

MASTERINVEST

Statistik zur Stimmrechtsausübung

Im Zeitraum von

01.01.2024 – 31.12.2024

Statistics on the exercise of voting rights

In the period from

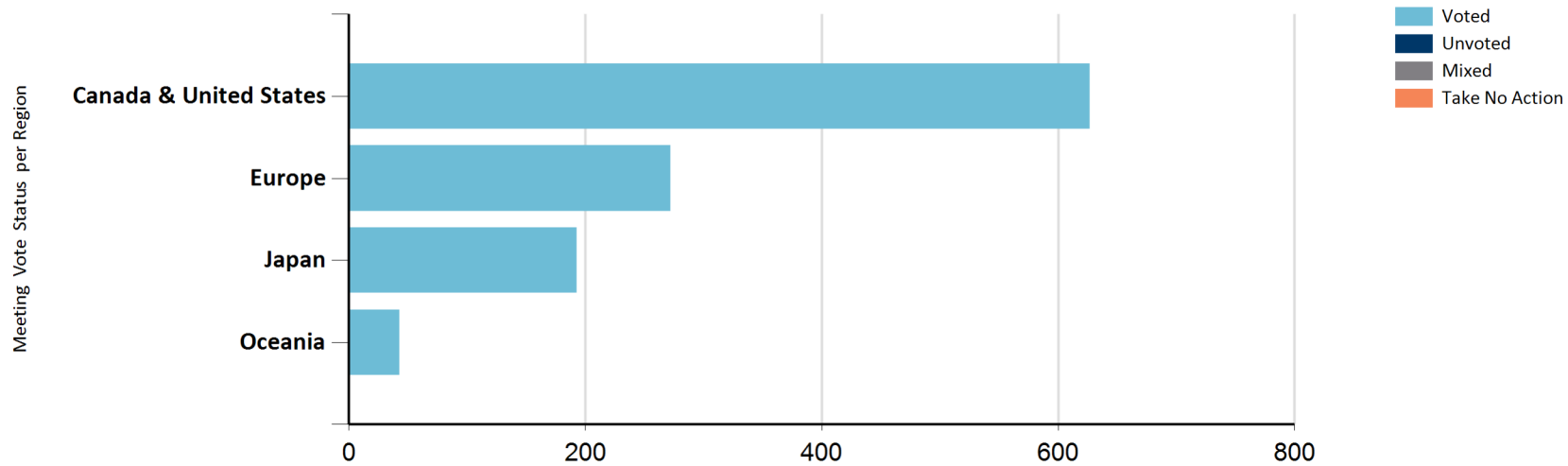
Januar 01, 2024 until December 31, 2024

Meeting Statistics Report

MASTERINVEST Kapitalanlage GmbH

From 1/1/2024 to 12/31/2024

Meetings by Region & Vote Status



Region	Country Of Origin	Voted	Unvoted	Mixed	Take No Action	Total
Total for all Regions		1135	0	0	0	1135
Canada & United States		627	0	0	0	627
	Canada	70	0	0	0	70
	United States	557	0	0	0	557
Europe		272	0	0	0	272
	Belgium	1	0	0	0	1
	France	58	0	0	0	58
	Germany	52	0	0	0	52
	Italy	24	0	0	0	24
	Netherlands	39	0	0	0	39
	Spain	18	0	0	0	18
	United Kingdom	80	0	0	0	80
Japan		193	0	0	0	193
	Japan	193	0	0	0	193
Oceania		43	0	0	0	43

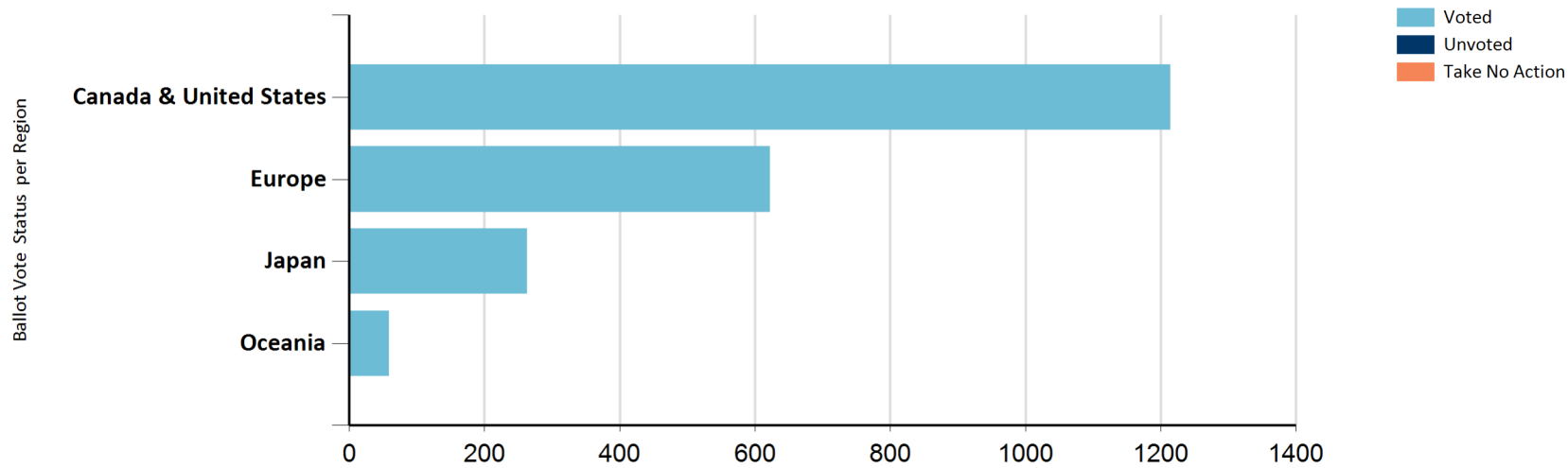
Australia	43	0	0	0	43
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Ballot Statistics Report

MASTERINVEST Kapitalanlage GmbH

From 1/1/2024 to 12/31/2024

Ballots by Region & Vote Status



Region	Country Of Origin	Voted	Unvoted	Take No Action	Total
Total for all Regions		2158	0	0	2158
Canada & United States		1214	0	0	1214
	Canada	104	0	0	104
	United States	1110	0	0	1110
Europe		622	0	0	622
	Belgium	1	0	0	1
	France	146	0	0	146
	Germany	147	0	0	147
	Italy	37	0	0	37
	Netherlands	105	0	0	105
	Spain	34	0	0	34
	United Kingdom	152	0	0	152
Japan		263	0	0	263
	Japan	263	0	0	263
Oceania		59	0	0	59

Proposal Statistics Report

MASTERINVEST Kapitalanlage GmbH

From 1/1/2024 to 12/31/2024

	Mgmt Proposals	SHP Proposals	Total Proposals
For	26138	1160	27298
Against	4487	1302	5789
Abstain	156	101	257
1 Year	29	0	29
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	30810	2563	33373

Management Proposals – Votes Cast

For - 26138 Abstain - 156
Against - 4487 1 Year - 29



Shareholder Proposals – Votes Cast

For - 1160 Abstain - 101
Against - 1302



	Mgmt Proposals	SHP Proposals	Total Proposals
With Management	26217	1302	27519
Against Management	4569	1225	5794
N/A	24	36	60
Mixed	0	0	0
Take No Action	0	0	0
Unvoted	0	0	0
Totals	30810	2563	33373

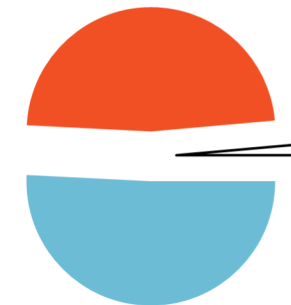
Management Proposals – Votes versus Management

With Mgmt - 26217 N/A - 24
Against Mgmt - 4569



Shareholder Proposals – Votes versus Management

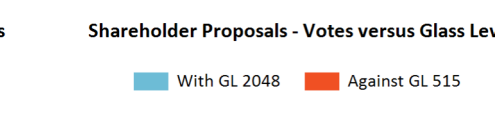
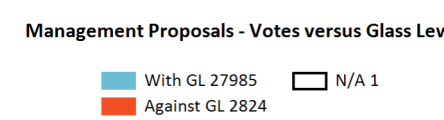
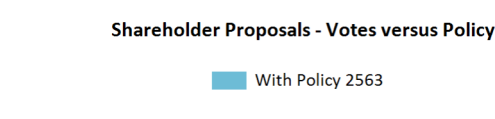
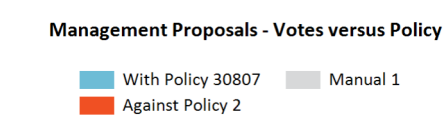
With Mgmt - 1302 N/A - 36
Against Mgmt - 1225



	Mgmt Proposals	SHP Proposals	Total Proposals
With Policy	30807	2563	33370
Against Policy	2	0	2
Manual	1	0	1
N/A	0	0	0
Mixed	0	0	0
Take No Action	0	0	0

	Mgmt Proposals	SHP Proposals	Total Proposals
Unvoted	0	0	0
Totals	30810	2563	33373

	Mgmt Proposals	SHP Proposals	Total Proposals
With Glass Lewis	27985	2048	30033
Against Glass Lewis	2824	515	3339
N/A	1	0	1
Mixed	0	0	0
Take No Action	0	0	0
Unvoted	0	0	0
Totals	30810	2563	33373



Proposal Category Report

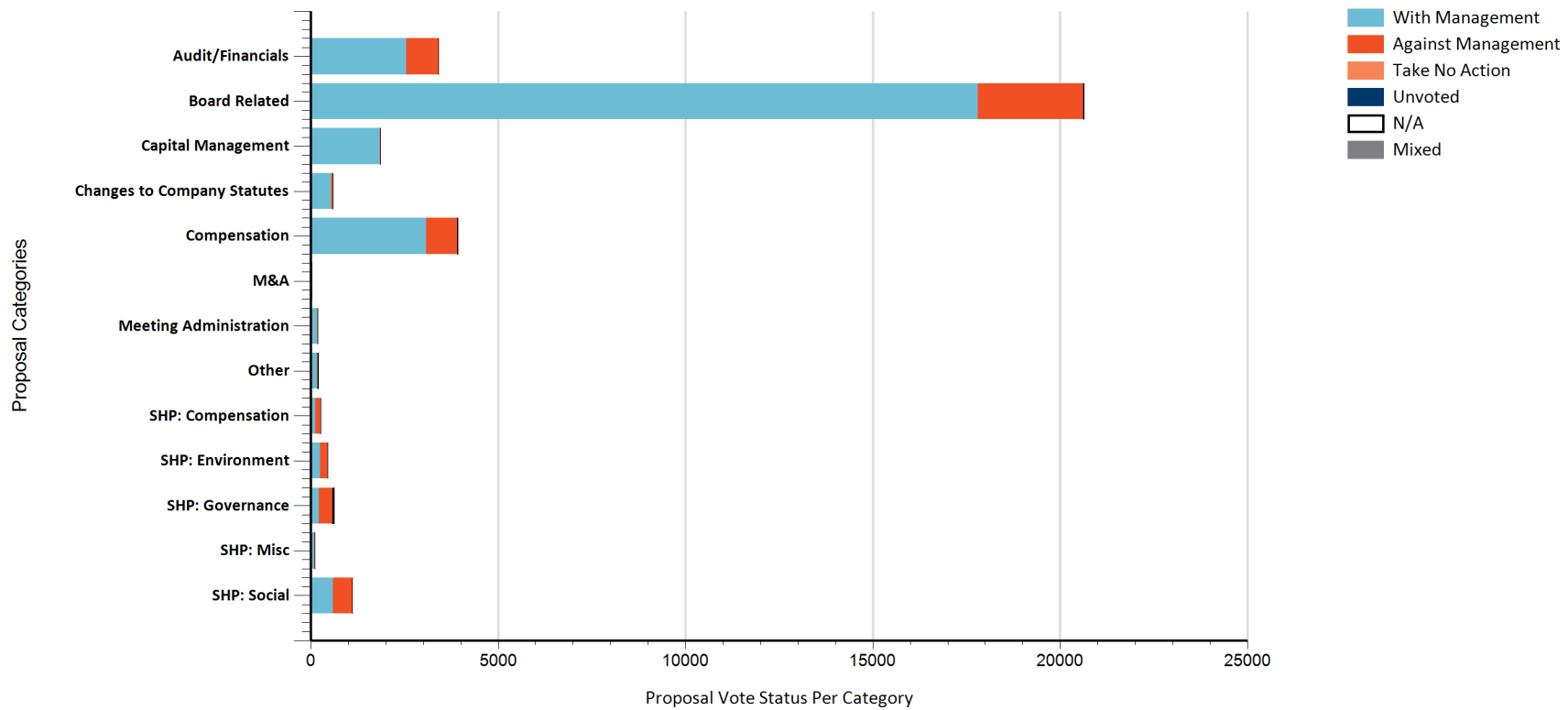
MASTERINVEST Kapitalanlage GmbH

From 1/1/2024 to 12/31/2024

Proposal Categories - All Votes

Proposal Category Type	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Totals	27298	5789	257	0	0	0	29	0	0	33373
Audit/Financials	2557	841	6	0	0	0	0	0	0	3404
Board Related	17735	2769	129	0	0	0	0	0	0	20633
Capital Management	1841	14	0	0	0	0	0	0	0	1855
Changes to Company Statutes	544	36	8	0	0	0	0	0	0	588
Compensation	3069	818	12	0	0	0	29	0	0	3928
M&A	36	0	0	0	0	0	0	0	0	36
Meeting Administration	179	4	0	0	0	0	0	0	0	183
Other	177	5	1	0	0	0	0	0	0	183
SHP: Compensation	136	129	6	0	0	0	0	0	0	271
SHP: Environment	191	255	4	0	0	0	0	0	0	450
SHP: Governance	336	223	61	0	0	0	0	0	0	620
SHP: Misc	8	101	6	0	0	0	0	0	0	115
SHP: Social	489	594	24	0	0	0	0	0	0	1107

Proposal Categories - Votes versus Management

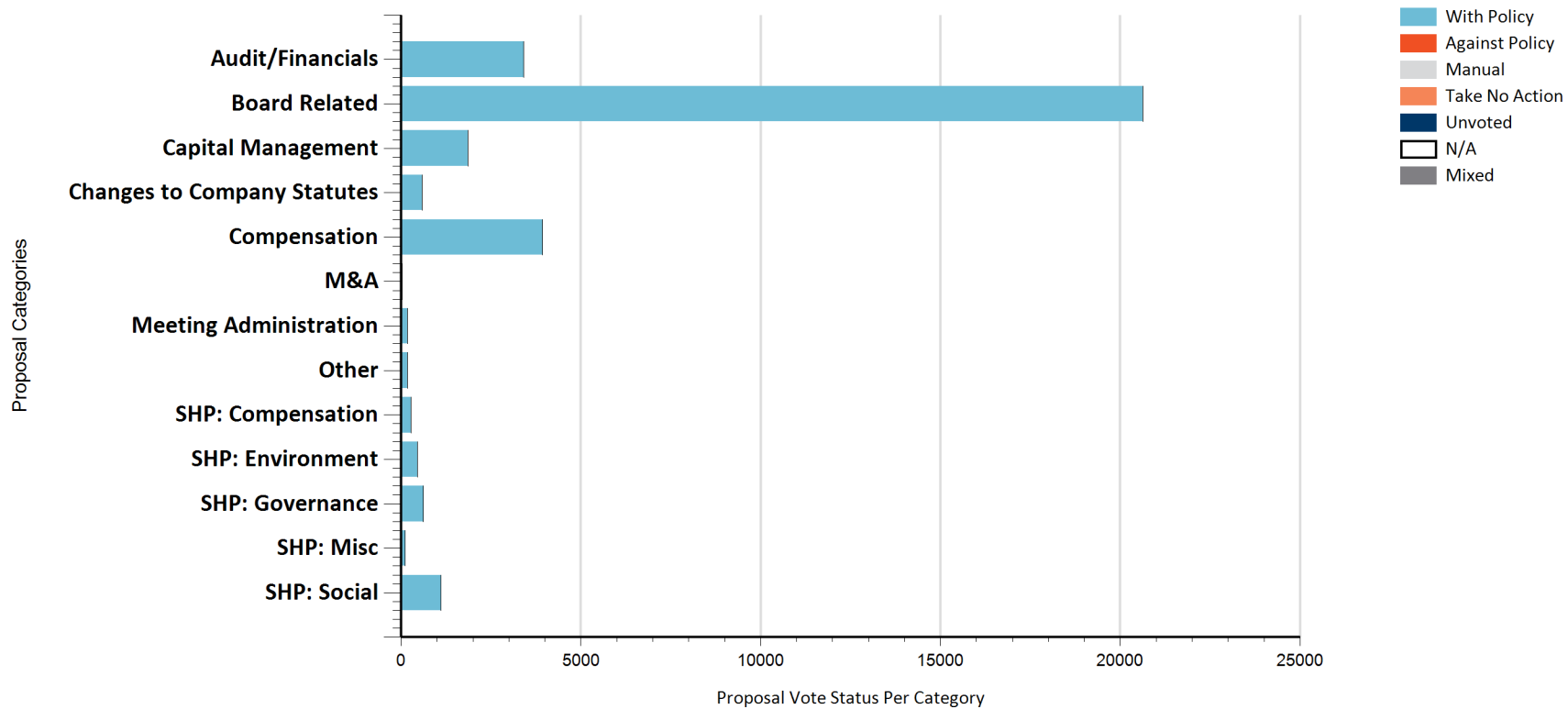


Proposal Categories - Votes versus Management

Proposal Category Type	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Totals	27519	5794	0	0	60	0	33373
Audit/Financials	2557	847	0	0	0	0	3404
Board Related	17798	2824	0	0	11	0	20633
Capital Management	1841	14	0	0	0	0	1855
Changes to Company Statutes	544	44	0	0	0	0	588
Compensation	3085	831	0	0	12	0	3928
M&A	36	0	0	0	0	0	36

Proposal Category Type	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Meeting Administration	179	4	0	0	0	0	183
Other	177	5	0	0	1	0	183
SHP: Compensation	129	142	0	0	0	0	271
SHP: Environment	255	195	0	0	0	0	450
SHP: Governance	224	360	0	0	36	0	620
SHP: Misc	101	14	0	0	0	0	115
SHP: Social	593	514	0	0	0	0	1107

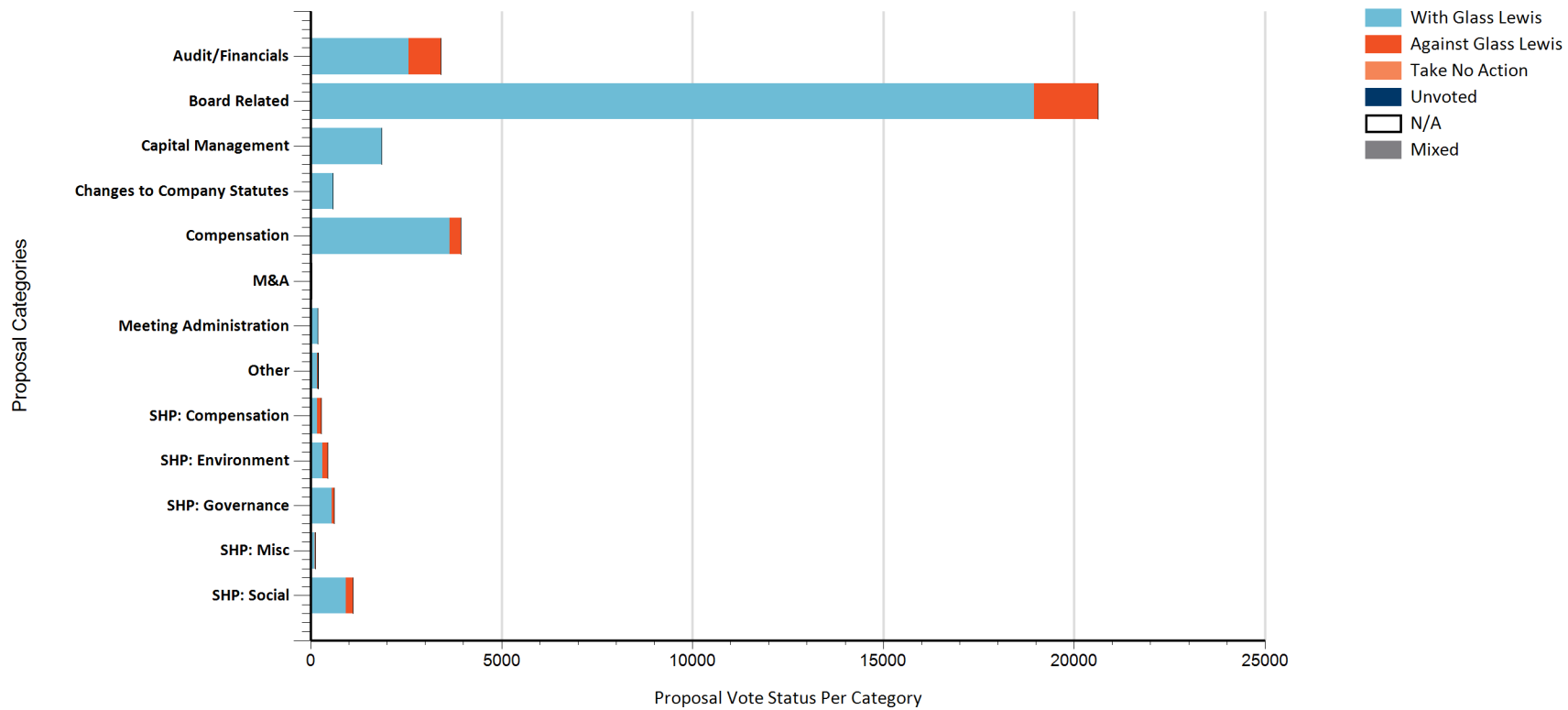
Proposal Categories - Votes versus Policy



Proposal Categories - Votes versus Policy

Proposal Category Type	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Totals	33370	2	1	0	0	0	0	33373
Audit/Financials	3404	0	0	0	0	0	0	3404
Board Related	20631	2	0	0	0	0	0	20633
Capital Management	1855	0	0	0	0	0	0	1855
Changes to Company Statutes	588	0	0	0	0	0	0	588
Compensation	3928	0	0	0	0	0	0	3928
M&A	36	0	0	0	0	0	0	36
Meeting Administration	183	0	0	0	0	0	0	183
Other	182	0	1	0	0	0	0	183
SHP: Compensation	271	0	0	0	0	0	0	271
SHP: Environment	450	0	0	0	0	0	0	450
SHP: Governance	620	0	0	0	0	0	0	620
SHP: Misc	115	0	0	0	0	0	0	115
SHP: Social	1107	0	0	0	0	0	0	1107

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	30033	3339	0	0	1	0	33373
Audit/Financials	2557	847	0	0	0	0	3404
Board Related	18959	1674	0	0	0	0	20633
Capital Management	1855	0	0	0	0	0	1855
Changes to Company Statutes	588	0	0	0	0	0	588
Compensation	3635	293	0	0	0	0	3928
M&A	36	0	0	0	0	0	36

Proposal Category Type	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
Meeting Administration	183	0	0	0	0	0	183
Other	172	10	0	0	1	0	183
SHP: Compensation	164	107	0	0	0	0	271
SHP: Environment	306	144	0	0	0	0	450
SHP: Governance	554	66	0	0	0	0	620
SHP: Misc	109	6	0	0	0	0	115
SHP: Social	915	192	0	0	0	0	1107

Issue Code Category	Issue Short Text	Take No									
		For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Board Spill	0	7	0	0	0	0	0	0	0	7
	Board Term Length	4	0	0	0	0	0	0	0	0	4
	Change in Board Size	3	0	0	0	0	0	0	0	0	3
	Director & Officer Liability/Indemnification	0	135	0	0	0	0	0	0	0	135
	Election of Alternate Statutory Auditor	33	0	0	0	0	0	0	0	0	33
	Election of Board Committee Members	156	21	0	0	0	0	0	0	0	177
	Election of Board Member(s) During a Contested Election – Management Nomin	91	6	72	0	0	0	0	0	0	169
	Election of Directors	14633	2376	5	0	0	0	0	0	0	17014
	Election of Directors (Management Board)	33	0	0	0	0	0	0	0	0	33
	Election of Directors (Slate)	1	0	0	0	0	0	0	0	0	1
	Election of Non-Management Nominee	0	77	0	0	0	0	0	0	0	77
	Election of Non-Principal Members (Chairman, alternates)	17	0	0	0	0	0	0	0	0	17
	Election of Shareholder or Institutional Investor Slate	7	0	0	0	0	0	0	0	0	7
	Election of Shareholder Representatives	27	2	0	0	0	0	0	0	0	29
	Election of Statutory Auditor Slate	4	0	2	0	0	0	0	0	0	6
	Election of Statutory Auditors	175	27	0	0	0	0	0	0	0	202
	Election of Supervisory Board	672	76	0	0	0	0	0	0	0	748
	Election of the Chair of Statutory Auditors	2	0	0	0	0	0	0	0	0	2
	Misc. Management Proposal Regarding Board	1	1	0	0	0	0	0	0	0	2
	Post-Employment /Severance Agreements	7	0	0	0	0	0	0	0	0	7
	Ratification of Board Acts - Legal	1133	26	27	0	0	0	0	0	0	1186
	Ratification of Co-Option of a Director	49	2	0	0	0	0	0	0	0	51

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
					Action	Unvoted					
	Issuance of Convertible Debt Instruments	10	0	0	0	0	0	0	0	0	10
	Issuance of Repurchased Shares	7	0	0	0	0	0	0	0	0	7
	Issuance of Stock w/out Preemptive Rights	3	0	0	0	0	0	0	0	0	3
	Limit to Capital Increase	39	0	0	0	0	0	0	0	0	39
	Misc. Proposal Regarding Capital	6	0	0	0	0	0	0	0	0	6
	Reduction in Share Premium Account	3	0	0	0	0	0	0	0	0	3
	Reverse Stock Split	4	0	0	0	0	0	0	0	0	4
	Stock Split	1	0	0	0	0	0	0	0	0	1
	Use/Transfer of Reserves	8	0	0	0	0	0	0	0	0	8
Changes to Company Statutes		544	36	8	0	0	0	0	0	0	580
	Adoption of Advance Notice Requirement	5	0	0	0	0	0	0	0	0	5
	Adoption of New Articles	20	0	0	0	0	0	0	0	0	20
	Adoption of Shareholder Rights' Plan	2	1	0	0	0	0	0	0	0	3
	Amend Articles, Constitution, Bylaws - Bundled	99	1	0	0	0	0	0	0	0	100
	Amendment to Share Class Rights	1	0	0	0	0	0	0	0	0	1
	Amendment to Shareholder Rights' Plan	2	0	0	0	0	0	0	0	0	2
	Amendments to Articles (Technical)	72	0	0	0	0	0	0	0	0	72
	Amendments to Articles, Constitution, Bylaws	100	14	0	0	0	0	0	0	0	114
	Amendments to Charter/Bylaw - Bundled	1	6	0	0	0	0	0	0	0	7
	Approval of Exclusive Forum Provisions	0	2	0	0	0	0	0	0	0	2
	Authority to Set General Meeting Notice Period at 14 Days	135	0	0	0	0	0	0	0	0	135
	Change in State of Incorporation	1	4	0	0	0	0	0	0	0	5

Issue Code	Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Company Name Change	3	0	0	0	0	0	0	0	0	3
		Elimination of Supermajority Requirement	61	0	0	0	0	0	0	0	0	61
		Misc. Article Amendments	10	0	0	0	0	0	0	0	0	10
		Misc. Proposal Regarding Antitakeover Devices	0	2	0	0	0	0	0	0	0	2
		Reincorporation	1	0	0	0	0	0	0	0	0	1
		Repeal of Classified Board	16	0	0	0	0	0	0	0	0	16
		Restoration of Right to Call a Special Meeting	6	6	8	0	0	0	0	0	0	20
		Restoration of Written Consent	5	0	0	0	0	0	0	0	0	5
		Technical Amendments to Charter/Bylaw	2	0	0	0	0	0	0	0	0	2
		Waiving of Mandatory Takeover Requirement	2	0	0	0	0	0	0	0	0	2
Compensation			3069	818	12	0	0	0	29	0	0	3916
		Adoption of Director Equity Compensation Plan	5	0	0	0	0	0	0	0	0	5
		Adoption of Employee Stock Purchase Plan	19	0	0	0	0	0	0	0	0	19
		Adoption of Equity Compensation Plan	48	1	0	0	0	0	0	0	0	49
		Adoption of Restricted Stock Plan	9	0	0	0	0	0	0	0	0	9
		Adoption of Short Term Incentive Plan	7	0	0	0	0	0	0	0	0	7
		Advisory Vote on Executive Compensation	643	415	6	0	0	0	0	0	0	1064
		Advisory Vote on Severance	6	1	0	0	0	0	0	0	0	7
		Amendment to Director Equity Compensation Plan	4	0	0	0	0	0	0	0	0	4
		Amendment to Employee Stock Purchase Plan	20	1	0	0	0	0	0	0	0	21
		Amendment to Equity Compensation Plan	163	16	6	0	0	0	0	0	0	185
		Amendment to Restricted Stock Plan	19	3	0	0	0	0	0	0	0	22

Issue Code	Category	Issue Short Text	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
SHP: Environment			191	255	4	0	0	0	0	0	0	446
		Shareholder Proposal Regarding Say on Climate	3	20	0	0	0	0	0	0	0	23
		SHP Regarding Bioengineering / Nanotechnology Safety	5	0	0	0	0	0	0	0	0	5
		SHP Regarding Climate Lobbying	5	36	0	0	0	0	0	0	0	41
		SHP Regarding Environmental Report	28	41	1	0	0	0	0	0	0	70
		SHP Regarding Formation of Environmental/Social Committee of the B	36	40	0	0	0	0	0	0	0	76
		SHP Regarding Misc. Energy/Environmental Issues	1	25	0	0	0	0	0	0	0	26
		SHP Regarding Misc. Environmental Issue	5	0	0	0	0	0	0	0	0	5
		SHP Regarding Phase out of Nuclear Power	2	0	0	0	0	0	0	0	0	2
		SHP Regarding Report on Antibiotics in Animal Agriculture	9	0	0	0	0	0	0	0	0	9
		SHP Regarding Report/Action on Climate Change	34	89	3	0	0	0	0	0	0	126
		SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	61	0	0	0	0	0	0	0	0	61
		SHP Regarding Sustainability or Environmental Reports	2	4	0	0	0	0	0	0	0	6
SHP: Governance			336	223	61	0	0	0	0	0	0	559
		SHP Regarding Additional or Amended Shareholder Proposals	0	2	0	0	0	0	0	0	0	2
		SHP Regarding Board Composition	0	13	0	0	0	0	0	0	0	13
		SHP Regarding Board Independence	0	1	0	0	0	0	0	0	0	1
		SHP Regarding Company Compliance with Corporate Governance Codes	6	0	0	0	0	0	0	0	0	6
		SHP Regarding Directors' Roles in Corporate Strategy	3	0	0	0	0	0	0	0	0	3
		SHP Regarding Election of Board Member (s) During a Contested Election – Dissident	6	36	30	0	0	0	0	0	0	72
		SHP Regarding Election of Dissident Board Member(s)	1	7	0	0	0	0	0	0	0	8
		SHP Regarding Eliminating Supermajority Provisions	52	29	0	0	0	0	0	0	0	81

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
					Action	Unvoted					
	SHP Regarding Drug Pricing/Distribution	21	0	0	0	0	0	0	0	0	21
	SHP Regarding Firearms	0	4	0	0	0	0	0	0	0	4
	SHP Regarding Human Capital Management	9	0	0	0	0	0	0	0	0	9
	SHP Regarding Military Contracts/Sales	20	0	0	0	0	0	0	0	0	20
	SHP Regarding Misc. Human Capital Management	49	141	6	0	0	0	0	0	0	196
	SHP Regarding Misc. Human/Political Rights Policies	0	22	0	0	0	0	0	0	0	22
	SHP Regarding Misc. Labor Issues/Policies	11	0	0	0	0	0	0	0	0	11
	SHP Regarding Misc. Nuclear Issue	0	2	0	0	0	0	0	0	0	2
	SHP Regarding Misc. Social Issue	79	196	6	0	0	0	0	0	0	281
	SHP Regarding Pregnancy/Abortion Issues	28	13	0	0	0	0	0	0	0	41
	SHP Regarding Racial Equity Audit	17	0	0	0	0	0	0	0	0	17
	SHP Regarding Report on EEO	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Reporting on Company's Compliance with International Human Rig	131	60	0	0	0	0	0	0	0	191
	SHP Regarding Reviewing Charitable Spending	0	37	6	0	0	0	0	0	0	43
	SHP Regarding Reviewing Political Spending or Lobbying	83	119	6	0	0	0	0	0	0	208
	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		27519	5794	0	0	60	0	33373
Audit/Financials		2557	847	0	0	0	0	3404
	Accounts and Reports (Bundled Issues)	90		0	0	0	0	90

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Allocation of Profits/Dividends	697	0	0	0	0	0	697
	Appointment of Auditor	432	35	0	0	0	0	467
	Appointment of Auditor and Authority to Set Fees	41	22	0	0	0	0	63
	Appointment of Special Auditor	244	0	0	0	0	0	244
	Approval of Non-Financial Reports	37	0	0	0	0	0	37
	Authority to Set Auditor's Fees	147	0	0	0	0	0	147
	Bonus Dividend/Bonus Share Issue	13	0	0	0	0	0	13
	Financial Statements	520	0	0	0	0	0	520
	Ratification of Alternate Auditor	10	0	0	0	0	0	10
	Ratification of Auditor	310	790	0	0	0	0	1100
	Stock Dividend/Dividend Reinvestment	16	0	0	0	0	0	16
Board Related		17798	2824	0	0	11	0	20633
	Approve Censor	0	5	0	0	0	0	5
	Approve Special Auditor's Report	100	8	0	0	0	0	108
	Board Size	31	0	0	0	0	0	31
	Board Spill	7	0	0	0	0	0	7
	Board Term Length	4	0	0	0	0	0	4
	Change in Board Size	3	0	0	0	0	0	3
	Director & Officer Liability/Indemnification	0	135	0	0	0	0	135
	Election of Alternate Statutory Auditor	33	0	0	0	0	0	33
	Election of Board Committee Members	156	21	0	0	0	0	177
	Election of Board Member(s) During a Contested Election – Management Nominee	84	85	0	0	0	0	169

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Election of Directors	14626	2388	0	0	0	0	17014
	Election of Directors (Management Board)	33	0	0	0	0	0	33
	Election of Directors (Slate)	1	0	0	0	0	0	1
	Election of Non-Management Nominee	77	0	0	0	0	0	77
	Election of Non-Principal Members (Chairman, alternates)	17	0	0	0	0	0	17
	Election of Shareholder or Institutional Investor Slate	6	0	0	0	1	0	7
	Election of Shareholder Representatives	26	1	0	0	2	0	29
	Election of Statutory Auditor Slate	0	0	0	0	6	0	6
	Election of Statutory Auditors	175	27	0	0	0	0	202
	Election of Supervisory Board	672	76	0	0	0	0	748
	Election of the Chair of Statutory Auditors	1	0	0	0	1	0	2
	Misc. Management Proposal Regarding Board	1	0	0	0	1	0	2
	Post-Employment /Severance Agreements	7	0	0	0	0	0	7
	Ratification of Board Acts - Legal	1133	53	0	0	0	0	1186
	Ratification of Co-Option of a Director	49	2	0	0	0	0	51
	Ratification of Management Acts - Legal	529	23	0	0	0	0	552
	Related Party Transactions	21	0	0	0	0	0	21
	Removal/Resignation of Director	6	0	0	0	0	0	6
Capital Management		1841	14	0	0	0	0	1855
	Amendment to Authorized Common Stock	4	0	0	0	0	0	4
	Authority to Increase Capital in Case of Exchange Offers (France)	13	0	0	0	0	0	13
	Authority to Increase Capital in Consideration for Contributions in Kind (France)	54	1	0	0	0	0	55

