

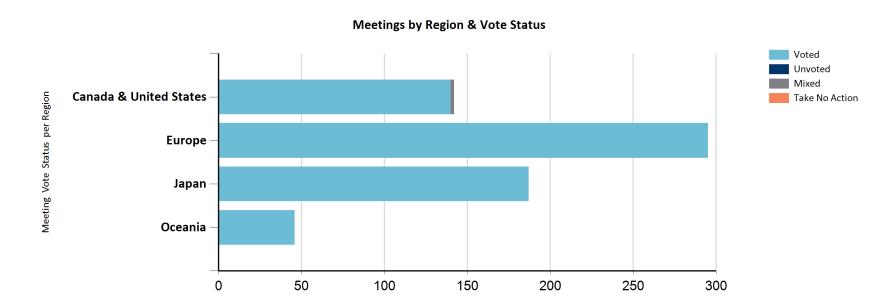
MASTERINVEST

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



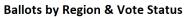
ction	Total	
0	670	
0	142	
0	71	
0	71	
0	295	
0	2	
0	54	
0	51	
0	24	
	0	

	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
Japan		187	0	0	0	187
	Japan	187	0	0	0	187
Oceania		46	0	0	0	46
	Australia	46	0	0	0	46
		• •	· ·	ŭ	· ·	10

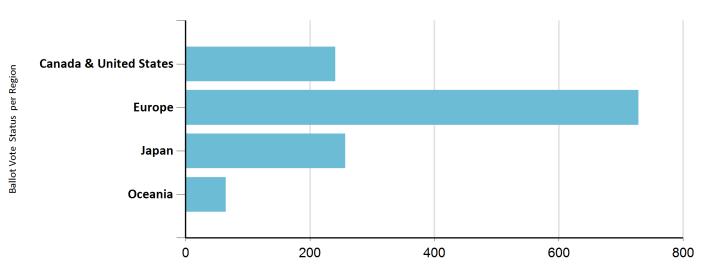
Ballot Statistics Report

MASTERINVEST Kapitalanlage GmbH

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



Voted
Unvoted
Take No Action



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

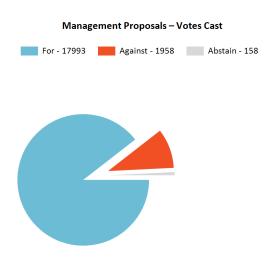
	Netherlands	102	0	0	102
	Spain	36	0	0	36
	United Kingdom	144	0	0	144
Japan		257	0	0	257
	Japan	257	0	0	257
Oceania		65	0	0	65
	Australia	65	0	0	65

Proposal Statistics Report

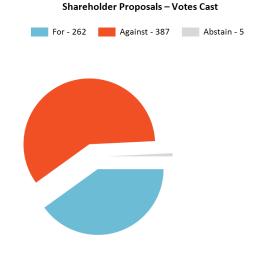
MASTERINVEST Kapitalanlage GmbH

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

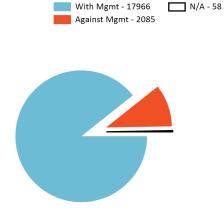
	Mgmt Proposals	SHP Proposals	Total Proposals
For	17993	262	18255
Against	1958	387	2345
Abstain	158	5	163
1 Year	0	0	0
2 Years	0	0	0
3 Years	0	0	0
Mixed	0	0	0
Take No Action	0	0	0
Unvoted	0	0	0
Totals	20109	654	20763

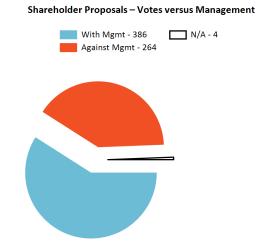


Management Proposals – Votes versus Management

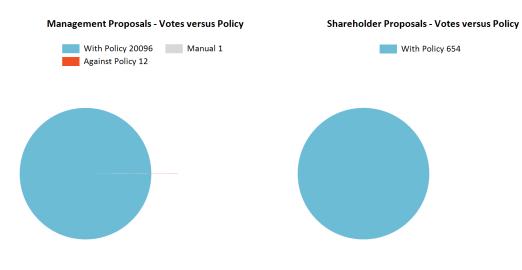


	Mgmt Proposals	SHP Proposals	Total Proposals
With Management	17966	386	18352
Against Management	2085	264	2349
N/A	58	4	62
Mixed	0	0	0
Take No Action	0	0	0
Unvoted	0	0	0
Totals	20109	654	20763

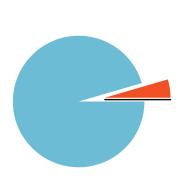




	Mgmt Proposals	SHP Proposals	Total Proposals
With Policy	20096	654	20750
Against Policy	12	0	12
Manual	1	0	1
N/A	0	0	0
Mixed	0	0	0
Take No Action	0	0	0
Unvoted	0	0	0
Totals	20109	654	20763



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



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

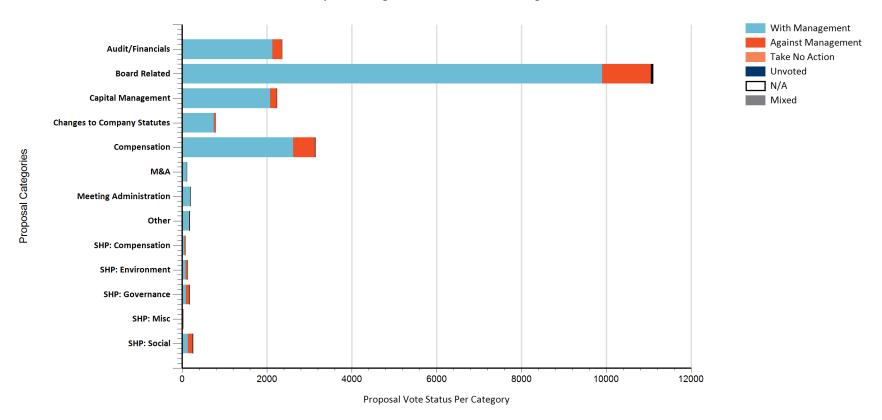
MASTERINVEST Kapitalanlage GmbH

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

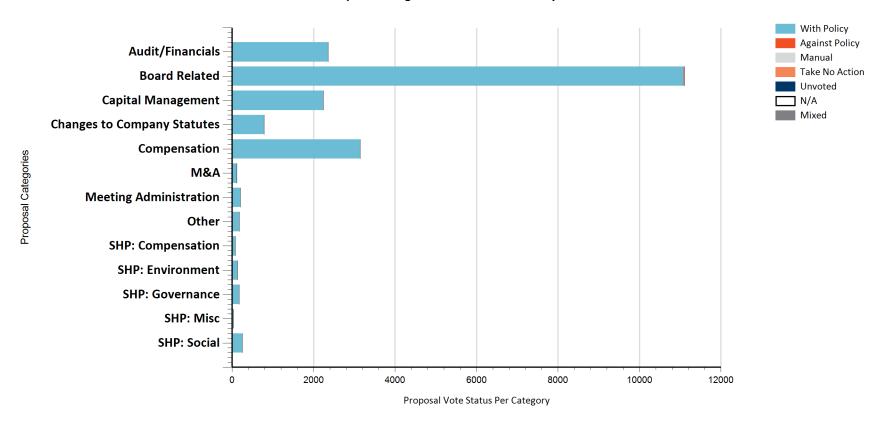


Proposal Categories - Votes versus Management

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	786
Compensation	2624	509	0	0	8	0	3141
M&A	112	1	0	0	0	0	113
Meeting Administration	201	3	0	0	0	0	204
Other	170	4	0	0	1	0	175
SHP: Compensation	53	23	0	0	0	0	76
SHP: Environment	86	47	0	0	0	0	133
SHP: Governance	95	70	0	0	3	0	168
SHP: Misc	11	16	0	0	0	0	27
SHP: Social	141	108	0	0	1	0	250

Proposal Categories - Votes versus Policy

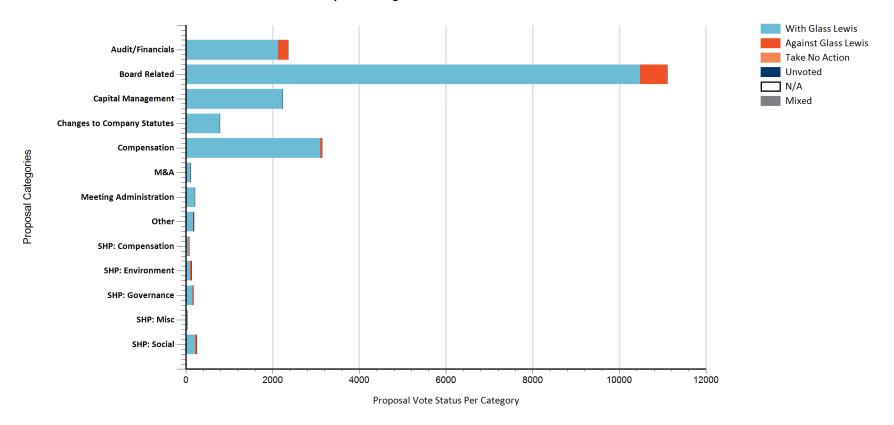


Proposal Categories - Votes versus Policy

				Take No				
Proposal Category Type	With Policy	Against Policy	Manual	Action	Unvoted	N/A	Mixed	Total
Totals	20750	12	1	0	0	0	0	20763
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

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

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
Totals	19745	1017	0	0	1	0	20763
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	3141
M&A	113	0	0	0	0	0	113
Meeting Administration	204	0	0	0	0	0	204
Other	168	6	0	0	1	0	175
SHP: Compensation	57	19	0	0	0	0	76
SHP: Environment	95	38	0	0	0	0	133
SHP: Governance	151	17	0	0	0	0	168
SHP: Misc	27	0	0	0	0	0	27
SHP: Social	214	36	0	0	0	0	250

Proposal Type Report

MASTERINVEST Kapitalanlage GmbH

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

Proposal Types - All Votes

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Total for all categories		18255	2345	163	0	0	0	0	0	0	20763
Audit/Financials		2128	227	0	0	0	0	0	0	0	2355
	Accounts and Reports (Bundled Issues)	83	0	0	0	0	0	0	0	0	83
	Allocation of Profits/Dividends	729	0	0	0	0	0	0	0	0	729
	Appointment of Auditor	430	80	0	0	0	0	0	0	0	510
	Appointment of Auditor and Authority to Set Fees	38	30	0	0	0	0	0	0	0	68
	Approval of Non-Financial Reports	42	0	0	0	0	0	0	0	0	42
	Authority to Set Auditor's Fees	171	0	0	0	0	0	0	0	0	171
	Bonus Dividend/Bonus Share Issue	10	0	0	0	0	0	0	0	0	10
	Financial Statements	572	0	0	0	0	0	0	0	0	572
	Ratification of Alternate Auditor	1	0	0	0	0	0	0	0	0	1
	Ratification of Auditor	38	117	0	0	0	0	0	0	0	155
	Stock Dividend/Dividend Reinvestment	14	0	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
Board Related		9923	1082	96	0	0	0	0	0	0	11005
	Approve Censor	1	14	0	0	0	0	0	0	0	15
	Approve Special Auditor's Report	114	2	0	0	0	0	0	0	0	116
	Board Size	47	0	0	0	0	0	0	0	0	47
	Board Spill	0	2	0	0	0	0	0	0	0	2
	Board Term Length	9	0	0	0	0	0	0	0	0	9
	Director & Officer Liability/Indemnification	0	2	0	0	0	0	0	0	0	2
	Election of Alternate Statutory Auditor	30	0	0	0	0	0	0	0	0	30
	Election of Board Committee Members	77	16	0	0	0	0	0	0	0	93
	Election of Directors	6919	880	6	0	0	0	0	0	0	7805
	Election of Directors (Management Board)	63	0	0	0	0	0	0	0	0	63
	Election of Directors (Slate)	2	0	0	0	0	0	0	0	0	2
	Election of Non-Management Nominee	0	1	0	0	0	0	0	0	0	1
	Election of Non-Principal Members (Chairman, alternates)	19	1	3	0	0	0	0	0	0	23
	Election of Shareholder or Institutional Investor Slate	9	0	2	0	0	0	0	0	0	11
	Election of Shareholder Representatives	6	8	0	0	0	0	0	0	0	14
	Election of Statutory Auditor Slate	11	0	7	0	0	0	0	0	0	18
	Election of Statutory Auditors	232	34	0	0	0	0	0	0	0	266
	Election of Supervisory Board	542	73	0	0	0	0	0	0	0	615
	Election of the Chair of Statutory Auditors	5	0	0	0	0	0	0	0	0	5

	Take No Issue Short Text For Against Abstain Action Unvoted Mixed 1 Year 2 Years 3 Years Total										
Issue Code Category	Issue Short Text	For	Against	Abstain	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
Capital Management		2076	96	62	0	0	0	0	0	0	2172
	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

					Take No						
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Authority to Set Offering Price of Shares	44	4	5	0	0	0	0	0	0	53
	Authorize Overallotment/Greenshoe	63	11	11	0	0	0	0	0	0	85
	Cancellation of Authorized Stock	229	0	0	0	0	0	0	0	0	229
	Increase in Authorized Capital	135	2	0	0	0	0	0	0	0	137
	Issuance of Common Stock	1	0	0	0	0	0	0	0	0	1
	Issuance of Convertible Debt Instruments	6	0	1	0	0	0	0	0	0	7
	Issuance of Debt Instruments	12	0	0	0	0	0	0	0	0	12
	Issuance of Repurchased Shares	6	0	0	0	0	0	0	0	0	6
	Issuance of Warrants w/o Preemptive Rights	2	0	0	0	0	0	0	0	0	2
	Limit to Capital Increase	25	0	0	0	0	0	0	0	0	25
	Misc. Proposal Regarding Capital	2	0	0	0	0	0	0	0	0	2
	Reduction in Share Premium Account	3	0	0	0	0	0	0	0	0	3
	Reverse Stock Split	2	0	0	0	0	0	0	0	0	2
	Share Repurchase	1	0	0	0	0	0	0	0	0	1
	Stock Split	1	0	0	0	0	0	0	0	0	1
	Use/Transfer of Reserves	12	0	0	0	0	0	0	0	0	12
Changes to Company Statutes		751	35	0	0	0	0	0	0	0	786
	Adoption of New Articles	33	0	0	0	0	0	0	0	0	33
	Adoption of Shareholder Rights' Plan	1	0	0	0	0	0	0	0	0	1
	Amend Articles, Constitution, Bylaws - Bundled	45	0	0	0	0	0	0	0	0	45

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
issue code category	issue silote rext	101	Aguillot	Abstain	Action	Onvoted	IVIIAEU	1 1001	2 icuis	3 10013	Total
	Amendment to Shareholder Rights' Plan	7	0	0	0	0	0	0	0	0	7
	Amendment to Supermajority	10	0	0	0	0	0	0	0	0	10
	Requirement	10	0	0	0	0	0	0	0	0	10
	Amendments to Articles (Technical)	83	0	0	0	0	0	0	0	0	83
	Amendments to Articles, Constitution, Bylaws	415	30	0	0	0	0	0	0	0	445
	Amendments to Charter/Bylaw - Bundled	6	0	0	0	0	0	0	0	0	6
	Authority to Set General Meeting Notice Period at 14 Days	133	0	0	0	0	0	0	0	0	133
	Change in State of Incorporation	0	3	0	0	0	0	0	0	0	3
	Company Name Change	4	0	0	0	0	0	0	0	0	4
	Elimination of Supermajority Requirement	4	0	0	0	0	0	0	0	0	4
	Misc. Article Amendments	2	0	0	0	0	0	0	0	0	2
	Misc. Proposal Regarding Antitakeover Devices	1	2	0	0	0	0	0	0	0	3
	Repeal of Classified Board	2	0	0	0	0	0	0	0	0	2
	Waiving of Mandatory Takeover Requirement	5	0	0	0	0	0	0	0	0	5
Compensation		2632	509	0	0	0	0	0	0	0	3141
	Adoption of Employee Stock Purchase Plan	6	0	0	0	0	0	0	0	0	6
	Adoption of Equity Compensation Plan	10	1	0	0	0	0	0	0	0	11
	Adoption of Restricted Stock Plan	8	1	0	0	0	0	0	0	0	9
	Adoption of Short Term Incentive Plan	11	1	0	0	0	0	0	0	0	12
	Advisory Vote on Executive Compensation	112	57	0	0	0	0	0	0	0	169
	Advisory Vote on Severance	2	0	0	0	0	0	0	0	0	2

		_			Take No			4.14	2.11	2.11	
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	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	139
	Directors' Fees	125	0	0			0	0	0	0	125
	Directors rees	123	0	0	0	0	0	0	0	0	123
	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	266
	Supervisory Board/ Corp Assembly Fees	9	5	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
	Trust Type Equity Plans (JP)	6	0	0	0	0	0	0	0	0	6
M&A		112	1	0	0		0	0	0	0	113
									-	-	
	Divestiture/Spin-off	20	0	0	0	0	0	0	0	0	20
	Intra-company Contracts/Control Agreements	10	0	0	0	0	0	0	0	0	10
	Merger by Absorption between Parent and Subsidiary	2	0	0	0	0	0	0	0	0	2
	Merger/Acquisition	38	1	0	0	0	0	0	0	0	39
	Misc. Proposal Regarding Restructuring	25	0	0	0	0	0	0	0	0	25
	Restructuring/Capitalization	17	0	0	0	0	0	0	0	0	17
Meeting Administration		201	3	0	0	0	0	0	0	0	204
	Authorization of Legal Formalities	191	0	0	0	0	0	0	0	0	191
	Right to Adjourn Meeting	9	1	0	0	0	0	0	0	0	10
	Routine Meeting Item	1	0	0	0	0	0	0	0	0	1
	Transact Other Business	0	2	0	0	0	0	0	0	0	2
Other		170	5	0	0	0	0	0	0	0	175
	Approval of Political Donation	107	0	0	0	0	0	0	0	0	107
	Management Proposal on Say on Climate	49	0	0	0	0	0	0	0	0	49
	Misc. Management Proposal	6	4	0	0	0	0	0	0	0	10
	Miscellaneous - Resident Status	0	1	0	0	0	0	0	0	0	1
	Renew Proportional Takeover Provisions	8	0	0	0	0	0	0	0	0	8
SHP: Compensation		23	53	0	0	0	0	0	0	0	76

