

MASTERINVEST

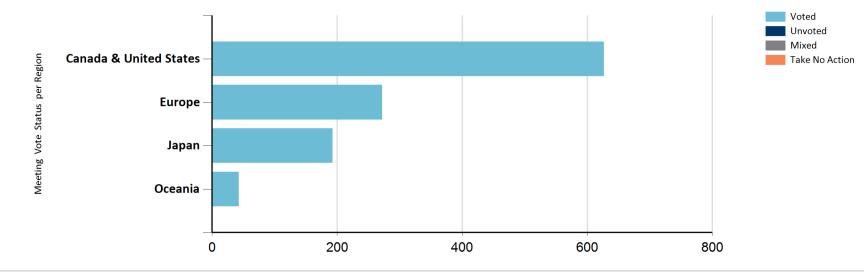
Statistik zur Stimmrechtsausübung Im Zeitraum von 01.01.2024 – 31.12.2024 Statistics on the exercise of voting rights In the period from Januar 01, 2024 until December 31, 2024

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

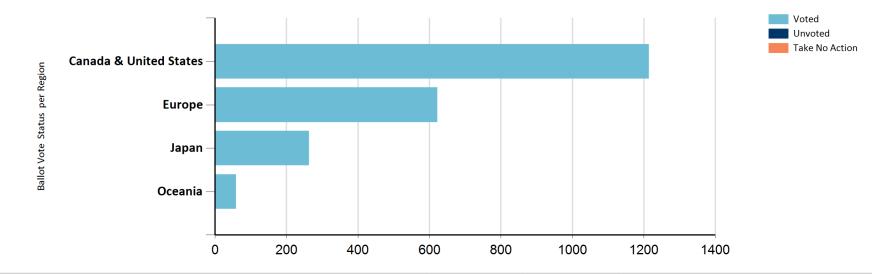
Australia

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	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

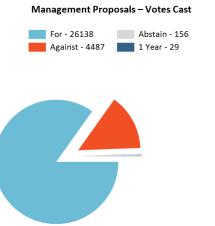
Australia

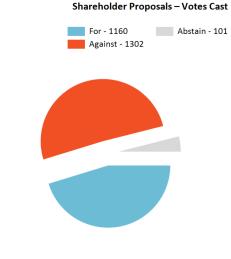
Proposal Statistics Report

MASTERINVEST Kapitalanlage GmbH

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

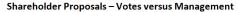
	Mgmt Proposals	SHP Proposals	Total Proposals	
For	26138	1160	27298	
Against	4487	1302	5789	
Abstain	156	101	257	
1 Year	29	0	29	
2 Years	0	0	0	
3 Years	0	0	0	
Mixed	0	0	0	
Take No Action	0	0	0	
Unvoted	0	0	0	
Totals	30810	2563	33373	

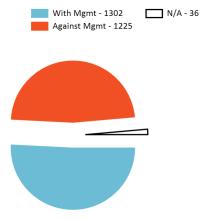




	Mgmt Proposals	SHP Proposals	Total Proposals
With Management	26217	1302	27519
Against Management	4569	1225	5794
N/A	24	36	60
Mixed	0	0	0
Take No Action	0	0	0
Unvoted	0	0	0
Totals	30810	2563	33373







	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	Management Proposals - Votes versus Policy	Shareholder Proposals - Votes versus Policy
Unvoted	0	0	0	With Policy 30807 Manual 1	Mitch Deltas 2562
Totals	30810	2563	33373	With Policy 30807 Manual 1 Against Policy 2	With Policy 2563
	Mgmt Proposals	SHP Proposals	Total Proposals	Management Proposals - Votes versus Glass Lewis	Shareholder Proposals - Votes versus Glass Lewis
With Glass Lewis	27985	2048	30033		
Against Glass Lewis	2824	515	3339	With GL 27985 N/A 1 Against GL 2824	With GL 2048 Against GL 515
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

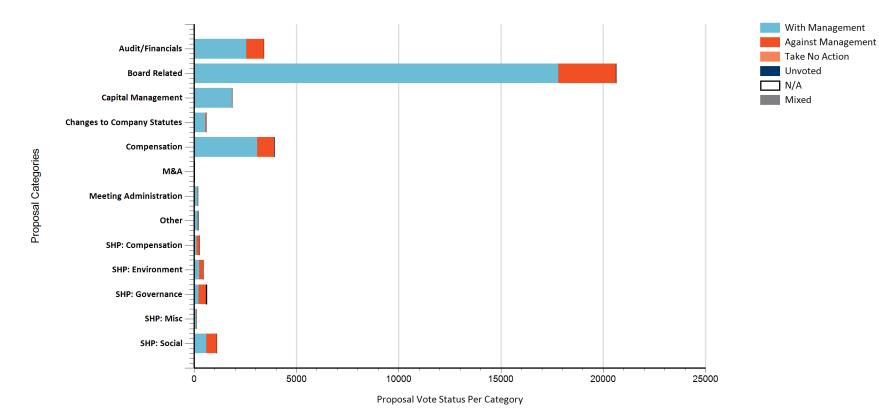
MASTERINVEST Kapitalanlage GmbH

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

Proposal Categories - All Votes

Proposal Category				Take No						
Туре	For	Against	Abstain	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

