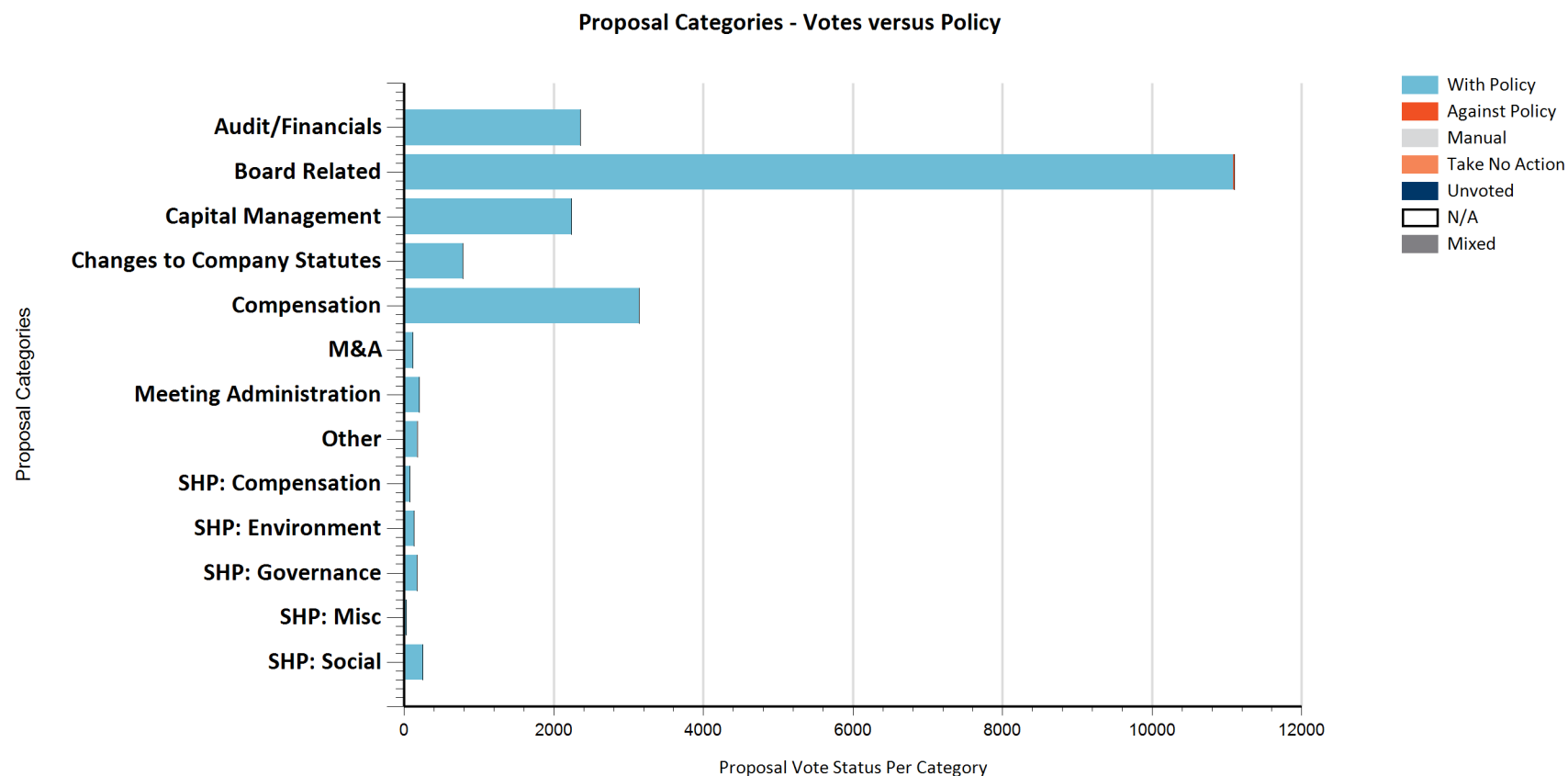
Proposal Categories - Votes versus Management



Proposal Categories - Votes versus Management

Proposal Category Type	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Totals	18352	2349	0	0	62	0	20763
Audit/Financials	2128	227	0	0	0	0	2355
Board Related	9904	1148	0	0	49	0	11101
Capital Management	2076	158	0	0	0	0	2234

Proposal Category Type	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Changes to Company Statutes	751	35	0	0	0	0	<b>786</b>
Compensation	2624	509	0	0	8	0	<b>3141</b>
M&A	112	1	0	0	0	0	<b>113</b>
Meeting Administration	201	3	0	0	0	0	<b>204</b>
Other	170	4	0	0	1	0	<b>175</b>
SHP: Compensation	53	23	0	0	0	0	<b>76</b>
SHP: Environment	86	47	0	0	0	0	<b>133</b>
SHP: Governance	95	70	0	0	3	0	<b>168</b>
SHP: Misc	11	16	0	0	0	0	<b>27</b>
SHP: Social	141	108	0	0	1	0	<b>250</b>

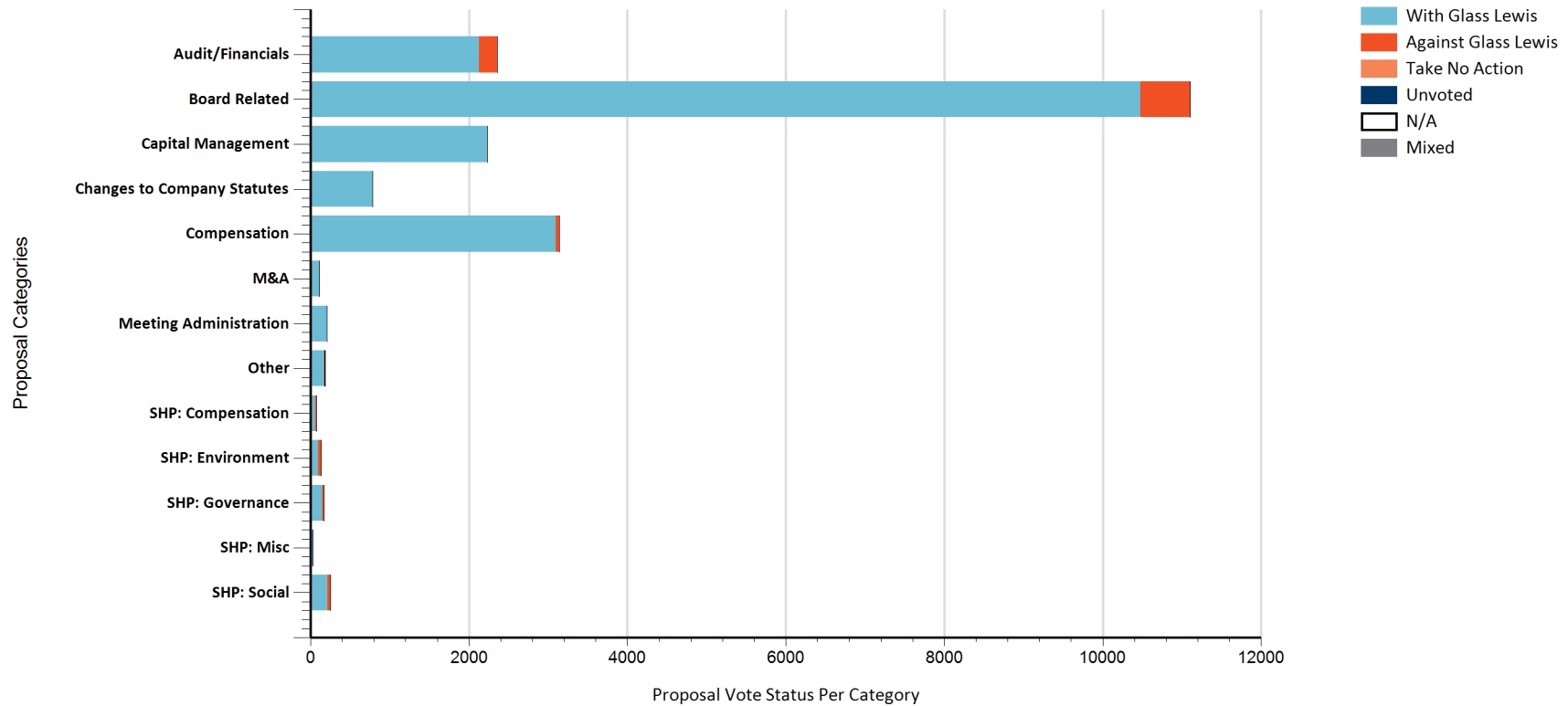


## Proposal Categories - Votes versus Policy

Proposal Category Type	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
<b>Totals</b>	<b>20750</b>	<b>12</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>20763</b>
Audit/Financials	2355	0	0	0	0	0	0	2355
Board Related	11089	12	0	0	0	0	0	11101
Capital Management	2234	0	0	0	0	0	0	2234
Changes to Company Statutes	786	0	0	0	0	0	0	786

Proposal Category Type	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Compensation	3141	0	0	0	0	0	0	<b>3141</b>
M&A	113	0	0	0	0	0	0	<b>113</b>
Meeting Administration	204	0	0	0	0	0	0	<b>204</b>
Other	174	0	1	0	0	0	0	<b>175</b>
SHP: Compensation	76	0	0	0	0	0	0	<b>76</b>
SHP: Environment	133	0	0	0	0	0	0	<b>133</b>
SHP: Governance	168	0	0	0	0	0	0	<b>168</b>
SHP: Misc	27	0	0	0	0	0	0	<b>27</b>
SHP: Social	250	0	0	0	0	0	0	<b>250</b>

Proposal Categories - Votes versus Glass Lewis



Proposal Categories - Votes versus Glass Lewis

Proposal Category Type	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
<b>Totals</b>	<b>19745</b>	<b>1017</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>20763</b>
Audit/Financials	2128	227	0	0	0	0	2355
Board Related	10476	625	0	0	0	0	11101
Capital Management	2234	0	0	0	0	0	2234
Changes to Company Statutes	783	3	0	0	0	0	786

Proposal Category Type	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
Compensation	3095	46	0	0	0	0	<b>3141</b>
M&A	113	0	0	0	0	0	<b>113</b>
Meeting Administration	204	0	0	0	0	0	<b>204</b>
Other	168	6	0	0	1	0	<b>175</b>
SHP: Compensation	57	19	0	0	0	0	<b>76</b>
SHP: Environment	95	38	0	0	0	0	<b>133</b>
SHP: Governance	151	17	0	0	0	0	<b>168</b>
SHP: Misc	27	0	0	0	0	0	<b>27</b>
SHP: Social	214	36	0	0	0	0	<b>250</b>







Issue Code Category	Issue Short Text	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Misc. Management Proposal Regarding Board	7	0	0	0	0	0	0	0	0	7
	Number of Statutory Auditors	3	0	0	0	0	0	0	0	0	3
	Post-Employment /Severance Agreements	14	1	0	0	0	0	0	0	0	15
	Ratification of Board Acts - Legal	1161	37	51	0	0	0	0	0	0	1249
	Ratification of Co-Option of a Director	63	6	0	0	0	0	0	0	0	69
	Ratification of Management Acts - Legal	557	5	27	0	0	0	0	0	0	589
	Related Party Transactions	32	0	0	0	0	0	0	0	0	32
<b>Capital Management</b>		<b>2076</b>	<b>96</b>	<b>62</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2172</b>
	Authority to Increase Capital in Case of Exchange Offers (France)	20	11	6	0	0	0	0	0	0	37
	Authority to Increase Capital in Consideration for Contributions in Kind (	84	16	6	0	0	0	0	0	0	106
	Authority to Issue Preferred Stock	0	1	0	0	0	0	0	0	0	1
	Authority to Issue Shares and Convertible Debt w or w/o Preemptive Rights	16	0	0	0	0	0	0	0	0	16
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	114	1	11	0	0	0	0	0	0	126
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	149	34	22	0	0	0	0	0	0	205
	Authority to Issue Shares w/ Preemptive Rights	239	3	0	0	0	0	0	0	0	242
	Authority to Issue Shares w/o Preemptive Rights	332	5	0	0	0	0	0	0	0	337
	Authority to Issue Stock w/ or w/out Preemptive Rights	26	0	0	0	0	0	0	0	0	26
	Authority to Repurchase and Re-Issue Shares	248	2	0	0	0	0	0	0	0	250
	Authority to Repurchase Preferred Shares	6	0	0	0	0	0	0	0	0	6
	Authority to Repurchase Shares	298	6	0	0	0	0	0	0	0	304





Issue Code Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
					Action	Unvoted					
	Amendment to Employee Stock Purchase Plan	18	0	0	0	0	0	0	0	0	18
	Amendment to Equity Compensation Plan	35	6	0	0	0	0	0	0	0	41
	Amendment to Restricted Stock Plan	13	1	0	0	0	0	0	0	0	14
	Amendment to Stock Option Plan	27	1	0	0	0	0	0	0	0	28
	Bonus	24	0	0	0	0	0	0	0	0	24
	Bonuses for Retiring Directors (JP)	0	2	0	0	0	0	0	0	0	2
	Capital Proposal to Implement Equity Compensation Plan	104	35	0	0	0	0	0	0	0	139
	Directors' Fees	125	0	0	0	0	0	0	0	0	125
	Directors' Stock Option Plan	1	0	0	0	0	0	0	0	0	1
	Employee Incentive Plan	10	2	0	0	0	0	0	0	0	12
	Misc. Proposal Regarding Compensation	31	0	0	0	0	0	0	0	0	31
	Non-Executive Remuneration Policy (Forward-Looking)	404	13	0	0	0	0	0	0	0	417
	Remuneration Policy (Forward-Looking)	289	94	0	0	0	0	0	0	0	383
	Remuneration Report (Retrospective)	808	268	0	0	0	0	0	0	0	1076
	Say When on Pay	138	0	0	0	0	0	0	0	0	138
	Statutory Auditors' Fees	17	0	0	0	0	0	0	0	0	17
	Stock Option Grants	79	1	0	0	0	0	0	0	0	80
	Stock Option Plan	81	19	0	0	0	0	0	0	0	100
	Stock Purchase Plan	264	2	0	0	0	0	0	0	0	266
	Supervisory Board/ Corp Assembly Fees	9	5	0	0	0	0	0	0	0	14



Issue Code Category	Issue Short Text	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	SHP Recoupment of Unearned Bonuses (Clawback)	5	0	0	0	0	0	0	0	0	5
	SHP regarding Change/ Opposition to Director Compensation	1	2	0	0	0	0	0	0	0	3
	SHP Regarding Golden Parachutes	3	9	0	0	0	0	0	0	0	12
	SHP Regarding Linking Executive Pay to Social Criteria	3	0	0	0	0	0	0	0	0	3
	SHP regarding Misc. Compensation	0	31	0	0	0	0	0	0	0	31
	SHP Regarding Race and/or Gender Pay Equity Report	9	0	0	0	0	0	0	0	0	9
	SHP Regarding Report on Ratio Between CEO and Employee Pay	2	0	0	0	0	0	0	0	0	2
	SHP Regarding Restricting Executive Compensation	0	11	0	0	0	0	0	0	0	11
<b>SHP: Environment</b>		<b>47</b>	<b>86</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>133</b>
	Shareholder Proposal Regarding Say on Climate	2	16	0	0	0	0	0	0	0	18
	SHP Regarding Climate Lobbying	0	13	0	0	0	0	0	0	0	13
	SHP Regarding Environmental Report	0	2	0	0	0	0	0	0	0	2
	SHP Regarding Formation of Environmental/Social Committee of the	2	0	0	0	0	0	0	0	0	2
	SHP Regarding Misc. Environmental Issue	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	6	54	0	0	0	0	0	0	0	60
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	32	0	0	0	0	0	0	0	0	32
	SHP Regarding Sustainability or Environmental Reports	1	1	0	0	0	0	0	0	0	2
<b>SHP: Governance</b>		<b>67</b>	<b>96</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>163</b>
	SHP Regarding Additional or Amended Shareholder Proposals	0	3	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
<b>Total for all Categories</b>		<b>18352</b>	<b>2349</b>	<b>0</b>	<b>0</b>	<b>62</b>	<b>0</b>	<b>20763</b>
<b><i>Audit/Financials</i></b>		<b>2128</b>	<b>227</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2355</b>
	Accounts and Reports (Bundled Issues)	83	0	0	0	0	0	<b>83</b>
	Allocation of Profits/Dividends	729	0	0	0	0	0	<b>729</b>
	Appointment of Auditor	430	80	0	0	0	0	<b>510</b>
	Appointment of Auditor and Authority to Set Fees	38	30	0	0	0	0	<b>68</b>
	Approval of Non-Financial Reports	42	0	0	0	0	0	<b>42</b>
	Authority to Set Auditor's Fees	171	0	0	0	0	0	<b>171</b>
	Bonus Dividend/Bonus Share Issue	10	0	0	0	0	0	<b>10</b>
	Financial Statements	572	0	0	0	0	0	<b>572</b>
	Ratification of Alternate Auditor	1	0	0	0	0	0	<b>1</b>
	Ratification of Auditor	38	117	0	0	0	0	<b>155</b>
	Stock Dividend/Dividend Reinvestment	14	0	0	0	0	0	<b>14</b>
<b><i>Board Related</i></b>		<b>9904</b>	<b>1148</b>	<b>0</b>	<b>0</b>	<b>49</b>	<b>0</b>	<b>11101</b>
	Approve Censor	1	14	0	0	0	0	<b>15</b>
	Approve Special Auditor's Report	114	2	0	0	0	0	<b>116</b>
	Board Size	47	0	0	0	0	0	<b>47</b>
	Board Spill	2	0	0	0	0	0	<b>2</b>
	Board Term Length	9	0	0	0	0	0	<b>9</b>

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Director & Officer Liability/Indemnification	0	2	0	0	0	0	2
	Election of Alternate Statutory Auditor	30	0	0	0	0	0	30
	Election of Board Committee Members	77	16	0	0	0	0	93
	Election of Directors	6925	879	0	0	1	0	7805
	Election of Directors (Management Board)	63	0	0	0	0	0	63
	Election of Directors (Slate)	2	0	0	0	0	0	2
	Election of Non-Management Nominee	1	0	0	0	0	0	1
	Election of Non-Principal Members (Chairman, alternates)	16	1	0	0	6	0	23
	Election of Shareholder or Institutional Investor Slate	0	0	0	0	11	0	11
	Election of Shareholder Representatives	2	0	0	0	12	0	14
	Election of Statutory Auditor Slate	0	0	0	0	18	0	18
	Election of Statutory Auditors	232	34	0	0	0	0	266
	Election of Supervisory Board	542	73	0	0	0	0	615
	Election of the Chair of Statutory Auditors	5	0	0	0	0	0	5
	Misc. Management Proposal Regarding Board	7	0	0	0	0	0	7
	Number of Statutory Auditors	3	0	0	0	0	0	3
	Post-Employment /Severance Agreements	13	1	0	0	1	0	15
	Ratification of Board Acts - Legal	1161	88	0	0	0	0	1249
	Ratification of Co-Option of a Director	63	6	0	0	0	0	69
	Ratification of Management Acts - Legal	557	32	0	0	0	0	589

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Related Party Transactions	32	0	0	0	0	0	32
<b>Capital Management</b>		<b>2076</b>	<b>158</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2234</b>
	Authority to Increase Capital in Case of Exchange Offers (France)	20	17	0	0	0	0	37
	Authority to Increase Capital in Consideration for Contributions in Kind (	84	22	0	0	0	0	106
	Authority to Issue Preferred Stock	0	1	0	0	0	0	1
	Authority to Issue Shares and Convertible Debt w or w/o Preemptive R	16	0	0	0	0	0	16
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	114	12	0	0	0	0	126
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	149	56	0	0	0	0	205
	Authority to Issue Shares w/ Preemptive Rights	239	3	0	0	0	0	242
	Authority to Issue Shares w/o Preemptive Rights	332	5	0	0	0	0	337
	Authority to Issue Stock w/ or w/out Preemptive Rights	26	0	0	0	0	0	26
	Authority to Repurchase and Re-Issue Shares	248	2	0	0	0	0	250
	Authority to Repurchase Preferred Shares	6	0	0	0	0	0	6
	Authority to Repurchase Shares	298	6	0	0	0	0	304
	Authority to Set Offering Price of Shares	44	9	0	0	0	0	53
	Authorize Overallotment/Greenshoe	63	22	0	0	0	0	85
	Cancellation of Authorized Stock	229	0	0	0	0	0	229
	Increase in Authorized Capital	135	2	0	0	0	0	137
	Issuance of Common Stock	1	0	0	0	0	0	1
	Issuance of Convertible Debt Instruments	6	1	0	0	0	0	7

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Issuance of Debt Instruments	12	0	0	0	0	0	12
	Issuance of Repurchased Shares	6	0	0	0	0	0	6
	Issuance of Warrants w/o Preemptive Rights	2	0	0	0	0	0	2
	Limit to Capital Increase	25	0	0	0	0	0	25
	Misc. Proposal Regarding Capital	2	0	0	0	0	0	2
	Reduction in Share Premium Account	3	0	0	0	0	0	3
	Reverse Stock Split	2	0	0	0	0	0	2
	Share Repurchase	1	0	0	0	0	0	1
	Stock Split	1	0	0	0	0	0	1
	Use/Transfer of Reserves	12	0	0	0	0	0	12
<b>Changes to Company Statutes</b>		<b>751</b>	<b>35</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>786</b>
	Adoption of New Articles	33	0	0	0	0	0	33
	Adoption of Shareholder Rights' Plan	1	0	0	0	0	0	1
	Amend Articles, Constitution, Bylaws - Bundled	45	0	0	0	0	0	45
	Amendment to Shareholder Rights' Plan	7	0	0	0	0	0	7
	Amendment to Supermajority Requirement	10	0	0	0	0	0	10
	Amendments to Articles (Technical)	83	0	0	0	0	0	83
	Amendments to Articles, Constitution, Bylaws	415	30	0	0	0	0	445
	Amendments to Charter/Bylaw - Bundled	6	0	0	0	0	0	6
	Authority to Set General Meeting Notice Period at 14 Days	133	0	0	0	0	0	133

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Change in State of Incorporation	0	3	0	0	0	0	3
	Company Name Change	4	0	0	0	0	0	4
	Elimination of Supermajority Requirement	4	0	0	0	0	0	4
	Misc. Article Amendments	2	0	0	0	0	0	2
	Misc. Proposal Regarding Antitakeover Devices	1	2	0	0	0	0	3
	Repeal of Classified Board	2	0	0	0	0	0	2
	Waiving of Mandatory Takeover Requirement	5	0	0	0	0	0	5
<b>Compensation</b>		<b>2624</b>	<b>509</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>3141</b>
	Adoption of Employee Stock Purchase Plan	6	0	0	0	0	0	6
	Adoption of Equity Compensation Plan	10	1	0	0	0	0	11
	Adoption of Restricted Stock Plan	8	1	0	0	0	0	9
	Adoption of Short Term Incentive Plan	11	1	0	0	0	0	12
	Advisory Vote on Executive Compensation	112	57	0	0	0	0	169
	Advisory Vote on Severance	2	0	0	0	0	0	2
	Amendment to Employee Stock Purchase Plan	18	0	0	0	0	0	18
	Amendment to Equity Compensation Plan	35	6	0	0	0	0	41
	Amendment to Restricted Stock Plan	13	1	0	0	0	0	14
	Amendment to Stock Option Plan	26	1	0	0	1	0	28
	Bonus	24	0	0	0	0	0	24
	Bonuses for Retiring Directors (JP)	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
	Capital Proposal to Implement Equity Compensation Plan	104	35	0	0	0	0	139
	Directors' Fees	125	0	0	0	0	0	125
	Directors' Stock Option Plan	1	0	0	0	0	0	1
	Employee Incentive Plan	10	2	0	0	0	0	12
	Misc. Proposal Regarding Compensation	31	0	0	0	0	0	31
	Non-Executive Remuneration Policy (Forward-Looking)	399	13	0	0	5	0	417
	Remuneration Policy (Forward-Looking)	289	94	0	0	0	0	383
	Remuneration Report (Retrospective)	807	268	0	0	1	0	1076
	Say When on Pay	138	0	0	0	0	0	138
	Statutory Auditors' Fees	17	0	0	0	0	0	17
	Stock Option Grants	79	1	0	0	0	0	80
	Stock Option Plan	80	19	0	0	1	0	100
	Stock Purchase Plan	264	2	0	0	0	0	266
	Supervisory Board/ Corp Assembly Fees	9	5	0	0	0	0	14
	Trust Type Equity Plans (JP)	6	0	0	0	0	0	6
<b>M&amp;A</b>		<b>112</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>113</b>
	Divestiture/Spin-off	20	0	0	0	0	0	20
	Intra-company Contracts/Control Agreements	10	0	0	0	0	0	10
	Merger by Absorption between Parent and Subsidiary	2	0	0	0	0	0	2
	Merger/Acquisition	38	1	0	0	0	0	39

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Misc. Proposal Regarding Restructuring	25	0	0	0	0	0	25
	Restructuring/Capitalization	17	0	0	0	0	0	17
<b>Meeting Administration</b>		<b>201</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>204</b>
	Authorization of Legal Formalities	191	0	0	0	0	0	191
	Right to Adjourn Meeting	9	1	0	0	0	0	10
	Routine Meeting Item	1	0	0	0	0	0	1
	Transact Other Business	0	2	0	0	0	0	2
<b>Other</b>		<b>170</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>175</b>
	Approval of Political Donation	107	0	0	0	0	0	107
	Management Proposal on Say on Climate	49	0	0	0	0	0	49
	Misc. Management Proposal	6	4	0	0	0	0	10
	Miscellaneous - Resident Status	0	0	0	0	1	0	1
	Renew Proportional Takeover Provisions	8	0	0	0	0	0	8
<b>SHP: Compensation</b>		<b>53</b>	<b>23</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>76</b>
	SHP Recoupment of Unearned Bonuses (Clawback)	0	5	0	0	0	0	5
	SHP regarding Change/ Opposition to Director Compensation	2	1	0	0	0	0	3
	SHP Regarding Golden Parachutes	9	3	0	0	0	0	12
	SHP Regarding Linking Executive Pay to Social Criteria	0	3	0	0	0	0	3
	SHP regarding Misc. Compensation	31	0	0	0	0	0	31
	SHP Regarding Race and/or Gender Pay Equity Report	0	9	0	0	0	0	9

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Report on Ratio Between CEO and Employee Pay	0	2	0	0	0	0	2
	SHP Regarding Restricting Executive Compensation	11	0	0	0	0	0	11
<b><i>SHP: Environment</i></b>		<b>86</b>	<b>47</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>133</b>
	Shareholder Proposal Regarding Say on Climate	16	2	0	0	0	0	18
	SHP Regarding Climate Lobbying	13	0	0	0	0	0	13
	SHP Regarding Environmental Report	2	0	0	0	0	0	2
	SHP Regarding Formation of Environmental/Social Committee of the	0	2	0	0	0	0	2
	SHP Regarding Misc. Environmental Issue	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	54	6	0	0	0	0	60
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	0	32	0	0	0	0	32
	SHP Regarding Sustainability or Environmental Reports	1	1	0	0	0	0	2
<b><i>SHP: Governance</i></b>		<b>95</b>	<b>70</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>168</b>
	SHP Regarding Additional or Amended Shareholder Proposals	0	0	0	0	3	0	3
	SHP Regarding Board Composition	11	1	0	0	0	0	12
	SHP Regarding Double Board Nominees	3	0	0	0	0	0	3
	SHP Regarding Election of Dissident Board Member(s)	3	4	0	0	0	0	7
	SHP Regarding Eliminating Supermajority Provisions	1	0	0	0	0	0	1
	SHP Regarding Facilitation of Shareholder Proposals	0	5	0	0	0	0	5
	SHP Regarding Increase in Dividend/Redistribution of Profits	6	0	0	0	0	0	6



Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Independent Board Chairman/Separation of Chair and CEO	12	20	0	0	0	0	32
	SHP Regarding Limit on Board Memberships	1	0	0	0	0	0	1
	SHP Regarding Majority Vote for Election of Directors	0	1	0	0	0	0	1
	SHP Regarding Misc. Board/Shareholder Rights Issue	12	16	0	0	0	0	28
	SHP Regarding Misc. Capital Issue	7	0	0	0	0	0	7
	SHP Regarding Misc. Governance Issue	6	0	0	0	0	0	6
	SHP Regarding Misc. Issue	11	1	0	0	0	0	12
	SHP Regarding Misc. Restructuring Issue	4	0	0	0	0	0	4
	SHP Regarding Recapitalization	0	7	0	0	0	0	7
	SHP Regarding Removal of Director(s)	1	0	0	0	0	0	1
	SHP Regarding Removal of Directors	0	1	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent	3	0	0	0	0	0	3
	SHP Regarding Right to Call a Special Meeting	7	7	0	0	0	0	14
	SHP Regarding Trained, Qualified Directors on Environment, Health and S	0	7	0	0	0	0	7
	SHP Shareholder Access to the Nomination Process (Proxy Access)	7	0	0	0	0	0	7
<b>SHP: Misc</b>		<b>11</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>27</b>
	SHP: Misc. Issues	11	16	0	0	0	0	27
<b>SHP: Social</b>		<b>141</b>	<b>108</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>250</b>
	SHP Regarding Animal Welfare	0	8	0	0	0	0	8
	SHP Regarding Drug Pricing/Distribution	0	11	0	0	0	0	11

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Firearms	0	4	0	0	0	0	4
	SHP Regarding Human Capital Management	0	2	0	0	1	0	3
	SHP Regarding Limiting or Ending Political Spending	1	0	0	0	0	0	1
	SHP Regarding Military Contracts/Sales	0	5	0	0	0	0	5
	SHP Regarding Misc. Human Capital Management	18	8	0	0	0	0	26
	SHP Regarding Misc. Human/Political Rights Policies	5	0	0	0	0	0	5
	SHP Regarding Misc. Social Issue	64	7	0	0	0	0	71
	SHP Regarding Pregnancy/Abortion Issues	1	11	0	0	0	0	12
	SHP Regarding Racial Equity Audit	12	14	0	0	0	0	26
	SHP Regarding Reporting on Company's Compliance with International Human R	4	23	0	0	0	0	27
	SHP Regarding Reviewing Charitable Spending	3	0	0	0	0	0	3
	SHP Regarding Reviewing Political Spending or Lobbying	33	11	0	0	0	0	44
	SHP Regarding Tobacco/Alcohol	0	4	0	0	0	0	4

## Proposal Types – Votes Versus Policy

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
<b>Total for all Categories</b>		<b>20750</b>	<b>12</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>20763</b>
<b><i>Audit/Financials</i></b>		<b>2355</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2355</b>
	Accounts and Reports (Bundled Issues)	83	0	0	0	0	0	0	83
	Allocation of Profits/Dividends	729	0	0	0	0	0	0	729

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Appointment of Auditor	510	0	0	0	0	0	0	510
	Appointment of Auditor and Authority to Set Fees	68	0	0	0	0	0	0	68
	Approval of Non-Financial Reports	42	0	0	0	0	0	0	42
	Authority to Set Auditor's Fees	171	0	0	0	0	0	0	171
	Bonus Dividend/Bonus Share Issue	10	0	0	0	0	0	0	10
	Financial Statements	572	0	0	0	0	0	0	572
	Ratification of Alternate Auditor	1	0	0	0	0	0	0	1
	Ratification of Auditor	155	0	0	0	0	0	0	155
	Stock Dividend/Dividend Reinvestment	14	0	0	0	0	0	0	14
<b>Board Related</b>		<b>11089</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11101</b>
	Approve Censor	15	0	0	0	0	0	0	15
	Approve Special Auditor's Report	116	0	0	0	0	0	0	116
	Board Size	47	0	0	0	0	0	0	47
	Board Spill	2	0	0	0	0	0	0	2
	Board Term Length	9	0	0	0	0	0	0	9
	Director & Officer Liability/Indemnification	2	0	0	0	0	0	0	2
	Election of Alternate Statutory Auditor	30	0	0	0	0	0	0	30
	Election of Board Committee Members	93	0	0	0	0	0	0	93
	Election of Directors	7805	0	0	0	0	0	0	7805
	Election of Directors (Management Board)	63	0	0	0	0	0	0	63

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Election of Directors (Slate)	2	0	0	0	0	0	0	2
	Election of Non-Management Nominee	1	0	0	0	0	0	0	1
	Election of Non-Principal Members (Chairman, alternates)	20	3	0	0	0	0	0	23
	Election of Shareholder or Institutional Investor Slate	9	2	0	0	0	0	0	11
	Election of Shareholder Representatives	14	0	0	0	0	0	0	14
	Election of Statutory Auditor Slate	11	7	0	0	0	0	0	18
	Election of Statutory Auditors	266	0	0	0	0	0	0	266
	Election of Supervisory Board	615	0	0	0	0	0	0	615
	Election of the Chair of Statutory Auditors	5	0	0	0	0	0	0	5
	Misc. Management Proposal Regarding Board	7	0	0	0	0	0	0	7
	Number of Statutory Auditors	3	0	0	0	0	0	0	3
	Post-Employment /Severance Agreements	15	0	0	0	0	0	0	15
	Ratification of Board Acts - Legal	1249	0	0	0	0	0	0	1249
	Ratification of Co-Option of a Director	69	0	0	0	0	0	0	69
	Ratification of Management Acts - Legal	589	0	0	0	0	0	0	589
	Related Party Transactions	32	0	0	0	0	0	0	32
<b>Capital Management</b>		<b>2234</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2234</b>
	Authority to Increase Capital in Case of Exchange Offers (France)	37	0	0	0	0	0	0	37
	Authority to Increase Capital in Consideration for Contributions in Kind (	106	0	0	0	0	0	0	106
	Authority to Issue Preferred Stock	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
	Authority to Issue Shares and Convertible Debt w or w/o Preemptive Rights	16	0	0	0	0	0	0	16
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	126	0	0	0	0	0	0	126
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	205	0	0	0	0	0	0	205
	Authority to Issue Shares w/ Preemptive Rights	242	0	0	0	0	0	0	242
	Authority to Issue Shares w/o Preemptive Rights	337	0	0	0	0	0	0	337
	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	250	0	0	0	0	0	0	250
	Authority to Repurchase Preferred Shares	6	0	0	0	0	0	0	6
	Authority to Repurchase Shares	304	0	0	0	0	0	0	304
	Authority to Set Offering Price of Shares	53	0	0	0	0	0	0	53
	Authorize Overallotment/Greenshoe	85	0	0	0	0	0	0	85
	Cancellation of Authorized Stock	229	0	0	0	0	0	0	229
	Increase in Authorized Capital	137	0	0	0	0	0	0	137
	Issuance of Common Stock	1	0	0	0	0	0	0	1
	Issuance of Convertible Debt Instruments	7	0	0	0	0	0	0	7
	Issuance of Debt Instruments	12	0	0	0	0	0	0	12
	Issuance of Repurchased Shares	6	0	0	0	0	0	0	6
	Issuance of Warrants w/o Preemptive Rights	2	0	0	0	0	0	0	2
	Limit to Capital Increase	25	0	0	0	0	0	0	25
	Misc. Proposal Regarding Capital	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
	Reduction in Share Premium Account	3	0	0	0	0	0	0	3
	Reverse Stock Split	2	0	0	0	0	0	0	2
	Share Repurchase	1	0	0	0	0	0	0	1
	Stock Split	1	0	0	0	0	0	0	1
	Use/Transfer of Reserves	12	0	0	0	0	0	0	12
<b>Changes to Company Statutes</b>		<b>786</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>786</b>
	Adoption of New Articles	33	0	0	0	0	0	0	33
	Adoption of Shareholder Rights' Plan	1	0	0	0	0	0	0	1
	Amend Articles, Constitution, Bylaws - Bundled	45	0	0	0	0	0	0	45
	Amendment to Shareholder Rights' Plan	7	0	0	0	0	0	0	7
	Amendment to Supermajority Requirement	10	0	0	0	0	0	0	10
	Amendments to Articles (Technical)	83	0	0	0	0	0	0	83
	Amendments to Articles, Constitution, Bylaws	445	0	0	0	0	0	0	445
	Amendments to Charter/Bylaw - Bundled	6	0	0	0	0	0	0	6
	Authority to Set General Meeting Notice Period at 14 Days	133	0	0	0	0	0	0	133
	Change in State of Incorporation	3	0	0	0	0	0	0	3
	Company Name Change	4	0	0	0	0	0	0	4
	Elimination of Supermajority Requirement	4	0	0	0	0	0	0	4
	Misc. Article Amendments	2	0	0	0	0	0	0	2
	Misc. Proposal Regarding Antitakeover Devices	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
	Repeal of Classified Board	2	0	0	0	0	0	0	2
	Waiving of Mandatory Takeover Requirement	5	0	0	0	0	0	0	5
<b>Compensation</b>		<b>3141</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3141</b>
	Adoption of Employee Stock Purchase Plan	6	0	0	0	0	0	0	6
	Adoption of Equity Compensation Plan	11	0	0	0	0	0	0	11
	Adoption of Restricted Stock Plan	9	0	0	0	0	0	0	9
	Adoption of Short Term Incentive Plan	12	0	0	0	0	0	0	12
	Advisory Vote on Executive Compensation	169	0	0	0	0	0	0	169
	Advisory Vote on Severance	2	0	0	0	0	0	0	2
	Amendment to Employee Stock Purchase Plan	18	0	0	0	0	0	0	18
	Amendment to Equity Compensation Plan	41	0	0	0	0	0	0	41
	Amendment to Restricted Stock Plan	14	0	0	0	0	0	0	14
	Amendment to Stock Option Plan	28	0	0	0	0	0	0	28
	Bonus	24	0	0	0	0	0	0	24
	Bonuses for Retiring Directors (JP)	2	0	0	0	0	0	0	2
	Capital Proposal to Implement Equity Compensation Plan	139	0	0	0	0	0	0	139
	Directors' Fees	125	0	0	0	0	0	0	125
	Directors' Stock Option Plan	1	0	0	0	0	0	0	1
	Employee Incentive Plan	12	0	0	0	0	0	0	12
	Misc. Proposal Regarding Compensation	31	0	0	0	0	0	0	31

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Non-Executive Remuneration Policy (Forward-Looking)	417	0	0	0	0	0	0	417
	Remuneration Policy (Forward-Looking)	383	0	0	0	0	0	0	383
	Remuneration Report (Retrospective)	1076	0	0	0	0	0	0	1076
	Say When on Pay	138	0	0	0	0	0	0	138
	Statutory Auditors' Fees	17	0	0	0	0	0	0	17
	Stock Option Grants	80	0	0	0	0	0	0	80
	Stock Option Plan	100	0	0	0	0	0	0	100
	Stock Purchase Plan	266	0	0	0	0	0	0	266
	Supervisory Board/ Corp Assembly Fees	14	0	0	0	0	0	0	14
	Trust Type Equity Plans (JP)	6	0	0	0	0	0	0	6
<b>M&amp;A</b>		<b>113</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>113</b>
	Divestiture/Spin-off	20	0	0	0	0	0	0	20
	Intra-company Contracts/Control Agreements	10	0	0	0	0	0	0	10
	Merger by Absorption between Parent and Subsidiary	2	0	0	0	0	0	0	2
	Merger/Acquisition	39	0	0	0	0	0	0	39
	Misc. Proposal Regarding Restructuring	25	0	0	0	0	0	0	25
	Restructuring/Capitalization	17	0	0	0	0	0	0	17
<b>Meeting Administration</b>		<b>204</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>204</b>
	Authorization of Legal Formalities	191	0	0	0	0	0	0	191
	Right to Adjourn Meeting	10	0	0	0	0	0	0	10



Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Routine Meeting Item	1	0	0	0	0	0	0	1
	Transact Other Business	2	0	0	0	0	0	0	2
<b>Other</b>		<b>174</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>175</b>
	Approval of Political Donation	107	0	0	0	0	0	0	107
	Management Proposal on Say on Climate	49	0	0	0	0	0	0	49
	Misc. Management Proposal	10	0	0	0	0	0	0	10
	Miscellaneous - Resident Status	0	0	1	0	0	0	0	1
	Renew Proportional Takeover Provisions	8	0	0	0	0	0	0	8
<b>SHP: Compensation</b>		<b>76</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>76</b>
	SHP Recoupment of Unearned Bonuses (Clawback)	5	0	0	0	0	0	0	5
	SHP regarding Change/ Opposition to Director Compensation	3	0	0	0	0	0	0	3
	SHP Regarding Golden Parachutes	12	0	0	0	0	0	0	12
	SHP Regarding Linking Executive Pay to Social Criteria	3	0	0	0	0	0	0	3
	SHP regarding Misc. Compensation	31	0	0	0	0	0	0	31
	SHP Regarding Race and/or Gender Pay Equity Report	9	0	0	0	0	0	0	9
	SHP Regarding Report on Ratio Between CEO and Employee Pay	2	0	0	0	0	0	0	2
	SHP Regarding Restricting Executive Compensation	11	0	0	0	0	0	0	11
<b>SHP: Environment</b>		<b>133</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>133</b>
	Shareholder Proposal Regarding Say on Climate	18	0	0	0	0	0	0	18
	SHP Regarding Climate Lobbying	13	0	0	0	0	0	0	13

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Environmental Report	2	0	0	0	0	0	0	2
	SHP Regarding Formation of Environmental/Social Committee of the	2	0	0	0	0	0	0	2
	SHP Regarding Misc. Environmental Issue	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	60	0	0	0	0	0	0	60
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	32	0	0	0	0	0	0	32
	SHP Regarding Sustainability or Environmental Reports	2	0	0	0	0	0	0	2
<b>SHP: Governance</b>		<b>168</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>168</b>
	SHP Regarding Additional or Amended Shareholder Proposals	3	0	0	0	0	0	0	3
	SHP Regarding Board Composition	12	0	0	0	0	0	0	12
	SHP Regarding Double Board Nominees	3	0	0	0	0	0	0	3
	SHP Regarding Election of Dissident Board Member(s)	7	0	0	0	0	0	0	7
	SHP Regarding Eliminating Supermajority Provisions	1	0	0	0	0	0	0	1
	SHP Regarding Facilitation of Shareholder Proposals	5	0	0	0	0	0	0	5
	SHP Regarding Increase in Dividend/Redistribution of Profits	6	0	0	0	0	0	0	6
	SHP Regarding Independent Board Chairman/Separation of Chair and CEO	32	0	0	0	0	0	0	32
	SHP Regarding Limit on Board Memberships	1	0	0	0	0	0	0	1
	SHP Regarding Majority Vote for Election of Directors	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Board/Shareholder Rights Issue	28	0	0	0	0	0	0	28
	SHP Regarding Misc. Capital Issue	7	0	0	0	0	0	0	7

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Misc. Governance Issue	6	0	0	0	0	0	0	6
	SHP Regarding Misc. Issue	12	0	0	0	0	0	0	12
	SHP Regarding Misc. Restructuring Issue	4	0	0	0	0	0	0	4
	SHP Regarding Recapitalization	7	0	0	0	0	0	0	7
	SHP Regarding Removal of Director(s)	1	0	0	0	0	0	0	1
	SHP Regarding Removal of Directors	1	0	0	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent	3	0	0	0	0	0	0	3
	SHP Regarding Right to Call a Special Meeting	14	0	0	0	0	0	0	14
	SHP Regarding Trained, Qualified Directors on Environment, Health and Sa	7	0	0	0	0	0	0	7
	SHP Shareholder Access to the Nomination Process (Proxy Access)	7	0	0	0	0	0	0	7
<b><i>SHP: Misc</i></b>		<b>27</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>27</b>
	SHP: Misc. Issues	27	0	0	0	0	0	0	27
<b><i>SHP: Social</i></b>		<b>250</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>250</b>
	SHP Regarding Animal Welfare	8	0	0	0	0	0	0	8
	SHP Regarding Drug Pricing/Distribution	11	0	0	0	0	0	0	11
	SHP Regarding Firearms	4	0	0	0	0	0	0	4
	SHP Regarding Human Capital Management	3	0	0	0	0	0	0	3
	SHP Regarding Limiting or Ending Political Spending	1	0	0	0	0	0	0	1
	SHP Regarding Military Contracts/Sales	5	0	0	0	0	0	0	5
	SHP Regarding Misc. Human Capital Management	26	0	0	0	0	0	0	26

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Misc. Human/Political Rights Policies	5	0	0	0	0	0	0	5
	SHP Regarding Misc. Social Issue	71	0	0	0	0	0	0	71
	SHP Regarding Pregnancy/Abortion Issues	12	0	0	0	0	0	0	12
	SHP Regarding Racial Equity Audit	26	0	0	0	0	0	0	26
	SHP Regarding Reporting on Company's Compliance with International Human Ri	27	0	0	0	0	0	0	27
	SHP Regarding Reviewing Charitable Spending	3	0	0	0	0	0	0	3
	SHP Regarding Reviewing Political Spending or Lobbying	44	0	0	0	0	0	0	44
	SHP Regarding Tobacco/Alcohol	4	0	0	0	0	0	0	4

## 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
<b>Total for all Categories</b>		<b>19745</b>	<b>1017</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>20763</b>
<b><i>Audit/Financials</i></b>		<b>2128</b>	<b>227</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2355</b>
	Accounts and Reports (Bundled Issues)	83	0	0	0	0	0	83
	Allocation of Profits/Dividends	729	0	0	0	0	0	729
	Appointment of Auditor	430	80	0	0	0	0	510
	Appointment of Auditor and Authority to Set Fees	38	30	0	0	0	0	68
	Approval of Non-Financial Reports	42	0	0	0	0	0	42
	Authority to Set Auditor's Fees	171	0	0	0	0	0	171

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Bonus Dividend/Bonus Share Issue	10	0	0	0	0	0	<b>10</b>
	Financial Statements	572	0	0	0	0	0	<b>572</b>
	Ratification of Alternate Auditor	1	0	0	0	0	0	<b>1</b>
	Ratification of Auditor	38	117	0	0	0	0	<b>155</b>
	Stock Dividend/Dividend Reinvestment	14	0	0	0	0	0	<b>14</b>
<b>Board Related</b>		<b>10476</b>	<b>625</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11101</b>
	Approve Censor	15	0	0	0	0	0	<b>15</b>
	Approve Special Auditor's Report	116	0	0	0	0	0	<b>116</b>
	Board Size	47	0	0	0	0	0	<b>47</b>
	Board Spill	2	0	0	0	0	0	<b>2</b>
	Board Term Length	9	0	0	0	0	0	<b>9</b>
	Director & Officer Liability/Indemnification	2	0	0	0	0	0	<b>2</b>
	Election of Alternate Statutory Auditor	30	0	0	0	0	0	<b>30</b>
	Election of Board Committee Members	91	2	0	0	0	0	<b>93</b>
	Election of Directors	7237	568	0	0	0	0	<b>7805</b>
	Election of Directors (Management Board)	63	0	0	0	0	0	<b>63</b>
	Election of Directors (Slate)	2	0	0	0	0	0	<b>2</b>
	Election of Non-Management Nominee	1	0	0	0	0	0	<b>1</b>
	Election of Non-Principal Members (Chairman, alternates)	20	3	0	0	0	0	<b>23</b>
	Election of Shareholder or Institutional Investor Slate	9	2	0	0	0	0	<b>11</b>

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Election of Shareholder Representatives	14	0	0	0	0	0	14
	Election of Statutory Auditor Slate	11	7	0	0	0	0	18
	Election of Statutory Auditors	266	0	0	0	0	0	266
	Election of Supervisory Board	575	40	0	0	0	0	615
	Election of the Chair of Statutory Auditors	5	0	0	0	0	0	5
	Misc. Management Proposal Regarding Board	7	0	0	0	0	0	7
	Number of Statutory Auditors	3	0	0	0	0	0	3
	Post-Employment /Severance Agreements	15	0	0	0	0	0	15
	Ratification of Board Acts - Legal	1249	0	0	0	0	0	1249
	Ratification of Co-Option of a Director	66	3	0	0	0	0	69
	Ratification of Management Acts - Legal	589	0	0	0	0	0	589
	Related Party Transactions	32	0	0	0	0	0	32
<b>Capital Management</b>		<b>2234</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2234</b>
	Authority to Increase Capital in Case of Exchange Offers (France)	37	0	0	0	0	0	37
	Authority to Increase Capital in Consideration for Contributions in Kind (	106	0	0	0	0	0	106
	Authority to Issue Preferred Stock	1	0	0	0	0	0	1
	Authority to Issue Shares and Convertible Debt w or w/o Preemptive Rights	16	0	0	0	0	0	16
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	126	0	0	0	0	0	126
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	205	0	0	0	0	0	205
	Authority to Issue Shares w/ Preemptive Rights	242	0	0	0	0	0	242

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Authority to Issue Shares w/o Preemptive Rights	337	0	0	0	0	0	<b>337</b>
	Authority to Issue Stock w/ or w/out Preemptive Rights	26	0	0	0	0	0	<b>26</b>
	Authority to Repurchase and Re-Issue Shares	250	0	0	0	0	0	<b>250</b>
	Authority to Repurchase Preferred Shares	6	0	0	0	0	0	<b>6</b>
	Authority to Repurchase Shares	304	0	0	0	0	0	<b>304</b>
	Authority to Set Offering Price of Shares	53	0	0	0	0	0	<b>53</b>
	Authorize Overallotment/Greenshoe	85	0	0	0	0	0	<b>85</b>
	Cancellation of Authorized Stock	229	0	0	0	0	0	<b>229</b>
	Increase in Authorized Capital	137	0	0	0	0	0	<b>137</b>
	Issuance of Common Stock	1	0	0	0	0	0	<b>1</b>
	Issuance of Convertible Debt Instruments	7	0	0	0	0	0	<b>7</b>
	Issuance of Debt Instruments	12	0	0	0	0	0	<b>12</b>
	Issuance of Repurchased Shares	6	0	0	0	0	0	<b>6</b>
	Issuance of Warrants w/o Preemptive Rights	2	0	0	0	0	0	<b>2</b>
	Limit to Capital Increase	25	0	0	0	0	0	<b>25</b>
	Misc. Proposal Regarding Capital	2	0	0	0	0	0	<b>2</b>
	Reduction in Share Premium Account	3	0	0	0	0	0	<b>3</b>
	Reverse Stock Split	2	0	0	0	0	0	<b>2</b>
	Share Repurchase	1	0	0	0	0	0	<b>1</b>
	Stock Split	1	0	0	0	0	0	<b>1</b>

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Use/Transfer of Reserves	12	0	0	0	0	0	12
<b>Changes to Company Statutes</b>		<b>783</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>786</b>
	Adoption of New Articles	33	0	0	0	0	0	33
	Adoption of Shareholder Rights' Plan	1	0	0	0	0	0	1
	Amend Articles, Constitution, Bylaws - Bundled	45	0	0	0	0	0	45
	Amendment to Shareholder Rights' Plan	7	0	0	0	0	0	7
	Amendment to Supermajority Requirement	10	0	0	0	0	0	10
	Amendments to Articles (Technical)	83	0	0	0	0	0	83
	Amendments to Articles, Constitution, Bylaws	445	0	0	0	0	0	445
	Amendments to Charter/Bylaw - Bundled	6	0	0	0	0	0	6
	Authority to Set General Meeting Notice Period at 14 Days	133	0	0	0	0	0	133
	Change in State of Incorporation	0	3	0	0	0	0	3
	Company Name Change	4	0	0	0	0	0	4
	Elimination of Supermajority Requirement	4	0	0	0	0	0	4
	Misc. Article Amendments	2	0	0	0	0	0	2
	Misc. Proposal Regarding Antitakeover Devices	3	0	0	0	0	0	3
	Repeal of Classified Board	2	0	0	0	0	0	2
	Waiving of Mandatory Takeover Requirement	5	0	0	0	0	0	5
<b>Compensation</b>		<b>3095</b>	<b>46</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3141</b>
	Adoption of Employee Stock Purchase Plan	6	0	0	0	0	0	6



Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Adoption of Equity Compensation Plan	11	0	0	0	0	0	<b>11</b>
	Adoption of Restricted Stock Plan	9	0	0	0	0	0	<b>9</b>
	Adoption of Short Term Incentive Plan	11	1	0	0	0	0	<b>12</b>
	Advisory Vote on Executive Compensation	145	24	0	0	0	0	<b>169</b>
	Advisory Vote on Severance	2	0	0	0	0	0	<b>2</b>
	Amendment to Employee Stock Purchase Plan	18	0	0	0	0	0	<b>18</b>
	Amendment to Equity Compensation Plan	41	0	0	0	0	0	<b>41</b>
	Amendment to Restricted Stock Plan	14	0	0	0	0	0	<b>14</b>
	Amendment to Stock Option Plan	28	0	0	0	0	0	<b>28</b>
	Bonus	24	0	0	0	0	0	<b>24</b>
	Bonuses for Retiring Directors (JP)	2	0	0	0	0	0	<b>2</b>
	Capital Proposal to Implement Equity Compensation Plan	139	0	0	0	0	0	<b>139</b>
	Directors' Fees	125	0	0	0	0	0	<b>125</b>
	Directors' Stock Option Plan	1	0	0	0	0	0	<b>1</b>
	Employee Incentive Plan	12	0	0	0	0	0	<b>12</b>
	Misc. Proposal Regarding Compensation	31	0	0	0	0	0	<b>31</b>
	Non-Executive Remuneration Policy (Forward-Looking)	417	0	0	0	0	0	<b>417</b>
	Remuneration Policy (Forward-Looking)	382	1	0	0	0	0	<b>383</b>
	Remuneration Report (Retrospective)	1056	20	0	0	0	0	<b>1076</b>
	Say When on Pay	138	0	0	0	0	0	<b>138</b>

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Statutory Auditors' Fees	17	0	0	0	0	0	17
	Stock Option Grants	80	0	0	0	0	0	80
	Stock Option Plan	100	0	0	0	0	0	100
	Stock Purchase Plan	266	0	0	0	0	0	266
	Supervisory Board/ Corp Assembly Fees	14	0	0	0	0	0	14
	Trust Type Equity Plans (JP)	6	0	0	0	0	0	6
<b>M&amp;A</b>		<b>113</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>113</b>
	Divestiture/Spin-off	20	0	0	0	0	0	20
	Intra-company Contracts/Control Agreements	10	0	0	0	0	0	10
	Merger by Absorption between Parent and Subsidiary	2	0	0	0	0	0	2
	Merger/Acquisition	39	0	0	0	0	0	39
	Misc. Proposal Regarding Restructuring	25	0	0	0	0	0	25
	Restructuring/Capitalization	17	0	0	0	0	0	17
<b>Meeting Administration</b>		<b>204</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>204</b>
	Authorization of Legal Formalities	191	0	0	0	0	0	191
	Right to Adjourn Meeting	10	0	0	0	0	0	10
	Routine Meeting Item	1	0	0	0	0	0	1
	Transact Other Business	2	0	0	0	0	0	2
<b>Other</b>		<b>168</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>175</b>
	Approval of Political Donation	107	0	0	0	0	0	107