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Tota
issue coue cutegory	SHP Recoupment of Unearned Bonuses										
	(Clawback)	5	0	0	0	0	0	0	0	0	5
	SHP regarding Change/ Opposition to	1	2	0	0	0	0	0	0	0	3
	Director Compensation	1	2	0	0	0	0	0	0	U	•
	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	ġ
	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
SHP: Environment		47	86	0	0	0	0	0	0	0	133
	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	
	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	;
	SHP Regarding Report on Environmental Performance	1	0	0	0	0	0	0	0	0	:
	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
SHP: Governance		67	96	5	0	0	0	0	0	0	163
	SHP Regarding Additional or Amended Shareholder Proposals	0	3	0	0	0	0	0	0	0	3

Issue Short Text	For	Δgainst	Ahstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
issue short rext	101	Agamst	Austum	Action	Onvoicu	WIIACU	I icui	2 10013	3 10013	Total
SHP Regarding Board Composition	1	11	0	0	0	0	0	0	0	12
SHP Regarding Double Board Nominees	0	3	0	0	0	0	0	0	0	3
SHP Regarding Election of Dissident Board Member(s)	6	1	0	0	0	0	0	0	0	7
SHP Regarding Eliminating Supermajority Provisions	0	1	0	0	0	0	0	0	0	1
SHP Regarding Facilitation of Shareholder Proposals	0	0	5	0	0	0	0	0	0	5
SHP Regarding Increase in	0	6	0	0	0	0	0	0	0	6
SHP Regarding Independent Board Chairman/Separation of Chair and CEO	20	12	0	0	0	0	0	0	0	32
SHP Regarding Limit on Board Memberships	0	1	0	0	0	0	0	0	0	1
SHP Regarding Majority Vote for Election of Directors	1	0	0	0	0	0	0	0	0	1
SHP Regarding Misc. Board/Shareholder Rights Issue	16	12	0	0	0	0	0	0	0	28
SHP Regarding Misc. Capital Issue	0	7	0	0	0	0	0	0	0	7
SHP Regarding Misc. Governance Issue	0	6	0	0	0	0	0	0	0	6
SHP Regarding Misc. Issue	1	11	0	0	0	0	0	0	0	12
SHP Regarding Misc. Restructuring Issue	0	4	0	0	0	0	0	0	0	4
SHP Regarding Recapitalization	7	0	0	0	0	0	0	0	0	7
SHP Regarding Removal of Director(s)	0	1	0	0	0	0	0	0	0	1
SHP Regarding Removal of Directors	1	0	0	0	0	0	0	0	0	1
SHP Regarding Right to Act by Written Consent	0	3	0	0	0	0	0	0	0	3
SHP Regarding Right to Call a Special Meeting	7	7	0	0	0	0	0	0	0	14
SHP Regarding Trained, Qualified Directors on Environment, Health and Sa	7			0	0					7
	SHP Regarding Double Board Nominees SHP Regarding Election of Dissident Board Member(s) SHP Regarding Eliminating Supermajority Provisions SHP Regarding Facilitation of Shareholder Proposals SHP Regarding Increase in Dividend/Redistribution of Profits SHP Regarding Independent Board Chairman/Separation of Chair and CEO SHP Regarding Limit on Board Memberships SHP Regarding Majority Vote for Election of Directors SHP Regarding Misc. Board/Shareholder Rights Issue SHP Regarding Misc. Capital Issue SHP Regarding Misc. Governance Issue SHP Regarding Misc. Restructuring Issue SHP Regarding Recapitalization SHP Regarding Removal of Director(s) SHP Regarding Removal of Directors SHP Regarding Right to Act by Written Consent SHP Regarding Right to Call a Special Meeting SHP Regarding Trained, Qualified	SHP Regarding Board Composition 1 SHP Regarding Double Board Nominees 0 SHP Regarding Election of Dissident Board Member(s) 6 SHP Regarding Eliminating Supermajority Provisions 0 SHP Regarding Facilitation of Shareholder Proposals 0 SHP Regarding Increase in Dividend/Redistribution of Profits 0 SHP Regarding Independent Board Chairman/Separation of Chair and CEO 20 SHP Regarding Limit on Board Memberships 0 SHP Regarding Majority Vote for Election of Directors 1 SHP Regarding Misc. Board/Shareholder Rights Issue 0 SHP Regarding Misc. Capital Issue 0 SHP Regarding Misc. Governance Issue 0 SHP Regarding Misc. Restructuring Issue 0 SHP Regarding Recapitalization 7 SHP Regarding Removal of Director(s) 0 SHP Regarding Removal of Directors 1 SHP Regarding Removal of Directors 1 SHP Regarding Regibit to Act by Written Consent 0 SHP Regarding Right to Call a Special Meeting 7 SHP Regarding Trained, Qualified	SHP Regarding Board Composition 1 11 SHP Regarding Double Board Nominees 0 3 SHP Regarding Election of Dissident Board Member(s) 6 1 SHP Regarding Eliminating Supermajority Provisions 0 1 SHP Regarding Facilitation of Shareholder Proposals 0 0 0 SHP Regarding Increase in Dividend/Redistribution of Profits 0 6 SHP Regarding Independent Board Chairman/Separation of Chair and CEO 20 12 SHP Regarding Limit on Board Memberships 0 1 SHP Regarding Majority Vote for Election of Directors 1 0 SHP Regarding Misc. Board/Shareholder Rights Issue 0 7 SHP Regarding Misc. Capital Issue 0 7 SHP Regarding Misc. Governance Issue 0 6 SHP Regarding Misc. Restructuring Issue 0 4 SHP Regarding Recapitalization 7 0 SHP Regarding Removal of Director(s) 0 1 SHP Regarding Removal of Directors 1 0 SHP Regarding Removal of Directors 1 0 SHP Regarding Removal of Directors 1 0 SHP Regarding Regapitalization 7 0 SHP Regarding Removal of Director 1 0 SHP Regarding Right to Act by Written Consent 0 3 SHP Regarding Right to Call a Special Meeting 7 7 SHP Regarding Trained, Qualified	SHP Regarding Board Composition 1 111 0 SHP Regarding Double Board Nominees 0 3 0 SHP Regarding Election of Dissident Board Member(s) 6 1 0 SHP Regarding Eliminating Supermajority Provisions 0 1 0 SHP Regarding Facilitation of Shareholder Proposals 0 0 5 SHP Regarding Increase in Dividend/Redistribution of Profits 0 6 0 SHP Regarding Independent Board Chairman/Separation of Chair and CEO 20 12 0 SHP Regarding Independent Board Memberships 0 1 0 SHP Regarding Majority Vote for Election of Directors 1 0 0 SHP Regarding Misc. Board/Shareholder Rights Issue 16 12 0 SHP Regarding Misc. Capital Issue 0 7 0 SHP Regarding Misc. Governance Issue 0 6 0 SHP Regarding Misc. Restructuring Issue 0 4 0 SHP Regarding Recapitalization 7 0 0 SHP Regarding Removal of Director(s) 1 0 SHP Regarding Removal of Director(s) 1 0 SHP Regarding Regarding Right to Act by Written Consent 0 3 0 SHP Regarding Right to Call a Special Meeting 7 7 0 SHP Regarding Right to Call a Special Meeting 7 7 0 SHP Regarding Trained, Qualified	Issue Short Text	Issue Short Text For Against Abstain Abstain Action Action Unvoted SHP Regarding Board Composition 1 11 0 0 0 SHP Regarding Double Board Nominees 0 3 0 0 0 SHP Regarding Election of Dissident Board Member(s) 6 1 0 0 0 SHP Regarding Eliminating Supermajority Provisions 0 1 0 0 0 SHP Regarding Facilitation of Shareholder Proposals 0 0 5 0 0 SHP Regarding Increase in Dividend/Redistribution of Profits 0 6 0 0 0 SHP Regarding Independent Board Chairman/Separation of Chair and CEO 20 12 0 0 0 SHP Regarding Mischain Board Memberships 0 1 0 0 0 SHP Regarding Majority Vote for Election of Directors 1 0 0 0 SHP Regarding Misc. Board/Shareholder Rights Issue 16 12 0 0 0 SHP Regarding Misc. Capital Issue 0 7 0 0 0 SHP Regarding Misc. Governance Issue 0 4 0 0 0 SHP Regarding Misc. Restructuring Issue 0 4 0 0	Issue Short Text For Against Abstain Action Univoted Mixed SHP Regarding Board Composition 1 11 0 0 0 0 SHP Regarding Double Board Nominees 0 3 0 0 0 0 SHP Regarding Election of Dissident Board Member(s) 6 1 0 0 0 0 SHP Regarding Eliminating Supermajority Provisions 0 1 0 0 0 0 SHP Regarding Eliminating Supermajority Provisions 0 0 5 0 0 0 SHP Regarding Eliminating Supermajority Provisions 0 0 5 0 0 0 SHP Regarding Eliminating Supermajority 0 0 5 0 0 0 SHP Regarding Eliminating Supermajority 0 0 5 0 0 0 SHP Regarding Independent Board 0 1 0 0 0 0 SHP Regarding Limit on Board 0 1 0 0 0	Issue Short Text For Against Aghstain Action Action Univoked Mixed Notice 1 Year SHP Regarding Board Composition 1 11 0<	Issue Short Text For Pagaring Against Against Against Action Unvoted Univoted Miked 1928 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	SHP Regarding Board Composition

		_			Take No			4.17	2.1/	• •	
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	SHP Shareholder Access to the Nomination Process (Proxy Access)	0	7	0	0	0	0	0	0	0	7
	Nonlination Process (Froxy Access)		,								-
SHP: Misc		16	11	0	0	0	0	0	0	0	27
	SHP: Misc. Issues	16	11	0	0	0	0	0	0	0	27
SHP: Social		109	141	0	0	0	0	0	0	0	250
	SHP Regarding Animal Welfare	8	0	0	0	0	0	0	0	0	8
	SHP Regarding Drug Pricing/Distribution	11	0	0	0	0	0	0	0	0	11
	SHP Regarding Firearms	4	0	0	0	0	0	0	0	0	4
	SHP Regarding Human Capital Management	3	0	0	0	0	0	0	0	0	3
	SHP Regarding Limiting or Ending Political Spending	0	1	0	0	0	0	0	0	0	1
	SHP Regarding Military Contracts/Sales	5	0	0	0	0	0	0	0	0	5
	SHP Regarding Misc. Human Capital Management	8	18	0	0	0	0	0	0	0	26
	SHP Regarding Misc. Human/Political Rights Policies	0	5	0	0	0	0	0	0	0	5
	SHP Regarding Misc. Social Issue	7	64	0	0	0	0	0	0	0	71
	SHP Regarding Pregnancy/Abortion Issues	11	1	0	0	0	0	0	0	0	12
	SHP Regarding Racial Equity Audit	14	12	0	0	0	0	0	0	0	26
	SHP Regarding Reporting on Company's Compliance with International Human Ri	23	4	0	0	0	0	0	0	0	27
	SHP Regarding Reviewing Charitable Spending	0	3	0	0	0	0	0	0	0	3
	SHP Regarding Reviewing Political Spending or Lobbying	11	33	0	0	0	0	0	0	0	44
	SHP Regarding Tobacco/Alcohol	4	0	0	0	0	0	0	0	0	4

Proposal Types – Votes Versus Management

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories		18352	2349	0	0	62	0	20763
Audit/Financials		2128	227	0	0	0	0	2355
	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
	Bonus Dividend/Bonus Share Issue	10	0	0	0	0	0	10
	Financial Statements	572	0	0	0	0	0	572
	Ratification of Alternate Auditor	1	0	0	0	0	0	1
	Ratification of Auditor	38	117	0	0	0	0	155
	Stock Dividend/Dividend Reinvestment	14	0	0	0	0	0	14
Board Related		9904	1148	0	0	49	0	11101
	Approve Censor	1	14	0	0	0	0	15
	Approve Special Auditor's Report	114	2	0	0	0	0	116
	Board Size	47	0	0	0	0	0	47
	Board Spill	2	0	0	0	0	0	2
	Board Term Length	9	0	0	0	0	0	9

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
Capital Management		2076	158	0	0	0	0	2234
	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
Changes to Company Statutes		751	35	0	0	0	0	786
	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
Compensation		2624	509	0	0	8	0	3141
	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				0	0	0	120
	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	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
M&A		112	1	0	0	0	0	113
	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
Meeting Administration		201	3	0	0	0	0	204
	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
Other		170	4	0	0	1	0	175
	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
SHP: Compensation		53	23	0	0	0	0	76
	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
SHP: Environment		86	47	0	0	0	0	133
	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
SHP: Governance		95	70	0	0	3	0	168
	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
SHP: Misc		11	16	0	0	0	0	27
	SHP: Misc. Issues	11	16	0	0	0	0	27
SHP: Social		141	108	0	0	1	0	250
	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
Total for all Categories		20750	12	1	0	0	0	0	20763
Audit/Financials		2355	0	0	0	0	0	0	2355
	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	Against	Manual	Take No	Unvoted	N/A	Mixed	Total
issue code Category	issue code Description	Policy	Policy	ivialiuai	Action	Olivoteu	IV/A	IVIIXEU	Total
	Appointment of Auditor	510	0	0	0	0	0	0	510
	Appointment of Auditor and Authority to	60	0	0	0	0	0	0	60
	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
Board Related		11089	12	0	0	0	0	0	11101
	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
issue doub datego.y	issue code sessipion	rolley	Folicy	····aiiaai	Action	Onroteu	14,71	тихса	
	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
Capital Management		2234	0	0	0	0	0	0	2234
	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
<u> </u>	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	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
issue code Category	issue code Description	Policy	Policy	Ivialiual	ACTION	Olivoted	N/A	IVIIACU	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
Changes to Company Statutes		786	0	0	0	0	0	0	786
	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

N/A Mixed 0 0 0 0 0 0 0 0 0 0	0 0 0	0	0 0 0	0 0	0 0	9 Policy 0	Policy 2	ssue Code Category Issue Code Description
0 0 0 :	0	0	0	0			2	
o o :	0				0	0		Repeal of Classified Board
o o :	0				0	0		Waiving of Mandatory Takeover
0 0		0	0				5	Requirement
	0			0	0	0	3141	ompensation
	0							Adoption of Employee Stock Purchase
0 0		0	0	0	0	0	6	Plan
	0	0	0	0	0	0	11	Adoption of Equity Compensation Plan
0 0	0	0	0	0	0	0	9	Adoption of Restricted Stock Plan
0 0	0	0	0	0	0	0	12	Adoption of Short Term Incentive Plan
0 0	0	0	0	0	0	0	169	Advisory Vote on Executive Compensation
0 0	0	0	0	0	0	0	2	Advisory Vote on Severance
0 0	0	0	0	0	0	0	18	Amendment to Employee Stock Purchase Plan
0 0	0	0	0	0	0	0	41	Amendment to Equity Compensation Plan
0 0	0	0	0	0	0	0	14	Amendment to Restricted Stock Plan
0 0	0	0	0	0	0	0	28	Amendment to Stock Option Plan
0 0	0	0	0	0	0	0	24	Bonus
0 0	0	0	0	0	0	0	2	Bonuses for Retiring Directors (JP)
0 0	0	0	0	0	0	0	139	Capital Proposal to Implement Equity Compensation Plan
0 0	0	0	0	0	0	0	125	Directors' Fees
0 0	0	0	0	0	0	0	1	Directors' Stock Option Plan
0 0	0	0	0	0	0	0	12	Employee Incentive Plan
	0	0	0	0	0	0	31	Misc. Proposal Regarding Compensation
0 0 0	0 0 0 0	0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	2 139 125 1	Bonuses for Retiring Directors (JP) Capital Proposal to Implement Equity Compensation Plan Directors' Fees Directors' Stock Option Plan Employee Incentive Plan