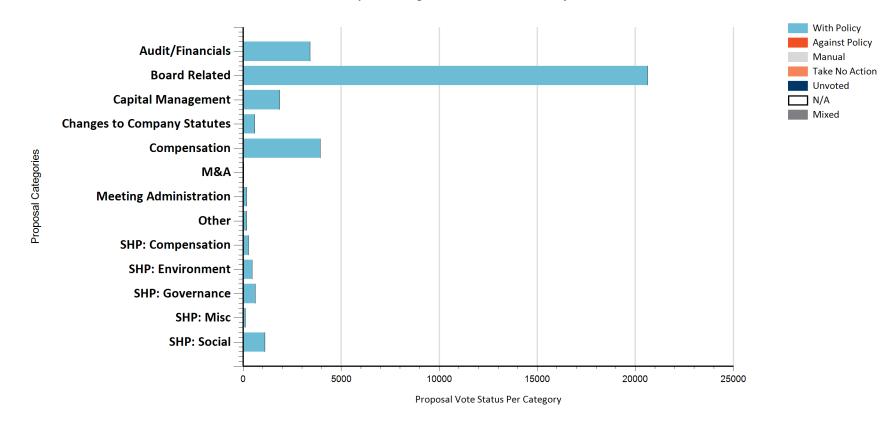


Proposal Categories - Votes versus Management

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

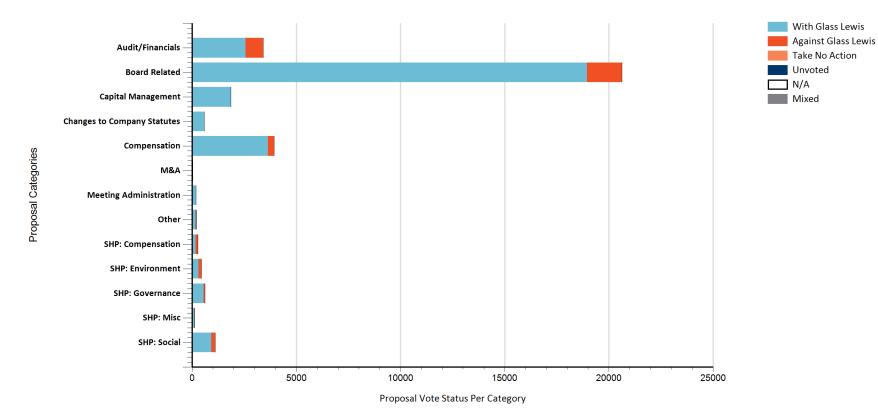
Proposal Categories - Votes versus Policy



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

Proposal Type Report

MASTERINVEST Kapitalanlage GmbH

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

Proposal Types - All Votes

Issue Code Category	Issue Short Text	For	Against		Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
issue coue category	issue short text	FUI	Agailist	Abstaill	Action	Unvoleu	wiixeu	Tieai	2 16015	5 Tears	TOLAT
Total for all categories		27298	5789	257	0	0	0	29	0	0	33373
Audit/Financials		2557	841	6	0	0	0	0	0	0	3398
	Accounts and Reports (Bundled Issues)	90	0	0	0	0	0	0	0	0	90
	Allocation of Profits/Dividends	697	0	0	0	0	0	0	0	0	697
	Appointment of Auditor	432	35	0	0	0	0	0	0	0	467
	Appointment of Auditor and Authority to Set Fees	41	22	0	0	0	0	0	0	0	63
	Appointment of Special Auditor	244	0	0	0	0	0	0	0	0	244
	Approval of Non-Financial Reports	37	0	0	0	0	0	0	0	0	37
	Authority to Set Auditor's Fees	147	0	0	0	0	0	0	0	0	147
	Bonus Dividend/Bonus Share Issue	13	0	0	0	0	0	0	0	0	13
	Financial Statements	520	0	0	0	0	0	0	0	0	520
	Ratification of Alternate Auditor	10	0	0	0	0	0	0	0	0	10
	Ratification of Auditor	310	784	6	0	0	0	0	0	0	1100
	Stock Dividend/Dividend Reinvestment	16	0	0	0	0	0	0	0	0	16
Board Related		17735	2769	129	0	0	0	0	0	0	20504
	Approve Censor	0	5	0	0	0	0	0	0	0	5
	Approve Special Auditor's Report	100	8	0	0	0	0	0	0	0	108
	Board Size	31	0	0	0	0	0	0	0	0	31

					Take No						
Issue Code Category	Issue Short Text	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

					Take No						
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Ratification of Management Acts - Legal	529	0	23	0	0	0	0	0	0	552
	Related Party Transactions	21	0	0	0	0	0	0	0	0	21
	Removal/Resignation of Director	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	4	0	0	0	0	0	0	0	0	4
	Authority to Increase Capital in Case of Exchange Offers (France)	13	0	0	0	0	0	0	0	0	13
	Authority to Increase Capital in Consideration for Contributions in Kind (Fr	54	1	0	0	0	0	0	0	0	55
	Authority to Issue Preferred Stock	1	0	0	0	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	0	0	0	39
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	70	0	0	0	0	0	0	0	0	70
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	137	2	0	0	0	0	0	0	0	139
	Authority to Issue Shares w/ Preemptive Rights	224	1	0	0	0	0	0	0	0	225
	Authority to Issue Shares w/o Preemptive Rights	331	4	0	0	0	0	0	0	0	335
	Authority to Issue Stock w/ or w/out Preemptive Rights	30	0	0	0	0	0	0	0	0	30
	Authority to Repurchase and Re-Issue Shares	216	2	0	0	0	0	0	0	0	218
	Authority to Repurchase Preferred Shares	9	0	0	0	0	0	0	0	0	9
	Authority to Repurchase Shares	285	1	0	0	0	0	0	0	0	286
	Authority to Set Offering Price of Shares	15	0	0	0	0	0	0	0	0	15
	Authorize Overallotment/Greenshoe	47	1	0	0	0	0	0	0	0	48
	Cancellation of Authorized Stock	204	0	0	0	0	0	0	0	0	204
	Increase in Authorized Capital	76	0	0	0	0	0	0	0	0	76
	Increase in Authorized Common Stock	7	0	0	0	0	0	0	0	0	7