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Management Proposal on Say on Climate	43	6	0	0	0	0	<b>49</b>
	Misc. Management Proposal	10	0	0	0	0	0	<b>10</b>
	Miscellaneous - Resident Status	0	0	0	0	1	0	<b>1</b>
	Renew Proportional Takeover Provisions	8	0	0	0	0	0	<b>8</b>
<b><i>SHP: Compensation</i></b>		<b>57</b>	<b>19</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>76</b>
	SHP Recoupment of Unearned Bonuses (Clawback)	0	5	0	0	0	0	<b>5</b>
	SHP regarding Change/ Opposition to Director Compensation	3	0	0	0	0	0	<b>3</b>
	SHP Regarding Golden Parachutes	12	0	0	0	0	0	<b>12</b>
	SHP Regarding Linking Executive Pay to Social Criteria	0	3	0	0	0	0	<b>3</b>
	SHP regarding Misc. Compensation	31	0	0	0	0	0	<b>31</b>
	SHP Regarding Race and/or Gender Pay Equity Report	0	9	0	0	0	0	<b>9</b>
	SHP Regarding Report on Ratio Between CEO and Employee Pay	0	2	0	0	0	0	<b>2</b>
	SHP Regarding Restricting Executive Compensation	11	0	0	0	0	0	<b>11</b>
<b><i>SHP: Environment</i></b>		<b>95</b>	<b>38</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>133</b>
	Shareholder Proposal Regarding Say on Climate	16	2	0	0	0	0	<b>18</b>
	SHP Regarding Climate Lobbying	13	0	0	0	0	0	<b>13</b>
	SHP Regarding Environmental Report	2	0	0	0	0	0	<b>2</b>
	SHP Regarding Formation of Environmental/Social Committee of the	0	2	0	0	0	0	<b>2</b>
	SHP Regarding Misc. Environmental Issue	0	3	0	0	0	0	<b>3</b>
	SHP Regarding Report on Environmental Performance	0	1	0	0	0	0	<b>1</b>

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Report/Action on Climate Change	60	0	0	0	0	0	60
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	2	30	0	0	0	0	32
	SHP Regarding Sustainability or Environmental Reports	2	0	0	0	0	0	2
<b><i>SHP: Governance</i></b>		<b>151</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>168</b>
	SHP Regarding Additional or Amended Shareholder Proposals	3	0	0	0	0	0	3
	SHP Regarding Board Composition	11	1	0	0	0	0	12
	SHP Regarding Double Board Nominees	3	0	0	0	0	0	3
	SHP Regarding Election of Dissident Board Member(s)	7	0	0	0	0	0	7
	SHP Regarding Eliminating Supermajority Provisions	1	0	0	0	0	0	1
	SHP Regarding Facilitation of Shareholder Proposals	0	5	0	0	0	0	5
	SHP Regarding Increase in Dividend/Redistribution of Profits	6	0	0	0	0	0	6
	SHP Regarding Independent Board Chairman/Separation of Chair and CEO	21	11	0	0	0	0	32
	SHP Regarding Limit on Board Memberships	1	0	0	0	0	0	1
	SHP Regarding Majority Vote for Election of Directors	1	0	0	0	0	0	1
	SHP Regarding Misc. Board/Shareholder Rights Issue	28	0	0	0	0	0	28
	SHP Regarding Misc. Capital Issue	7	0	0	0	0	0	7
	SHP Regarding Misc. Governance Issue	6	0	0	0	0	0	6
	SHP Regarding Misc. Issue	12	0	0	0	0	0	12
	SHP Regarding Misc. Restructuring Issue	4	0	0	0	0	0	4
	SHP Regarding Recapitalization	7	0	0	0	0	0	7

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Removal of Director(s)	1	0	0	0	0	0	1
	SHP Regarding Removal of Directors	1	0	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent	3	0	0	0	0	0	3
	SHP Regarding Right to Call a Special Meeting	14	0	0	0	0	0	14
	SHP Regarding Trained, Qualified Directors on Environment, Health and Sa	7	0	0	0	0	0	7
	SHP Shareholder Access to the Nomination Process (Proxy Access)	7	0	0	0	0	0	7
<b><i>SHP: Misc</i></b>		<b>27</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>27</b>
	SHP: Misc. Issues	27	0	0	0	0	0	27
<b><i>SHP: Social</i></b>		<b>214</b>	<b>36</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>250</b>
	SHP Regarding Animal Welfare	0	8	0	0	0	0	8
	SHP Regarding Drug Pricing/Distribution	0	11	0	0	0	0	11
	SHP Regarding Firearms	0	4	0	0	0	0	4
	SHP Regarding Human Capital Management	2	1	0	0	0	0	3
	SHP Regarding Limiting or Ending Political Spending	1	0	0	0	0	0	1
	SHP Regarding Military Contracts/Sales	5	0	0	0	0	0	5
	SHP Regarding Misc. Human Capital Management	26	0	0	0	0	0	26
	SHP Regarding Misc. Human/Political Rights Policies	5	0	0	0	0	0	5
	SHP Regarding Misc. Social Issue	71	0	0	0	0	0	71
	SHP Regarding Pregnancy/Abortion Issues	8	4	0	0	0	0	12
	SHP Regarding Racial Equity Audit	25	1	0	0	0	0	26

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Reporting on Company's Compliance with International Human Ri	25	2	0	0	0	0	<b>27</b>
	SHP Regarding Reviewing Charitable Spending	3	0	0	0	0	0	<b>3</b>
	SHP Regarding Reviewing Political Spending or Lobbying	43	1	0	0	0	0	<b>44</b>
	SHP Regarding Tobacco/Alcohol	0	4	0	0	0	0	<b>4</b>

# Proposal Type Report

**MASTERINVEST Kapitalanlage GmbH**

From 1/1/2023 to 12/31/2023

## Proposal Reasons - All Votes

[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 justification; Insufficient response to shareholder dissent	0	1	0	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	114	0	0	0	0	0	0	0	0	114
	Board Size											
		No Stated Reason	47	0	0	0	0	0	0	0	0	47
	Board Spill											
		No Stated Reason	0	2	0	0	0	0	0	0	0	2
	Board Term Length											
		No Stated Reason	9	0	0	0	0	0	0	0	0	9
	Director & Officer Liability/Indemnification											
		Amendment is not in best interests of shareholders	0	2	0	0	0	0	0	0	0	2
	Election of Alternate Statutory Auditor											
		No Stated Reason	30	0	0	0	0	0	0	0	0	30
	Election of Board Committee Members											
		Audit committee chair not independent	0	10	0	0	0	0	0	0	0	10
		Audit committee chair not independent; Board is not sufficiently independent	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 audit committee independence; Board is not sufficiently independent	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	77	0	0	0	0	0	0	0	0	77
		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	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.	0	1	0	0	0	0	0	0	0	1
Election of Directors												
		Adopted forum selection clause in past year w/o shareholder approval	0	1	0	0	0	0	0	0	0	1
		Affiliate/Insider on audit committee	0	1	0	0	0	0	0	0	0	1
		Affiliate/Insider on audit committee; Board is not sufficiently independent	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
		Affiliate/Insider on audit committee; Serves on too many boards; Multi-class share structure with unequal voting rights	0	3	0	0	0	0	0	0	0	3
		Affiliate/Insider on compensation committee	0	4	0	0	0	0	0	0	0	4
		Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee; No independent lead or presiding director	0	7	0	0	0	0	0	0	0	7
		Affiliate/Insider on nominating/governance committee	0	4	0	0	0	0	0	0	0	4
		Audit committee met an insufficient number of times; Board is not sufficiently independent	0	3	0	0	0	0	0	0	0	3
		Board is not sufficiently independent	0	15	0	0	0	0	0	0	0	15
		Board is not sufficiently independent; Board is not sufficiently independent	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
		Board is not sufficiently independent; Extensive strategic shareholdings; Insufficient gender diversity/no diversity policy; Responsible for lack of board independence	0	2	0	0	0	0	0	0	0	2
		Board is not sufficiently independent; Extensive strategic shareholdings; Poor disclosure regarding Russian operations; Responsible for lack of board independence	0	1	0	0	0	0	0	0	0	1
		Board is not sufficiently independent; Extensive strategic shareholdings; Responsible for lack of board independence	0	1	0	0	0	0	0	0	0	1
		Board is not sufficiently independent; Insufficient gender diversity/no diversity policy; Responsible for lack of board independence	0	3	0	0	0	0	0	0	0	3
		Board is not sufficiently independent; Professional Services Relationship	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
		Board is not sufficiently independent; Related party transactions	0	4	0	0	0	0	0	0	0	4
		Board is not sufficiently independent; Responsible for lack of board independence	0	15	0	0	0	0	0	0	0	15
		CFO on board	0	1	0	0	0	0	0	0	0	1
		Climate-related concerns	0	6	0	0	0	0	0	0	0	6
		Company does not report to CDP or SASB.	0	32	0	0	0	0	0	0	0	32
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	35	0	0	0	0	0	0	0	35
		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
		Concerning pay practices	0	9	0	0	0	0	0	0	0	9
		Concerning pay practices; Ongoing compensation concerns; Related party transactions disclosure concern	0	1	0	0	0	0	0	0	0	1
		Concerning pay practices; Other governance issue	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					
		Current interlocking directorship	0	1	0	0	0	0	0	0	0	1
		Director serves on excessive audit committees	0	2	0	0	0	0	0	0	0	2
		Does not disclose EE01 reporting.	0	10	0	0	0	0	0	0	0	10
		Does not disclose EE01 reporting. Company does not report to CDP or SASB.	0	1	0	0	0	0	0	0	0	1
		Entrenched board in need of fresh perspective	0	2	0	0	0	0	0	0	0	2
		Entrenched board in need of fresh perspective; Operating and/or stock-price underperformance	0	3	0	0	0	0	0	0	0	3
		Extensive strategic shareholdings	0	2	0	0	0	0	0	0	0	2
		Extensive strategic shareholdings; Insufficient gender diversity/no diversity policy	0	1	0	0	0	0	0	0	0	1
		Extensive strategic shareholdings; Responsible for lack of board independence	0	1	0	0	0	0	0	0	0	1
		Insufficient gender diversity	0	2	0	0	0	0	0	0	0	2
		Insufficient gender diversity.	0	5	0	0	0	0	0	0	0	5
		Insufficient gender diversity. There is insufficient female representation on the board of directors.	0	24	0	0	0	0	0	0	0	24

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. There is insufficient female representation on the board of directors.	0	6	0	0	0	0	0	0	0	6
		Insufficient gender diversity/no diversity policy	0	1	0	0	0	0	0	0	0	1
		Insufficient oversight of E&S issues.	0	11	0	0	0	0	0	0	0	11
		Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.	0	13	0	0	0	0	0	0	0	13
		Insufficient response to shareholder dissent; Other unique issue	0	3	0	0	0	0	0	0	0	3
		Less than 75% Attendance	0	10	0	0	0	0	0	0	0	10
		Less than 75% Attendance; Serves on too many boards	0	9	0	0	0	0	0	0	0	9
		Multi-class share structure with unequal voting rights	0	6	0	0	0	0	0	0	0	6
		No financial expert	1	0	0	0	0	0	0	0	0	1
		No GHG targets in place.	3	5	0	0	0	0	0	0	0	8
		No independent lead or presiding director	0	4	0	0	0	0	0	0	0	4
		No Net Zero targets.	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
		No nominating/governance committee	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	6914	6	1	0	0	0	0	0	0	6921
		Nominee not named	1	0	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.	0	100	0	0	0	0	0	0	0	100
		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	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					
		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.	0	4	0	0	0	0	0	0	0	4
		Ongoing compensation concerns	0	7	0	0	0	0	0	0	0	7
		Ongoing compensation concerns; Insufficient response to shareholder dissent	0	2	0	0	0	0	0	0	0	2
		Ongoing compensation concerns; Insufficient response to shareholder dissent; Other unique issue	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					
		Ongoing compensation concerns; Insufficient response to shareholder dissent; Other unique issue; Multi-class share structure with unequal voting rights	0	3	0	0	0	0	0	0	0	3
		Other compensation issues	0	4	0	0	0	0	0	0	0	4
		Other governance issue	0	6	0	0	0	0	0	0	0	6
		Performance/Experience concerns; Affiliate/Insider on nominating/governance committee	0	1	0	0	0	0	0	0	0	1
		Potential overcommitment	0	1	0	0	0	0	0	0	0	1
		Professional Services Relationship	0	2	0	0	0	0	0	0	0	2
		Proposal withdrawn	0	0	4	0	0	0	0	0	0	4
		Related party transactions	0	3	0	0	0	0	0	0	0	3
		Responsible for lack of board independence	0	1	0	0	0	0	0	0	0	1
		Serves on too many boards	0	36	0	0	0	0	0	0	0	36
		There is insufficient female representation on the board of directors.	0	209	0	0	0	0	0	0	0	209

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. Does not disclose EE01 reporting.	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	7	0	0	0	0	0	0	0	7
		There is insufficient female representation on the board of directors. Does not disclose EE01 reporting.	0	10	0	0	0	0	0	0	0	10
		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	137	0	0	0	0	0	0	0	137
		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	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.	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 TCFD report.	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	5	0	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. 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	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. No GHG targets in place.	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 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	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					
		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	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.	0	25	1	0	0	0	0	0	0	26
		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	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. 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		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THIS RESOLUTIONS, ONLY ONE CAN BE SELECTED. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR ONLY 1 OF THE 2 OPTIONS BELOW FOR RESOLUTIONS 008A AND 008B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN THANK YOU	0	0	3	0	0	0	0	0	0	3
		PLEASE NOTE THAT ALTHOUGH THERE ARE 3 SLATES TO BE ELECTED AS DIRECTORS, THERE IS ONLY 1 VACANCY AVAILABLE TO BE FILLED AT THE MEETING. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR, AGAINST OR ABSTAIN ON ONLY 1 OF THE 3 SLATES AND TO SELECT CLEAR FOR THE OTHERS. -> ABSTAIN	0	0	1	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					
		PLEASE NOTE THAT ALTHOUGH THERE ARE 3 SLATES TO BE ELECTED AS DIRECTORS, THERE IS ONLY 1 VACANCY AVAILABLE TO BE FILLED AT THE MEETING. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR, AGAINST OR ABSTAIN ON ONLY 1 OF THE 3 SLATES AND TO SELECT CLEAR FOR THE OTHERS. THANK YOU	0	0	2	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
		SPECIFIC PROPOSAL INSTRUCTIONS:  PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THIS RESOLUTIONS, ONLY ONE CAN BE SELECTED. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR ONLY 1 OF THE 2 OPTIONS BELOW FOR RESOLUTIONS 008A, 008B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN THANK YOU	0	0	1	0	0	0	0	0	0	1
Election of Statutory Auditors												
		Beneficial owner on audit committee; Statutory auditor board is not sufficiently independent	0	2	0	0	0	0	0	0	0	2
		No Stated Reason	232	0	0	0	0	0	0	0	0	232
		Statutory auditor board is not sufficiently independent	0	32	0	0	0	0	0	0	0	32
Election of Supervisory Board												

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 audit committee; Audit committee chair not independent	0	1	0	0	0	0	0	0	0	1
		Affiliate/Insider on compensation committee; Board is not sufficiently independent; Other governance issue; Affiliate/Insider on nominating/governance committee; Lack of nominating committee meeting despite election of new nominee	0	1	0	0	0	0	0	0	0	1
		Board is not sufficiently independent	0	2	0	0	0	0	0	0	0	2
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	18	0	0	0	0	0	0	0	18
		Excessive director term length	0	3	0	0	0	0	0	0	0	3
		Insufficient oversight of E&S issues.	0	6	0	0	0	0	0	0	0	6
		Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.	0	2	0	0	0	0	0	0	0	2
		Less than 75% Attendance	0	6	0	0	0	0	0	0	0	6
		No Stated Reason	531	1	0	0	0	0	0	0	0	532



Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Post-Employment /Severance Agreements											
		Insufficient disclosure; Excessive redundancy payment	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	14	0	0	0	0	0	0	0	0	14
	Ratification of Board Acts - Legal											
		Board failed to act in interests of shareholders	0	25	0	0	0	0	0	0	0	25
		Insufficient response to shareholder dissent	0	4	0	0	0	0	0	0	0	4
		Insufficient response to shareholder dissent; Russian operations disclosure	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	1161	0	0	0	0	0	0	0	0	1161
		Ongoing investigations	0	1	46	0	0	0	0	0	0	47
		Other governance concerns	0	1	0	0	0	0	0	0	0	1
		Oversight Concerns	0	0	5	0	0	0	0	0	0	5
		Oversight of diversity and inclusion issues	0	5	0	0	0	0	0	0	0	5
	Ratification of Co-Option of a Director											
		No Stated Reason	63	0	0	0	0	0	0	0	0	63
		Serves on too many 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
		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	3	0	0	0	0	0	0	0	3
	Ratification of Management Acts - Legal											
		No Stated Reason	557	0	0	0	0	0	0	0	0	557
		Ongoing investigations	0	0	27	0	0	0	0	0	0	27
		Oversight Concerns	0	5	0	0	0	0	0	0	0	5
	Related Party Transactions											
		No Stated Reason	32	0	0	0	0	0	0	0	0	32
Capital Management			2076	96	62	0	0	0	0	0	0	2172
	Authority to Increase Capital in Case of Exchange Offers (Fr											
		Debt amounts not disclosed	0	0	6	0	0	0	0	0	0	6
		May be used as anti-takeover device; Potential dilution exceeds recommended threshold	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	20	0	0	0	0	0	0	0	0	20
		Potential dilution exceeds recommended threshold	0	10	0	0	0	0	0	0	0	10
	Authority to Increase Capital in Consideration for Contribut											



Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Debt amounts not disclosed	0	0	6	0	0	0	0	0	0	6
		May be used as anti-takeover device; Potential dilution exceeds recommended threshold	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	84	0	0	0	0	0	0	0	0	84
		Potential dilution exceeds recommended threshold	0	15	0	0	0	0	0	0	0	15
	Authority to Issue Preferred Stock											
		Supports dual-class structure	0	1	0	0	0	0	0	0	0	1
	Authority to Issue Shares and Convertible Debt w or w/o Pr											
		No Stated Reason	16	0	0	0	0	0	0	0	0	16
	Authority to Issue Shares and Convertible Debt w/ Preempti											
		Debt amounts not disclosed	0	0	6	0	0	0	0	0	0	6
		Maximum debt amount not disclosed	0	0	5	0	0	0	0	0	0	5
		May be used as anti-takeover device	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	114	0	0	0	0	0	0	0	0	114
	Authority to Issue Shares and Convertible Debt w/o Preemp											
		Debt amounts not disclosed	0	0	12	0	0	0	0	0	0	12
		Maximum debt amount not disclosed	0	0	10	0	0	0	0	0	0	10

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		May be used as anti-takeover device; Potential dilution exceeds recommended threshold	0	3	0	0	0	0	0	0	0	3
		No Stated Reason	149	0	0	0	0	0	0	0	0	149
		Potential dilution exceeds recommended threshold	0	31	0	0	0	0	0	0	0	31
	Authority to Issue Shares w/ Preemptive Rights											
		Excessive issuance	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	239	0	0	0	0	0	0	0	0	239
		Potential dilution exceeds recommended threshold	0	2	0	0	0	0	0	0	0	2
	Authority to Issue Shares w/o Preemptive Rights											
		No Stated Reason	332	0	0	0	0	0	0	0	0	332
		Not in shareholders' best interests	0	4	0	0	0	0	0	0	0	4
		Potential dilution exceeds recommended threshold	0	1	0	0	0	0	0	0	0	1
	Authority to Issue Stock w/ or w/out Preemptive Rights											
		No Stated Reason	26	0	0	0	0	0	0	0	0	26
	Authority to Repurchase and Re-Issue Shares											
		May be used as anti-takeover device	0	1	0	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
	Use/Transfer of Reserves											
		No Stated Reason	12	0	0	0	0	0	0	0	0	12
<b>Changes to Company Statutes</b>			<b>751</b>	<b>35</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>786</b>
	Adoption of New Articles											
		No Stated Reason	33	0	0	0	0	0	0	0	0	33
	Adoption of Shareholder Rights' Plan											
		No Stated Reason	1	0	0	0	0	0	0	0	0	1
	Amend Articles, Constitution, Bylaws - Bundled											
		No Stated Reason	45	0	0	0	0	0	0	0	0	45
	Amendment to Shareholder Rights' Plan											
		No Stated Reason	7	0	0	0	0	0	0	0	0	7
	Amendment to Supermajority Requirement											
		No Stated Reason	10	0	0	0	0	0	0	0	0	10
	Amendments to Articles (Technical)											
		No Stated Reason	83	0	0	0	0	0	0	0	0	83
	Amendments to Articles, Constitution, Bylaws											
		Amendment is not in best interests of shareholders	0	17	0	0	0	0	0	0	0	17
		No Stated Reason	415	0	0	0	0	0	0	0	0	415
		Not in shareholders' best interests	0	9	0	0	0	0	0	0	0	9

[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	2	0	0	0	0	0	0	0	0	2
	Waiving of Mandatory Takeover Requirement											
		No Stated Reason	5	0	0	0	0	0	0	0	0	5
<b>Compensation</b>			<b>2632</b>	<b>509</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3141</b>
	Adoption of Employee Stock Purchase Plan											
		No Stated Reason	6	0	0	0	0	0	0	0	0	6
	Adoption of Equity Compensation Plan											
		Excessive overhang; Plan allows for the granting of Class B shares	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	10	0	0	0	0	0	0	0	0	10
	Adoption of Restricted Stock Plan											
		No Stated Reason	8	0	0	0	0	0	0	0	0	8
		Short vesting period	0	1	0	0	0	0	0	0	0	1
	Adoption of Short Term Incentive Plan											
		No Stated Reason	11	0	0	0	0	0	0	0	0	11
		No tie between compensation and sustainability.	0	1	0	0	0	0	0	0	0	1
	Advisory Vote on Executive Compensation											
		Added excise tax gross-ups	0	1	0	0	0	0	0	0	0	1
		Concerning pay practices	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
		Pace of historical grants; Excessive cost compared to enterprise value	0	4	0	0	0	0	0	0	0	4
		Plan Includes Full-value Inverse Multiplier	0	1	0	0	0	0	0	0	0	1
	Amendment to Restricted Stock Plan											
		Concerning pay practices	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	13	0	0	0	0	0	0	0	0	13
	Amendment to Stock Option Plan											
		Excessive rolling maximum; Concerning pay practices	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	27	0	0	0	0	0	0	0	0	27
	Bonus											
		No Stated Reason	24	0	0	0	0	0	0	0	0	24
	Bonuses for Retiring Directors (JP)											
		Not linked to performance	0	1	0	0	0	0	0	0	0	1
		Poor overall compensation disclosure; Not linked to performance	0	1	0	0	0	0	0	0	0	1
	Capital Proposal to Implement Equity Compensat											
		Exercise price is too low	0	1	0	0	0	0	0	0	0	1
		Grants are excessive	0	1	0	0	0	0	0	0	0	1
		Linked to a plan we do not support	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
		Linked to plan we do not support	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	103	0	0	0	0	0	0	0	0	103
		Not linked to performance; Short vesting period	0	1	0	0	0	0	0	0	0	1
		Poor overall compensation disclosure	0	15	0	0	0	0	0	0	0	15
		Poor overall compensation disclosure; Poor overall design	0	4	0	0	0	0	0	0	0	4
		Poor overall design	0	2	0	0	0	0	0	0	0	2
		Poor overall design; Poor overall compensation disclosure	0	2	0	0	0	0	0	0	0	2
		Poor overall design; Short vesting period	0	1	0	0	0	0	0	0	0	1
		Short vesting period	1	0	0	0	0	0	0	0	0	1
		Short vesting period; Managed by interested parties	0	4	0	0	0	0	0	0	0	4
Directors' Fees												
		No Stated Reason	125	0	0	0	0	0	0	0	0	125
Directors' Stock Option Plan												
		No Stated Reason	1	0	0	0	0	0	0	0	0	1
Employee Incentive Plan												
		Increase is excessive; 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		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Equity awards to major shareholder	0	1	0	0	0	0	0	0	0	1
		Equity awards to major shareholder; Increase is excessive; Poor overall compensation disclosure	0	1	0	0	0	0	0	0	0	1
		Equity awards to major shareholder; Insufficient response to shareholder dissent; Poor overall design; Poor overall compensation disclosure	0	7	0	0	0	0	0	0	0	7
		Equity awards to major shareholder; Poor overall design; Increase is excessive	0	1	0	0	0	0	0	0	0	1
		Excessive compensation; Poor overall design	0	3	0	0	0	0	0	0	0	3
		Grants are excessive	0	1	0	0	0	0	0	0	0	1
		Increase is excessive; Adjustment mechanism on share conversion price	0	2	0	0	0	0	0	0	0	2
		Increase is excessive; Insufficient response to shareholder dissent	0	3	0	0	0	0	0	0	0	3
		Insufficient response to shareholder dissent	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		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		No tie between compensation and sustainability.	0	5	0	0	0	0	0	0	0	5
		Poor compensation structure/performance conditions; Excessive honorary chair"s remuneration	0	2	0	0	0	0	0	0	0	2
		Poor compensation structure/performance conditions; LTI not linked to performance	0	1	0	0	0	0	0	0	0	1
		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	0	8	0	0	0	0	0	0	0	8
		Poor overall design; Excessive compensation	0	2	0	0	0	0	0	0	0	2
		Poor overall design; Poor overall compensation disclosure	0	5	0	0	0	0	0	0	0	5
		Potential for excessive payouts	0	4	0	0	0	0	0	0	0	4
		Share price hurdle; Short vesting period; Short performance period; Insufficient response to shareholder dissent	0	1	0	0	0	0	0	0	0	1
		Unjustified increases	0	1	0	0	0	0	0	0	0	1
		Vesting below median	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					
	Remuneration Report (Retrospective)											
		Concerning pay practices	0	16	0	0	0	0	0	0	0	16
		Concerning pay practices; Excessive compensation	0	1	0	0	0	0	0	0	0	1
		Concerning pay practices; Poor compensation structure/performance conditions	0	1	0	0	0	0	0	0	0	1
		Concerning pay practices; Poor overall compensation disclosure	0	2	0	0	0	0	0	0	0	2
		Discretionary awards; Unchallenging LTIP target	0	1	0	0	0	0	0	0	0	1
		Employment agreement is excessive	0	1	0	0	0	0	0	0	0	1
		Equity awards to controlling shareholder; Insufficient response to shareholder dissent	0	5	0	0	0	0	0	0	0	5
		Equity awards to major shareholder	0	2	0	0	0	0	0	0	0	2
		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	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					
		Excessive compensation	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 compensation; Insufficient response to shareholder dissent	0	2	0	0	0	0	0	0	0	2
		Excessive compensation; Pay and performance disconnect	0	4	0	0	0	0	0	0	0	4
		Excessive discretionary awards	0	3	0	0	0	0	0	0	0	3
		Excessive LTI grants	0	1	0	0	0	0	0	0	0	1
		Excessive recruitment awards	0	1	0	0	0	0	0	0	0	1
		Excessive termination package	0	6	0	0	0	0	0	0	0	6
		Failure to incentivize mitigation of climate-related risks.	0	1	0	0	0	0	0	0	0	1
		Failure to incentivize mitigation of material environmental risks.	0	2	0	0	0	0	0	0	0	2
		Generous termination and sign-on arrangements; STI discretion	0	1	0	0	0	0	0	0	0	1
		Grants are excessive	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					
		Increase is excessive	0	3	0	0	0	0	0	0	0	3
		Increase is excessive; Insufficient response to shareholder dissent	0	4	0	0	0	0	0	0	0	4
		Increase is excessive; Poor compensation structure/performance conditions; Insufficient response to shareholder dissent	0	4	0	0	0	0	0	0	0	4
		Increase is excessive; Poor overall design; Insufficient response to shareholder dissent	0	8	0	0	0	0	0	0	0	8
		Insufficient response to shareholder dissent	0	30	0	0	0	0	0	0	0	30
		Insufficient response to shareholder dissent; Concerning pay practices	0	1	0	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Concerning use of discretion	0	2	0	0	0	0	0	0	0	2
		Insufficient response to shareholder dissent; Excessive base salary	0	1	0	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Excessive compensation	0	14	0	0	0	0	0	0	0	14