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
	(FOI WAI O-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
M&A		113	0	0	0	0	0	0	113
	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
Meeting Administration		204	0	0	0	0	0	0	204
	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 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
	174	0	1	0	0	0	0	175
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
	76	0	0	0	0	0	0	76
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
	133	0	0	0	0	0	0	133
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
	Routine Meeting Item Transact Other Business Approval of Political Donation Management Proposal on Say on Climate Misc. Management Proposal Miscellaneous - Resident Status Renew Proportional Takeover Provisions SHP Recoupment of Unearned Bonuses (Clawback) SHP regarding Change/ Opposition to Director Compensation SHP Regarding Golden Parachutes SHP Regarding Linking Executive Pay to Social Criteria SHP regarding Race and/or Gender Pay Equity Report SHP Regarding Report on Ratio Between CEO and Employee Pay SHP Regarding Restricting Executive Compensation Shareholder Proposal Regarding Say on Climate	Routine Meeting Item 1 Transact Other Business 2 174 Approval of Political Donation 107 Management Proposal on Say on Climate 49 Misc. Management Proposal 10 Miscellaneous - Resident Status 0 Renew Proportional Takeover Provisions 8 76 SHP Recoupment of Unearned Bonuses (Clawback) 5 SHP regarding Change/ Opposition to Director Compensation 3 SHP Regarding Golden Parachutes 12 SHP Regarding Golden Parachutes 12 SHP Regarding Misc. Compensation 31 SHP Regarding Race and/or Gender Pay Equity Report 9 SHP Regarding Restricting Executive Compensation 11 SHP Regarding Restricting Executive Compensation 11 Shareholder Proposal Regarding Say on Climate 18	Routine Meeting Item 1 0 Transact Other Business 2 0 Approval of Political Donation 107 0 Management Proposal on Say on Climate 49 0 Misc. Management Proposal 10 0 Miscellaneous - Resident Status 0 0 Renew Proportional Takeover Provisions 8 0 SHP Recoupment of Unearned Bonuses (Clawback) 5 0 SHP regarding Change/ Opposition to Director Compensation 3 0 SHP Regarding Golden Parachutes 12 0 SHP Regarding Misc. Compensation 31 0 SHP Regarding Race and/or Gender Pay Equity Report 31 0 SHP Regarding Restricting Executive Compensation 11 0 SHP Regarding Restricting Executive Compensation 11 0 Shareholder Proposal Regarding Say on Climate 18 0	Routine Meeting Item 1 0 0 0 Transact Other Business 2 0 0 0 Approval of Political Donation 107 0 0 Management Proposal on Say on Climate 49 0 0 Misc. Management Proposal 10 0 0 0 Miscellaneous - Resident Status 0 0 0 1 Renew Proportional Takeover Provisions 8 0 0 SHP Recoupment of Unearned Bonuses (Clawback) 5 0 0 SHP regarding Change/ Opposition to Director Compensation 3 0 0 SHP Regarding Golden Parachutes 12 0 0 SHP Regarding Linking Executive Pay to Social Criteria 3 0 0 SHP Regarding Race and/or Gender Pay Equity Report 0 National Report on Ratio Between CEO and Employee Pay 10 0 SHP Regarding Restricting Executive Compensation 11 0 0 Shareholder Proposal Regarding Say on Climate 18 0 0	Routine Meeting Item 1 0 0 0 0 0 Transact Other Business 2 0 0 0 0 Approval of Political Donation 107 0 0 0 0 Management Proposal on Say on Climate 49 0 0 0 0 Misc. Management Proposal 10 0 0 0 0 Misc. Management Proposal 10 0 0 0 0 Miscellaneous - Resident Status 0 0 0 1 0 0 Renew Proportional Takeover Provisions 8 0 0 0 0 SHP Recoupment of Unearned Bonuses (Clawback) 5 0 0 0 0 SHP Regarding Change/ Opposition to Director Compensation 3 0 0 0 0 SHP Regarding Golden Parachutes 12 0 0 0 0 SHP Regarding Golden Parachutes 12 0 0 0 0 SHP Regarding Misc. Compensation 3 0 0 0 0 SHP Regarding Misc. Compensation 3 0 0 0 0 SHP Regarding Race and/or Gender Pay Equity Report 9 0 0 0 0 SHP Regarding Restricting Executive Compensation 11 0 0 0 0 SHP Regarding Restricting Executive Compensation 11 0 0 0 0 SHP Regarding Restricting Executive Compensation 11 0 0 0 0 Shareholder Proposal Regarding Say on Climate 18 0 0 0 0	Name	Name Name	Name

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
SHP: Governance		168	0	0	0	0	0	0	168
	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
	311 Regarding Mise. Governance issue		0		0	0		<u> </u>	
	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
SHP: Misc		27	0	0	0	0	0	0	27
	SHP: Misc. Issues	27	0	0	0	0	0	0	27
SHP: Social		250	0	0	0	0	0	0	250
	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
Total for all Categories		19745	1017	0	0	1	0	20763
Audit/Financials		2128	227	0	0	0	0	2355
	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	10
	Financial Statements	572	0	0	0	0	0	572
	Ratification of Alternate Auditor	1	0	0	0	0	0	1
	Ratification of Auditor	38	117	0	0	0	0	155
	Stock Dividend/Dividend Reinvestment	14	0	0	0	0	0	14
Board Related		10476	625	0	0	0	0	11101
	Approve Censor	15	0	0	0	0	0	15
	Approve Special Auditor's Report	116	0	0	0	0	0	116
	Board Size	47	0	0	0	0	0	47
	Board Spill	2	0	0	0	0	0	2
	Board Term Length	9	0	0	0	0	0	9
	Director & Officer Liability/Indemnification	2	0	0	0	0	0	2
	Election of Alternate Statutory Auditor	30	0	0	0	0	0	30
	Election of Board Committee Members	91	2	0	0	0	0	93
	Election of Directors	7237	568	0	0	0	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)	20	3	0	0	0	0	23
	Election of Shareholder or Institutional Investor Slate	9	2	0	0	0	0	11

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
apital Management		2234	0	0	0	0	0	2234
	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 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	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	250	0	0	0	0	0	250
Authority to Repurchase Preferred Shares	6	0	0	0	0	0	6
Authority to Repurchase Shares	304	0	0	0	0	0	304
Authority to Set Offering Price of Shares	53	0	0	0	0	0	53
Authorize Overallotment/Greenshoe	85	0	0	0	0	0	85
Cancellation of Authorized Stock	229	0	0	0	0	0	229
Increase in Authorized Capital	137	0	0	0	0	0	137
Issuance of Common Stock	1	0	0	0	0	0	1
Issuance of Convertible Debt Instruments	7	0	0	0	0	0	7
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
	Authority to Issue Shares w/o Preemptive Rights Authority to Issue Stock w/ or w/out Preemptive Rights Authority to Repurchase and Re-Issue Shares Authority to Repurchase Preferred Shares Authority to Repurchase Shares Authority to Set Offering Price of Shares Authorize Overallotment/Greenshoe Cancellation of Authorized Stock Increase in Authorized Capital Issuance of Common Stock Issuance of Convertible Debt Instruments Issuance of Repurchased Shares Issuance of Warrants w/o Preemptive Rights Limit to Capital Increase Misc. Proposal Regarding Capital Reduction in Share Premium Account Reverse Stock Split Share Repurchase	Authority to Issue Shares w/o Preemptive Rights 337 Authority to Issue Stock w/ or w/out Preemptive Rights 26 Authority to Repurchase and Re-Issue Shares 250 Authority to Repurchase Preferred Shares 66 Authority to Repurchase Shares 304 Authority to Set Offering Price of Shares 53 Authorize Overallotment/Greenshoe 85 Cancellation of Authorized Stock 229 Increase in Authorized Capital 137 Issuance of Common Stock 1 Issuance of Convertible Debt Instruments 7 Issuance of Repurchased Shares 6 Issuance of Warrants w/o Preemptive Rights 2 Limit to Capital Increase 25 Misc. Proposal Regarding Capital 2 Reduction in Share Premium Account 3 Reverse Stock Split 2 Share Repurchase 1	Authority to Issue Shares w/o Preemptive Rights 337 0 Authority to Issue Stock w/ or w/out Preemptive Rights 26 0 Authority to Repurchase and Re-Issue Shares 250 0 Authority to Repurchase Preferred Shares 6 0 Authority to Repurchase Shares 304 0 Authority to Set Offering Price of Shares 53 0 Authority to Set Offering Price of Shares 53 0 Authorize Overallotment/Greenshoe 85 0 Cancellation of Authorized Stock 229 0 Increase in Authorized Capital 137 0 Issuance of Common Stock 1 0 Issuance of Convertible Debt Instruments 7 0 Issuance of Debt Instruments 12 0 Issuance of Repurchased Shares 6 0 Issuance of Warrants w/o Preemptive Rights 2 0 Misc. Proposal Regarding Capital 2 0 Reduction in Share Premium Account 3 0 Reverse Stock Split 2 0 Share Repurchase 1 0	Authority to Issue Shares w/o Preemptive Rights 337 0 0 Authority to Issue Stock w/ or w/out Preemptive Rights 26 0 0 Authority to Repurchase and Re-Issue Shares 250 0 0 Authority to Repurchase Preferred Shares 6 0 0 Authority to Repurchase Preferred Shares 304 0 0 Authority to Repurchase Shares 304 0 0 Authority to Set Offering Price of Shares 53 0 0 Authority to Set Offering Price of Shares 53 0 0 Authorize Overallotment/Greenshoe 85 0 0 Cancellation of Authorized Stock 229 0 0 Increase in Authorized Capital 137 0 0 Issuance of Common Stock 1 0 0 Issuance of Convertible Debt Instruments 7 0 0 Issuance of Repurchased Shares 12 0 0 Issuance of Repurchased Shares 12 0 0 Issuance of Warrants w/o Preemptive Rights 2 0 0 Limit to Capital Increase 25 0 0 Misc. Proposal Regarding Capital 2 0 0 Reduction in Share Premium Account 3 0 0 Reverse Stock Split 2 0 0 Share Repurchase	Authority to Issue Shares w/o Preemptive Rights 337 0 0 0 Authority to Issue Stock w/ or w/out Preemptive Rights 26 0 0 0 Authority to Repurchase and Re-Issue Shares 250 0 0 0 Authority to Repurchase Preferred Shares 6 0 0 0 Authority to Repurchase Shares 304 0 0 0 Authority to Set Offering Price of Shares 53 0 0 0 Authorize Overallotment/Greenshoe 85 0 0 0 Cancellation of Authorized Stock 229 0 0 0 Increase in Authorized Capital 137 0 0 0 Issuance of Common Stock 1 0 0 0 Issuance of Debt Instruments 7 0 0 0 Issuance of Warrants w/o Preemptive Rights 2 0 0 0 Limit to Capital Increase 25 0 0 0 Misc. Proposal Regarding Capital 2 0<	Authority to Issue Shares w/o Preemptive Rights 337 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Authority to Issue Shares w/o Preemptive Rights 337 0 <th< td=""></th<>

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
Changes to Company Statutes	,	783	3	0	0	0	0	786
	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
Compensation		3095	46	0	0	0	0	3141
	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	11
	Adoption of Equity Compensation Fian	11	0	0	0	0	0	
	Adoption of Restricted Stock Plan	9	0	0	0	0	0	9
	Adoption of Short Term Incentive Plan	11	1	0	0	0	0	12
	Advisory Vote on Executive Compensation	145	24	0	0	0	0	169
	pro pro constant de la constant de l							
	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	41	0	0	0	0	0	41
	Amendment to Restricted Stock Plan	14	0	0	0	0	0	14
	Amendment to Stock Option Plan	28	0	0	0	0	0	28
	Bonus	24	0	0	0	0	0	24
	Bonuses for Retiring Directors (JP)	2	0	0	0	0	0	2
	Capital Proposal to Implement Equity Compensation Plan	139	0	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	12	0	0	0	0	0	12
	Misc. Proposal Regarding Compensation	31	0	0	0	0	0	31
	Non-Executive Remuneration Policy (Forward-Looking)	417	0	0	0	0	0	417
	Remuneration Policy (Forward-Looking)	382	1	0	0	0	0	383
	Remuneration Report (Retrospective)	1056	20	0	0	0	0	1076
	Say When on Pay	138	0	0	0	0	0	138

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
M&A		113	0	0	0	0	0	113
	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
Meeting Administration		204	0	0	0	0	0	204
	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
Other		168	6	0	0	1	0	175
	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	49
	Misc. Management Proposal	10	0	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
SHP: Compensation		57	19	0	0	0	0	76
	SHP Recoupment of Unearned Bonuses (Clawback)	0	5	0	0	0	0	5
	SHP regarding Change/ Opposition to Director Compensation	3	0	0	0	0	0	3
	SHP Regarding Golden Parachutes	12	0	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
	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
SHP: Environment		95	38	0	0	0	0	133
	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

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
	151	17	0	0	0	0	168
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 Report/Action on Climate Change SHP Regarding Reporting and Reducing Greenhouse Gas Emissions SHP Regarding Sustainability or Environmental Reports SHP Regarding Additional or Amended Shareholder Proposals SHP Regarding Board Composition SHP Regarding Election of Dissident Board Member(s) SHP Regarding Eliminating Supermajority Provisions SHP Regarding Facilitation of Shareholder Proposals SHP Regarding Increase in Dividend/Redistribution of Profits SHP Regarding Independent Board Chairman/Separation of Chair and CEO SHP Regarding Limit on Board Memberships SHP Regarding Majority Vote for Election of Directors SHP Regarding Misc. Board/Shareholder Rights Issue SHP Regarding Misc. Capital Issue SHP Regarding Misc. Governance Issue SHP Regarding Misc. Issue	Issue Code DescriptionGlass LewisSHP Regarding Report/Action on Climate Change60SHP Regarding Reporting and Reducing Greenhouse Gas Emissions2SHP Regarding Sustainability or Environmental Reports2SHP Regarding Additional or Amended Shareholder Proposals3SHP Regarding Board Composition11SHP Regarding Double Board Nominees3SHP Regarding Election of Dissident Board Member(s)7SHP Regarding Eliminating Supermajority Provisions1SHP Regarding Facilitation of Shareholder Proposals0SHP Regarding Increase in Dividend/Redistribution of Profits6SHP Regarding Independent Board Chairman/Separation of Chair and CEO21SHP Regarding Limit on Board Memberships1SHP Regarding Majority Vote for Election of Directors1SHP Regarding Misc. Board/Shareholder Rights Issue28SHP Regarding Misc. Capital Issue7SHP Regarding Misc. Governance Issue6SHP Regarding Misc. Governance Issue6SHP Regarding Misc. Issue1	Issue Code DescriptionGlass LewisLewisSHP Regarding Report/Action on Climate Change600SHP Regarding Reporting and Reducing Greenhouse Gas Emissions230SHP Regarding Sustainability or Environmental Reports20SHP Regarding Additional or Amended Shareholder Proposals30SHP Regarding Board Composition111SHP Regarding Double Board Nominees30SHP Regarding Election of Dissident Board Member(s)70SHP Regarding Eliminating Supermajority Provisions10SHP Regarding Facilitation of Shareholder Proposals05SHP Regarding Increase in Dividend/Redistribution of Profits60SHP Regarding Independent Board Chairman/Separation of Chair and CEO2111SHP Regarding Limit on Board Memberships10SHP Regarding Majority Vote for Election of Directors10SHP Regarding Misc. Board/Shareholder Rights Issue280SHP Regarding Misc. Capital Issue70SHP Regarding Misc. Governance Issue60SHP Regarding Misc. Governance Issue60SHP Regarding Misc. Issue120	Issue Code Description Glass Lewis Lewis Action	Issue Code Description Glass Lewis Lewis Action Unvoted	Issue Code Description Glass Lewis Lewis Action Unvoted N/A	SHP Regarding Report/Action on Climate Change 60

Issue Code Category	Issue Code Description	With	Against Glass	Take No	Unvoted	N/A	Mixed	Total
issue code Category	issue code Description	Glass Lewis	Lewis	Action	Onvoteu	IV/A	IVIIXEU	TOLAI
	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		-		0			
	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
SHP: Misc	Hommation Process (Floxy Access)	27	0		0	0		27
SHP. IVIISC		21	0	0	U	0	0	
	SHP: Misc. Issues	27	0	0	0	0	0	27
SHP: Social		214	36	0	0	0	0	250
	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	8	4	0	0	0	0	12
	Issues	8	4	0	U	0	U	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	27
	SHP Regarding Reviewing Charitable Spending	3	0	0	0	0	0	3
	SHP Regarding Reviewing Political Spending or Lobbying	43	1	0	0	0	0	44
	SHP Regarding Tobacco/Alcohol	0	4	0	0	0	0	4

Proposal Type Report

MASTERINVEST Kapitalanlage GmbH

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

Proposal Reasons - All Votes

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Total for all Categories			18255	2345	163	0	0	0	0	0	0	20763
Audit/Financials			2128	227	0	0	0	0	0	0	0	2355
	Accounts and Reports (Bundled Issues)											
		No Stated Reason	83	0	0	0	0	0	0	0	0	83
	Allocation of Profits/Dividends											
		No Stated Reason	729	0	0	0	0	0	0	0	0	729
	Appointment of Auditor											
		Excessive Auditor Tenure.	0	80	0	0	0	0	0	0	0	80
		No Stated Reason	430	0	0	0	0	0	0	0	0	430
	Appointment of Auditor and Authority to Set Fees											
		Excessive Auditor Tenure.	0	30	0	0	0	0	0	0	0	30
		No Stated Reason	38	0	0	0	0	0	0	0	0	38
	Approval of Non-Financial Reports											

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		N. C I.D.	40	0		0			•			
		No Stated Reason	42	0	0	0	0	0	0	0	0	42
	Authority to Set Auditor's Fees											
		No Stated Reason	171	0	0	0	0	0	0	0	0	171
	Bonus Dividend/Bonus Share Issue											
		No Stated Reason	10	0	0	0	0	0	0	0	0	10
	Financial Statements											
		No Stated Reason	572	0	0	0	0	0	0	0	0	572
	Ratification of Alternate Auditor											
		No Stated Reason	1	0	0	0	0	0	0	0	0	1
	Ratification of Auditor											
		Excessive Auditor										
		Tenure.	0	117	0	0	0	0	0	0	0	117
		No Stated Reason	38	0	0	0	0	0	0	0	0	38
	Stock Dividend/Dividend Reinvestment											
		No Stated Reason	14	0	0	0	0	0	0	0	0	14
Board Related			9923	1082	96	0	0	0	0	0	0	11005
	Approve Censor											
		Insufficient justification; Insufficient										
		response to shareholder dissent	0	14	0	0	0	0	0	0	0	14
		No Stated Reason	1	0	0	0	0	0	0	0	0	1
	Approve Special Auditor's Report				· · · · · · · · · · · · · · · · · · ·							