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

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

					Take No						
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Amendment to Stock Option Plan	37	19	0	0	0	0	0	0	0	56
	Amendment to Stock Purchase Plan	3	0	0	0	0	0	0	0	0	3
	Bonus	21	0	0	0	0	0	0	0	0	21
	Bonuses for Retiring Directors (JP)	0	3	0	0	0	0	0	0	0	3
	Capital Proposal to Implement Equity Compensation Plan	87	22	0	0	0	0	0	0	0	109
	Directors' Fees	120	7	0	0	0	0	0	0	0	127
	Directors' Stock Option Plan	1	0	0	0	0	0	0	0	0	1
	Employee Incentive Plan	1	0	0	0	0	0	0	0	0	1
	Misc. Proposal Regarding Compensation	41	2	0	0	0	0	0	0	0	43
	Non-Executive Remuneration Policy (Forward-Looking)	381	11	0	0	0	0	0	0	0	392
	Remuneration Policy (Forward-Looking)	263	100	0	0	0	0	0	0	0	363
	Remuneration Report (Retrospective)	767	201	0	0	0	0	0	0	0	968
	Say When on Pay	11	0	0	0	0	0	29	0	0	40
	Statutory Auditors' Fees	19	0	0	0	0	0	0	0	0	19
	Stock Option Grants	74	6	0	0	0	0	0	0	0	80
	Stock Option Plan	79	4	0	0	0	0	0	0	0	83
	Stock Purchase Plan	205	3	0	0	0	0	0	0	0	208
	Supervisory Board/ Corp Assembly Fees	11	3	0	0	0	0	0	0	0	14
	Trust Type Equity Plans (JP)	5	0	0	0	0	0	0	0	0	5
M&A		36	0	0	0	0	0	0	0	0	36
	Divestiture/Spin-off	4	0	0	0	0	0	0	0	0	4
	Intra-company Contracts/Control Agreements	17	0	0	0	0	0	0	0	0	17
4											

					Take No						
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Merger/Acquisition	13	0	0	0	0	0	0	0	0	13
	Restructuring/Capitalization	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	164	0	0	0	0	0	0	0	0	164
	Right to Adjourn Meeting	15	2	0	0	0	0	0	0	0	17
	Transact Other Business	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	115	1	0	0	0	0	0	0	0	116
	Management Proposal on Say on Climate	50	0	1	0	0	0	0	0	0	51
	Misc. Management Proposal	2	3	0	0	0	0	0	0	0	5
	Miscellaneous - Resident Status	0	1	0	0	0	0	0	0	0	1
	Renew Proportional Takeover Provisions	10	0	0	0	0	0	0	0	0	10
SHP: Compensation		136	129	6	0	0	0	0	0	0	265
	SHP Recoupment of Unearned Bonuses (Clawback)	28	0	0	0	0	0	0	0	0	28
	SHP regarding Change/ Opposition to Director Compensation	0	20	0	0	0	0	0	0	0	20
	SHP Regarding Golden Parachutes	21	64	6	0	0	0	0	0	0	91
	SHP Regarding Linking Executive Pay to Social Criteria	6	8	0	0	0	0	0	0	0	14
	SHP regarding Misc. Compensation	0	34	0	0	0	0	0	0	0	34
	SHP Regarding Misc. Compensation	0	3	0	0	0	0	0	0	0	3
	SHP Regarding Race and/or Gender Pay Equity Report	58	0	0	0		0	0	0	0	58
	SHP Regarding Report on Ratio Between CEO and Employee Pay	9	0	0	0		0	0	0	0	9
	SHP Regarding Restricting Executive Compensation	14	0	0	0		0	0	0	0	14
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		_			Take No						
Issue Code Category	Issue Short Text	For	Against	Abstain	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	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

					Take No						
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	SHP Regarding Facilitation of Shareholder Proposals	0	0	9	0	0	0	0	0	0	9
	SHP Regarding Improving in Disclosure	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Independent Board Chairman/Separation of Chair and CEO	99	32	0	0	0	0	0	0	0	131
	SHP Regarding Majority Vote for Election of Directors	43	0	15	0	0	0	0	0	0	58
	SHP Regarding Misc. Auditor Issue	0	3	0	0	0	0	0	0	0	3
	SHP Regarding Misc. Board/Shareholder Rights Issue	29	18	6	0	0	0	0	0	0	53
	SHP Regarding Misc. Capital Issue	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Misc. Issue	0	38	0	0	0	0	0	0	0	38
	SHP Regarding Misc. Meeting/Voting Issue	0	17	0	0	0	0	0	0	0	17
	SHP Regarding Recapitalization	25	0	0	0	0	0	0	0	0	25
	SHP Regarding Removal of Director(s)	0	0	1	0	0	0	0	0	0	1
	SHP Regarding Removal of Directors	0	1	0	0	0	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent	11	14	0	0	0	0	0	0	0	25
	SHP Regarding Right to Call a Special Meeting	52	4	0	0	0	0	0	0	0	56
	SHP Regarding Setting Age Limits for Directors	0	2	0	0	0	0	0	0	0	2
	SHP Regarding the Declassification of the Board	7	0	0	0	0	0	0	0	0	7
	SHP Regarding Trained, Qualified Directors on Environment, Health and Saf	0	6	0	0	0	0	0	0	0	6
SHP: Misc		8	101	6	0	0	0	0	0	0	109
	SHP Regarding Repeal of Bylaw Amendments	1	7	6	0	0	0	0	0	0	14
	SHP: Misc. Issues	7	94	0	0	0	0	0	0	0	101
SHP: Social		489	594	24	0	0	0	0	0	0	1083
	SHP Regarding Animal Welfare	36	0	0	0	0	0	0	0	0	36

					Take No						
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	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		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	0	90

Issue Code Category	Issue Code Description	With Management	Against Management		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		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

		With	6					
Issue Code Category	Issue Code Description	Management	Management	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

	With Against Take No.		h Against 1					
Issue Code Category	Issue Code Description	Management	Management		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
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		With Against Take No						
Issue Code Category	Issue Code Description	Management	Management		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

		With	Against	Take No				
Issue Code Category	Issue Code Description	Management	Management	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