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; Excessive compensation; Poor overall design	0	7	0	0	0	0	0	0	0	7
		Insufficient response to shareholder dissent; LTI not linked to performance	0	1	0	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Poor overall compensation disclosure	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
		Lacks long-term incentive plan	0	1	0	0	0	0	0	0	0	1
		No LTIP payout limit; Share price hurdle; Poor overall compensation disclosure	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	807	0	0	0	0	0	0	0	0	807
		No tie between compensation and sustainability.	0	38	0	0	0	0	0	0	0	38
		Pay and performance disconnect	0	22	0	0	0	0	0	0	0	22
		Pay and performance disconnect; Concerning pay practices	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					
		Poor alignment with license to operate	0	1	0	0	0	0	0	0	0	1
		Poor compensation structure/performance conditions	0	2	0	0	0	0	0	0	0	2
		Poor compensation structure/performance conditions; Excessive compensation	0	3	0	0	0	0	0	0	0	3
		Poor overall compensation disclosure; Concerning pay practices	0	1	0	0	0	0	0	0	0	1
		Poor overall compensation disclosure; Insufficient response to shareholder dissent	0	1	0	0	0	0	0	0	0	1
		Poor overall compensation disclosure; LTIP is not performance-based	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	4	0	0	0	0	0	0	0	4
		Poor overall design; Pay and performance disconnect	0	8	0	0	0	0	0	0	0	8
		Potential for excessive payouts	0	1	0	0	0	0	0	0	0	1
		Potentially excessive post-employment benefits	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
		Adjustment mechanism on share conversion price	0	2	0	0	0	0	0	0	0	2
		Awards are not based on performance	0	1	0	0	0	0	0	0	0	1
		Excessive LTI grants	0	1	0	0	0	0	0	0	0	1
		Excessive Plan Limits	0	4	0	0	0	0	0	0	0	4
		Increase is excessive; Insufficient response to shareholder dissent	0	2	0	0	0	0	0	0	0	2
		No individual incentive limits	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	81	0	0	0	0	0	0	0	0	81
		Not linked to performance; Poor overall compensation disclosure	0	1	0	0	0	0	0	0	0	1
		Potential for excessive payouts; Change of control provision	0	1	0	0	0	0	0	0	0	1
		Short performance period; Short vesting period; Retests performance targets/reprices options	0	2	0	0	0	0	0	0	0	2
		Short vesting period; Discretionary performance evaluation; Short performance period	0	2	0	0	0	0	0	0	0	2









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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
			Increased disclosure would allow shareholders to fully understand the steps the Company is taking to ensure equitable compensation	9	0	0	0	0	0	0	0	0	9
		SHP Regarding Report on Ratio Between CEO and Empl											
			The board should address how executives are compensated in relation to how its non-executive employees are compensated	2	0	0	0	0	0	0	0	0	2
		SHP Regarding Restricting Executive Compensation											
			No Stated Reason	0	11	0	0	0	0	0	0	0	11
		<b>SHP: Environment</b>											
				<b>47</b>	<b>86</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>133</b>
		Shareholder Proposal Regarding Say on Climate											
			No Stated Reason	2	1	0	0	0	0	0	0	0	3
			This is a Say-On-Climate Proposal.	0	15	0	0	0	0	0	0	0	15
		SHP Regarding Climate Lobbying											
			No Stated Reason	0	13	0	0	0	0	0	0	0	13
		SHP Regarding Environmental Report											
			No Stated Reason	0	2	0	0	0	0	0	0	0	2
		SHP Regarding Formation of Environmental/Social Commit											



[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	0	1	0	0	0	0	0	0	0	1
	SHP Regarding Facilitation of Shareholder Proposals											
		The shareholder proposal process is best facilitated through regulatory changes.	0	0	5	0	0	0	0	0	0	5
	SHP Regarding Increase in Dividend/Redistribution of Pr											
		No Stated Reason	0	6	0	0	0	0	0	0	0	6
	SHP Regarding Independent Board Chairman/Separation o											
		An independent chair is better able to oversee the executives of a company and set a pro-shareholder agenda	20	0	0	0	0	0	0	0	0	20
		No Stated Reason	0	1	0	0	0	0	0	0	0	1
		Shareholder proposal is anti-social.	0	11	0	0	0	0	0	0	0	11
	SHP Regarding Limit on Board Memberships											
		No Stated Reason	0	1	0	0	0	0	0	0	0	1
	SHP Regarding Majority Vote for Election of Directors											
		Majority voting increases board accountability and performance	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Misc. Board/Shareholder Rights Iss											
		No Stated Reason	0	12	0	0	0	0	0	0	0	12



Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
			Shareholders should be able to remove directors for any reason	1	0	0	0	0	0	0	0	0	1
		SHP Regarding Right to Act by Written Consent											
			No Stated Reason	0	3	0	0	0	0	0	0	0	3
		SHP Regarding Right to Call a Special Meeting											
			A 10% threshold for calling a special meeting is appropriate	2	0	0	0	0	0	0	0	0	2
			A 15% threshold for calling a special meeting is appropriate	3	0	0	0	0	0	0	0	0	3
			No Stated Reason	1	7	0	0	0	0	0	0	0	8
			Shareholders would benefit from a lower special meeting threshold	1	0	0	0	0	0	0	0	0	1
		SHP Regarding Trained, Qualified Directors on Environ											
			Environmental and social expertise is a very positive attribute of an effective board of directors	7	0	0	0	0	0	0	0	0	7
		SHP Shareholder Access to the Nomination Process (Prox											
			No Stated Reason	0	7	0	0	0	0	0	0	0	7
SHP: Misc				16	11	0	0	0	0	0	0	0	27
SHP: Misc. Issues													



Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Additional disclosure could help mitigate regulatory and reputational risks	12	0	0	0	0	0	0	0	0	12
		Additional disclosure will help shareholders better understand regulatory risks faced by Company	4	0	0	0	0	0	0	0	0	4
		No Stated Reason	0	5	0	0	0	0	0	0	0	5
		Shareholder proposal is anti-social.	0	6	0	0	0	0	0	0	0	6
<b><i>SHP: Social</i></b>			<b>109</b>	<b>141</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>250</b>
	SHP Regarding Animal Welfare											
		In the best interests of shareholders	8	0	0	0	0	0	0	0	0	8
	SHP Regarding Drug Pricing/Distribution											
		Adoption of proposal can help mitigate risks associated with drug pricing	11	0	0	0	0	0	0	0	0	11
	SHP Regarding Firearms											
		No Stated Reason	4	0	0	0	0	0	0	0	0	4
	SHP Regarding Human Capital Management											
		No Stated Reason	3	0	0	0	0	0	0	0	0	3
	SHP Regarding Limiting or Ending Political Spending											
		No Stated Reason	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
		Additional disclosure concerning content enforcement policies is warranted	3	0	0	0	0	0	0	0	0	3
		Additional disclosure on workforce diversity is warranted	1	0	0	0	0	0	0	0	0	1
		Adoption of proposal provide shareholders assurance that the Company is managing associated risks	3	0	0	0	0	0	0	0	0	3
		Anti-ESG proponent.	0	7	0	0	0	0	0	0	0	7
		No Stated Reason	0	24	0	0	0	0	0	0	0	24
		Shareholder proposal is anti-social.	0	33	0	0	0	0	0	0	0	33
	SHP Regarding Pregnancy/Abortion Issues											
		Favor studying/reporting pregnancy/abortion issues.	11	0	0	0	0	0	0	0	0	11
		Shareholder proposal is anti-social.	0	1	0	0	0	0	0	0	0	1
	SHP Regarding Racial Equity Audit											
		Anti-ESG proponent.	0	2	0	0	0	0	0	0	0	2
		No Stated Reason	14	0	0	0	0	0	0	0	0	14
		Shareholder proposal is anti-social.	0	10	0	0	0	0	0	0	0	10

[illegible]



Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities	1	0	0	0	0	0	0	0	0	1
		No Stated Reason	0	29	0	0	0	0	0	0	0	29
		Shareholder proposal is anti-social.	0	4	0	0	0	0	0	0	0	4
	SHP Regarding Tobacco/Alcohol											
		In the best interests of shareholders	4	0	0	0	0	0	0	0	0	4

## 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
<b>Total for all Categories</b>			<b>18352</b>	<b>2349</b>	<b>0</b>	<b>0</b>	<b>62</b>	<b>0</b>	<b>20763</b>
<b><i>Audit/Financials</i></b>			<b>2128</b>	<b>227</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2355</b>
	Accounts and Reports (Bundled Issues)								
		No Stated Reason		83	0	0	0	0	83
	Allocation of Profits/Dividends								
		No Stated Reason		729	0	0	0	0	729
	Appointment of Auditor								
		No Stated Reason		430	0	0	0	0	430

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Appointment of Auditor and Authority to Set Fees	Excessive Auditor Tenure.	0	80	0	0	0	0	80
		Excessive Auditor Tenure.	0	30	0	0	0	0	30
		No Stated Reason	38	0	0	0	0	0	38
	Approval of Non-Financial Reports	No Stated Reason	42	0	0	0	0	0	42
		Authority to Set Auditor's Fees							
		No Stated Reason	171	0	0	0	0	0	171
	Bonus Dividend/Bonus Share Issue	No Stated Reason	10	0	0	0	0	0	10
		Financial Statements							
		No Stated Reason	572	0	0	0	0	0	572
	Ratification of Alternate Auditor	No Stated Reason	1	0	0	0	0	0	1
		Ratification of Auditor							
		Excessive Auditor Tenure.	0	117	0	0	0	0	117
	Stock Dividend/Dividend Reinvestment	No Stated Reason	38	0	0	0	0	0	38
		No Stated Reason	14	0	0	0	0	0	14
		Board Related	9904	1148	0	0	49	0	11101

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Approve Censor									
		No Stated Reason	1	0	0	0	0	0	1
		Insufficient justification; Insufficient response to shareholder dissent	0	14	0	0	0	0	14
Approve Special Auditor's Report									
		No Stated Reason	114	0	0	0	0	0	114
		Insufficient response to shareholder dissent	0	1	0	0	0	0	1
		Insufficient justification; Insufficient response to shareholder dissent	0	1	0	0	0	0	1
Board Size									
		No Stated Reason	47	0	0	0	0	0	47
Board Spill									
		No Stated Reason	2	0	0	0	0	0	2
Board Term Length									
		No Stated Reason	9	0	0	0	0	0	9
Director & Officer Liability/Indemnification									
		Amendment is not in best interests of shareholders	0	2	0	0	0	0	2
Election of Alternate Statutory Auditor									
		No Stated Reason	30	0	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
Election of Board Committee Members									
		No Stated Reason	77	0	0	0	0	0	77
		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	1	0	0	0	0	1
		Audit committee chair not independent	0	10	0	0	0	0	10
		Audit committee chair not independent; Board is not sufficiently independent	0	2	0	0	0	0	2
		Insufficient audit committee independence; Board is not sufficiently independent	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	2	0	0	0	0	2
Election of Directors									
		No Stated Reason	6916	4	0	0	1	0	6921

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. Company does not report to CDP or SASB.	0	1	0	0	0	0	1
		Company does not report to CDP or SASB.	0	32	0	0	0	0	32
		There is insufficient female representation on the board of directors.	0	209	0	0	0	0	209
		No independent lead or presiding director	0	4	0	0	0	0	4
		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.	1	25	0	0	0	0	26
		Other compensation issues	0	4	0	0	0	0	4
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	35	0	0	0	0	35
		Climate-related concerns	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
		Insufficient oversight of E&S issues.	0	11	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.	0	137	0	0	0	0	137
		Ongoing compensation concerns	0	7	0	0	0	0	7
		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 Net Zero targets.	0	2	0	0	0	0	2
		Affiliate/Insider on audit committee; Board is not sufficiently independent	0	3	0	0	0	0	3
		Board is not sufficiently independent; Related party transactions	0	4	0	0	0	0	4
		Serves on too many boards	0	36	0	0	0	0	36

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	100	0	0	0	0	100
		Multi-class share structure with unequal voting rights	0	6	0	0	0	0	6
		No GHG targets in place.	3	5	0	0	0	0	8
		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	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 Net Zero targets.	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
		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
		There is insufficient female representation on the board of directors. Company does not report to CDP or SASB.	0	7	0	0	0	0	7
		Concerning pay practices; Ongoing compensation concerns; Related party transactions disclosure concern	0	1	0	0	0	0	1
		Less than 75% Attendance	0	10	0	0	0	0	10

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.	0	4	0	0	0	0	4
		No Net Zero targets.	0	3	0	0	0	0	3
		Concerning pay practices	0	9	0	0	0	0	9
		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	6	0	0	0	0	6
		Board is not sufficiently independent	0	15	0	0	0	0	15
		Director serves on excessive audit committees	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
		Ongoing compensation concerns; Insufficient response to shareholder dissent; Other unique issue; Multi-class share structure with unequal voting rights	0	3	0	0	0	0	3
		Ongoing compensation concerns; Insufficient response to shareholder dissent; Other unique issue	0	3	0	0	0	0	3
		Insufficient response to shareholder dissent; Other unique issue	0	3	0	0	0	0	3
		Board is not sufficiently independent; Board is not sufficiently independent	0	2	0	0	0	0	2
		No nominating/governance committee	0	1	0	0	0	0	1
		Less than 75% Attendance; Serves on too many boards	0	9	0	0	0	0	9
		Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee; No independent lead or presiding director	0	7	0	0	0	0	7
		Affiliate/Insider on nominating/governance committee	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
		Does not disclose EE01 reporting.	0	10	0	0	0	0	10
		There is insufficient female representation on the board of directors. Does not disclose EE01 reporting.	0	10	0	0	0	0	10
		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	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. There is insufficient female representation on the board of directors.	0	6	0	0	0	0	6
		Board is not sufficiently independent; Responsible for lack of board independence	0	15	0	0	0	0	15



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	6	0	0	0	0	6
		Insufficient gender diversity.	0	5	0	0	0	0	5
		Extensive strategic shareholdings	0	2	0	0	0	0	2
		Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.	0	13	0	0	0	0	13
		Responsible for lack of board independence	0	1	0	0	0	0	1
		Extensive strategic shareholdings; Responsible for lack of board independence	0	1	0	0	0	0	1
		Board is not sufficiently independent; Insufficient gender diversity/no diversity policy; Responsible for lack of board independence	0	3	0	0	0	0	3
		Insufficient gender diversity/no diversity policy	0	1	0	0	0	0	1
		Related party transactions	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
		Entrenched board in need of fresh perspective; Operating and/or stock-price underperformance	0	3	0	0	0	0	3
		Entrenched board in need of fresh perspective	0	2	0	0	0	0	2
		Professional Services Relationship	0	2	0	0	0	0	2
		Board is not sufficiently independent; Extensive strategic shareholdings; Responsible for lack of board independence	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	0	2	0	0	0	0	2
		Board is not sufficiently independent; Extensive strategic shareholdings; Poor disclosure regarding Russian operations; 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
		Board is not sufficiently independent; Professional Services Relationship	0	1	0	0	0	0	1
		Extensive strategic shareholdings; Insufficient gender diversity/no diversity policy	0	1	0	0	0	0	1
		Current interlocking directorship	0	1	0	0	0	0	1
		Audit committee met an insufficient number of times; Board is not sufficiently independent	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.	0	1	0	0	0	0	1
		No financial expert	1	0	0	0	0	0	1
		Nominee not named	1	0	0	0	0	0	1
		Potential overcommitment	0	1	0	0	0	0	1
		Proposal withdrawn	3	1	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
		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	2	0	0	0	0	2
		Affiliate/Insider on audit committee	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
		Insufficient gender diversity	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.	0	5	0	0	0	0	5
		Affiliate/Insider on compensation committee	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	0	2	0	0	0	0	2
		CFO on board	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. Company does not report to CDP or SASB.	0	1	0	0	0	0	1
		Does not disclose EE01 reporting. Company does not report to CDP or SASB.	0	1	0	0	0	0	1
		Insufficient gender diversity. There is insufficient female representation on the board of directors.	0	24	0	0	0	0	24
		Affiliate/Insider on audit committee; Serves on too many boards; Multi-class share structure with unequal voting rights	0	3	0	0	0	0	3
		Adopted forum selection clause in past year w/o shareholder approval	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. Does not disclose EE01 reporting.	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 TCFD report.	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	1	0	0	0	0	1
	Election of Directors (Management Board)								
		No Stated Reason	63	0	0	0	0	0	63
	Election of Directors (Slate)								
		No Stated Reason	2	0	0	0	0	0	2
	Election of Non-Management Nominee								
		No Stated Reason	1	0	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
		PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO BE ELECTED AS DIRECTOR S CHAIRMAN FOR RESOLUTIONS 007A AND 007B, ONLY ONE CAN BE SELECTED. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR ONLY 1 OF THE 2 OPTIONS FOR RESOLUTIONS 007A AND 007B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN THANK YOU.	0	0	0	0	3	0	3
		No Stated Reason	16	0	0	0	3	0	19
		Board is not sufficiently independent	0	1	0	0	0	0	1
	Election of Shareholder or Institutional Investor Slate								
		No Stated Reason	0	0	0	0	9	0	9

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		PLEASE NOTE THAT ALTHOUGH THERE ARE 3 SLATES TO BE ELECTED AS DIRECTORS, THERE IS ONLY 1 VACANCY AVAILABLE TO BE FILLED AT THE MEETING. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR, AGAINST OR ABSTAIN ON ONLY 1 OF THE 3 SLATES AND TO SELECT CLEAR FOR THE OTHERS. -> ABSTAIN	0	0	0	0	2	0	2
	Election of Shareholder Representatives								
		No Stated Reason	2	0	0	0	4	0	6
		Alternate nominee preferred	0	0	0	0	8	0	8
	Election of Statutory Auditor Slate								



Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		PLEASE NOTE THAT ALTHOUGH THERE ARE 3 SLATES TO BE ELECTED AS DIRECTORS, THERE IS ONLY 1 VACANCY AVAILABLE TO BE FILLED AT THE MEETING. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR, AGAINST OR ABSTAIN ON ONLY 1 OF THE 3 SLATES AND TO SELECT CLEAR FOR THE OTHERS. THANK YOU	0	0	0	0	2	0	2
		No Stated Reason	0	0	0	0	11	0	11

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THIS RESOLUTIONS, ONLY ONE CAN BE SELECTED. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR ONLY 1 OF THE 2 OPTIONS BELOW FOR RESOLUTIONS 008A AND 008B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN THANK YOU	0	0	0	0	3	0	3
		PLEASE NOTE THAT ALTHOUGH THERE ARE 3 SLATES TO BE ELECTED AS DIRECTORS, THERE IS ONLY 1 VACANCY AVAILABLE TO BE FILLED AT THE MEETING. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR, AGAINST OR ABSTAIN ON ONLY 1 OF THE 3 SLATES AND TO SELECT CLEAR FOR THE OTHERS. -> ABSTAIN	0	0	0	0	1	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		SPECIFIC PROPOSAL INSTRUCTIONS:							
		PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THIS RESOLUTIONS, ONLY ONE CAN BE SELECTED. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR ONLY 1 OF THE 2 OPTIONS BELOW FOR RESOLUTIONS 008A, 008B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN THANK YOU	0	0	0	0	1	0	1
Election of Statutory Auditors									
		No Stated Reason	232	0	0	0	0	0	232
		Statutory auditor board is not sufficiently independent	0	32	0	0	0	0	32
		Beneficial owner on audit committee; Statutory auditor board is not sufficiently independent	0	2	0	0	0	0	2
Election of Supervisory Board									
		No Stated Reason	531	1	0	0	0	0	532

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.	11	10	0	0	0	0	21
		Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.	0	2	0	0	0	0	2
		Serves on too many boards	0	7	0	0	0	0	7
		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	15	0	0	0	0	15
		Insufficient oversight of E&S issues.	0	6	0	0	0	0	6
		Affiliate/Insider on compensation committee; Board is not sufficiently independent; Other governance issue; Affiliate/Insider on nominating/governance committee; Lack of nominating committee meeting despite election of new nominee	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
		Affiliate/Insider on audit committee; Audit committee chair not independent	0	1	0	0	0	0	1
		Excessive director term length	0	3	0	0	0	0	3
		Board is not sufficiently independent	0	2	0	0	0	0	2
		Less than 75% Attendance	0	6	0	0	0	0	6
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	18	0	0	0	0	18
		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
	Election of the Chair of Statutory Auditors								
		No Stated Reason	5	0	0	0	0	0	5
	Misc. Management Proposal Regarding Board								
		No Stated Reason	7	0	0	0	0	0	7
	Number of Statutory Auditors								
		No Stated Reason	3	0	0	0	0	0	3
	Post-Employment /Severance Agreements								

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Ratification of Board Acts - Legal		No Stated Reason	13	0	0	0	1	0	14
		Insufficient disclosure; Excessive redundancy payment	0	1	0	0	0	0	1
		No Stated Reason	1161	0	0	0	0	0	1161
		Oversight of diversity and inclusion issues	0	5	0	0	0	0	5
		Other governance concerns	0	1	0	0	0	0	1
		Ongoing investigations	0	47	0	0	0	0	47
		Board failed to act in interests of shareholders	0	25	0	0	0	0	25
		Insufficient response to shareholder dissent	0	4	0	0	0	0	4
		Insufficient response to shareholder dissent; Russian operations disclosure	0	1	0	0	0	0	1
Ratification of Co-Option of a Director		Oversight Concerns	0	5	0	0	0	0	5
		No Stated Reason	63	0	0	0	0	0	63
		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	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
		Serves on too many boards	0	3	0	0	0	0	3
	Ratification of Management Acts - Legal								
		No Stated Reason	557	0	0	0	0	0	557
		Ongoing investigations	0	27	0	0	0	0	27
		Oversight Concerns	0	5	0	0	0	0	5
	Related Party Transactions								
		No Stated Reason	32	0	0	0	0	0	32
<b>Capital Management</b>			<b>2076</b>	<b>158</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2234</b>
	Authority to Increase Capital in Case of Exchange Offers (Franc								
		No Stated Reason	20	0	0	0	0	0	20
		Potential dilution exceeds recommended threshold	0	10	0	0	0	0	10
		May be used as anti-takeover device; Potential dilution exceeds recommended threshold	0	1	0	0	0	0	1
		Debt amounts not disclosed	0	6	0	0	0	0	6
	Authority to Increase Capital in Consideration for Contribution								
		No Stated Reason	84	0	0	0	0	0	84
		Potential dilution exceeds recommended threshold	0	15	0	0	0	0	15

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		May be used as anti-takeover device; Potential dilution exceeds recommended threshold	0	1	0	0	0	0	1
		Debt amounts not disclosed	0	6	0	0	0	0	6
	Authority to Issue Preferred Stock								
		Supports dual-class structure	0	1	0	0	0	0	1
	Authority to Issue Shares and Convertible Debt w or w/o Pre								
		No Stated Reason	16	0	0	0	0	0	16
	Authority to Issue Shares and Convertible Debt w/ Preemptiv								
		No Stated Reason	114	0	0	0	0	0	114
		May be used as anti-takeover device	0	1	0	0	0	0	1
		Maximum debt amount not disclosed	0	5	0	0	0	0	5
		Debt amounts not disclosed	0	6	0	0	0	0	6
	Authority to Issue Shares and Convertible Debt w/o Preempti								
		No Stated Reason	149	0	0	0	0	0	149
		Potential dilution exceeds recommended threshold	0	31	0	0	0	0	31
		May be used as anti-takeover device; Potential dilution exceeds recommended threshold	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
		Maximum debt amount not disclosed	0	10	0	0	0	0	10
		Debt amounts not disclosed	0	12	0	0	0	0	12
	Authority to Issue Shares w/ Preemptive Rights								
		No Stated Reason	239	0	0	0	0	0	239
		Excessive issuance	0	1	0	0	0	0	1
		Potential dilution exceeds recommended threshold	0	2	0	0	0	0	2
	Authority to Issue Shares w/o Preemptive Rights								
		No Stated Reason	332	0	0	0	0	0	332
		Not in shareholders" best interests	0	4	0	0	0	0	4
		Potential dilution exceeds recommended threshold	0	1	0	0	0	0	1
	Authority to Issue Stock w/ or w/out Preemptive Rights								
		No Stated Reason	26	0	0	0	0	0	26
	Authority to Repurchase and Re-Issue Shares								
		No Stated Reason	248	0	0	0	0	0	248
		May be used as anti-takeover device; Insufficient response to shareholder dissent	0	1	0	0	0	0	1
		May be used as anti-takeover device	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
	Authority to Repurchase Preferred Shares								
		No Stated Reason	6	0	0	0	0	0	6
	Authority to Repurchase Shares								
		No Stated Reason	298	0	0	0	0	0	298
		Not in shareholders" best interests; Insufficient response to shareholder dissent	0	3	0	0	0	0	3
		Potential dilution exceeds recommended threshold	0	1	0	0	0	0	1
		Repurchase is not in best interests of shareholders	0	2	0	0	0	0	2
	Authority to Set Offering Price of Shares								
		No Stated Reason	44	0	0	0	0	0	44
		Potential dilution exceeds recommended threshold	0	3	0	0	0	0	3
		May be used as anti-takeover device; Potential dilution exceeds recommended threshold	0	1	0	0	0	0	1
		Maximum debt amount not disclosed	0	5	0	0	0	0	5
	Authorize Overallotment/Greenshoe								
		No Stated Reason	63	0	0	0	0	0	63

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Potential dilution exceeds recommended threshold	0	10	0	0	0	0	10
		May be used as anti-takeover device; Potential dilution exceeds recommended threshold	0	1	0	0	0	0	1
		Maximum debt amount not disclosed	0	5	0	0	0	0	5
		Debt amounts not disclosed	0	6	0	0	0	0	6
	Cancellation of Authorized Stock								
		No Stated Reason	229	0	0	0	0	0	229
	Increase in Authorized Capital								
		No Stated Reason	135	0	0	0	0	0	135
		May be used as anti-takeover device	0	1	0	0	0	0	1
		Increase of non-voting share class	0	1	0	0	0	0	1
	Issuance of Common Stock								
		No Stated Reason	1	0	0	0	0	0	1
	Issuance of Convertible Debt Instruments								
		No Stated Reason	6	0	0	0	0	0	6
		Insufficient information provided	0	1	0	0	0	0	1
	Issuance of Debt Instruments								
		No Stated Reason	12	0	0	0	0	0	12

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Issuance of Repurchased Shares								
		No Stated Reason	6	0	0	0	0	0	6
	Issuance of Warrants w/o Preemptive Rights								
		No Stated Reason	2	0	0	0	0	0	2
	Limit to Capital Increase								
		No Stated Reason	25	0	0	0	0	0	25
	Misc. Proposal Regarding Capital								
		No Stated Reason	2	0	0	0	0	0	2
	Reduction in Share Premium Account								
		No Stated Reason	3	0	0	0	0	0	3
	Reverse Stock Split								
		No Stated Reason	2	0	0	0	0	0	2
	Share Repurchase								
		No Stated Reason	1	0	0	0	0	0	1
	Stock Split								
		No Stated Reason	1	0	0	0	0	0	1
	Use/Transfer of Reserves								
		No Stated Reason	12	0	0	0	0	0	12
<b>Changes to Company Statutes</b>			<b>751</b>	<b>35</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>786</b>
	Adoption of New Articles								