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		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
					<u>J</u>					<u> </u>		

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	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	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	3

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	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/governa nce 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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	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		1

Issue Short Text			_			_			_	_	
ISSUE SHOTT TEXT	Rationale Reason	For	Against	Abstain	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	0	1	0	0	0	0	0	0	0	1
	Concerning pay										
	Concerning pay practices; Ongoing compensation concerns; Related party transactions disclosure concern	0	1				0			0	9
	Concerning pay practices; Other governance issue	0	1	0	0	0	0	0	0	0	1
		sufficiently independent; Related party transactions Board is not sufficiently independent; Responsible for lack of board independence CFO on board Climate-related concerns Company does not report to CDP or SASB. Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No Net Zero targets. Concerning pay practices Concerning pay practices; Ongoing compensation concerns; Related party transactions disclosure concern	sufficiently independent; Related party transactions Board is not sufficiently independent; Responsible for lack of board independence O CFO on board Climate-related concerns O Company does not report to CDP or SASB. Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. O Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. O Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No Net Zero targets. Concerning pay practices: O Concerning pay	sufficiently independent; Related party transactions 0 4 Board is not sufficiently independent; Responsible for lack of board independence 0 15 CFO on board 0 1 Climate-related concerns 0 6 Company does not report to CDP or SASB. 0 32 Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. 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 Concerning pay practices 0 9 Concerning pay practices; Ongoing compensation concerns; Related party transactions disclosure concern 0 1 Concerning pay practices; Other	sufficiently independent; Related party transactions 0 4 0 Board is not sufficiently independent; Responsible for lack of board independence 0 15 0 CFO on board 0 1 0 1 0 Climate-related concerns 0 6 0 0 Company does not report to CDP or SASB. 0 32 0 Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. 0 35 0 Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. 0 35 0 Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No Net Zero targets. 0 1 0 Concerning pay practices 0 9 0 Concerning pay practices; Ongoing compensation concerns; Related party transactions disclosure concern 0 1 0 Concerning pay practices; Other	sufficiently independent; Related party transactions 0 4 0 0 0 Board is not sufficiently independent; Responsible for lack of board independence 0 15 0 0 0 CFO on board 0 1 0 0 Climate-related concerns 0 6 0 0 0 Company does not report to CDP or SASB. 0 32 0 0 Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. 0 35 0 0 Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. 0 35 0 0 Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. 0 35 0 0 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 Concerning pay practices 0 9 0 0 Concerning pay practices; Ongoing compensation concerns; Related party transactions disclosure concern 0 1 0 0 Concerning pay practices; Other	sufficiently independent; Related party transactions 0 4 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	sufficiently independent; Related party transactions			

Janua Cada Catanana	lance Chart Taret	Dational - Darren		A ===!		Take No	l lman e de e el		4 1/	2 V	2 W	T-4-1
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Current interlocking directorship	0	1	0	0	0	0	0	0	0	1
		Director serves on	0		0	0	-	0	0	0		
		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

Lacra Cada Catagoni						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	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	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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		No nominating/governa nce 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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
issue Code Category	issue Snort Text	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	FOR	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Ιοται
		does not align with	0		0	0		0	0	0	0	
		UNDHR. Ongoing compensation concerns	0	7	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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		Unvoted	Mixed	1 Year	2 Years	3 Years	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	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/Experi ence concerns; Affiliate/Insider on nominating/governa nce committee	0	1	0	0	0	0	0	0	0	1
			0	1	U	U	U	0	U	0	U	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
		· · · · · · · · · · · · · · · · · · ·	-		0	0		0	0		-	
		Serves on too many boards	0	36	0	0	0	0	0	0	0	36
		There is insufficient female representation on the board of										
		the board of directors.	0	209	0	0	0	0	0	0	0	209
		un ectors.	U	203	U	0	0	U	U	U	U	203

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	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. 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	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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	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. No GHG targets in						0				
		place. 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	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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		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.										
		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	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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	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.	0	2	0	0	0	0	0	0	0	2
		No Net Zero targets.	0		0	U	U	U	0	U	U	2
	Election of Directors (Management Board)											
		No Stated Reason	63	0	0	0	0	0	0	0	0	63
	Election of Directors (Slate)											
		No Stated Reason	2	0	0	0	0	0	0	0	0	2
	Election of Non-Management Nominee											
		No Stated Reason	0	1	0	0	0	0	0	0	0	1
	Election of Non-Principal Members (Chairman, alternat											
		Board is not sufficiently independent	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	19	0	0	0	0	0	0	0	0	19

Issue Code Category		Take No										
	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	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	3	0	0	0	0	0	0	3
	Election of Shareholder or											
	Institutional Investor Slate											
		No Stated Reason	9	0	0	O	0	0	0	0	0	9

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	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										
		OTTIERS> ABSTAIN	0	0	2	0	0	0	0	0	0	2
	Election of Shareholder											
	Representatives											
	·	Alternate nominee										
		preferred	0	8	0	0	0	0	0	0	0	8
		r										
		No Stated Reason	6	0	0	0	0	0	0	0	0	6
	Election of Statutory Auditor Slate											
		No Chatad Dancer	- 11									44
		No Stated Reason	11	0	0	0	0	0	0	0	0	11

Janua Carla C. t	Laura Charles	Detternal D	_		A la	Take No			4.11	2.4	2 V.	-
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	1 Unvoted	Mixed	1 Year	2 Years	3 Years	Tota
		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	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	1

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	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	2	0	0	0	0	0	0	2

						Take No						
sue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	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 Au	ditors										
		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
	El .:											
	Election of Supervisory	Board										

		B	_			Take No			4 3 .	2.11	2.1/	
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	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										
		compensation committee; Board is										
		not sufficiently										
		independent; Other										
		governance issue;										
		Affiliate/Insider on										
		nominating/governa										
		nce 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	0	40	0	0	0	0	0	0	0	4.0
		UNDHR.	0	18	0	0	0	0	0	0	0	18
		Excessive director	0	2	•		•					
		term length	0	3	0	0	0	0	0	0	0	3
		Insufficient										
		oversight of E&S	0		•		•					_
		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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Nominee sits on										
		more than two										
		public company boards while being										
		an executive of a										
		public company or										
		the nominee sits on										
		more than five										
		public company	11	10	0	0	0	0	0	0	0	24
		boards.	11	10	0	0	0	0	0	0	0	21
		Serves on too many	0	7	0	0	0	0	0	0	0	-
		boards	0	7	0	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.	0	15	0	0	0	0	0	0	0	15
		Vote against the	0	15	0	0	0	0	0	0	0	15
		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
	Election of the Chair of											
	Statutory Auditors											
		No Stated Reason	5	0	0	0	0	0	0	0	0	5
	Misc. Management Proposal											
	Regarding Board											
		No Stated Reason	7	0	0	0	0	0	0	0	0	7
	Number of Statutory Auditors											
	,											
		No Stated Reason	3	0	0	0	0	0	0	0	0	3

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Post-Employment /Severance Agreements	2										
		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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Tota
		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	e
		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										
	Authority to Increase Capital in Consideration for Contribut	threshold	0	10	0	0	0	0	0	0	0	10

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	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
		tillesiloiu	0	1	U	0	U	U	U	U	U	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	_	_	40	_	^	•	_	_	•	4.5
		disclosed	0	0	10	0	0	0	0	0	0	10

						Take No						
ssue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	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

Jacob Cada Catagomi	leave Shout Tout	Dationala Dassau	Far	Accinct	A batain	Take No	Umuntad	No. of	1 Vaar	2 Vacus	2 Vaara	Total
Issue Code Category	Issue Short Text	May be used as anti-takeover device; Insufficient response to	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		shareholder dissent	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	248	0	0	0	0	0	0	0	0	248
	Authority to Repurchase Preferred Shares											
		No Stated Reason	6	0	0	0	0	0	0	0	0	6
	Authority to Repurchase Shares											
		No Stated Reason	298	0	0	0	0	0	0	0	0	298
		Not in shareholders" best interests; Insufficient response to shareholder dissent	0	3	0	0	0	0	0	0	0	3
		Potential dilution exceeds recommended threshold	0	1	0	0	0	0	0	0	0	1
		Repurchase is not in best interests of shareholders	0	2	0	0	0	0	0	0	0	2
	Authority to Set Offering Price of Shares	2										
		Maximum debt amount not disclosed	0	0	5	0	0	0	0	0	0	5
		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	44	0	0	0	0	0	0	0	0	44

			_			Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Potential dilution										
		exceeds recommended										
		threshold	0	3	0	0	0	0	0	0	0	3
	A valle and a	tilicanolu	-		- 0	- 0	0	-	- 0	0	0	
	Authorize Overallotment/Greenshoe											
	Overallotimenty dicensilioe	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; Potential										
		dilution exceeds										
		recommended										
		threshold	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	63	0	0	0	0	0	0	0	0	63
		Potential dilution										
		exceeds										
		recommended										
		threshold	0	10	0	0	0	0	0	0	0	10
	Cancellation of Authorized											
	Stock											
		No Stated Reason	229	0	0	0	0	0	0	0	0	229
	Increase in Authorized Capita	ı										
	increase in Authorized Capita											
		Increase of non-	0	1	0	0	0	0	0	0	0	1
		voting share class	0	1	0	0	0	0	0	0	0	1
		May be used as		_			•					_
		anti-takeover device	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	135	0	0	0	0	0	0	0	0	135
	Issuance of Common Stock											
		No Stated Reason	1	0	0	0	0	0	0	0	0	1
	Issuance of Convertible Debt											
	Instruments											

			_			Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Insufficient										
		information provided	0	0	1	0	0	0	0	0	0	1
		provided	0	- 0		0	0	0	0	0	0	
		No Stated Reason	6	0	0	0	0	0	0	0	0	6
	Issuance of Debt Instruments											
		No Stated Reason	12	0	0	0	0	0	0	0	0	12
	Issuance of Repurchased											
	Shares											
		No Stated Reason	6	0	0	0	0	0	0	0	0	6
	Issuance of Warrants w/o	No Stated Reason	0	0	0	0	0	0	0	0	0	
	Preemptive Rights											
	11 pr 1 0 m											
		No Stated Reason	2	0	0	0	0	0	0	0	0	2
	Limit to Capital Increase											
		No Stated Reason	25	0	0	0	0	0	0	0	0	25
	Miss Duamasal Dagardina	NO Stated Reason	23	U	U	U	U	U	U	U	U	25
	Misc. Proposal Regarding Capital											
	oapita.											
		No Stated Reason	2	0	0	0	0	0	0	0	0	2
	Reduction in Share Premium											
	Account											
		N. C I.D.	2	0		•			0	0	•	_
		No Stated Reason	3	0	0	0	0	0	0	0	0	3
	Reverse Stock Split											
	neverse stock spin											
		No Stated Reason	2	0	0	0	0	0	0	0	0	2
	Share Repurchase											
		No Stated Reason	1	0	0	0	0	0	0	0	0	1
	Stock Split											
	Stock Split											
		No Stated Reason	1	0	0	0	0	0	0	0	0	1

			_			Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	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
Changes to Company												
Statutes			751	35	0	0	0	0	0	0	0	786
	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						<u> </u>				
		interests	0	9	0	0	0	0	0	0	0	9

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Shortened notice period could disenfranchise										
		shareholders	0	4	0	0	0	0	0	0	0	4
	Amendments to Charter/Bylaw - Bundled											
		No Stated Reason	6	0	0	0	0	0	0	0	0	6
	Authority to Set General Meeting Notice Period at 14 D)										
		No Stated Reason	133	0	0	0	0	0	0	0	0	133
	Change in State of Incorporation											
		Proposal is to move the company offshore.	0	3	0	0	0	0	0	0	0	3
	Company Name Change											
		No Stated Reason	4	0	0	0	0	0	0	0	0	4
	Elimination of Supermajority Requirement											
		No Stated Reason	4	0	0	0	0	0	0	0	0	4
	Misc. Article Amendments											
		No Stated Reason	2	0	0	0	0	0	0	0	0	2
	Misc. Proposal Regarding Antitakeover Devices											
		May be used as anti-takeover device	0	1	0	0	0	0	0	0	0	1
		May be used as anti-takeover device; Insufficient response to										
		shareholder dissent	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	1	0	0	0	0	0	0	0	0	1
	Repeal of Classified Board											

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Tota
		No Stated Reason	2	0	0	0	0	0	0	0	0	2
	Waiving of Mandatory	The Granda Headen										
	Takeover Requirement											
		No Stated Reason	5	0	0	0	0	0	0	0	0	5
Compensation			2632	509	0	0	0	0	0	0	0	3141
	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	The stated heads.										
		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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Concerning pay practices; Excessive	•			•	2		2		2	
		compensation	0	2	0	0	0	0	0	0	0	2
		Concerning pay practices; Pay and performance disconnect	0	6	0	0	0	0	0	0	0	6
			U	0	U	U	U	U	U	U	U	6
		Excessive compensation	0	1	0	0	0	0	0	0	0	1
		Failure to incentivize mitigation of material environmental risks.	0	7	0	0	0	0	0	0	0	7
		No Stated Reason	112	0	0	0	0	0	0	0	0	112
		No tie between compensation and sustainability.	0	27	0	0	0	0	0	0	0	27
		Pay and performance disconnect	0	8	0	0	0	0	0	0	0	8
		Pay and performance disconnect; Concerning pay practices	0	1	0	0	0	0	0	0	0	1
	Advisory Vote on Severance											
		No Stated Reason	2	0	0	0	0	0	0	0	0	2
	Amendment to Employee Stock Purchase Plan											
		No Stated Reason	18	0	0	0	0	0	0	0	0	18
	Amendment to Equity Compensation Plan											
		Cost of plan is excessive	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	35	0	0	0	0	0	0	0	0	35

Pace of historical grants, Excessive cost compared to enterprise value			B. (1 1 E	_			Take No			4.11			
Brants, Excessive cost compared to enterprise value 0	Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Cost compared to enterprise value													
enterprise value													
Plan Includes Full-value Inverse				0	4	0	0	0	0	0	0	0	4
Value Inverse Multiplier						-						-	-
Multiplier													
Amendment to Restricted Stock Plan Concerning pay practices 0 1 0 0 0 0 0 0 0 0 0 0 0 1 1				0	1	0	0	0	0	0	0	0	1
Concerning pay practices			Wordpile										
No Stated Reason 13			Concerning nav										
No Stated Reason 13 0 0 0 0 0 0 0 0 0				0	1	0	0	0	0	0	0	0	1
Amendment to Stock Option Plan Excessive rolling maximum; Concerning pay practices 0 1 0 0 0 0 0 0 0 0 0 0 0 2 2: Bonus No Stated Reason 27 0 0 0 0 0 0 0 0 0 0 2 2: Bonus No Stated Reason 24 0 0 0 0 0 0 0 0 0 0 2 2: Bonuses for Retiring Directors (JP) Not linked to performance 0 1 0 0 0 0 0 0 0 0 0 0 0 2 2: Poor overall compensation disclosure; Not linked to performance 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			<u>,</u>										
Amendment to Stock Option Plan Excessive rolling maximum; Concerning pay practices 0 1 0 0 0 0 0 0 0 0 0 0 0 2 2: Bonus No Stated Reason 27 0 0 0 0 0 0 0 0 0 0 2 2: Bonus No Stated Reason 24 0 0 0 0 0 0 0 0 0 0 2 2: Bonuses for Retiring Directors (JP) Not linked to performance 0 1 0 0 0 0 0 0 0 0 0 0 0 2 2: Poor overall compensation disclosure; Not linked to performance 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			No Stated Reason	13	0	0	0	0	0	0	0	0	13
Maximum; Concerning pay practices O													
Concerning pay practices			Excessive rolling										
Practices 0													
No Stated Reason 27													
No Stated Reason 24 0 0 0 0 0 0 0 0 24			practices	0	1	0	0	0	0	0	0	0	1
No Stated Reason 24 0 0 0 0 0 0 0 0 24			No Chatad Bassas	27	0	0	0	0	0	0	0	0	27
No Stated Reason 24 0 0 0 0 0 0 0 0 24			No Stated Reason	27	0	0	0	U	U	U	0	U	21
Bonuses for Retiring Directors (JP)		Bonus											
Not linked to performance			No Stated Reason	24	0	0	0	0	0	0	0	0	24
Poor overall Compensation disclosure; Not linked to performance O 1 O O O O O O O O			i										
Poor overall compensation disclosure; Not linked to performance 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0													
Compensation disclosure; Not linked to performance 0			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 0 0 0 0 0 0 0 0 0 0			compensation disclosure; Not linked to	0	1	0	0	0	0	0	0	0	1
Exercise price is too		Canital Proposal to	F										_
low 0 1 0													
Grants are excessive 0 1 0 0 0 0 0 0 0 0 0 0				^	,	^	^	0	0	•	^	•	
Linked to a plan we			IOW	0	1	0	0	Ü	U	0	0	0	1
			Grants are excessive	0	1	0	0	0	0	0	0	0	1
do not support 0 3 0 0 0 0 0 0 0 3													
			do not support	0	3	0	0	0	0	0	0	0	3

			_			Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Linked to plan we	0	1	0	0	0	0	0	0	0	1
		do not support	U	1	U	U	U	U	U	U	U	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		4.5	0	•	•				•	4-
		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
		0										
		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;	0	4	0	0	0	0	0	0	0	
		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	0	2	0	0	0	0	0	0	0	•
		shareholder dissent	0	2	0	0	0	0	0	0	0	2