		With	Against					
Issue Code Category	Issue Code Description	Management	Management	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
SHP: Compensation		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
SHP: Environment		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

		With						-						
Issue Code Category	Issue Code Description	Management	Management	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						
SHP: Governance		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
SHP: Misc		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
SHP: Social		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
1								

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 Description	With Policy	Against Policy	Manual		Unvoted	N/A	Mixed	Total
	33370	2	1	0	0	0	0	33373
	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
	Accounts and Reports (Bundled Issues) Allocation of Profits/Dividends Appointment of Auditor Appointment of Auditor and Authority to Set Fees Appointment of Special Auditor Approval of Non-Financial Reports Authority to Set Auditor's Fees	Issue Code DescriptionPolicy33370333703404Accounts and Reports (Bundled Issues)90Allocation of Profits/Dividends697Appointment of Auditor467Appointment of Auditor and Authority to Set Fees63Appointment of Special Auditor244Approval of Non-Financial Reports37Authority to Set Auditor's Fees147	Issue Code DescriptionPolicyPolicy33370234040Accounts and Reports (Bundled Issues)90Allocation of Profits/Dividends697Appointment of Auditor467Appointment of Auditor and Authority to Set Fees63Approval of Non-Financial Reports37Authority to Set Auditor's Fees147	Issue Code DescriptionPolicyPolicyManual3337021340400Accounts and Reports (Bundled Issues)900Allocation of Profits/Dividends6970Appointment of Auditor4670Appointment of Auditor and Authority to Set Fees630Approval of Non-Financial Reports370Authority to Set Auditor's Fees1470	Issue Code DescriptionPolicyPolicyManualAction333702103404000Accounts and Reports (Bundled Issues)9000Allocation of Profits/Dividends69700Appointment of Auditor46700Appointment of Auditor and Authority to Set Fees6300Approval of Non-Financial Reports3700Authority to Set Auditor's Fees14700	Issue Code DescriptionPolicyManualActionUnvoted333702100340400000Accounts and Reports (Bundled Issues)900000Allocation of Profits/Dividends6970000Appointment of Auditor4670000Appointment of Special Auditor2440000Approval of Non-Financial Reports370000Authority to Set Auditor's Fees1470000	Issue Code DescriptionPolicyPolicyManualActionUnvotedN/A33370210003404000000Accounts and Reports (Bundled Issues)9000000Allocation of Profits/Dividends69700000Appointment of Auditor46700000Appointment of Special Auditor24400000Authority to Set Auditor's Fees3700000	Issue Code DescriptionPolicyPolicyManualActionUnvotedN/AMixed333702100000340400000000Accounts and Reports (Bundled Issues)90000000Allocation of Profits/Dividends697000000Appointment of Auditor467000000Appointment of Special Auditor244000000Authority to Set Fees37000000Approval of Non-Financial Reports147000000

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

		With	Against		Take No				
Issue Code Category	Issue Code Description	Policy	Policy	Manual	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
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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

		With	inst Take No						
Issue Code Category	Issue Code Description	Policy	Policy	Manual	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

lanua Cada Catagami	laure Code Description	With	Against				NI / A	Tatal	
Issue Code Category	Issue Code Description	Policy	Policy	Ivianuai	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

		With	Against		Take No				
Issue Code Category	Issue Code Description	Policy	Policy	Manual	Action	Unvoted	N/A	Mixed	Total
	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
M&A		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
	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
Other		182	0	1	0	0	0	0	183
	Approval of Political Donation	116	0	0	0	0	0	0	116
	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
SHP: Compensation		271	0	0	0	0	0	0	271
	SHP Recoupment of Unearned Bonuses (Clawback)	28	0	0	0	0	0	0	28

		With	Against		Take No				
Issue Code Category	Issue Code Description	Policy	Policy	Manual	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

		With	-						
Issue Code Category	Issue Code Description	Policy	Policy	Manual	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
SHP: Misc		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
SHP: Social		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

		With	Against		Take No				
Issue Code Category	Issue Code Description	Policy	Policy	Manual	Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Reviewing Political Spending or Lobbying	208	0	0	0	0	0	0	208
	Lobbying	200	0	0	0	0	0	0	200
	SHP Regarding Tobacco/Alcohol	4	0	0	0	0	0	0	4

Proposal Types – Votes Versus Glass Lewis

		With Take No						
Issue Code Category	Issue Code Description		Against Glass Lewis		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

		With		Take No				
Issue Code Category	Issue Code Description	Glass Lewis	Against Glass Lewis	Action	Unvoted	N/A	Mixed	Total
	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

		With		Take No					
Issue Code Category	Issue Code Description	Glass Lewis	Against Glass Lewis	Action	Unvoted	N/A	Mixed	Total	
	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	

		With	Take No					
Issue Code Category	Issue Code Description	Glass Lewis	Against Glass Lewis		Unvoted	N/A	Mixed	Total
	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

		With		Take No				
Issue Code Category	Issue Code Description	Glass Lewis	Against Glass Lewis	Action	Unvoted	N/A	Mixed	Total
	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

		With		Take No				
Issue Code Category	Issue Code Description	Glass Lewis	Against Glass Lewis	Action	Unvoted	N/A	Mixed	Total
	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

		With		Take No				
Issue Code Category	Issue Code Description	Glass Lewis	Against Glass Lewis	Action	Unvoted	N/A	Mixed	Total
	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

		With		Take No				
Issue Code Category	Issue Code Description	Glass Lewis	Against Glass Lewis	Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Restricting Executive Compensation	14	0	0	0	0	0	14
SHP: Environment		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 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
SHP: Governance		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

		With		Take No				
Issue Code Category	Issue Code Description	Glass Lewis	Against Glass Lewis	Action	Unvoted	N/A	Mixed	Total
	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
SHP: Misc		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
SHP: Social		915	192	0	0	0	0	1107