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	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	37	2	0	0	0	0	39
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	70	0	0	0	0	0	70
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	137	2	0	0	0	0	139
	Authority to Issue Shares w/ Preemptive Rights	224	1	0	0	0	0	225
	Authority to Issue Shares w/o Preemptive Rights	331	4	0	0	0	0	335
	Authority to Issue Stock w/ or w/out Preemptive Rights	30	0	0	0	0	0	30
	Authority to Repurchase and Re-Issue Shares	216	2	0	0	0	0	218
	Authority to Repurchase Preferred Shares	9	0	0	0	0	0	9
	Authority to Repurchase Shares	285	1	0	0	0	0	286
	Authority to Set Offering Price of Shares	15	0	0	0	0	0	15
	Authorize Overallotment/Greenshoe	47	1	0	0	0	0	48
	Cancellation of Authorized Stock	204	0	0	0	0	0	204
	Increase in Authorized Capital	76	0	0	0	0	0	76
	Increase in Authorized Common Stock	7	0	0	0	0	0	7
	Issuance of Convertible Debt Instruments	10	0	0	0	0	0	10
	Issuance of Repurchased Shares	7	0	0	0	0	0	7
	Issuance of Stock w/out Preemptive Rights	3	0	0	0	0	0	3
	Limit to Capital Increase	39	0	0	0	0	0	39
	Misc. Proposal Regarding Capital	6	0	0	0	0	0	6
	Reduction in Share Premium Account	3	0	0	0	0	0	3
	Reverse Stock Split	4	0	0	0	0	0	4

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Stock Split	1	0	0	0	0	0	1
	Use/Transfer of Reserves	8	0	0	0	0	0	8
Changes to Company Statutes		544	44	0	0	0	0	588
	Adoption of Advance Notice Requirement	5	0	0	0	0	0	5
	Adoption of New Articles	20	0	0	0	0	0	20
	Adoption of Shareholder Rights' Plan	2	1	0	0	0	0	3
	Amend Articles, Constitution, Bylaws - Bundled	99	1	0	0	0	0	100
	Amendment to Share Class Rights	1	0	0	0	0	0	1
	Amendment to Shareholder Rights' Plan	2	0	0	0	0	0	2
	Amendments to Articles (Technical)	72	0	0	0	0	0	72
	Amendments to Articles, Constitution, Bylaws	100	14	0	0	0	0	114
	Amendments to Charter/Bylaw - Bundled	1	6	0	0	0	0	7
	Approval of Exclusive Forum Provisions	0	2	0	0	0	0	2
	Authority to Set General Meeting Notice Period at 14 Days	135	0	0	0	0	0	135
	Change in State of Incorporation	1	4	0	0	0	0	5
	Company Name Change	3	0	0	0	0	0	3
	Elimination of Supermajority Requirement	61	0	0	0	0	0	61
	Misc. Article Amendments	10	0	0	0	0	0	10
	Misc. Proposal Regarding Antitakeover Devices	0	2	0	0	0	0	2
	Reincorporation	1	0	0	0	0	0	1
	Repeal of Classified Board	16	0	0	0	0	0	16
	Restoration of Right to Call a Special Meeting	6	14	0	0	0	0	20

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Restoration of Written Consent	5	0	0	0	0	0	5
	Technical Amendments to Charter/Bylaw	2	0	0	0	0	0	2
	Waiving of Mandatory Takeover Requirement	2	0	0	0	0	0	2
Compensation		3085	831	0	0	12	0	3928
	Adoption of Director Equity Compensation Plan	5	0	0	0	0	0	5
	Adoption of Employee Stock Purchase Plan	19	0	0	0	0	0	19
	Adoption of Equity Compensation Plan	48	1	0	0	0	0	49
	Adoption of Restricted Stock Plan	9	0	0	0	0	0	9
	Adoption of Short Term Incentive Plan	7	0	0	0	0	0	7
	Advisory Vote on Executive Compensation	643	421	0	0	0	0	1064
	Advisory Vote on Severance	6	1	0	0	0	0	7
	Amendment to Director Equity Compensation Plan	4	0	0	0	0	0	4
	Amendment to Employee Stock Purchase Plan	20	1	0	0	0	0	21
	Amendment to Equity Compensation Plan	163	22	0	0	0	0	185
	Amendment to Restricted Stock Plan	19	3	0	0	0	0	22
	Amendment to Stock Option Plan	37	19	0	0	0	0	56
	Amendment to Stock Purchase Plan	3	0	0	0	0	0	3
	Bonus	21	0	0	0	0	0	21
	Bonuses for Retiring Directors (JP)	0	3	0	0	0	0	3
	Capital Proposal to Implement Equity Compensation Plan	87	22	0	0	0	0	109
	Directors' Fees	120	7	0	0	0	0	127
	Directors' Stock Option Plan	1	0	0	0	0	0	1

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Employee Incentive Plan	1	0	0	0	0	0	1
	Misc. Proposal Regarding Compensation	41	2	0	0	0	0	43
	Non-Executive Remuneration Policy (Forward-Looking)	372	11	0	0	9	0	392
	Remuneration Policy (Forward-Looking)	263	100	0	0	0	0	363
	Remuneration Report (Retrospective)	765	201	0	0	2	0	968
	Say When on Pay	37	3	0	0	0	0	40
	Statutory Auditors' Fees	19	0	0	0	0	0	19
	Stock Option Grants	74	6	0	0	0	0	80
	Stock Option Plan	79	3	0	0	1	0	83
	Stock Purchase Plan	206	2	0	0	0	0	208
	Supervisory Board/ Corp Assembly Fees	11	3	0	0	0	0	14
	Trust Type Equity Plans (JP)	5	0	0	0	0	0	5
M&A		36	0	0	0	0	0	36
	Divestiture/Spin-off	4	0	0	0	0	0	4
	Intra-company Contracts/Control Agreements	17	0	0	0	0	0	17
	Merger/Acquisition	13	0	0	0	0	0	13
	Restructuring/Capitalization	2	0	0	0	0	0	2
Meeting Administration		179	4	0	0	0	0	183
	Authorization of Legal Formalities	164	0	0	0	0	0	164
	Right to Adjourn Meeting	15	2	0	0	0	0	17
	Transact Other Business	0	2	0	0	0	0	2
Other		177	5	0	0	1	0	183

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Approval of Political Donation	115	1	0	0	0	0	116
	Management Proposal on Say on Climate	50	1	0	0	0	0	51
	Misc. Management Proposal	2	3	0	0	0	0	5
	Miscellaneous - Resident Status	0	0	0	0	1	0	1
	Renew Proportional Takeover Provisions	10	0	0	0	0	0	10
<i>SHP: Compensation</i>		129	142	0	0	0	0	271
	SHP Recoupment of Unearned Bonuses (Clawback)	0	28	0	0	0	0	28
	SHP regarding Change/ Opposition to Director Compensation	20	0	0	0	0	0	20
	SHP Regarding Golden Parachutes	64	27	0	0	0	0	91
	SHP Regarding Linking Executive Pay to Social Criteria	8	6	0	0	0	0	14
	SHP regarding Misc. Compensation	34	0	0	0	0	0	34
	SHP Regarding Misc. Compensation	3	0	0	0	0	0	3
	SHP Regarding Race and/or Gender Pay Equity Report	0	58	0	0	0	0	58
	SHP Regarding Report on Ratio Between CEO and Employee Pay	0	9	0	0	0	0	9
	SHP Regarding Restricting Executive Compensation	0	14	0	0	0	0	14
<i>SHP: Environment</i>		255	195	0	0	0	0	450
	Shareholder Proposal Regarding Say on Climate	20	3	0	0	0	0	23
	SHP Regarding Bioengineering / Nanotechnology Safety	0	5	0	0	0	0	5
	SHP Regarding Climate Lobbying	36	5	0	0	0	0	41
	SHP Regarding Environmental Report	41	29	0	0	0	0	70
	SHP Regarding Formation of Environmental/Social Committee of the Board	40	36	0	0	0	0	76
	SHP Regarding Misc. Energy/Environmental Issues	25	1	0	0	0	0	26

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Misc. Environmental Issue	0	5	0	0	0	0	5
	SHP Regarding Phase out of Nuclear Power	0	2	0	0	0	0	2
	SHP Regarding Report on Antibiotics in Animal Agriculture	0	9	0	0	0	0	9
	SHP Regarding Report/Action on Climate Change	89	37	0	0	0	0	126
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	0	61	0	0	0	0	61
	SHP Regarding Sustainability or Environmental Reports	4	2	0	0	0	0	6
<i>SHP: Governance</i>		224	360	0	0	36	0	620
	SHP Regarding Additional or Amended Shareholder Proposals	0	0	0	0	2	0	2
	SHP Regarding Board Composition	13	0	0	0	0	0	13
	SHP Regarding Board Independence	1	0	0	0	0	0	1
	SHP Regarding Company Compliance with Corporate Governance Codes	0	6	0	0	0	0	6
	SHP Regarding Directors' Roles in Corporate Strategy	0	3	0	0	0	0	3
	SHP Regarding Election of Board Member(s) During a Contested Election – Dissident?Nominee	35	37	0	0	0	0	72
	SHP Regarding Election of Dissident Board Member (s)	7	1	0	0	0	0	8
	SHP Regarding Eliminating Supermajority Provisions	33	16	0	0	32	0	81
	SHP Regarding Facilitation of Shareholder Proposals	0	9	0	0	0	0	9
	SHP Regarding Improving in Disclosure	0	1	0	0	0	0	1
	SHP Regarding Independent Board Chairman/Separation of Chair and CEO	32	99	0	0	0	0	131
	SHP Regarding Majority Vote for Election of Directors	0	58	0	0	0	0	58
	SHP Regarding Misc. Auditor Issue	3	0	0	0	0	0	3
	SHP Regarding Misc. Board/Shareholder Rights Issue	18	35	0	0	0	0	53
	SHP Regarding Misc. Capital Issue	0	1	0	0	0	0	1

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Misc. Issue	38	0	0	0	0	0	38
	SHP Regarding Misc. Meeting/Voting Issue	17	0	0	0	0	0	17
	SHP Regarding Recapitalization	0	25	0	0	0	0	25
	SHP Regarding Removal of Director(s)	0	0	0	0	1	0	1
	SHP Regarding Removal of Directors	1	0	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent	14	11	0	0	0	0	25
	SHP Regarding Right to Call a Special Meeting	4	52	0	0	0	0	56
	SHP Regarding Setting Age Limits for Directors	2	0	0	0	0	0	2
	SHP Regarding the Declassification of the Board	0	6	0	0	1	0	7
	SHP Regarding Trained, Qualified Directors on Environment, Health and Safety, Audit and Compens	6	0	0	0	0	0	6
<i>SHP: Misc</i>		101	14	0	0	0	0	115
	SHP Regarding Repeal of Bylaw Amendments	7	7	0	0	0	0	14
	SHP: Misc. Issues	94	7	0	0	0	0	101
<i>SHP: Social</i>		593	514	0	0	0	0	1107
	SHP Regarding Animal Welfare	0	36	0	0	0	0	36
	SHP Regarding Drug Pricing/Distribution	0	21	0	0	0	0	21
	SHP Regarding Firearms	4	0	0	0	0	0	4
	SHP Regarding Human Capital Management	0	9	0	0	0	0	9
	SHP Regarding Military Contracts/Sales	0	20	0	0	0	0	20
	SHP Regarding Misc. Human Capital Management	141	55	0	0	0	0	196
	SHP Regarding Misc. Human/Political Rights Policies	22	0	0	0	0	0	22
	SHP Regarding Misc. Labor Issues/Policies	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 Misc. Nuclear Issue	2	0	0	0	0	0	2
	SHP Regarding Misc. Social Issue	196	85	0	0	0	0	281
	SHP Regarding Pregnancy/Abortion Issues	13	28	0	0	0	0	41
	SHP Regarding Racial Equity Audit	0	17	0	0	0	0	17
	SHP Regarding Report on EEO	0	1	0	0	0	0	1
	SHP Regarding Reporting on Company's Compliance with International Human Rights Standards	59	132	0	0	0	0	191
	SHP Regarding Reviewing Charitable Spending	37	6	0	0	0	0	43
	SHP Regarding Reviewing Political Spending or Lobbying	119	89	0	0	0	0	208
	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		33370	2	1	0	0	0	0	33373
<i>Audit/Financials</i>		3404	0	0	0	0	0	0	3404
	Accounts and Reports (Bundled Issues)	90	0	0	0	0	0	0	90
	Allocation of Profits/Dividends	697	0	0	0	0	0	0	697
	Appointment of Auditor	467	0	0	0	0	0	0	467
	Appointment of Auditor and Authority to Set Fees	63	0	0	0	0	0	0	63
	Appointment of Special Auditor	244	0	0	0	0	0	0	244
	Approval of Non-Financial Reports	37	0	0	0	0	0	0	37
	Authority to Set Auditor's Fees	147	0	0	0	0	0	0	147
	Bonus Dividend/Bonus Share Issue	13	0	0	0	0	0	0	13

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Financial Statements	520	0	0	0	0	0	0	520
	Ratification of Alternate Auditor	10	0	0	0	0	0	0	10
	Ratification of Auditor	1100	0	0	0	0	0	0	1100
	Stock Dividend/Dividend Reinvestment	16	0	0	0	0	0	0	16
Board Related		20631	2	0	0	0	0	0	20633
	Approve Censor	5	0	0	0	0	0	0	5
	Approve Special Auditor’s Report	108	0	0	0	0	0	0	108
	Board Size	31	0	0	0	0	0	0	31
	Board Spill	7	0	0	0	0	0	0	7
	Board Term Length	4	0	0	0	0	0	0	4
	Change in Board Size	3	0	0	0	0	0	0	3
	Director & Officer Liability/Indemnification	135	0	0	0	0	0	0	135
	Election of Alternate Statutory Auditor	33	0	0	0	0	0	0	33
	Election of Board Committee Members	177	0	0	0	0	0	0	177
	Election of Board Member(s) During a Contested Election – Management Nominee	169	0	0	0	0	0	0	169
	Election of Directors	17014	0	0	0	0	0	0	17014
	Election of Directors (Management Board)	33	0	0	0	0	0	0	33
	Election of Directors (Slate)	1	0	0	0	0	0	0	1
	Election of Non-Management Nominee	77	0	0	0	0	0	0	77
	Election of Non-Principal Members (Chairman, alternates)	17	0	0	0	0	0	0	17
	Election of Shareholder or Institutional Investor Slate	7	0	0	0	0	0	0	7
	Election of Shareholder Representatives	29	0	0	0	0	0	0	29

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Election of Statutory Auditor Slate	4	2	0	0	0	0	0	6
	Election of Statutory Auditors	202	0	0	0	0	0	0	202
	Election of Supervisory Board	748	0	0	0	0	0	0	748
	Election of the Chair of Statutory Auditors	2	0	0	0	0	0	0	2
	Misc. Management Proposal Regarding Board	2	0	0	0	0	0	0	2
	Post-Employment /Severance Agreements	7	0	0	0	0	0	0	7
	Ratification of Board Acts - Legal	1186	0	0	0	0	0	0	1186
	Ratification of Co-Option of a Director	51	0	0	0	0	0	0	51
	Ratification of Management Acts - Legal	552	0	0	0	0	0	0	552
	Related Party Transactions	21	0	0	0	0	0	0	21
	Removal/Resignation of Director	6	0	0	0	0	0	0	6
Capital Management		1855	0	0	0	0	0	0	1855
	Amendment to Authorized Common Stock	4	0	0	0	0	0	0	4
	Authority to Increase Capital in Case of Exchange Offers (France)	13	0	0	0	0	0	0	13
	Authority to Increase Capital in Consideration for Contributions in Kind (France)	55	0	0	0	0	0	0	55
	Authority to Issue Preferred Stock	1	0	0	0	0	0	0	1
	Authority to Issue Shares and Convertible Debt w or w/o Preemptive Rights	39	0	0	0	0	0	0	39
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	70	0	0	0	0	0	0	70
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	139	0	0	0	0	0	0	139
	Authority to Issue Shares w/ Preemptive Rights	225	0	0	0	0	0	0	225
	Authority to Issue Shares w/o Preemptive Rights	335	0	0	0	0	0	0	335
	Authority to Issue Stock w/ or w/out Preemptive Rights	30	0	0	0	0	0	0	30

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Authority to Repurchase and Re-Issue Shares	218	0	0	0	0	0	0	218
	Authority to Repurchase Preferred Shares	9	0	0	0	0	0	0	9
	Authority to Repurchase Shares	286	0	0	0	0	0	0	286
	Authority to Set Offering Price of Shares	15	0	0	0	0	0	0	15
	Authorize Overallotment/Greenshoe	48	0	0	0	0	0	0	48
	Cancellation of Authorized Stock	204	0	0	0	0	0	0	204
	Increase in Authorized Capital	76	0	0	0	0	0	0	76
	Increase in Authorized Common Stock	7	0	0	0	0	0	0	7
	Issuance of Convertible Debt Instruments	10	0	0	0	0	0	0	10
	Issuance of Repurchased Shares	7	0	0	0	0	0	0	7
	Issuance of Stock w/out Preemptive Rights	3	0	0	0	0	0	0	3
	Limit to Capital Increase	39	0	0	0	0	0	0	39
	Misc. Proposal Regarding Capital	6	0	0	0	0	0	0	6
	Reduction in Share Premium Account	3	0	0	0	0	0	0	3
	Reverse Stock Split	4	0	0	0	0	0	0	4
	Stock Split	1	0	0	0	0	0	0	1
	Use/Transfer of Reserves	8	0	0	0	0	0	0	8
Changes to Company Statutes		588	0	0	0	0	0	0	588
	Adoption of Advance Notice Requirement	5	0	0	0	0	0	0	5
	Adoption of New Articles	20	0	0	0	0	0	0	20
	Adoption of Shareholder Rights' Plan	3	0	0	0	0	0	0	3
	Amend Articles, Constitution, Bylaws - Bundled	100	0	0	0	0	0	0	100

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Amendment to Share Class Rights	1	0	0	0	0	0	0	1
	Amendment to Shareholder Rights' Plan	2	0	0	0	0	0	0	2
	Amendments to Articles (Technical)	72	0	0	0	0	0	0	72
	Amendments to Articles, Constitution, Bylaws	114	0	0	0	0	0	0	114
	Amendments to Charter/Bylaw - Bundled	7	0	0	0	0	0	0	7
	Approval of Exclusive Forum Provisions	2	0	0	0	0	0	0	2
	Authority to Set General Meeting Notice Period at 14 Days	135	0	0	0	0	0	0	135
	Change in State of Incorporation	5	0	0	0	0	0	0	5
	Company Name Change	3	0	0	0	0	0	0	3
	Elimination of Supermajority Requirement	61	0	0	0	0	0	0	61
	Misc. Article Amendments	10	0	0	0	0	0	0	10
	Misc. Proposal Regarding Antitakeover Devices	2	0	0	0	0	0	0	2
	Reincorporation	1	0	0	0	0	0	0	1
	Repeal of Classified Board	16	0	0	0	0	0	0	16
	Restoration of Right to Call a Special Meeting	20	0	0	0	0	0	0	20
	Restoration of Written Consent	5	0	0	0	0	0	0	5
	Technical Amendments to Charter/Bylaw	2	0	0	0	0	0	0	2
	Waiving of Mandatory Takeover Requirement	2	0	0	0	0	0	0	2
Compensation		3928	0	0	0	0	0	0	3928
	Adoption of Director Equity Compensation Plan	5	0	0	0	0	0	0	5
	Adoption of Employee Stock Purchase Plan	19	0	0	0	0	0	0	19
	Adoption of Equity Compensation Plan	49	0	0	0	0	0	0	49

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Adoption of Restricted Stock Plan	9	0	0	0	0	0	0	9
	Adoption of Short Term Incentive Plan	7	0	0	0	0	0	0	7
	Advisory Vote on Executive Compensation	1064	0	0	0	0	0	0	1064
	Advisory Vote on Severance	7	0	0	0	0	0	0	7
	Amendment to Director Equity Compensation Plan	4	0	0	0	0	0	0	4
	Amendment to Employee Stock Purchase Plan	21	0	0	0	0	0	0	21
	Amendment to Equity Compensation Plan	185	0	0	0	0	0	0	185
	Amendment to Restricted Stock Plan	22	0	0	0	0	0	0	22
	Amendment to Stock Option Plan	56	0	0	0	0	0	0	56
	Amendment to Stock Purchase Plan	3	0	0	0	0	0	0	3
	Bonus	21	0	0	0	0	0	0	21
	Bonuses for Retiring Directors (JP)	3	0	0	0	0	0	0	3
	Capital Proposal to Implement Equity Compensation Plan	109	0	0	0	0	0	0	109
	Directors' Fees	127	0	0	0	0	0	0	127
	Directors' Stock Option Plan	1	0	0	0	0	0	0	1
	Employee Incentive Plan	1	0	0	0	0	0	0	1
	Misc. Proposal Regarding Compensation	43	0	0	0	0	0	0	43
	Non-Executive Remuneration Policy (Forward-Looking)	392	0	0	0	0	0	0	392
	Remuneration Policy (Forward-Looking)	363	0	0	0	0	0	0	363
	Remuneration Report (Retrospective)	968	0	0	0	0	0	0	968
	Say When on Pay	40	0	0	0	0	0	0	40
	Statutory Auditors' Fees	19	0	0	0	0	0	0	19

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
M&A	Stock Option Grants	80	0	0	0	0	0	0	80
	Stock Option Plan	83	0	0	0	0	0	0	83
	Stock Purchase Plan	208	0	0	0	0	0	0	208
	Supervisory Board/ Corp Assembly Fees	14	0	0	0	0	0	0	14
	Trust Type Equity Plans (JP)	5	0	0	0	0	0	0	5
		36	0	0	0	0	0	0	36
	Divestiture/Spin-off	4	0	0	0	0	0	0	4
	Intra-company Contracts/Control Agreements	17	0	0	0	0	0	0	17
	Merger/Acquisition	13	0	0	0	0	0	0	13
	Restructuring/Capitalization	2	0	0	0	0	0	0	2
Meeting Administration		183	0	0	0	0	0	0	183
Other	Authorization of Legal Formalities	164	0	0	0	0	0	0	164
	Right to Adjourn Meeting	17	0	0	0	0	0	0	17
	Transact Other Business	2	0	0	0	0	0	0	2
		182	0	1	0	0	0	0	183
	Approval of Political Donation	116	0	0	0	0	0	0	116
SHP: Compensation	Management Proposal on Say on Climate	51	0	0	0	0	0	0	51
	Misc. Management Proposal	5	0	0	0	0	0	0	5
	Miscellaneous - Resident Status	0	0	1	0	0	0	0	1
	Renew Proportional Takeover Provisions	10	0	0	0	0	0	0	10
		271	0	0	0	0	0	0	271
	SHP Recoupment of Unearned Bonuses (Clawback)	28	0	0	0	0	0	0	28

Issue Code	Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		SHP regarding Change/ Opposition to Director Compensation	20	0	0	0	0	0	0	20
		SHP Regarding Golden Parachutes	91	0	0	0	0	0	0	91
		SHP Regarding Linking Executive Pay to Social Criteria	14	0	0	0	0	0	0	14
		SHP regarding Misc. Compensation	34	0	0	0	0	0	0	34
		SHP Regarding Misc. Compensation	3	0	0	0	0	0	0	3
		SHP Regarding Race and/or Gender Pay Equity Report	58	0	0	0	0	0	0	58
		SHP Regarding Report on Ratio Between CEO and Employee Pay	9	0	0	0	0	0	0	9
		SHP Regarding Restricting Executive Compensation	14	0	0	0	0	0	0	14
SHP: Environment			450	0	0	0	0	0	0	450
		Shareholder Proposal Regarding Say on Climate	23	0	0	0	0	0	0	23
		SHP Regarding Bioengineering / Nanotechnology Safety	5	0	0	0	0	0	0	5
		SHP Regarding Climate Lobbying	41	0	0	0	0	0	0	41
		SHP Regarding Environmental Report	70	0	0	0	0	0	0	70
		SHP Regarding Formation of Environmental/Social Committee of the Board	76	0	0	0	0	0	0	76
		SHP Regarding Misc. Energy/Environmental Issues	26	0	0	0	0	0	0	26
		SHP Regarding Misc. Environmental Issue	5	0	0	0	0	0	0	5
		SHP Regarding Phase out of Nuclear Power	2	0	0	0	0	0	0	2
		SHP Regarding Report on Antibiotics in Animal Agriculture	9	0	0	0	0	0	0	9
		SHP Regarding Report/Action on Climate Change	126	0	0	0	0	0	0	126
		SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	61	0	0	0	0	0	0	61
		SHP Regarding Sustainability or Environmental Reports	6	0	0	0	0	0	0	6
SHP: Governance			620	0	0	0	0	0	0	620

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Additional or Amended Shareholder Proposals	2	0	0	0	0	0	0	2
	SHP Regarding Board Composition	13	0	0	0	0	0	0	13
	SHP Regarding Board Independence	1	0	0	0	0	0	0	1
	SHP Regarding Company Compliance with Corporate Governance Codes	6	0	0	0	0	0	0	6
	SHP Regarding Directors' Roles in Corporate Strategy	3	0	0	0	0	0	0	3
	SHP Regarding Election of Board Member(s) During a Contested Election – Dissident?Nominee	72	0	0	0	0	0	0	72
	SHP Regarding Election of Dissident Board Member (s)	8	0	0	0	0	0	0	8
	SHP Regarding Eliminating Supermajority Provisions	81	0	0	0	0	0	0	81
	SHP Regarding Facilitation of Shareholder Proposals	9	0	0	0	0	0	0	9
	SHP Regarding Improving in Disclosure	1	0	0	0	0	0	0	1
	SHP Regarding Independent Board Chairman/Separation of Chair and CEO	131	0	0	0	0	0	0	131
	SHP Regarding Majority Vote for Election of Directors	58	0	0	0	0	0	0	58
	SHP Regarding Misc. Auditor Issue	3	0	0	0	0	0	0	3
	SHP Regarding Misc. Board/Shareholder Rights Issue	53	0	0	0	0	0	0	53
	SHP Regarding Misc. Capital Issue	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Issue	38	0	0	0	0	0	0	38
	SHP Regarding Misc. Meeting/Voting Issue	17	0	0	0	0	0	0	17
	SHP Regarding Recapitalization	25	0	0	0	0	0	0	25
	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	25	0	0	0	0	0	0	25
	SHP Regarding Right to Call a Special Meeting	56	0	0	0	0	0	0	56

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Setting Age Limits for Directors	2	0	0	0	0	0	0	2
	SHP Regarding the Declassification of the Board	7	0	0	0	0	0	0	7
	SHP Regarding Trained, Qualified Directors on Environment, Health and Safety, Audit and Compens	6	0	0	0	0	0	0	6
<i>SHP: Misc</i>		115	0	0	0	0	0	0	115
	SHP Regarding Repeal of Bylaw Amendments	14	0	0	0	0	0	0	14
	SHP: Misc. Issues	101	0	0	0	0	0	0	101
<i>SHP: Social</i>		1107	0	0	0	0	0	0	1107
	SHP Regarding Animal Welfare	36	0	0	0	0	0	0	36
	SHP Regarding Drug Pricing/Distribution	21	0	0	0	0	0	0	21
	SHP Regarding Firearms	4	0	0	0	0	0	0	4
	SHP Regarding Human Capital Management	9	0	0	0	0	0	0	9
	SHP Regarding Military Contracts/Sales	20	0	0	0	0	0	0	20
	SHP Regarding Misc. Human Capital Management	196	0	0	0	0	0	0	196
	SHP Regarding Misc. Human/Political Rights Policies	22	0	0	0	0	0	0	22
	SHP Regarding Misc. Labor Issues/Policies	11	0	0	0	0	0	0	11
	SHP Regarding Misc. Nuclear Issue	2	0	0	0	0	0	0	2
	SHP Regarding Misc. Social Issue	281	0	0	0	0	0	0	281
	SHP Regarding Pregnancy/Abortion Issues	41	0	0	0	0	0	0	41
	SHP Regarding Racial Equity Audit	17	0	0	0	0	0	0	17
	SHP Regarding Report on EEO	1	0	0	0	0	0	0	1
	SHP Regarding Reporting on Company's Compliance with International Human Rights Standards	191	0	0	0	0	0	0	191
	SHP Regarding Reviewing Charitable Spending	43	0	0	0	0	0	0	43

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Reviewing Political Spending or Lobbying	208	0	0	0	0	0	0	208
	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		30033	3339	0	0	1	0	33373
Audit/Financials		2557	847	0	0	0	0	3404
	Accounts and Reports (Bundled Issues)	90	0	0	0	0	0	90
	Allocation of Profits/Dividends	697	0	0	0	0	0	697
	Appointment of Auditor	432	35	0	0	0	0	467
	Appointment of Auditor and Authority to Set Fees	41	22	0	0	0	0	63
	Appointment of Special Auditor	244	0	0	0	0	0	244
	Approval of Non-Financial Reports	37	0	0	0	0	0	37
	Authority to Set Auditor's Fees	147	0	0	0	0	0	147
	Bonus Dividend/Bonus Share Issue	13	0	0	0	0	0	13
	Financial Statements	520	0	0	0	0	0	520
	Ratification of Alternate Auditor	10	0	0	0	0	0	10
	Ratification of Auditor	310	790	0	0	0	0	1100
	Stock Dividend/Dividend Reinvestment	16	0	0	0	0	0	16
Board Related		18959	1674	0	0	0	0	20633
	Approve Censor	5	0	0	0	0	0	5
	Approve Special Auditor’s Report	108	0	0	0	0	0	108

Issue Code Category	Issue Code Description	With	Against	Take No		N/A	Mixed	Total
		Glass Lewis		Action	Unvoted			
	Board Size	31	0	0	0	0	0	31
	Board Spill	7	0	0	0	0	0	7
	Board Term Length	4	0	0	0	0	0	4
	Change in Board Size	3	0	0	0	0	0	3
	Director & Officer Liability/Indemnification	135	0	0	0	0	0	135
	Election of Alternate Statutory Auditor	33	0	0	0	0	0	33
	Election of Board Committee Members	176	1	0	0	0	0	177
	Election of Board Member(s) During a Contested Election – Management Nominee	97	72	0	0	0	0	169
	Election of Directors	15457	1557	0	0	0	0	17014
	Election of Directors (Management Board)	33	0	0	0	0	0	33
	Election of Directors (Slate)	1	0	0	0	0	0	1
	Election of Non-Management Nominee	77	0	0	0	0	0	77
	Election of Non-Principal Members (Chairman, alternates)	17	0	0	0	0	0	17
	Election of Shareholder or Institutional Investor Slate	7	0	0	0	0	0	7
	Election of Shareholder Representatives	28	1	0	0	0	0	29
	Election of Statutory Auditor Slate	4	2	0	0	0	0	6
	Election of Statutory Auditors	202	0	0	0	0	0	202
	Election of Supervisory Board	709	39	0	0	0	0	748
	Election of the Chair of Statutory Auditors	2	0	0	0	0	0	2
	Misc. Management Proposal Regarding Board	2	0	0	0	0	0	2
	Post-Employment /Severance Agreements	7	0	0	0	0	0	7
	Ratification of Board Acts - Legal	1186	0	0	0	0	0	1186

Issue Code Category	Issue Code Description	With	Against	Take No		N/A	Mixed	Total
		Glass Lewis		Action	Unvoted			
	Ratification of Co-Option of a Director	49	2	0	0	0	0	51
	Ratification of Management Acts - Legal	552	0	0	0	0	0	552
	Related Party Transactions	21	0	0	0	0	0	21
	Removal/Resignation of Director	6	0	0	0	0	0	6
Capital Management		1855	0	0	0	0	0	1855
	Amendment to Authorized Common Stock	4	0	0	0	0	0	4
	Authority to Increase Capital in Case of Exchange Offers (France)	13	0	0	0	0	0	13
	Authority to Increase Capital in Consideration for Contributions in Kind (France)	55	0	0	0	0	0	55
	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	39	0	0	0	0	0	39
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	70	0	0	0	0	0	70
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	139	0	0	0	0	0	139
	Authority to Issue Shares w/ Preemptive Rights	225	0	0	0	0	0	225
	Authority to Issue Shares w/o Preemptive Rights	335	0	0	0	0	0	335
	Authority to Issue Stock w/ or w/out Preemptive Rights	30	0	0	0	0	0	30
	Authority to Repurchase and Re-Issue Shares	218	0	0	0	0	0	218
	Authority to Repurchase Preferred Shares	9	0	0	0	0	0	9
	Authority to Repurchase Shares	286	0	0	0	0	0	286
	Authority to Set Offering Price of Shares	15	0	0	0	0	0	15
	Authorize Overallotment/Greenshoe	48	0	0	0	0	0	48
	Cancellation of Authorized Stock	204	0	0	0	0	0	204
	Increase in Authorized Capital	76	0	0	0	0	0	76

Issue Code Category	Issue Code Description	With	Against	Take No		N/A	Mixed	Total
		Glass Lewis		Action	Unvoted			
	Increase in Authorized Common Stock	7	0	0	0	0	0	7
	Issuance of Convertible Debt Instruments	10	0	0	0	0	0	10
	Issuance of Repurchased Shares	7	0	0	0	0	0	7
	Issuance of Stock w/out Preemptive Rights	3	0	0	0	0	0	3
	Limit to Capital Increase	39	0	0	0	0	0	39
	Misc. Proposal Regarding Capital	6	0	0	0	0	0	6
	Reduction in Share Premium Account	3	0	0	0	0	0	3
	Reverse Stock Split	4	0	0	0	0	0	4
	Stock Split	1	0	0	0	0	0	1
	Use/Transfer of Reserves	8	0	0	0	0	0	8
Changes to Company Statutes		588	0	0	0	0	0	588
	Adoption of Advance Notice Requirement	5	0	0	0	0	0	5
	Adoption of New Articles	20	0	0	0	0	0	20
	Adoption of Shareholder Rights' Plan	3	0	0	0	0	0	3
	Amend Articles, Constitution, Bylaws - Bundled	100	0	0	0	0	0	100
	Amendment to Share Class Rights	1	0	0	0	0	0	1
	Amendment to Shareholder Rights' Plan	2	0	0	0	0	0	2
	Amendments to Articles (Technical)	72	0	0	0	0	0	72
	Amendments to Articles, Constitution, Bylaws	114	0	0	0	0	0	114
	Amendments to Charter/Bylaw - Bundled	7	0	0	0	0	0	7
	Approval of Exclusive Forum Provisions	2	0	0	0	0	0	2
	Authority to Set General Meeting Notice Period at 14 Days	135	0	0	0	0	0	135

Issue Code Category	Issue Code Description	With	Against	Take No		N/A	Mixed	Total
		Glass Lewis		Action	Unvoted			
	Change in State of Incorporation	5	0	0	0	0	0	5
	Company Name Change	3	0	0	0	0	0	3
	Elimination of Supermajority Requirement	61	0	0	0	0	0	61
	Misc. Article Amendments	10	0	0	0	0	0	10
	Misc. Proposal Regarding Antitakeover Devices	2	0	0	0	0	0	2
	Reincorporation	1	0	0	0	0	0	1
	Repeal of Classified Board	16	0	0	0	0	0	16
	Restoration of Right to Call a Special Meeting	20	0	0	0	0	0	20
	Restoration of Written Consent	5	0	0	0	0	0	5
	Technical Amendments to Charter/Bylaw	2	0	0	0	0	0	2
	Waiving of Mandatory Takeover Requirement	2	0	0	0	0	0	2
Compensation		3635	293	0	0	0	0	3928
	Adoption of Director Equity Compensation Plan	5	0	0	0	0	0	5
	Adoption of Employee Stock Purchase Plan	19	0	0	0	0	0	19
	Adoption of Equity Compensation Plan	49	0	0	0	0	0	49
	Adoption of Restricted Stock Plan	9	0	0	0	0	0	9
	Adoption of Short Term Incentive Plan	7	0	0	0	0	0	7
	Advisory Vote on Executive Compensation	805	259	0	0	0	0	1064
	Advisory Vote on Severance	7	0	0	0	0	0	7
	Amendment to Director Equity Compensation Plan	4	0	0	0	0	0	4
	Amendment to Employee Stock Purchase Plan	21	0	0	0	0	0	21
	Amendment to Equity Compensation Plan	179	6	0	0	0	0	185