			_			Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		No Stated Reason	10	0	0	0	0	0	0	0	0	10
	Misc. Proposal Regarding Compensation	The States Headen										
		No Stated Reason	31	0	0	0	0	0	0	0	0	31
	Non-Executive Remuneration Policy (Forward-Looking)											
		Concerning pay practices	0	6	0	0	0	0	0	0	0	6
		Equity awards to major shareholder	0	1	0	0	0	0	0	0	0	1
		Excessive compensation	0	2	0	0	0	0	0	0	0	2
		Excessive compensation; Insufficient response to shareholder dissent	0	1	0	0	0	0	0	0	0	1
		NEDs may participate in executive plan; Insufficient response to shareholder dissent	0	3	0	0	0	0	0	0	0	3
		No Stated Reason	404	0	0	0	0	0	0	0	0	404
	Remuneration Policy (Forward-Looking)											
		Compensation policy is not in best interests of shareholders; Concerning pay practices	0	2	0	0	0	0	0	0	0	2
		Concerning pay practices	0	4	0	0	0	0	0	0	0	4
		Equity awards to controlling shareholder; Insufficient response to										
		shareholder dissent	0	5	0	0	0	0	0	0	0	5

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		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

Janua Cada C	tarra Charles	Buttowell B	_			Take No	11		4 32	2.4	2.1/	
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Insufficient response to shareholder dissent; Excessive										
		compensation	0	7	0	0	0	0	0	0	0	7
		Insufficient response to shareholder dissent; Excessive compensation; Increase is excessive	0	7	0	0	0	0	0	0	0	7
		Insufficient response to shareholder dissent; Increase is excessive	0	2	0	0	0	0	0	0	0	2
		Insufficient response to shareholder dissent; Poor overall compensation disclosure	0	1	0	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design	0	4	0	0	0	0	0	0	0	4
		Insufficient response to shareholder dissent; Poor overall design; Poor overall compensation disclosure	0	7	0	0	0	0	0	0	0	7
		Insufficient response to shareholder dissent; Potential for excessive payouts	0	1	0	0	0	0	0	0	0	1
		Lacks long-term incentive plan	0	1	0	0		0	0	0	0	1
		No Stated Reason	289	0	0	0	0	0	0	0	0	289

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		No tie between compensation and	0	F	0	0	0	0	0	0	0	-
		sustainability.	0	5	0	0	0	0	0	0	0	5
		Poor compensation structure/performa nce conditions; Excessive honorary chair"s remuneration	0	2	0	0	0	0	0	0	0	2
		Poor compensation structure/performa nce 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			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

Janua Cada Cata asses	Janua Chant Tout	Dationals Dances	-	A!		Take No	l lance to d		4.7/	2 V	2. ٧	T-4-1
Issue Code Category	Remuneration Report (Retrospective)	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	(netrospective)	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/performa nce 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	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

						Take No						_
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		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	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	2
		Generous termination and sign-on arrangements; STI										
		discretion	0	1	0	0		0	0	0	0	1
		Grants are excessive	0	3	0	0	0	0	0	0	0	3

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		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/performa nce 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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Insufficient response to shareholder dissent; Excessive compensation; Poor		-	0		0		0	2	0	_
		overall design Insufficient response to shareholder dissent; LTI not linked to	0	7	0	0	0	0	0	0	0	7
		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		0	0	0	0	0	0	0	38
		Pay and performance disconnect	0	22	0	0		0	0			22
		Pay and performance disconnect; Concerning pay practices	0	3	0	0		0	0			3

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Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Poor alignment with	0	1	0	0	0	0	0	0	0	1
		license to operate	U	1	U	U	U	0	U	U	U	1
		Poor compensation structure/performa										
		nce conditions	0	2	0	0	0	0	0	0	0	2
		Poor compensation										
		structure/performa										
		nce conditions;										
		Excessive	0	2	0	0	0	0	0	0	0	•
		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
		overall design										
		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
		Scheno	J		<u> </u>	0			<u>_</u>	<u>J</u>	<u>J</u>	

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Significant base salary on										
		appointment	0	10	0	0	0	0	0	0	0	10
		Single metric	1	0	0	0	0	0	0	0	0	1
		Special Recognition Payments	0	4	0	0	0	0	0	0	0	4
		STI outcomes; Unjustified adjustment (FY24 LTI)	0	1	0	0	0	0	0	0	0	1
			0	1	U	U	0	0	U	0	0	1
		STI safety component payout	0	7	0	0	0	0	0	0	0	7
		Unchallenging financial and E&S										
		targets	0	8	0	0	0	0	0	0	0	8
		Unchallenging LTIP target	0	2	0	0	0	0	0	0	0	2
		Unexplained significant increases in base salary	0	2	0	0	0	0	0	0	0	2
		Upward discretion; Substantial increase										
		in opportunity	0	1	0	0	0	0	0	0	0	1
	Say When on Pay											
		No Stated Reason	138	0	0	0	0	0	0	0	0	138
	Statutory Auditors' Fees											
		No Stated Reason	17	0	0	0	0	0	0	0	0	17
	Stock Option Grants											
		No Stated Reason	79	0	0	0	0	0	0	0	0	79
		Unjustified adjustment	0	1	0	0	0	0	0	0	0	1
	Stock Option Plan											

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	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
		performance	U	1	U	U	U	U	U	U	U	
		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	2
		Short vesting period; Discretionary performance evaluation; Short performance period	0	2	0	0	0	0	0	0	0	2

						Take No	_					_
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Vesting below		2		•		•	0			_
		median	0	2	0	0	0	0	0	0	0	2
	Stock Purchase Plan											
	Stock i di chase i lan											
		No Stated Reason	264	0	0	0	0	0	0	0	0	264
		Potential dilution										
		exceeds										
		recommended										
		threshold	0	2	0	0	0	0	0	0	0	2
	Supervisory Board/ Corp Assembly Fees											
		Insufficient										
		justification;										
		Excessive										
		compensation	0	2	0	0	0	0	0	0	0	2
		No Stated Reason	9	0	0	0	0	0	0	0	0	9
		Non-executive										
		participation linked										
		to performance;										
		Insufficient										
		response to	0	2	0	0	0	0	0	0	0	_
		shareholder dissent	0	3	0	0	0	0	0	0	0	3
	Trust Type Equity Plans (JP)											
		No Stated Reason	6	0	0	0	0	0	0	0	0	6
		NO Stated Reason		0	0	- 0		0	0			
M&A			112	1	0	0	0	0	0	0	0	113
	Divestiture/Spin-off											
		No Stated Reason	20	0	0	0	0	0	0	0	0	20
	Intra-company	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2										
	Contracts/Control Agreement											
		No Stated Reason	10	0	0	0	0	0	0	0	0	10
	Merger by Absorption between Parent and Subsidiar											
		No Stated Reason	2	0	0	0	0	0	0	0	0	2
		140 Stated Neason		U	U	U	U	U	U	U	U	

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Merger/Acquisition											
		Excessive execution										
		risk; Procedural										
		concerns;										
		Questionable financial										
		assumptions;										
		Unfavorable relative										
		valuation; Dubious risk/reward										
		proposition	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	38	0	0	0	0	0	0	0	0	38
	Misc. Proposal Regarding Restructuring											
		No Stated Reason	21	0	0	0	0	0	0	0	0	21
		Not in shareholders" best										
		interests	4	0	0	0	0	0	0	0	0	4
	Restructuring/Capitalization											
		No Stated Reason	17	0	0	0	0	0	0	0	0	17
Meeting Administration			201	3	0	0	0	0	0	0	0	204
	Authorization of Legal Formalities											
		No Stated Reason	191	0	0	0	0	0	0	0	0	191
	Right to Adjourn Meeting											
		No Stated Reason	9	0	0	0	0	0	0	0	0	9
		Opposed to										
		transaction	0	1	0	0	0	0	0	0	0	1
	Routine Meeting Item											
		No Stated Reason	1	0	0	0	0	0	0	0	0	1

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Transact Other Business											
	Transact Other Dusiness	Granting unfettered										
		discretion is unwise	0	2	0	0	0	0	0	0	0	2
Other			170	5	0	0	0	0	0	0	0	175
	Approval of Political Donation											
		No Stated Reason	107	0	0	0	0	0	0	0	0	107
	Management Proposal on Say on Climate											
		No Stated Reason	2	0	0	0	0	0	0	0	0	2
		This is a Say-On- Climate Proposal.	47	0	0	0	0	0	0	0	0	47
	Misc. Management Proposal											
		No Stated Reason	6	0	0	0	0	0	0	0	0	6
		Not in shareholders" best interests	0	4	0	0	0	0	0	0	0	4
	Miscellaneous - Resident Status										_	
		No Stated Reason	0	1	0	0	0	0	0	0	0	1
	Renew Proportional Takeover Provisions											
		No Stated Reason	8	0	0	0	0	0	0	0	0	8
SHP: Compensation			23	53	0	0	0	0	0	0	0	76
	SHP Recoupment of Unearned Bonuses (Clawback											
		Expanding the Company's clawback policy could protect shareholder										
		interests	5	0	0	0	0	0	0	0	0	5

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	SHP regarding Change/ Opposition to Director Comp	2										
		No Stated Reason	0	2	0	0	0	0	0	0	0	2
		Share ownership guidelines can be an important risk mitigation tool	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Golden Parachutes	<u> </u>										
		No Stated Reason	0	9	0	0	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	0	0	0	3
	SHP Regarding Linking Executive Pay to Social Criteri											
		Shareholders would benefit from the Company"s consideration of environmental and social metrics to its compensation plan	3	0	0	0	0	0	0	0	0	3
	SHP regarding Misc. Compensation											
		No Stated Reason	0	31	0	0	0	0	0	0	0	31
	SHP Regarding Race and/or Gender Pay Equity Report											

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		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	0	0	0	0	0	0	0	0	0	•
		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
SHP: Environment			47	86	0	0	0	0	0	0	0	133
	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											

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Enhanced oversight of environmental and social issues could benefit shareholders and mitigate attendant										
		risks	2	0	0	0	0	0	0	0	0	2
	SHP Regarding Misc. Environmental Issue											
		In the best interests of shareholders	3	0	0	0	0	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	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	, ,										
		Additional disclosure on Just Transition planning would benefit shareholders and stakeholders	6	0	0	0	0	0	0	0	0	6
		No Stated Reason	0	46	0	0	0	0	0	0	0	46
		Shareholder proposal is antisocial.	0	8	0	0		0	0	0	0	8
	SHP Regarding Reporting and Reducing Greenhouse Gas Em											
		GHG reduction targets can help mitigate environmental impact and mitigate attendant risks	32	0	0	0	0	0	0	0	0	32

			_			Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Tota
	SHP Regarding Sustainability or Environmental Reports											
		Adoption of this										
		proposal could										
		provide decision-										
		useful information	_	•			•					_
		for investors	1	0	0	0	0	0	0	0	0	1
		No Stated Reason	0	1	0	0	0	0	0	0	0	1
SHP: Governance			67	96	5	0	0	0	0	0	0	163
	SHP Regarding Additional or											
	Amended Shareholder Propos											
		Details not disclosed in advance										
		of meeting	0	1	0	0	0	0	0	0	0	1
			-					-		•		
		Granting unfettered discretion is unwise	0	2	0	0	0	0	0	0	0	2
	SHP Regarding Board Composition											
		No Stated Reason	1	2	0	0	0	0	0	0	0	3
		Shareholder										
		proposal is anti-										
		social.	0	9	0	0	0	0	0	0	0	9
	SHP Regarding Double Board Nominees											
		No Stated Reason	0	3	0	0	0	0	0	0	0	3
	SHP Regarding Election of											
	Dissident Board Member(s)											
		Entrenched board in										
		need of fresh										
		perspective;										
		Operating and/or										
		stock-price		0	•	0	•	•				_
		underperformance	4	0	0	0	0	0	0	0	0	4
		No Stated Reason	2	1	0	0	0	0	0	0	0	3
	SHP Regarding Eliminating Supermajority Provisions											

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Tota
		No Stated Reason	0	1	0	0	0	0	0	0	0	1
	SHP Regarding Facilitation of	No Stated Neason	- 0		-	0	-	-	- 0	0	-	
	Shareholder Proposals											
		The shareholder										
		proposal process is										
		best facilitated										
		through regulatory	0	0	-	0	0	0	0	0	0	_
		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
	CLID Dogordina Mainth Vete	140 Stated Neason	- 0		- 0	0		0	0	- 0		
	SHP Regarding Majority Vote for Election of Directors											
		Majority voting										
		increases board										
		accountability and	4	^	0	^	0	0	0	^	0	
		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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Shareholders should approve provisions that could potentially limit their rights	16	0	0	0	0	0	0	0	0	16
	CLID December 14th Control	their rights	10	0	0	0	0	0	0	0	0	
	SHP Regarding Misc. Capital Issue											
		No Stated Reason	0	7	0	0	0	0	0	0	0	7
	SHP Regarding Misc. Governance Issue											
		No Stated Reason	0	6	0	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	0	0	1
		No Stated Reason	0	11	0	0	0	0	0	0	0	11
	SHP Regarding Misc. Restructuring Issue											
		No Stated Reason	0	4	0	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	0	0	7
	SHP Regarding Removal of Director(s)											
		No Stated Reason	0	1	0	0	0	0	0	0	0	1
	SHP Regarding Removal of Directors											

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		Unvoted	Mixed	1 Year	2 Years	3 Years	Tota
		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 Enviror	1										
		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 Catagory	Issue Short Tout	Pationala Passan	Fa::	Ago:not	Abete:-	Take No	Hayeted	NA:1	1 V	2 Vaara	2 V.	Total
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Iota
		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
SHP: Social			109	141	0	0	0	0	0	0	0	250
	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
	CLID Degending Fines was											
	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
		NO Stated Neason	U		U	U	U	U	U	U	U	

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	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	0	0	0	5
	SHP Regarding Misc. Human Capital Management	reputational risks										
	Capital Management	Additional,										
		independent										
		scrutiny on the										
		Company's working										
		conditions is										
		warranted	2	0	0	0	0	0	0	0	0	2
		Adoption could help										
		mitigate human										
		capital										
		management- related risks	3	0	0	0	0	0	0	0	0	3
		Adoption of a policy										
		with explicit										
		reference to										
		freedom of										
		association is										
		warranted	3	0	0	0	0	0	0	0	0	3
		Anti-ESG										
		proponent.	0	5	0	0	0	0	0	0	0	5
		No Stated Reason	0	7	0	0	0	0	0	0	0	7
		Shareholder										
		proposal is anti-										
		social.	0	6	0	0	0	0	0	0	0	6
	SHP Regarding Misc. Human/Political Rights Policie	2										
		Anti-ESG										
		proponent.	0	5	0	0	0	0	0	0	0	5
	SHP Regarding Misc. Social Issue											
	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,											

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		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
			3	U	U	U	U	U	U	U	U	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	44	0	2	0		0	0	0		4.4
		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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	SHP Regarding Reporting on Company's Compliance with I											
		Additional disclosure concerning content management is warranted	3	0	0	0	0	0	0	0	0	3
		Additional disclosure on the financial and operational risks associated with the use of Rekognition would benefit shareholders	2	0	0	0	0	0	0	0	0	2
		Adoption of proposal could help shareholders better understand human capital risks	3	0	0	0	0	0	0	0	0	3
		Adoption of the proposed policy could help mitigate potential risks	1	0	0	0	0	0	0	0	0	1
		An assessment of the Company's customer due diligence could benefit shareholders	2	0	0	0	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	0	0	0	2
		An independent review of human rights considerations in advertising could benefit shareholders	7	0	0	0	0	0	0	0	0	7

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Enhanced disclosure would allow shareholders to better gauge the Company''s human										
		rights-related risks	2	0	0	0	0	0	0	0	0	2
		No Stated Reason	0	4	0	0	0	0	0	0	0	4
		The requested review could help mitigate reputational and regulatory risks	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Reviewing Charitable Spending	regulatory risks		0			<u> </u>	0	0		<u> </u>	
		Shareholder proposal is anti- social.	0	3	0	0	0	0	0	0	0	3
	SHP Regarding Reviewing Political Spending or Lobbyir	ng										
		In best interests of shareholders.	1	0	0	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	0	0	4
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company''s indirect lobbying	3	0	0	0		0	0	0	0	3
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities	2	0	0	0	0	0	0	0	0	2

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	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
Total for all Categories			18352	2349	0	0	62	0	20763
Audit/Financials			2128	227	0	0	0	0	2355
	Accounts and Reports (Bundled Issues)	I							
		No Stated Reason	83	0	0	0	0	0	83
	Allocation of Profits/Dividends								
		No Stated Reason	729	0	0	0	0	0	729
	Appointment of Auditor								
		No Stated Reason	430	0	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
		Excessive Auditor Tenure.	0	80	0	0	0	0	80
	Appointment of Auditor and Authority to Set Fees								
	·	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
		No Stated Reason	38	0	0	0	0	0	38
	Stock Dividend/Dividend Reinvestment								
		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			0	0		· ·	
		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