		With		Take No				
Issue Code Category	Issue Code Description	Glass Lewis	Against Glass Lewis	Action	Unvoted	N/A	Mixed	Total
	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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Total for all Categories			27298	5789	257	0	0	0	29	0	0	33373
Audit/Financials			2557	841	6	0	0	0	0	0	0	3398
	Accounts and Reports (Bundled Issues)											
		No Stated Reason	90	0	0	0	0	0	0	0	0	90
	Allocation of Profits/Dividends											
		No Stated Reason	697	0	0	0	0	0	0	0	0	697
	Appointment of Auditor											
		Excessive Auditor Tenure.	0	35	0	0	0	0	0	0	0	35
		No Stated Reason	432	0	0	0	0	0	0	0	0	432
	Appointment of Auditor and Authority to Set Fees											
		Excessive Auditor Tenure.	0	22	0	0	0	0	0	0	0	22
		No Stated Reason	41	0	0	0	0	0	0	0	0	41
	Appointment of Special Auditor											
		No Stated Reason	244	0	0	0	0	0	0	0	0	244
	Approval of Non-Financial Reports											
		No Stated Reason	37	0	0	0	0	0	0	0	0	37
	Authority to Set Auditor's Fees											
		No Stated Reason	147	0	0	0	0	0	0	0	0	147

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Bonus Dividend/Bonus Share Issue											
		No Stated Reason	13	0	0	0	0	0	0	0	0	13
	Financial Statements											
		No Stated Reason	520	0	0	0	0	0	0	0	0	520
	Ratification of Alternate Auditor											
		No Stated Reason	10	0	0	0	0	0	0	0	0	10
	Ratification of Auditor											
		Excessive Auditor Tenure.	0	780	0	0	0	0	0	0	0	780
		No Stated Reason	310	0	6	0	0	0	0	0	0	316
		The auditor's tenure is excessive.	0	4	0	0	0	0	0	0	0	4
	Stock Dividend/Dividend Reinvestment											
		No Stated Reason	16	0	0	0	0	0	0	0	0	16
Board Related			17735	2769	129	0	0	0	0	0	0	20504
	Approve Censor											
		Insufficient justification	0	5	0	0	0	0	0	0	0	5
	Approve Special Auditor's Report											
		Insufficient justification; Insufficient response to shareholder dissent	0	1	0	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent;										
		Poor disclosure	0	7	0	0	0	0	0	0	0	7
		No Stated Reason	100	0	0	0	0	0	0	0	0	100

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	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	1
		Not in shareholders'' best interests	0	27	0	0	0	0	0	0	0	27
	Election of Alternate Statutory Auditor		Ū	27	0	0	Ū	0	Ū	Ū		
		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		1
		Audit committee chair not independent; Board is not sufficiently										
		independent	0	1	0	0	0	0	0	0	0	1

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Insufficient audit										
		committee independence	0	1	0	0	0	0	0	0	0	1
		independence	0	1	0	0	U	0	0	0	U	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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		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/governa nce committee	0	10	0	0	0	0	0	0	0	10

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		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 Against Action Unvoted Mike 1 Year 2 Years 3 Years Board is not sufficiently independent;	Board is not sufficiently independent; Insufficient gender diversity/no divertifical diversity/no divertifical divertifical divertifical							Take No						
sufficiently independent; independent; <td< th=""><th>sufficiently sufficiently <td< th=""><th>Issue Code Category</th><th>Issue Short Text</th><th>Rationale Reason</th><th>For</th><th>Against</th><th>Abstain</th><th>Action</th><th>Unvoted</th><th>Mixed</th><th>1 Year</th><th>2 Years</th><th>3 Years</th><th>Total</th></td<></th></td<>	sufficiently sufficiently <td< th=""><th>Issue Code Category</th><th>Issue Short Text</th><th>Rationale Reason</th><th>For</th><th>Against</th><th>Abstain</th><th>Action</th><th>Unvoted</th><th>Mixed</th><th>1 Year</th><th>2 Years</th><th>3 Years</th><th>Total</th></td<>	Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Board is not sufficiently independent; Other governance issue02000 <t< td=""><td>Board is not sufficiently independent; Other governance issue 0 2 0 0 0 0 0 2 0 Board is not sufficiently independent; Other governance issue; Responsible for lack of board 3 0 0 0 0 0 0 3 Board is not sufficiently independence 0 3 0 0 0 0 0 3 Board is not sufficiently independent; Professional Services Relationship 0 2 0 0 0 0 0 2 Board is not sufficiently independent; Professional Services Relationship 0 2 0 0 0 0 2 2 Board is not sufficiently independent; Responsible for lack of board 0 2 0 0 0 0 2 2</br></br></br></td><td></td><td></td><td>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</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>	Board is not sufficiently independent; Other governance issue 0 2 0 0 0 0 0 2 0 Board is not sufficiently independent; Other governance issue; 			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										
sufficiently independent; Other governance issue 0 2 0 0 0 0 0 0 0 0 0 0 Board is not sufficiently independent; Other governance issue; Responsible for lack Board is not sufficiently independent; Professional Services Relationship 0 2 0 0 0 0 0 0 0 0 0 0 Board is not sufficiently independent; Responsible for lack	sufficiently independent; Other governance issue 0 2 0 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 0 0 0 3 Board is not sufficiently independent; Professional Services Board is not sufficiently independent; Relationship 0 2 0 0 0 0 0 0 0 0 0 0 0 2 Board is not sufficiently independent; Responsible for lack of board				0	1	0	0	0	0	0	0	0	1
sufficiently independent; Other governance issue; Responsible for lack of board independence 0 3 0 0 0 0 0 0 0 0 0 Board is not sufficiently independent; Professional Services Relationship 0 2 0 0 0 0 0 0 0 0 0 0 Board is not sufficiently independent; Responsible for lack	sufficiently independent; Other governance issue; Responsible for lack of board independence 0 3 0 0 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 0 0 0 2 2 0 Board is not sufficiently independent; Professional Services Relationship 0 2 0 0 0 0 0 0 0 0 0 0 0 0 0 2 0			sufficiently independent; Other	0	2	0	0	0	0	0	0	0	2
sufficiently independent; Professional Services Relationship 0 2 0 0 0 0 0 0 0 0 0 Board is not sufficiently independent; Responsible for lack	sufficiently independent; Professional Services Relationship 0 2 0 0 0 0 0 0 0 0 0 2 2 Board is not sufficiently independent; Responsible for lack of board			Board is not sufficiently independent; Other governance issue; Responsible for lack of board	0	3	0	0	0	0	0	0	0	3
sufficiently independent; Responsible for lack	sufficiently independent; Responsible for lack of board			sufficiently independent; Professional Services	0	2	0	0	0	0	0	0	0	2
				sufficiently independent; Responsible for lack of board	0	-	0	0	0	0		0	6	_