Issue Code Category	Issue Code Description	With	Against	Take No		N/A	Mixed	Total
		Glass Lewis		Action	Unvoted			
	Amendment to Restricted Stock Plan	22	0	0	0	0	0	22
	Amendment to Stock Option Plan	56	0	0	0	0	0	56
	Amendment to Stock Purchase Plan	3	0	0	0	0	0	3
	Bonus	21	0	0	0	0	0	21
	Bonuses for Retiring Directors (JP)	3	0	0	0	0	0	3
	Capital Proposal to Implement Equity Compensation Plan	109	0	0	0	0	0	109
	Directors' Fees	127	0	0	0	0	0	127
	Directors' Stock Option Plan	1	0	0	0	0	0	1
	Employee Incentive Plan	1	0	0	0	0	0	1
	Misc. Proposal Regarding Compensation	43	0	0	0	0	0	43
	Non-Executive Remuneration Policy (Forward-Looking)	392	0	0	0	0	0	392
	Remuneration Policy (Forward-Looking)	361	2	0	0	0	0	363
	Remuneration Report (Retrospective)	942	26	0	0	0	0	968
	Say When on Pay	40	0	0	0	0	0	40
	Statutory Auditors' Fees	19	0	0	0	0	0	19
	Stock Option Grants	80	0	0	0	0	0	80
	Stock Option Plan	83	0	0	0	0	0	83
	Stock Purchase Plan	208	0	0	0	0	0	208
	Supervisory Board/ Corp Assembly Fees	14	0	0	0	0	0	14
	Trust Type Equity Plans (JP)	5	0	0	0	0	0	5
M&A		36	0	0	0	0	0	36
	Divestiture/Spin-off	4	0	0	0	0	0	4

Issue Code Category	Issue Code Description	With	Against	Take No		N/A	Mixed	Total
		Glass Lewis		Action	Unvoted			
	Intra-company Contracts/Control Agreements	17	0	0	0	0	0	17
	Merger/Acquisition	13	0	0	0	0	0	13
	Restructuring/Capitalization	2	0	0	0	0	0	2
Meeting Administration		183	0	0	0	0	0	183
	Authorization of Legal Formalities	164	0	0	0	0	0	164
	Right to Adjourn Meeting	17	0	0	0	0	0	17
	Transact Other Business	2	0	0	0	0	0	2
Other		172	10	0	0	1	0	183
	Approval of Political Donation	116	0	0	0	0	0	116
	Management Proposal on Say on Climate	41	10	0	0	0	0	51
	Misc. Management Proposal	5	0	0	0	0	0	5
	Miscellaneous - Resident Status	0	0	0	0	1	0	1
	Renew Proportional Takeover Provisions	10	0	0	0	0	0	10
SHP: Compensation		164	107	0	0	0	0	271
	SHP Recoupment of Unearned Bonuses (Clawback)	0	28	0	0	0	0	28
	SHP regarding Change/ Opposition to Director Compensation	20	0	0	0	0	0	20
	SHP Regarding Golden Parachutes	85	6	0	0	0	0	91
	SHP Regarding Linking Executive Pay to Social Criteria	8	6	0	0	0	0	14
	SHP regarding Misc. Compensation	34	0	0	0	0	0	34
	SHP Regarding Misc. Compensation	3	0	0	0	0	0	3
	SHP Regarding Race and/or Gender Pay Equity Report	0	58	0	0	0	0	58
	SHP Regarding Report on Ratio Between CEO and Employee Pay	0	9	0	0	0	0	9

Issue Code Category	Issue Code Description	With	Against	Take No		N/A	Mixed	Total
		Glass Lewis		Action	Unvoted			
SHP: Environment	SHP Regarding Restricting Executive Compensation	14	0	0	0	0	0	14
		306	144	0	0	0	0	450
	Shareholder Proposal Regarding Say on Climate	20	3	0	0	0	0	23
	SHP Regarding Bioengineering / Nanotechnology Safety	0	5	0	0	0	0	5
	SHP Regarding Climate Lobbying	38	3	0	0	0	0	41
	SHP Regarding Environmental Report	45	25	0	0	0	0	70
	SHP Regarding Formation of Environmental/Social Committee of the Board	42	34	0	0	0	0	76
	SHP Regarding Misc. Energy/Environmental Issues	25	1	0	0	0	0	26
	SHP Regarding Misc. Environmental Issue	0	5	0	0	0	0	5
	SHP Regarding Phase out of Nuclear Power	0	2	0	0	0	0	2
SHP: Governance	SHP Regarding Report on Antibiotics in Animal Agriculture	0	9	0	0	0	0	9
	SHP Regarding Report/Action on Climate Change	116	10	0	0	0	0	126
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	14	47	0	0	0	0	61
	SHP Regarding Sustainability or Environmental Reports	6	0	0	0	0	0	6
		554	66	0	0	0	0	620
	SHP Regarding Additional or Amended Shareholder Proposals	2	0	0	0	0	0	2
	SHP Regarding Board Composition	13	0	0	0	0	0	13
	SHP Regarding Board Independence	1	0	0	0	0	0	1
	SHP Regarding Company Compliance with Corporate Governance Codes	0	6	0	0	0	0	6
	SHP Regarding Directors' Roles in Corporate Strategy	3	0	0	0	0	0	3
	SHP Regarding Election of Board Member(s) During a Contested Election – Dissident?Nominee	42	30	0	0	0	0	72
	SHP Regarding Election of Dissident Board Member (s)	8	0	0	0	0	0	8

Issue Code Category	Issue Code Description	With	Against	Take No		N/A	Mixed	Total
		Glass Lewis		Action	Unvoted			
	SHP Regarding Eliminating Supermajority Provisions	81	0	0	0	0	0	81
	SHP Regarding Facilitation of Shareholder Proposals	0	9	0	0	0	0	9
	SHP Regarding Improving in Disclosure	1	0	0	0	0	0	1
	SHP Regarding Independent Board Chairman/Separation of Chair and CEO	116	15	0	0	0	0	131
	SHP Regarding Majority Vote for Election of Directors	58	0	0	0	0	0	58
	SHP Regarding Misc. Auditor Issue	3	0	0	0	0	0	3
	SHP Regarding Misc. Board/Shareholder Rights Issue	47	6	0	0	0	0	53
	SHP Regarding Misc. Capital Issue	1	0	0	0	0	0	1
	SHP Regarding Misc. Issue	38	0	0	0	0	0	38
	SHP Regarding Misc. Meeting/Voting Issue	17	0	0	0	0	0	17
	SHP Regarding Recapitalization	25	0	0	0	0	0	25
	SHP Regarding Removal of Director(s)	1	0	0	0	0	0	1
	SHP Regarding Removal of Directors	1	0	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent	25	0	0	0	0	0	25
	SHP Regarding Right to Call a Special Meeting	56	0	0	0	0	0	56
	SHP Regarding Setting Age Limits for Directors	2	0	0	0	0	0	2
	SHP Regarding the Declassification of the Board	7	0	0	0	0	0	7
	SHP Regarding Trained, Qualified Directors on Environment, Health and Safety, Audit and Compens	6	0	0	0	0	0	6
<i>SHP: Misc</i>		109	6	0	0	0	0	115
	SHP Regarding Repeal of Bylaw Amendments	8	6	0	0	0	0	14
	SHP: Misc. Issues	101	0	0	0	0	0	101
<i>SHP: Social</i>		915	192	0	0	0	0	1107

Issue Code Category	Issue Code Description	With		Take No		N/A	Mixed	Total
		Glass Lewis	Against Glass Lewis	Action	Unvoted			
	SHP Regarding Animal Welfare	0	36	0	0	0	0	36
	SHP Regarding Drug Pricing/Distribution	0	21	0	0	0	0	21
	SHP Regarding Firearms	4	0	0	0	0	0	4
	SHP Regarding Human Capital Management	0	9	0	0	0	0	9
	SHP Regarding Military Contracts/Sales	20	0	0	0	0	0	20
	SHP Regarding Misc. Human Capital Management	188	8	0	0	0	0	196
	SHP Regarding Misc. Human/Political Rights Policies	22	0	0	0	0	0	22
	SHP Regarding Misc. Labor Issues/Policies	0	11	0	0	0	0	11
	SHP Regarding Misc. Nuclear Issue	2	0	0	0	0	0	2
	SHP Regarding Misc. Social Issue	245	36	0	0	0	0	281
	SHP Regarding Pregnancy/Abortion Issues	26	15	0	0	0	0	41
	SHP Regarding Racial Equity Audit	17	0	0	0	0	0	17
	SHP Regarding Report on EEO	1	0	0	0	0	0	1
	SHP Regarding Reporting on Company's Compliance with International Human Rights Standards	150	41	0	0	0	0	191
	SHP Regarding Reviewing Charitable Spending	37	6	0	0	0	0	43
	SHP Regarding Reviewing Political Spending or Lobbying	202	6	0	0	0	0	208
	SHP Regarding Tobacco/Alcohol	1	3	0	0	0	0	4

Proposal Type Report

MASTERINVEST Kapitalanlage GmbH

From 1/1/2024 to 12/31/2024

Proposal Reasons - All Votes

[illegible]

[illegible]

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
						Action						
	Board Size											
		No Stated Reason	31	0	0	0	0	0	0	0	0	31
	Board Spill											
		No Stated Reason	0	7	0	0	0	0	0	0	0	7
	Board Term Length											
		No Stated Reason	4	0	0	0	0	0	0	0	0	4
	Change in Board Size											
		No Stated Reason	3	0	0	0	0	0	0	0	0	3
	Director & Officer Liability/Indemnification											
		Amendment is not in best interests of shareholders	0	107	0	0	0	0	0	0	0	107
		Not in shareholder interest	0	1	0	0	0	0	0	0	0	1
		Not in shareholders" best interests	0	27	0	0	0	0	0	0	0	27
	Election of Alternate Statutory Auditor											
		No Stated Reason	33	0	0	0	0	0	0	0	0	33
	Election of Board Committee Members											
		Audit committee chair not independent	0	9	0	0	0	0	0	0	0	9
		Audit committee chair not independent; Beneficial owner on audit committee	0	1	0	0	0	0	0	0	0	1
		Audit committee chair not independent; Board is not sufficiently independent	0	1	0	0	0	0	0	0	0	1

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
							Action	Unvoted					
			Insufficient audit committee independence	0	1	0	0	0	0	0	0	0	1
			No Stated Reason	156	0	0	0	0	0	0	0	0	156
			Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.	0	9	0	0	0	0	0	0	0	9
		Election of Board Member(s) During a Contested Election –											
			Financial and/or operating underperformance; Corporate governance concerns	0	6	0	0	0	0	0	0	0	6
			No Stated Reason	91	0	72	0	0	0	0	0	0	163
		Election of Directors											
			Adopted forum selection clause in past year w/o shareholder approval	0	43	0	0	0	0	0	0	0	43
			Adopted forum selection clause in past year w/o shareholder approval; Insufficient board gender diversity	0	2	0	0	0	0	0	0	0	2
			Adopted forum selection clause in past year w/o shareholder approval; Insufficient response to SHP passed by a majority	0	4	0	0	0	0	0	0	0	4

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
							Action	Unvoted					
			Adopted forum selection clause in past year w/o shareholder approval; Multi-class share structure with unequal voting rights	0	1	0	0	0	0	0	0	0	1
			Affiliate/Insider on audit committee	0	10	0	0	0	0	0	0	0	10
			Affiliate/Insider on audit committee; Affiliate/Insider on compensation committee	0	13	0	0	0	0	0	0	0	13
			Affiliate/Insider on audit committee; Board is not sufficiently independent	0	2	0	0	0	0	0	0	0	2
			Affiliate/Insider on audit committee; Other governance issue; Did not implement SHP passed by a majority of unaffiliated shareholders; Multi-class share structure with unequal voting rights	0	8	0	0	0	0	0	0	0	8
			Affiliate/Insider on compensation committee	0	1	0	0	0	0	0	0	0	1
			Affiliate/Insider on compensation committee; Did not implement frequency of SOP approved by shareholders	0	13	0	0	0	0	0	0	0	13
			Affiliate/Insider on nominating/governance committee	0	10	0	0	0	0	0	0	0	10

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
							Action	Unvoted					
			Audit committee chair not independent; Insufficient audit committee independence; Professional Services Relationship	0	1	0	0	0	0	0	0	0	1
			Beneficial owner on audit committee	0	2	0	0	0	0	0	0	0	2
			Board is not sufficiently independent	0	19	0	0	0	0	0	0	0	19
			Board is not sufficiently independent; Board is not sufficiently independent	0	1	0	0	0	0	0	0	0	1
			Board is not sufficiently independent; CFO on board	0	1	0	0	0	0	0	0	0	1
			Board is not sufficiently independent; Current interlocking directorship	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	1	0	0	0	0	0	0	0	1

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
							Action						
			Board is not sufficiently independent; Insufficient gender diversity/no diversity policy; Responsible for lack of board independence; Policy exemption of extensive strategic shareholdings due to established target and/or meeting minimum ROE requirements	0	1	0	0	0	0	0	0	0	1
			Board is not sufficiently independent; Other governance issue	0	2	0	0	0	0	0	0	0	2
			Board is not sufficiently independent; Other governance issue; 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	2	0	0	0	0	0	0	0	2
			Board is not sufficiently independent; Responsible for lack of board independence	0	5	0	0	0	0	0	0	0	5

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
							Action	Unvoted					
			Board is not sufficiently independent; Responsible for lack of board independence; Policy exemption of extensive strategic shareholdings due to established target and/or meeting minimum ROE requirements; Policy exemption of serving on too many boards due to executive role and/or role at group companies	0	1	0	0	0	0	0	0	0	1
			Board is not sufficiently independent; Responsible for lack of board independence; Policy exemption of serving on too many boards due to executive role and/or role at group companies	0	1	0	0	0	0	0	0	0	1
			Board level diversity demographic information not fully disclosed	0	2	0	0	0	0	0	0	0	2
			Board level diversity demographic information not fully disclosed; Multi-class share structure with unequal voting rights	0	4	0	0	0	0	0	0	0	4
			CFO on board	0	13	0	0	0	0	0	0	0	13
			Concerning pay practices	2	4	0	0	0	0	0	0	0	6

Issue Code	Category	Issue Short Text	Rationale Reason	Take No			Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
				For	Against	Abstain							
			Concerning pay practices; Less than 75% Attendance	0	2	0	0	0	0	0	0	0	2
			Concerning pay practices; Related party transactions disclosure concern	0	2	0	0	0	0	0	0	0	2
			Cybersecurity concerns	0	36	0	0	0	0	0	0	0	36
			Did not implement frequency of SOP approved by shareholders; Insufficient response to shareholder dissent	0	26	0	0	0	0	0	0	0	26
			Did not implement SHP passed by a majority of unaffiliated shareholders	0	29	0	0	0	0	0	0	0	29
			Director serves on excessive audit committees	0	1	0	0	0	0	0	0	0	1
			Excessive director term length	0	1	0	0	0	0	0	0	0	1
			Extensive strategic shareholdings	0	2	0	0	0	0	0	0	0	2
			Insufficient audit committee independence	0	3	0	0	0	0	0	0	0	3
			Insufficient audit committee independence; Professional Services Relationship; Insufficient nominating committee independence requirement	0	1	0	0	0	0	0	0	0	1
			Insufficient board gender diversity	0	13	0	0	0	0	0	0	0	13

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
							Action	Unvoted					
			Insufficient compensation committee independence requirement; Insufficient nominating committee independence requirement	0	1	0	0	0	0	0	0	0	1
			Insufficient gender diversity/no diversity policy	0	6	0	0	0	0	0	0	0	6
			Insufficient gender diversity/no diversity policy; Policy exemption of extensive strategic shareholdings due to established target and/or meeting minimum ROE requirements	0	3	0	0	0	0	0	0	0	3
			Insufficient gender diversity/no diversity policy; Responsible for lack of board independence	0	1	0	0	0	0	0	0	0	1
			Insufficient response to shareholder dissent	0	5	0	0	0	0	0	0	0	5
			IPO governance concerns	0	3	0	0	0	0	0	0	0	3
			Less than 75% Attendance	2	7	0	0	0	0	0	0	0	9
			Multi-class share structure with unequal voting rights	0	26	0	0	0	0	0	0	0	26
			No independent lead or presiding director	0	12	0	0	0	0	0	0	0	12
			No Stated Reason	146	26	4	0	0	0	0	0	0	14630

Issue Code	Category	Issue Short Text	Rationale Reason	Take No			Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
				For	Against	Abstain							
			Ongoing compensation concerns	0	39	0	0	0	0	0	0	0	39
			Ongoing compensation concerns; Insufficient response to shareholder dissent	0	43	0	0	0	0	0	0	0	43
			Ongoing compensation concerns; Insufficient response to shareholder dissent; Less than 75% Attendance	0	3	0	0	0	0	0	0	0	3
			Ongoing compensation concerns; Insufficient response to shareholder dissent; Poor documentation of key board and governance practices	0	1	0	0	0	0	0	0	0	1
			Other compensation issues	0	3	0	0	0	0	0	0	0	3
			Other governance issue	3	18	0	0	0	0	0	0	0	21
			Other governance issue; Affiliate/Insider on nominating/governance committee	0	2	0	0	0	0	0	0	0	2
			Other governance issue; Policy exemption of serving on too many boards due to executive role and/or role at group companies	0	1	0	0	0	0	0	0	0	1

Issue Code	Category	Issue Short Text	Rationale Reason	Take No				Unvoted	Mixed	1 Year	2 Years	3 Years	Total
				For	Against	Abstain	Action						
			Performance/Experience concerns	0	1	0	0	0	0	0	0	0	1
			Poor disclosure regarding Russian operations; Insufficient gender diversity/no diversity policy	0	1	0	0	0	0	0	0	0	1
			Poor disclosure regarding Russian operations; Policy exemption of extensive strategic shareholdings due to established target and/or meeting minimum ROE requirements	0	1	0	0	0	0	0	0	0	1
			Potential overcommitment	0	1	0	0	0	0	0	0	0	1
			Professional Services Relationship	0	2	0	0	0	0	0	0	0	2
			Proposal withdrawn	0	2	5	0	0	0	0	0	0	7
			Related party transactions	0	4	0	0	0	0	0	0	0	4
			Related party transactions disclosure concern	0	1	0	0	0	0	0	0	0	1
			Responsible for lack of board independence	0	1	0	0	0	0	0	0	0	1
			Serves on too many boards	0	103	0	0	0	0	0	0	0	103
			Serves on too many boards; Serves on too many boards	0	7	0	0	0	0	0	0	0	7
			Shareholder proponent not disclosed	0	2	0	0	0	0	0	0	0	2
			Shareholder support not warranted	0	4	0	0	0	0	0	0	0	4

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.	0	4	0	0	0	0	0	0	0	4
		The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	0	1	0	0	0	0	0	0	0	1
		The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; The ESG Policy will also evaluate whether companies have provided sufficient disclosure concerning their workforce diversity. In instances where these companies have not disclosed their full EEO-1 reports, the ESG Policy will vote against the nominating and governance chair.	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
						Action						
		The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; The nominee serves on the ESG committee of a tier 3 company and the company does not report to SASB.	0	2	0	0	0	0	0	0	0	2
		The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; The nominee serves on the ESG committee of a tier 3 company and the company does not report to SASB.; The ESG Policy will also evaluate whether companies have provided sufficient disclosure concerning their workforce diversity. In instances where these companies have not disclosed their full EEO-1 reports, the ESG Policy will vote against the nominating and governance chair.	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		There is insufficient female representation on the board of directors.	0	424	0	0	0	0	0	0	0	424
		There is insufficient female representation on the board of directors. Vote against ESG committee of tier 3 company, if the company does not report to SASB.	0	20	0	0	0	0	0	0	0	20
		There is insufficient female representation on the board of directors. Vote against ESG committee of tier 3 company, if the company does not report to SASB. Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.	0	1	0	0	0	0	0	0	0	1
		There is insufficient female representation on the board of directors. Vote against members of the nomination or governance committee if the board tenure is excessive with insufficient new membership in the past 5 years.	0	6	0	0	0	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
						Action						
		There is insufficient female representation on the board of directors. Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.	0	8	0	0	0	0	0	0	0	8
		There is insufficient female representation on the board of directors. Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.	0	8	0	0	0	0	0	0	0	8
		Vote against board chair at tier 1 and 2 companies, if the company reporting does not align with TCFD.	0	1	0	0	0	0	0	0	0	1
		Vote against board chair at tier 3 company, if the company does not have GHG targets.	0	29	0	0	0	0	0	0	0	29
		Vote against board chair at tier 3 company, if the company does not have GHG targets. Vote against ESG committee of tier 3 company, if the company does not report to SASB.	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Vote against board chair of tier 1 and 2 companies, if the company does not have net zero targets.	0	6	0	0	0	0	0	0	0	6
		Vote against ESG committee of tier 3 company, if the company does not report to SASB.	0	262	0	0	0	0	0	0	0	262
		Vote against ESG committee of tier 3 company, if the company does not report to SASB. Vote against board chair at tier 3 company, if the company does not have GHG targets.	0	2	0	0	0	0	0	0	0	2
		Vote against ESG committee of tier 3 company, if the company does not report to SASB. Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.	0	9	0	0	0	0	0	0	0	9
		Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.	0	32	0	0	0	0	0	0	0	32

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
							Action						
			Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.	0	37	0	0	0	0	0	0	0	37
			Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues. There is insufficient female representation on the board of directors. Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.	0	9	0	0	0	0	0	0	0	9

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues. Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.	0	4	0	0	0	0	0	0	0	4
		Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.	0	79	0	0	0	0	0	0	0	79
		Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. There is insufficient female representation on the board of directors.	0	24	0	0	0	0	0	0	0	24

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. There is insufficient female representation on the board of directors. Vote against ESG committee of tier 3 company, if the company does not report to SASB.	0	6	0	0	0	0	0	0	0	6
		Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. Vote against board chair at tier 3 company, if the company does not have GHG targets.	0	3	0	0	0	0	0	0	0	3
		Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. Vote against ESG committee of tier 3 company, if the company does not report to SASB.	0	15	0	0	0	0	0	0	0	15

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
						Action						
		Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. Vote against ESG committee of tier 3 company, if the company does not report to SASB. Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.	0	3	0	0	0	0	0	0	0	3
		Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.	0	4	0	0	0	0	0	0	0	4

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Unvoted	Mixed	1 Year	2 Years	3 Years	Total
						Action							
		Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.											
		Vote against members of the nomination or governance committee if the company have 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

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
							Action						
			Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.										
			Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.										
			There is insufficient female representation on the board of directors.										
			Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.										
			Vote against board chair at tier 3 company, if the company does not have GHG targets.	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. 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 UDHR.	0	617	0	0	0	0	0	0	0	617
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against board chair of tier 1 and 2 companies, if the company does not have net zero targets.	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
						Action						
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. There is insufficient female representation on the board of directors.	0	32	0	0	0	0	0	0	0	32
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. There is insufficient female representation on the board of directors. Vote against ESG committee of tier 3 company, if the company does not report to SASB.	0	1	0	0	0	0	0	0	0	1

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
							Action						
			<p>Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.</p> <p>There is insufficient female representation on the board of directors.</p> <p>Vote against ESG committee of tier 3 company, if the company does not report to SASB.</p> <p>Vote against board chair at tier 3 company, if the company does not have GHG targets.</p>	0	1	0	0	0	0	0	0	0	1
			<p>Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.</p> <p>Vote against board chair at tier 3 company, if the company does not have GHG targets.</p>	0	31	0	0	0	0	0	0	0	31

Issue Code	Category	Issue Short Text	Rationale Reason	Take No			Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
				For	Against	Abstain							
			<p>Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.</p> <p>Vote against board chair at tier 3 company, if the company does not have GHG targets.</p> <p>There is insufficient female representation on the board of directors.</p>	0	1	0	0	0	0	0	0	0	1
			<p>Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.</p> <p>Vote against board chair at tier 3 company, if the company does not have GHG targets.</p> <p>Vote against ESG committee of tier 3 company, if the company does not report to SASB.</p>	0	2	0	0	0	0	0	0	0	2

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
							Action	Unvoted					
			<p>Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.</p> <p>Vote against board chair at tier 3 company, if the company does not have GHG targets.</p> <p>Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.</p>	0	1	0	0	0	0	0	0	0	1
			<p>Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.</p> <p>Vote against board chair of tier 1 and 2 companies, if the company does not have net zero targets.</p>	0	39	0	0	0	0	0	0	0	39

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
							Action						
			Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against board chair of tier 1 and 2 companies, if the company does not have net zero targets. There is insufficient female representation on the board of directors.	0	3	0	0	0	0	0	0	0	3
			Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against board chair of tier 1 and 2 companies, if the company does not have net zero targets. Vote against board chair at tier 1 and 2 companies, if the company reporting does not align with TCFD.	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
						Action						
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against ESG committee of tier 3 company, if the company does not report to SASB.	0	14	0	0	0	0	0	0	0	14
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against ESG committee of tier 3 company, if the company does not report to SASB. Vote against board chair at tier 3 company, if the company does not have GHG targets.	0	1	0	0	0	0	0	0	0	1

[illegible]

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
							Action						
			PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THIS RESOLUTION, 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, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN THANK YOU	0	0	1	0	0	0	0	0	0	1
Election of Statutory Auditors													
			Beneficial owner on audit committee; Statutory auditor board is not sufficiently independent	0	2	0	0	0	0	0	0	0	2
			No Stated Reason	175	0	0	0	0	0	0	0	0	175
			Statutory auditor board is not sufficiently independent	0	24	0	0	0	0	0	0	0	24
			Statutory auditor board is not sufficiently independent; Less than 75% Attendance	0	1	0	0	0	0	0	0	0	1
Election of Supervisory Board													
			Affiliate/Insider on audit committee; Affiliate/Insider on compensation committee	0	1	0	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Affiliate/Insider on audit committee; Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee	0	4	0	0	0	0	0	0	0	4
		Affiliate/Insider on audit committee; Board is not sufficiently independent	0	1	0	0	0	0	0	0	0	1
		Affiliate/Insider on audit committee; Excessive director term length	0	2	0	0	0	0	0	0	0	2
		Affiliate/Insider on compensation committee	1	4	0	0	0	0	0	0	0	5
		Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee	0	3	0	0	0	0	0	0	0	3
		Affiliate/Insider on compensation committee; Board is not sufficiently independent; Other governance issue; Affiliate/Insider on nominating/governance committee	0	1	0	0	0	0	0	0	0	1
		Board level diversity demographic information not fully disclosed	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	671	0	0	0	0	0	0	0	0	671
		Other governance issue	0	5	0	0	0	0	0	0	0	5
		Serves on too many boards	0	12	0	0	0	0	0	0	0	12

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Vote against ESG committee of tier 3 company, if the company does not report to SASB.	0	25	0	0	0	0	0	0	0	25
		Vote against ESG committee of tier 3 company, if the company does not report to SASB. There is insufficient female representation on the board of directors.	0	1	0	0	0	0	0	0	0	1
		Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.	0	5	0	0	0	0	0	0	0	5
		Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.	0	1	0	0	0	0	0	0	0	1
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.	0	6	0	0	0	0	0	0	0	6

[illegible]

[illegible]

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
							Action						
		Removal/Resignation of Director											
			No Stated Reason	6	0	0	0	0	0	0	0	0	6
	Capital Management			1841	14	0	0	0	0	0	0	0	1855
		Amendment to Authorized Common Stock											
			No Stated Reason	4	0	0	0	0	0	0	0	0	4
		Authority to Increase Capital in Case of Exchange Offers (Fr											
			No Stated Reason	13	0	0	0	0	0	0	0	0	13
		Authority to Increase Capital in Consideration for Contribut											
			No Stated Reason	54	0	0	0	0	0	0	0	0	54
			Potential dilution exceeds recommended threshold	0	1	0	0	0	0	0	0	0	1
		Authority to Issue Preferred Stock											
			No Stated Reason	1	0	0	0	0	0	0	0	0	1
		Authority to Issue Shares and Convertible Debt w or w/o Pr											
			Excessively dilutive	0	2	0	0	0	0	0	0	0	2
			No Stated Reason	37	0	0	0	0	0	0	0	0	37
		Authority to Issue Shares and Convertible Debt w/ Preempti											
			No Stated Reason	70	0	0	0	0	0	0	0	0	70
		Authority to Issue Shares and Convertible Debt w/o Preemp											
			No Stated Reason	137	0	0	0	0	0	0	0	0	137
			Potential dilution exceeds recommended threshold	0	2	0	0	0	0	0	0	0	2

[illegible]

[illegible]

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Not in shareholders" best interests; Provides shareholders with uncertain benefits and additional risk	0	3	0	0	0	0	0	0	0	3
	Company Name Change											
		No Stated Reason	3	0	0	0	0	0	0	0	0	3
	Elimination of Supermajority Requirement											
		No Stated Reason	61	0	0	0	0	0	0	0	0	61
	Misc. Article Amendments											
		No Stated Reason	10	0	0	0	0	0	0	0	0	10
	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
	Reincorporation											
		No Stated Reason	1	0	0	0	0	0	0	0	0	1
	Repeal of Classified Board											
		No Stated Reason	16	0	0	0	0	0	0	0	0	16
	Restoration of Right to Call a Special Meeting											
		A 10% threshold for calling a special meeting is appropriate	0	6	2	0	0	0	0	0	0	8
		A 15% threshold for calling a special meeting is appropriate	0	0	6	0	0	0	0	0	0	6

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
			No Stated Reason	6	0	0	0	0	0	0	0	0	6
		Restoration of Written Consent											
			No Stated Reason	5	0	0	0	0	0	0	0	0	5
		Technical Amendments to Charter/Bylaw											
			No Stated Reason	2	0	0	0	0	0	0	0	0	2
		Waiving of Mandatory Takeover Requirement											
			No Stated Reason	2	0	0	0	0	0	0	0	0	2
Compensation				3069	818	12	0	0	0	29	0	0	3916
		Adoption of Director Equity Compensation Plan											
			No Stated Reason	5	0	0	0	0	0	0	0	0	5
		Adoption of Employee Stock Purchase Plan											
			No Stated Reason	19	0	0	0	0	0	0	0	0	19
		Adoption of Equity Compensation Plan											
			Excessive overhang	0	1	0	0	0	0	0	0	0	1
			No Stated Reason	48	0	0	0	0	0	0	0	0	48
		Adoption of Restricted Stock Plan											
			No Stated Reason	9	0	0	0	0	0	0	0	0	9
		Adoption of Short Term Incentive Plan											
			No Stated Reason	7	0	0	0	0	0	0	0	0	7
		Advisory Vote on Executive Compensation											
			Concerning pay practices	0	9	0	0	0	0	0	0	0	9

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
							Action	Unvoted					
			Concerning pay practices; Pay for performance disconnect	0	2	0	0	0	0	0	0	0	2
			Concerning pay practices; Poor compensation structure/performance conditions	0	1	0	0	0	0	0	0	0	1
			Discretion related to adjusted metrics	0	1	0	0	0	0	0	0	0	1
			Excessive termination package	0	3	0	0	0	0	0	0	0	3
			Failure to incentivize mitigation of climate-related risks.	0	6	0	0	0	0	0	0	0	6
			Failure to incentivize mitigation of material environmental risks.	0	37	0	0	0	0	0	0	0	37
			Failure to incentivize mitigation of material environmental risks. The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.	0	10	0	0	0	0	0	0	0	10
			Grants are excessive	0	19	0	0	0	0	0	0	0	19
			Grants are excessive; Discretion related to adjusted metrics	0	3	0	0	0	0	0	0	0	3
			Grants are excessive; Pay for performance disconnect	0	1	0	0	0	0	0	0	0	1

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
							Action	Unvoted					
			Insufficient response to shareholder dissent	0	8	0	0	0	0	0	0	0	8
			Insufficient response to shareholder dissent; Concerning pay practices; Discretion related to adjusted metrics	0	1	0	0	0	0	0	0	0	1
			Insufficient response to shareholder dissent; Pay for performance disconnect	0	2	0	0	0	0	0	0	0	2
			Insufficient response to shareholder dissent; Pay for performance disconnect; Poor overall design	0	1	0	0	0	0	0	0	0	1
			No Stated Reason	643	0	6	0	0	0	0	0	0	649
			No tie between compensation and sustainability.	0	210	0	0	0	0	0	0	0	210
			No tie between compensation and sustainability. The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.	0	40	0	0	0	0	0	0	0	40
			Pay for performance disconnect	0	30	0	0	0	0	0	0	0	30
			Pay for performance disconnect; Concerning pay practices	0	12	0	0	0	0	0	0	0	12

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
							Action						
			Pay for performance disconnect; Grants are excessive	0	3	0	0	0	0	0	0	0	3
			Pay for performance disconnect; Insufficient response to shareholder dissent	0	9	0	0	0	0	0	0	0	9
			Poor overall design; Insufficient response to shareholder dissent	0	5	0	0	0	0	0	0	0	5
			The compensation plan has no ties between compensation and sustainability.	0	2	0	0	0	0	0	0	0	2
		Advisory Vote on Severance											
			Added excise tax gross-ups	0	1	0	0	0	0	0	0	0	1
			No Stated Reason	6	0	0	0	0	0	0	0	0	6
		Amendment to Director Equity Compensation Plan											
			No Stated Reason	4	0	0	0	0	0	0	0	0	4
		Amendment to Employee Stock Purchase Plan											
			Contains Evergreen Provisions	0	1	0	0	0	0	0	0	0	1
			No Stated Reason	20	0	0	0	0	0	0	0	0	20
		Amendment to Equity Compensation Plan											
			Cost of plan is excessive	0	5	0	0	0	0	0	0	0	5
			Excessive overhang	0	2	0	0	0	0	0	0	0	2
			No Stated Reason	163	0	6	0	0	0	0	0	0	169

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
							Action	Unvoted					
			Plan allows for repricing; Contains Evergreen Provisions	0	9	0	0	0	0	0	0	0	9
		Amendment to Restricted Stock Plan											
			Excessively dilutive	0	3	0	0	0	0	0	0	0	3
			No Stated Reason	19	0	0	0	0	0	0	0	0	19
		Amendment to Stock Option Plan											
			Excessively dilutive	0	3	0	0	0	0	0	0	0	3
			Increase is excessive	0	9	0	0	0	0	0	0	0	9
			No Stated Reason	37	0	0	0	0	0	0	0	0	37
			Potential for excessive payouts	0	4	0	0	0	0	0	0	0	4
			Short vesting period	0	2	0	0	0	0	0	0	0	2
			Short vesting period; Excessively dilutive	0	1	0	0	0	0	0	0	0	1
		Amendment to Stock Purchase Plan											
			No Stated Reason	3	0	0	0	0	0	0	0	0	3
		Bonus											
			No Stated Reason	21	0	0	0	0	0	0	0	0	21
		Bonuses for Retiring Directors (JP)											
			Poor overall compensation disclosure; Excessive compensation	0	3	0	0	0	0	0	0	0	3
		Capital Proposal to Implement Equity Compensat											
			Equity awards to major shareholder	0	4	0	0	0	0	0	0	0	4

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		No Stated Reason	87	0	0	0	0	0	0	0	0	87
		Poor overall compensation disclosure	0	2	0	0	0	0	0	0	0	2
		Poor overall design; Poor overall compensation disclosure	0	1	0	0	0	0	0	0	0	1
		Poor overall design; Short vesting period	0	1	0	0	0	0	0	0	0	1
		Potential dilution exceeds recommended threshold; Short vesting period	0	1	0	0	0	0	0	0	0	1
		Short vesting period	0	7	0	0	0	0	0	0	0	7
		Short vesting period; Managed by interested parties	0	3	0	0	0	0	0	0	0	3
		Short vesting period; Not linked to performance	0	2	0	0	0	0	0	0	0	2
		Short vesting period; Poor overall design	0	1	0	0	0	0	0	0	0	1
Directors' Fees												
		Concerning pay practices	0	4	0	0	0	0	0	0	0	4
		Excessive compensation	0	2	0	0	0	0	0	0	0	2
		No Stated Reason	120	0	0	0	0	0	0	0	0	120
		Non-executive participation linked to performance	0	1	0	0	0	0	0	0	0	1
Directors' Stock Option Plan												
		No Stated Reason	1	0	0	0	0	0	0	0	0	1
Employee Incentive Plan												