Election of Board Committee Members No Stated Reason 77 0 0 0 0 0 0 Vote against the company chair when the company is not a UNGC participant or signatory Of the Human Rights Policy does not align with UNDHR. 0 1 0 0 0 0 0 Audit committee chair not independent 0 10 0 0 0 0 0 Audit committee chair not independent is not sufficiently independent 0 2 0 0 0 0 Insufficient audit committee chair not sufficiently independent 0 2 0 0 0 0 Insufficient audit committee chair not sufficiently independent 0 0 0 0 0 0 0 Insufficient audit committee chair not sufficiently independent 0 0 0 0 0 0 0 Insufficient audit committee chair not sufficiently independent 0 0 0 0 0 0 0 Insufficient audit committee chair not sufficiently independent 0 0 0 0 0 0 0 Election of Directors	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 chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Audit committee chair not independent 0 10 0 0 0 0 0 Addit committee chair not independent; Board is not sufficiently independent 0 2 0 0 0 0 D D D D D D D D D D D D D D										
company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Audit committee chair not independent 0 10 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			No Stated Reason	77	0	0	0	0	0	77
chair not independent 0 10 0 0 0 0 0 0 Audit committee chair not independent; Board is not sufficiently independent 0 2 0 0 0 0 0 Insufficient audit committee independence; Board is not sufficiently independence; Board is not sufficiently independence 0 1 0 0 0 0 0 0 Insufficiently independent 0 1 0 0 0 0 0 Insufficiently independent 0 1 0 0 0 0 0 Insufficiently independent 0 1 0 0 0 0 Insufficiently independent 0 0 1 0 0 0 0 Insufficiently independent 0 0 1 0 0 0 0 Insufficiently is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. 0 2 0 0 0 0 0 0			company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with	0	1	0	0	0	0	1
Audit committee chair not independent; Board is not sufficiently independent 0 2 0 0 0 0 Insufficient audit committee independence; Board is not sufficiently independent 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			Audit committee chair not							
chair not independent; Board is not sufficiently independent 0 2 0 0 0 0 0 Insufficient audit committee independence; Board is not sufficiently independent 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0				0	10	0	0	0	0	10
committee independence; Board is not sufficiently independent 0 1 0 0 0 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			chair not independent; Board is not sufficiently	0	2	0	0	0	0	2
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			committee independence; Board is not sufficiently	0	1	0	0	0	0	1
Election of Directors			Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with						0	2
		Election of Directors								
No Stated Reason 6916 4 0 0 1			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	A
		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		44	0	0	0	0	
		issues. Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy	0	11	0	0	0	0	11
		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

oue Code Cotecom	leave Shout Tout	Dationala Daggar	With	Against	Take No	Universal	NI/A	Missad	Total
sue Code Category	Issue Short Text	Rationale Reason	Management	Management	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	0	400	0	0	0	0	100
		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

			With	Against	Take No				
ssue Code Category	Issue Short Text	Rationale Reason	Management	Management	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	0	9	0	0	0	0	0
		practices	U	9	U	U	U	0	9
		Concerning pay							
		practices; Other							
		governance issue	0	1	0	0	0	0	1
		Performance/Experi							
		ence concerns;							
		Affiliate/Insider on							
		nominating/governa							
		nce 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
		COMMITTEES	U		U	U	U	U	

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/governa nce 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/governa nce 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
			0	<u>_</u>	U	0	U	U	
		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	0	2	0	0	0	0	2
		diversity 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	Against	Take No	Unvoted	N/A	Mixed	Total
issue code category	issue short rext		Management	Management	Action	Olivoteu	IN/A	IVIIACU	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

			With	Against	Take No		21/2		
ssue Code Category	Issue Short Text	Rationale Reason	Management	Management	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								
	wichibers (Chairman, alternate								

		With	Against	Take No				
Issue Short Text	Rationale Reason	Management	Management	Action	Unvoted	N/A	Mixed	Total
	PLEASE NOTE THAT							
	ALTHOUGH THERE							
	ARE 2 OPTIONS TO							
	BE ELECTED AS							
	DIRECTOR S							
	CHAIRMAN FOR							
	RESOLUTIONS 007A							
	YOU.	0	0	0	0	3	0	3
	No Chatad Dance	1.0	0	0	0	2	0	40
		16	0	U	U	3	U	19
		_		_	_	_	_	_
	independent	0	1	0	0	0	0	1
Institutional Investor Slate								
	Election of Shareholder or Institutional Investor Slate	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. NO Stated Reason Board is not sufficiently independent Election of Shareholder or	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 FOR RESOLUTIONS O07A AND 007B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN THANK YOU. 0 No Stated Reason 16 Board is not sufficiently independent 0	Issue Short Text	Issue Short Text Rationale Reason Management Management Action 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. NO Stated Reason 16 0 0 Deard is not sufficiently independent 0 1 0 Election of Shareholder or	Issue Short Text Rationale Reason Management Management Action Unvoted 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 FOR RESOLUTIONS 007A AND 007B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN THANK YOU. No Stated Reason 16 0 0 0 0 Election of Shareholder or	Issue Short Text	Issue Short Text Rationale Reason Management Management Action Unvoted N/A Mixed 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 0 3 0 No Stated Reason 16 0 0 0 0 3 0 Board is not sufficiently independent 0 1 0 0 0 0 0 Election of Shareholder or

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								

			With	Against	Take No				
Issue Code Category	Issue Short Text	Rationale Reason	Management	Management	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
		NO Stated Reason	U	U	U	U	11	U	11

Issue Code Category Issue Short Text Rationale Reason Management Management Action Unvoted PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THIS RESOLUTIONS, ONLY ONE CAN BE SELECTED. THE STAMDING 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 VOTE FOR MUST BE EITHER MAGINST OR ABSTAIN THANK YOU 0 0 0 0 0 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 MUST BE FILLED AT THE MEETING. THE STANDING INSTRUCTIONS FOR THIS MEETING THE STANDING INSTRUCTIONS FOR THIS MEETING THE STANDING INSTRUCTIONS FOR THIS MEETING. WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR, AGAINST OR				With	Against	Take No				
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 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,	Issue Code Category	Issue Short Text	Rationale Reason	Management	Management	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,			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							
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,				0	0	0	0	3	0	3
ABSTAIN ON ONLY 1 OF THE 3 SLATES AND TO SELECT CLEAR FOR THE OTHERS> ABSTAIN 0 0 0 0			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					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
		No Stated Reason	13	0	0	0	1	0	14
		Insufficient disclosure; Excessive redundancy payment	0	1	0	0	0	0	1
	Ratification of Board Acts - Legal								
		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
		Oversight Concerns	0	5	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 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
Capital Management			2076	158	0	0	0	0	2234
	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 Maximum debt amount not disclosed	0	5	0	0	0	0	
		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
Changes to Company Statutes			751	35	0	0	0	0	786
	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	2	0	0	0	0	2
		onsnore.	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
		shareholder dissert	0		0	0	0		
	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
Compensation			2624	509	0	0	8	0	3141
	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
		No Stated Reason	6	0	0	0	0	0	6
	Adoption of Equity Compensation 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 Restricted Stock Plan	Silaies	U	1	0	U	U	U	1
		No Stated Reason	8	0	0	0	0	0	8
		Short vesting period	0	1	0	0	0	0	1
	Adoption of Short Term Incentive Plan								
		No Stated Reason	11	0	0	0	0	0	11
		No tie between compensation and sustainability.	0	1	0	0	0	0	1
	Advisory Vote on Executive Compensation	,							
		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 Poor overall design;	0	15	0	0	0	0	15
		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	2	0	0	0	0	2
	Remuneration Policy (Forward- Looking)		0	3	0	0	0	0	3
		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
			U	1	U	U	U	U	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/performa nce conditions; LTI not linked to						۰	
		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/performa nce 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/performa nce 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		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/performa nce 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/performa nce 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/performa nce 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
and the succession		Poor overall	wanagement	ivianagement	Action		-4/*		. 3001
		compensation							
		disclosure;							
		Concerning pay	2		•	0	0	•	
		practices	0	1	0	0	0	0	1
		Concerning pay							
		practices; Poor							
		overall compensation							
		disclosure	0	2	0	0	0	0	2
			0				-		
		Excessive termination package	0	6	0	0	0	0	6
			U	0	U	U	U	U	
		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	0	4	0	0	0	0	1
		practices	0	1	0	0	0	0	1
		Unexplained							
		significant increases	^	2	•	0	0	0	•
		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 Excessive	0	2	0	0	0	0	2
		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	81
		Excessive Plan Limits	0	4	0	0	0	0	4
		Increase is excessive; Insufficient response to shareholder dissent	0	2	0	0	0	0	2
		Awards are not based on performance	0	1	0	0	0	0	1
		Vesting below median	0	2	0	0	0	0	2
		Potential for excessive payouts; Change of control provision	0	1	0	0	0	0	1
		Adjustment mechanism on share conversion							
		price	0	2	0	0	0	0	2
		Excessive LTI grants	0	1	0	0	0	0	1
		Not linked to performance; Poor overall compensation							
		disclosure No individual	0	1	0	0	0	0	1
		incentive limits	0	1	0	0	0	0	1
		Short performance period; Short vesting period; Retests performance targets/reprices	0	2	0	0	0	0	2
		options	0	2	0	0	0	0	

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	
		No Stated Reason	0	U	U	U	U	U	6
M&A			112	1	0	0	0	0	113
	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	1							
		No Stated Reason	2	0	0	0	0	0	2
	Merger/Acquisition								
		No Stated Reason	38	0	0	0	0	0	38
	Misc. Proposal Regarding Restructuring	Excessive execution risk; Procedural concerns; Questionable financial assumptions; Unfavorable relative valuation; Dubious risk/reward proposition	0	1	0	0	0	0	1
		No Chahad Dagasa	24			•		0	24
		No Stated Reason Not in shareholders'' best interests	21	0	0	0	0	0	21
	Restructuring/Capitalization								
		No Stated Reason	17	0	0	0	0	0	17
Meeting Administration			201	3	0	0	0	0	204
	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
Other			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
SHP: Compensation			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 Comper								
		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	Against	Take No	Unvoted	N/A	Mixed	Total
issue code category	issue short text		Management	Management	Action	Onvoted	IN/A	IVIIXEU	TOTAL
		Increased disclosure would allow							
		shareholders to fully							
		understand the							
		steps the Company							
		is taking to ensure							
		equitable	0	0	0	0	0	0	•
		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
SHP: Environment			86	47	0	0	0	0	133
	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	To Stated Reason			0	· ·	J		

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	S							
		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
SHP: Governance			95	70	0	0	3	0	168
	SHP Regarding Additional or Amended Shareholder Proposa								
		Granting unfettered discretion is unwise	0	0	0	0	2	0	2
		Details not disclosed	0	0	U	0		U	
		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
	CLID Degarding Floation of	No Stated Neuson							
	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 Pro	f							
		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	0	20	0	0	0	0	20
	SHP Regarding Limit on Board Memberships	agenda	0	20	0	0	0	0	
		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	•		-		J		Ţ	

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	<u>_</u>						
		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	n							
		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	reason	Ū.	1	0	0	U	U	
		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	арргорписс	0	<u> </u>	0	0	0	0	
		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
SHP: Misc			11	16	0	0	0	0	27
	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
SHP: Social			141	108	0	0	1	0	250
	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	113K3	<u> </u>	<u> </u>	0	-		0	
	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
		related fishs					-		
		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	S							
		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
		110 Stated Neason	24	0	<u> </u>	<u> </u>		U	

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 Shareholder	0	1	0	0	0	0	1
		proposal is anti- social.	33	0	0	0	0	0	33
		Additional disclosure concerning content enforcement		_				į	
		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-							
	SHP Regarding Racial Equity Audit	social.	1	0	0	0	0	0	1
		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		-	Ţ,			-	-	

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 antisocial.	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 antisocial.	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 Management	Against Management	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	0	3	0	0	0	0	3
	SHP Regarding Tobacco/Alcohol								
		In the best interests of shareholders	0	4	0	0	0	0	4

Proposal Reasons – Votes Versus Policy

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories			20750	12	1	0	0	0	0	20763
Audit/Financials			2355	0	0	0	0	0	0	2355
	Accounts and Reports (Bundled Issues)									
		No Stated Reason	83	0	0	0	0	0	0	83
	Allocation of Profits/Dividends									
		No Stated Reason	729	0	0	0	0	0	0	729
	Appointment of Auditor									
		No Stated Reason	430	0	0	0	0	0	0	430
		Excessive Auditor Tenure.	80	0	0	0	0	0	0	80
	Appointment of Auditor and Authority to Set Fees									

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
issue code category	issue short rext	Excessive Auditor	1 007		· · · · · · · · · · · · · · · · · · ·	71011011	oo.cu	,,,	THINCU	
		Tenure.	30	0	0	0	0	0	0	30
		N. C I.B.	20		0			0	•	•
	Assessed of New Places in	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
Board Related			11089	12	0	0	0	0	0	11101
	Approve Censor									
		No Chataid Bassa	4							
		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
issue code category	issue short reac	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	Manual	Take No Action	Unvoted	N/A	Mixed	Total
issue code category	issue short rext	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	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
		report to CDF or SASB.	34	U	U	U	U	U	U	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	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

			With	Against		Take No				
Issue Code Category	Issue Short Text	Rationale Reason	Policy	Policy	Manual	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

Janua Cada Catanami	Janua Chant Tant	Dationala Dancer	With	Against	Manual	Take No	Unvoted	N1/A	B.A.iad	Takal
Issue Code Category	Issue Short Text	Rationale Reason	Policy	Policy	Manual	Action	Unvoted	N/A	Mixed	Total
		Concerning pay practices; Other								
		governance issue	1	0	0	0	0	0	0	1
		Performance/Experien ce concerns; Affiliate/Insider on nominating/governanc								
		e 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	2	0	0	0	0	0	0	2
		committees Ongoing compensation concerns; Insufficient response to shareholder dissent; Other unique issue; Multi-class share structure with unequal	2	0	0	0	0	0	0	2
		voting rights 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/governanc e 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
		too many boards		<u> </u>	<u> </u>	- 0	<u> </u>			

		n.: n	With	Against		Take No		21.62		
Issue Code Category	Issue Short Text	Rationale Reason	Policy	Policy	Manual	Action	Unvoted	N/A	Mixed	Total
		Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governanc e committee; No								
		independent lead or presiding director	7	0	0	0	0	0	0	7
		Affiliate/Insider on nominating/governanc e 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;	<u> </u>	0	<u></u>	<u> </u>	<u> </u>		<u> </u>	
		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 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	2	2	0	^	0	0	0	•
		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	- ·- ,					9		
		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
		oner enough dissent								
		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

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Adopted forum selection clause in past year w/o shareholder approval	1	0	0	0	0	0	0	1
		There is insufficient female representation on the board of directors. Does not disclose EE01 reporting.	1	0	0	0	0	0	0	1
		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No TCFD report.	1	0	0	0	0	0	0	1
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No Net								
	Election of Directors (Management Board)	Zero targets.	1	0	0	0	0	0	0	1
		No Stated Reason	63	0	0	0	0	0	0	63
	Election of Directors (Slate)									
	Election of Non-Management Nominee	No Stated Reason	2	0	0	0	0	0	0	2
	Floation of New Driveine	No Stated Reason	1	0	0	0	0	0	0	1
	Election of Non-Principal Members (Chairman, alternat									

		- · · · · -	With	Against		Take No		21/2		
Issue Code Category	Issue Short Text	Rationale Reason	Policy	Policy	Manual	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
		NO Stated Reason	9	U	U	U	U	U	U	9

Cada Catanam.	Janua Chart Taut	Dationala Dassan	With	Against		Take No	l locate d	NI.	/ 6	D. G. in and	Takal
sue Code Category	Issue Short Text	Rationale Reason	Policy	Policy	Manual	Action	Unvoted	N,	Α	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	0	2
	Election of Shareholder										
	Representatives										
		No Stated Reason	6	0	0	0	0		0	0	6
			6	0	U	0	U		0	0	6
		Alternate nominee									
		preferred	8	0	0	0	0		0	0	8
	Election of Statutory Auditor										
	Slate										

Janua Cada Catanami	Janua Chant Taut	Dationala Dassan	With	Against	Manual	Take No	Umunakand	N1 / A	B.G d	Takal
Issue Code Category	Issue Short Text	Rationale Reason	Policy	Policy	Manual	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								
		INSTRUCTIONS FOR THIS MEETING WILL BE								
		INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU								
		INSTRUCTIONS FOR THIS MEETING WILL BE								
		INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE								
		INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE								
		INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR ONLY 1 OF THE 2								
		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								
		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								
		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								

saus Codo Cotosomi	leave Chart Tayt	Dationala Daggar	With	Against	Manual	Take No	Harratad	NI/A	Missad	Tota
ssue Code Category	Issue Short Text	Rationale Reason	Policy	Policy	Manual	Action	Unvoted	N/A	Mixed	Tota
		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	
		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	

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against	Manual	Take No Action	Unvoted	N/A	Mixed	Total
issue code category	issue Short Text	Nationale Neason	rolley	Folicy	IVIAIIUAI	Action	Onvoteu	N/A	IVIIAEU	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

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; Board is not sufficiently independent; Other governance issue; Affiliate/Insider on nominating/governance committee; Lack of nominating committee meeting despite election of new								
		nominee Affiliate/Insider on audit committee; Audit committee chair not	1	0	0	0	0	0	0	1
		independent	1	0	0	0	0	0	0	1
		Excessive director term length	3	0	0	0	0	0	0	3
		Board is not sufficiently independent	2	0	0	0	0	0	0	2
		Less than 75% Attendance	6	0	0	0	0	0	0	6
		Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	18	0	0	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.	1	0	0	0	0	0	0	1
	Election of the Chair of Statutory Auditors									
		No Stated Reason	5	0	0	0	0	0	0	5
	Misc. Management Proposal Regarding Board									

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	payment	1	0	0	0	0	0	0	
		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