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

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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		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	14626	4	0	0	0	0	0	0	0	14630

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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Performance/Experi										
		ence concerns	0	1	0	0	0	0	0	0	0	1
		Poor disclosure										
		regarding Russian operations;										
	tegory Issue Short Text	Insufficient gender										
		diversity/no										
		diversity policy	0	1	0	0	0	0	0	0	0	1
		Poor disclosure										
	e Category Issue Short Text	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	л	0	0	0	0	0	0	0	4
		warranted	0	4	0	0	0	0	U	0	0	4

Issue Code Category Issue Short Text Rationale Reason For Against Action Unvoted Mathematical The company is not a UNCC participant or signatory or the Human Rights Policy does not align with UDHR. 0 4 0 0 0 The nominee is a male member of the nominating and/or governance committee and there is insufficient female 0 1 0 0 0 The nominee is a male member of the nominating and/or governance committee and there is insufficient female 0 1 0 0 0 The nominee is a male member of the nominating and/or governance committee and there is insufficient female 0 1 0 0 0 The nominee is a male member of the nominating and/or governance committee and there is insufficient female 1 0 0 0 The nominee is a male member of the nominating and/or governance committee and there is insufficient female 1 0 0 0 The nominee is a male member of the nominating and/or governance committee and there is insufficient female 1 0 0 0 The nominee is a male member of the nominating and/or governance committee and there is insufficient female 1 0 0 0 The nominee is a male member of the nominating and/or governance committee and there is insufficient female 1 0 0 0				Take No							
a UNGC participant or signatory or the Human Rights Policy does not align with UDHR. 0 4 0 0 0 The nomined 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 The nomined 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 ther full EEO-1 reports, the ESG	Mixed 1	Unvoted	Unv			ainst	or A	onale Reason	Issue Short Text Rationale Reason	ry Issue Short Text	Issue Code Category
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 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 1 0 0 0	0	0		0	0	4	0	GC participant gnatory or the an Rights Policy not align with	a UNGC participant or signatory or the Human Rights Polic does not align with		
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	0	0		0	0	1	0	member of the inating and/or rnance mittee and e is insufficient le esentation on poard of	male member of th nominating and/or governance committee and there is insufficient female representation on the board of		
against the nominating and governance chair. 0 1 0 0 0	0							member of the inating and/or rnance mittee and e is insufficient le esentation on ooard of tors.; The ESG y will also uate whether oanies have ided sufficient osure erning their force diversity. stances where e companies not disclosed full EEO-1 rts, the ESG y will vote nst the inating and	male member of th 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		

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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		There is insufficient female representation on the board of	0	424		0	0	0	0	0	0	424
		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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		There is insufficient female representation on the board of directors. 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

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

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

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

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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Vote against the 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	C	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	C	0 0	0	0	0	0	4

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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Vote against the										
		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		_							0	
		disclosure rating.	0	1	0	0	0	0	0	0	0	1

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

Vote against the chains nomination or governance company does not disclose EE01 reporting. Vote against the company does not disclose EE01 reporting. Vote against the company does not disclose EE01 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 Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy Human Rights Policy directors. 0 2 0 0 0 0 He board of directors. 0 2 0 0 0 0 directors. 0 2 0 0 0 0 0 dis cot a UNG	Take No	
chair of the nomination or governance committee if the company does not disclose FE01 reporting. Vote against the company chair when the company is not a UNOC participant or signatory OR the Human Rights Policy does not align with the board of directors. Vote against the company, chair when the company is not a UNOC of 2 0	bstain Action Unvoted Mixed 1 Year 2 Years 3 Yea	Years 3 Years Total
the board of directors. 0 2 0 0 0 0 0 0 0 0 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 UDHR. 0 617 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	bstain Action Unvoted Mixed 1 Year 2 Years 3 Yea	Years 3 Years Total
directors.020000000Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.06170000000Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with uDHR.06170000000Vote 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 does0000000		
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 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 company does	0 0 0 0 0	0 0 2
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	0 0 0 0 0	0 0 617
		0 0 1

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

						Take No)					
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Actio	n Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with 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	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	0	0	0	31

						Take No	1					
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	n Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with 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. 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	0	0	0	1

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with 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	Abstalli			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 of tier 1 and 2 companies, if the company does not have net zero targets.	0	39	0	0	0	0	0	0	0	39

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		Unvoted	Mixed	1 Year	2 Years	3 Years	Tota
		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. 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 sporting does not align with TCFD.	0	3	0	0		0	0	0	0	