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
							Action	Unvoted					
	Misc. Proposal Regarding Compensation	No Stated Reason		1	0	0	0	0	0	0	0	0	1
		No Stated Reason		41	0	0	0	0	0	0	0	0	41
		Poor overall design; Compensation policy is not in best interests of shareholders		0	1	0	0	0	0	0	0	0	1
		Share price hurdle; Equity awards to major shareholder		0	1	0	0	0	0	0	0	0	1
	Non-Executive Remuneration Policy (Forward-Looking)												
		Concerning pay practices		0	4	0	0	0	0	0	0	0	4
		Equity awards to major shareholder		0	1	0	0	0	0	0	0	0	1
		Excessive compensation		0	3	0	0	0	0	0	0	0	3
		Insufficient response to shareholder dissent; NEDs may participate in executive plan		0	1	0	0	0	0	0	0	0	1
		No Stated Reason		381	0	0	0	0	0	0	0	0	381
		Non-executive participation linked to performance		0	1	0	0	0	0	0	0	0	1
		Potential for excessive payouts		0	1	0	0	0	0	0	0	0	1
	Remuneration Policy (Forward-Looking)												
		Change to outstanding LTI grants		0	5	0	0	0	0	0	0	0	5
		Compensation policy is not in best interests of shareholders		0	1	0	0	0	0	0	0	0	1

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
							Action						
			Compensation policy is not in best interests of shareholders; Potential for excessive payouts	0	2	0	0	0	0	0	0	0	2
			Equity awards to major shareholder	0	6	0	0	0	0	0	0	0	6
			Equity awards to major shareholder; Poor overall design	0	1	0	0	0	0	0	0	0	1
			Excessive compensation	0	2	0	0	0	0	0	0	0	2
			Excessive compensation; Increase is excessive	0	14	0	0	0	0	0	0	0	14
			Excessive termination package; Authority to Award Discretionary Bonus	0	1	0	0	0	0	0	0	0	1
			Increase is excessive	0	15	0	0	0	0	0	0	0	15
			Increase is excessive; Insufficient response to shareholder dissent	0	1	0	0	0	0	0	0	0	1
			Increase is excessive; Poor overall design	0	1	0	0	0	0	0	0	0	1
			Insufficient response to shareholder dissent; Equity awards to major shareholder; Increase is excessive; Excessive compensation; Concerning pay practices	0	1	0	0	0	0	0	0	0	1

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
							Action	Unvoted					
			Insufficient response to shareholder dissent; Excessive compensation; Poor overall compensation disclosure; Poor overall design	0	7	0	0	0	0	0	0	0	7
			Insufficient response to shareholder dissent; Grants are excessive; Concerning pay practices	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	5	0	0	0	0	0	0	0	5
			Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design; Equity awards to major shareholder	0	7	0	0	0	0	0	0	0	7
			Insufficient response to shareholder dissent; Poor overall design	0	1	0	0	0	0	0	0	0	1
			Insufficient response to shareholder dissent; Poor overall design; Equity awards to major shareholder	0	1	0	0	0	0	0	0	0	1

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
							Action						
			LTI not linked to performance; No individual LTI limits; Poor overall design	0	1	0	0	0	0	0	0	0	1
			No Stated Reason	263	0	0	0	0	0	0	0	0	263
			No tie between compensation and sustainability.	0	4	0	0	0	0	0	0	0	4
			Performance metrics are not disclosed; Rationale for pay mix rebalance	0	5	0	0	0	0	0	0	0	5
			Poor overall compensation disclosure	0	2	0	0	0	0	0	0	0	2
			Poor overall design	0	3	0	0	0	0	0	0	0	3
			Potential for excessive payouts	0	6	0	0	0	0	0	0	0	6
			Unexplained abolition of shareholding guidelines; Insufficient response to shareholder dissent; Poor LTIP structure/disclosure	0	2	0	0	0	0	0	0	0	2
			Vesting below median; Termination agreements	0	3	0	0	0	0	0	0	0	3
		Remuneration Report (Retrospective)											
			Concerning pay practices	0	12	0	0	0	0	0	0	0	12
			Concerning pay practices; Insufficient response to shareholder dissent	0	5	0	0	0	0	0	0	0	5

Issue Code	Category	Issue Short Text	Rationale Reason	Take No			Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
				For	Against	Abstain							
			Concerning pay practices; Poor overall compensation disclosure	0	3	0	0	0	0	0	0	0	3
			Disclosure of E&S metrics; Increase in opportunity	0	4	0	0	0	0	0	0	0	4
			Discretionary awards	0	6	0	0	0	0	0	0	0	6
			Discretionary awards; Increase is excessive; Insufficient response to shareholder dissent	0	2	0	0	0	0	0	0	0	2
			Equity awards to major shareholder	0	5	0	0	0	0	0	0	0	5
			Equity awards to major shareholder; Increase is excessive	0	2	0	0	0	0	0	0	0	2
			Equity awards to major shareholder; Discretionary awards; Pay and stakeholder experience disconnect	0	4	0	0	0	0	0	0	0	4
			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; Pay for performance disconnect	0	1	0	0	0	0	0	0	0	1
			Excessive compensation	0	11	0	0	0	0	0	0	0	11

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
							Action	Unvoted					
			Excessive compensation; Increase is excessive	0	7	0	0	0	0	0	0	0	7
			Excessive compensation; Pay for performance disconnect	0	2	0	0	0	0	0	0	0	2
			Excessive compensation; Poor compensation structure/performance conditions; Insufficient response to shareholder dissent; Poor overall compensation disclosure	0	7	0	0	0	0	0	0	0	7
			Excessive termination package	0	5	0	0	0	0	0	0	0	5
			Excessive termination payment	0	1	0	0	0	0	0	0	0	1
			Grants are excessive; Concerning pay practices; Insufficient response to shareholder dissent	0	1	0	0	0	0	0	0	0	1
			Grants are excessive; Insufficient response to shareholder dissent	0	2	0	0	0	0	0	0	0	2
			Inadequate remuneration consequences	0	1	0	0	0	0	0	0	0	1
			Increase is excessive	0	2	0	0	0	0	0	0	0	2
			Insufficient response to shareholder dissent	0	17	0	0	0	0	0	0	0	17

Issue Code	Category	Issue Short Text	Rationale Reason	Take No			Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
				For	Against	Abstain							
			Insufficient response to shareholder dissent; Concerning pay practices	0	2	0	0	0	0	0	0	0	2
			Insufficient response to shareholder dissent; Discretion related to adjusted metrics	0	1	0	0	0	0	0	0	0	1
			Insufficient response to shareholder dissent; Equity awards to major shareholder; Increase is excessive	0	1	0	0	0	0	0	0	0	1
			Insufficient response to shareholder dissent; Equity awards to major shareholder; Poor overall design	0	1	0	0	0	0	0	0	0	1
			Insufficient response to shareholder dissent; Excessive compensation; Equity awards to major shareholder	0	1	0	0	0	0	0	0	0	1
			Insufficient response to shareholder dissent; Increase is excessive	0	7	0	0	0	0	0	0	0	7
			Insufficient response to shareholder dissent; Pay for performance disconnect	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

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Insufficient response to shareholder dissent; Poor overall compensation disclosure; Concerning pay practices	0	1	0	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design	0	1	0	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Poor overall design	0	1	0	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Poor overall design; Increase is excessive	0	6	0	0	0	0	0	0	0	6
		Insufficient response to shareholder dissent; Treatment of STI for departing CEO; Poor LTIP structure/disclosure	0	2	0	0	0	0	0	0	0	2
		LTI not linked to performance; Poor overall design	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	766	0	0	0	0	0	0	0	0	766
		No tie between compensation and sustainability.	0	36	0	0	0	0	0	0	0	36
		Pay for performance disconnect	0	2	0	0	0	0	0	0	0	2

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
							Action	Unvoted					
			Pay for performance disconnect; Excessive compensation; Concerning pay practices	0	2	0	0	0	0	0	0	0	2
			Pay for performance disconnect; Grants are excessive	0	3	0	0	0	0	0	0	0	3
			Pay for performance disconnect; Poor overall design	0	1	0	0	0	0	0	0	0	1
			Poor compensation structure/performance conditions; Discretion applied under the STIP	0	1	0	0	0	0	0	0	0	1
			Poor overall compensation disclosure	0	2	0	0	0	0	0	0	0	2
			Poor overall compensation disclosure; Increase is excessive	0	1	0	0	0	0	0	0	0	1
			Poor overall compensation disclosure; Insufficient response to shareholder dissent; Poor overall design	0	1	0	0	0	0	0	0	0	1
			Poor overall design	0	2	0	0	0	0	0	0	0	2
			Poor overall design; Insufficient response to shareholder dissent	0	1	0	0	0	0	0	0	0	1
			Poor overall design; Insufficient response to shareholder dissent; Increase is excessive	0	3	0	0	0	0	0	0	0	3

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
							Action						
			Poor overall design; Poor overall compensation disclosure	0	2	0	0	0	0	0	0	0	2
			Potential for excessive payouts	0	1	0	0	0	0	0	0	0	1
			Significant base salary on appointment	0	2	0	0	0	0	0	0	0	2
			Single metric; Disclosure concerns	1	0	0	0	0	0	0	0	0	1
			The compensation plan has no ties between compensation and sustainability.	0	3	0	0	0	0	0	0	0	3
			Unchallenging targets; Timeline of pay disclosure	0	1	0	0	0	0	0	0	0	1
			Vesting below median; Unchallenging vesting conditions	0	2	0	0	0	0	0	0	0	2
Say When on Pay													
			An annual advisory vote on executive compensation is in the best interests of shareholders	0	0	0	0	0	0	3	0	0	3
			No Stated Reason	11	0	0	0	0	0	26	0	0	37
Statutory Auditors' Fees													
			No Stated Reason	19	0	0	0	0	0	0	0	0	19
Stock Option Grants													
			Excessively dilutive	0	3	0	0	0	0	0	0	0	3
			Grants are excessive	0	2	0	0	0	0	0	0	0	2
			Inadequate remuneration consequences	0	1	0	0	0	0	0	0	0	1

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
							Action						
M&A				36	0	0	0	0	0	0	0	0	36
		Divestiture/Spin-off											
			No Stated Reason	4	0	0	0	0	0	0	0	0	4
		Intra-company Contracts/Control Agreement											
			No Stated Reason	17	0	0	0	0	0	0	0	0	17
		Merger/Acquisition											
			No Stated Reason	13	0	0	0	0	0	0	0	0	13
		Restructuring/Capitalization											
			No Stated Reason	2	0	0	0	0	0	0	0	0	2
Meeting Administration				179	4	0	0	0	0	0	0	0	183
		Authorization of Legal Formalities											
			No Stated Reason	164	0	0	0	0	0	0	0	0	164
		Right to Adjourn Meeting											
			No Stated Reason	15	0	0	0	0	0	0	0	0	15
			Not in shareholders' best interests	0	1	0	0	0	0	0	0	0	1
			Not in shareholders'' best interests	0	1	0	0	0	0	0	0	0	1
		Transact Other Business											
			Granting unfettered discretion is unwise	0	2	0	0	0	0	0	0	0	2
Other				177	5	1	0	0	0	0	0	0	182
		Approval of Political Donation											
			Failure to meet best practice during the past year	0	1	0	0	0	0	0	0	0	1

[illegible]

[illegible]

[illegible]

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
			Disclosure concerning changes to or removal of targets could benefit shareholders	3	0	0	0	0	0	0	0	0	3
			In best interests of shareholders.	25	0	0	0	0	0	0	0	0	25
			No Stated Reason	0	41	0	0	0	0	0	0	0	41
			Proposal withdrawn by proponent	0	0	1	0	0	0	0	0	0	1
		SHP Regarding Formation of Environmental/Social Commit											
			Anti-ESG proponent.	0	40	0	0	0	0	0	0	0	40
			Enhanced oversight of environmental and social issues could benefit shareholders and mitigate attendant risks	36	0	0	0	0	0	0	0	0	36
		SHP Regarding Misc. Energy/Environmental Issues											
			In best interests of shareholders.	1	0	0	0	0	0	0	0	0	1
			No Stated Reason	0	25	0	0	0	0	0	0	0	25
		SHP Regarding Misc. Environmental Issue											
			In the best interests of shareholders	5	0	0	0	0	0	0	0	0	5
		SHP Regarding Phase out of Nuclear Power											
			Phasing out nuclear power could help to mitigate environmental and social risks	2	0	0	0	0	0	0	0	0	2
		SHP Regarding Report on Antibiotics in Animal Agricult											

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Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
			No Stated Reason	0	0	1	0	0	0	0	0	0	1
		SHP Regarding Removal of Directors											
			No Stated Reason	0	1	0	0	0	0	0	0	0	1
		SHP Regarding Right to Act by Written Consent											
			No Stated Reason	0	14	0	0	0	0	0	0	0	14
			Shareholder action by written consent enables shareholders to take action on important issues that arise between annual meetings	11	0	0	0	0	0	0	0	0	11
		SHP Regarding Right to Call a Special Meeting											
			A 10% threshold for calling a special meeting is appropriate	22	0	0	0	0	0	0	0	0	22
			A 15% threshold for calling a special meeting is appropriate	30	0	0	0	0	0	0	0	0	30
			No Stated Reason	0	4	0	0	0	0	0	0	0	4
		SHP Regarding Setting Age Limits for Directors											
			No Stated Reason	0	2	0	0	0	0	0	0	0	2
		SHP Regarding the Declassification of the Board											
			The annual election of directors provides maximum accountability of directors to shareholders	7	0	0	0	0	0	0	0	0	7
		SHP Regarding Trained, Qualified Directors on Environ											
			No Stated Reason	0	6	0	0	0	0	0	0	0	6

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Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Additional reporting will better allow shareholders to understand how issues of discrimination and harassment are being managed; Failure to implement majority-supported proposal	4	0	0	0	0	0	0	0	0	4
		Additional, independent scrutiny on the Company's working conditions is warranted	15	0	0	0	0	0	0	0	0	15
		An independent review of safety could benefit shareholders and stakeholders	7	0	0	0	0	0	0	0	0	7
		Anti-ESG proponent.	0	108	0	0	0	0	0	0	0	108
		Enhanced disclosure would allow shareholders a better understanding of how the issue of diversity was being managed and overseen	4	0	0	0	0	0	0	0	0	4
		Enhanced disclosure would allow shareholders a better understanding of the Company's diversity considerations and initiatives	2	0	0	0	0	0	0	0	0	2
		In best interests of shareholders.	2	0	0	0	0	0	0	0	0	2
		No Stated Reason	0	33	6	0	0	0	0	0	0	39

Issue Code	Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
							Action	Unvoted					
		SHP Regarding Misc. Human/Political Rights Policies											
			Anti-ESG proponent.	0	22	0	0	0	0	0	0	0	22
		SHP Regarding Misc. Labor Issues/Policies											
			In the best interests of shareholders	11	0	0	0	0	0	0	0	0	11
		SHP Regarding Misc. Nuclear Issue											
			No Stated Reason	0	2	0	0	0	0	0	0	0	2
		SHP Regarding Misc. Social Issue											
			Additional disclosure will better allow shareholders to understand the Company's use of AI and management of associated risks	13	0	0	0	0	0	0	0	0	13
			Adoption of proposal provide shareholders assurance that the Company is managing associated risks	8	0	0	0	0	0	0	0	0	8
			Anti-ESG proponent.	0	102	0	0	0	0	0	0	0	102
			In best interests of shareholders.	16	0	0	0	0	0	0	0	0	16
			Information concerning exposure to risks related to misinformation and disinformation could be decision-useful for shareholders	41	0	0	0	0	0	0	0	0	41
			No Stated Reason	0	94	0	0	0	0	0	0	0	94
			Proposal withdrawn by proponent	0	0	6	0	0	0	0	0	0	6

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Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
SHP Regarding Reviewing Political Spending or Lobbying		Anti-ESG proponent.	0	28	0	0	0	0	0	0	0	28
		No Stated Reason	0	9	6	0	0	0	0	0	0	15
		Anti-ESG proponent.	0	5	0	0	0	0	0	0	0	5
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's indirect lobbying	20	0	0	0	0	0	0	0	0	20
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities	44	0	0	0	0	0	0	0	0	44
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's political spending	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 political spending	17	0	0	0	0	0	0	0	0	17
		No Stated Reason	1	114	6	0	0	0	0	0	0	121
	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	For	With	Against	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
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Issue Code Category	Issue Short Text	Rationale Reason	Management	Management	Action	Unvoted	N/A	Mixed	Total
Total for all Categories			27519	5794	0	0	60	0	33373
Audit/Financials			2557	847	0	0	0	0	3404
	Accounts and Reports (Bundled Issues)								
		No Stated Reason	90	0	0	0	0	0	90
	Allocation of Profits/Dividends								
		No Stated Reason	697	0	0	0	0	0	697
	Appointment of Auditor								
		No Stated Reason	432	0	0	0	0	0	432
		Excessive Auditor Tenure.	0	35	0	0	0	0	35
	Appointment of Auditor and Authority to Set Fees								
		Excessive Auditor Tenure.	0	22	0	0	0	0	22
		No Stated Reason	41	0	0	0	0	0	41
	Appointment of Special Auditor								
		No Stated Reason	244	0	0	0	0	0	244
	Approval of Non-Financial Reports								
		No Stated Reason	37	0	0	0	0	0	37
	Authority to Set Auditor's Fees								
		No Stated Reason	147	0	0	0	0	0	147
	Bonus Dividend/Bonus Share Issue								
		No Stated Reason	13	0	0	0	0	0	13
	Financial Statements								
		No Stated Reason	520	0	0	0	0	0	520

	Ratification of Alternate Auditor							
	No Stated Reason	10	0	0	0	0	0	10
	Ratification of Auditor							
	No Stated Reason	310	6	0	0	0	0	316
	Excessive Auditor Tenure.	0	780	0	0	0	0	780
	The auditor's tenure is excessive.	0	4	0	0	0	0	4
	Stock Dividend/Dividend Reinvestment							
	No Stated Reason	16	0	0	0	0	0	16
Board Related		17798	2824	0	0	11	0	20633
	Approve Censor							
	Insufficient justification	0	5	0	0	0	0	5
	Approve Special Auditor's Report							
	No Stated Reason	100	0	0	0	0	0	100
	Insufficient justification; Insufficient response to shareholder dissent	0	1	0	0	0	0	1
	Insufficient response to shareholder dissent; Poor disclosure	0	7	0	0	0	0	7
	Board Size							
	No Stated Reason	31	0	0	0	0	0	31
	Board Spill							
	No Stated Reason	7	0	0	0	0	0	7
	Board Term Length							

	No Stated Reason	4	0	0	0	0	0	4
Change in Board Size								
	No Stated Reason	3	0	0	0	0	0	3
Director & Officer Liability/Indemnification								
	Amendment is not in best interests of shareholders	0	107	0	0	0	0	107
	Not in shareholders" best interests	0	27	0	0	0	0	27
	Not in shareholder interest	0	1	0	0	0	0	1
Election of Alternate Statutory Auditor								
	No Stated Reason	33	0	0	0	0	0	33
Election of Board Committee Members								
	No Stated Reason	156	0	0	0	0	0	156
	Audit committee chair not independent	0	9	0	0	0	0	9
	Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.	0	9	0	0	0	0	9
	Audit committee chair not independent; Beneficial owner on audit committee	0	1	0	0	0	0	1
	Insufficient audit committee independence	0	1	0	0	0	0	1

	Audit committee chair not independent; Board is not sufficiently independent	0	1	0	0	0	0	1
Election of Board Member(s) During a Contested Election –								
	No Stated Reason	84	79	0	0	0	0	163
	Financial and/or operating underperformance; Corporate governance concerns	0	6	0	0	0	0	6
Election of Directors								
	No Stated Reason	14618	12	0	0	0	0	14630
	Vote against ESG committee of tier 3 company, if the company does not report to SASB.	0	262	0	0	0	0	262
	Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against ESG committee of tier 3 company, if the company does not report to SASB.	0	14	0	0	0	0	14
	Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.	0	617	0	0	0	0	617

Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against board chair at tier 3 company, if the company does not have GHG targets. Vote against ESG committee of tier 3 company, if the company does not report to SASB.	0	2	0	0	0	0	2
Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against board chair at tier 3 company, if the company does not have GHG targets. There is insufficient female representation on the board of directors.	0	1	0	0	0	0	1
Board is not sufficiently independent	0	19	0	0	0	0	19
Affiliate/Insider on audit committee; Board is not sufficiently independent	0	2	0	0	0	0	2
Serves on too many boards	0	103	0	0	0	0	103

	Ongoing compensation concerns	0	39	0	0	0	0	39
	Multi-class share structure with unequal voting rights	0	26	0	0	0	0	26
	Vote against board chair at tier 3 company, if the company does not have GHG targets.	0	29	0	0	0	0	29
	Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against board chair of tier 1 and 2 companies, if the company does not have net zero targets.	0	1	0	0	0	0	1
	Vote against board chair of tier 1 and 2 companies, if the company does not have net zero targets.	0	6	0	0	0	0	6
	Less than 75% Attendance	2	7	0	0	0	0	9

Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against board chair at tier 3 company, if the company does not have GHG targets. Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.	0	1	0	0	0	0	1
Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.	0	32	0	0	0	0	32
Vote against board chair at tier 3 company, if the company does not have GHG targets. Vote against ESG committee of tier 3 company, if the company does not report to SASB.	0	1	0	0	0	0	1

	There is insufficient female representation on the board of directors. Vote against ESG committee of tier 3 company, if the company does not report to SASB.	0	20	0	0	0	0	20
	Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against board chair of tier 1 and 2 companies, if the company does not have net zero targets.	0	39	0	0	0	0	39
	Concerning pay practices	2	4	0	0	0	0	6
	Concerning pay practices; Less than 75% Attendance	0	2	0	0	0	0	2
	Concerning pay practices; Related party transactions disclosure concern	0	2	0	0	0	0	2
	Shareholder support not warranted	0	4	0	0	0	0	4
	There is insufficient female representation on the board of directors.	0	424	0	0	0	0	424
	Insufficient board gender diversity	0	13	0	0	0	0	13
	Affiliate/Insider on nominating/governance committee	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 Net Zero targets.	0	2	0	0	0	0	2
	Ongoing compensation concerns; Insufficient response to shareholder dissent; Poor documentation of key board and governance practices	0	1	0	0	0	0	1
	Performance/Experience concerns	0	1	0	0	0	0	1
	Ongoing compensation concerns; Insufficient response to shareholder dissent	0	43	0	0	0	0	43
	Ongoing compensation concerns; Insufficient response to shareholder dissent; Less than 75% Attendance	0	3	0	0	0	0	3
	Excessive director term length	0	1	0	0	0	0	1
	Board is not sufficiently independent; Board is not sufficiently independent	0	1	0	0	0	0	1
	No independent lead or presiding director	0	12	0	0	0	0	12

	Serves on too many boards; Serves on too many boards	0	7	0	0	0	0	7
	Other governance issue; Affiliate/Insider on nominating/governance committee	0	2	0	0	0	0	2
	Board is not sufficiently independent; Other governance issue	0	2	0	0	0	0	2
	Other governance issue	3	18	0	0	0	0	21
	Insufficient compensation committee independence requirement; Insufficient nominating committee independence requirement	0	1	0	0	0	0	1
	Board is not sufficiently independent; Responsible for lack of board independence	0	5	0	0	0	0	5
	Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. There is insufficient female representation on the board of directors.	0	32	0	0	0	0	32
	Insufficient gender diversity/no diversity policy	0	6	0	0	0	0	6

Insufficient gender diversity/no diversity policy; Policy exemption of extensive strategic shareholdings due to established target and/or meeting minimum ROE requirements	0	3	0	0	0	0	3
Audit committee chair not independent; Insufficient audit committee independence; Professional Services Relationship	0	1	0	0	0	0	1
Other governance issue; Policy exemption of serving on too many boards due to executive role and/or role at group companies	0	1	0	0	0	0	1
Board is not sufficiently independent; Insufficient gender diversity/no diversity policy; Responsible for lack of board independence; Policy exemption of extensive strategic shareholdings due to established target and/or meeting minimum ROE requirements	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	1	0	0	0	0	1
	Board is not sufficiently independent; Other governance issue; Responsible for lack of board independence	0	3	0	0	0	0	3
	Poor disclosure regarding Russian operations; Insufficient gender diversity/no diversity policy	0	1	0	0	0	0	1
	Insufficient audit committee independence; Professional Services Relationship; Insufficient nominating committee independence requirement	0	1	0	0	0	0	1
	Insufficient audit committee independence	0	3	0	0	0	0	3
	There is insufficient female representation on the board of directors. Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.	0	8	0	0	0	0	8

	Related party transactions	0	4	0	0	0	0	4
	Extensive strategic shareholdings	0	2	0	0	0	0	2
	Professional Services Relationship	0	2	0	0	0	0	2
	Board is not sufficiently independent; Responsible for lack of board independence; Policy exemption of extensive strategic shareholdings due to established target and/or meeting minimum ROE requirements; Policy exemption of serving on too many boards due to executive role and/or role at group companies	0	1	0	0	0	0	1
	Board is not sufficiently independent; Professional Services Relationship	0	2	0	0	0	0	2
	Board is not sufficiently independent; Responsible for lack of board independence; Policy exemption of serving on too many boards due to executive role and/or role at group companies	0	1	0	0	0	0	1

	Poor disclosure regarding Russian operations; Policy exemption of extensive strategic shareholdings due to established target and/or meeting minimum ROE requirements	0	1	0	0	0	0	1
	Insufficient gender diversity/no diversity policy; Responsible for lack of board independence	0	1	0	0	0	0	1
	Responsible for lack of board independence	0	1	0	0	0	0	1
	Board is not sufficiently independent; Current interlocking directorship	0	1	0	0	0	0	1
	Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.	0	79	0	0	0	0	79
	Other compensation issues	0	3	0	0	0	0	3
	Potential overcommitment	0	1	0	0	0	0	1
	Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	16	0	0	0	0	16
	Affiliate/Insider on audit committee	0	10	0	0	0	0	10

Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. Vote against ESG committee of tier 3 company, if the company does not report to SASB.	0	15	0	0	0	0	15
Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against ESG committee of tier 3 company, if the company does not report to SASB. Vote against board chair at tier 3 company, if the company does not have GHG targets.	0	1	0	0	0	0	1
Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. There is insufficient female representation on the board of directors. Vote against ESG committee of tier 3 company, if the company does not report to SASB.	0	6	0	0	0	0	6

Did not implement SHP passed by a majority of unaffiliated shareholders	0	29	0	0	0	0	29
Affiliate/Insider on compensation committee; Did not implement frequency of SOP approved by shareholders	0	13	0	0	0	0	13
Did not implement frequency of SOP approved by shareholders; Insufficient response to shareholder dissent	0	26	0	0	0	0	26
Adopted forum selection clause in past year w/o shareholder approval	0	43	0	0	0	0	43
Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. There is insufficient female representation on the board of directors.	0	24	0	0	0	0	24

<p>Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.</p> <p>There is insufficient female representation on the board of directors.</p> <p>Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.</p>	0	9	0	0	0	0	9
<p>Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.</p> <p>Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.</p>	0	4	0	0	0	0	4

Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues. There is insufficient female representation on the board of directors. Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating. Vote against board chair at tier 3 company, if the company does not have GHG targets.	0	1	0	0	0	0	1
The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; The nominee serves on the ESG committee of a tier 3 company and the company does not report to SASB.	0	2	0	0	0	0	2

<p>The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; The nominee serves on the ESG committee of a tier 3 company and the company does not report to SASB.; The ESG Policy will also evaluate whether companies have provided sufficient disclosure concerning their workforce diversity. In instances where these companies have not disclosed their full EEO-1 reports, the ESG Policy will vote against the nominating and governance chair.</p>	0	1	0	0	0	0	1
<p>The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.</p>	0	1	0	0	0	0	1

The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; The ESG Policy will also evaluate whether companies have provided sufficient disclosure concerning their workforce diversity. In instances where these companies have not disclosed their full EEO-1 reports, the ESG Policy will vote against the nominating and governance chair.	0	1	0	0	0	0	1
The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.	0	4	0	0	0	0	4
Vote against board chair at tier 1 and 2 companies, if the company reporting does not align with TCFD.	0	1	0	0	0	0	1

Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against board chair at tier 3 company, if the company does not have GHG targets.	0	31	0	0	0	0	31
There is insufficient female representation on the board of directors. Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.	0	8	0	0	0	0	8
Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.	0	8	0	0	0	0	8
Director serves on excessive audit committees	0	1	0	0	0	0	1
Board level diversity demographic information not fully disclosed; Multi-class share structure with unequal voting rights	0	4	0	0	0	0	4
Proposal withdrawn	1	6	0	0	0	0	7

Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.	0	37	0	0	0	0	37
Vote against ESG committee of tier 3 company, if the company does not report to SASB. Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.	0	9	0	0	0	0	9
Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. Vote against ESG committee of tier 3 company, if the company does not report to SASB. Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.	0	3	0	0	0	0	3

	Adopted forum selection clause in past year w/o shareholder approval; Insufficient board gender diversity	0	2	0	0	0	0	2
	Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.	0	2	0	0	0	0	2
	Beneficial owner on audit committee	0	2	0	0	0	0	2
	Board level diversity demographic information not fully disclosed	0	2	0	0	0	0	2
	CFO on board	0	13	0	0	0	0	13
	Vote against ESG committee of tier 3 company, if the company does not report to SASB. Vote against board chair at tier 3 company, if the company does not have GHG targets.	0	2	0	0	0	0	2
	Related party transactions disclosure concern	0	1	0	0	0	0	1

Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. Vote against board chair at tier 3 company, if the company does not have GHG targets.	0	3	0	0	0	0	3
Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.	0	4	0	0	0	0	4
Board is not sufficiently independent; CFO on board	0	1	0	0	0	0	1
Shareholder proponent not disclosed	0	2	0	0	0	0	2

<p>Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.</p> <p>Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.</p> <p>There is insufficient female representation on the board of directors.</p>	0	2	0	0	0	0	2
<p>Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.</p> <p>Vote against board chair of tier 1 and 2 companies, if the company does not have net zero targets.</p> <p>There is insufficient female representation on the board of directors.</p>	0	3	0	0	0	0	3

Affiliate/Insider on audit committee; Other governance issue; Did not implement SHP passed by a majority of unaffiliated shareholders; Multi-class share structure with unequal voting rights	0	8	0	0	0	0	8
Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. There is insufficient female representation on the board of directors. Vote against ESG committee of tier 3 company, if the company does not report to SASB. Vote against board chair at tier 3 company, if the company does not have GHG targets.	0	1	0	0	0	0	1
Affiliate/Insider on audit committee; Affiliate/Insider on compensation committee	0	13	0	0	0	0	13

	<p>Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.</p> <p>Vote against board chair of tier 1 and 2 companies, if the company does not have net zero targets.</p> <p>Vote against board chair at tier 1 and 2 companies, if the company reporting does not align with TCFD.</p>	0	1	0	0	0	0	1
	Insufficient response to shareholder dissent	0	5	0	0	0	0	5
	Adopted forum selection clause in past year w/o shareholder approval; Multi-class share structure with unequal voting rights	0	1	0	0	0	0	1
	<p>There is insufficient female representation on the board of directors.</p> <p>Vote against ESG committee of tier 3 company, if the company does not report to SASB.</p> <p>Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.</p>	0	1	0	0	0	0	1

There is insufficient female representation on the board of directors. Vote against members of the nomination or governance committee if the board tenure is excessive with insufficient new membership in the past 5 years.	0	6	0	0	0	0	6
Cybersecurity concerns	0	36	0	0	0	0	36
IPO governance concerns	0	3	0	0	0	0	3
Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. There is insufficient female representation on the board of directors. Vote against ESG committee of tier 3 company, if the company does not report to SASB.	0	1	0	0	0	0	1
Affiliate/Insider on compensation committee	0	1	0	0	0	0	1

Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.								
Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.								
There is insufficient female representation on the board of directors.								
Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.	0	1	0	0	0	0	0	1
Adopted forum selection clause in past year w/o shareholder approval;								
Insufficient response to SHP passed by a majority	0	4	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 UDHR.							
	Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.	0	2	0	0	0	0	2
Election of Directors (Management Board)								
	No Stated Reason	33	0	0	0	0	0	33
Election of Directors (Slate)								
	No Stated Reason	1	0	0	0	0	0	1
Election of Non-Management Nominee								
	No Stated Reason	77	0	0	0	0	0	77
Election of Non-Principal Members (Chairman, alternat								
	No Stated Reason	17	0	0	0	0	0	17
Election of Shareholder or Institutional Investor Slate								
	No Stated Reason	6	0	0	0	1	0	7
Election of Shareholder Representatives								
	No Stated Reason	26	0	0	0	1	0	27
	Vote against ESG committee of tier 3 company, if the company does not report to SASB.	0	1	0	0	0	0	1

	Alternate nominee preferred	0	0	0	0	1	0	1
Election of Statutory Auditor Slate								
	No Stated Reason	0	0	0	0	4	0	4
	PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THIS RESOLUTION, 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, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN THANK YOU	0	0	0	0	1	0	1

Comment:

PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THE BELOW RESOLUTIONS, ONLY 1 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 TO 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

175	0	0	0	0	0	175
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Statutory auditor
board is not
sufficiently
independent

0 24 0 0 0 0 **24**

Statutory auditor board is not sufficiently independent; Less than 75% Attendance

0 1 0 0 0 0 1

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	671	0	0	0	0	0	671
Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.	0	6	0	0	0	0	6
Vote against ESG committee of tier 3 company, if the company does not report to SASB. There is insufficient female representation on the board of directors.	0	1	0	0	0	0	1
Affiliate/Insider on compensation committee	1	4	0	0	0	0	5
Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee	0	3	0	0	0	0	3
Affiliate/Insider on audit committee; Affiliate/Insider on compensation committee	0	1	0	0	0	0	1
Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.	0	5	0	0	0	0	5
Other governance issue	0	5	0	0	0	0	5

Affiliate/Insider on audit committee; Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee	0	4	0	0	0	0	4
Affiliate/Insider on audit committee; Excessive director term length	0	2	0	0	0	0	2
Affiliate/Insider on compensation committee; Board is not sufficiently independent; Other governance issue; Affiliate/Insider on nominating/governance committee	0	1	0	0	0	0	1
Affiliate/Insider on audit committee; Board is not sufficiently independent	0	1	0	0	0	0	1
Vote against ESG committee of tier 3 company, if the company does not report to SASB.	0	25	0	0	0	0	25
Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against ESG committee of tier 3 company, if the company does not report to SASB. Vote against board chair at tier 3 company, if the company does not have GHG targets.	0	2	0	0	0	0	2

	Serves on too many boards	0	12	0	0	0	0	12
	Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.							
	Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.	0	2	0	0	0	0	2
	Board level diversity demographic information not fully disclosed	0	1	0	0	0	0	1
	Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.	0	1	0	0	0	0	1
Election of the Chair of Statutory Auditors								
	No Stated Reason	1	0	0	0	1	0	2
Misc. Management Proposal Regarding Board								
	No Stated Reason	1	0	0	0	0	0	1
	Granting unfettered discretion is unwise	0	0	0	0	1	0	1
Post-Employment /Severance Agreements								
	No Stated Reason	7	0	0	0	0	0	7
Ratification of Board Acts - Legal								

	No Stated Reason	1133	0	0	0	0	0	1133
	Ongoing investigations	0	27	0	0	0	0	27
	Board failed to act in interests of shareholders	0	22	0	0	0	0	22
	Insufficient response to shareholder dissent	0	1	0	0	0	0	1
	Russian operations disclosure	0	1	0	0	0	0	1
	Oversight concerns	0	2	0	0	0	0	2
Ratification of Co-Option of a Director								
	No Stated Reason	49	0	0	0	0	0	49
	There is insufficient female representation on the board of directors.	0	1	0	0	0	0	1
	Vote against ESG committee of tier 3 company, if the company does not report to SASB.	0	1	0	0	0	0	1
Ratification of Management Acts - Legal								
	No Stated Reason	529	0	0	0	0	0	529
	Ongoing investigations	0	23	0	0	0	0	23
Related Party Transactions								
	No Stated Reason	21	0	0	0	0	0	21
Removal/Resignation of Director								
	No Stated Reason	6	0	0	0	0	0	6
Capital Management		1841	14	0	0	0	0	1855
Amendment to Authorized Common Stock								