Vote against the company chair when the company is a UNGC participant or signatory Of the rhuman Rights Policy does not align with UNDHR.	Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Description of Signatory OR the Human Rights Policy does not align with UNDHR. 3	Issue Code Category	issue short rext	Vote against the	Policy	Policy	Ivialiuai	Action	Olivoted	IN/A	iviixeu	TOTAL
Policy does not align with UNDHR.			participant or signatory								
Serves on too many boards			Policy does not align	3	0	0	0	O	0	0	3
Ratification of Management Acts - Legal			Serves on too many								3
Ongoing investigations 27			Sources	3		U					
Related Party Transactions No Stated Reason 32 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			No Stated Reason	557	0	0	0	0	0	0	557
Related Party Transactions No Stated Reason 32 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			Ongoing investigations	27	0	0	0	0	0	0	27
No Stated Reason 32 0 0 0 0 0 0 0 0 0 22 Authority to Increase Capital in Case of Exchange Offers (Fr No Stated Reason 20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			Oversight Concerns	5	0	0	0	0	0	0	5
Authority to Increase Capital in Case of Exchange Offers (Fr No Stated Reason 20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		Related Party Transactions									
Authority to Increase Capital in Case of Exchange Offers (Fr No Stated Reason 20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			No Stated Reason	32	0	0	0	0	0	0	32
in Case of Exchange Offers (Fr No Stated Reason 20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Capital Management			2234	0	0	0	0	0	0	2234
Potential dilution exceeds recommended threshold 10 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0											
exceeds recommended threshold 10 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			No Stated Reason	20	0	0	0	0	0	0	20
May be used as anti- takeover device; Potential dilution exceeds recommended threshold 1 0 0 0 0 0 0 0 0 Debt amounts not disclosed 6 0 0 0 0 0 0 0 0 Authority to Increase Capital in Consideration for Contribut			exceeds recommended	10	0	0	0	0	0	0	10
disclosed 6 0 0 0 0 0 0 0 0 Authority to Increase Capital in Consideration for Contribut			May be used as anti- takeover device; Potential dilution exceeds recommended								
Authority to Increase Capital in Consideration for Contribut				6	0	0	0	0	0	0	6
No Stated Reason 84 0 0 0 0 0 0											
			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
issue code category	issue sillore rexe	Potential dilution	· oney	1 00	· · · · · · · · · · · · · · · · · · ·	71011011	Univolcu	14/1	mixeu	
		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	1
	Authority to Repurchase Preferred Shares									
		No Stated Reason	6	0	0	0	0	0	0	6

ssue 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 Is	ssue Short Text	Rationale Reason	With Policy	Against	Manual	Take No Action	Unvoted	N/A	Mixed	Total
issue code category	ssue short rext	Debt amounts not	Folicy	rolley	Ivialiuai	Action	Onvoted	N/A	IVIIAEU	Total
		disclosed	6	0	0	0	0	0	0	6
	Cancellation of Authorized Stock									
		No Stated Reason	229	0	0	0	0	0	0	229
	ncrease 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
l:	ssuance of Common Stock									
		No Stated Reason	1	0	0	0	0	0	0	1
	ssuance of Convertible Debt nstruments									
		No Stated Reason	6	0	0	0	0	0	0	6
		Insufficient information provided	1	0	0	0	0	0	0	1
l:	ssuance of Debt Instruments									
		No Stated Reason	12	0	0	0	0	0	0	12
	ssuance of Repurchased Shares									
		No Stated Reason	6	0	0	0	0	0	0	6
	ssuance of Warrants w/o Preemptive Rights									
		No Stated Reason	2	0	0	0	0	0	0	2
L	imit 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
	Use/Transfer of Reserves									
		No Stated Reason	12	0	0	0	0	0	0	12
Changes to Company Statutes			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	7	0	0	0	0	0	0	7
	Amendment to Supermajority Requirement									
		No Stated Reason	10	0	0	0	0	0	0	10
	Amendments to Articles (Technical)									
		No Stated Reason	83	0	0	0	0	0	0	83
	Amendments to Articles, Constitution, Bylaws									
		No Stated Reason	415	0	0	0	0	0	0	415
		Amendment is not in best interests of shareholders	17	0	0	0	0	0	0	17
		Not in shareholders"								
		best interests	9	0	0	0	0	0	0	9
		Shortened notice period could disenfranchise								
		shareholders	4	0	0	0	0	0	0	4
	Amendments to Charter/Bylaw - Bundled									
		No Stated Reason	6	0	0	0	0	0	0	6
	Authority to Set General Meeting Notice Period at 14 D)								
		No Stated Reason	133	0	0	0	0	0	0	133
	Change in State of Incorporation									
		Proposal is to move the company offshore.	3	0	0	0	0	0	0	3
	Company Name Change									
		No Stated Reason	4	0	0	0	0	0	0	4
	Elimination of Supermajority Requirement									

			With	Against		Take No		21/2		
Issue Code Category	Issue Short Text	Rationale Reason	Policy	Policy	Manual	Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	4	0	0	0	0	0	0	4
	Nation Australia Assessation and									
	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
Compensation			3141	0	0	0	0	0	0	3141
	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
			-							

		5 ·	With	Against		Take No		21/2		
Issue Code Category	Issue Short Text	Rationale Reason	Policy	Policy	Manual	Action	Unvoted	N/A	Mixed	Total
		Short vesting period	1	0	0	0	0	0	0	1
	Adoption of Short Term Incentive Plan	<u> </u>								
		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

James Carlo Catarana	James Chards Toods	Patienala Passan	With	Against		Take No	Harraka d	21/2	B. A. Connect	T-1-1
Issue Code Category	Issue Short Text Amendment to Employee	Rationale Reason	Policy	Policy	Manual	Action	Unvoted	N/A	Mixed	Total
	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

sue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Capital Proposal to Implement Equity Compensat									
		No Stated Reason	103	0	0	0	0	0	0	103
		Exercise price is too							-	
		low	1	0	0	0	0	0	0	1
		Poor overall compensation disclosure	15	0	0	0	0	0	0	15
		Poor overall design; Short vesting period	1	0	0	0	0	0	0	1
		Poor overall compensation disclosure; Poor overall								
		design	4	0	0	0	0	0	0	4
		Grants are excessive	1	0	0	0	0	0	0	1
		Short vesting period; Managed by interested parties	4	0	0	0	0	0	0	4
		Poor overall design; Poor overall compensation disclosure	2	0	0	0	0	0	0	1
		disclosure					-	-	-	
		Poor overall design	2	0	0	0	0	0	0	2
		Linked to a plan we do not support	3	0	0	0	0	0	0	3
		Linked to plan we do not support	1	0	0	0	0	0	0	1
		Not linked to performance; Short vesting period	1	0	0	0	0	0	0	1
	Directors' Fees									
		No Stated Reason	125	0	0	0	0	0	0	125
	Directors' Stock Option Plan									

			With	Against		Take No				
Issue Code Category	Issue Short Text	Rationale Reason	Policy	Policy	Manual	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								
	Pamunaration Policy	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	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	issue short reat	Equity awards to major shareholder; Poor overall design; Increase	· oncy	· oncy	Mariaal	Action	Siroted	1970	MACG	Total
		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		0	0	0	0	0	0	
		Poor overall compensation disclosure; Poor overall	5	0	0	0	0	0	0	5
		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	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

	_		With	Against		Take No	_			
Issue Code Category	Issue Short Text	Rationale Reason	Policy	Policy	Manual	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		0	0	0	0	0	0	
		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	<u> </u>	•				-	•	
		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	20	_	_	_	•	•	^	
		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
issue code category	issue short rext	Failure to incentivize	Toney	1 oney	Manag	Action	Onvoica	iya .	Wilked	Total
		mitigation of material	2	0	0	0	0	0	0	-
		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
		uiscretion	1	0	0	0	0	0	0	
		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	1	0	0	0	0	0	0	
		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	т		0	0	0	0	U	
		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	Manual	Take No Action	Unvoted	N/A	Mixed	Total
issue code category	issue situit lext	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
and doub datagory		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
		Deficitio		U	J	U	U	U	U	

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall								
		design	1	0	0	0	0	0	0	1
		Potential for excessive payouts	1	0	0	0	0	0	0	1
		No LTIP payout limit; Share price hurdle; Poor overall compensation disclosure	1	0	0	0	0	0	0	1
		Increase is excessive	3	0	0	0	0	0	0	3
		Excessive compensation; Concerning pay practices	1	0	0	0	0	0	0	1
		Excessive recruitment awards	1	0	0	0	0	0	0	1
		Excessive compensation	1	0	0	0	0	0	0	1
		Significant base salary on appointment	10	0	0	0	0	0	0	10
	Say When on Pay									
		No Stated Reason	138	0	0	0	0	0	0	138
	Statutory Auditors' Fees									
		No Stated Reason	17	0	0	0	0	0	0	17
	Stock Option Grants									
		No Stated Reason	79	0	0	0	0	0	0	79
		Unjustified adjustment	1	0	0	0	0	0	0	1
	Stock Option 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	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	т	0	U	U	0	0	0	
		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
		Silarenoluei dissent	3	0	0	0	U	0	0	
	Trust Type Equity Plans (JP)									
		No Stated Reason	6	0	0	0	0	0	0	6
M&A			113	0	0	0	0	0	0	113
	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

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Excessive execution risk; Procedural concerns; Questionable financial assumptions; Unfavorable relative valuation; Dubious risk/reward	4							
	Misc. Proposal Regarding	proposition	1	0	0	0	0	0	0	1
	Restructuring									
		No Stated Reason	21	0	0	0	0	0	0	21
		Not in shareholders''	_	_					_	
		best interests	4	0	0	0	0	0	0	4
	Restructuring/Capitalization									
		No Stated Reason	17	0	0	0	0	0	0	17
Meeting Administration			204	0	0	0	0	0	0	204
	Authorization of Legal Formalities									
		No Stated Reason	191	0	0	0	0	0	0	191
	Right to Adjourn Meeting									
		Opposed to transaction	1	0	0	0	0	0	0	1
		No Stated Reason	9	0	0	0	0	0	0	9
	Routine Meeting Item									
		No Stated Reason	1	0	0	0	0	0	0	1
	Transact Other Business									
		Granting unfettered discretion is unwise	2	0	0	0	0	0	0	2
Other			174	0	1	0	0	0	0	175
	Approval of Political Donation	1								

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	107	0	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	0	47
		No Stated Reason	2	0	0	0	0	0	0	2
	Misc. Management Proposal									
		Not in shareholders"								
		best interests	4	0	0	0	0	0	0	4
		No Stated Reason	6	0	0	0	0	0	0	6
	Miscellaneous - Resident Status									
		No Stated Reason	0	0	1	0	0	0	0	1
	Renew Proportional Takeover Provisions									
		No Stated Reason	8	0	0	0	0	0	0	8
SHP: Compensation			76	0	0	0	0	0	0	76
	SHP Recoupment of Unearned Bonuses (Clawback									
		Expanding the Company's clawback								
		policy could protect shareholder interests	5	0	0	0	0	0	0	5
	SHP regarding Change/ Opposition to Director Compe									
		No Stated Reason	2	0	0	0	0	0	0	2
		Share ownership guidelines can be an important risk								
	SHP Regarding Golden Parachutes	mitigation tool	1	0	0	0	0	0	0	1

sue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		No Chatad Dagge	0	0	0	0	0	0	0	•
		No Stated Reason	9	0	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	0	3
	SHP Regarding Linking									
	Executive Pay to Social Criteri									
		Shareholders would								
		benefit from the								
		Company''s								
		consideration of environmental and								
		social metrics to its								
		compensation plan	3	0	0	0	0	0	0	3
	SHP regarding Misc.									
	Compensation									
		No Stated Reason	31	0	0	0	0	0	0	31
	SHP Regarding Race and/or									
	Gender Pay Equity Report									
		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	9
	SHP Regarding Report on	compensation								
	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	2
	SHP Regarding Restricting Executive Compensation	·								

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	11	0	0	0	0	0	0	11
SHP: Environment			133	0	0	0	0	0	0	133
	Shareholder Proposal Regarding Say on Climate									
		This is a Say-On- Climate Proposal.	15	0	0	0	0	0	0	15
		No Stated Reason	3	0	0	0	0	0	0	3
	SHP Regarding Climate Lobbying									
		No Stated Reason	13	0	0	0	0	0	0	13
	SHP Regarding Environmental Report									
		No Stated Reason	2	0	0	0	0	0	0	2
	SHP Regarding Formation of Environmental/Social Commit									
		Enhanced oversight of environmental and social issues could benefit shareholders								
		and mitigate attendant risks	2	0	0	0	0	0	0	2
	SHP Regarding Misc. Environmental Issue	TISKS		0	0	0	0	0	0	
		In the best interests of shareholders	3	0	0	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								
	SHP Regarding Report/Action on Climate Change	Company	1	0	0	0	0	0	0	1

Janua Cada Catagomi	Issue Short Text	Rationale Reason	With	Against	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Issue Code Category	issue snort Text	Rationale Reason	Policy	Policy	ivianuai	Action	Unvoted	IN/A	IVIIXEG	Total
		No Stated Reason	46	0	0	0	0	0	0	46
		Shareholder proposal is								
		anti-social.	8	0	0	0	0	0	0	8
		Additional disclosure on Just Transition								
		planning would benefit								
		shareholders and								
		stakeholders	6	0	0	0	0	0	0	6
	SHP Regarding Reporting and									
	Reducing Greenhouse Gas Em									
		GHG reduction targets								
		can help mitigate environmental impact								
		and mitigate attendant								
		risks	32	0	0	0	0	0	0	32
	SHP Regarding Sustainability									
	or Environmental Reports									
		Adoption of this								
		proposal could provide decision-useful								
		information for								
		investors	1	0	0	0	0	0	0	1
		No Stated Reason	1	0	0	0	0	0	0	1
SHP: Governance			168	0	0	0	0	0	0	168
	SHP Regarding Additional or									
	Amended Shareholder Propos									
		Granting unfettered	2	0	0	0	0	0	0	2
		discretion is unwise	2	0	0	0	0	0	0	2
		Details not disclosed in advance of meeting	1	0	0	0	0	0	0	1
	SHP Regarding Board	advance of meeting		0	0	-	0	-	0	
	Composition									
		No Stated Reason	3	0	0	0	0	0	0	3
		Shareholder proposal is								
		anti-social.	9	0	0	0	0	0	0	9
	SHP Regarding Double Board Nominees									

Janua Cada Catanani	leave Chart Taut	Patianala Bassan	With	Against	Manual	Take No	l la cata d	N/A	B 4 in and	Takal
Issue Code Category	Issue Short Text	Rationale Reason	Policy	Policy	Manual	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	2	0	0	0	0	0	0	2
		Entrenched board in	3	U	0	0	0	0	0	3
		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
			тт	0	0	U	0	0	U	
		Shareholder proposal is anti-social.	11	0	0	0	0	0	0	11
		An independent chair					0		0	
		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
		NO Stated Neason	т	U	U	U	U	U	U	1

sue 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								
	SHP Regarding Trained, Qualified Directors on Environ	meeting is appropriate	3	0	0	0	0	0	0	3
	Quainteu 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

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP: Misc. Issues							-		
		Additional disclosure could help mitigate regulatory and reputational risks	12	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	4
		No Stated Reason	5	0	0	0	0	0	0	5
		Shareholder proposal is anti-social.	6	0	0	0	0	0	0	6
SHP: Social			250	0	0	0	0	0	0	250
	SHP Regarding Animal Welfare									
		In the best interests of								
	SHP Regarding Drug Pricing/Distribution	shareholders	8	0	0	0	0	0	0	8
		Adoption of proposal can help mitigate risks associated with drug pricing	11	0	0	0	0	0	0	11
	SHP Regarding Firearms									
		No Stated Reason	4	0	0	0	0	0	0	4
	SHP Regarding Human Capital Management									
		No Stated Reason	3	0	0	0	0	0	0	3
	SHP Regarding Limiting or Ending Political Spending									
		No Stated Reason	1	0	0	0	0	0	0	1
	SHP Regarding Military Contracts/Sales									

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against	Manual	Take No Action	Unvoted	NI/A	Mixed	Total
issue code Category	issue Siluit Text	Adoption of proposal could help to mitigate potential legal, regulatory, and	Policy	Policy	ivialiual	Action	Olivoted	N/A	Mixeu	Total
		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

lanca Carla Cabanana	leave Chart Tart	Patienala Passan	With	Against	Na1	Take No		N1 / A	natl	T -4-1
Issue Code Category	Issue Short Text	Rationale Reason Additional disclosure	Policy	Policy	Manual	Action	Unvoted	N/A	Mixed	Total
		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	44	0	0	0	0	0	0	44
		issues.	11	0	0	0	0	0	0	11
		Shareholder proposal is anti-social.	1	0	0	0	0	0	0	1
	CLID Degarding Desigl Facility	anti-social.		- 0	0	0	U	0	0	
	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

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		An assessment of the Company's customer due diligence could benefit shareholders	2	0	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	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	0	2
		Adoption of the proposed policy could help mitigate potential risks	1	0	0	0	0	0	0	1
		Adoption of proposal could help shareholders better understand human capital risks	3	0	0	0	0	0	0	3
		Additional disclosure concerning content management is warranted	3	0	0	0	0	0	0	3
		The requested review could help mitigate reputational and regulatory risks	1	0	0	0	0	0	0	1
	SHP Regarding Reviewing Charitable Spending									
		Shareholder proposal is anti-social.	3	0	0	0	0	0	0	3
	SHP Regarding Reviewing Political Spending or Lobbyir	ng								

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	_
		anti-sociai.	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