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Vote against the										
		company chair										
		when the company										
		is not a UNGC										
		participant or										
		signatory OR the										
		Human Rights Policy										
		does not align with										
		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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with 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	0	0	0	2
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.	0	16	0	0	0	0	0	0	0	16
		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	0	0	0	2
		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
	Election of Directors (Management Board)											
		No Stated Reason	33	0	0	0	0	0	0	0	0	33

lanua Cada Catagami						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Election of Directors (Slate)											
		No Stated Reason	1	0	0	0	0	0	0	0	0	1
	Election of Non-Management Nominee											
		No Stated Reason	0	77	0	0	0	0	0	0	0	77
	Election of Non-Principal Members (Chairman, alternat											
		No Stated Reason	17	0	0	0	0	0	0	0	0	17
	Election of Shareholder or Institutional Investor Slate											
		No Stated Reason	7	0	0	0	0	0	0	0	0	7
	Election of Shareholder Representatives											
		Alternate nominee preferred	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	27	0	0	0	0	0	0	0	0	27
		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
	Election of Statutory Auditor Slate											

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 1 0 0 0 0 0 0 0 0 0							Take No						
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 YOTE 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 1 0 0 0 0 0 0 0 0 0 0	Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
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 SOBA TO 008B, YOUR OTHER VOTES MUST OR ABSTAIN THANK YOU 0 0 1 0 0 0 0 0 0 0 0 0 0			Comment:										
ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THE BELOW RESOLUTIONS, ONLY 1 CAN BE SSLECTED. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO YOTE FOR ONLY 1 OF THE 2 OPTIONS BELOW FOR RESOLUTIONS GOBA TO 008B, YOUR OTHER VOTES MUST DE RITHER AGAINST OR ABSTAIN THANK YOU 0 0 1 0 0 0 0 0 0 0 0 0													
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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 00BA TO 008B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN THANK YOU 0 0 1 0 0 0 0 0 0 0 0 0 0													
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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 1 0 0 0 0 0 0 0 0 0													
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			YUU	0	0	4	~	0	0	0	0	0	1
				U	U	1	0	0	U	0	0	U	1
No Stated Reason 4 0 0 0 0 0 0 0 0 0			No Stated Reason	4	0	0	0	0	0	0	0	0	4

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against			Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		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 Aud	itors										
		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 Bo	bard										
		Affiliate/Insider on audit committee; Affiliate/Insider on compensation committee	0	1	0	0	0	0	0	0	0	1

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Affiliate/Insider on audit committee; Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governa nce 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	5
		Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governa nce 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/governa nce 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
			(74	^	0	^	0	0	<u>^</u>	<u>^</u>	~	674
		No Stated Reason Other governance	671	0	0	0	0	0	0	0	0	671
		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

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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with 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, if the company, if the										
		have GHG targets.	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. 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	0	0	0	2
	Election of the Chair of											
	Statutory Auditors											
		No Stated Reason	2	0	0	0	0	0	0	0	0	2
	Misc. Management Proposal Regarding Board											
		Granting unfettered discretion is unwise	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	1	0	0	0	0	0	0	0	0	1

						Take No						
Issue Code Category Is	ssue Short Text	Rationale Reason	For	Against			Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Post-Employment /Severance Agreements											
		No Stated Reason	7	0	0	0	0	0	0	0	0	7
	Ratification of Board Acts - .egal											
		Board failed to act in interests of shareholders	0	22	0	0	0	0	0	0	0	22
		Insufficient response to	0	22	0	0	0	0	0	0	0	22
		shareholder dissent	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	1133	0	0	0	0	0	0	0	0	1133
		Ongoing investigations	0	0	27	0	0	0	0	0	0	27
		Oversight concerns	0	2	0	0	0	0	0	0	0	2
		Russian operations disclosure	0	1	0	0	0	0	0	0	0	1
	Ratification of Co-Option of a Director											
		No Stated Reason	49	0	0	0	0	0	0	0	0	49
		There is insufficient female representation on the board of directors.	0	1	0	0	0	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	0	0	0	1
	Ratification of Management Acts - Legal											
		No Stated Reason	529	0	0	0	0	0	0	0	0	529
		Ongoing investigations	0	0	23	0	0	0	0	0	0	23
R	Related Party Transactions											
		No Stated Reason	21	0	0	0	0	0	0	0	0	21

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	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	_	_			_	_	_	_	_	
	Authority to Issue Preferred Stock	threshold	0	1	0	0	0	0	0	0	0	1
		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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Authority to Issue Shares w/ Preemptive Rights											
		No Stated Reason	224	0	0	0	0	0	0	0	0	224
		Potential dilution exceeds recommended threshold	0	1	0	0	0	0	0	0	0	1
	Authority to Issue Shares w/o Preemptive Rights		0	-					0	0		_
		No Stated Reason	331	0	0	0	0	0	0	0	0	331
		Not in shareholders'' best interests	0	3	0	0	0	0	0	0	0	3
		Potential dilution exceeds recommended										
		threshold	0	1	0	0	0	0	0	0	0	1
	Authority to Issue Stock w/ or w/out Preemptive Rights											
		No Stated Reason	30	0	0	0	0	0	0	0	0	30
	Authority to Repurchase and Re-Issue Shares											
		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
		shareholder dissent	0	1	U	0	0	U	U	U	U	I
		No Stated Reason	216	0	0	0	0	0	0	0	0	216
	Authority to Repurchase Preferred Shares											
		No Stated Reason	9	0	0	0	0	0	0	0	0	9
	Authority to Repurchase Shares											
		Excessively dilutive	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	285	0	0	0	0	0	0	0	0	285

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Authority to Set Offering Price of Shares	2										
		No Stated Reason	15	0	0	0	0	0	0	0	0	15
	Authorize Overallotment/Greenshoe											
		No Stated Reason	47	0	0	0	0	0	0	0	0	47
		Potential dilution exceeds recommended threshold	0	1	0	0	0	0	0	0	0	1
	Cancellation of Authorized Stock		0	1	0	0	0	0	0	0	0	-
		No Stated Reason	204	0	0	0	0	0	0	0	0	204
	Increase in Authorized Capital											
		No Stated Reason	76	0	0	0	0	0	0	0	0	76
	Increase in Authorized Common Stock											
		No Stated Reason	7	0	0	0	0	0	0	0	0	7
	Issuance of Convertible Debt Instruments											
		No Stated Reason	10	0	0	0	0	0	0	0	0	10
	Issuance of Repurchased Shares											
		No Stated Reason	7	0	0	0	0	0	0	0	0	7
	Issuance of Stock w/out Preemptive Rights											
		No Stated Reason	3	0	0	0	0	0	0	0	0	3
	Limit to Capital Increase											
		No Stated Reason	39	0	0	0	0	0	0	0	0	39
	Misc. Proposal Regarding Capital											
		No Stated Reason	6	0	0	0	0	0	0	0	0	6