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	33	0	0	0	0	0	33
	Adoption of Shareholder Rights' Plan								
		No Stated Reason	1	0	0	0	0	0	1
	Amend Articles, Constitution, Bylaws - Bundled								
		No Stated Reason	45	0	0	0	0	0	45
	Amendment to Shareholder Rights' Plan								
		No Stated Reason	7	0	0	0	0	0	7
	Amendment to Supermajority Requirement								
		No Stated Reason	10	0	0	0	0	0	10
	Amendments to Articles (Technical)								
		No Stated Reason	83	0	0	0	0	0	83
	Amendments to Articles, Constitution, Bylaws								
		No Stated Reason	415	0	0	0	0	0	415
		Amendment is not in best interests of shareholders	0	17	0	0	0	0	17
		Not in shareholders" best interests	0	9	0	0	0	0	9
		Shortened notice period could disenfranchise shareholders	0	4	0	0	0	0	4
	Amendments to Charter/Bylaw - Bundled								
		No Stated Reason	6	0	0	0	0	0	6
	Authority to Set General Meeting Notice Period at 14 Da								

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	133	0	0	0	0	0	133
	Change in State of Incorporation								
		Proposal is to move the company offshore.	0	3	0	0	0	0	3
	Company Name Change								
		No Stated Reason	4	0	0	0	0	0	4
	Elimination of Supermajority Requirement								
		No Stated Reason	4	0	0	0	0	0	4
	Misc. Article Amendments								
		No Stated Reason	2	0	0	0	0	0	2
	Misc. Proposal Regarding Antitakeover Devices								
		No Stated Reason	1	0	0	0	0	0	1
		May be used as anti- takeover device	0	1	0	0	0	0	1
		May be used as anti- takeover device; Insufficient response to shareholder dissent	0	1	0	0	0	0	1
	Repeal of Classified Board								
		No Stated Reason	2	0	0	0	0	0	2
	Waiving of Mandatory Takeover Requirement								
		No Stated Reason	5	0	0	0	0	0	5
<b>Compensation</b>			<b>2624</b>	<b>509</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>3141</b>
	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	6	0	0	0	0	0	6
	Adoption of Restricted Stock Plan	No Stated Reason	10	0	0	0	0	0	10
		Excessive overhang; Plan allows for the granting of Class B shares	0	1	0	0	0	0	1
	Adoption of Short Term Incentive Plan	No Stated Reason	8	0	0	0	0	0	8
		Short vesting period	0	1	0	0	0	0	1
	Advisory Vote on Executive Compensation	No Stated Reason	11	0	0	0	0	0	11
		No tie between compensation and sustainability.	0	1	0	0	0	0	1
		No Stated Reason	112	0	0	0	0	0	112
		No tie between compensation and sustainability.	0	27	0	0	0	0	27
		Added excise tax gross-ups	0	1	0	0	0	0	1
		Concerning pay practices; Excessive compensation	0	2	0	0	0	0	2
		Excessive compensation	0	1	0	0	0	0	1
		Concerning pay practices; Pay and performance disconnect	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
		Failure to incentivize mitigation of material environmental risks.	0	7	0	0	0	0	7
		Pay and performance disconnect	0	8	0	0	0	0	8
		Concerning pay practices	0	4	0	0	0	0	4
		Pay and performance disconnect; Concerning pay practices	0	1	0	0	0	0	1
	Advisory Vote on Severance								
		No Stated Reason	2	0	0	0	0	0	2
	Amendment to Employee Stock Purchase Plan								
		No Stated Reason	18	0	0	0	0	0	18
	Amendment to Equity Compensation Plan								
		No Stated Reason	35	0	0	0	0	0	35
		Pace of historical grants; Excessive cost compared to enterprise value	0	4	0	0	0	0	4
		Cost of plan is excessive	0	1	0	0	0	0	1
		Plan Includes Full-value Inverse Multiplier	0	1	0	0	0	0	1
	Amendment to Restricted Stock Plan								
		Concerning pay practices	0	1	0	0	0	0	1
		No Stated Reason	13	0	0	0	0	0	13



Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Amendment to Stock Option Plan								
		No Stated Reason	26	0	0	0	1	0	27
		Excessive rolling maximum; Concerning pay practices	0	1	0	0	0	0	1
	Bonus								
		No Stated Reason	24	0	0	0	0	0	24
	Bonuses for Retiring Directors (JP)								
		Not linked to performance	0	1	0	0	0	0	1
		Poor overall compensation disclosure; Not linked to performance	0	1	0	0	0	0	1
	Capital Proposal to Implement Equity Compensation Plan								
		No Stated Reason	103	0	0	0	0	0	103
		Exercise price is too low	0	1	0	0	0	0	1
		Poor overall compensation disclosure	0	15	0	0	0	0	15
		Poor overall design; Short vesting period	0	1	0	0	0	0	1
		Poor overall compensation disclosure; Poor overall design	0	4	0	0	0	0	4
		Grants are excessive	0	1	0	0	0	0	1
		Short vesting period; Managed by interested parties	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
		Short vesting period	1	0	0	0	0	0	1
		Poor overall design; Poor overall compensation disclosure	0	2	0	0	0	0	2
		Poor overall design	0	2	0	0	0	0	2
		Linked to a plan we do not support	0	3	0	0	0	0	3
		Linked to plan we do not support	0	1	0	0	0	0	1
		Not linked to performance; Short vesting period	0	1	0	0	0	0	1
	Directors' Fees								
		No Stated Reason	125	0	0	0	0	0	125
	Directors' Stock Option Plan								
		No Stated Reason	1	0	0	0	0	0	1
	Employee Incentive Plan								
		Increase is excessive; Insufficient response to shareholder dissent	0	2	0	0	0	0	2
		No Stated Reason	10	0	0	0	0	0	10
	Misc. Proposal Regarding Compensation								
		No Stated Reason	31	0	0	0	0	0	31
	Non-Executive Remuneration Policy (Forward-Looking)								
		No Stated Reason	399	0	0	0	5	0	404
		Equity awards to major shareholder	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	0	6	0	0	0	0	6
		Excessive compensation	0	2	0	0	0	0	2
		Excessive compensation; Insufficient response to shareholder dissent	0	1	0	0	0	0	1
		NEDs may participate in executive plan; Insufficient response to shareholder dissent	0	3	0	0	0	0	3
	Remuneration Policy (Forward-Looking)								
		Poor overall design	0	8	0	0	0	0	8
		No Stated Reason	289	0	0	0	0	0	289
		Poor overall compensation disclosure	0	1	0	0	0	0	1
		Equity awards to major shareholder; Poor overall design; Increase is excessive	0	1	0	0	0	0	1
		Equity awards to major shareholder	0	1	0	0	0	0	1
		Concerning pay practices	0	4	0	0	0	0	4
		Poor overall design; Poor overall compensation disclosure	0	5	0	0	0	0	5
		Poor overall compensation disclosure; Poor overall design	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
		Insufficient response to shareholder dissent; Excessive compensation; Increase is excessive	0	7	0	0	0	0	7
		Insufficient response to shareholder dissent; Excessive compensation	0	7	0	0	0	0	7
		Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design	0	4	0	0	0	0	4
		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	5	0	0	0	0	5
		Equity awards to major shareholder; Insufficient response to shareholder dissent; Poor overall design; Poor overall compensation disclosure	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
		Insufficient response to shareholder dissent; Poor overall design; Poor overall compensation disclosure	0	7	0	0	0	0	7
		Increase is excessive; Insufficient response to shareholder dissent	0	3	0	0	0	0	3
		Excessive compensation; Poor overall design	0	3	0	0	0	0	3
		Equity awards to major shareholder; Increase is excessive; Poor overall compensation disclosure	0	1	0	0	0	0	1
		Poor overall design; Excessive compensation	0	2	0	0	0	0	2
		Compensation policy is not in best interests of shareholders; Concerning pay practices	0	2	0	0	0	0	2
		Share price hurdle; Short vesting period; Short performance period; Insufficient response to shareholder dissent	0	1	0	0	0	0	1
		Unjustified increases	0	1	0	0	0	0	1
		Insufficient response to shareholder dissent; Increase is excessive	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
		Lacks long-term incentive plan	0	1	0	0	0	0	1
		Insufficient response to shareholder dissent	0	1	0	0	0	0	1
		Poor compensation structure/performance conditions; LTI not linked to performance	0	1	0	0	0	0	1
		Vesting below median	0	2	0	0	0	0	2
		Insufficient response to shareholder dissent; Potential for excessive payouts	0	1	0	0	0	0	1
		Increase is excessive; Adjustment mechanism on share conversion price	0	2	0	0	0	0	2
		No tie between compensation and sustainability.	0	5	0	0	0	0	5
		Potential for excessive payouts	0	4	0	0	0	0	4
		Poor compensation structure/performance conditions; Excessive honorary chair's remuneration	0	2	0	0	0	0	2
	Remuneration Report (Retrospective)								
		No Stated Reason	807	0	0	0	0	0	807
		STI outcomes; Unjustified adjustment (FY24 LTI)	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
		No tie between compensation and sustainability.	0	38	0	0	0	0	38
		Failure to incentivize mitigation of material environmental risks.	0	2	0	0	0	0	2
		Special Recognition Payments	0	4	0	0	0	0	4
		Generous termination and sign-on arrangements; STI discretion	0	1	0	0	0	0	1
		Single metric	0	0	0	0	1	0	1
		Poor alignment with license to operate	0	1	0	0	0	0	1
		Upward discretion; Substantial increase in opportunity	0	1	0	0	0	0	1
		Poor compensation structure/performance conditions	0	2	0	0	0	0	2
		Concerning pay practices	0	16	0	0	0	0	16
		Pay and performance disconnect	0	22	0	0	0	0	22
		Concerning pay practices; Excessive compensation	0	1	0	0	0	0	1
		Pay and performance disconnect; Concerning pay practices	0	3	0	0	0	0	3
		Grants are excessive	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
		Failure to incentivize mitigation of climate-related risks.	0	1	0	0	0	0	1
		Insufficient response to shareholder dissent	0	30	0	0	0	0	30
		Poor overall compensation disclosure; Insufficient response to shareholder dissent	0	1	0	0	0	0	1
		Equity awards to major shareholder	0	2	0	0	0	0	2
		Poor compensation structure/performance conditions; Excessive compensation	0	3	0	0	0	0	3
		Poor overall design; Pay and performance disconnect	0	8	0	0	0	0	8
		Poor overall compensation disclosure; Poor overall design	0	3	0	0	0	0	3
		Insufficient response to shareholder dissent; Excessive compensation	0	14	0	0	0	0	14
		Increase is excessive; Poor overall design; 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
		Increase is excessive; Poor compensation structure/performance conditions; Insufficient response to shareholder dissent	0	4	0	0	0	0	4
		Equity awards to controlling shareholder; Insufficient response to shareholder dissent	0	5	0	0	0	0	5
		Equity awards to major shareholder; Insufficient response to shareholder dissent; Poor overall design	0	7	0	0	0	0	7
		Insufficient response to shareholder dissent; Excessive compensation; Poor overall design	0	7	0	0	0	0	7
		Insufficient response to shareholder dissent; Poor overall compensation disclosure	0	2	0	0	0	0	2
		Concerning pay practices; Poor compensation structure/performance conditions	0	1	0	0	0	0	1
		Excessive compensation; Pay and performance disconnect	0	4	0	0	0	0	4
		Poor overall design	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
		Poor overall compensation disclosure; Concerning pay practices	0	1	0	0	0	0	1
		Concerning pay practices; Poor overall compensation disclosure	0	2	0	0	0	0	2
		Excessive termination package	0	6	0	0	0	0	6
		Insufficient response to shareholder dissent; Excessive base salary	0	1	0	0	0	0	1
		Increase is excessive; Insufficient response to shareholder dissent	0	4	0	0	0	0	4
		Insufficient response to shareholder dissent; Concerning use of discretion	0	2	0	0	0	0	2
		Employment agreement is excessive	0	1	0	0	0	0	1
		Unchallenging financial and E&S targets	0	8	0	0	0	0	8
		Insufficient response to shareholder dissent; Concerning pay practices	0	1	0	0	0	0	1
		Unexplained significant increases in base salary	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
		Discretionary awards; Unchallenging LTIP target	0	1	0	0	0	0	1
		STI safety component payout	0	7	0	0	0	0	7
		Lacks long-term incentive plan	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	2	0	0	0	0	2
		Excessive discretionary awards	0	3	0	0	0	0	3
		Excessive LTI grants	0	1	0	0	0	0	1
		Insufficient response to shareholder dissent; LTI not linked to performance	0	1	0	0	0	0	1
		Poor overall compensation disclosure; LTIP is not performance-based	0	1	0	0	0	0	1
		Excessive compensation; Insufficient response to shareholder dissent	0	2	0	0	0	0	2
		Potentially excessive post-employment benefits	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
		Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design	0	1	0	0	0	0	1
		Potential for excessive payouts	0	1	0	0	0	0	1
		No LTIP payout limit; Share price hurdle; Poor overall compensation disclosure	0	1	0	0	0	0	1
		Increase is excessive	0	3	0	0	0	0	3
		Excessive compensation; Concerning pay practices	0	1	0	0	0	0	1
		Excessive recruitment awards	0	1	0	0	0	0	1
		Excessive compensation	0	1	0	0	0	0	1
		Significant base salary on appointment	0	10	0	0	0	0	10
Say When on Pay									
		No Stated Reason	138	0	0	0	0	0	138
Statutory Auditors' Fees									
		No Stated Reason	17	0	0	0	0	0	17
Stock Option Grants									
		No Stated Reason	79	0	0	0	0	0	79
		Unjustified adjustment	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
Stock Option Plan									
		No Stated Reason	80	0	0	0	1	0	<b>81</b>
		Excessive Plan Limits	0	4	0	0	0	0	<b>4</b>
		Increase is excessive; Insufficient response to shareholder dissent	0	2	0	0	0	0	<b>2</b>
		Awards are not based on performance	0	1	0	0	0	0	<b>1</b>
		Vesting below median	0	2	0	0	0	0	<b>2</b>
		Potential for excessive payouts; Change of control provision	0	1	0	0	0	0	<b>1</b>
		Adjustment mechanism on share conversion price	0	2	0	0	0	0	<b>2</b>
		Excessive LTI grants	0	1	0	0	0	0	<b>1</b>
		Not linked to performance; Poor overall compensation disclosure	0	1	0	0	0	0	<b>1</b>
		No individual incentive limits	0	1	0	0	0	0	<b>1</b>
		Short performance period; Short vesting period; Retests performance targets/reprices options	0	2	0	0	0	0	<b>2</b>

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Short vesting period; Discretionary performance evaluation; Short performance period	0	2	0	0	0	0	2
	Stock Purchase Plan								
		No Stated Reason	264	0	0	0	0	0	264
		Potential dilution exceeds recommended threshold	0	2	0	0	0	0	2
	Supervisory Board/ Corp Assembly Fees								
		No Stated Reason	9	0	0	0	0	0	9
		Insufficient justification; Excessive compensation	0	2	0	0	0	0	2
		Non-executive participation linked to performance; Insufficient response to shareholder dissent	0	3	0	0	0	0	3
	Trust Type Equity Plans (JP)								
		No Stated Reason	6	0	0	0	0	0	6
<b>M&amp;A</b>			<b>112</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>113</b>
	Divestiture/Spin-off								
		No Stated Reason	20	0	0	0	0	0	20
	Intra-company Contracts/Control Agreements								
		No Stated Reason	10	0	0	0	0	0	10

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Merger by Absorption between Parent and Subsidiary								
		No Stated Reason	2	0	0	0	0	0	2
	Merger/Acquisition								
		No Stated Reason	38	0	0	0	0	0	38
		Excessive execution risk; Procedural concerns; Questionable financial assumptions; Unfavorable relative valuation; Dubious risk/reward proposition	0	1	0	0	0	0	1
	Misc. Proposal Regarding Restructuring								
		No Stated Reason	21	0	0	0	0	0	21
		Not in shareholders" best interests	4	0	0	0	0	0	4
	Restructuring/Capitalization								
		No Stated Reason	17	0	0	0	0	0	17
<b>Meeting Administration</b>			<b>201</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>204</b>
	Authorization of Legal Formalities								
		No Stated Reason	191	0	0	0	0	0	191
	Right to Adjourn Meeting								
		Opposed to transaction	0	1	0	0	0	0	1
		No Stated Reason	9	0	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
	Routine Meeting Item								
		No Stated Reason	1	0	0	0	0	0	1
	Transact Other Business								
		Granting unfettered discretion is unwise	0	2	0	0	0	0	2
<b>Other</b>			170	4	0	0	1	0	175
	Approval of Political Donation								
		No Stated Reason	107	0	0	0	0	0	107
	Management Proposal on Say on Climate								
		This is a Say-On-Climate Proposal.	47	0	0	0	0	0	47
		No Stated Reason	2	0	0	0	0	0	2
	Misc. Management Proposal								
		Not in shareholders" best interests	0	4	0	0	0	0	4
		No Stated Reason	6	0	0	0	0	0	6
	Miscellaneous - Resident Status								
		No Stated Reason	0	0	0	0	1	0	1
	Renew Proportional Takeover Provisions								
		No Stated Reason	8	0	0	0	0	0	8
<b>SHP: Compensation</b>			53	23	0	0	0	0	76
	SHP Recoupment of Unearned Bonuses (Clawback)								



Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Expanding the Company's clawback policy could protect shareholder interests	0	5	0	0	0	0	5
	SHP regarding Change/ Opposition to Director Compen								
		No Stated Reason	2	0	0	0	0	0	2
		Share ownership guidelines can be an important risk mitigation tool	0	1	0	0	0	0	1
	SHP Regarding Golden Parachutes								
		No Stated Reason	9	0	0	0	0	0	9
		Shareholders should be consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus	0	3	0	0	0	0	3
	SHP Regarding Linking Executive Pay to Social Criteria								
		Shareholders would benefit from the Company's consideration of environmental and social metrics to its compensation plan	0	3	0	0	0	0	3
	SHP regarding Misc. Compensation								
		No Stated Reason	31	0	0	0	0	0	31
	SHP Regarding Race and/or Gender Pay Equity Report								

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 fully understand the steps the Company is taking to ensure equitable compensation	0	9	0	0	0	0	9
	SHP Regarding Report on Ratio Between CEO and Employee Pa								
		The board should address how executives are compensated in relation to how its non-executive employees are compensated	0	2	0	0	0	0	2
	SHP Regarding Restricting Executive Compensation								
		No Stated Reason	11	0	0	0	0	0	11
<b>SHP: Environment</b>			<b>86</b>	<b>47</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>133</b>
	Shareholder Proposal Regarding Say on Climate								
		This is a Say-On-Climate Proposal.	15	0	0	0	0	0	15
		No Stated Reason	1	2	0	0	0	0	3
	SHP Regarding Climate Lobbying								
		No Stated Reason	13	0	0	0	0	0	13
	SHP Regarding Environmental Report								
		No Stated Reason	2	0	0	0	0	0	2
	SHP Regarding Formation of Environmental/Social Committ								

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Enhanced oversight of environmental and social issues could benefit shareholders and mitigate attendant risks	0	2	0	0	0	0	2
	SHP Regarding Misc. Environmental Issue								
		In the best interests of shareholders	0	3	0	0	0	0	3
	SHP Regarding Report on Environmental Performance								
		The production of the requested report would help shareholders better understand the sustainability-related risks facing the Company	0	1	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change								
		No Stated Reason	46	0	0	0	0	0	46
		Shareholder proposal is anti-social.	8	0	0	0	0	0	8
		Additional disclosure on Just Transition planning would benefit shareholders and stakeholders	0	6	0	0	0	0	6
	SHP Regarding Reporting and Reducing Greenhouse Gas Emis								
		GHG reduction targets can help mitigate environmental impact and mitigate attendant risks	0	32	0	0	0	0	32

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Sustainability or Environmental Reports								
		Adoption of this proposal could provide decision-useful information for investors	0	1	0	0	0	0	1
		No Stated Reason	1	0	0	0	0	0	1
<b>SHP: Governance</b>			<b>95</b>	<b>70</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>168</b>
	SHP Regarding Additional or Amended Shareholder Proposa								
		Granting unfettered discretion is unwise	0	0	0	0	2	0	2
		Details not disclosed in advance of meeting	0	0	0	0	1	0	1
	SHP Regarding Board Composition								
		No Stated Reason	2	1	0	0	0	0	3
		Shareholder proposal is anti-social.	9	0	0	0	0	0	9
	SHP Regarding Double Board Nominees								
		No Stated Reason	3	0	0	0	0	0	3
	SHP Regarding Election of Dissident Board Member(s)								
		No Stated Reason	3	0	0	0	0	0	3
		Entrenched board in need of fresh perspective; Operating and/or stock-price underperformance	0	4	0	0	0	0	4
	SHP Regarding Eliminating Supermajority Provisions								

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
	SHP Regarding Facilitation of Shareholder Proposals								
		The shareholder proposal process is best facilitated through regulatory changes.	0	5	0	0	0	0	5
	SHP Regarding Increase in Dividend/Redistribution of Prof								
		No Stated Reason	6	0	0	0	0	0	6
	SHP Regarding Independent Board Chairman/Separation of								
		No Stated Reason	1	0	0	0	0	0	1
		Shareholder proposal is anti-social.	11	0	0	0	0	0	11
		An independent chair is better able to oversee the executives of a company and set a pro-shareholder agenda	0	20	0	0	0	0	20
	SHP Regarding Limit on Board Memberships								
		No Stated Reason	1	0	0	0	0	0	1
	SHP Regarding Majority Vote for Election of Directors								
		Majority voting increases board accountability and performance	0	1	0	0	0	0	1
	SHP Regarding Misc. Board/Shareholder Rights Issue								

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Shareholders should approve provisions that could potentially limit their rights	0	16	0	0	0	0	16
		No Stated Reason	12	0	0	0	0	0	12
	SHP Regarding Misc. Capital Issue								
		No Stated Reason	7	0	0	0	0	0	7
	SHP Regarding Misc. Governance Issue								
		No Stated Reason	6	0	0	0	0	0	6
	SHP Regarding Misc. Issue								
		Additional disclosure could help mitigate regulatory and reputational risks	0	1	0	0	0	0	1
		No Stated Reason	11	0	0	0	0	0	11
	SHP Regarding Misc. Restructuring Issue								
		No Stated Reason	4	0	0	0	0	0	4
	SHP Regarding Recapitalization								
		Allowing one vote per share generally operates as a safeguard for common shareholders	0	7	0	0	0	0	7
	SHP Regarding Removal of Director(s)								
		No Stated Reason	1	0	0	0	0	0	1
	SHP Regarding Removal of Directors								

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Shareholders should be able to remove directors for any reason	0	1	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent								
		No Stated Reason	3	0	0	0	0	0	3
	SHP Regarding Right to Call a Special Meeting								
		No Stated Reason	7	1	0	0	0	0	8
		A 10% threshold for calling a special meeting is appropriate	0	2	0	0	0	0	2
		Shareholders would benefit from a lower special meeting threshold	0	1	0	0	0	0	1
		A 15% threshold for calling a special meeting is appropriate	0	3	0	0	0	0	3
	SHP Regarding Trained, Qualified Directors on Environ								
		Environmental and social expertise is a very positive attribute of an effective board of directors	0	7	0	0	0	0	7
	SHP Shareholder Access to the Nomination Process (Proxy Acc								
		No Stated Reason	7	0	0	0	0	0	7
<b>SHP: Misc</b>			<b>11</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>27</b>
	SHP: Misc. Issues								

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Additional disclosure could help mitigate regulatory and reputational risks	0	12	0	0	0	0	12
		Additional disclosure will help shareholders better understand regulatory risks faced by Company	0	4	0	0	0	0	4
		No Stated Reason	5	0	0	0	0	0	5
		Shareholder proposal is anti-social.	6	0	0	0	0	0	6
<b><i>SHP: Social</i></b>			<b>141</b>	<b>108</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>250</b>
	SHP Regarding Animal Welfare								
		In the best interests of shareholders	0	8	0	0	0	0	8
	SHP Regarding Drug Pricing/Distribution								
		Adoption of proposal can help mitigate risks associated with drug pricing	0	11	0	0	0	0	11
	SHP Regarding Firearms								
		No Stated Reason	0	4	0	0	0	0	4
	SHP Regarding Human Capital Management								
		No Stated Reason	0	2	0	0	1	0	3
	SHP Regarding Limiting or Ending Political Spending								
		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
	SHP Regarding Military Contracts/Sales								
		Adoption of proposal could help to mitigate potential legal, regulatory, and reputational risks	0	5	0	0	0	0	5
	SHP Regarding Misc. Human Capital Management								
		Shareholder proposal is anti-social.	6	0	0	0	0	0	6
		Additional, independent scrutiny on the Company's working conditions is warranted	0	2	0	0	0	0	2
		No Stated Reason	7	0	0	0	0	0	7
		Adoption could help mitigate human capital management-related risks	0	3	0	0	0	0	3
		Anti-ESG proponent.	5	0	0	0	0	0	5
		Adoption of a policy with explicit reference to freedom of association is warranted	0	3	0	0	0	0	3
	SHP Regarding Misc. Human/Political Rights Policies								
		Anti-ESG proponent.	5	0	0	0	0	0	5
	SHP Regarding Misc. Social Issue								
		No Stated Reason	24	0	0	0	0	0	24

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Additional disclosure on workforce diversity is warranted	0	1	0	0	0	0	1
		Shareholder proposal is anti-social.	33	0	0	0	0	0	33
		Additional disclosure concerning content enforcement policies is warranted	0	3	0	0	0	0	3
		Adoption of proposal provide shareholders assurance that the Company is managing associated risks	0	3	0	0	0	0	3
		Anti-ESG proponent.	7	0	0	0	0	0	7
	SHP Regarding Pregnancy/Abortion Issues								
		Favor studying/reporting pregnancy/abortion issues.	0	11	0	0	0	0	11
		Shareholder proposal is anti-social.	1	0	0	0	0	0	1
	SHP Regarding Racial Equity Audit								
		No Stated Reason	0	14	0	0	0	0	14
		Shareholder proposal is anti-social.	10	0	0	0	0	0	10
		Anti-ESG proponent.	2	0	0	0	0	0	2
	SHP Regarding Reporting on Company's Compliance with In								