	No Stated Reason	4	0	0	0	0	0	4
Authority to Increase Capital in Case of Exchange Offers (Fr								
	No Stated Reason	13	0	0	0	0	0	13
Authority to Increase Capital in Consideration for Contribut								
	No Stated Reason	54	0	0	0	0	0	54
	Potential dilution exceeds recommended threshold	0	1	0	0	0	0	1
Authority to Issue Preferred Stock								
	No Stated Reason	1	0	0	0	0	0	1
Authority to Issue Shares and Convertible Debt w or w/o Pr								
	No Stated Reason	37	0	0	0	0	0	37
	Excessively dilutive	0	2	0	0	0	0	2
Authority to Issue Shares and Convertible Debt w/ Preempti								
	No Stated Reason	70	0	0	0	0	0	70
Authority to Issue Shares and Convertible Debt w/o Preemp								
	No Stated Reason	137	0	0	0	0	0	137
	Potential dilution exceeds recommended threshold	0	2	0	0	0	0	2
Authority to Issue Shares w/ Preemptive Rights								
	No Stated Reason	224	0	0	0	0	0	224
	Potential dilution exceeds recommended threshold	0	1	0	0	0	0	1
Authority to Issue Shares w/o Preemptive Rights								

	No Stated Reason	331	0	0	0	0	0	331
	Not in shareholders' best interests	0	3	0	0	0	0	3
	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	30	0	0	0	0	0	30
Authority to Repurchase and Re-Issue Shares								
	No Stated Reason	216	0	0	0	0	0	216
	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
Authority to Repurchase Preferred Shares								
	No Stated Reason	9	0	0	0	0	0	9
Authority to Repurchase Shares								
	No Stated Reason	285	0	0	0	0	0	285
	Excessively dilutive	0	1	0	0	0	0	1
Authority to Set Offering Price of Shares								
	No Stated Reason	15	0	0	0	0	0	15
Authorize Overallotment/Greenshoe								
	No Stated Reason	47	0	0	0	0	0	47
	Potential dilution exceeds recommended threshold	0	1	0	0	0	0	1

Cancellation of Authorized Stock								
No Stated Reason	204	0	0	0	0	0	0	204
Increase in Authorized Capital								
No Stated Reason	76	0	0	0	0	0	0	76
Increase in Authorized Common Stock								
No Stated Reason	7	0	0	0	0	0	0	7
Issuance of Convertible Debt Instruments								
No Stated Reason	10	0	0	0	0	0	0	10
Issuance of Repurchased Shares								
No Stated Reason	7	0	0	0	0	0	0	7
Issuance of Stock w/out Preemptive Rights								
No Stated Reason	3	0	0	0	0	0	0	3
Limit to Capital Increase								
No Stated Reason	39	0	0	0	0	0	0	39
Misc. Proposal Regarding Capital								
No Stated Reason	6	0	0	0	0	0	0	6
Reduction in Share Premium Account								
No Stated Reason	3	0	0	0	0	0	0	3
Reverse Stock Split								
No Stated Reason	4	0	0	0	0	0	0	4
Stock Split								
No Stated Reason	1	0	0	0	0	0	0	1
Use/Transfer of Reserves								

Changes to Company Statutes	No Stated Reason	8	0	0	0	0	0	8
		544	44	0	0	0	0	588
	Adoption of Advance Notice Requirement							
	No Stated Reason	5	0	0	0	0	0	5
	Adoption of New Articles							
	No Stated Reason	20	0	0	0	0	0	20
	Adoption of Shareholder Rights' Plan							
	No Stated Reason	2	0	0	0	0	0	2
	Overly burdensome on potential acquirer; Insufficient safeguards for shareholders	0	1	0	0	0	0	1
	Amend Articles, Constitution, Bylaws - Bundled							
	No Stated Reason	98	0	0	0	0	0	98
	Amendment is not in best interests of shareholders	1	1	0	0	0	0	2
	Amendment to Share Class Rights							
	No Stated Reason	1	0	0	0	0	0	1
	Amendment to Shareholder Rights' Plan							
	No Stated Reason	2	0	0	0	0	0	2
	Amendments to Articles (Technical)							
	No Stated Reason	72	0	0	0	0	0	72
	Amendments to Articles, Constitution, Bylaws							
	No Stated Reason	100	0	0	0	0	0	100

	Amendment is not in best interests of shareholders	0	7	0	0	0	0	7
	Shortened notice period could disenfranchise shareholders	0	7	0	0	0	0	7
Amendments to Charter/Bylaw - Bundled								
	No Stated Reason	1	0	0	0	0	0	1
	Amendment is not in best interests of shareholders	0	6	0	0	0	0	6
Approval of Exclusive Forum Provisions								
	Amendment is not in best interests of shareholders	0	2	0	0	0	0	2
Authority to Set General Meeting Notice Period at 14 D								
	No Stated Reason	135	0	0	0	0	0	135
Change in State of Incorporation								
	No Stated Reason	1	0	0	0	0	0	1
	Not in shareholders" best interests; Provides shareholders with uncertain benefits and additional risk	0	3	0	0	0	0	3
	Limits shareholder rights	0	1	0	0	0	0	1
Company Name Change								
	No Stated Reason	3	0	0	0	0	0	3
Elimination of Supermajority Requirement								
	No Stated Reason	61	0	0	0	0	0	61
Misc. Article Amendments								
	No Stated Reason	10	0	0	0	0	0	10

Misc. Proposal Regarding Antitakeover Devices								
	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
Reincorporation								
	No Stated Reason	1	0	0	0	0	0	1
Repeal of Classified Board								
	No Stated Reason	16	0	0	0	0	0	16
Restoration of Right to Call a Special Meeting								
	A 15% threshold for calling a special meeting is appropriate	0	6	0	0	0	0	6
	A 10% threshold for calling a special meeting is appropriate	0	8	0	0	0	0	8
	No Stated Reason	6	0	0	0	0	0	6
Restoration of Written Consent								
	No Stated Reason	5	0	0	0	0	0	5
Technical Amendments to Charter/Bylaw								
	No Stated Reason	2	0	0	0	0	0	2
Waiving of Mandatory Takeover Requirement								
	No Stated Reason	2	0	0	0	0	0	2
Compensation		3085	831	0	0	12	0	3928
Adoption of Director Equity Compensation Plan								
	No Stated Reason	5	0	0	0	0	0	5

Adoption of Employee Stock Purchase Plan								
	No Stated Reason	19	0	0	0	0	0	19
Adoption of Equity Compensation Plan								
	No Stated Reason	48	0	0	0	0	0	48
	Excessive overhang	0	1	0	0	0	0	1
Adoption of Restricted Stock Plan								
	No Stated Reason	9	0	0	0	0	0	9
Adoption of Short Term Incentive Plan								
	No Stated Reason	7	0	0	0	0	0	7
Advisory Vote on Executive Compensation								
	No tie between compensation and sustainability.	0	210	0	0	0	0	210
	Pay for performance disconnect	0	30	0	0	0	0	30
	No Stated Reason	643	6	0	0	0	0	649
	Grants are excessive; Discretion related to adjusted metrics	0	3	0	0	0	0	3
	Concerning pay practices	0	9	0	0	0	0	9
	No tie between compensation and sustainability. The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.	0	40	0	0	0	0	40

	Insufficient response to shareholder dissent; Pay for performance disconnect	0	2	0	0	0	0	2
	The compensation plan has no ties between compensation and sustainability.	0	2	0	0	0	0	2
	Failure to incentivize mitigation of material environmental risks. The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.	0	10	0	0	0	0	10
	Pay for performance disconnect; Grants are excessive	0	3	0	0	0	0	3
	Pay for performance disconnect; Concerning pay practices	0	12	0	0	0	0	12
	Concerning pay practices; Pay for performance disconnect	0	2	0	0	0	0	2
	Excessive termination package	0	3	0	0	0	0	3
	Pay for performance disconnect; Insufficient response to shareholder dissent	0	9	0	0	0	0	9
	Insufficient response to shareholder dissent	0	8	0	0	0	0	8

	Failure to incentivize mitigation of climate-related risks.	0	6	0	0	0	0	6
	Grants are excessive; Pay for performance disconnect	0	1	0	0	0	0	1
	Failure to incentivize mitigation of material environmental risks.	0	37	0	0	0	0	37
	Grants are excessive	0	19	0	0	0	0	19
	Insufficient response to shareholder dissent; Pay for performance disconnect; Poor overall design	0	1	0	0	0	0	1
	Discretion related to adjusted metrics	0	1	0	0	0	0	1
	Concerning pay practices; Poor compensation structure/performance conditions	0	1	0	0	0	0	1
	Poor overall design; Insufficient response to shareholder dissent	0	5	0	0	0	0	5
	Insufficient response to shareholder dissent; Concerning pay practices; Discretion related to adjusted metrics	0	1	0	0	0	0	1
Advisory Vote on Severance								
	No Stated Reason	6	0	0	0	0	0	6
	Added excise tax gross-ups	0	1	0	0	0	0	1

Amendment to Director Equity Compensation Plan								
	No Stated Reason	4	0	0	0	0	0	4
Amendment to Employee Stock Purchase Plan								
	No Stated Reason	20	0	0	0	0	0	20
	Contains Evergreen Provisions	0	1	0	0	0	0	1
Amendment to Equity Compensation Plan								
	No Stated Reason	163	6	0	0	0	0	169
	Cost of plan is excessive	0	5	0	0	0	0	5
	Plan allows for repricing; Contains Evergreen Provisions	0	9	0	0	0	0	9
	Excessive overhang	0	2	0	0	0	0	2
Amendment to Restricted Stock Plan								
	No Stated Reason	19	0	0	0	0	0	19
	Excessively dilutive	0	3	0	0	0	0	3
Amendment to Stock Option Plan								
	No Stated Reason	37	0	0	0	0	0	37
	Excessively dilutive	0	3	0	0	0	0	3
	Short vesting period	0	2	0	0	0	0	2
	Short vesting period; Excessively dilutive	0	1	0	0	0	0	1
	Potential for excessive payouts	0	4	0	0	0	0	4
	Increase is excessive	0	9	0	0	0	0	9
Amendment to Stock Purchase Plan								

	No Stated Reason	3	0	0	0	0	0	3
Bonus								
	No Stated Reason	21	0	0	0	0	0	21
Bonuses for Retiring Directors (JP)								
	Poor overall compensation disclosure; Excessive compensation	0	3	0	0	0	0	3
Capital Proposal to Implement Equity Compensat								
	No Stated Reason	87	0	0	0	0	0	87
	Potential dilution exceeds recommended threshold; Short vesting period	0	1	0	0	0	0	1
	Poor overall design; Short vesting period	0	1	0	0	0	0	1
	Short vesting period; Not linked to performance	0	2	0	0	0	0	2
	Short vesting period; Managed by interested parties	0	3	0	0	0	0	3
	Poor overall compensation disclosure	0	2	0	0	0	0	2
	Equity awards to major shareholder	0	4	0	0	0	0	4
	Short vesting period	0	7	0	0	0	0	7
	Short vesting period; Poor overall design	0	1	0	0	0	0	1
	Poor overall design; Poor overall compensation disclosure	0	1	0	0	0	0	1
Directors' Fees								

	No Stated Reason	120	0	0	0	0	0	120
	Concerning pay practices	0	4	0	0	0	0	4
	Excessive compensation	0	2	0	0	0	0	2
	Non-executive participation linked to performance	0	1	0	0	0	0	1
Directors' Stock Option Plan								
	No Stated Reason	1	0	0	0	0	0	1
Employee Incentive Plan								
	No Stated Reason	1	0	0	0	0	0	1
Misc. Proposal Regarding Compensation								
	No Stated Reason	41	0	0	0	0	0	41
	Share price hurdle; Equity awards to major shareholder	0	1	0	0	0	0	1
	Poor overall design; Compensation policy is not in best interests of shareholders	0	1	0	0	0	0	1
Non-Executive Remuneration Policy (Forward-Looking)								
	No Stated Reason	372	0	0	0	9	0	381
	Excessive compensation	0	3	0	0	0	0	3
	Equity awards to major shareholder	0	1	0	0	0	0	1
	Concerning pay practices	0	4	0	0	0	0	4
	Insufficient response to shareholder dissent; NEDs may participate in executive plan	0	1	0	0	0	0	1

Remuneration Policy (Forward-Looking)	Non-executive participation linked to performance	0	1	0	0	0	0	1
	Potential for excessive payouts	0	1	0	0	0	0	1
	No Stated Reason	263	0	0	0	0	0	263
	Compensation policy is not in best interests of shareholders; Potential for excessive payouts	0	2	0	0	0	0	2
	No tie between compensation and sustainability.	0	4	0	0	0	0	4
	Insufficient response to shareholder dissent; Poor overall compensation disclosure	0	2	0	0	0	0	2
	Insufficient response to shareholder dissent; Equity awards to major shareholder; Increase is excessive; Excessive compensation; Concerning pay practices	0	1	0	0	0	0	1
	Equity awards to major shareholder; Poor overall design	0	1	0	0	0	0	1
	Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design	0	5	0	0	0	0	5

	Insufficient response to shareholder dissent; Grants are excessive; Concerning pay practices	0	1	0	0	0	0	1
	Excessive compensation; Increase is excessive	0	14	0	0	0	0	14
	Poor overall compensation disclosure	0	2	0	0	0	0	2
	Equity awards to major shareholder	0	6	0	0	0	0	6
	Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design; Equity awards to major shareholder	0	7	0	0	0	0	7
	Insufficient response to shareholder dissent; Excessive compensation; Poor overall compensation disclosure; Poor overall design	0	7	0	0	0	0	7
	Increase is excessive; Poor overall design	0	1	0	0	0	0	1
	Increase is excessive; Insufficient response to shareholder dissent	0	1	0	0	0	0	1
	Poor overall design	0	3	0	0	0	0	3
	Excessive compensation	0	2	0	0	0	0	2
	Insufficient response to shareholder dissent; Poor overall design	0	1	0	0	0	0	1

	Insufficient response to shareholder dissent; Poor overall design; Equity awards to major shareholder	0	1	0	0	0	0	1
	Performance metrics are not disclosed; Rationale for pay mix rebalance	0	5	0	0	0	0	5
	Change to outstanding LTI grants	0	5	0	0	0	0	5
	Excessive termination package; Authority to Award Discretionary Bonus	0	1	0	0	0	0	1
	LTI not linked to performance; No individual LTI limits; Poor overall design	0	1	0	0	0	0	1
	Vesting below median; Termination agreements	0	3	0	0	0	0	3
	Increase is excessive	0	15	0	0	0	0	15
	Unexplained abolition of shareholding guidelines; Insufficient response to shareholder dissent; Poor LTIP structure/disclosure	0	2	0	0	0	0	2
	Compensation policy is not in best interests of shareholders	0	1	0	0	0	0	1
	Potential for excessive payouts	0	6	0	0	0	0	6
Remuneration Report (Retrospective)								
	No Stated Reason	765	0	0	0	1	0	766

	No tie between compensation and sustainability.	0	36	0	0	0	0	36
	Inadequate remuneration consequences	0	1	0	0	0	0	1
	Single metric; Disclosure concerns	0	0	0	0	1	0	1
	The compensation plan has no ties between compensation and sustainability.	0	3	0	0	0	0	3
	Poor compensation structure/performance conditions; Discretion applied under the STIP	0	1	0	0	0	0	1
	Pay for performance disconnect; Grants are excessive	0	3	0	0	0	0	3
	Pay for performance disconnect	0	2	0	0	0	0	2
	Concerning pay practices	0	12	0	0	0	0	12
	Pay for performance disconnect; Excessive compensation; Concerning pay practices	0	2	0	0	0	0	2
	Insufficient response to shareholder dissent; Poor overall design	0	1	0	0	0	0	1
	Insufficient response to shareholder dissent; Concerning pay practices	0	2	0	0	0	0	2

	Insufficient response to shareholder dissent; Poor overall compensation disclosure; Concerning pay practices	0	1	0	0	0	0	1
	Insufficient response to shareholder dissent; Equity awards to major shareholder; Increase is excessive	0	1	0	0	0	0	1
	Insufficient response to shareholder dissent; Excessive compensation; Equity awards to major shareholder	0	1	0	0	0	0	1
	Insufficient response to shareholder dissent; Pay for performance disconnect	0	2	0	0	0	0	2
	Equity awards to major shareholder; Pay for performance disconnect	0	1	0	0	0	0	1
	Pay for performance disconnect; Poor overall design	0	1	0	0	0	0	1
	Poor overall design; Poor overall compensation disclosure	0	2	0	0	0	0	2
	Poor overall compensation disclosure; Insufficient response to shareholder dissent; Poor overall design	0	1	0	0	0	0	1

	Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design	0	1	0	0	0	0	1
	Grants are excessive; Concerning pay practices; Insufficient response to shareholder dissent	0	1	0	0	0	0	1
	Grants are excessive; Insufficient response to shareholder dissent	0	2	0	0	0	0	2
	Insufficient response to shareholder dissent	0	17	0	0	0	0	17
	Excessive compensation; Increase is excessive	0	7	0	0	0	0	7
	Excessive compensation	0	11	0	0	0	0	11
	Poor overall design; Insufficient response to shareholder dissent; Increase is excessive	0	3	0	0	0	0	3
	Insufficient response to shareholder dissent; Poor overall design; Increase is excessive	0	6	0	0	0	0	6
	Equity awards to major shareholder	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

Excessive compensation; Poor compensation structure/performance conditions; Insufficient response to shareholder dissent; Poor overall compensation disclosure	0	7	0	0	0	0	7
Discretionary awards; Increase is excessive; Insufficient response to shareholder dissent	0	2	0	0	0	0	2
Increase is excessive	0	2	0	0	0	0	2
Poor overall compensation disclosure; Increase is excessive	0	1	0	0	0	0	1
Equity awards to major shareholder; Increase is excessive	0	2	0	0	0	0	2
Excessive compensation; Pay for performance disconnect	0	2	0	0	0	0	2
Poor overall design; Insufficient response to shareholder dissent	0	1	0	0	0	0	1
Insufficient response to shareholder dissent; Equity awards to major shareholder; Poor overall design	0	1	0	0	0	0	1
Poor overall design	0	2	0	0	0	0	2
Concerning pay practices; Poor overall compensation disclosure	0	3	0	0	0	0	3

	Concerning pay practices; Insufficient response to shareholder dissent	0	5	0	0	0	0	5
	Excessive termination package	0	5	0	0	0	0	5
	Insufficient response to shareholder dissent; Increase is excessive	0	7	0	0	0	0	7
	Insufficient response to shareholder dissent; Discretion related to adjusted metrics	0	1	0	0	0	0	1
	Disclosure of E&S metrics; Increase in opportunity	0	4	0	0	0	0	4
	Unchallenging targets; Timeline of pay disclosure	0	1	0	0	0	0	1
	Poor overall compensation disclosure	0	2	0	0	0	0	2
	LTI not linked to performance; Poor overall design	0	1	0	0	0	0	1
	Excessive termination payment	0	1	0	0	0	0	1
	Discretionary awards	0	6	0	0	0	0	6
	Insufficient response to shareholder dissent; Treatment of STI for departing CEO; Poor LTIP structure/disclosure	0	2	0	0	0	0	2
	Equity awards to major shareholder; Discretionary awards; Pay and stakeholder experience disconnect	0	4	0	0	0	0	4

	Insufficient response to shareholder dissent; Poor overall compensation disclosure	0	1	0	0	0	0	1
	Vesting below median; Unchallenging vesting conditions	0	2	0	0	0	0	2
	Potential for excessive payouts	0	1	0	0	0	0	1
	Significant base salary on appointment	0	2	0	0	0	0	2
Say When on Pay								
	No Stated Reason	37	0	0	0	0	0	37
	An annual advisory vote on executive compensation is in the best interests of shareholders	0	3	0	0	0	0	3
Statutory Auditors' Fees								
	No Stated Reason	19	0	0	0	0	0	19
Stock Option Grants								
	No Stated Reason	74	0	0	0	0	0	74
	Inadequate remuneration consequences	0	1	0	0	0	0	1
	Grants are excessive	0	2	0	0	0	0	2
	Excessively dilutive	0	3	0	0	0	0	3
Stock Option Plan								
	No Stated Reason	79	0	0	0	0	0	79
	Plan limit is excessive	0	0	0	0	1	0	1

	Potential equity awards to major shareholder	0	1	0	0	0	0	1
	Excessive compensation; Compensation policy is not in best interests of shareholders	0	1	0	0	0	0	1
	Potential for excessive payouts	0	1	0	0	0	0	1
Stock Purchase Plan								
	No Stated Reason	206	0	0	0	0	0	206
	Potential dilution exceeds recommended threshold	0	2	0	0	0	0	2
Supervisory Board/ Corp Assembly Fees								
	No Stated Reason	11	0	0	0	0	0	11
	Excessive compensation; Insufficient justification	0	2	0	0	0	0	2
	Insufficient response to shareholder dissent; NEDs may participate in executive plan	0	1	0	0	0	0	1
Trust Type Equity Plans (JP)								
	No Stated Reason	5	0	0	0	0	0	5
M&A		36	0	0	0	0	0	36
Divestiture/Spin-off								
	No Stated Reason	4	0	0	0	0	0	4
Intra-company Contracts/Control Agreement								
	No Stated Reason	17	0	0	0	0	0	17

Merger/Acquisition								
	No Stated Reason	13	0	0	0	0	0	13
Restructuring/Capitalization								
	No Stated Reason	2	0	0	0	0	0	2
Meeting Administration		179	4	0	0	0	0	183
Authorization of Legal Formalities								
	No Stated Reason	164	0	0	0	0	0	164
Right to Adjourn Meeting								
	No Stated Reason	15	0	0	0	0	0	15
	Not in shareholders' best interests	0	1	0	0	0	0	1
	Not in shareholders'' best interests	0	1	0	0	0	0	1
Transact Other Business								
	Granting unfettered discretion is unwise	0	2	0	0	0	0	2
Other		177	5	0	0	1	0	183
Approval of Political Donation								
	No Stated Reason	115	0	0	0	0	0	115
	Failure to meet best practice during the past year	0	1	0	0	0	0	1
Management Proposal on Say on Climate								
	This is a Say-On-Climate Proposal.	42	0	0	0	0	0	42
	No Stated Reason	8	0	0	0	0	0	8
	No disclosure concerning governance of vote	0	1	0	0	0	0	1

Misc. Management Proposal								
	Not in shareholders" best interests	0	3	0	0	0	0	3
	No Stated Reason	2	0	0	0	0	0	2
Miscellaneous - Resident Status								
	No Stated Reason	0	0	0	0	1	0	1
Renew Proportional Takeover Provisions								
	No Stated Reason	10	0	0	0	0	0	10
SHP: Compensation		129	142	0	0	0	0	271
SHP Recoupment of Unearned Bonuses (Clawback								
	Expanding the Company"s clawback policy could protect shareholder interests	0	25	0	0	0	0	25
	Expanding the Company's clawback policy could protect shareholder interests	0	3	0	0	0	0	3
SHP regarding Change/ Opposition to Director Compe								
	No Stated Reason	20	0	0	0	0	0	20
SHP Regarding Golden Parachutes								
	Shareholders should be consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus	0	21	0	0	0	0	21
	No Stated Reason	64	6	0	0	0	0	70

SHP Regarding Linking Executive Pay to Social Criteri								
	Anti-ESG proponent.	8	0	0	0	0	0	8
	Shareholders would benefit from the Company's consideration of environmental and social metrics to its compensation plan	0	6	0	0	0	0	6
SHP regarding Misc. Compensation								
SHP Regarding Misc. Compensation								
	No Stated Reason	34	0	0	0	0	0	34
	No Stated Reason	3	0	0	0	0	0	3
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	0	58	0	0	0	0	58
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	0	9	0	0	0	0	9
SHP Regarding Restricting Executive Compensation								
	Could better align executive and shareholder interests	0	14	0	0	0	0	14
SHP: Environment		255	195	0	0	0	0	450

Shareholder Proposal Regarding Say on Climate								
	This is a Say-On-Climate Proposal.	20	0	0	0	0	0	20
	No Stated Reason	0	3	0	0	0	0	3
SHP Regarding Bioengineering / Nanotechnology Safety								
	In the best interests of shareholders	0	5	0	0	0	0	5
SHP Regarding Climate Lobbying								
	No Stated Reason	36	0	0	0	0	0	36
	In best interests of shareholders.	0	3	0	0	0	0	3
	Additional reporting would provide shareholders with assurance that Company funds were being spent in a manner that furthered its stated objectives	0	2	0	0	0	0	2
SHP Regarding Environmental Report								
	In best interests of shareholders.	0	25	0	0	0	0	25
	No Stated Reason	41	0	0	0	0	0	41
	Disclosure concerning changes to or removal of targets could benefit shareholders	0	3	0	0	0	0	3
	Proposal withdrawn by proponent	0	1	0	0	0	0	1
SHP Regarding Formation of Environmental/Social Commit								
	Enhanced oversight of environmental and social issues could benefit shareholders and mitigate attendant risks	0	36	0	0	0	0	36

	Anti-ESG proponent.	40	0	0	0	0	0	40
SHP Regarding Misc. Energy/Environmental Issues								
	In best interests of shareholders.	0	1	0	0	0	0	1
	No Stated Reason	25	0	0	0	0	0	25
SHP Regarding Misc. Environmental Issue								
	In the best interests of shareholders	0	5	0	0	0	0	5
SHP Regarding Phase out of Nuclear Power								
	Phasing out nuclear power could help to mitigate environmental and social risks	0	2	0	0	0	0	2
SHP Regarding Report on Antibiotics in Animal Agricult								
	Adoption of this proposal could mitigate risks associated with the Company's use of antibiotics	0	8	0	0	0	0	8
	Adoption of this proposal could mitigate risks associated with the Company's use of antibiotics	0	1	0	0	0	0	1
SHP Regarding Report/Action on Climate Change								
	Supporting this proposal is in the best interests of shareholders.	0	7	0	0	0	0	7
	No Stated Reason	32	3	0	0	0	0	35
	Anti-ESG proponent.	57	0	0	0	0	0	57
	In best interests of shareholders.	0	3	0	0	0	0	3

	Disclosure of financed emissions could allow shareholders to understand the Company's exposure to climate-related financing risks	0	1	0	0	0	0	1
	Additional disclosure on Just Transition planning would benefit shareholders and stakeholders	0	21	0	0	0	0	21
	Additional disclosure would allow shareholders to better understand how the Company is managing climate-related issues	0	2	0	0	0	0	2
SHP Regarding Reporting and Reducing Greenhouse Gas Em								
	GHG reduction targets can help mitigate environmental impact and mitigate attendant risks	0	61	0	0	0	0	61
SHP Regarding Sustainability or Environmental Reports								
	No Stated Reason	4	0	0	0	0	0	4
	Adoption could help to identify and mitigate potentially significant risks	0	1	0	0	0	0	1
	Additional disclosure of water risk management could benefit shareholders	0	1	0	0	0	0	1
SHP: Governance		224	360	0	0	36	0	620
SHP Regarding Additional or Amended Shareholder Propos								

	Granting unfettered discretion is unwise	0	0	0	0	2	0	2
SHP Regarding Board Composition								
	Anti-ESG proponent.	6	0	0	0	0	0	6
	No Stated Reason	7	0	0	0	0	0	7
SHP Regarding Board Independence								
	No Stated Reason	1	0	0	0	0	0	1
SHP Regarding Company Compliance with Corporate Governance								
	Adoption will promote better governance and enhanced shareholder rights	0	6	0	0	0	0	6
SHP Regarding Directors' Roles in Corporate Strategy								
	Additional disclosure would provide shareholders with more insight into their director representatives	0	3	0	0	0	0	3
SHP Regarding Election of Board Member(s) During a Company's Fiscal Year								
	Dissident nominees add relevant experience/expertise; In favor of dissident's plan	0	6	0	0	0	0	6
	Dissident nominee does not add relevant experience/expertise	0	1	0	0	0	0	1
	No Stated Reason	35	30	0	0	0	0	65
SHP Regarding Election of Dissident Board Member(s)								
	No Stated Reason	7	0	0	0	0	0	7

	In the best interests of shareholders	0	1	0	0	0	0	1
SHP Regarding Eliminating Supermajority Provisions								
	No Stated Reason	33	0	0	0	0	0	33
	Supermajority vote requirements can impede shareholders' ability to approve ballot items that are in their interests	0	16	0	0	31	0	47
	Limited supermajority provisions do not infringe on shareholders rights	0	0	0	0	1	0	1
SHP Regarding Facilitation of Shareholder Proposals								
	The shareholder proposal process is best facilitated through regulatory changes.	0	9	0	0	0	0	9
SHP Regarding Improving in Disclosure								
	Additional disclosure would benefit shareholders	0	1	0	0	0	0	1
SHP Regarding Independent Board Chairman/Separation of								
	An independent chair is better able to oversee the executives of a company and set a pro-shareholder agenda	0	99	0	0	0	0	99
	No Stated Reason	17	0	0	0	0	0	17
	Anti-ESG proponent.	15	0	0	0	0	0	15
SHP Regarding Majority Vote for Election of Directors								

	Adoption could promote board accountability and ensure responsiveness to shareholder concerns	0	43	0	0	0	0	43
	Proposal withdrawn by proponent	0	15	0	0	0	0	15
SHP Regarding Misc. Auditor Issue								
	No Stated Reason	3	0	0	0	0	0	3
SHP Regarding Misc. Board/Shareholder Rights Iss								
	Codifying board oversight of AI could provide clarity and promote accountability	0	13	0	0	0	0	13
	No Stated Reason	15	6	0	0	0	0	21
	Anti-ESG proponent.	3	0	0	0	0	0	3
	Adoption of this proposal may provide shareholders with more clarity concerning how different classes of shareholders have cast their votes	0	8	0	0	0	0	8
	Adding agenda items is an important role of a lead director	0	8	0	0	0	0	8
SHP Regarding Misc. Capital Issue								
	Material valuation disconnect; Not unduly prescriptive	0	1	0	0	0	0	1
SHP Regarding Misc. Issue								
	No Stated Reason	38	0	0	0	0	0	38
SHP Regarding Misc. Meeting/Voting Issue								

	No Stated Reason	17	0	0	0	0	0	17
SHP Regarding Recapitalization								
	Allowing one vote per share generally operates as a safeguard for common shareholders	0	25	0	0	0	0	25
SHP Regarding Removal of Director(s)								
	No Stated Reason	0	0	0	0	1	0	1
SHP Regarding Removal of Directors								
	No Stated Reason	1	0	0	0	0	0	1
SHP Regarding Right to Act by Written Consent								
	No Stated Reason	14	0	0	0	0	0	14
	Shareholder action by written consent enables shareholders to take action on important issues that arise between annual meetings	0	11	0	0	0	0	11
SHP Regarding Right to Call a Special Meeting								
	A 10% threshold for calling a special meeting is appropriate	0	22	0	0	0	0	22
	A 15% threshold for calling a special meeting is appropriate	0	30	0	0	0	0	30
	No Stated Reason	4	0	0	0	0	0	4
SHP Regarding Setting Age Limits for Directors								
	No Stated Reason	2	0	0	0	0	0	2
SHP Regarding the Declassification of the Board								

		The annual election of directors provides maximum accountability of directors to shareholders	0	6	0	0	1	0	7
SHP Regarding Trained, Qualified Directors on Environ									
		No Stated Reason	6	0	0	0	0	0	6
<i>SHP: Misc</i>			101	14	0	0	0	0	115
SHP Regarding Repeal of Bylaw Amendments									
		In favor of dissident's plan	0	1	0	0	0	0	1
		No Stated Reason	7	6	0	0	0	0	13
SHP: Misc. Issues									
		Anti-ESG proponent.	63	0	0	0	0	0	63
		No Stated Reason	31	0	0	0	0	0	31
		Additional disclosure could help mitigate regulatory and reputational risks	0	7	0	0	0	0	7
<i>SHP: Social</i>			593	514	0	0	0	0	1107
SHP Regarding Animal Welfare									
		In the best interests of shareholders	0	36	0	0	0	0	36
SHP Regarding Drug Pricing/Distribution									
		Adoption of proposal can help mitigate risks associated with drug pricing	0	21	0	0	0	0	21
SHP Regarding Firearms									
		Anti-ESG proponent.	4	0	0	0	0	0	4

SHP Regarding Human Capital Management								
	No Stated Reason	0	9	0	0	0	0	9
SHP Regarding Military Contracts/Sales								
	Adoption of proposal could help to mitigate potential legal, regulatory, and reputational risks	0	20	0	0	0	0	20
SHP Regarding Misc. Human Capital Management								
	Additional, independent scrutiny on the Company's working conditions is warranted	0	15	0	0	0	0	15
	Anti-ESG proponent.	108	0	0	0	0	0	108
	Additional reporting on diversity and inclusion is necessary for shareholders to understand how the Company is managing this issue	0	2	0	0	0	0	2
	No Stated Reason	33	6	0	0	0	0	39
	An independent review of safety could benefit shareholders and stakeholders	0	7	0	0	0	0	7
	Additional reporting will better allow shareholders to understand how issues of discrimination and harassment are being managed	0	2	0	0	0	0	2

Additional disclosure would allow shareholders to understand the Company's diversity considerations	0	4	0	0	0	0	4
Additional reporting could better allow shareholders to understand how issues of discrimination and harassment are being managed	0	4	0	0	0	0	4
Enhanced disclosure would allow shareholders a better understanding of the Company's diversity considerations and initiatives	0	2	0	0	0	0	2
In best interests of shareholders.	0	2	0	0	0	0	2
Enhanced disclosure would allow shareholders a better understanding of how the issue of diversity was being managed and overseen	0	4	0	0	0	0	4
Additional disclosure would allow shareholders an understanding of the efficacy of the Company's policies and initiatives	0	3	0	0	0	0	3

	Additional reporting will better allow shareholders to understand how issues of discrimination and harassment are being managed; Failure to implement majority-supported proposal	0	4	0	0	0	0	4
SHP Regarding Misc. Human/Political Rights Policies								
	Anti-ESG proponent.	22	0	0	0	0	0	22
SHP Regarding Misc. Labor Issues/Policies								
	In the best interests of shareholders	0	11	0	0	0	0	11
SHP Regarding Misc. Nuclear Issue								
	No Stated Reason	2	0	0	0	0	0	2
SHP Regarding Misc. Social Issue								
	No Stated Reason	94	0	0	0	0	0	94
	Information concerning exposure to risks related to misinformation and disinformation could be decision-useful for shareholders	0	41	0	0	0	0	41
	Anti-ESG proponent.	102	0	0	0	0	0	102
	Additional disclosure will better allow shareholders to understand the Company's use of AI and management of associated risks	0	13	0	0	0	0	13

	In best interests of shareholders.	0	16	0	0	0	0	16
	Requested reporting could benefit stakeholders	0	1	0	0	0	0	1
	Proposal withdrawn by proponent	0	6	0	0	0	0	6
	Adoption of proposal provide shareholders assurance that the Company is managing associated risks	0	8	0	0	0	0	8
SHP Regarding Pregnancy/Abortion Issues								
	Favor studying/reporting pregnancy/abortion issues.	0	28	0	0	0	0	28
	Anti-ESG proponent.	13	0	0	0	0	0	13
SHP Regarding Racial Equity Audit								
	No Stated Reason	0	17	0	0	0	0	17
SHP Regarding Report on EEO								
	EEO-1 reports provide shareholders with standardized and comparable information concerning a company's workforce diversity	0	1	0	0	0	0	1
SHP Regarding Reporting on Company's Compliance with I								
	Shareholder support not warranted	0	1	0	0	0	0	1
	No Stated Reason	40	0	0	0	0	0	40

An independent review of human rights considerations in advertising could benefit shareholders	0	21	0	0	0	0	21
An assessment of the Company's customer due diligence could benefit shareholders	0	15	0	0	0	0	15
An independent assessment of freedom of association and collective bargaining policies is warranted	0	15	0	0	0	0	15
Additional disclosure on the financial and operational risks associated with the use of Rekognition would benefit shareholders	0	15	0	0	0	0	15
Anti-ESG proponent.	19	0	0	0	0	0	19
In best interests of shareholders.	0	41	0	0	0	0	41
Adoption of proposal could help shareholders better understand human capital risks	0	3	0	0	0	0	3
Adoption could help mitigate human capital management-related risks	0	4	0	0	0	0	4
Shareholders could benefit from more information on the efficacy of the human rights measures	0	8	0	0	0	0	8