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories			19745	1017	0	0	1	0	20763
Audit/Financials			2128	227	0	0	0	0	2355
	Accounts and Reports (Bundled Issues)								
		No Stated Reason	83	0	0	0	0	0	83
	Allocation of Profits/Dividends	S							
		No Stated Reason	729	0	0	0	0	0	729
	Appointment of Auditor								
		No Stated Reason	430	0	0	0	0	0	430
		Excessive Auditor Tenure.	0	80	0	0	0	0	80
	Appointment of Auditor and Authority to Set Fees								
		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 Fee	S							
		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

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		Cluss ECWIS	ECWIS	Action		.,		
		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
Board Related			10476	625	0	0	0	0	11101
	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 Is	ssue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
В	soard Spill								
		No Stated Reason	2	0	0	0	0	0	2
В	oard Term Length								
		No Stated Reason	9	0	0	0	0	0	9
	Director & Officer iability/Indemnification								
		Amendment is not in best interests of shareholders	2	0	0	0	0	0	2
	lection of Alternate Statutory auditor	Shareholders							
		No Stated Reason	30	0	0	0	0	0	30
	lection of Board Committee Nembers								
		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
issue code category	issue Short Text	Insufficient audit	Glass Lewis	Lewis	Action	Onvoted		WIIACU	Total
		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
		ONDIII.			0	0		0	
	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		2	^	0	0	0	_
		director	4	0	0	0	0	0	4

			With	Against Glass	Take No				
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	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

			With	Against Glass	Take No				
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	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.	0	2	0	0	0	0	•
		No Net Zero targets.	0	2	0	0	0	0	2
		Affiliate/Insider on							
		audit committee;							
		Board is not							
		sufficiently	2		•		•		_
		independent	3	0	0	0	0	0	3
		Board is not							
		sufficiently							
		independent;							
		Related party transactions	4	0	0	0	0	0	
			4	0	U	U	U	U	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
			33	01	0	J	<u> </u>		100
		Multi-class share							
		structure with							
		unequal voting rights	6	0	0	0	0	0	6
			0	0	U	U	U	U	- 0
		No GHG targets in	2	F	0	0	0	0	•
		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

			With	Against Glass	Take No				
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	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/Experi							
		ence concerns;							
		Affiliate/Insider on							
		nominating/governa							
		nce 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

			With	Against Glass	Take No				
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	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	3	0	0	0	0	0	2
		rights	3	U	U	U	U	U	3
		Ongoing							
		compensation							
		concerns;							
		Insufficient							
		response to shareholder dissent;							
		Other unique issue	3	0	0	0	0	0	3
		·	3	0	0	0	0	0	
		Insufficient							
		response to							
		shareholder dissent;	2	0	0	0	0	0	2
		Other unique issue	3	0	0	0	0	0	3
		Board is not							
		sufficiently							
		independent; Board							
		is not sufficiently	2	0	0	0	0	0	2
		independent	2	0	0	0	0	0	2
		No							
		nominating/governa							
		nce 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/governa							
		nce 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/governa nce 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	-
		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	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 Toyt	Rationale Reason	With	Against Glass	Take No	Unvoted	N/A	Mixad	Total
Issue Code Category	Issue Short Text	Vote against the	Glass Lewis	Lewis	Action	Unvoted	N/A	Mixed	Total
		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							
		the board of directors.	4	1	0	0	0	0	5
			4	1	U	U	U	U	
		Affiliate/Insider on							
		compensation	4	0	0	0	0	0	A
		committee	4	0	0	0	0	0	4

			With	Against Glass	Take No				
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	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

			With	Against Glass	Take No				
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	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
		No Stated Reason	03	0	0	0	0	0	03
	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								

Rationale Reason Glass Lewis Action Unvoted N/A Mix 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	ed Total
ALTHOUGH THERE ARE 2 OPTIONS TO BE ELECTED AS DIRECTOR S CHAIRMAN FOR RESOLUTIONS 007A AND 007B, ONLY ONE CAN BE SELECTED. THE	
ARE 2 OPTIONS TO BE ELECTED AS DIRECTOR S CHAIRMAN FOR RESOLUTIONS 007A AND 007B, ONLY ONE CAN BE SELECTED. THE	
BE ELECTED AS DIRECTOR S CHAIRMAN FOR RESOLUTIONS 007A AND 007B, ONLY ONE CAN BE SELECTED. THE	
DIRECTOR S CHAIRMAN FOR RESOLUTIONS 007A AND 007B, ONLY ONE CAN BE SELECTED. THE	
CHAIRMAN FOR RESOLUTIONS 007A AND 007B, ONLY ONE CAN BE SELECTED. THE	
RESOLUTIONS 007A AND 007B, ONLY ONE CAN BE SELECTED. THE	
AND 007B, ONLY ONE CAN BE SELECTED. THE	
ONE CAN BE SELECTED. THE	
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 Q O O O O	0 9
No Stated Reason 9 0 0 0 0	0 9

			With	Against Glass	Take No				
sue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	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								

			With	Against Glass	Take No				
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	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 Books	4.4	0	0	0	0	0	11
		No Stated Reason	11	0	0	0	0	0	

			With	Against Glass	Take No				
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	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

			With	Against Glass	Take No				
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	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
	51 · · · · · · · · · · · · · · · · · · ·								
	Election of Statutory Aud	litors							
		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 B	oard							
	2.553.5.1 51 Super visory B								
		No Stated Reason	532	0	0	0	0	0	532

			With	Against Glass	Take No				
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	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

		D.: D	With	Against Glass	Take No		21.6		
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	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	2	0	0	0	0	0	
		independent	2	0	0	0	0	0	- 7
		Less than 75%		0	0	0	0	0	
		Attendance	6	0	0	0	0	0	
		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	No Stated Reason	<u> </u>	0	0	0	0	0	
	Regarding Board								
	110,001,011,000,000								
		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								
	Agreements								

14 1161 5 1 47	0 0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	14 1 1161 5 1 47
1161 5 1 47	0 0 0	0 0 0	0 0 0	0 0 0	0 0 0	1161 5 1 47
5 1 47	0 0	0 0	0 0	0 0	0 0	5 1 47
5 1 47	0 0	0 0	0 0	0 0	0 0	5 1 47
1 47	0	0	0	0	0	47
1 47	0	0	0	0	0	47
25	0	0	0	0	n	25
					U	
4	0	0	0	0	0	4
1	0	0	0	0	0	1
1	U	0	U	U	U	1
5	0	0	0	0	0	5
63	0	0	0	0	0	63
			_	0	0	3
		63 0	5 0 0 63 0 0	5 0 0 0 0 63 63 0 0 0 0	5 0 0 0 0 63 0 0 0 0	5 0 0 0 0 0

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
Capital Management			2234	0	0	0	0	0	2234
	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 Debt amounts not	1	0	0	0	0	0	1
		disclosed	6	0	0	0	0	0	6
	Authority to Increase Capital in Consideration for Contribut	i							
		No Stated Reason	84	0	0	0	0	0	84
		Potential dilution exceeds recommended threshold	15	0	0	0	0	0	15

ssue 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
				0	U	U	U	U	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

sue 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							

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		Glass Lewis	LCWIS	Action		,		
		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	\$
		Potential dilution exceeds recommended threshold		0	0	0	0	0	
		Repurchase is not in best interests of shareholders	1	0	0	0	0	0	
	Authority to Set Offering Price of Shares			· ·	o d				•
		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

			With	Against Glass	Take No				
ssue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	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
		NO Stated Reason	229	0	U	U	U	U	229
	Increase in Authorized Capita	I							
		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-	1	0	0	0	0	0	
		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
Changes to Company Statutes			783	3	0	0	0	0	786
	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	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	17	0	0	0	0	0	17
		Not in shareholders" best	17	0	0	0	0	0	
		interests	9	0	0	0	0	0	9
		Shortened notice period could disenfranchise shareholders	4	0	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 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
Compensation			3095	46	0	0	0	0	3141
	Adoption of Employee Stock Purchase Plan								

		D D	With	Against Glass	Take No		21/2		
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	6	0	0	0	0	0	6
	Adoption of Equity Compensation Plan								
		No Stated Reason	10	0	0	0	0	0	10
		Excessive overhang; Plan allows for the granting of Class B							
	Adoption of Restricted Stock	shares	1	0	0	0	0	0	1
		No Stated Reason	8	0	0	0	0	0	8
		Short vesting period	1	0	0	0	0	0	1
	Adoption of Short Term Incentive Plan								
		No Stated Reason	11	0	0	0	0	0	11
		No tie between compensation and sustainability.	0	1	0	0	0	0	1
	Advisory Vote on Executive Compensation								
		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	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

			With	Against Glass	Take No				
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	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 Implemen Equity Compensation Plan	t							
		No Stated Reason	103	0	0	0	0	0	103
		Exercise price is too low	1	0	0	0	0	0	1
		Poor overall		0	0	0	0	0	
		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
		overan aesign		0	0	0	<u> </u>	0	
		Grants are excessive	1	0	0	0	0	0	1
		Short vesting							
		period; Managed by	_	_	_	•	•	•	_
		interested parties	4	0	0	0	0	0	4

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sue Code Category	issue snort rext	Rationale Reason	Glass Lewis	Lewis	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
		4.00.004.0							
		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
		vesting period							
	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						0	

			With	Against Glass	Take No				
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	Action	Unvoted	N/A	Mixed	Total
		Concerning pay				•		•	
		practices	6	0	0	0	0	0	6
		Excessive	2	•			•	•	_
		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	2	0	0	0	0	0	•
		snareholder dissent	3	0	U	0	0	U	3
	Remuneration Policy (Forward-Looking)								
		D	2	•			•	•	_
		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	1	0	0	<u> </u>	<u> </u>	<u> </u>	
		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

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Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	Action	Unvoted	N/A	Mixed	Total
		Insufficient							
		response to							
		shareholder dissent; Excessive							
		compensation;							
		Increase is excessive	7	0	0	0	0	0	7
		Insufficient	<u> </u>						
		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
		uisciosuie	/	U	U	U	U	U	

			With	Against Glass	Take No				
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	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	,			0		0	,
		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
		increase is excessive		0	0		<u> </u>	<u> </u>	

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sue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	Action	Unvoted	N/A	Mixed	Tota
		Lacks long-term	_	_			_		
		incentive plan	1	0	0	0	0	0	
		Insufficient							
		response to							
		shareholder dissent	1	0	0	0	0	0	
		Poor compensation							
		structure/performa							
		nce conditions; LTI							
		not linked to							
		performance	1	0	0	0	0	0	
		Vesting below							
		median	2	0	0	0	0	0	
		Insufficient							
		response to							
		shareholder dissent;							
		Potential for							
		excessive payouts	1	0	0	0	0	0	
		Increase is							
		excessive;							
		Adjustment mechanism on							
		share conversion							
		price	2	0	0	0	0	0	
		· · · · · · · · · · · · · · · · · · ·		0	- 0	0	U	U	
		No tie between							
		compensation and							
		sustainability.	4	1	0	0	0	0	
		Potential for							
		excessive payouts	4	0	0	0	0	0	
		Poor compensation							
		structure/performa							
		nce conditions;							
		Excessive honorary							
		chair"s							
		remuneration	2	0	0	0	0	0	
	Remuneration Report								
	(Retrospective)								
		No Stated Reason	807	0	0	0	0	0	80
		STI outcomes;							
		Unjustified							
		adjustment (FY24							
		aajaste (= .							

			With	Against Glass	Take No				
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	Action	Unvoted	N/A	Mixed	Total
		No tie between							
		compensation and	24	47	0	0	0	0	20
		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/performa							
		nce 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	2	0	0	0	0	0	3
		practices	3	0	0	U	U	0	3
		Grants are excessive	3	0	0	0	0	0	3
		Grants are excessive	3	U	U	U	U	U	3

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Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	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/performa							
		nce 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	3	0	0	U	0	U	
		response to							
		shareholder dissent;							
		Excessive							
		compensation	14	0	0	0	0	0	14
		Increase is							
		excessive; Poor							
		overall design;							
		Insufficient							
		response to	•	•	^			0	•
		shareholder dissent	8	0	0	0	0	0	8

			With	Against Glass	Take No				
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	Action	Unvoted	N/A	Mixed	Total
		Increase is excessive; Poor compensation structure/performa nce 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	2
		Concerning pay practices; Poor compensation structure/performa nce 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		0	U	0	U	U	1
		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
		awaras		0	0	0	0	0	
		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						0	
		benefits	2	0	0	0	0	0	2

			With	Against Glass	Take No				
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	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
			3	U	0	0	U	0	
		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 Chahad Dagas	47	0	0	0	0	0	47
		No Stated Reason	17	0	0	0	0	0	17
	Stock Option Grants								
		No Chahad D	70	_			_	^	
		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 Awards are not based on	2	0	0	0	0	0	2
		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 Adjustment mechanism on share conversion	1	0	0	0	0	0	1
		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

			With	Against Glass	Take No		_		
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	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
		shareholder dissert	<u> </u>	0	0	0	0	<u> </u>	
	Trust Type Equity Plans (JP)								
		No Stated Reason	6	0	0	0	0	0	6
M&A			113	0	0	0	0	0	113
	Divestiture/Spin-off								
		No Stated Reason	20	0	0	0	0	0	20
	Intra-company Contracts/Control Agreement	S							
		No Stated Passas	10			0	0	0	10
		No Stated Reason	10	0	0	0	U	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 Subsidia	ar							
		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					0		
	Misc. Proposal Regarding Restructuring	proposition	1	0	0	0	0	0	1
		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
Meeting Administration			204	0	0	0	0	0	204
	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
Other			168	6	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.	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
SHP: Compensation			57	19	0	0	0	0	76
	SHP Recoupment of Unearned Bonuses (Clawback)	d							

			With	Against Glass	Take No		21/2		
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	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
issue code category	ISSUE SHOIL TEAL	Increased disclosure would allow shareholders to fully understand the steps the Company is taking to ensure equitable	Giass Lewis	Lewis	ACTION	3,130,000	NA	macu	iotal
		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	compensated	0		<u> </u>			-	
	Executive Compensation								
		No Stated Reason	11	0	0	0	0	0	11
SHP: Environment			95	38	0	0	0	0	133
	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								

			With	Against Glass	Take No				
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	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
	CLID Degarding Denorting and	Stakenoluers	0	0	0	0	0	0	
	SHP Regarding Reporting and Reducing Greenhouse Gas Emi	i							
		GHG reduction							
		targets can help							
		mitigate							
		environmental							
		impact and mitigate attendant risks	2	30	0	0	0	0	32
		attenuant HSKS	2	30	U	U	U	U	32

			With	Against Glass	Take No				
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	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
SHP: Governance			151	17	0	0	0	0	168
	SHP Regarding Additional or								
	Amended Shareholder Propos								
		Granting unfettered	2			•		•	_
		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
issue code category	issue short rext	Nationale Neason	Glass Lewis	Lewis	Action	Onvoted	IV/A	IVIIACU	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 antisocial.	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	20		0	0	0	0	20
	SHP Regarding Limit on Board Memberships	agenda	20	0	0	0	0	0	20
		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	periormance	1	0	U	U	U	U	1

			With	Against Glass	Take No		21/2		
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	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	1	0	0	0	0	0	
		reputational risks	1	0	U	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
<i>,</i>		Shareholders should be able to remove	0.000 2010		7.00.01				
		directors for any	1	0	0	0	0	0	4
		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
SHP: Misc			27	0	0	0	0	0	27
SHP: Misc	SHP: Misc. Issues		27	0	0	0	0	0	

Issue Code Category	Issue Short Text	Rationale Reason	With	Against Glass	Take No	Unvoted	N/A	Mixed	Total
issue code Category	issue short text	Additional	Glass Lewis	Lewis	Action	Univoted	N/A	IVIIXEU	TOTAL
		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
SHP: Social			214	36	0	0	0	0	250
	SHP Regarding Animal Welfar	re							
		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								
	0								
		No Stated Reason	0	4	0	0	0	0	4
	SHP Regarding Human Capita Management	I							
	-	No Stated Reason	2	1	0	0	0	0	3
	SHP Regarding Limiting or	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2							
	Ending Political Spending								
		No Stated Reason	1	0	0	0	0	0	1
		NO Stated Neason	1	U	U	0	0	U	

Issue Code Category	Issue Short Text	Rationale Reason	With	Against Glass	Take No	Unvoted	N/A	Mixed	Total
issue Code Category	SHP Regarding Military	Kationale Reason	Glass Lewis	Lewis	Action	Unvoted	N/A	iviixea	TOTAL
	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
		NO Stated Reason	24	U	U	U	U	U	24

			With	Against Glass	Take No				
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	Action	Unvoted	N/A	Mixed	Total
		Additional disclosure on workforce diversity							
		is warranted	1	0	0	0	0	0	1
		Shareholder proposal is antisocial.	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 antisocial.	1	0	0	0	0	0	1
	SHP Regarding Racial Equity Audit	Social.	1	Ü	0	O .	0	U	
		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								

			With	Against Glass	Take No				
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Lewis	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
				0	0	U	U	U	
		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	Against Glass	Take No	Unvoted	N/A	Mixed	Total
Issue Code Category	issue short rext		Glass Lewis	Lewis	Action	Ulivoteu	IN/A	IVIIXEU	TOTAL
		Additional disclosure							
		concerning content							
		management is							
		warranted	3	0	0	0	0	0	3
		The requested							
		review could help							
		mitigate							
		reputational and	4	0	0	0	0	0	
		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	3							
		Increased disclosure							
		would allow							
		shareholders to							
		more fully assess							
		risks presented by							
		the Company"s lobbying activities	1	0	0	0	0	0	1
			1	0	0	0	0	0	
		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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