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Enhanced disclosure would allow shareholders to better gauge the Company's human rights-related risks	0	2	0	0	0	0	2
		No Stated Reason	4	0	0	0	0	0	4
		An independent review of human rights considerations in advertising could benefit shareholders	0	7	0	0	0	0	7
		An assessment of the Company's customer due diligence could benefit shareholders	0	2	0	0	0	0	2
		An independent assessment of freedom of association and collective bargaining policies is warranted	0	2	0	0	0	0	2
		Additional disclosure on the financial and operational risks associated with the use of Rekognition would benefit shareholders	0	2	0	0	0	0	2
		Adoption of the proposed policy could help mitigate potential risks	0	1	0	0	0	0	1
		Adoption of proposal could help shareholders better understand human capital risks	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
		Additional disclosure concerning content management is warranted	0	3	0	0	0	0	3
		The requested review could help mitigate reputational and regulatory risks	0	1	0	0	0	0	1
	SHP Regarding Reviewing Charitable Spending								
		Shareholder proposal is anti-social.	3	0	0	0	0	0	3
	SHP Regarding Reviewing Political Spending or Lobbying								
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities	0	1	0	0	0	0	1
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's indirect lobbying	0	4	0	0	0	0	4
		Shareholder proposal is anti-social.	4	0	0	0	0	0	4
		No Stated Reason	29	0	0	0	0	0	29
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities	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
		Excessive Auditor Tenure.	30	0	0	0	0	0	0	30
		No Stated Reason	38	0	0	0	0	0	0	38
	Approval of Non-Financial Reports									
		No Stated Reason	42	0	0	0	0	0	0	42
	Authority to Set Auditor's Fees									
		No Stated Reason	171	0	0	0	0	0	0	171
	Bonus Dividend/Bonus Share Issue									
		No Stated Reason	10	0	0	0	0	0	0	10
	Financial Statements									
		No Stated Reason	572	0	0	0	0	0	0	572
	Ratification of Alternate Auditor									
		No Stated Reason	1	0	0	0	0	0	0	1
	Ratification of Auditor									
		Excessive Auditor Tenure.	117	0	0	0	0	0	0	117
		No Stated Reason	38	0	0	0	0	0	0	38
	Stock Dividend/Dividend Reinvestment									
		No Stated Reason	14	0	0	0	0	0	0	14
	<b>Board Related</b>		<b>11089</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11101</b>
	Approve Censor									
		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
		Insufficient justification; Insufficient response to shareholder dissent	14	0	0	0	0	0	0	14
	Approve Special Auditor's Report									
		No Stated Reason	114	0	0	0	0	0	0	114
		Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1
		Insufficient justification; Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1
	Board Size									
		No Stated Reason	47	0	0	0	0	0	0	47
	Board Spill									
		No Stated Reason	2	0	0	0	0	0	0	2
	Board Term Length									
		No Stated Reason	9	0	0	0	0	0	0	9
	Director & Officer Liability/Indemnification									
		Amendment is not in best interests of shareholders	2	0	0	0	0	0	0	2
	Election of Alternate Statutory Auditor									
		No Stated Reason	30	0	0	0	0	0	0	30
	Election of Board Committee Members									
		No Stated Reason	77	0	0	0	0	0	0	77

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 a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	1	0	0	0	0	0	0	1
		Audit committee chair not independent	10	0	0	0	0	0	0	10
		Audit committee chair not independent; Board is not sufficiently independent	2	0	0	0	0	0	0	2
		Insufficient audit committee independence; Board is not sufficiently independent	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.	2	0	0	0	0	0	0	2
Election of Directors										
		No Stated Reason	6921	0	0	0	0	0	0	6921
		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.	1	0	0	0	0	0	0	1
		Company does not report to CDP or SASB.	32	0	0	0	0	0	0	32



Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		There is insufficient female representation on the board of directors.	209	0	0	0	0	0	0	209
		No independent lead or presiding director	4	0	0	0	0	0	0	4
		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.	26	0	0	0	0	0	0	26
		Other compensation issues	4	0	0	0	0	0	0	4
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	35	0	0	0	0	0	0	35
		Climate-related concerns	6	0	0	0	0	0	0	6
		Insufficient oversight of E&S issues.	11	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.	137	0	0	0	0	0	0	137
		Ongoing compensation concerns	7	0	0	0	0	0	0	7
		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 Net Zero targets.	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 audit committee; Board is not sufficiently independent	3	0	0	0	0	0	0	3
		Board is not sufficiently independent; Related party transactions	4	0	0	0	0	0	0	4
		Serves on too many boards	36	0	0	0	0	0	0	36
		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.	100	0	0	0	0	0	0	100
		Multi-class share structure with unequal voting rights	6	0	0	0	0	0	0	6
		No GHG targets in place.	8	0	0	0	0	0	0	8
		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.	3	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 Net Zero targets.	5	0	0	0	0	0	0	5

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
		There is insufficient female representation on the board of directors. Company does not report to CDP or SASB.	7	0	0	0	0	0	0	7
		Concerning pay practices; Ongoing compensation concerns; Related party transactions disclosure concern	1	0	0	0	0	0	0	1
		Less than 75% Attendance	10	0	0	0	0	0	0	10
		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.	4	0	0	0	0	0	0	4
		No Net Zero targets.	3	0	0	0	0	0	0	3
		Concerning pay practices	9	0	0	0	0	0	0	9

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		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	6	0	0	0	0	0	0	6
		Board is not sufficiently independent	15	0	0	0	0	0	0	15
		Director serves on excessive audit committees	2	0	0	0	0	0	0	2
		Ongoing compensation concerns; Insufficient response to shareholder dissent; Other unique issue; Multi-class share structure with unequal voting rights	3	0	0	0	0	0	0	3
		Ongoing compensation concerns; Insufficient response to shareholder dissent; Other unique issue	3	0	0	0	0	0	0	3
		Insufficient response to shareholder dissent; Other unique issue	3	0	0	0	0	0	0	3
		Board is not sufficiently independent; Board is not sufficiently independent	2	0	0	0	0	0	0	2
		No nominating/governance committee	1	0	0	0	0	0	0	1
		Less than 75% Attendance; Serves on too many boards	9	0	0	0	0	0	0	9

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; No independent lead or presiding director	7	0	0	0	0	0	0	7
		Affiliate/Insider on nominating/governance committee	4	0	0	0	0	0	0	4
		Does not disclose EE01 reporting.	10	0	0	0	0	0	0	10
		There is insufficient female representation on the board of directors. Does not disclose EE01 reporting.	10	0	0	0	0	0	0	10
		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.	1	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.	6	0	0	0	0	0	0	6
		Board is not sufficiently independent; Responsible for lack of board independence	15	0	0	0	0	0	0	15

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.	6	0	0	0	0	0	0	6
		Insufficient gender diversity.	5	0	0	0	0	0	0	5
		Extensive strategic shareholdings	2	0	0	0	0	0	0	2
		Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.	13	0	0	0	0	0	0	13
		Responsible for lack of board independence	1	0	0	0	0	0	0	1
		Extensive strategic shareholdings; Responsible for lack of board independence	1	0	0	0	0	0	0	1
		Board is not sufficiently independent; Insufficient gender diversity/no diversity policy; Responsible for lack of board independence	3	0	0	0	0	0	0	3
		Insufficient gender diversity/no diversity policy	1	0	0	0	0	0	0	1
		Related party transactions	3	0	0	0	0	0	0	3
		Entrenched board in need of fresh perspective; Operating and/or stock-price underperformance	3	0	0	0	0	0	0	3
		Entrenched board in need of fresh perspective	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
		Professional Services Relationship	2	0	0	0	0	0	0	2
		Board is not sufficiently independent; Extensive strategic shareholdings; Responsible for lack of board independence	1	0	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	2	0	0	0	0	0	0	2
		Board is not sufficiently independent; Extensive strategic shareholdings; Poor disclosure regarding Russian operations; Responsible for lack of board independence	1	0	0	0	0	0	0	1
		Board is not sufficiently independent; Professional Services Relationship	1	0	0	0	0	0	0	1
		Extensive strategic shareholdings; Insufficient gender diversity/no diversity policy	1	0	0	0	0	0	0	1
		Current interlocking directorship	1	0	0	0	0	0	0	1
		Audit committee met an insufficient number of times; Board is not sufficiently independent	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.	1	0	0	0	0	0	0	1
		No financial expert	1	0	0	0	0	0	0	1
		Nominee not named	1	0	0	0	0	0	0	1
		Potential overcommitment	1	0	0	0	0	0	0	1
		Proposal withdrawn	4	0	0	0	0	0	0	4
		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	0	0	0	0	0	0	2
		Affiliate/Insider on audit committee	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. Does not disclose EE01 reporting.	1	0	0	0	0	0	0	1
		Insufficient gender diversity	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
		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.	5	0	0	0	0	0	0	5
		Affiliate/Insider on compensation committee	4	0	0	0	0	0	0	4
		Ongoing compensation concerns; Insufficient response to shareholder dissent	2	0	0	0	0	0	0	2
		CFO on board	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. Company does not report to CDP or SASB.	1	0	0	0	0	0	0	1
		Does not disclose EE01 reporting. Company does not report to CDP or SASB.	1	0	0	0	0	0	0	1
		Insufficient gender diversity. There is insufficient female representation on the board of directors.	24	0	0	0	0	0	0	24
		Affiliate/Insider on audit committee; Serves on too many boards; Multi-class share structure with unequal voting rights	3	0	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
		PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO BE ELECTED AS DIRECTOR S CHAIRMAN FOR RESOLUTIONS 007A AND 007B, ONLY ONE CAN BE SELECTED. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR ONLY 1 OF THE 2 OPTIONS FOR RESOLUTIONS 007A AND 007B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN THANK YOU.	0	3	0	0	0	0	0	3
		No Stated Reason	19	0	0	0	0	0	0	19
		Board is not sufficiently independent	1	0	0	0	0	0	0	1
	Election of Shareholder or Institutional Investor Slate									
		No Stated Reason	9	0	0	0	0	0	0	9



Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		PLEASE NOTE THAT ALTHOUGH THERE ARE 3 SLATES TO BE ELECTED AS DIRECTORS, THERE IS ONLY 1 VACANCY AVAILABLE TO BE FILLED AT THE MEETING. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR, AGAINST OR ABSTAIN ON ONLY 1 OF THE 3 SLATES AND TO SELECT CLEAR FOR THE OTHERS. THANK YOU	0	2	0	0	0	0	0	2
		No Stated Reason	11	0	0	0	0	0	0	11
		PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THIS RESOLUTIONS, ONLY ONE CAN BE SELECTED. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR ONLY 1 OF THE 2 OPTIONS BELOW FOR RESOLUTIONS 008A AND 008B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN THANK YOU	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
		PLEASE NOTE THAT ALTHOUGH THERE ARE 3 SLATES TO BE ELECTED AS DIRECTORS, THERE IS ONLY 1 VACANCY AVAILABLE TO BE FILLED AT THE MEETING. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR, AGAINST OR ABSTAIN ON ONLY 1 OF THE 3 SLATES AND TO SELECT CLEAR FOR THE OTHERS. -> ABSTAIN	0	1	0	0	0	0	0	1
		SPECIFIC PROPOSAL INSTRUCTIONS:  PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THIS RESOLUTIONS, ONLY ONE CAN BE SELECTED. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR ONLY 1 OF THE 2 OPTIONS BELOW FOR RESOLUTIONS 008A, 008B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN THANK YOU	0	1	0	0	0	0	0	1

Election of Statutory Auditors

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	232	0	0	0	0	0	0	232
		Statutory auditor board is not sufficiently independent	32	0	0	0	0	0	0	32
		Beneficial owner on audit committee; Statutory auditor board is not sufficiently independent	2	0	0	0	0	0	0	2
Election of Supervisory Board										
		No Stated Reason	532	0	0	0	0	0	0	532
		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.	21	0	0	0	0	0	0	21
		Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.	2	0	0	0	0	0	0	2
		Serves on too many boards	7	0	0	0	0	0	0	7
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	15	0	0	0	0	0	0	15
		Insufficient oversight of E&S issues.	6	0	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
		No Stated Reason	7	0	0	0	0	0	0	7
	Number of Statutory Auditors									
		No Stated Reason	3	0	0	0	0	0	0	3
	Post-Employment /Severance Agreements									
		No Stated Reason	14	0	0	0	0	0	0	14
		Insufficient disclosure; Excessive redundancy payment	1	0	0	0	0	0	0	1
	Ratification of Board Acts - Legal									
		No Stated Reason	1161	0	0	0	0	0	0	1161
		Oversight of diversity and inclusion issues	5	0	0	0	0	0	0	5
		Other governance concerns	1	0	0	0	0	0	0	1
		Ongoing investigations	47	0	0	0	0	0	0	47
		Board failed to act in interests of shareholders	25	0	0	0	0	0	0	25
		Insufficient response to shareholder dissent	4	0	0	0	0	0	0	4
		Insufficient response to shareholder dissent; Russian operations disclosure	1	0	0	0	0	0	0	1
		Oversight Concerns	5	0	0	0	0	0	0	5
	Ratification of Co-Option of a Director									
		No Stated Reason	63	0	0	0	0	0	0	63

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.	3	0	0	0	0	0	0	3
		Serves on too many boards	3	0	0	0	0	0	0	3
	Ratification of Management Acts - Legal									
		No Stated Reason	557	0	0	0	0	0	0	557
		Ongoing investigations	27	0	0	0	0	0	0	27
		Oversight Concerns	5	0	0	0	0	0	0	5
	Related Party Transactions									
		No Stated Reason	32	0	0	0	0	0	0	32
<b>Capital Management</b>			<b>2234</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2234</b>
	Authority to Increase Capital in Case of Exchange Offers (Fr									
		No Stated Reason	20	0	0	0	0	0	0	20
		Potential dilution exceeds recommended threshold	10	0	0	0	0	0	0	10
		May be used as anti-takeover device; Potential dilution exceeds recommended threshold	1	0	0	0	0	0	0	1
		Debt amounts not disclosed	6	0	0	0	0	0	0	6
	Authority to Increase Capital in Consideration for Contribut									
		No Stated Reason	84	0	0	0	0	0	0	84

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Potential dilution exceeds recommended threshold	15	0	0	0	0	0	0	15
		May be used as anti-takeover device; Potential dilution exceeds recommended threshold	1	0	0	0	0	0	0	1
		Debt amounts not disclosed	6	0	0	0	0	0	0	6
	Authority to Issue Preferred Stock									
		Supports dual-class structure	1	0	0	0	0	0	0	1
	Authority to Issue Shares and Convertible Debt w or w/o Pr									
		No Stated Reason	16	0	0	0	0	0	0	16
	Authority to Issue Shares and Convertible Debt w/ Preempti									
		No Stated Reason	114	0	0	0	0	0	0	114
		May be used as anti-takeover device	1	0	0	0	0	0	0	1
		Maximum debt amount not disclosed	5	0	0	0	0	0	0	5
		Debt amounts not disclosed	6	0	0	0	0	0	0	6
	Authority to Issue Shares and Convertible Debt w/o Preemp									
		No Stated Reason	149	0	0	0	0	0	0	149
		Potential dilution exceeds recommended threshold	31	0	0	0	0	0	0	31
		May be used as anti-takeover device; Potential dilution exceeds recommended threshold	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
		Maximum debt amount not disclosed	10	0	0	0	0	0	0	10
		Debt amounts not disclosed	12	0	0	0	0	0	0	12
	Authority to Issue Shares w/ Preemptive Rights									
		No Stated Reason	239	0	0	0	0	0	0	239
		Excessive issuance	1	0	0	0	0	0	0	1
		Potential dilution exceeds recommended threshold	2	0	0	0	0	0	0	2
	Authority to Issue Shares w/o Preemptive Rights									
		No Stated Reason	332	0	0	0	0	0	0	332
		Not in shareholders' best interests	4	0	0	0	0	0	0	4
		Potential dilution exceeds recommended threshold	1	0	0	0	0	0	0	1
	Authority to Issue Stock w/ or w/out Preemptive Rights									
		No Stated Reason	26	0	0	0	0	0	0	26
	Authority to Repurchase and Re-Issue Shares									
		No Stated Reason	248	0	0	0	0	0	0	248
		May be used as anti-takeover device; Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1
		May be used as anti-takeover device	1	0	0	0	0	0	0	1
	Authority to Repurchase Preferred Shares									
		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
	Authority to Repurchase Shares									
		No Stated Reason	298	0	0	0	0	0	0	298
		Not in shareholders' best interests; Insufficient response to shareholder dissent	3	0	0	0	0	0	0	3
		Potential dilution exceeds recommended threshold	1	0	0	0	0	0	0	1
		Repurchase is not in best interests of shareholders	2	0	0	0	0	0	0	2
	Authority to Set Offering Price of Shares									
		No Stated Reason	44	0	0	0	0	0	0	44
		Potential dilution exceeds recommended threshold	3	0	0	0	0	0	0	3
		May be used as anti-takeover device; Potential dilution exceeds recommended threshold	1	0	0	0	0	0	0	1
		Maximum debt amount not disclosed	5	0	0	0	0	0	0	5
	Authorize Overallotment/Greenshoe									
		No Stated Reason	63	0	0	0	0	0	0	63
		Potential dilution exceeds recommended threshold	10	0	0	0	0	0	0	10
		May be used as anti-takeover device; Potential dilution exceeds recommended threshold	1	0	0	0	0	0	0	1
		Maximum debt amount not disclosed	5	0	0	0	0	0	0	5

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Debt amounts not disclosed	6	0	0	0	0	0	0	6
	Cancellation of Authorized Stock									
		No Stated Reason	229	0	0	0	0	0	0	229
	Increase in Authorized Capital									
		No Stated Reason	135	0	0	0	0	0	0	135
		May be used as anti-takeover device	1	0	0	0	0	0	0	1
		Increase of non-voting share class	1	0	0	0	0	0	0	1
	Issuance of Common Stock									
		No Stated Reason	1	0	0	0	0	0	0	1
	Issuance of Convertible Debt Instruments									
		No Stated Reason	6	0	0	0	0	0	0	6
		Insufficient information provided	1	0	0	0	0	0	0	1
	Issuance of Debt Instruments									
		No Stated Reason	12	0	0	0	0	0	0	12
	Issuance of Repurchased Shares									
		No Stated Reason	6	0	0	0	0	0	0	6
	Issuance of Warrants w/o Preemptive Rights									
		No Stated Reason	2	0	0	0	0	0	0	2
	Limit to Capital Increase									
		No Stated Reason	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
	Misc. Proposal Regarding Capital									
		No Stated Reason	2	0	0	0	0	0	0	2
	Reduction in Share Premium Account									
		No Stated Reason	3	0	0	0	0	0	0	3
	Reverse Stock Split									
		No Stated Reason	2	0	0	0	0	0	0	2
	Share Repurchase									
		No Stated Reason	1	0	0	0	0	0	0	1
	Stock Split									
		No Stated Reason	1	0	0	0	0	0	0	1
Changes to Company Statutes	Use/Transfer of Reserves									
		No Stated Reason	12	0	0	0	0	0	0	12
			786	0	0	0	0	0	0	786
	Adoption of New Articles									
		No Stated Reason	33	0	0	0	0	0	0	33
	Adoption of Shareholder Rights' Plan									
		No Stated Reason	1	0	0	0	0	0	0	1
	Amend Articles, Constitution, Bylaws - Bundled									
		No Stated Reason	45	0	0	0	0	0	0	45
		Amendment to Shareholder Rights' Plan								





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
	Misc. Article Amendments									
		No Stated Reason	2	0	0	0	0	0	0	2
	Misc. Proposal Regarding Antitakeover Devices									
		No Stated Reason	1	0	0	0	0	0	0	1
		May be used as anti-takeover device	1	0	0	0	0	0	0	1
		May be used as anti-takeover device; Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1
	Repeal of Classified Board									
		No Stated Reason	2	0	0	0	0	0	0	2
	Waiving of Mandatory Takeover Requirement									
		No Stated Reason	5	0	0	0	0	0	0	5
<b>Compensation</b>			<b>3141</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3141</b>
	Adoption of Employee Stock Purchase Plan									
		No Stated Reason	6	0	0	0	0	0	0	6
	Adoption of Equity Compensation Plan									
		No Stated Reason	10	0	0	0	0	0	0	10
		Excessive overhang; Plan allows for the granting of Class B shares	1	0	0	0	0	0	0	1
	Adoption of Restricted Stock Plan									
		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
		Short vesting period	1	0	0	0	0	0	0	1
	Adoption of Short Term Incentive Plan									
		No Stated Reason	11	0	0	0	0	0	0	11
		No tie between compensation and sustainability.	1	0	0	0	0	0	0	1
	Advisory Vote on Executive Compensation									
		No Stated Reason	112	0	0	0	0	0	0	112
		No tie between compensation and sustainability.	27	0	0	0	0	0	0	27
		Added excise tax gross-ups	1	0	0	0	0	0	0	1
		Concerning pay practices; Excessive compensation	2	0	0	0	0	0	0	2
		Excessive compensation	1	0	0	0	0	0	0	1
		Concerning pay practices; Pay and performance disconnect	6	0	0	0	0	0	0	6
		Failure to incentivize mitigation of material environmental risks.	7	0	0	0	0	0	0	7
		Pay and performance disconnect	8	0	0	0	0	0	0	8
		Concerning pay practices	4	0	0	0	0	0	0	4
		Pay and performance disconnect; Concerning pay practices	1	0	0	0	0	0	0	1
	Advisory Vote on Severance									
		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
	Amendment to Employee Stock Purchase Plan									
		No Stated Reason	18	0	0	0	0	0	0	18
	Amendment to Equity Compensation Plan									
		No Stated Reason	35	0	0	0	0	0	0	35
		Pace of historical grants; Excessive cost compared to enterprise value	4	0	0	0	0	0	0	4
		Cost of plan is excessive	1	0	0	0	0	0	0	1
		Plan Includes Full-value Inverse Multiplier	1	0	0	0	0	0	0	1
	Amendment to Restricted Stock Plan									
		Concerning pay practices	1	0	0	0	0	0	0	1
		No Stated Reason	13	0	0	0	0	0	0	13
	Amendment to Stock Option Plan									
		No Stated Reason	27	0	0	0	0	0	0	27
		Excessive rolling maximum; Concerning pay practices	1	0	0	0	0	0	0	1
	Bonus									
		No Stated Reason	24	0	0	0	0	0	0	24
	Bonuses for Retiring Directors (JP)									
		Not linked to performance	1	0	0	0	0	0	0	1
		Poor overall compensation disclosure; Not linked to performance	1	0	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	1	0	0	0	0	0	0	1
	Employee Incentive Plan									
		Increase is excessive; Insufficient response to shareholder dissent	2	0	0	0	0	0	0	2
		No Stated Reason	10	0	0	0	0	0	0	10
	Misc. Proposal Regarding Compensation									
		No Stated Reason	31	0	0	0	0	0	0	31
	Non-Executive Remuneration Policy (Forward-Looking)									
		No Stated Reason	404	0	0	0	0	0	0	404
		Equity awards to major shareholder	1	0	0	0	0	0	0	1
		Concerning pay practices	6	0	0	0	0	0	0	6
		Excessive compensation	2	0	0	0	0	0	0	2
		Excessive compensation; Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1
		NEDs may participate in executive plan; Insufficient response to shareholder dissent	3	0	0	0	0	0	0	3
	Remuneration Policy (Forward-Looking)									
		Poor overall design	8	0	0	0	0	0	0	8
		No Stated Reason	289	0	0	0	0	0	0	289
		Poor overall compensation disclosure	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
		Equity awards to major shareholder; Poor overall design; Increase is excessive	1	0	0	0	0	0	0	1
		Equity awards to major shareholder	1	0	0	0	0	0	0	1
		Concerning pay practices	4	0	0	0	0	0	0	4
		Poor overall design; Poor overall compensation disclosure	5	0	0	0	0	0	0	5
		Poor overall compensation disclosure; Poor overall design	1	0	0	0	0	0	0	1
		Grants are excessive	1	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Excessive compensation; Increase is excessive	7	0	0	0	0	0	0	7
		Insufficient response to shareholder dissent; Excessive compensation	7	0	0	0	0	0	0	7
		Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design	4	0	0	0	0	0	0	4
		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	5	0	0	0	0	0	0	5

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Equity awards to major shareholder; Insufficient response to shareholder dissent; Poor overall design; Poor overall compensation disclosure	7	0	0	0	0	0	0	7
		Insufficient response to shareholder dissent; Poor overall design; Poor overall compensation disclosure	7	0	0	0	0	0	0	7
		Increase is excessive; Insufficient response to shareholder dissent	3	0	0	0	0	0	0	3
		Excessive compensation; Poor overall design	3	0	0	0	0	0	0	3
		Equity awards to major shareholder; Increase is excessive; Poor overall compensation disclosure	1	0	0	0	0	0	0	1
		Poor overall design; Excessive compensation	2	0	0	0	0	0	0	2
		Compensation policy is not in best interests of shareholders; Concerning pay practices	2	0	0	0	0	0	0	2
		Share price hurdle; Short vesting period; Short performance period; Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1
		Unjustified increases	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; Increase is excessive	2	0	0	0	0	0	0	2
		Lacks long-term incentive plan	1	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1
		Poor compensation structure/performance conditions; LTI not linked to performance	1	0	0	0	0	0	0	1
		Vesting below median	2	0	0	0	0	0	0	2
		Insufficient response to shareholder dissent; Potential for excessive payouts	1	0	0	0	0	0	0	1
		Increase is excessive; Adjustment mechanism on share conversion price	2	0	0	0	0	0	0	2
		No tie between compensation and sustainability.	5	0	0	0	0	0	0	5
		Potential for excessive payouts	4	0	0	0	0	0	0	4
		Poor compensation structure/performance conditions; Excessive honorary chair's remuneration	2	0	0	0	0	0	0	2
	Remuneration Report (Retrospective)									
		No Stated Reason	807	0	0	0	0	0	0	807
		STI outcomes; Unjustified adjustment (FY24 LTI)	1	0	0	0	0	0	0	1
		No tie between compensation and sustainability.	38	0	0	0	0	0	0	38



Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Failure to incentivize mitigation of material environmental risks.	2	0	0	0	0	0	0	2
		Special Recognition Payments	4	0	0	0	0	0	0	4
		Generous termination and sign-on arrangements; STI discretion	1	0	0	0	0	0	0	1
		Single metric	1	0	0	0	0	0	0	1
		Poor alignment with license to operate	1	0	0	0	0	0	0	1
		Upward discretion; Substantial increase in opportunity	1	0	0	0	0	0	0	1
		Poor compensation structure/performance conditions	2	0	0	0	0	0	0	2
		Concerning pay practices	16	0	0	0	0	0	0	16
		Pay and performance disconnect	22	0	0	0	0	0	0	22
		Concerning pay practices; Excessive compensation	1	0	0	0	0	0	0	1
		Pay and performance disconnect; Concerning pay practices	3	0	0	0	0	0	0	3
		Grants are excessive	3	0	0	0	0	0	0	3
		Failure to incentivize mitigation of climate-related risks.	1	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent	30	0	0	0	0	0	0	30
		Poor overall compensation disclosure; Insufficient response to shareholder dissent	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
		Equity awards to major shareholder	2	0	0	0	0	0	0	2
		Poor compensation structure/performance conditions; Excessive compensation	3	0	0	0	0	0	0	3
		Poor overall design; Pay and performance disconnect	8	0	0	0	0	0	0	8
		Poor overall compensation disclosure; Poor overall design	3	0	0	0	0	0	0	3
		Insufficient response to shareholder dissent; Excessive compensation	14	0	0	0	0	0	0	14
		Increase is excessive; Poor overall design; Insufficient response to shareholder dissent	8	0	0	0	0	0	0	8
		Increase is excessive; Poor compensation structure/performance conditions; Insufficient response to shareholder dissent	4	0	0	0	0	0	0	4
		Equity awards to controlling shareholder; Insufficient response to shareholder dissent	5	0	0	0	0	0	0	5
		Equity awards to major shareholder; Insufficient response to shareholder dissent; Poor overall design	7	0	0	0	0	0	0	7
		Insufficient response to shareholder dissent; Excessive compensation; Poor overall design	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 response to shareholder dissent; Poor overall compensation disclosure	2	0	0	0	0	0	0	2
		Concerning pay practices; Poor compensation structure/performance conditions	1	0	0	0	0	0	0	1
		Excessive compensation; Pay and performance disconnect	4	0	0	0	0	0	0	4
		Poor overall design	4	0	0	0	0	0	0	4
		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 termination package	6	0	0	0	0	0	0	6
		Insufficient response to shareholder dissent; Excessive base salary	1	0	0	0	0	0	0	1
		Increase is excessive; Insufficient response to shareholder dissent	4	0	0	0	0	0	0	4
		Insufficient response to shareholder dissent; Concerning use of discretion	2	0	0	0	0	0	0	2
		Employment agreement is excessive	1	0	0	0	0	0	0	1
		Unchallenging financial and E&S targets	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
		Insufficient response to shareholder dissent; Concerning pay practices	1	0	0	0	0	0	0	1
		Unexplained significant increases in base salary	2	0	0	0	0	0	0	2
		Discretionary awards; Unchallenging LTIP target	1	0	0	0	0	0	0	1
		STI safety component payout	7	0	0	0	0	0	0	7
		Lacks long-term incentive plan	1	0	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	2	0	0	0	0	0	0	2
		Excessive discretionary awards	3	0	0	0	0	0	0	3
		Excessive LTI grants	1	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent; LTI not linked to performance	1	0	0	0	0	0	0	1
		Poor overall compensation disclosure; LTIP is not performance-based	1	0	0	0	0	0	0	1
		Excessive compensation; Insufficient response to shareholder dissent	2	0	0	0	0	0	0	2
		Potentially excessive post-employment benefits	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	81	0	0	0	0	0	0	81
		Excessive Plan Limits	4	0	0	0	0	0	0	4
		Increase is excessive; Insufficient response to shareholder dissent	2	0	0	0	0	0	0	2
		Awards are not based on performance	1	0	0	0	0	0	0	1
		Vesting below median	2	0	0	0	0	0	0	2
		Potential for excessive payouts; Change of control provision	1	0	0	0	0	0	0	1
		Adjustment mechanism on share conversion price	2	0	0	0	0	0	0	2
		Excessive LTI grants	1	0	0	0	0	0	0	1
		Not linked to performance; Poor overall compensation disclosure	1	0	0	0	0	0	0	1
		No individual incentive limits	1	0	0	0	0	0	0	1
		Short performance period; Short vesting period; Retests performance targets/reprices options	2	0	0	0	0	0	0	2
		Short vesting period; Discretionary performance evaluation; Short performance period	2	0	0	0	0	0	0	2
Stock Purchase Plan										
		No Stated Reason	264	0	0	0	0	0	0	264