	The requested review could help mitigate reputational and regulatory risks	0	5	0	0	0	0	5
	An independent assessment could help identify and mitigate potential risks	0	4	0	0	0	0	4
SHP Regarding Reviewing Charitable Spending								
	Anti-ESG proponent.	28	0	0	0	0	0	28
	No Stated Reason	9	6	0	0	0	0	15
SHP Regarding Reviewing Political Spending or Lobbying								
	No Stated Reason	114	7	0	0	0	0	121
	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's political spending	0	17	0	0	0	0	17
	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's indirect lobbying	0	20	0	0	0	0	20
	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities	0	44	0	0	0	0	44
	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's political spending	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total	
Board Related		No Stated Reason	147	0	0	0	0	0	0	147	
	Bonus Dividend/Bonus Share Issue										
		No Stated Reason	13	0	0	0	0	0	0	13	
	Financial Statements										
		No Stated Reason	520	0	0	0	0	0	0	520	
	Ratification of Alternate Auditor										
		No Stated Reason	10	0	0	0	0	0	0	10	
	Ratification of Auditor										
		No Stated Reason	316	0	0	0	0	0	0	316	
		Excessive Auditor Tenure.	780	0	0	0	0	0	0	780	
		The auditor's tenure is excessive.	4	0	0	0	0	0	0	4	
	Stock Dividend/Dividend Reinvestment										
		No Stated Reason	16	0	0	0	0	0	0	16	
	Board Related			20631	2	0	0	0	0	0	20633
	Approve Censor										
		Insufficient justification	5	0	0	0	0	0	0	0	5
Approve Special Auditor’s Report											
	No Stated Reason	100	0	0	0	0	0	0	0	100	
	Insufficient justification; Insufficient response to shareholder dissent	1	0	0	0	0	0	0	0	1	

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient response to shareholder dissent; Poor disclosure	7	0	0	0	0	0	0	7
	Board Size									
		No Stated Reason	31	0	0	0	0	0	0	31
	Board Spill									
		No Stated Reason	7	0	0	0	0	0	0	7
	Board Term Length									
		No Stated Reason	4	0	0	0	0	0	0	4
	Change in Board Size									
		No Stated Reason	3	0	0	0	0	0	0	3
	Director & Officer Liability/Indemnification									
		Amendment is not in best interests of shareholders	107	0	0	0	0	0	0	107
		Not in shareholders" best interests	27	0	0	0	0	0	0	27
		Not in shareholder interest	1	0	0	0	0	0	0	1
	Election of Alternate Statutory Auditor									
		No Stated Reason	33	0	0	0	0	0	0	33
	Election of Board Committee Members									
		No Stated Reason	156	0	0	0	0	0	0	156
		Audit committee chair not independent	9	0	0	0	0	0	0	9

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.	9	0	0	0	0	0	0	9
		Audit committee chair not independent; Beneficial owner on audit committee	1	0	0	0	0	0	0	1
		Insufficient audit committee independence	1	0	0	0	0	0	0	1
		Audit committee chair not independent; Board is not sufficiently independent	1	0	0	0	0	0	0	1
	Election of Board Member(s) During a Contested Election –									
		No Stated Reason	163	0	0	0	0	0	0	163
		Financial and/or operating underperformance; Corporate governance concerns	6	0	0	0	0	0	0	6
	Election of Directors									
		No Stated Reason	14630	0	0	0	0	0	0	14630
		Vote against ESG committee of tier 3 company, if the company does not report to SASB.	262	0	0	0	0	0	0	262

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against ESG committee of tier 3 company, if the company does not report to SASB.	14	0	0	0	0	0	0	14
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.	617	0	0	0	0	0	0	617
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against board chair at tier 3 company, if the company does not have GHG targets. Vote against ESG committee of tier 3 company, if the company does not report to SASB.	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 not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against board chair at tier 3 company, if the company does not have GHG targets. There is insufficient female representation on the board of directors.	1	0	0	0	0	0	0	1
			Board is not sufficiently independent	19	0	0	0	0	0	0	19
			Affiliate/Insider on audit committee; Board is not sufficiently independent	2	0	0	0	0	0	0	2
			Serves on too many boards	103	0	0	0	0	0	0	103
			Ongoing compensation concerns	39	0	0	0	0	0	0	39
			Multi-class share structure with unequal voting rights	26	0	0	0	0	0	0	26
			Vote against board chair at tier 3 company, if the company does not have GHG targets.	29	0	0	0	0	0	0	29

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against board chair of tier 1 and 2 companies, if the company does not have net zero targets.	1	0	0	0	0	0	0	1
		Vote against board chair of tier 1 and 2 companies, if the company does not have net zero targets.	6	0	0	0	0	0	0	6
		Less than 75% Attendance	9	0	0	0	0	0	0	9
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against board chair at tier 3 company, if the company does not have GHG targets. Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.	1	0	0	0	0	0	0	1

Issue Code	Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
			Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.	32	0	0	0	0	0	0	32
			Vote against board chair at tier 3 company, if the company does not have GHG targets. Vote against ESG committee of tier 3 company, if the company does not report to SASB.	1	0	0	0	0	0	0	1
			There is insufficient female representation on the board of directors. Vote against ESG committee of tier 3 company, if the company does not report to SASB.	20	0	0	0	0	0	0	20
			Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against board chair of tier 1 and 2 companies, if the company does not have net zero targets.	39	0	0	0	0	0	0	39
			Concerning pay practices	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
		Concerning pay practices; Less than 75% Attendance	2	0	0	0	0	0	0	2
		Concerning pay practices; Related party transactions disclosure concern	2	0	0	0	0	0	0	2
		Shareholder support not warranted	4	0	0	0	0	0	0	4
		There is insufficient female representation on the board of directors.	424	0	0	0	0	0	0	424
		Insufficient board gender diversity	13	0	0	0	0	0	0	13
		Affiliate/Insider on nominating/governance committee	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 Net Zero targets.	2	0	0	0	0	0	0	2
		Ongoing compensation concerns; Insufficient response to shareholder dissent; Poor documentation of key board and governance practices	1	0	0	0	0	0	0	1
		Performance/Experience concerns	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Ongoing compensation concerns; Insufficient response to shareholder dissent	43	0	0	0	0	0	0	43
		Ongoing compensation concerns; Insufficient response to shareholder dissent; Less than 75% Attendance	3	0	0	0	0	0	0	3
		Excessive director term length	1	0	0	0	0	0	0	1
		Board is not sufficiently independent; Board is not sufficiently independent	1	0	0	0	0	0	0	1
		No independent lead or presiding director	12	0	0	0	0	0	0	12
		Serves on too many boards; Serves on too many boards	7	0	0	0	0	0	0	7
		Other governance issue; Affiliate/Insider on nominating/governance committee	2	0	0	0	0	0	0	2
		Board is not sufficiently independent; Other governance issue	2	0	0	0	0	0	0	2
		Other governance issue	21	0	0	0	0	0	0	21

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient compensation committee independence requirement; Insufficient nominating committee independence requirement	1	0	0	0	0	0	0	1
		Board is not sufficiently independent; Responsible for lack of board independence	5	0	0	0	0	0	0	5
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. There is insufficient female representation on the board of directors.	32	0	0	0	0	0	0	32
		Insufficient gender diversity/no diversity policy	6	0	0	0	0	0	0	6
		Insufficient gender diversity/no diversity policy; Policy exemption of extensive strategic shareholdings due to established target and/or meeting minimum ROE requirements	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
			Audit committee chair not independent; Insufficient audit committee independence; Professional Services Relationship	1	0	0	0	0	0	0	1
			Other governance issue; Policy exemption of serving on too many boards due to executive role and/or role at group companies	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; Policy exemption of extensive strategic shareholdings due to established target and/or meeting minimum ROE requirements	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	1	0	0	0	0	0	0	1
			Board is not sufficiently independent; Other governance issue; Responsible for lack of board independence	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
			Poor disclosure regarding Russian operations; Insufficient gender diversity/no diversity policy	1	0	0	0	0	0	0	1
			Insufficient audit committee independence; Professional Services Relationship; Insufficient nominating committee independence requirement	1	0	0	0	0	0	0	1
			Insufficient audit committee independence	3	0	0	0	0	0	0	3
			There is insufficient female representation on the board of directors. Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.	8	0	0	0	0	0	0	8
			Related party transactions	4	0	0	0	0	0	0	4
			Extensive strategic shareholdings	2	0	0	0	0	0	0	2
			Professional Services Relationship	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
		Board is not sufficiently independent; Responsible for lack of board independence; Policy exemption of extensive strategic shareholdings due to established target and/or meeting minimum ROE requirements; Policy exemption of serving on too many boards due to executive role and/or role at group companies	1	0	0	0	0	0	0	1
		Board is not sufficiently independent; Professional Services Relationship	2	0	0	0	0	0	0	2
		Board is not sufficiently independent; Responsible for lack of board independence; Policy exemption of serving on too many boards due to executive role and/or role at group companies	1	0	0	0	0	0	0	1
		Poor disclosure regarding Russian operations; Policy exemption of extensive strategic shareholdings due to established target and/or meeting minimum ROE requirements	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient gender diversity/no diversity policy; Responsible for lack of board independence	1	0	0	0	0	0	0	1
		Responsible for lack of board independence	1	0	0	0	0	0	0	1
		Board is not sufficiently independent; Current interlocking directorship	1	0	0	0	0	0	0	1
		Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.	79	0	0	0	0	0	0	79
		Other compensation issues	3	0	0	0	0	0	0	3
		Potential overcommitment	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.	16	0	0	0	0	0	0	16
		Affiliate/Insider on audit committee	10	0	0	0	0	0	0	10

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		<p>Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.</p> <p>Vote against ESG committee of tier 3 company, if the company does not report to SASB.</p>	15	0	0	0	0	0	0	15
		<p>Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.</p> <p>Vote against ESG committee of tier 3 company, if the company does not report to SASB.</p> <p>Vote against board chair at tier 3 company, if the company does not have GHG targets.</p>	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. There is insufficient female representation on the board of directors. Vote against ESG committee of tier 3 company, if the company does not report to SASB.	6	0	0	0	0	0	0	6
		Did not implement SHP passed by a majority of unaffiliated shareholders	29	0	0	0	0	0	0	29
		Affiliate/Insider on compensation committee; Did not implement frequency of SOP approved by shareholders	13	0	0	0	0	0	0	13
		Did not implement frequency of SOP approved by shareholders; Insufficient response to shareholder dissent	26	0	0	0	0	0	0	26
		Adopted forum selection clause in past year w/o shareholder approval	43	0	0	0	0	0	0	43

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. There is insufficient female representation on the board of directors.	24	0	0	0	0	0	0	24
		Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues. There is insufficient female representation on the board of directors. Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.	9	0	0	0	0	0	0	9

Issue Code	Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
			<p>Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.</p> <p>Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.</p>	4	0	0	0	0	0	0	4
			<p>Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.</p> <p>Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.</p> <p>There is insufficient female representation on the board of directors.</p> <p>Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.</p> <p>Vote against board chair at tier 3 company, if the company does not have GHG targets.</p>	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; The nominee serves on the ESG committee of a tier 3 company and the company does not report to SASB.	2	0	0	0	0	0	0	2
		The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; The nominee serves on the ESG committee of a tier 3 company and the company does not report to SASB.; The ESG Policy will also evaluate whether companies have provided sufficient disclosure concerning their workforce diversity. In instances where these companies have not disclosed their full EEO-1 reports, the ESG Policy will vote against the nominating and governance chair.	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	1	0	0	0	0	0	0	1
		The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; The ESG Policy will also evaluate whether companies have provided sufficient disclosure concerning their workforce diversity. In instances where these companies have not disclosed their full EEO-1 reports, the ESG Policy will vote against the nominating and governance chair.	1	0	0	0	0	0	0	1
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.	4	0	0	0	0	0	0	4
		Vote against board chair at tier 1 and 2 companies, if the company reporting does not align with TCFD.	1	0	0	0	0	0	0	1

Issue Code	Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
			Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against board chair at tier 3 company, if the company does not have GHG targets.	31	0	0	0	0	0	0	31
			There is insufficient female representation on the board of directors. Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.	8	0	0	0	0	0	0	8
			Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.	8	0	0	0	0	0	0	8
			Director serves on excessive audit committees	1	0	0	0	0	0	0	1
			Board level diversity demographic information not fully disclosed; Multi-class share structure with unequal voting rights	4	0	0	0	0	0	0	4
			Proposal withdrawn	7	0	0	0	0	0	0	7

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.	37	0	0	0	0	0	0	37
		Vote against ESG committee of tier 3 company, if the company does not report to SASB. Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.	9	0	0	0	0	0	0	9
		Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. Vote against ESG committee of tier 3 company, if the company does not report to SASB. Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.	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; Insufficient board gender diversity	2	0	0	0	0	0	0	2
		Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.	2	0	0	0	0	0	0	2
		Beneficial owner on audit committee	2	0	0	0	0	0	0	2
		Board level diversity demographic information not fully disclosed	2	0	0	0	0	0	0	2
		CFO on board	13	0	0	0	0	0	0	13
		Vote against ESG committee of tier 3 company, if the company does not report to SASB. Vote against board chair at tier 3 company, if the company does not have GHG targets.	2	0	0	0	0	0	0	2

Issue Code	Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
			Related party transactions disclosure concern	1	0	0	0	0	0	0	1
			Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. Vote against board chair at tier 3 company, if the company does not have GHG targets.	3	0	0	0	0	0	0	3
			Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.	4	0	0	0	0	0	0	4
			Board is not sufficiently independent; CFO on board	1	0	0	0	0	0	0	1
			Shareholder proponent not disclosed	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
		<p>Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.</p> <p>Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.</p> <p>There is insufficient female representation on the board of directors.</p>	2	0	0	0	0	0	0	2
		<p>Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.</p> <p>Vote against board chair of tier 1 and 2 companies, if the company does not have net zero targets.</p> <p>There is insufficient female representation on the board of directors.</p>	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
		Affiliate/Insider on audit committee; Other governance issue; Did not implement SHP passed by a majority of unaffiliated shareholders; Multi-class share structure with unequal voting rights	8	0	0	0	0	0	0	8
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. There is insufficient female representation on the board of directors. Vote against ESG committee of tier 3 company, if the company does not report to SASB. Vote against board chair at tier 3 company, if the company does not have GHG targets.	1	0	0	0	0	0	0	1
		Affiliate/Insider on audit committee; Affiliate/Insider on compensation committee	13	0	0	0	0	0	0	13

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against board chair of tier 1 and 2 companies, if the company does not have net zero targets. Vote against board chair at tier 1 and 2 companies, if the company reporting does not align with TCFD.	1	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent	5	0	0	0	0	0	0	5
		Adopted forum selection clause in past year w/o shareholder approval; Multi-class share structure with unequal voting rights	1	0	0	0	0	0	0	1
		There is insufficient female representation on the board of directors. Vote against ESG committee of tier 3 company, if the company does not report to SASB. Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		There is insufficient female representation on the board of directors. Vote against members of the nomination or governance committee if the board tenure is excessive with insufficient new membership in the past 5 years.	6	0	0	0	0	0	0	6
		Cybersecurity concerns	36	0	0	0	0	0	0	36
		IPO governance concerns	3	0	0	0	0	0	0	3
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. There is insufficient female representation on the board of directors. Vote against ESG committee of tier 3 company, if the company does not report to SASB.	1	0	0	0	0	0	0	1
		Affiliate/Insider on compensation committee	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
		<p>Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.</p> <p>Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.</p> <p>There is insufficient female representation on the board of directors.</p> <p>Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.</p>	1	0	0	0	0	0	0	1
		<p>Adopted forum selection clause in past year w/o shareholder approval;</p> <p>Insufficient response to SHP passed by a majority</p>	4	0	0	0	0	0	0	4

Issue Code	Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
			Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.	2	0	0	0	0	0	0	2
		Election of Directors (Management Board)									
			No Stated Reason	33	0	0	0	0	0	0	33
		Election of Directors (Slate)									
			No Stated Reason	1	0	0	0	0	0	0	1
		Election of Non-Management Nominee									
			No Stated Reason	77	0	0	0	0	0	0	77
		Election of Non-Principal Members (Chairman, alternat									
			No Stated Reason	17	0	0	0	0	0	0	17
		Election of Shareholder or Institutional Investor Slate									
			No Stated Reason	7	0	0	0	0	0	0	7
		Election of Shareholder Representatives									
			No Stated Reason	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
		Vote against ESG committee of tier 3 company, if the company does not report to SASB.	1	0	0	0	0	0	0	1
		Alternate nominee preferred	1	0	0	0	0	0	0	1
	Election of Statutory Auditor Slate									
		No Stated Reason	4	0	0	0	0	0	0	4
		PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THIS RESOLUTION, 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, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN THANK YOU	0	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Comment:								
		PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THE BELOW RESOLUTIONS, ONLY 1 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 TO 008B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN THANK YOU	0	1	0	0	0	0	0	1
Election of Statutory Auditors										
		No Stated Reason	175	0	0	0	0	0	0	175
		Statutory auditor board is not sufficiently independent	24	0	0	0	0	0	0	24
		Statutory auditor board is not sufficiently independent; Less than 75% Attendance	1	0	0	0	0	0	0	1
		Beneficial owner on audit committee; Statutory auditor board is not sufficiently independent	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
Election of Supervisory Board										
		No Stated Reason	671	0	0	0	0	0	0	671
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.	6	0	0	0	0	0	0	6
		Vote against ESG committee of tier 3 company, if the company does not report to SASB. There is insufficient female representation on the board of directors.	1	0	0	0	0	0	0	1
		Affiliate/Insider on compensation committee	5	0	0	0	0	0	0	5
		Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee	3	0	0	0	0	0	0	3
		Affiliate/Insider on audit committee; Affiliate/Insider on compensation committee	1	0	0	0	0	0	0	1
		Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.	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
		Other governance issue	5	0	0	0	0	0	0	5
		Affiliate/Insider on audit committee; Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee	4	0	0	0	0	0	0	4
		Affiliate/Insider on audit committee; Excessive director term length	2	0	0	0	0	0	0	2
		Affiliate/Insider on compensation committee; Board is not sufficiently independent; Other governance issue; Affiliate/Insider on nominating/governance committee	1	0	0	0	0	0	0	1
		Affiliate/Insider on audit committee; Board is not sufficiently independent	1	0	0	0	0	0	0	1
		Vote against ESG committee of tier 3 company, if the company does not report to SASB.	25	0	0	0	0	0	0	25

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against ESG committee of tier 3 company, if the company does not report to SASB. Vote against board chair at tier 3 company, if the company does not have GHG targets.	2	0	0	0	0	0	0	2
		Serves on too many boards	12	0	0	0	0	0	0	12
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.	2	0	0	0	0	0	0	2
		Board level diversity demographic information not fully disclosed	1	0	0	0	0	0	0	1

Issue Code	Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
			Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.	1	0	0	0	0	0	0	1
		Election of the Chair of Statutory Auditors									
			No Stated Reason	2	0	0	0	0	0	0	2
		Misc. Management Proposal Regarding Board									
			No Stated Reason	1	0	0	0	0	0	0	1
			Granting unfettered discretion is unwise	1	0	0	0	0	0	0	1
		Post-Employment /Severance Agreements									
			No Stated Reason	7	0	0	0	0	0	0	7
		Ratification of Board Acts - Legal									
			No Stated Reason	1133	0	0	0	0	0	0	1133
			Ongoing investigations	27	0	0	0	0	0	0	27
			Board failed to act in interests of shareholders	22	0	0	0	0	0	0	22
			Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1
			Russian operations disclosure	1	0	0	0	0	0	0	1
			Oversight concerns	2	0	0	0	0	0	0	2
		Ratification of Co-Option of a Director									
			No Stated Reason	49	0	0	0	0	0	0	49

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.	1	0	0	0	0	0	0	1
			Vote against ESG committee of tier 3 company, if the company does not report to SASB.	1	0	0	0	0	0	0	1
		Ratification of Management Acts - Legal									
			No Stated Reason	529	0	0	0	0	0	0	529
			Ongoing investigations	23	0	0	0	0	0	0	23
		Related Party Transactions									
			No Stated Reason	21	0	0	0	0	0	0	21
		Removal/Resignation of Director									
			No Stated Reason	6	0	0	0	0	0	0	6
Capital Management				1855	0	0	0	0	0	0	1855
		Amendment to Authorized Common Stock									
			No Stated Reason	4	0	0	0	0	0	0	4
		Authority to Increase Capital in Case of Exchange Offers (Fr									
			No Stated Reason	13	0	0	0	0	0	0	13
		Authority to Increase Capital in Consideration for Contribut									
			No Stated Reason	54	0	0	0	0	0	0	54
			Potential dilution exceeds recommended threshold	1	0	0	0	0	0	0	1
		Authority to Issue Preferred Stock									

Issue Code	Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
			No Stated Reason	10	0	0	0	0	0	0	10
		Issuance of Repurchased Shares									
			No Stated Reason	7	0	0	0	0	0	0	7
		Issuance of Stock w/out Preemptive Rights									
			No Stated Reason	3	0	0	0	0	0	0	3
		Limit to Capital Increase									
			No Stated Reason	39	0	0	0	0	0	0	39
		Misc. Proposal Regarding Capital									
			No Stated Reason	6	0	0	0	0	0	0	6
		Reduction in Share Premium Account									
			No Stated Reason	3	0	0	0	0	0	0	3
		Reverse Stock Split									
			No Stated Reason	4	0	0	0	0	0	0	4
		Stock Split									
			No Stated Reason	1	0	0	0	0	0	0	1
		Use/Transfer of Reserves									
			No Stated Reason	8	0	0	0	0	0	0	8
Changes to Company Statutes				588	0	0	0	0	0	0	588
		Adoption of Advance Notice Requirement									
			No Stated Reason	5	0	0	0	0	0	0	5
		Adoption of New Articles									
			No Stated Reason	20	0	0	0	0	0	0	20

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Adoption of Shareholder Rights' Plan									
		No Stated Reason	2	0	0	0	0	0	0	2
		Overly burdensome on potential acquirer; Insufficient safeguards for shareholders	1	0	0	0	0	0	0	1
	Amend Articles, Constitution, Bylaws - Bundled									
		No Stated Reason	98	0	0	0	0	0	0	98
		Amendment is not in best interests of shareholders	2	0	0	0	0	0	0	2
	Amendment to Share Class Rights									
		No Stated Reason	1	0	0	0	0	0	0	1
	Amendment to Shareholder Rights' Plan									
		No Stated Reason	2	0	0	0	0	0	0	2
	Amendments to Articles (Technical)									
		No Stated Reason	72	0	0	0	0	0	0	72
	Amendments to Articles, Constitution, Bylaws									
		No Stated Reason	100	0	0	0	0	0	0	100
		Amendment is not in best interests of shareholders	7	0	0	0	0	0	0	7
		Shortened notice period could disenfranchise shareholders	7	0	0	0	0	0	0	7
	Amendments to Charter/Bylaw - Bundled									
		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
		Amendment is not in best interests of shareholders	6	0	0	0	0	0	0	6
	Approval of Exclusive Forum Provisions									
		Amendment is not in best interests of shareholders	2	0	0	0	0	0	0	2
	Authority to Set General Meeting Notice Period at 14 D									
		No Stated Reason	135	0	0	0	0	0	0	135
	Change in State of Incorporation									
		No Stated Reason	1	0	0	0	0	0	0	1
		Not in shareholders" best interests; Provides shareholders with uncertain benefits and additional risk	3	0	0	0	0	0	0	3
		Limits shareholder rights	1	0	0	0	0	0	0	1
	Company Name Change									
		No Stated Reason	3	0	0	0	0	0	0	3
	Elimination of Supermajority Requirement									
		No Stated Reason	61	0	0	0	0	0	0	61
	Misc. Article Amendments									
		No Stated Reason	10	0	0	0	0	0	0	10
	Misc. Proposal Regarding Antitakeover Devices									
		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

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	48	0	0	0	0	0	0	48
		Excessive overhang	1	0	0	0	0	0	0	1
	Adoption of Restricted Stock Plan									
		No Stated Reason	9	0	0	0	0	0	0	9
	Adoption of Short Term Incentive Plan									
		No Stated Reason	7	0	0	0	0	0	0	7
	Advisory Vote on Executive Compensation									
		No tie between compensation and sustainability.	210	0	0	0	0	0	0	210
		Pay for performance disconnect	30	0	0	0	0	0	0	30
		No Stated Reason	649	0	0	0	0	0	0	649
		Grants are excessive; Discretion related to adjusted metrics	3	0	0	0	0	0	0	3
		Concerning pay practices	9	0	0	0	0	0	0	9
		No tie between compensation and sustainability. The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.	40	0	0	0	0	0	0	40
		Insufficient response to shareholder dissent; Pay for performance disconnect	2	0	0	0	0	0	0	2

Issue Code	Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
			The compensation plan has no ties between compensation and sustainability.	2	0	0	0	0	0	0	2
			Failure to incentivize mitigation of material environmental risks. The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.	10	0	0	0	0	0	0	10
			Pay for performance disconnect; Grants are excessive	3	0	0	0	0	0	0	3
			Pay for performance disconnect; Concerning pay practices	12	0	0	0	0	0	0	12
			Concerning pay practices; Pay for performance disconnect	2	0	0	0	0	0	0	2
			Excessive termination package	3	0	0	0	0	0	0	3
			Pay for performance disconnect; Insufficient response to shareholder dissent	9	0	0	0	0	0	0	9
			Insufficient response to shareholder dissent	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
		Failure to incentivize mitigation of climate-related risks.	6	0	0	0	0	0	0	6
		Grants are excessive; Pay for performance disconnect	1	0	0	0	0	0	0	1
		Failure to incentivize mitigation of material environmental risks.	37	0	0	0	0	0	0	37
		Grants are excessive	19	0	0	0	0	0	0	19
		Insufficient response to shareholder dissent; Pay for performance disconnect; Poor overall design	1	0	0	0	0	0	0	1
		Discretion related to adjusted metrics	1	0	0	0	0	0	0	1
		Concerning pay practices; Poor compensation structure/performance conditions	1	0	0	0	0	0	0	1
		Poor overall design; Insufficient response to shareholder dissent	5	0	0	0	0	0	0	5
		Insufficient response to shareholder dissent; Concerning pay practices; Discretion related to adjusted metrics	1	0	0	0	0	0	0	1
Advisory Vote on Severance										
		No Stated Reason	6	0	0	0	0	0	0	6

Issue Code	Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
			Added excise tax gross-ups	1	0	0	0	0	0	0	1
		Amendment to Director Equity Compensation Plan									
			No Stated Reason	4	0	0	0	0	0	0	4
		Amendment to Employee Stock Purchase Plan									
			No Stated Reason	20	0	0	0	0	0	0	20
			Contains Evergreen Provisions	1	0	0	0	0	0	0	1
		Amendment to Equity Compensation Plan									
			No Stated Reason	169	0	0	0	0	0	0	169
			Cost of plan is excessive	5	0	0	0	0	0	0	5
			Plan allows for repricing; Contains Evergreen Provisions	9	0	0	0	0	0	0	9
			Excessive overhang	2	0	0	0	0	0	0	2
		Amendment to Restricted Stock Plan									
			No Stated Reason	19	0	0	0	0	0	0	19
			Excessively dilutive	3	0	0	0	0	0	0	3
		Amendment to Stock Option Plan									
			No Stated Reason	37	0	0	0	0	0	0	37
			Excessively dilutive	3	0	0	0	0	0	0	3
			Short vesting period	2	0	0	0	0	0	0	2
			Short vesting period; Excessively dilutive	1	0	0	0	0	0	0	1
			Potential for excessive payouts	4	0	0	0	0	0	0	4

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Amendment to Stock Purchase Plan	Increase is excessive	9	0	0	0	0	0	0	9
		No Stated Reason	3	0	0	0	0	0	0	3
	Bonus	No Stated Reason	21	0	0	0	0	0	0	21
		Bonuses for Retiring Directors (JP)								
	Capital Proposal to Implement Equity Compensat	Poor overall compensation disclosure; Excessive compensation	3	0	0	0	0	0	0	3
		No Stated Reason	87	0	0	0	0	0	0	87
		Potential dilution exceeds recommended threshold; Short vesting period	1	0	0	0	0	0	0	1
		Poor overall design; Short vesting period	1	0	0	0	0	0	0	1
		Short vesting period; Not linked to performance	2	0	0	0	0	0	0	2
		Short vesting period; Managed by interested parties	3	0	0	0	0	0	0	3
		Poor overall compensation disclosure	2	0	0	0	0	0	0	2
		Equity awards to major shareholder	4	0	0	0	0	0	0	4
		Short vesting period	7	0	0	0	0	0	0	7
		Short vesting period; Poor overall design	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Poor overall design; Poor overall compensation disclosure	1	0	0	0	0	0	0	1
	Directors' Fees									
		No Stated Reason	120	0	0	0	0	0	0	120
		Concerning pay practices	4	0	0	0	0	0	0	4
		Excessive compensation	2	0	0	0	0	0	0	2
		Non-executive participation linked to performance	1	0	0	0	0	0	0	1
	Directors' Stock Option Plan									
		No Stated Reason	1	0	0	0	0	0	0	1
	Employee Incentive Plan									
		No Stated Reason	1	0	0	0	0	0	0	1
	Misc. Proposal Regarding Compensation									
		No Stated Reason	41	0	0	0	0	0	0	41
		Share price hurdle; Equity awards to major shareholder	1	0	0	0	0	0	0	1
		Poor overall design; Compensation policy is not in best interests of shareholders	1	0	0	0	0	0	0	1
	Non-Executive Remuneration Policy (Forward-Looking)									
		No Stated Reason	381	0	0	0	0	0	0	381
		Excessive compensation	3	0	0	0	0	0	0	3
		Equity awards to major shareholder	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
		Concerning pay practices	4	0	0	0	0	0	0	4
		Insufficient response to shareholder dissent; NEDs may participate in executive plan	1	0	0	0	0	0	0	1
		Non-executive participation linked to performance	1	0	0	0	0	0	0	1
		Potential for excessive payouts	1	0	0	0	0	0	0	1
	Remuneration Policy (Forward-Looking)									
		No Stated Reason	263	0	0	0	0	0	0	263
		Compensation policy is not in best interests of shareholders; Potential for excessive payouts	2	0	0	0	0	0	0	2
		No tie between compensation and sustainability.	4	0	0	0	0	0	0	4
		Insufficient response to shareholder dissent; Poor overall compensation disclosure	2	0	0	0	0	0	0	2
		Insufficient response to shareholder dissent; Equity awards to major shareholder; Increase is excessive; Excessive compensation; Concerning pay practices	1	0	0	0	0	0	0	1
		Equity awards to major shareholder; Poor overall design	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design	5	0	0	0	0	0	0	5
		Insufficient response to shareholder dissent; Grants are excessive; Concerning pay practices	1	0	0	0	0	0	0	1
		Excessive compensation; Increase is excessive	14	0	0	0	0	0	0	14
		Poor overall compensation disclosure	2	0	0	0	0	0	0	2
		Equity awards to major shareholder	6	0	0	0	0	0	0	6
		Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design; Equity awards to major shareholder	7	0	0	0	0	0	0	7
		Insufficient response to shareholder dissent; Excessive compensation; Poor overall compensation disclosure; Poor overall design	7	0	0	0	0	0	0	7
		Increase is excessive; Poor overall design	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Increase is excessive; Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1
		Poor overall design	3	0	0	0	0	0	0	3
		Excessive compensation	2	0	0	0	0	0	0	2
		Insufficient response to shareholder dissent; Poor overall design	1	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Poor overall design; Equity awards to major shareholder	1	0	0	0	0	0	0	1
		Performance metrics are not disclosed; Rationale for pay mix rebalance	5	0	0	0	0	0	0	5
		Change to outstanding LTI grants	5	0	0	0	0	0	0	5
		Excessive termination package; Authority to Award Discretionary Bonus	1	0	0	0	0	0	0	1
		LTI not linked to performance; No individual LTI limits; Poor overall design	1	0	0	0	0	0	0	1
		Vesting below median; Termination agreements	3	0	0	0	0	0	0	3
		Increase is excessive	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
			Unexplained abolition of shareholding guidelines; Insufficient response to shareholder dissent; Poor LTIP structure/disclosure	2	0	0	0	0	0	0	2
			Compensation policy is not in best interests of shareholders	1	0	0	0	0	0	0	1
			Potential for excessive payouts	6	0	0	0	0	0	0	6
		Remuneration Report (Retrospective)									
			No Stated Reason	766	0	0	0	0	0	0	766
			No tie between compensation and sustainability.	36	0	0	0	0	0	0	36
			Inadequate remuneration consequences	1	0	0	0	0	0	0	1
			Single metric; Disclosure concerns	1	0	0	0	0	0	0	1
			The compensation plan has no ties between compensation and sustainability.	3	0	0	0	0	0	0	3
			Poor compensation structure/performance conditions; Discretion applied under the STIP	1	0	0	0	0	0	0	1
			Pay for performance disconnect; Grants are excessive	3	0	0	0	0	0	0	3
			Pay for performance disconnect	2	0	0	0	0	0	0	2
			Concerning pay practices	12	0	0	0	0	0	0	12

Issue Code	Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
			Pay for performance disconnect; Excessive compensation; Concerning pay practices	2	0	0	0	0	0	0	2
			Insufficient response to shareholder dissent; Poor overall design	1	0	0	0	0	0	0	1
			Insufficient response to shareholder dissent; Concerning pay practices	2	0	0	0	0	0	0	2
			Insufficient response to shareholder dissent; Poor overall compensation disclosure; Concerning pay practices	1	0	0	0	0	0	0	1
			Insufficient response to shareholder dissent; Equity awards to major shareholder; Increase is excessive	1	0	0	0	0	0	0	1
			Insufficient response to shareholder dissent; Excessive compensation; Equity awards to major shareholder	1	0	0	0	0	0	0	1
			Insufficient response to shareholder dissent; Pay for performance disconnect	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
			Equity awards to major shareholder; Pay for performance disconnect	1	0	0	0	0	0	0	1
			Pay for performance disconnect; Poor overall design	1	0	0	0	0	0	0	1
			Poor overall design; Poor overall compensation disclosure	2	0	0	0	0	0	0	2
			Poor overall compensation disclosure; Insufficient response to shareholder dissent; Poor overall design	1	0	0	0	0	0	0	1
			Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design	1	0	0	0	0	0	0	1
			Grants are excessive; Concerning pay practices; Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1
			Grants are excessive; Insufficient response to shareholder dissent	2	0	0	0	0	0	0	2
			Insufficient response to shareholder dissent	17	0	0	0	0	0	0	17
			Excessive compensation; Increase is excessive	7	0	0	0	0	0	0	7
			Excessive compensation	11	0	0	0	0	0	0	11

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Poor overall design; Insufficient response to shareholder dissent; Increase is excessive	3	0	0	0	0	0	0	3
		Insufficient response to shareholder dissent; Poor overall design; Increase is excessive	6	0	0	0	0	0	0	6
		Equity awards to major shareholder	5	0	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	0	7
		Excessive compensation; Poor compensation structure/performance conditions; Insufficient response to shareholder dissent; Poor overall compensation disclosure	7	0	0	0	0	0	0	7
		Discretionary awards; Increase is excessive; Insufficient response to shareholder dissent	2	0	0	0	0	0	0	2
		Increase is excessive	2	0	0	0	0	0	0	2
		Poor overall compensation disclosure; Increase is excessive	1	0	0	0	0	0	0	1
		Equity awards to major shareholder; Increase is excessive	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
			Excessive compensation; Pay for performance disconnect	2	0	0	0	0	0	0	2
			Poor overall design; Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1
			Insufficient response to shareholder dissent; Equity awards to major shareholder; Poor overall design	1	0	0	0	0	0	0	1
			Poor overall design	2	0	0	0	0	0	0	2
			Concerning pay practices; Poor overall compensation disclosure	3	0	0	0	0	0	0	3
			Concerning pay practices; Insufficient response to shareholder dissent	5	0	0	0	0	0	0	5
			Excessive termination package	5	0	0	0	0	0	0	5
			Insufficient response to shareholder dissent; Increase is excessive	7	0	0	0	0	0	0	7
			Insufficient response to shareholder dissent; Discretion related to adjusted metrics	1	0	0	0	0	0	0	1
			Disclosure of E&S metrics; Increase in opportunity	4	0	0	0	0	0	0	4
			Unchallenging targets; Timeline of pay disclosure	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Poor overall compensation disclosure	2	0	0	0	0	0	0	2
		LTI not linked to performance; Poor overall design	1	0	0	0	0	0	0	1
		Excessive termination payment	1	0	0	0	0	0	0	1
		Discretionary awards	6	0	0	0	0	0	0	6
		Insufficient response to shareholder dissent; Treatment of STI for departing CEO; Poor LTIP structure/disclosure	2	0	0	0	0	0	0	2
		Equity awards to major shareholder; Discretionary awards; Pay and stakeholder experience disconnect	4	0	0	0	0	0	0	4
		Insufficient response to shareholder dissent; Poor overall compensation disclosure	1	0	0	0	0	0	0	1
		Vesting below median; Unchallenging vesting conditions	2	0	0	0	0	0	0	2
		Potential for excessive payouts	1	0	0	0	0	0	0	1
		Significant base salary on appointment	2	0	0	0	0	0	0	2
Say When on Pay										
		No Stated Reason	37	0	0	0	0	0	0	37