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Potential dilution exceeds recommended threshold	2	0	0	0	0	0	0	2
	Supervisory Board/ Corp Assembly Fees									
		No Stated Reason	9	0	0	0	0	0	0	9
		Insufficient justification; Excessive compensation	2	0	0	0	0	0	0	2
		Non-executive participation linked to performance; Insufficient response to shareholder dissent	3	0	0	0	0	0	0	3
	Trust Type Equity Plans (JP)									
		No Stated Reason	6	0	0	0	0	0	0	6
<b>M&amp;A</b>			<b>113</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>113</b>
	Divestiture/Spin-off									
		No Stated Reason	20	0	0	0	0	0	0	20
	Intra-company Contracts/Control Agreement									
		No Stated Reason	10	0	0	0	0	0	0	10
	Merger by Absorption between Parent and Subsidiar									
		No Stated Reason	2	0	0	0	0	0	0	2
	Merger/Acquisition									
		No Stated Reason	38	0	0	0	0	0	0	38

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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
		No Stated Reason	3	0	0	0	0	0	0	3
	SHP Regarding Election of Dissident Board Member(s)									
		No Stated Reason	3	0	0	0	0	0	0	3
		Entrenched board in need of fresh perspective; Operating and/or stock-price underperformance	4	0	0	0	0	0	0	4
	SHP Regarding Eliminating Supermajority Provisions									
		No Stated Reason	1	0	0	0	0	0	0	1
	SHP Regarding Facilitation of Shareholder Proposals									
		The shareholder proposal process is best facilitated through regulatory changes.	5	0	0	0	0	0	0	5
	SHP Regarding Increase in Dividend/Redistribution of Pr									
		No Stated Reason	6	0	0	0	0	0	0	6
	SHP Regarding Independent Board Chairman/Separation o									
		No Stated Reason	1	0	0	0	0	0	0	1
		Shareholder proposal is anti-social.	11	0	0	0	0	0	0	11
		An independent chair is better able to oversee the executives of a company and set a pro-shareholder agenda	20	0	0	0	0	0	0	20
	SHP Regarding Limit on Board Memberships									
		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
	SHP Regarding Majority Vote for Election of Directors									
		Majority voting increases board accountability and performance	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Board/Shareholder Rights Iss									
		Shareholders should approve provisions that could potentially limit their rights	16	0	0	0	0	0	0	16
		No Stated Reason	12	0	0	0	0	0	0	12
	SHP Regarding Misc. Capital Issue									
		No Stated Reason	7	0	0	0	0	0	0	7
	SHP Regarding Misc. Governance Issue									
		No Stated Reason	6	0	0	0	0	0	0	6
	SHP Regarding Misc. Issue									
		Additional disclosure could help mitigate regulatory and reputational risks	1	0	0	0	0	0	0	1
		No Stated Reason	11	0	0	0	0	0	0	11
	SHP Regarding Misc. Restructuring Issue									
		No Stated Reason	4	0	0	0	0	0	0	4
	SHP Regarding Recapitalization									
		Allowing one vote per share generally operates as a safeguard for common shareholders	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
	SHP Regarding Removal of Director(s)									
		No Stated Reason	1	0	0	0	0	0	0	1
	SHP Regarding Removal of Directors									
		Shareholders should be able to remove directors for any reason	1	0	0	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent									
		No Stated Reason	3	0	0	0	0	0	0	3
	SHP Regarding Right to Call a Special Meeting									
		No Stated Reason	8	0	0	0	0	0	0	8
		A 10% threshold for calling a special meeting is appropriate	2	0	0	0	0	0	0	2
		Shareholders would benefit from a lower special meeting threshold	1	0	0	0	0	0	0	1
		A 15% threshold for calling a special meeting is appropriate	3	0	0	0	0	0	0	3
	SHP Regarding Trained, Qualified Directors on Environ									
		Environmental and social expertise is a very positive attribute of an effective board of directors	7	0	0	0	0	0	0	7
	SHP Shareholder Access to the Nomination Process (Prox									
		No Stated Reason	7	0	0	0	0	0	0	7
SHP: Misc			27	0	0	0	0	0	0	27

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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
		Adoption of proposal could help to mitigate potential legal, regulatory, and reputational risks	5	0	0	0	0	0	0	5
	SHP Regarding Misc. Human Capital Management									
		Shareholder proposal is anti-social.	6	0	0	0	0	0	0	6
		Additional, independent scrutiny on the Company's working conditions is warranted	2	0	0	0	0	0	0	2
		No Stated Reason	7	0	0	0	0	0	0	7
		Adoption could help mitigate human capital management-related risks	3	0	0	0	0	0	0	3
		Anti-ESG proponent.	5	0	0	0	0	0	0	5
		Adoption of a policy with explicit reference to freedom of association is warranted	3	0	0	0	0	0	0	3
	SHP Regarding Misc. Human/Political Rights Policie									
		Anti-ESG proponent.	5	0	0	0	0	0	0	5
	SHP Regarding Misc. Social Issue									
		No Stated Reason	24	0	0	0	0	0	0	24
		Additional disclosure on workforce diversity is warranted	1	0	0	0	0	0	0	1
		Shareholder proposal is anti-social.	33	0	0	0	0	0	0	33

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Additional disclosure concerning content enforcement policies is warranted	3	0	0	0	0	0	0	3
		Adoption of proposal provide shareholders assurance that the Company is managing associated risks	3	0	0	0	0	0	0	3
		Anti-ESG proponent.	7	0	0	0	0	0	0	7
	SHP Regarding Pregnancy/Abortion Issues									
		Favor studying/reporting pregnancy/abortion issues.	11	0	0	0	0	0	0	11
		Shareholder proposal is anti-social.	1	0	0	0	0	0	0	1
	SHP Regarding Racial Equity Audit									
		No Stated Reason	14	0	0	0	0	0	0	14
		Shareholder proposal is anti-social.	10	0	0	0	0	0	0	10
		Anti-ESG proponent.	2	0	0	0	0	0	0	2
	SHP Regarding Reporting on Company's Compliance with I									
		Enhanced disclosure would allow shareholders to better gauge the Company's human rights-related risks	2	0	0	0	0	0	0	2
		No Stated Reason	4	0	0	0	0	0	0	4
		An independent review of human rights considerations in advertising could benefit shareholders	7	0	0	0	0	0	0	7

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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
		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
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's indirect lobbying	4	0	0	0	0	0	0	4
		Shareholder proposal is anti-social.	4	0	0	0	0	0	0	4
		No Stated Reason	29	0	0	0	0	0	0	29
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities	2	0	0	0	0	0	0	2
		In best interests of shareholders.	1	0	0	0	0	0	0	1
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's indirect lobbying	3	0	0	0	0	0	0	3
	SHP Regarding Tobacco/Alcohol									
		In the best interests of shareholders	4	0	0	0	0	0	0	4

## 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
<b>Total for all Categories</b>			<b>19745</b>	<b>1017</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>20763</b>
<b><i>Audit/Financials</i></b>			<b>2128</b>	<b>227</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2355</b>
	Accounts and Reports (Bundled Issues)								
		No Stated Reason	83	0	0	0	0	0	<b>83</b>
	Allocation of Profits/Dividends								
		No Stated Reason	729	0	0	0	0	0	<b>729</b>
	Appointment of Auditor								
		No Stated Reason	430	0	0	0	0	0	<b>430</b>
		Excessive Auditor Tenure.	0	80	0	0	0	0	<b>80</b>
	Appointment of Auditor and Authority to Set Fees								
		Excessive Auditor Tenure.	0	30	0	0	0	0	<b>30</b>
		No Stated Reason	38	0	0	0	0	0	<b>38</b>
	Approval of Non-Financial Reports								
		No Stated Reason	42	0	0	0	0	0	<b>42</b>
	Authority to Set Auditor's Fees								
		No Stated Reason	171	0	0	0	0	0	<b>171</b>
	Bonus Dividend/Bonus Share Issue								
		No Stated Reason	10	0	0	0	0	0	<b>10</b>
	Financial Statements								
		No Stated Reason	572	0	0	0	0	0	<b>572</b>

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Ratification of Alternate Auditor								
		No Stated Reason	1	0	0	0	0	0	1
	Ratification of Auditor								
		Excessive Auditor Tenure.	0	117	0	0	0	0	117
		No Stated Reason	38	0	0	0	0	0	38
	Stock Dividend/Dividend Reinvestment								
		No Stated Reason	14	0	0	0	0	0	14
<b>Board Related</b>			<b>10476</b>	<b>625</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11101</b>
	Approve Censor								
		No Stated Reason	1	0	0	0	0	0	1
		Insufficient justification; Insufficient response to shareholder dissent	14	0	0	0	0	0	14
	Approve Special Auditor's Report								
		No Stated Reason	114	0	0	0	0	0	114
		Insufficient response to shareholder dissent	1	0	0	0	0	0	1
		Insufficient justification; Insufficient response to shareholder dissent	1	0	0	0	0	0	1
	Board Size								
		No Stated Reason	47	0	0	0	0	0	47

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Board Spill								
		No Stated Reason	2	0	0	0	0	0	2
	Board Term Length								
		No Stated Reason	9	0	0	0	0	0	9
	Director & Officer Liability/Indemnification								
		Amendment is not in best interests of shareholders	2	0	0	0	0	0	2
	Election of Alternate Statutory Auditor								
		No Stated Reason	30	0	0	0	0	0	30
	Election of Board Committee Members								
		No Stated Reason	77	0	0	0	0	0	77
		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	1	0	0	0	0	1
		Audit committee chair not independent	10	0	0	0	0	0	10
		Audit committee chair not independent; 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
		Insufficient audit committee independence; Board is not sufficiently independent	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.	1	1	0	0	0	0	2
Election of Directors									
		No Stated Reason	6917	4	0	0	0	0	6921
		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.	0	1	0	0	0	0	1
		Company does not report to CDP or SASB.	1	31	0	0	0	0	32
		There is insufficient female representation on the board of directors.	26	183	0	0	0	0	209
		No independent lead or presiding director	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
		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.	1	25	0	0	0	0	26
		Other compensation issues	4	0	0	0	0	0	4
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	35	0	0	0	0	35
		Climate-related concerns	6	0	0	0	0	0	6
		Insufficient oversight of E&S issues.	3	8	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.	13	124	0	0	0	0	137
		Ongoing compensation concerns	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
		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 Net Zero targets.	0	2	0	0	0	0	2
		Affiliate/Insider on audit committee; Board is not sufficiently independent	3	0	0	0	0	0	3
		Board is not sufficiently independent; Related party transactions	4	0	0	0	0	0	4
		Serves on too many boards	36	0	0	0	0	0	36
		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.	39	61	0	0	0	0	100
		Multi-class share structure with unequal voting rights	6	0	0	0	0	0	6
		No GHG targets in place.	3	5	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
		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	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 Net Zero targets.	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 GHG targets in place. Company does not report to CDP or SASB.	0	1	0	0	0	0	1
		There is insufficient female representation on the board of directors. Company does not report to CDP or SASB.	3	4	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
		Concerning pay practices; Ongoing compensation concerns; Related party transactions disclosure concern	1	0	0	0	0	0	1
		Less than 75% Attendance	10	0	0	0	0	0	10
		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.	1	3	0	0	0	0	4
		No Net Zero targets.	0	3	0	0	0	0	3
		Concerning pay practices	9	0	0	0	0	0	9
		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	6	0	0	0	0	0	6
		Board is not sufficiently independent	15	0	0	0	0	0	15

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Director serves on excessive audit committees	2	0	0	0	0	0	2
		Ongoing compensation concerns; Insufficient response to shareholder dissent; Other unique issue; Multi-class share structure with unequal voting rights	3	0	0	0	0	0	3
		Ongoing compensation concerns; Insufficient response to shareholder dissent; Other unique issue	3	0	0	0	0	0	3
		Insufficient response to shareholder dissent; Other unique issue	3	0	0	0	0	0	3
		Board is not sufficiently independent; Board is not sufficiently independent	2	0	0	0	0	0	2
		No nominating/governance committee	1	0	0	0	0	0	1
		Less than 75% Attendance; Serves on too many boards	9	0	0	0	0	0	9
		Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee; No independent lead or presiding director	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
		Affiliate/Insider on nominating/governance committee	4	0	0	0	0	0	4
		Does not disclose EE01 reporting.	0	10	0	0	0	0	10
		There is insufficient female representation on the board of directors.							
		Does not disclose EE01 reporting.	10	0	0	0	0	0	10
		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	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.							
		There is insufficient female representation on the board of directors.	3	3	0	0	0	0	6
		Board is not sufficiently independent; Responsible for lack of board independence	15	0	0	0	0	0	15

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.	0	6	0	0	0	0	6
		Insufficient gender diversity.	0	5	0	0	0	0	5
		Extensive strategic shareholdings	2	0	0	0	0	0	2
		Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.	2	11	0	0	0	0	13
		Responsible for lack of board independence	1	0	0	0	0	0	1
		Extensive strategic shareholdings; Responsible for lack of board independence	1	0	0	0	0	0	1
		Board is not sufficiently independent; Insufficient gender diversity/no diversity policy; Responsible for lack of board independence	3	0	0	0	0	0	3
		Insufficient gender diversity/no diversity policy	1	0	0	0	0	0	1
		Related party transactions	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
		Entrenched board in need of fresh perspective; Operating and/or stock-price underperformance	3	0	0	0	0	0	3
		Entrenched board in need of fresh perspective	2	0	0	0	0	0	2
		Professional Services Relationship	2	0	0	0	0	0	2
		Board is not sufficiently independent; Extensive strategic shareholdings; Responsible for lack of board independence	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	2	0	0	0	0	0	2
		Board is not sufficiently independent; Extensive strategic shareholdings; Poor disclosure regarding Russian operations; Responsible for lack of board independence	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
		Board is not sufficiently independent; Professional Services Relationship	1	0	0	0	0	0	1
		Extensive strategic shareholdings; Insufficient gender diversity/no diversity policy	1	0	0	0	0	0	1
		Current interlocking directorship	1	0	0	0	0	0	1
		Audit committee met an insufficient number of times; Board is not sufficiently independent	3	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.	0	1	0	0	0	0	1
		No financial expert	1	0	0	0	0	0	1
		Nominee not named	1	0	0	0	0	0	1
		Potential overcommitment	1	0	0	0	0	0	1
		Proposal withdrawn	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
		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	2	0	0	0	0	2
		Affiliate/Insider on audit committee	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
		Insufficient gender diversity	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.	4	1	0	0	0	0	5
		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
		Ongoing compensation concerns; Insufficient response to shareholder dissent	2	0	0	0	0	0	2
		CFO on board	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. Company does not report to CDP or SASB.	0	1	0	0	0	0	1
		Does not disclose EE01 reporting. Company does not report to CDP or SASB.	1	0	0	0	0	0	1
		Insufficient gender diversity. There is insufficient female representation on the board of directors.	0	24	0	0	0	0	24
		Affiliate/Insider on audit committee; Serves on too many boards; Multi-class share structure with unequal voting rights	3	0	0	0	0	0	3
		Adopted forum selection clause in past year w/o shareholder approval	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. Does not disclose EE01 reporting.	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 TCFD report.	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	1	0	0	0	0	1
	Election of Directors (Management Board)								
		No Stated Reason	63	0	0	0	0	0	63
	Election of Directors (Slate)								
		No Stated Reason	2	0	0	0	0	0	2
	Election of Non-Management Nominee								
		No Stated Reason	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
		PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO BE ELECTED AS DIRECTOR S CHAIRMAN FOR RESOLUTIONS 007A AND 007B, ONLY ONE CAN BE SELECTED. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR ONLY 1 OF THE 2 OPTIONS FOR RESOLUTIONS 007A AND 007B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN THANK YOU.	0	3	0	0	0	0	3
		No Stated Reason	19	0	0	0	0	0	19
		Board is not sufficiently independent	1	0	0	0	0	0	1
	Election of Shareholder or Institutional Investor Slate								
		No Stated Reason	9	0	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
		PLEASE NOTE THAT ALTHOUGH THERE ARE 3 SLATES TO BE ELECTED AS DIRECTORS, THERE IS ONLY 1 VACANCY AVAILABLE TO BE FILLED AT THE MEETING. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR, AGAINST OR ABSTAIN ON ONLY 1 OF THE 3 SLATES AND TO SELECT CLEAR FOR THE OTHERS. -> ABSTAIN	0	2	0	0	0	0	2
	Election of Shareholder Representatives								
		No Stated Reason	6	0	0	0	0	0	6
		Alternate nominee preferred	8	0	0	0	0	0	8
	Election of Statutory Auditor Slate								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		PLEASE NOTE THAT ALTHOUGH THERE ARE 3 SLATES TO BE ELECTED AS DIRECTORS, THERE IS ONLY 1 VACANCY AVAILABLE TO BE FILLED AT THE MEETING. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR, AGAINST OR ABSTAIN ON ONLY 1 OF THE 3 SLATES AND TO SELECT CLEAR FOR THE OTHERS. THANK YOU	0	2	0	0	0	0	2
		No Stated Reason	11	0	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
		PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THIS RESOLUTIONS, ONLY ONE CAN BE SELECTED. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR ONLY 1 OF THE 2 OPTIONS BELOW FOR RESOLUTIONS 008A AND 008B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN THANK YOU	0	3	0	0	0	0	3
		PLEASE NOTE THAT ALTHOUGH THERE ARE 3 SLATES TO BE ELECTED AS DIRECTORS, THERE IS ONLY 1 VACANCY AVAILABLE TO BE FILLED AT THE MEETING. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR, AGAINST OR ABSTAIN ON ONLY 1 OF THE 3 SLATES AND TO SELECT CLEAR FOR THE OTHERS. -> ABSTAIN	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
		SPECIFIC PROPOSAL INSTRUCTIONS:  PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THIS RESOLUTIONS, ONLY ONE CAN BE SELECTED. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR ONLY 1 OF THE 2 OPTIONS BELOW FOR RESOLUTIONS 008A, 008B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN THANK YOU	0	1	0	0	0	0	1
Election of Statutory Auditors									
		No Stated Reason	232	0	0	0	0	0	232
		Statutory auditor board is not sufficiently independent	32	0	0	0	0	0	32
		Beneficial owner on audit committee; Statutory auditor board is not sufficiently independent	2	0	0	0	0	0	2
Election of Supervisory Board									
		No Stated Reason	532	0	0	0	0	0	532

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.	17	4	0	0	0	0	21
		Insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.	1	1	0	0	0	0	2
		Serves on too many boards	7	0	0	0	0	0	7
		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	14	0	0	0	0	15
		Insufficient oversight of E&S issues.	4	2	0	0	0	0	6
		Affiliate/Insider on compensation committee; Board is not sufficiently independent; Other governance issue; Affiliate/Insider on nominating/governance committee; Lack of nominating committee meeting despite election of new nominee	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
		Affiliate/Insider on audit committee; Audit committee chair not independent	1	0	0	0	0	0	1
		Excessive director term length	3	0	0	0	0	0	3
		Board is not sufficiently independent	2	0	0	0	0	0	2
		Less than 75% Attendance	6	0	0	0	0	0	6
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	18	0	0	0	0	18
		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
	Election of the Chair of Statutory Auditors								
		No Stated Reason	5	0	0	0	0	0	5
	Misc. Management Proposal Regarding Board								
		No Stated Reason	7	0	0	0	0	0	7
	Number of Statutory Auditors								
		No Stated Reason	3	0	0	0	0	0	3
	Post-Employment /Severance Agreements								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
Ratification of Board Acts - Legal		No Stated Reason	14	0	0	0	0	0	14
		Insufficient disclosure; Excessive redundancy payment	1	0	0	0	0	0	1
		No Stated Reason	1161	0	0	0	0	0	1161
		Oversight of diversity and inclusion issues	5	0	0	0	0	0	5
		Other governance concerns	1	0	0	0	0	0	1
		Ongoing investigations	47	0	0	0	0	0	47
		Board failed to act in interests of shareholders	25	0	0	0	0	0	25
		Insufficient response to shareholder dissent	4	0	0	0	0	0	4
		Insufficient response to shareholder dissent; Russian operations disclosure	1	0	0	0	0	0	1
		Oversight Concerns	5	0	0	0	0	0	5
Ratification of Co-Option of a Director		No Stated Reason	63	0	0	0	0	0	63
		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	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
		Serves on too many boards	3	0	0	0	0	0	3
	Ratification of Management Acts - Legal								
		No Stated Reason	557	0	0	0	0	0	557
		Ongoing investigations	27	0	0	0	0	0	27
		Oversight Concerns	5	0	0	0	0	0	5
	Related Party Transactions								
		No Stated Reason	32	0	0	0	0	0	32
<b>Capital Management</b>			<b>2234</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2234</b>
	Authority to Increase Capital in Case of Exchange Offers (Fr								
		No Stated Reason	20	0	0	0	0	0	20
		Potential dilution exceeds recommended threshold	10	0	0	0	0	0	10
		May be used as anti-takeover device; Potential dilution exceeds recommended threshold	1	0	0	0	0	0	1
		Debt amounts not disclosed	6	0	0	0	0	0	6
	Authority to Increase Capital in Consideration for Contributi								
		No Stated Reason	84	0	0	0	0	0	84
		Potential dilution exceeds recommended threshold	15	0	0	0	0	0	15

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		May be used as anti-takeover device; Potential dilution exceeds recommended threshold	1	0	0	0	0	0	1
		Debt amounts not disclosed	6	0	0	0	0	0	6
	Authority to Issue Preferred Stock								
		Supports dual-class structure	1	0	0	0	0	0	1
	Authority to Issue Shares and Convertible Debt w or w/o Pre								
		No Stated Reason	16	0	0	0	0	0	16
	Authority to Issue Shares and Convertible Debt w/ Preempti								
		No Stated Reason	114	0	0	0	0	0	114
		May be used as anti-takeover device	1	0	0	0	0	0	1
		Maximum debt amount not disclosed	5	0	0	0	0	0	5
		Debt amounts not disclosed	6	0	0	0	0	0	6
	Authority to Issue Shares and Convertible Debt w/o Preemp								
		No Stated Reason	149	0	0	0	0	0	149
		Potential dilution exceeds recommended threshold	31	0	0	0	0	0	31
		May be used as anti-takeover device; Potential dilution exceeds recommended threshold	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
		Maximum debt amount not disclosed	10	0	0	0	0	0	10
		Debt amounts not disclosed	12	0	0	0	0	0	12
	Authority to Issue Shares w/ Preemptive Rights								
		No Stated Reason	239	0	0	0	0	0	239
		Excessive issuance	1	0	0	0	0	0	1
		Potential dilution exceeds recommended threshold	2	0	0	0	0	0	2
	Authority to Issue Shares w/o Preemptive Rights								
		No Stated Reason	332	0	0	0	0	0	332
		Not in shareholders' best interests	4	0	0	0	0	0	4
		Potential dilution exceeds recommended threshold	1	0	0	0	0	0	1
	Authority to Issue Stock w/ or w/out Preemptive Rights								
		No Stated Reason	26	0	0	0	0	0	26
	Authority to Repurchase and Re-Issue Shares								
		No Stated Reason	248	0	0	0	0	0	248
		May be used as anti-takeover device; Insufficient response to shareholder dissent	1	0	0	0	0	0	1
		May be used as anti-takeover device	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
	Authority to Repurchase Preferred Shares	No Stated Reason	6	0	0	0	0	0	6
	Authority to Repurchase Shares	No Stated Reason	298	0	0	0	0	0	298
		Not in shareholders" best interests; Insufficient response to shareholder dissent	3	0	0	0	0	0	3
		Potential dilution exceeds recommended threshold	1	0	0	0	0	0	1
		Repurchase is not in best interests of shareholders	2	0	0	0	0	0	2
	Authority to Set Offering Price of Shares	No Stated Reason	44	0	0	0	0	0	44
		Potential dilution exceeds recommended threshold	3	0	0	0	0	0	3
		May be used as anti-takeover device; Potential dilution exceeds recommended threshold	1	0	0	0	0	0	1
		Maximum debt amount not disclosed	5	0	0	0	0	0	5
	Authorize Overallotment/Greenshoe	No Stated Reason	63	0	0	0	0	0	63



Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Potential dilution exceeds recommended threshold	10	0	0	0	0	0	10
		May be used as anti-takeover device; Potential dilution exceeds recommended threshold	1	0	0	0	0	0	1
		Maximum debt amount not disclosed	5	0	0	0	0	0	5
		Debt amounts not disclosed	6	0	0	0	0	0	6
	Cancellation of Authorized Stock								
		No Stated Reason	229	0	0	0	0	0	229
	Increase in Authorized Capital								
		No Stated Reason	135	0	0	0	0	0	135
		May be used as anti-takeover device	1	0	0	0	0	0	1
		Increase of non-voting share class	1	0	0	0	0	0	1
	Issuance of Common Stock								
		No Stated Reason	1	0	0	0	0	0	1
	Issuance of Convertible Debt Instruments								
		No Stated Reason	6	0	0	0	0	0	6
		Insufficient information provided	1	0	0	0	0	0	1
	Issuance of Debt Instruments								
		No Stated Reason	12	0	0	0	0	0	12

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Issuance of Repurchased Shares								
		No Stated Reason	6	0	0	0	0	0	6
	Issuance of Warrants w/o Preemptive Rights								
		No Stated Reason	2	0	0	0	0	0	2
	Limit to Capital Increase								
		No Stated Reason	25	0	0	0	0	0	25
	Misc. Proposal Regarding Capital								
		No Stated Reason	2	0	0	0	0	0	2
	Reduction in Share Premium Account								
		No Stated Reason	3	0	0	0	0	0	3
	Reverse Stock Split								
		No Stated Reason	2	0	0	0	0	0	2
	Share Repurchase								
		No Stated Reason	1	0	0	0	0	0	1
	Stock Split								
		No Stated Reason	1	0	0	0	0	0	1
	Use/Transfer of Reserves								
		No Stated Reason	12	0	0	0	0	0	12
<b>Changes to Company Statutes</b>			<b>783</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>786</b>
	Adoption of New Articles								