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		An annual advisory vote on executive compensation is in the best interests of shareholders	3	0	0	0	0	0	0	3
	Statutory Auditors' Fees									
		No Stated Reason	19	0	0	0	0	0	0	19
	Stock Option Grants									
		No Stated Reason	74	0	0	0	0	0	0	74
		Inadequate remuneration consequences	1	0	0	0	0	0	0	1
		Grants are excessive	2	0	0	0	0	0	0	2
		Excessively dilutive	3	0	0	0	0	0	0	3
	Stock Option Plan									
		No Stated Reason	79	0	0	0	0	0	0	79
		Plan limit is excessive	1	0	0	0	0	0	0	1
		Potential equity awards to major shareholder	1	0	0	0	0	0	0	1
		Excessive compensation; Compensation policy is not in best interests of shareholders	1	0	0	0	0	0	0	1
		Potential for excessive payouts	1	0	0	0	0	0	0	1
	Stock Purchase Plan									
		No Stated Reason	206	0	0	0	0	0	0	206
		Potential dilution exceeds recommended threshold	2	0	0	0	0	0	0	2

Issue Code	Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
			No Stated Reason	15	0	0	0	0	0	0	15
			Not in shareholders' best interests	1	0	0	0	0	0	0	1
			Not in shareholders'' best interests	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				182	0	1	0	0	0	0	183
		Approval of Political Donation									
			No Stated Reason	115	0	0	0	0	0	0	115
			Failure to meet best practice during the past year	1	0	0	0	0	0	0	1
		Management Proposal on Say on Climate									
			This is a Say-On-Climate Proposal.	42	0	0	0	0	0	0	42
			No Stated Reason	8	0	0	0	0	0	0	8
			No disclosure concerning governance of vote	1	0	0	0	0	0	0	1
		Misc. Management Proposal									
			Not in shareholders'' best interests	3	0	0	0	0	0	0	3
			No Stated Reason	2	0	0	0	0	0	0	2
		Miscellaneous - Resident Status									
			No Stated Reason	0	0	1	0	0	0	0	1
		Renew Proportional Takeover Provisions									
			No Stated Reason	10	0	0	0	0	0	0	10

Issue Code	Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
			No Stated Reason	36	0	0	0	0	0	0	36
			In best interests of shareholders.	3	0	0	0	0	0	0	3
			Additional reporting would provide shareholders with assurance that Company funds were being spent in a manner that furthered its stated objectives	2	0	0	0	0	0	0	2
		SHP Regarding Environmental Report									
			In best interests of shareholders.	25	0	0	0	0	0	0	25
			No Stated Reason	41	0	0	0	0	0	0	41
			Disclosure concerning changes to or removal of targets could benefit shareholders	3	0	0	0	0	0	0	3
			Proposal withdrawn by proponent	1	0	0	0	0	0	0	1
		SHP Regarding Formation of Environmental/Social Commit									
			Enhanced oversight of environmental and social issues could benefit shareholders and mitigate attendant risks	36	0	0	0	0	0	0	36
			Anti-ESG proponent.	40	0	0	0	0	0	0	40
		SHP Regarding Misc. Energy/Environmental Issues									
			In best interests of shareholders.	1	0	0	0	0	0	0	1
			No Stated Reason	25	0	0	0	0	0	0	25
		SHP Regarding Misc. Environmental Issue									

Issue Code	Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
			In the best interests of shareholders	5	0	0	0	0	0	0	5
		SHP Regarding Phase out of Nuclear Power									
			Phasing out nuclear power could help to mitigate environmental and social risks	2	0	0	0	0	0	0	2
		SHP Regarding Report on Antibiotics in Animal Agricult									
			Adoption of this proposal could mitigate risks associated with the Company's use of antibiotics	8	0	0	0	0	0	0	8
			Adoption of this proposal could mitigate risks associated with the Company's use of antibiotics	1	0	0	0	0	0	0	1
		SHP Regarding Report/Action on Climate Change									
			Supporting this proposal is in the best interests of shareholders.	7	0	0	0	0	0	0	7
			No Stated Reason	35	0	0	0	0	0	0	35
			Anti-ESG proponent.	57	0	0	0	0	0	0	57
			In best interests of shareholders.	3	0	0	0	0	0	0	3
			Disclosure of financed emissions could allow shareholders to understand the Company's exposure to climate-related financing risks	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
			Additional disclosure on Just Transition planning would benefit shareholders and stakeholders	21	0	0	0	0	0	0	21
			Additional disclosure would allow shareholders to better understand how the Company is managing climate-related issues	2	0	0	0	0	0	0	2
		SHP Regarding Reporting and Reducing Greenhouse Gas Em									
			GHG reduction targets can help mitigate environmental impact and mitigate attendant risks	61	0	0	0	0	0	0	61
		SHP Regarding Sustainability or Environmental Reports									
			No Stated Reason	4	0	0	0	0	0	0	4
			Adoption could help to identify and mitigate potentially significant risks	1	0	0	0	0	0	0	1
			Additional disclosure of water risk management could benefit shareholders	1	0	0	0	0	0	0	1
SHP: Governance				620	0	0	0	0	0	0	620
		SHP Regarding Additional or Amended Shareholder Propos									
			Granting unfettered discretion is unwise	2	0	0	0	0	0	0	2
		SHP Regarding Board Composition									
			Anti-ESG proponent.	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
		No Stated Reason	7	0	0	0	0	0	0	7
	SHP Regarding Board Independence									
		No Stated Reason	1	0	0	0	0	0	0	1
	SHP Regarding Company Compliance with Corporate G									
		Adoption will promote better governance and enhanced shareholder rights	6	0	0	0	0	0	0	6
	SHP Regarding Directors' Roles in Corporate Strategy									
		Additional disclosure would provide shareholders with more insight into their director representatives	3	0	0	0	0	0	0	3
	SHP Regarding Election of Board Member(s) During a Co									
		Dissident nominees add relevant experience/expertise; In favor of dissident's plan	6	0	0	0	0	0	0	6
		Dissident nominee does not add relevant experience/expertise	1	0	0	0	0	0	0	1
		No Stated Reason	65	0	0	0	0	0	0	65
	SHP Regarding Election of Dissident Board Member(s)									
		No Stated Reason	7	0	0	0	0	0	0	7
		In the best interests of shareholders	1	0	0	0	0	0	0	1
	SHP Regarding Eliminating Supermajority Provisions									
		No Stated Reason	33	0	0	0	0	0	0	33

Issue Code	Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
			Supermajority vote requirements can impede shareholders' ability to approve ballot items that are in their interests	47	0	0	0	0	0	0	47
			Limited supermajority provisions do not infringe on shareholders rights	1	0	0	0	0	0	0	1
		SHP Regarding Facilitation of Shareholder Proposals									
			The shareholder proposal process is best facilitated through regulatory changes.	9	0	0	0	0	0	0	9
		SHP Regarding Improving in Disclosure									
			Additional disclosure would benefit shareholders	1	0	0	0	0	0	0	1
		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	99	0	0	0	0	0	0	99
			No Stated Reason	17	0	0	0	0	0	0	17
			Anti-ESG proponent.	15	0	0	0	0	0	0	15
		SHP Regarding Majority Vote for Election of Directors									

Issue Code	Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
			Adoption could promote board accountability and ensure responsiveness to shareholder concerns	43	0	0	0	0	0	0	43
			Proposal withdrawn by proponent	15	0	0	0	0	0	0	15
		SHP Regarding Misc. Auditor Issue									
			No Stated Reason	3	0	0	0	0	0	0	3
		SHP Regarding Misc. Board/Shareholder Rights Iss									
			Codifying board oversight of AI could provide clarity and promote accountability	13	0	0	0	0	0	0	13
			No Stated Reason	21	0	0	0	0	0	0	21
			Anti-ESG proponent.	3	0	0	0	0	0	0	3
			Adoption of this proposal may provide shareholders with more clarity concerning how different classes of shareholders have cast their votes	8	0	0	0	0	0	0	8
			Adding agenda items is an important role of a lead director	8	0	0	0	0	0	0	8
		SHP Regarding Misc. Capital Issue									
			Material valuation disconnect; Not unduly prescriptive	1	0	0	0	0	0	0	1
		SHP Regarding Misc. Issue									
			No Stated Reason	38	0	0	0	0	0	0	38

[illegible]

Issue Code	Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
			Adoption of proposal can help mitigate risks associated with drug pricing	21	0	0	0	0	0	0	21
		SHP Regarding Firearms									
			Anti-ESG proponent.	4	0	0	0	0	0	0	4
		SHP Regarding Human Capital Management									
			No Stated Reason	9	0	0	0	0	0	0	9
		SHP Regarding Military Contracts/Sales									
			Adoption of proposal could help to mitigate potential legal, regulatory, and reputational risks	20	0	0	0	0	0	0	20
		SHP Regarding Misc. Human Capital Management									
			Additional, independent scrutiny on the Company's working conditions is warranted	15	0	0	0	0	0	0	15
			Anti-ESG proponent.	108	0	0	0	0	0	0	108
			Additional reporting on diversity and inclusion is necessary for shareholders to understand how the Company is managing this issue	2	0	0	0	0	0	0	2
			No Stated Reason	39	0	0	0	0	0	0	39
			An independent review of safety could benefit shareholders and stakeholders	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
		Additional reporting will better allow shareholders to understand how issues of discrimination and harassment are being managed	2	0	0	0	0	0	0	2
		Additional disclosure would allow shareholders to understand the Company's diversity considerations	4	0	0	0	0	0	0	4
		Additional reporting could better allow shareholders to understand how issues of discrimination and harassment are being managed	4	0	0	0	0	0	0	4
		Enhanced disclosure would allow shareholders a better understanding of the Company's diversity considerations and initiatives	2	0	0	0	0	0	0	2
		In best interests of shareholders.	2	0	0	0	0	0	0	2
		Enhanced disclosure would allow shareholders a better understanding of how the issue of diversity was being managed and overseen	4	0	0	0	0	0	0	4

Issue Code	Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
			Additional disclosure would allow shareholders an understanding of the efficacy of the Company's policies and initiatives	3	0	0	0	0	0	0	3
			Additional reporting will better allow shareholders to understand how issues of discrimination and harassment are being managed; Failure to implement majority-supported proposal	4	0	0	0	0	0	0	4
		SHP Regarding Misc. Human/Political Rights Policie									
			Anti-ESG proponent.	22	0	0	0	0	0	0	22
		SHP Regarding Misc. Labor Issues/Policies									
			In the best interests of shareholders	11	0	0	0	0	0	0	11
		SHP Regarding Misc. Nuclear Issue									
			No Stated Reason	2	0	0	0	0	0	0	2
		SHP Regarding Misc. Social Issue									
			No Stated Reason	94	0	0	0	0	0	0	94
			Information concerning exposure to risks related to misinformation and disinformation could be decision-useful for shareholders	41	0	0	0	0	0	0	41
			Anti-ESG proponent.	102	0	0	0	0	0	0	102

Issue Code	Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
			Additional disclosure will better allow shareholders to understand the Company's use of AI and management of associated risks	13	0	0	0	0	0	0	13
			In best interests of shareholders.	16	0	0	0	0	0	0	16
			Requested reporting could benefit stakeholders	1	0	0	0	0	0	0	1
			Proposal withdrawn by proponent	6	0	0	0	0	0	0	6
			Adoption of proposal provide shareholders assurance that the Company is managing associated risks	8	0	0	0	0	0	0	8
		SHP Regarding Pregnancy/Abortion Issues									
			Favor studying/reporting pregnancy/abortion issues.	28	0	0	0	0	0	0	28
			Anti-ESG proponent.	13	0	0	0	0	0	0	13
		SHP Regarding Racial Equity Audit									
			No Stated Reason	17	0	0	0	0	0	0	17
		SHP Regarding Report on EEO									
			EEO-1 reports provide shareholders with standardized and comparable information concerning a company's workforce diversity	1	0	0	0	0	0	0	1

Issue Code	Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		SHP Regarding Reporting on Company's Compliance with I									
			Shareholder support not warranted	1	0	0	0	0	0	0	1
			No Stated Reason	40	0	0	0	0	0	0	40
			An independent review of human rights considerations in advertising could benefit shareholders	21	0	0	0	0	0	0	21
			An assessment of the Company's customer due diligence could benefit shareholders	15	0	0	0	0	0	0	15
			An independent assessment of freedom of association and collective bargaining policies is warranted	15	0	0	0	0	0	0	15
			Additional disclosure on the financial and operational risks associated with the use of Rekognition would benefit shareholders	15	0	0	0	0	0	0	15
			Anti-ESG proponent.	19	0	0	0	0	0	0	19
			In best interests of shareholders.	41	0	0	0	0	0	0	41
			Adoption of proposal could help shareholders better understand human capital risks	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
			Adoption could help mitigate human capital management-related risks	4	0	0	0	0	0	0	4
			Shareholders could benefit from more information on the efficacy of the human rights measures	8	0	0	0	0	0	0	8
			The requested review could help mitigate reputational and regulatory risks	5	0	0	0	0	0	0	5
			An independent assessment could help identify and mitigate potential risks	4	0	0	0	0	0	0	4
		SHP Regarding Reviewing Charitable Spending									
			Anti-ESG proponent.	28	0	0	0	0	0	0	28
			No Stated Reason	15	0	0	0	0	0	0	15
		SHP Regarding Reviewing Political Spending or Lobbying									
			No Stated Reason	121	0	0	0	0	0	0	121
			Increased disclosure would allow shareholders to more fully assess risks presented by the Company's political spending	17	0	0	0	0	0	0	17
			Increased disclosure would allow shareholders to more fully assess risks presented by the Company's indirect lobbying	20	0	0	0	0	0	0	20

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	44	0	0	0	0	0	0	44
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's political spending	1	0	0	0	0	0	0	1
		Anti-ESG proponent.	5	0	0	0	0	0	0	5
	SHP Regarding Tobacco/Alcohol									
		In the best interests of shareholders	4	0	0	0	0	0	0	4

Proposal Reasons – Votes Versus Glass Lewis

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories			30033	3339	0	0	1	0	33373
<i>Audit/Financials</i>			2557	847	0	0	0	0	3404
	Accounts and Reports (Bundled Issues)								
		No Stated Reason	90	0	0	0	0	0	90
	Allocation of Profits/Dividends								
		No Stated Reason	697	0	0	0	0	0	697
	Appointment of Auditor								
		No Stated Reason	432	0	0	0	0	0	432
		Excessive Auditor Tenure.	0	35	0	0	0	0	35
	Appointment of Auditor and Authority to Set Fees								

Issue Code	Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
			Excessive Auditor Tenure.	0	22	0	0	0	0	22
			No Stated Reason	41	0	0	0	0	0	41
		Appointment of Special Auditor								
			No Stated Reason	244	0	0	0	0	0	244
		Approval of Non-Financial Reports								
			No Stated Reason	37	0	0	0	0	0	37
		Authority to Set Auditor's Fees								
			No Stated Reason	147	0	0	0	0	0	147
		Bonus Dividend/Bonus Share Issue								
			No Stated Reason	13	0	0	0	0	0	13
		Financial Statements								
			No Stated Reason	520	0	0	0	0	0	520
		Ratification of Alternate Auditor								
			No Stated Reason	10	0	0	0	0	0	10
		Ratification of Auditor								
			No Stated Reason	310	6	0	0	0	0	316
			Excessive Auditor Tenure.	0	780	0	0	0	0	780
			The auditor's tenure is excessive.	0	4	0	0	0	0	4
		Stock Dividend/Dividend Reinvestment								
			No Stated Reason	16	0	0	0	0	0	16
Board Related				18959	1674	0	0	0	0	20633
		Approve Censor								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Approve Special Auditor’s Report	Insufficient justification	5	0	0	0	0	0	5
		No Stated Reason	100	0	0	0	0	0	100
		Insufficient justification; Insufficient response to shareholder dissent	1	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Poor disclosure	7	0	0	0	0	0	7
		Board Size							
	No Stated Reason	31	0	0	0	0	0	31	
	Board Spill								
	No Stated Reason	7	0	0	0	0	0	7	
	Board Term Length								
	No Stated Reason	4	0	0	0	0	0	4	
	Change in Board Size								
	No Stated Reason	3	0	0	0	0	0	3	
	Director & Officer Liability/Indemnification								
	Amendment is not in best interests of shareholders	107	0	0	0	0	0	107	
	Not in shareholders" best interests	27	0	0	0	0	0	27	
	Not in shareholder interest	1	0	0	0	0	0	1	
	Election of Alternate Statutory Auditor								
	No Stated Reason	33	0	0	0	0	0	33	

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Election of Board Committee Members								
		No Stated Reason	156	0	0	0	0	0	156
		Audit committee chair not independent	9	0	0	0	0	0	9
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.	8	1	0	0	0	0	9
		Audit committee chair not independent; Beneficial owner on audit committee	1	0	0	0	0	0	1
		Insufficient audit committee independence	1	0	0	0	0	0	1
		Audit committee chair not independent; Board is not sufficiently independent	1	0	0	0	0	0	1
	Election of Board Member(s) During a Contested Election –								
		No Stated Reason	91	72	0	0	0	0	163
		Financial and/or operating underperformance; Corporate governance concerns	6	0	0	0	0	0	6
	Election of Directors								
		No Stated Reason	14630	0	0	0	0	0	14630

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against ESG committee of tier 3 company, if the company does not report to SASB.	30	232	0	0	0	0	262
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against ESG committee of tier 3 company, if the company does not report to SASB.	0	14	0	0	0	0	14
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.	30	587	0	0	0	0	617
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against board chair at tier 3 company, if the company does not have GHG targets. Vote against ESG committee of tier 3 company, if the company does not report to SASB.	0	2	0	0	0	0	2

Issue Code	Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
				Glass Lewis	Against Glass Lewis					
			Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against board chair at tier 3 company, if the company does not have GHG targets. There is insufficient female representation on the board of directors.	0	1	0	0	0	0	1
			Board is not sufficiently independent	19	0	0	0	0	0	19
			Affiliate/Insider on audit committee; Board is not sufficiently independent	2	0	0	0	0	0	2
			Serves on too many boards	103	0	0	0	0	0	103
			Ongoing compensation concerns	39	0	0	0	0	0	39
			Multi-class share structure with unequal voting rights	26	0	0	0	0	0	26
			Vote against board chair at tier 3 company, if the company does not have GHG targets.	0	29	0	0	0	0	29

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against board chair of tier 1 and 2 companies, if the company does not have net zero targets.	0	1	0	0	0	0	1
		Vote against board chair of tier 1 and 2 companies, if the company does not have net zero targets.	0	6	0	0	0	0	6
		Less than 75% Attendance	9	0	0	0	0	0	9
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against board chair at tier 3 company, if the company does not have GHG targets. Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.	6	26	0	0	0	0	32
		Vote against board chair at tier 3 company, if the company does not have GHG targets. Vote against ESG committee of tier 3 company, if the company does not report to SASB.	0	1	0	0	0	0	1
		There is insufficient female representation on the board of directors. Vote against ESG committee of tier 3 company, if the company does not report to SASB.	6	14	0	0	0	0	20
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against board chair of tier 1 and 2 companies, if the company does not have net zero targets.	0	39	0	0	0	0	39
		Concerning pay practices	6	0	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		Concerning pay practices; Less than 75% Attendance	2	0	0	0	0	0	2
		Concerning pay practices; Related party transactions disclosure concern	2	0	0	0	0	0	2
		Shareholder support not warranted	4	0	0	0	0	0	4
		There is insufficient female representation on the board of directors.	37	387	0	0	0	0	424
		Insufficient board gender diversity	13	0	0	0	0	0	13
		Affiliate/Insider on nominating/governance committee	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 Net Zero targets.	0	2	0	0	0	0	2
		Ongoing compensation concerns; Insufficient response to shareholder dissent; Poor documentation of key board and governance practices	1	0	0	0	0	0	1
		Performance/Experience concerns	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
			Ongoing compensation concerns; Insufficient response to shareholder dissent	43	0	0	0	0	0	43
			Ongoing compensation concerns; Insufficient response to shareholder dissent; Less than 75% Attendance	3	0	0	0	0	0	3
			Excessive director term length	1	0	0	0	0	0	1
			Board is not sufficiently independent; Board is not sufficiently independent	1	0	0	0	0	0	1
			No independent lead or presiding director	12	0	0	0	0	0	12
			Serves on too many boards; Serves on too many boards	7	0	0	0	0	0	7
			Other governance issue; Affiliate/Insider on nominating/governance committee	2	0	0	0	0	0	2
			Board is not sufficiently independent; Other governance issue	2	0	0	0	0	0	2
			Other governance issue	21	0	0	0	0	0	21

Issue Code	Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
				Glass Lewis	Against Glass Lewis					
			Insufficient compensation committee independence requirement; Insufficient nominating committee independence requirement	1	0	0	0	0	0	1
			Board is not sufficiently independent; Responsible for lack of board independence	5	0	0	0	0	0	5
			Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. There is insufficient female representation on the board of directors.	17	15	0	0	0	0	32
			Insufficient gender diversity/no diversity policy	6	0	0	0	0	0	6
			Insufficient gender diversity/no diversity policy; Policy exemption of extensive strategic shareholdings due to established target and/or meeting minimum ROE requirements	3	0	0	0	0	0	3

Issue Code	Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
				Glass Lewis	Against Glass Lewis					
			Audit committee chair not independent; Insufficient audit committee independence; Professional Services Relationship	1	0	0	0	0	0	1
			Other governance issue; Policy exemption of serving on too many boards due to executive role and/or role at group companies	1	0	0	0	0	0	1
			Board is not sufficiently independent; Insufficient gender diversity/no diversity policy; Responsible for lack of board independence; Policy exemption of extensive strategic shareholdings due to established target and/or meeting minimum ROE requirements	1	0	0	0	0	0	1
			Board is not sufficiently independent; Insufficient gender diversity/no diversity policy; Responsible for lack of board independence	1	0	0	0	0	0	1
			Board is not sufficiently independent; Other governance issue; Responsible for lack of board independence	3	0	0	0	0	0	3

Issue Code	Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
				Glass Lewis	Against Glass Lewis					
			Poor disclosure regarding Russian operations; Insufficient gender diversity/no diversity policy	1	0	0	0	0	0	1
			Insufficient audit committee independence; Professional Services Relationship; Insufficient nominating committee independence requirement	1	0	0	0	0	0	1
			Insufficient audit committee independence	3	0	0	0	0	0	3
			There is insufficient female representation on the board of directors. Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.	0	8	0	0	0	0	8
			Related party transactions	4	0	0	0	0	0	4
			Extensive strategic shareholdings	2	0	0	0	0	0	2
			Professional Services Relationship	2	0	0	0	0	0	2

Issue Code	Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
				Glass Lewis	Against Glass Lewis					
			Board is not sufficiently independent; Responsible for lack of board independence; Policy exemption of extensive strategic shareholdings due to established target and/or meeting minimum ROE requirements; Policy exemption of serving on too many boards due to executive role and/or role at group companies	1	0	0	0	0	0	1
			Board is not sufficiently independent; Professional Services Relationship	2	0	0	0	0	0	2
			Board is not sufficiently independent; Responsible for lack of board independence; Policy exemption of serving on too many boards due to executive role and/or role at group companies	1	0	0	0	0	0	1
			Poor disclosure regarding Russian operations; Policy exemption of extensive strategic shareholdings due to established target and/or meeting minimum ROE requirements	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		Insufficient gender diversity/no diversity policy; Responsible for lack of board independence	1	0	0	0	0	0	1
		Responsible for lack of board independence	1	0	0	0	0	0	1
		Board is not sufficiently independent; Current interlocking directorship	1	0	0	0	0	0	1
		Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.	22	57	0	0	0	0	79
		Other compensation issues	3	0	0	0	0	0	3
		Potential overcommitment	1	0	0	0	0	0	1
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	16	0	0	0	0	16
		Affiliate/Insider on audit committee	10	0	0	0	0	0	10

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		<p>Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.</p> <p>Vote against ESG committee of tier 3 company, if the company does not report to SASB.</p>	5	10	0	0	0	0	15
		<p>Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.</p> <p>Vote against ESG committee of tier 3 company, if the company does not report to SASB.</p> <p>Vote against board chair at tier 3 company, if the company does not have GHG targets.</p>	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. There is insufficient female representation on the board of directors. Vote against ESG committee of tier 3 company, if the company does not report to SASB.	6	0	0	0	0	0	6
		Did not implement SHP passed by a majority of unaffiliated shareholders	29	0	0	0	0	0	29
		Affiliate/Insider on compensation committee; Did not implement frequency of SOP approved by shareholders	13	0	0	0	0	0	13
		Did not implement frequency of SOP approved by shareholders; Insufficient response to shareholder dissent	26	0	0	0	0	0	26
		Adopted forum selection clause in past year w/o shareholder approval	43	0	0	0	0	0	43

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. There is insufficient female representation on the board of directors.	14	10	0	0	0	0	24
		Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues. There is insufficient female representation on the board of directors. Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.	3	6	0	0	0	0	9

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		<p>Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.</p> <p>Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.</p>	2	2	0	0	0	0	4
		<p>Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.</p> <p>Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.</p> <p>There is insufficient female representation on the board of directors.</p> <p>Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.</p> <p>Vote against board chair at tier 3 company, if the company does not have GHG targets.</p>	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; The nominee serves on the ESG committee of a tier 3 company and the company does not report to SASB.	0	2	0	0	0	0	2
		The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; The nominee serves on the ESG committee of a tier 3 company and the company does not report to SASB.; The ESG Policy will also evaluate whether companies have provided sufficient disclosure concerning their workforce diversity. In instances where these companies have not disclosed their full EEO-1 reports, the ESG Policy will vote against the nominating and governance chair.	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	0	1	0	0	0	0	1
		The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; The ESG Policy will also evaluate whether companies have provided sufficient disclosure concerning their workforce diversity. In instances where these companies have not disclosed their full EEO-1 reports, the ESG Policy will vote against the nominating and governance chair.	1	0	0	0	0	0	1
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.	0	4	0	0	0	0	4
		Vote against board chair at tier 1 and 2 companies, if the company reporting does not align with TCFD.	0	1	0	0	0	0	1

Issue Code	Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
				Glass Lewis	Against Glass Lewis					
			Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against board chair at tier 3 company, if the company does not have GHG targets.	0	31	0	0	0	0	31
			There is insufficient female representation on the board of directors. Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.	7	1	0	0	0	0	8
			Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.	5	3	0	0	0	0	8
			Director serves on excessive audit committees	1	0	0	0	0	0	1
			Board level diversity demographic information not fully disclosed; Multi-class share structure with unequal voting rights	4	0	0	0	0	0	4
			Proposal withdrawn	7	0	0	0	0	0	7

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.	9	28	0	0	0	0	37
		Vote against ESG committee of tier 3 company, if the company does not report to SASB. Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.	3	6	0	0	0	0	9
		Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. Vote against ESG committee of tier 3 company, if the company does not report to SASB. Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.	2	1	0	0	0	0	3

Issue Code	Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
				Glass Lewis	Against Glass Lewis					
			Adopted forum selection clause in past year w/o shareholder approval; Insufficient board gender diversity	2	0	0	0	0	0	2
			Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues. There is insufficient female representation on the board of directors.	2	0	0	0	0	0	2
			Beneficial owner on audit committee	2	0	0	0	0	0	2
			Board level diversity demographic information not fully disclosed	2	0	0	0	0	0	2
			CFO on board	13	0	0	0	0	0	13
			Vote against ESG committee of tier 3 company, if the company does not report to SASB. Vote against board chair at tier 3 company, if the company does not have GHG targets.	2	0	0	0	0	0	2

Issue Code	Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
				Glass Lewis	Against Glass Lewis					
			Related party transactions disclosure concern	1	0	0	0	0	0	1
			Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. Vote against board chair at tier 3 company, if the company does not have GHG targets.	0	3	0	0	0	0	3
			Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.	4	0	0	0	0	0	4
			Board is not sufficiently independent; CFO on board	1	0	0	0	0	0	1
			Shareholder proponent not disclosed	2	0	0	0	0	0	2

Issue Code	Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
			<p>Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.</p> <p>Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.</p> <p>There is insufficient female representation on the board of directors.</p>	1	1	0	0	0	0	2
			<p>Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.</p> <p>Vote against board chair of tier 1 and 2 companies, if the company does not have net zero targets.</p> <p>There is insufficient female representation on the board of directors.</p>	1	2	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		Affiliate/Insider on audit committee; Other governance issue; Did not implement SHP passed by a majority of unaffiliated shareholders; Multi-class share structure with unequal voting rights	8	0	0	0	0	0	8
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. There is insufficient female representation on the board of directors. Vote against ESG committee of tier 3 company, if the company does not report to SASB. Vote against board chair at tier 3 company, if the company does not have GHG targets.	0	1	0	0	0	0	1
		Affiliate/Insider on audit committee; Affiliate/Insider on compensation committee	13	0	0	0	0	0	13

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		<p>Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.</p> <p>Vote against board chair of tier 1 and 2 companies, if the company does not have net zero targets.</p> <p>Vote against board chair at tier 1 and 2 companies, if the company reporting does not align with TCFD.</p>	0	1	0	0	0	0	1
		Insufficient response to shareholder dissent	5	0	0	0	0	0	5
		Adopted forum selection clause in past year w/o shareholder approval; Multi-class share structure with unequal voting rights	1	0	0	0	0	0	1
		<p>There is insufficient female representation on the board of directors.</p> <p>Vote against ESG committee of tier 3 company, if the company does not report to SASB.</p> <p>Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.</p>	1	0	0	0	0	0	1

Issue Code	Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
				Glass Lewis	Against Glass Lewis					
			There is insufficient female representation on the board of directors. Vote against members of the nomination or governance committee if the board tenure is excessive with insufficient new membership in the past 5 years.	4	2	0	0	0	0	6
			Cybersecurity concerns	36	0	0	0	0	0	36
			IPO governance concerns	3	0	0	0	0	0	3
			Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. There is insufficient female representation on the board of directors. Vote against ESG committee of tier 3 company, if the company does not report to SASB.	0	1	0	0	0	0	1
			Affiliate/Insider on compensation committee	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.							
		Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.							
		There is insufficient female representation on the board of directors.							
		Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.	1	0	0	0	0	0	1
		Adopted forum selection clause in past year w/o shareholder approval;							
		Insufficient response to SHP passed by a majority	4	0	0	0	0	0	4

Issue Code	Category	Issue Short Text	Rationale Reason	With	Against	Take No Action	Unvoted	N/A	Mixed	Total
				Glass Lewis	Glass Lewis					
			Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.	0	2	0	0	0	0	2
		Election of Directors (Management Board)								
			No Stated Reason	33	0	0	0	0	0	33
		Election of Directors (Slate)								
			No Stated Reason	1	0	0	0	0	0	1
		Election of Non-Management Nominee								
			No Stated Reason	77	0	0	0	0	0	77
		Election of Non-Principal Members (Chairman, alternat								
			No Stated Reason	17	0	0	0	0	0	17
		Election of Shareholder or Institutional Investor Slate								
			No Stated Reason	7	0	0	0	0	0	7
		Election of Shareholder Representatives								
			No Stated Reason	27	0	0	0	0	0	27

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against ESG committee of tier 3 company, if the company does not report to SASB.	0	1	0	0	0	0	1
		Alternate nominee preferred	1	0	0	0	0	0	1
	Election of Statutory Auditor Slate								
		No Stated Reason	4	0	0	0	0	0	4
		PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THIS RESOLUTION, 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, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN THANK YOU	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Comment:							
		PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THE BELOW RESOLUTIONS, ONLY 1 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 TO 008B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN THANK YOU	0	1	0	0	0	0	1
Election of Statutory Auditors									
		No Stated Reason	175	0	0	0	0	0	175
		Statutory auditor board is not sufficiently independent	24	0	0	0	0	0	24
		Statutory auditor board is not sufficiently independent; Less than 75% Attendance	1	0	0	0	0	0	1
		Beneficial owner on audit committee; Statutory auditor 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
Election of Supervisory Board										
			No Stated Reason	671	0	0	0	0	0	671
			Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.	1	5	0	0	0	0	6
			Vote against ESG committee of tier 3 company, if the company does not report to SASB. There is insufficient female representation on the board of directors.	1	0	0	0	0	0	1
			Affiliate/Insider on compensation committee	5	0	0	0	0	0	5
			Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee	3	0	0	0	0	0	3
			Affiliate/Insider on audit committee; Affiliate/Insider on compensation committee	1	0	0	0	0	0	1
			Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.	1	4	0	0	0	0	5

Issue Code	Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
				Glass Lewis	Against Glass Lewis					
			Other governance issue	5	0	0	0	0	0	5
			Affiliate/Insider on audit committee; Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee	4	0	0	0	0	0	4
			Affiliate/Insider on audit committee; Excessive director term length	2	0	0	0	0	0	2
			Affiliate/Insider on compensation committee; Board is not sufficiently independent; Other governance issue; Affiliate/Insider on nominating/governance committee	1	0	0	0	0	0	1
			Affiliate/Insider on audit committee; Board is not sufficiently independent	1	0	0	0	0	0	1
			Vote against ESG committee of tier 3 company, if the company does not report to SASB.	0	25	0	0	0	0	25

Issue Code	Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
				Glass Lewis	Against Glass Lewis					
			Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against ESG committee of tier 3 company, if the company does not report to SASB. Vote against board chair at tier 3 company, if the company does not have GHG targets.	0	2	0	0	0	0	2
			Serves on too many boards	12	0	0	0	0	0	12
			Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against members of the nomination or governance committee if the company have insufficient oversight of E&S issues.	0	2	0	0	0	0	2
			Board level diversity demographic information not fully disclosed	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.	0	1	0	0	0	0	1
	Election of the Chair of Statutory Auditors								
		No Stated Reason	2	0	0	0	0	0	2
	Misc. Management Proposal Regarding Board								
		No Stated Reason	1	0	0	0	0	0	1
		Granting unfettered discretion is unwise	1	0	0	0	0	0	1
	Post-Employment /Severance Agreements								
		No Stated Reason	7	0	0	0	0	0	7
	Ratification of Board Acts - Legal								
		No Stated Reason	1133	0	0	0	0	0	1133
		Ongoing investigations	27	0	0	0	0	0	27
		Board failed to act in interests of shareholders	22	0	0	0	0	0	22
		Insufficient response to shareholder dissent	1	0	0	0	0	0	1
		Russian operations disclosure	1	0	0	0	0	0	1
		Oversight concerns	2	0	0	0	0	0	2
	Ratification of Co-Option of a Director								
		No Stated Reason	49	0	0	0	0	0	49

Issue Code	Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
			There is insufficient female representation on the board of directors.	0	1	0	0	0	0	1
			Vote against ESG committee of tier 3 company, if the company does not report to SASB.	0	1	0	0	0	0	1
		Ratification of Management Acts - Legal								
			No Stated Reason	529	0	0	0	0	0	529
			Ongoing investigations	23	0	0	0	0	0	23
		Related Party Transactions								
			No Stated Reason	21	0	0	0	0	0	21
		Removal/Resignation of Director								
			No Stated Reason	6	0	0	0	0	0	6
Capital Management				1855	0	0	0	0	0	1855
		Amendment to Authorized Common Stock								
			No Stated Reason	4	0	0	0	0	0	4
		Authority to Increase Capital in Case of Exchange Offers (Fr								
			No Stated Reason	13	0	0	0	0	0	13
		Authority to Increase Capital in Consideration for Contribut								
			No Stated Reason	54	0	0	0	0	0	54
			Potential dilution exceeds recommended threshold	1	0	0	0	0	0	1
		Authority to Issue Preferred Stock								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Authority to Issue Shares and Convertible Debt w or w/o Pr	No Stated Reason	1	0	0	0	0	0	1
		No Stated Reason	37	0	0	0	0	0	37
		Excessively dilutive	2	0	0	0	0	0	2
	Authority to Issue Shares and Convertible Debt w/ Preempti	No Stated Reason	70	0	0	0	0	0	70
		No Stated Reason	137	0	0	0	0	0	137
		Potential dilution exceeds recommended threshold	2	0	0	0	0	0	2
	Authority to Issue Shares w/ Preemptive Rights	No Stated Reason	224	0	0	0	0	0	224
		Potential dilution exceeds recommended threshold	1	0	0	0	0	0	1
		No Stated Reason	331	0	0	0	0	0	331
	Authority to Issue Stock w/ or w/out Preemptive Rights	Not in shareholders" best interests	3	0	0	0	0	0	3
		Potential dilution exceeds recommended threshold	1	0	0	0	0	0	1
		No Stated Reason	30	0	0	0	0	0	30
	Authority to Repurchase and Re-Issue Shares								

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	216	0	0	0	0	0	216
		May be used as anti-takeover device; Insufficient response to shareholder dissent	1	0	0	0	0	0	1
		May be used as anti-takeover device	1	0	0	0	0	0	1
	Authority to Repurchase Preferred Shares								
		No Stated Reason	9	0	0	0	0	0	9
	Authority to Repurchase Shares								
		No Stated Reason	285	0	0	0	0	0	285
		Excessively dilutive	1	0	0	0	0	0	1
	Authority to Set Offering Price of Shares								
		No Stated Reason	15	0	0	0	0	0	15
	Authorize Overallotment/Greenshoe								
		No Stated Reason	47	0	0	0	0	0	47
		Potential dilution exceeds recommended threshold	1	0	0	0	0	0	1
	Cancellation of Authorized Stock								
		No Stated Reason	204	0	0	0	0	0	204
	Increase in Authorized Capital								
		No Stated Reason	76	0	0	0	0	0	76
	Increase in Authorized Common Stock								
		No Stated Reason	7	0	0	0	0	0	7
	Issuance of Convertible Debt Instruments								

Issue Code	Category	Issue Short Text	Rationale Reason	With		Against	Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
			No Stated Reason	10	0			0	0	0	0	10
		Issuance of Repurchased Shares										
			No Stated Reason	7	0			0	0	0	0	7
		Issuance of Stock w/out Preemptive Rights										
			No Stated Reason	3	0			0	0	0	0	3
		Limit to Capital Increase										
			No Stated Reason	39	0			0	0	0	0	39
		Misc. Proposal Regarding Capital										
			No Stated Reason	6	0			0	0	0	0	6
		Reduction in Share Premium Account										
			No Stated Reason	3	0			0	0	0	0	3
		Reverse Stock Split										
			No Stated Reason	4	0			0	0	0	0	4
		Stock Split										
			No Stated Reason	1	0			0	0	0	0	1
		Use/Transfer of Reserves										
			No Stated Reason	8	0			0	0	0	0	8
Changes to Company Statutes				588	0			0	0	0	0	588
		Adoption of Advance Notice Requirement										
			No Stated Reason	5	0			0	0	0	0	5
		Adoption of New Articles										
			No Stated Reason	20	0			0	0	0	0	20

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Adoption of Shareholder Rights' Plan								
		No Stated Reason	2	0	0	0	0	0	2
		Overly burdensome on potential acquirer; Insufficient safeguards for shareholders	1	0	0	0	0	0	1
	Amend Articles, Constitution, Bylaws - Bundled								
		No Stated Reason	98	0	0	0	0	0	98
		Amendment is not in best interests of shareholders	2	0	0	0	0	0	2
	Amendment to Share Class Rights								
		No Stated Reason	1	0	0	0	0	0	1
	Amendment to Shareholder Rights' Plan								
		No Stated Reason	2	0	0	0	0	0	2
	Amendments to Articles (Technical)								
		No Stated Reason	72	0	0	0	0	0	72
	Amendments to Articles, Constitution, Bylaws								
		No Stated Reason	100	0	0	0	0	0	100
		Amendment is not in best interests of shareholders	7	0	0	0	0	0	7
		Shortened notice period could disenfranchise shareholders	7	0	0	0	0	0	7
	Amendments to Charter/Bylaw - Bundled								
		No Stated Reason	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Amendment is not in best interests of shareholders	6	0	0	0	0	0	6
	Approval of Exclusive Forum Provisions								
		Amendment is not in best interests of shareholders	2	0	0	0	0	0	2
	Authority to Set General Meeting Notice Period at 14 D								
		No Stated Reason	135	0	0	0	0	0	135
	Change in State of Incorporation								
		No Stated Reason	1	0	0	0	0	0	1
		Not in shareholders'' best interests; Provides shareholders with uncertain benefits and additional risk	3	0	0	0	0	0	3
		Limits shareholder rights	1	0	0	0	0	0	1
	Company Name Change								
		No Stated Reason	3	0	0	0	0	0	3
	Elimination of Supermajority Requirement								
		No Stated Reason	61	0	0	0	0	0	61
	Misc. Article Amendments								
		No Stated Reason	10	0	0	0	0	0	10
	Misc. Proposal Regarding Antitakeover Devices								
		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

Issue Code	Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
				Glass Lewis	Against Glass Lewis					
		Reincorporation								
			No Stated Reason	1	0	0	0	0	0	1
		Repeal of Classified Board								
			No Stated Reason	16	0	0	0	0	0	16
		Restoration of Right to Call a Special Meeting								
			A 15% threshold for calling a special meeting is appropriate	6	0	0	0	0	0	6
			A 10% threshold for calling a special meeting is appropriate	8	0	0	0	0	0	8
			No Stated Reason	6	0	0	0	0	0	6
		Restoration of Written Consent								
			No Stated Reason	5	0	0	0	0	0	5
		Technical Amendments to Charter/Bylaw								
			No Stated Reason	2	0	0	0	0	0	2
		Waiving of Mandatory Takeover Requirement								
			No Stated Reason	2	0	0	0	0	0	2
Compensation				3635	293	0	0	0	0	3928
		Adoption of Director Equity Compensation Plan								
			No Stated Reason	5	0	0	0	0	0	5
		Adoption of Employee Stock Purchase Plan								
			No Stated Reason	19	0	0	0	0	0	19
		Adoption of Equity Compensation Plan								

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	48	0	0	0	0	0	48
		Excessive overhang	1	0	0	0	0	0	1
	Adoption of Restricted Stock Plan								
		No Stated Reason	9	0	0	0	0	0	9
	Adoption of Short Term Incentive Plan								
		No Stated Reason	7	0	0	0	0	0	7
	Advisory Vote on Executive Compensation								
		No tie between compensation and sustainability.	48	162	0	0	0	0	210
		Pay for performance disconnect	30	0	0	0	0	0	30
		No Stated Reason	643	6	0	0	0	0	649
		Grants are excessive; Discretion related to adjusted metrics	3	0	0	0	0	0	3
		Concerning pay practices	9	0	0	0	0	0	9
		No tie between compensation and sustainability. The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.	0	40	0	0	0	0	40
		Insufficient response to shareholder dissent; Pay for performance disconnect	2	0	0	0	0	0	2

Issue Code	Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
				Glass Lewis	Against Glass Lewis					
			The compensation plan has no ties between compensation and sustainability.	1	1	0	0	0	0	2
			Failure to incentivize mitigation of material environmental risks. The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.	0	10	0	0	0	0	10
			Pay for performance disconnect; Grants are excessive	3	0	0	0	0	0	3
			Pay for performance disconnect; Concerning pay practices	12	0	0	0	0	0	12
			Concerning pay practices; Pay for performance disconnect	2	0	0	0	0	0	2
			Excessive termination package	3	0	0	0	0	0	3
			Pay for performance disconnect; Insufficient response to shareholder dissent	9	0	0	0	0	0	9
			Insufficient response to shareholder dissent	8	0	0	0	0	0	8

Issue Code	Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
				Glass Lewis	Against Glass Lewis					
			Failure to incentivize mitigation of climate-related risks.	1	5	0	0	0	0	6
			Grants are excessive; Pay for performance disconnect	1	0	0	0	0	0	1
			Failure to incentivize mitigation of material environmental risks.	2	35	0	0	0	0	37
			Grants are excessive	19	0	0	0	0	0	19
			Insufficient response to shareholder dissent; Pay for performance disconnect; Poor overall design	1	0	0	0	0	0	1
			Discretion related to adjusted metrics	1	0	0	0	0	0	1
			Concerning pay practices; Poor compensation structure/performance conditions	1	0	0	0	0	0	1
			Poor overall design; Insufficient response to shareholder dissent	5	0	0	0	0	0	5
			Insufficient response to shareholder dissent; Concerning pay practices; Discretion related to adjusted metrics	1	0	0	0	0	0	1
Advisory Vote on Severance										
			No Stated Reason	6	0	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
	Amendment to Director Equity Compensation Plan	Added excise tax gross-ups	1	0	0	0	0	0	1
		No Stated Reason	4	0	0	0	0	0	4
	Amendment to Employee Stock Purchase Plan								
		No Stated Reason	20	0	0	0	0	0	20
		Contains Evergreen Provisions	1	0	0	0	0	0	1
	Amendment to Equity Compensation Plan								
		No Stated Reason	163	6	0	0	0	0	169
		Cost of plan is excessive	5	0	0	0	0	0	5
	Amendment to Restricted Stock Plan	Plan allows for repricing; Contains Evergreen Provisions	9	0	0	0	0	0	9
		Excessive overhang	2	0	0	0	0	0	2
	Amendment to Stock Option Plan	No Stated Reason	19	0	0	0	0	0	19
		Excessively dilutive	3	0	0	0	0	0	3
	Amendment to Stock Option Plan	No Stated Reason	37	0	0	0	0	0	37
		Excessively dilutive	3	0	0	0	0	0	3
		Short vesting period	2	0	0	0	0	0	2
	Amendment to Stock Option Plan	Short vesting period; Excessively dilutive	1	0	0	0	0	0	1
		Potential for excessive payouts	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
	Amendment to Stock Purchase Plan	Increase is excessive	9	0	0	0	0	0	9
		No Stated Reason	3	0	0	0	0	0	3
	Bonus	No Stated Reason	21	0	0	0	0	0	21
		Bonuses for Retiring Directors (JP)							
		Poor overall compensation disclosure; Excessive compensation	3	0	0	0	0	0	3
	Capital Proposal to Implement Equity Compensat	No Stated Reason	87	0	0	0	0	0	87
		Potential dilution exceeds recommended threshold; Short vesting period	1	0	0	0	0	0	1
		Poor overall design; Short vesting period	1	0	0	0	0	0	1
		Short vesting period; Not linked to performance	2	0	0	0	0	0	2
		Short vesting period; Managed by interested parties	3	0	0	0	0	0	3
		Poor overall compensation disclosure	2	0	0	0	0	0	2
		Equity awards to major shareholder	4	0	0	0	0	0	4
		Short vesting period	7	0	0	0	0	0	7
		Short vesting period; Poor overall design	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Poor overall design; Poor overall compensation disclosure	1	0	0	0	0	0	1
	Directors' Fees								
		No Stated Reason	120	0	0	0	0	0	120
		Concerning pay practices	4	0	0	0	0	0	4
		Excessive compensation	2	0	0	0	0	0	2
		Non-executive participation linked to performance	1	0	0	0	0	0	1
	Directors' Stock Option Plan								
		No Stated Reason	1	0	0	0	0	0	1
	Employee Incentive Plan								
		No Stated Reason	1	0	0	0	0	0	1
	Misc. Proposal Regarding Compensation								
		No Stated Reason	41	0	0	0	0	0	41
		Share price hurdle; Equity awards to major shareholder	1	0	0	0	0	0	1
		Poor overall design; Compensation policy is not in best interests of shareholders	1	0	0	0	0	0	1
	Non-Executive Remuneration Policy (Forward-Looking)								
		No Stated Reason	381	0	0	0	0	0	381
		Excessive compensation	3	0	0	0	0	0	3
		Equity awards to major shareholder	1	0	0	0	0	0	1

Issue Code	Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
				Glass Lewis	Against Glass Lewis					
			Concerning pay practices	4	0	0	0	0	0	4
			Insufficient response to shareholder dissent; NEDs may participate in executive plan	1	0	0	0	0	0	1
			Non-executive participation linked to performance	1	0	0	0	0	0	1
			Potential for excessive payouts	1	0	0	0	0	0	1
		Remuneration Policy (Forward-Looking)								
			No Stated Reason	263	0	0	0	0	0	263
			Compensation policy is not in best interests of shareholders; Potential for excessive payouts	2	0	0	0	0	0	2
			No tie between compensation and sustainability.	2	2	0	0	0	0	4
			Insufficient response to shareholder dissent; Poor overall compensation disclosure	2	0	0	0	0	0	2
			Insufficient response to shareholder dissent; Equity awards to major shareholder; Increase is excessive; Excessive compensation; Concerning pay practices	1	0	0	0	0	0	1
			Equity awards to major shareholder; Poor overall design	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design	5	0	0	0	0	0	5
		Insufficient response to shareholder dissent; Grants are excessive; Concerning pay practices	1	0	0	0	0	0	1
		Excessive compensation; Increase is excessive	14	0	0	0	0	0	14
		Poor overall compensation disclosure	2	0	0	0	0	0	2
		Equity awards to major shareholder	6	0	0	0	0	0	6
		Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design; Equity awards to major shareholder	7	0	0	0	0	0	7
		Insufficient response to shareholder dissent; Excessive compensation; Poor overall compensation disclosure; Poor overall design	7	0	0	0	0	0	7
		Increase is excessive; Poor overall design	1	0	0	0	0	0	1

Issue Code	Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
				Glass Lewis	Against Glass Lewis					
			Increase is excessive; Insufficient response to shareholder dissent	1	0	0	0	0	0	1
			Poor overall design	3	0	0	0	0	0	3
			Excessive compensation	2	0	0	0	0	0	2
			Insufficient response to shareholder dissent; Poor overall design	1	0	0	0	0	0	1
			Insufficient response to shareholder dissent; Poor overall design; Equity awards to major shareholder	1	0	0	0	0	0	1
			Performance metrics are not disclosed; Rationale for pay mix rebalance	5	0	0	0	0	0	5
			Change to outstanding LTI grants	5	0	0	0	0	0	5
			Excessive termination package; Authority to Award Discretionary Bonus	1	0	0	0	0	0	1
			LTI not linked to performance; No individual LTI limits; Poor overall design	1	0	0	0	0	0	1
			Vesting below median; Termination agreements	3	0	0	0	0	0	3
			Increase is excessive	15	0	0	0	0	0	15

Issue Code	Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
				Glass Lewis	Against Glass Lewis					
			Unexplained abolition of shareholding guidelines; Insufficient response to shareholder dissent; Poor LTIP structure/disclosure	2	0	0	0	0	0	2
			Compensation policy is not in best interests of shareholders	1	0	0	0	0	0	1
			Potential for excessive payouts	6	0	0	0	0	0	6
		Remuneration Report (Retrospective)								
			No Stated Reason	766	0	0	0	0	0	766
			No tie between compensation and sustainability.	13	23	0	0	0	0	36
			Inadequate remuneration consequences	1	0	0	0	0	0	1
			Single metric; Disclosure concerns	1	0	0	0	0	0	1
			The compensation plan has no ties between compensation and sustainability.	0	3	0	0	0	0	3
			Poor compensation structure/performance conditions; Discretion applied under the STIP	1	0	0	0	0	0	1
			Pay for performance disconnect; Grants are excessive	3	0	0	0	0	0	3
			Pay for performance disconnect	2	0	0	0	0	0	2
			Concerning pay practices	12	0	0	0	0	0	12

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

Issue Code	Category	Issue Short Text	Rationale	With		Glass Lewis	Against	Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
			Equity awards to major shareholder; Pay for performance disconnect			1		0	0	0	0	0	1
			Pay for performance disconnect; Poor overall design			1		0	0	0	0	0	1
			Poor overall design; Poor overall compensation disclosure			2		0	0	0	0	0	2
			Poor overall compensation disclosure; Insufficient response to shareholder dissent; Poor overall design			1		0	0	0	0	0	1
			Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design			1		0	0	0	0	0	1
			Grants are excessive; Concerning pay practices; Insufficient response to shareholder dissent			1		0	0	0	0	0	1
			Grants are excessive; Insufficient response to shareholder dissent			2		0	0	0	0	0	2
			Insufficient response to shareholder dissent			17		0	0	0	0	0	17
			Excessive compensation; Increase is excessive			7		0	0	0	0	0	7
			Excessive compensation			11		0	0	0	0	0	11

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		Poor overall design; Insufficient response to shareholder dissent; Increase is excessive	3	0	0	0	0	0	3
		Insufficient response to shareholder dissent; Poor overall design; Increase is excessive	6	0	0	0	0	0	6
		Equity awards to major shareholder	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
		Excessive compensation; Poor compensation structure/performance conditions; Insufficient response to shareholder dissent; Poor overall compensation disclosure	7	0	0	0	0	0	7
		Discretionary awards; Increase is excessive; Insufficient response to shareholder dissent	2	0	0	0	0	0	2
		Increase is excessive	2	0	0	0	0	0	2
		Poor overall compensation disclosure; Increase is excessive	1	0	0	0	0	0	1
		Equity awards to major shareholder; Increase is excessive	2	0	0	0	0	0	2

Issue Code	Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
				Glass Lewis	Against Glass Lewis					
			Excessive compensation; Pay for performance disconnect	2	0	0	0	0	0	2
			Poor overall design; Insufficient response to shareholder dissent	1	0	0	0	0	0	1
			Insufficient response to shareholder dissent; Equity awards to major shareholder; Poor overall design	1	0	0	0	0	0	1
			Poor overall design	2	0	0	0	0	0	2
			Concerning pay practices; Poor overall compensation disclosure	3	0	0	0	0	0	3
			Concerning pay practices; Insufficient response to shareholder dissent	5	0	0	0	0	0	5
			Excessive termination package	5	0	0	0	0	0	5
			Insufficient response to shareholder dissent; Increase is excessive	7	0	0	0	0	0	7
			Insufficient response to shareholder dissent; Discretion related to adjusted metrics	1	0	0	0	0	0	1
			Disclosure of E&S metrics; Increase in opportunity	4	0	0	0	0	0	4
			Unchallenging targets; Timeline of pay disclosure	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		Poor overall compensation disclosure	2	0	0	0	0	0	2
		LTI not linked to performance; Poor overall design	1	0	0	0	0	0	1
		Excessive termination payment	1	0	0	0	0	0	1
		Discretionary awards	6	0	0	0	0	0	6
		Insufficient response to shareholder dissent; Treatment of STI for departing CEO; Poor LTIP structure/disclosure	2	0	0	0	0	0	2
		Equity awards to major shareholder; Discretionary awards; Pay and stakeholder experience disconnect	4	0	0	0	0	0	4
		Insufficient response to shareholder dissent; Poor overall compensation disclosure	1	0	0	0	0	0	1
		Vesting below median; Unchallenging vesting conditions	2	0	0	0	0	0	2
		Potential for excessive payouts	1	0	0	0	0	0	1
		Significant base salary on appointment	2	0	0	0	0	0	2
Say When on Pay									
		No Stated Reason	37	0	0	0	0	0	37

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		An annual advisory vote on executive compensation is in the best interests of shareholders	3	0	0	0	0	0	3
	Statutory Auditors' Fees								
		No Stated Reason	19	0	0	0	0	0	19
	Stock Option Grants								
		No Stated Reason	74	0	0	0	0	0	74
		Inadequate remuneration consequences	1	0	0	0	0	0	1
		Grants are excessive	2	0	0	0	0	0	2
		Excessively dilutive	3	0	0	0	0	0	3
	Stock Option Plan								
		No Stated Reason	79	0	0	0	0	0	79
		Plan limit is excessive	1	0	0	0	0	0	1
		Potential equity awards to major shareholder	1	0	0	0	0	0	1
		Excessive compensation; Compensation policy is not in best interests of shareholders	1	0	0	0	0	0	1
		Potential for excessive payouts	1	0	0	0	0	0	1
	Stock Purchase Plan								
		No Stated Reason	206	0	0	0	0	0	206
		Potential dilution exceeds recommended threshold	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
		Supervisory Board/ Corp Assembly Fees								
			No Stated Reason	11	0	0	0	0	0	11
			Excessive compensation; Insufficient justification	2	0	0	0	0	0	2
			Insufficient response to shareholder dissent; NEDs may participate in executive plan	1	0	0	0	0	0	1
		Trust Type Equity Plans (JP)								
			No Stated Reason	5	0	0	0	0	0	5
M&A				36	0	0	0	0	0	36
		Divestiture/Spin-off								
			No Stated Reason	4	0	0	0	0	0	4
		Intra-company Contracts/Control Agreement								
			No Stated Reason	17	0	0	0	0	0	17
		Merger/Acquisition								
			No Stated Reason	13	0	0	0	0	0	13
		Restructuring/Capitalization								
			No Stated Reason	2	0	0	0	0	0	2
Meeting Administration				183	0	0	0	0	0	183
		Authorization of Legal Formalities								
			No Stated Reason	164	0	0	0	0	0	164
		Right to Adjourn Meeting								

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	15	0	0	0	0	0	15
			Not in shareholders' best interests	1	0	0	0	0	0	1
			Not in shareholders'' best interests	1	0	0	0	0	0	1
		Transact Other Business								
			Granting unfettered discretion is unwise	2	0	0	0	0	0	2
Other				172	10	0	0	1	0	183
		Approval of Political Donation								
			No Stated Reason	115	0	0	0	0	0	115
			Failure to meet best practice during the past year	1	0	0	0	0	0	1
		Management Proposal on Say on Climate								
			This is a Say-On-Climate Proposal.	32	10	0	0	0	0	42
			No Stated Reason	8	0	0	0	0	0	8
			No disclosure concerning governance of vote	1	0	0	0	0	0	1
		Misc. Management Proposal								
			Not in shareholders'' best interests	3	0	0	0	0	0	3
			No Stated Reason	2	0	0	0	0	0	2
		Miscellaneous - Resident Status								
			No Stated Reason	0	0	0	0	1	0	1
		Renew Proportional Takeover Provisions								
			No Stated Reason	10	0	0	0	0	0	10

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
<i>SHP: Compensation</i>			164	107	0	0	0	0	271
	SHP Recoupment of Unearned Bonuses (Clawback								
		Expanding the Company's clawback policy could protect shareholder interests	0	25	0	0	0	0	25
		Expanding the Company's clawback policy could protect shareholder interests	0	3	0	0	0	0	3
	SHP regarding Change/ Opposition to Director Compe								
		No Stated Reason	20	0	0	0	0	0	20
	SHP Regarding Golden Parachutes								
		Shareholders should be consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus	21	0	0	0	0	0	21
		No Stated Reason	64	6	0	0	0	0	70
	SHP Regarding Linking Executive Pay to Social Criteri								
		Anti-ESG proponent.	8	0	0	0	0	0	8
		Shareholders would benefit from the Company's consideration of environmental and social metrics to its compensation plan	0	6	0	0	0	0	6
	SHP regarding Misc. Compensation								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Misc. Compensation								
		No Stated Reason	34	0	0	0	0	0	34
		No Stated Reason	3	0	0	0	0	0	3
	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	0	58	0	0	0	0	58
	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	0	9	0	0	0	0	9
	SHP Regarding Restricting Executive Compensation								
		Could better align executive and shareholder interests	14	0	0	0	0	0	14
<i>SHP: Environment</i>			306	144	0	0	0	0	450
	Shareholder Proposal Regarding Say on Climate								
		This is a Say-On-Climate Proposal.	20	0	0	0	0	0	20
		No Stated Reason	0	3	0	0	0	0	3
	SHP Regarding Bioengineering / Nanotechnology Safety								
		In the best interests of shareholders	0	5	0	0	0	0	5
	SHP Regarding Climate Lobbying								

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	36	0	0	0	0	0	36
			In best interests of shareholders.	0	3	0	0	0	0	3
			Additional reporting would provide shareholders with assurance that Company funds were being spent in a manner that furthered its stated objectives	2	0	0	0	0	0	2
		SHP Regarding Environmental Report								
			In best interests of shareholders.	0	25	0	0	0	0	25
			No Stated Reason	41	0	0	0	0	0	41
			Disclosure concerning changes to or removal of targets could benefit shareholders	3	0	0	0	0	0	3
			Proposal withdrawn by proponent	1	0	0	0	0	0	1
		SHP Regarding Formation of Environmental/Social Commit								
			Enhanced oversight of environmental and social issues could benefit shareholders and mitigate attendant risks	2	34	0	0	0	0	36
			Anti-ESG proponent.	40	0	0	0	0	0	40
		SHP Regarding Misc. Energy/Environmental Issues								
			In best interests of shareholders.	0	1	0	0	0	0	1
			No Stated Reason	25	0	0	0	0	0	25
		SHP Regarding Misc. Environmental Issue								

Issue Code	Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
			In the best interests of shareholders	0	5	0	0	0	0	5
		SHP Regarding Phase out of Nuclear Power								
			Phasing out nuclear power could help to mitigate environmental and social risks	0	2	0	0	0	0	2
		SHP Regarding Report on Antibiotics in Animal Agricult								
			Adoption of this proposal could mitigate risks associated with the Company's use of antibiotics	0	8	0	0	0	0	8
			Adoption of this proposal could mitigate risks associated with the Company's use of antibiotics	0	1	0	0	0	0	1
		SHP Regarding Report/Action on Climate Change								
			Supporting this proposal is in the best interests of shareholders.	0	7	0	0	0	0	7
			No Stated Reason	35	0	0	0	0	0	35
			Anti-ESG proponent.	57	0	0	0	0	0	57
			In best interests of shareholders.	0	3	0	0	0	0	3
			Disclosure of financed emissions could allow shareholders to understand the Company's exposure to climate-related financing risks	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
			Additional disclosure on Just Transition planning would benefit shareholders and stakeholders	21	0	0	0	0	0	21
			Additional disclosure would allow shareholders to better understand how the Company is managing climate-related issues	2	0	0	0	0	0	2
		SHP Regarding Reporting and Reducing Greenhouse Gas Em								
			GHG reduction targets can help mitigate environmental impact and mitigate attendant risks	14	47	0	0	0	0	61
		SHP Regarding Sustainability or Environmental Reports								
			No Stated Reason	4	0	0	0	0	0	4
			Adoption could help to identify and mitigate potentially significant risks	1	0	0	0	0	0	1
			Additional disclosure of water risk management could benefit shareholders	1	0	0	0	0	0	1
SHP: Governance				554	66	0	0	0	0	620
		SHP Regarding Additional or Amended Shareholder Propos								
			Granting unfettered discretion is unwise	2	0	0	0	0	0	2
		SHP Regarding Board Composition								
			Anti-ESG proponent.	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
		No Stated Reason	7	0	0	0	0	0	7
	SHP Regarding Board Independence								
		No Stated Reason	1	0	0	0	0	0	1
	SHP Regarding Company Compliance with Corporate G								
		Adoption will promote better governance and enhanced shareholder rights	0	6	0	0	0	0	6
	SHP Regarding Directors' Roles in Corporate Strategy								
		Additional disclosure would provide shareholders with more insight into their director representatives	3	0	0	0	0	0	3
	SHP Regarding Election of Board Member(s) During a Co								
		Dissident nominees add relevant experience/expertise; In favor of dissident's plan	6	0	0	0	0	0	6
		Dissident nominee does not add relevant experience/expertise	1	0	0	0	0	0	1
		No Stated Reason	35	30	0	0	0	0	65
	SHP Regarding Election of Dissident Board Member(s)								
		No Stated Reason	7	0	0	0	0	0	7
		In the best interests of shareholders	1	0	0	0	0	0	1
	SHP Regarding Eliminating Supermajority Provisions								
		No Stated Reason	33	0	0	0	0	0	33

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Facilitation of Shareholder Proposals	Supermajority vote requirements can impede shareholders' ability to approve ballot items that are in their interests	47	0	0	0	0	0	47
		Limited supermajority provisions do not infringe on shareholders rights	1	0	0	0	0	0	1
	SHP Regarding Improving in Disclosure	The shareholder proposal process is best facilitated through regulatory changes.	0	9	0	0	0	0	9
	SHP Regarding Improving in Disclosure	Additional disclosure would benefit shareholders	1	0	0	0	0	0	1
	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		99	0	0	0	0	0	99	
No Stated Reason		17	0	0	0	0	0	17	
Anti-ESG proponent.		0	15	0	0	0	0	15	
SHP Regarding Majority Vote for Election of Directors									

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Adoption could promote board accountability and ensure responsiveness to shareholder concerns	43	0	0	0	0	0	43
		Proposal withdrawn by proponent	15	0	0	0	0	0	15
	SHP Regarding Misc. Auditor Issue								
		No Stated Reason	3	0	0	0	0	0	3
	SHP Regarding Misc. Board/Shareholder Rights Iss								
		Codifying board oversight of AI could provide clarity and promote accountability	13	0	0	0	0	0	13
		No Stated Reason	15	6	0	0	0	0	21
		Anti-ESG proponent.	3	0	0	0	0	0	3
		Adoption of this proposal may provide shareholders with more clarity concerning how different classes of shareholders have cast their votes	8	0	0	0	0	0	8
		Adding agenda items is an important role of a lead director	8	0	0	0	0	0	8
	SHP Regarding Misc. Capital Issue								
		Material valuation disconnect; Not unduly prescriptive	1	0	0	0	0	0	1
	SHP Regarding Misc. Issue								
		No Stated Reason	38	0	0	0	0	0	38

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	2	0	0	0	0	0	2
	SHP Regarding the Declassification of the Board								
		The annual election of directors provides maximum accountability of directors to shareholders	7	0	0	0	0	0	7
	SHP Regarding Trained, Qualified Directors on Environ								
		No Stated Reason	6	0	0	0	0	0	6
<i>SHP: Misc</i>			109	6	0	0	0	0	115
	SHP Regarding Repeal of Bylaw Amendments								
		In favor of dissident's plan	1	0	0	0	0	0	1
		No Stated Reason	7	6	0	0	0	0	13
	SHP: Misc. Issues								
		Anti-ESG proponent.	63	0	0	0	0	0	63
		No Stated Reason	31	0	0	0	0	0	31
		Additional disclosure could help mitigate regulatory and reputational risks	7	0	0	0	0	0	7
<i>SHP: Social</i>			915	192	0	0	0	0	1107
	SHP Regarding Animal Welfare								
		In the best interests of shareholders	0	36	0	0	0	0	36
	SHP Regarding Drug Pricing/Distribution								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Adoption of proposal can help mitigate risks associated with drug pricing	0	21	0	0	0	0	21
	SHP Regarding Firearms								
		Anti-ESG proponent.	4	0	0	0	0	0	4
	SHP Regarding Human Capital Management								
		No Stated Reason	0	9	0	0	0	0	9
	SHP Regarding Military Contracts/Sales								
		Adoption of proposal could help to mitigate potential legal, regulatory, and reputational risks	20	0	0	0	0	0	20
	SHP Regarding Misc. Human Capital Management								
		Additional, independent scrutiny on the Company's working conditions is warranted	15	0	0	0	0	0	15
		Anti-ESG proponent.	108	0	0	0	0	0	108
		Additional reporting on diversity and inclusion is necessary for shareholders to understand how the Company is managing this issue	2	0	0	0	0	0	2
		No Stated Reason	33	6	0	0	0	0	39
		An independent review of safety could benefit shareholders and stakeholders	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
		Additional reporting will better allow shareholders to understand how issues of discrimination and harassment are being managed	2	0	0	0	0	0	2
		Additional disclosure would allow shareholders to understand the Company's diversity considerations	4	0	0	0	0	0	4
		Additional reporting could better allow shareholders to understand how issues of discrimination and harassment are being managed	4	0	0	0	0	0	4
		Enhanced disclosure would allow shareholders a better understanding of the Company's diversity considerations and initiatives	2	0	0	0	0	0	2
		In best interests of shareholders.	0	2	0	0	0	0	2
		Enhanced disclosure would allow shareholders a better understanding of how the issue of diversity was being managed and overseen	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
		Additional disclosure would allow shareholders an understanding of the efficacy of the Company's policies and initiatives	3	0	0	0	0	0	3
		Additional reporting will better allow shareholders to understand how issues of discrimination and harassment are being managed; Failure to implement majority-supported proposal	4	0	0	0	0	0	4
	SHP Regarding Misc. Human/Political Rights Policie								
		Anti-ESG proponent.	22	0	0	0	0	0	22
	SHP Regarding Misc. Labor Issues/Policies								
		In the best interests of shareholders	0	11	0	0	0	0	11
	SHP Regarding Misc. Nuclear Issue								
		No Stated Reason	2	0	0	0	0	0	2
	SHP Regarding Misc. Social Issue								
		No Stated Reason	94	0	0	0	0	0	94
		Information concerning exposure to risks related to misinformation and disinformation could be decision-useful for shareholders	41	0	0	0	0	0	41
		Anti-ESG proponent.	82	20	0	0	0	0	102

Issue Code	Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
			Additional disclosure will better allow shareholders to understand the Company's use of AI and management of associated risks	13	0	0	0	0	0	13
			In best interests of shareholders.	0	16	0	0	0	0	16
			Requested reporting could benefit stakeholders	1	0	0	0	0	0	1
			Proposal withdrawn by proponent	6	0	0	0	0	0	6
			Adoption of proposal provide shareholders assurance that the Company is managing associated risks	8	0	0	0	0	0	8
		SHP Regarding Pregnancy/Abortion Issues								
			Favor studying/reporting pregnancy/abortion issues.	13	15	0	0	0	0	28
			Anti-ESG proponent.	13	0	0	0	0	0	13
		SHP Regarding Racial Equity Audit								
			No Stated Reason	17	0	0	0	0	0	17
		SHP Regarding Report on EEO								
			EEO-1 reports provide shareholders with standardized and comparable information concerning a company's workforce diversity	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Reporting on Company's Compliance with I								
		Shareholder support not warranted	1	0	0	0	0	0	1
		No Stated Reason	40	0	0	0	0	0	40
		An independent review of human rights considerations in advertising could benefit shareholders	21	0	0	0	0	0	21
		An assessment of the Company's customer due diligence could benefit shareholders	15	0	0	0	0	0	15
		An independent assessment of freedom of association and collective bargaining policies is warranted	15	0	0	0	0	0	15
		Additional disclosure on the financial and operational risks associated with the use of Rekognition would benefit shareholders	15	0	0	0	0	0	15
		Anti-ESG proponent.	19	0	0	0	0	0	19
		In best interests of shareholders.	0	41	0	0	0	0	41
		Adoption of proposal could help shareholders better understand human capital risks	3	0	0	0	0	0	3

Issue Code	Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
			Adoption could help mitigate human capital management-related risks	4	0	0	0	0	0	4
			Shareholders could benefit from more information on the efficacy of the human rights measures	8	0	0	0	0	0	8
			The requested review could help mitigate reputational and regulatory risks	5	0	0	0	0	0	5
			An independent assessment could help identify and mitigate potential risks	4	0	0	0	0	0	4
		SHP Regarding Reviewing Charitable Spending								
			Anti-ESG proponent.	28	0	0	0	0	0	28
			No Stated Reason	9	6	0	0	0	0	15
		SHP Regarding Reviewing Political Spending or Lobbying								
			No Stated Reason	115	6	0	0	0	0	121
			Increased disclosure would allow shareholders to more fully assess risks presented by the Company's political spending	17	0	0	0	0	0	17
			Increased disclosure would allow shareholders to more fully assess risks presented by the Company's indirect lobbying	20	0	0	0	0	0	20

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities	44	0	0	0	0	0	44
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's political spending	1	0	0	0	0	0	1
		Anti-ESG proponent.	5	0	0	0	0	0	5
	SHP Regarding Tobacco/Alcohol								
		In the best interests of shareholders	1	3	0	0	0	0	4

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