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	33	0	0	0	0	0	<b>33</b>
	Adoption of Shareholder Rights' Plan								
		No Stated Reason	1	0	0	0	0	0	<b>1</b>
	Amend Articles, Constitution, Bylaws - Bundled								
		No Stated Reason	45	0	0	0	0	0	<b>45</b>
	Amendment to Shareholder Rights' Plan								
		No Stated Reason	7	0	0	0	0	0	<b>7</b>
	Amendment to Supermajority Requirement								
		No Stated Reason	10	0	0	0	0	0	<b>10</b>
	Amendments to Articles (Technical)								
		No Stated Reason	83	0	0	0	0	0	<b>83</b>
	Amendments to Articles, Constitution, Bylaws								
		No Stated Reason	415	0	0	0	0	0	<b>415</b>
		Amendment is not in best interests of shareholders	17	0	0	0	0	0	<b>17</b>
		Not in shareholders' best interests	9	0	0	0	0	0	<b>9</b>
		Shortened notice period could disenfranchise shareholders	4	0	0	0	0	0	<b>4</b>
	Amendments to Charter/Bylaw - Bundled								
		No Stated Reason	6	0	0	0	0	0	<b>6</b>
	Authority to Set General Meeting Notice Period at 14 D								

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	133	0	0	0	0	0	133
	Change in State of Incorporation								
		Proposal is to move the company offshore.	0	3	0	0	0	0	3
	Company Name Change								
		No Stated Reason	4	0	0	0	0	0	4
	Elimination of Supermajority Requirement								
		No Stated Reason	4	0	0	0	0	0	4
	Misc. Article Amendments								
		No Stated Reason	2	0	0	0	0	0	2
	Misc. Proposal Regarding Antitakeover Devices								
		No Stated Reason	1	0	0	0	0	0	1
		May be used as anti-takeover device	1	0	0	0	0	0	1
		May be used as anti-takeover device; Insufficient response to shareholder dissent	1	0	0	0	0	0	1
	Repeal of Classified Board								
		No Stated Reason	2	0	0	0	0	0	2
	Waiving of Mandatory Takeover Requirement								
		No Stated Reason	5	0	0	0	0	0	5
<b>Compensation</b>			<b>3095</b>	<b>46</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3141</b>
	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	6	0	0	0	0	0	6
	Adoption of Restricted Stock Plan	No Stated Reason	10	0	0	0	0	0	10
		Excessive overhang; Plan allows for the granting of Class B shares	1	0	0	0	0	0	1
	Adoption of Short Term Incentive Plan	No Stated Reason	8	0	0	0	0	0	8
		Short vesting period	1	0	0	0	0	0	1
	Advisory Vote on Executive Compensation	No Stated Reason	11	0	0	0	0	0	11
		No tie between compensation and sustainability.	0	1	0	0	0	0	1
		No Stated Reason	112	0	0	0	0	0	112
		No tie between compensation and sustainability.	9	18	0	0	0	0	27
		Added excise tax gross-ups	1	0	0	0	0	0	1
		Concerning pay practices; Excessive compensation	2	0	0	0	0	0	2
		Excessive compensation	1	0	0	0	0	0	1
		Concerning pay practices; Pay and performance disconnect	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
		Failure to incentivize mitigation of material environmental risks.	1	6	0	0	0	0	7
		Pay and performance disconnect	8	0	0	0	0	0	8
		Concerning pay practices	4	0	0	0	0	0	4
		Pay and performance disconnect; Concerning pay practices	1	0	0	0	0	0	1
	Advisory Vote on Severance								
		No Stated Reason	2	0	0	0	0	0	2
	Amendment to Employee Stock Purchase Plan								
		No Stated Reason	18	0	0	0	0	0	18
	Amendment to Equity Compensation Plan								
		No Stated Reason	35	0	0	0	0	0	35
		Pace of historical grants; Excessive cost compared to enterprise value	4	0	0	0	0	0	4
		Cost of plan is excessive	1	0	0	0	0	0	1
		Plan Includes Full-value Inverse Multiplier	1	0	0	0	0	0	1
	Amendment to Restricted Stock Plan								
		Concerning pay practices	1	0	0	0	0	0	1
		No Stated Reason	13	0	0	0	0	0	13

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Amendment to Stock Option Plan								
		No Stated Reason	27	0	0	0	0	0	27
		Excessive rolling maximum; Concerning pay practices	1	0	0	0	0	0	1
	Bonus								
		No Stated Reason	24	0	0	0	0	0	24
	Bonuses for Retiring Directors (JP)								
		Not linked to performance	1	0	0	0	0	0	1
		Poor overall compensation disclosure; Not linked to performance	1	0	0	0	0	0	1
	Capital Proposal to Implement Equity Compensation Plan								
		No Stated Reason	103	0	0	0	0	0	103
		Exercise price is too low	1	0	0	0	0	0	1
		Poor overall compensation disclosure	15	0	0	0	0	0	15
		Poor overall design; Short vesting period	1	0	0	0	0	0	1
		Poor overall compensation disclosure; Poor overall design	4	0	0	0	0	0	4
		Grants are excessive	1	0	0	0	0	0	1
		Short vesting period; Managed by interested parties	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
		Short vesting period	1	0	0	0	0	0	1
		Poor overall design; Poor overall compensation disclosure	2	0	0	0	0	0	2
		Poor overall design	2	0	0	0	0	0	2
		Linked to a plan we do not support	3	0	0	0	0	0	3
		Linked to plan we do not support	1	0	0	0	0	0	1
		Not linked to performance; Short vesting period	1	0	0	0	0	0	1
	Directors' Fees								
		No Stated Reason	125	0	0	0	0	0	125
	Directors' Stock Option Plan								
		No Stated Reason	1	0	0	0	0	0	1
	Employee Incentive Plan								
		Increase is excessive; Insufficient response to shareholder dissent	2	0	0	0	0	0	2
		No Stated Reason	10	0	0	0	0	0	10
	Misc. Proposal Regarding Compensation								
		No Stated Reason	31	0	0	0	0	0	31
	Non-Executive Remuneration Policy (Forward-Looking)								
		No Stated Reason	404	0	0	0	0	0	404
		Equity awards to major shareholder	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	6	0	0	0	0	0	6
		Excessive compensation	2	0	0	0	0	0	2
		Excessive compensation; Insufficient response to shareholder dissent	1	0	0	0	0	0	1
		NEDs may participate in executive plan; Insufficient response to shareholder dissent	3	0	0	0	0	0	3
	Remuneration Policy (Forward-Looking)								
		Poor overall design	8	0	0	0	0	0	8
		No Stated Reason	289	0	0	0	0	0	289
		Poor overall compensation disclosure	1	0	0	0	0	0	1
		Equity awards to major shareholder; Poor overall design; Increase is excessive	1	0	0	0	0	0	1
		Equity awards to major shareholder	1	0	0	0	0	0	1
		Concerning pay practices	4	0	0	0	0	0	4
		Poor overall design; Poor overall compensation disclosure	5	0	0	0	0	0	5
		Poor overall compensation disclosure; Poor overall design	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
		Insufficient response to shareholder dissent; Excessive compensation; Increase is excessive	7	0	0	0	0	0	7
		Insufficient response to shareholder dissent; Excessive compensation	7	0	0	0	0	0	7
		Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design	4	0	0	0	0	0	4
		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	5	0	0	0	0	0	5
		Equity awards to major shareholder; Insufficient response to shareholder dissent; Poor overall design; Poor overall compensation disclosure	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
		Insufficient response to shareholder dissent; Poor overall design; Poor overall compensation disclosure	7	0	0	0	0	0	7
		Increase is excessive; Insufficient response to shareholder dissent	3	0	0	0	0	0	3
		Excessive compensation; Poor overall design	3	0	0	0	0	0	3
		Equity awards to major shareholder; Increase is excessive; Poor overall compensation disclosure	1	0	0	0	0	0	1
		Poor overall design; Excessive compensation	2	0	0	0	0	0	2
		Compensation policy is not in best interests of shareholders; Concerning pay practices	2	0	0	0	0	0	2
		Share price hurdle; Short vesting period; Short performance period; Insufficient response to shareholder dissent	1	0	0	0	0	0	1
		Unjustified increases	1	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Increase is excessive	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
		Lacks long-term incentive plan	1	0	0	0	0	0	1
		Insufficient response to shareholder dissent	1	0	0	0	0	0	1
		Poor compensation structure/performance conditions; LTI not linked to performance	1	0	0	0	0	0	1
		Vesting below median	2	0	0	0	0	0	2
		Insufficient response to shareholder dissent; Potential for excessive payouts	1	0	0	0	0	0	1
		Increase is excessive; Adjustment mechanism on share conversion price	2	0	0	0	0	0	2
		No tie between compensation and sustainability.	4	1	0	0	0	0	5
		Potential for excessive payouts	4	0	0	0	0	0	4
		Poor compensation structure/performance conditions; Excessive honorary chair's remuneration	2	0	0	0	0	0	2
	Remuneration Report (Retrospective)								
		No Stated Reason	807	0	0	0	0	0	807
		STI outcomes; Unjustified adjustment (FY24 LTI)	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
		No tie between compensation and sustainability.	21	17	0	0	0	0	38
		Failure to incentivize mitigation of material environmental risks.	0	2	0	0	0	0	2
		Special Recognition Payments	4	0	0	0	0	0	4
		Generous termination and sign-on arrangements; STI discretion	1	0	0	0	0	0	1
		Single metric	1	0	0	0	0	0	1
		Poor alignment with license to operate	1	0	0	0	0	0	1
		Upward discretion; Substantial increase in opportunity	1	0	0	0	0	0	1
		Poor compensation structure/performance conditions	2	0	0	0	0	0	2
		Concerning pay practices	16	0	0	0	0	0	16
		Pay and performance disconnect	22	0	0	0	0	0	22
		Concerning pay practices; Excessive compensation	1	0	0	0	0	0	1
		Pay and performance disconnect; Concerning pay practices	3	0	0	0	0	0	3
		Grants are excessive	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
		Failure to incentivize mitigation of climate-related risks.	0	1	0	0	0	0	1
		Insufficient response to shareholder dissent	30	0	0	0	0	0	30
		Poor overall compensation disclosure; Insufficient response to shareholder dissent	1	0	0	0	0	0	1
		Equity awards to major shareholder	2	0	0	0	0	0	2
		Poor compensation structure/performance conditions; Excessive compensation	3	0	0	0	0	0	3
		Poor overall design; Pay and performance disconnect	8	0	0	0	0	0	8
		Poor overall compensation disclosure; Poor overall design	3	0	0	0	0	0	3
		Insufficient response to shareholder dissent; Excessive compensation	14	0	0	0	0	0	14
		Increase is excessive; Poor overall design; 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
		Increase is excessive; Poor compensation structure/performance conditions; Insufficient response to shareholder dissent	4	0	0	0	0	0	4
		Equity awards to controlling shareholder; Insufficient response to shareholder dissent	5	0	0	0	0	0	5
		Equity awards to major shareholder; Insufficient response to shareholder dissent; Poor overall design	7	0	0	0	0	0	7
		Insufficient response to shareholder dissent; Excessive compensation; Poor overall design	7	0	0	0	0	0	7
		Insufficient response to shareholder dissent; Poor overall compensation disclosure	2	0	0	0	0	0	2
		Concerning pay practices; Poor compensation structure/performance conditions	1	0	0	0	0	0	1
		Excessive compensation; Pay and performance disconnect	4	0	0	0	0	0	4
		Poor overall design	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
		Poor overall compensation disclosure; Concerning pay practices	1	0	0	0	0	0	1
		Concerning pay practices; Poor overall compensation disclosure	2	0	0	0	0	0	2
		Excessive termination package	6	0	0	0	0	0	6
		Insufficient response to shareholder dissent; Excessive base salary	1	0	0	0	0	0	1
		Increase is excessive; Insufficient response to shareholder dissent	4	0	0	0	0	0	4
		Insufficient response to shareholder dissent; Concerning use of discretion	2	0	0	0	0	0	2
		Employment agreement is excessive	1	0	0	0	0	0	1
		Unchallenging financial and E&S targets	8	0	0	0	0	0	8
		Insufficient response to shareholder dissent; Concerning pay practices	1	0	0	0	0	0	1
		Unexplained significant increases in base salary	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
		Discretionary awards; Unchallenging LTIP target	1	0	0	0	0	0	1
		STI safety component payout	7	0	0	0	0	0	7
		Lacks long-term incentive plan	1	0	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	2	0	0	0	0	0	2
		Excessive discretionary awards	3	0	0	0	0	0	3
		Excessive LTI grants	1	0	0	0	0	0	1
		Insufficient response to shareholder dissent; LTI not linked to performance	1	0	0	0	0	0	1
		Poor overall compensation disclosure; LTIP is not performance-based	1	0	0	0	0	0	1
		Excessive compensation; Insufficient response to shareholder dissent	2	0	0	0	0	0	2
		Potentially excessive post-employment benefits	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
		Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design	1	0	0	0	0	0	1
		Potential for excessive payouts	1	0	0	0	0	0	1
		No LTIP payout limit; Share price hurdle; Poor overall compensation disclosure	1	0	0	0	0	0	1
		Increase is excessive	3	0	0	0	0	0	3
		Excessive compensation; Concerning pay practices	1	0	0	0	0	0	1
		Excessive recruitment awards	1	0	0	0	0	0	1
		Excessive compensation	1	0	0	0	0	0	1
		Significant base salary on appointment	10	0	0	0	0	0	10
Say When on Pay									
		No Stated Reason	138	0	0	0	0	0	138
Statutory Auditors' Fees									
		No Stated Reason	17	0	0	0	0	0	17
Stock Option Grants									
		No Stated Reason	79	0	0	0	0	0	79
		Unjustified adjustment	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
Stock Option Plan									
		No Stated Reason	81	0	0	0	0	0	81
		Excessive Plan Limits	4	0	0	0	0	0	4
		Increase is excessive; Insufficient response to shareholder dissent	2	0	0	0	0	0	2
		Awards are not based on performance	1	0	0	0	0	0	1
		Vesting below median	2	0	0	0	0	0	2
		Potential for excessive payouts; Change of control provision	1	0	0	0	0	0	1
		Adjustment mechanism on share conversion price	2	0	0	0	0	0	2
		Excessive LTI grants	1	0	0	0	0	0	1
		Not linked to performance; Poor overall compensation disclosure	1	0	0	0	0	0	1
		No individual incentive limits	1	0	0	0	0	0	1
		Short performance period; Short vesting period; Retests performance targets/reprices options	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
		Short vesting period; Discretionary performance evaluation; Short performance period	2	0	0	0	0	0	2
	Stock Purchase Plan								
		No Stated Reason	264	0	0	0	0	0	264
		Potential dilution exceeds recommended threshold	2	0	0	0	0	0	2
	Supervisory Board/ Corp Assembly Fees								
		No Stated Reason	9	0	0	0	0	0	9
		Insufficient justification; Excessive compensation	2	0	0	0	0	0	2
		Non-executive participation linked to performance; Insufficient response to shareholder dissent	3	0	0	0	0	0	3
	Trust Type Equity Plans (JP)								
		No Stated Reason	6	0	0	0	0	0	6
<b>M&amp;A</b>			<b>113</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>113</b>
	Divestiture/Spin-off								
		No Stated Reason	20	0	0	0	0	0	20
	Intra-company Contracts/Control Agreements								
		No Stated Reason	10	0	0	0	0	0	10

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Merger by Absorption between Parent and Subsidiar								
		No Stated Reason	2	0	0	0	0	0	2
	Merger/Acquisition								
		No Stated Reason	38	0	0	0	0	0	38
		Excessive execution risk; Procedural concerns; Questionable financial assumptions; Unfavorable relative valuation; Dubious risk/reward proposition	1	0	0	0	0	0	1
	Misc. Proposal Regarding Restructuring								
		No Stated Reason	21	0	0	0	0	0	21
		Not in shareholders" best interests	4	0	0	0	0	0	4
	Restructuring/Capitalization								
		No Stated Reason	17	0	0	0	0	0	17
<b>Meeting Administration</b>			<b>204</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>204</b>
	Authorization of Legal Formalities								
		No Stated Reason	191	0	0	0	0	0	191
	Right to Adjourn Meeting								
		Opposed to transaction	1	0	0	0	0	0	1
		No Stated Reason	9	0	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
	Routine Meeting Item								
		No Stated Reason	1	0	0	0	0	0	1
	Transact Other Business								
		Granting unfettered discretion is unwise	2	0	0	0	0	0	2
<b>Other</b>			<b>168</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>175</b>
	Approval of Political Donation								
		No Stated Reason	107	0	0	0	0	0	107
	Management Proposal on Say on Climate								
		This is a Say-On-Climate Proposal.	41	6	0	0	0	0	47
		No Stated Reason	2	0	0	0	0	0	2
	Misc. Management Proposal								
		Not in shareholders" best interests	4	0	0	0	0	0	4
		No Stated Reason	6	0	0	0	0	0	6
	Miscellaneous - Resident Status								
		No Stated Reason	0	0	0	0	1	0	1
	Renew Proportional Takeover Provisions								
		No Stated Reason	8	0	0	0	0	0	8
<b>SHP: Compensation</b>			<b>57</b>	<b>19</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>76</b>
	SHP Recoupment of Unearned Bonuses (Clawback)								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Expanding the Company's clawback policy could protect shareholder interests	0	5	0	0	0	0	5
	SHP regarding Change/ Opposition to Director Compe								
		No Stated Reason	2	0	0	0	0	0	2
		Share ownership guidelines can be an important risk mitigation tool	1	0	0	0	0	0	1
	SHP Regarding Golden Parachutes								
		No Stated Reason	9	0	0	0	0	0	9
		Shareholders should be consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus	3	0	0	0	0	0	3
	SHP Regarding Linking Executive Pay to Social Criteria								
		Shareholders would benefit from the Company's consideration of environmental and social metrics to its compensation plan	0	3	0	0	0	0	3
	SHP regarding Misc. Compensation								
		No Stated Reason	31	0	0	0	0	0	31
	SHP Regarding Race and/or Gender Pay Equity Report								

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 fully understand the steps the Company is taking to ensure equitable compensation	0	9	0	0	0	0	9
	SHP Regarding Report on Ratio Between CEO and Emplo								
		The board should address how executives are compensated in relation to how its non-executive employees are compensated	0	2	0	0	0	0	2
	SHP Regarding Restricting Executive Compensation								
		No Stated Reason	11	0	0	0	0	0	11
<b>SHP: Environment</b>			<b>95</b>	<b>38</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>133</b>
	Shareholder Proposal Regarding Say on Climate								
		This is a Say-On-Climate Proposal.	15	0	0	0	0	0	15
		No Stated Reason	1	2	0	0	0	0	3
	SHP Regarding Climate Lobbying								
		No Stated Reason	13	0	0	0	0	0	13
	SHP Regarding Environmental Report								
		No Stated Reason	2	0	0	0	0	0	2
	SHP Regarding Formation of Environmental/Social Commit								



Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Enhanced oversight of environmental and social issues could benefit shareholders and mitigate attendant risks	0	2	0	0	0	0	2
	SHP Regarding Misc. Environmental Issue								
		In the best interests of shareholders	0	3	0	0	0	0	3
	SHP Regarding Report on Environmental Performance								
		The production of the requested report would help shareholders better understand the sustainability-related risks facing the Company	0	1	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change								
		No Stated Reason	46	0	0	0	0	0	46
		Shareholder proposal is anti-social.	8	0	0	0	0	0	8
		Additional disclosure on Just Transition planning would benefit shareholders and stakeholders	6	0	0	0	0	0	6
	SHP Regarding Reporting and Reducing Greenhouse Gas Emi								
		GHG reduction targets can help mitigate environmental impact and mitigate attendant risks	2	30	0	0	0	0	32

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Sustainability or Environmental Reports								
		Adoption of this proposal could provide decision- useful information for investors	1	0	0	0	0	0	1
		No Stated Reason	1	0	0	0	0	0	1
<b>SHP: Governance</b>			<b>151</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>168</b>
	SHP Regarding Additional or Amended Shareholder Propos								
		Granting unfettered discretion is unwise	2	0	0	0	0	0	2
		Details not disclosed in advance of meeting	1	0	0	0	0	0	1
	SHP Regarding Board Composition								
		No Stated Reason	2	1	0	0	0	0	3
		Shareholder proposal is anti- social.	9	0	0	0	0	0	9
	SHP Regarding Double Board Nominees								
		No Stated Reason	3	0	0	0	0	0	3
	SHP Regarding Election of Dissident Board Member(s)								
		No Stated Reason	3	0	0	0	0	0	3
		Entrenched board in need of fresh perspective; Operating and/or stock-price underperformance	4	0	0	0	0	0	4
	SHP Regarding Eliminating Supermajority Provisions								

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
	SHP Regarding Facilitation of Shareholder Proposals								
		The shareholder proposal process is best facilitated through regulatory changes.	0	5	0	0	0	0	5
	SHP Regarding Increase in Dividend/Redistribution of Pro								
		No Stated Reason	6	0	0	0	0	0	6
	SHP Regarding Independent Board Chairman/Separation of								
		No Stated Reason	1	0	0	0	0	0	1
		Shareholder proposal is anti- social.	0	11	0	0	0	0	11
		An independent chair is better able to oversee the executives of a company and set a pro-shareholder agenda	20	0	0	0	0	0	20
	SHP Regarding Limit on Board Memberships								
		No Stated Reason	1	0	0	0	0	0	1
	SHP Regarding Majority Vote for Election of Directors								
		Majority voting increases board accountability and performance	1	0	0	0	0	0	1
	SHP Regarding Misc. Board/Shareholder Rights Issu								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Shareholders should approve provisions that could potentially limit their rights	16	0	0	0	0	0	16
		No Stated Reason	12	0	0	0	0	0	12
	SHP Regarding Misc. Capital Issue								
		No Stated Reason	7	0	0	0	0	0	7
	SHP Regarding Misc. Governance Issue								
		No Stated Reason	6	0	0	0	0	0	6
	SHP Regarding Misc. Issue								
		Additional disclosure could help mitigate regulatory and reputational risks	1	0	0	0	0	0	1
		No Stated Reason	11	0	0	0	0	0	11
	SHP Regarding Misc. Restructuring Issue								
		No Stated Reason	4	0	0	0	0	0	4
	SHP Regarding Recapitalization								
		Allowing one vote per share generally operates as a safeguard for common shareholders	7	0	0	0	0	0	7
	SHP Regarding Removal of Director(s)								
		No Stated Reason	1	0	0	0	0	0	1
	SHP Regarding Removal of Directors								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Shareholders should be able to remove directors for any reason	1	0	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent								
		No Stated Reason	3	0	0	0	0	0	3
	SHP Regarding Right to Call a Special Meeting								
		No Stated Reason	8	0	0	0	0	0	8
		A 10% threshold for calling a special meeting is appropriate	2	0	0	0	0	0	2
		Shareholders would benefit from a lower special meeting threshold	1	0	0	0	0	0	1
		A 15% threshold for calling a special meeting is appropriate	3	0	0	0	0	0	3
	SHP Regarding Trained, Qualified Directors on Environ								
		Environmental and social expertise is a very positive attribute of an effective board of directors	7	0	0	0	0	0	7
	SHP Shareholder Access to the Nomination Process (Proxy Ac								
		No Stated Reason	7	0	0	0	0	0	7
<b>SHP: Misc</b>			<b>27</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>27</b>
	SHP: Misc. Issues								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Additional disclosure could help mitigate regulatory and reputational risks	12	0	0	0	0	0	12
		Additional disclosure will help shareholders better understand regulatory risks faced by Company	4	0	0	0	0	0	4
		No Stated Reason	5	0	0	0	0	0	5
		Shareholder proposal is anti-social.	6	0	0	0	0	0	6
<b><i>SHP: Social</i></b>			<b>214</b>	<b>36</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>250</b>
	SHP Regarding Animal Welfare								
		In the best interests of shareholders	0	8	0	0	0	0	8
	SHP Regarding Drug Pricing/Distribution								
		Adoption of proposal can help mitigate risks associated with drug pricing	0	11	0	0	0	0	11
	SHP Regarding Firearms								
		No Stated Reason	0	4	0	0	0	0	4
	SHP Regarding Human Capital Management								
		No Stated Reason	2	1	0	0	0	0	3
	SHP Regarding Limiting or Ending Political Spending								
		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
	SHP Regarding Military Contracts/Sales								
		Adoption of proposal could help to mitigate potential legal, regulatory, and reputational risks	5	0	0	0	0	0	5
	SHP Regarding Misc. Human Capital Management								
		Shareholder proposal is anti- social.	6	0	0	0	0	0	6
		Additional, independent scrutiny on the Company's working conditions is warranted	2	0	0	0	0	0	2
		No Stated Reason	7	0	0	0	0	0	7
		Adoption could help mitigate human capital management- related risks	3	0	0	0	0	0	3
		Anti-ESG proponent.	5	0	0	0	0	0	5
		Adoption of a policy with explicit reference to freedom of association is warranted	3	0	0	0	0	0	3
	SHP Regarding Misc. Human/Political Rights Policie								
		Anti-ESG proponent.	5	0	0	0	0	0	5
	SHP Regarding Misc. Social Issue								
		No Stated Reason	24	0	0	0	0	0	24

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Additional disclosure on workforce diversity is warranted	1	0	0	0	0	0	1
		Shareholder proposal is anti-social.	33	0	0	0	0	0	33
		Additional disclosure concerning content enforcement policies is warranted	3	0	0	0	0	0	3
		Adoption of proposal provide shareholders assurance that the Company is managing associated risks	3	0	0	0	0	0	3
		Anti-ESG proponent.	7	0	0	0	0	0	7
	SHP Regarding Pregnancy/Abortion Issues								
		Favor studying/reporting pregnancy/abortion issues.	7	4	0	0	0	0	11
		Shareholder proposal is anti-social.	1	0	0	0	0	0	1
	SHP Regarding Racial Equity Audit								
		No Stated Reason	13	1	0	0	0	0	14
		Shareholder proposal is anti-social.	10	0	0	0	0	0	10
		Anti-ESG proponent.	2	0	0	0	0	0	2
	SHP Regarding Reporting on Company's Compliance with I								



Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Enhanced disclosure would allow shareholders to better gauge the Company's human rights-related risks	0	2	0	0	0	0	2
		No Stated Reason	4	0	0	0	0	0	4
		An independent review of human rights considerations in advertising could benefit shareholders	7	0	0	0	0	0	7
		An assessment of the Company's customer due diligence could benefit shareholders	2	0	0	0	0	0	2
		An independent assessment of freedom of association and collective bargaining policies is warranted	2	0	0	0	0	0	2
		Additional disclosure on the financial and operational risks associated with the use of Rekognition would benefit shareholders	2	0	0	0	0	0	2
		Adoption of the proposed policy could help mitigate potential risks	1	0	0	0	0	0	1
		Adoption of proposal could help shareholders better understand human capital risks	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
		Additional disclosure concerning content management is warranted	3	0	0	0	0	0	3
		The requested review could help mitigate reputational and regulatory risks	1	0	0	0	0	0	1
	SHP Regarding Reviewing Charitable Spending								
		Shareholder proposal is anti-social.	3	0	0	0	0	0	3
	SHP Regarding Reviewing Political Spending or Lobbying								
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities	1	0	0	0	0	0	1
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's indirect lobbying	4	0	0	0	0	0	4
		Shareholder proposal is anti-social.	4	0	0	0	0	0	4
		No Stated Reason	29	0	0	0	0	0	29
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities	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
		In best interests of shareholders.	0	1	0	0	0	0	1
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's indirect lobbying	3	0	0	0	0	0	3
	SHP Regarding Tobacco/Alcohol								
		In the best interests of shareholders	0	4	0	0	0	0	4

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