Issue Code Category						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against			Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Reduction in Share Premium Account											
		No Stated Reason	3	0	0	0	0	0	0	0	0	3
	Reverse Stock Split											
		No Stated Reason	4	0	0	0	0	0	0	0	0	4
	Stock Split											
		No Stated Reason	1	0	0	0	0	0	0	0	0	1
	Use/Transfer of Reserves											
		No Stated Reason	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											
		No Stated Reason	5	0	0	0	0	0	0	0	0	5
	Adoption of New Articles											
		No Stated Reason	20	0	0	0	0	0	0	0	0	20
	Adoption of Shareholder Rights' Plan											
		No Stated Reason	2	0	0	0	0	0	0	0	0	2
		Overly burdensome on potential acquirer; Insufficient safeguards for										
		shareholders	0	1	0	0	0	0	0	0	0	1
	Amend Articles, Constitution, Bylaws - Bundled											
		Amendment is not in best interests of shareholders	1	1	0	0	0	0	0	0	0	2
										-		
	Amendment to Share Class Rights	No Stated Reason	98	0	0	0	0	0	0	0	0	98

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		No Stated Reason	1	0	0	0	0	0	0	0	0	1
	Amendment to Shareholder Rights' Plan				_	_		_	_	-		
		No Stated Reason	2	0	0	0	0	0	0	0	0	2
	Amendments to Articles (Technical)											
		No Stated Reason	72	0	0	0	0	0	0	0	0	72
	Amendments to Articles, Constitution, Bylaws											
		Amendment is not in best interests of		_								_
		shareholders	0	7	0	0	0	0	0	0	0	7
		No Stated Reason	100	0	0	0	0	0	0	0	0	100
		Shortened notice period could disenfranchise shareholders	0	7	0	0	0	0	0	0	0	7
	Amendments to Charter/Bylaw - Bundled											
		Amendment is not in best interests of shareholders	0	C	0	0	0	0	0	0	0	6
		shareholders	0	6	0	0	0	0	0	0	0	6
		No Stated Reason	1	0	0	0	0	0	0	0	0	1
	Approval of Exclusive Forum Provisions											
		Amendment is not in best interests of shareholders	0	2	0	0	0	0	0	0	0	3
	Authority to Set General Meeting Notice Period at 14		0	2	0	0	0	0	0	0	0	2
	Change in State of	No Stated Reason	135	0	0	0	0	0	0	0	0	135
	Incorporation											
		Limits shareholder rights	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	1	0	0	0	0	0	0	0	0	1

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

	Take No											
Issue Code Category Issu	ie Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		No Stated Reason	6	0	0	0	0	0	0	0	0	6
	toration of Written isent											
		No Stated Reason	5	0	0	0	0	0	0	0	0	5
	hnical Amendments to irter/Bylaw											
		No Stated Reason	2	0	0	0	0	0	0	0	0	2
	iving of Mandatory eover 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
	option of Director Equity npensation Plan											
		No Stated Reason	5	0	0	0	0	0	0	0	0	5
	option of Employee Stock chase Plan											
		No Stated Reason	19	0	0	0	0	0	0	0	0	19
	option of Equity npensation 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
Ado Plar	pption of Restricted Stock											
		No Stated Reason	9	0	0	0	0	0	0	0	0	9
	option of Short Term entive Plan											
		No Stated Reason	7	0	0	0	0	0	0	0	0	7
	visory Vote on Executive npensation											
		Concerning pay practices	0	9	0	0	0	0	0	0	0	9

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Concerning pay practices; Pay for performance disconnect	0	2	0	0	0	0	0	0	0	2
		Concerning pay practices; Poor compensation structure/performa nce conditions	0	1	0	0	0	0	0	0	0	1
		Discretion related to adjusted metrics	0	1	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	0	6	-	0	~	2	~	0	0	2
		risks. Failure to incentivize mitigation of material environmental risks.	0	37	0	0		0	0	0	0	6
		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	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

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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		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	5
		The compensation plan has no ties between compensation and sustainability.	0	2	0	0	0	0	0	0	0	2
		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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Plan allows for repricing; Contains Evergreen Provisions	0	9	0	0	0	0	0	0	0	9
	Amendment to Restricted Stock Plan		0	5	0	0	0	0	0	0	0	
		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	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		Ū	-	0		Ū	Ū	Ū	Ū	0	_
		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										
	Capital Proposal to	compensation	0	3	0	0	0	0	0	0	0	3
	Implement Equity Compensat											
		Equity awards to major shareholder	0	4	0	0	0	0	0	0	0	4

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		No Stated Reason	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	0	1	0	0	0	0	0	0	0	1
		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
		compensation	0	2	0	0	0	0	0	0	0	L
		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
			0	-	0	0	0	0	0	0	0	-
	Directors' Stock Option Plan											
		No Stated Reason	1	0	0	0	0	0	0	0	0	1
	Employee Incentive Plan											

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		No Stated Reason	1	0	0	0	0	0	0	0	0	1
	Misc. Proposal Regarding Compensation											
		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	1
		Potential for										
	Remuneration Policy (Forward-Looking)	excessive payouts	0	1	0	0	0	0	0	0	0	1
		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	1
			0	-	5	0	5	v	5	5	0	-

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		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	6
		Equity awards to major shareholder; Poor overall design	0	1	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

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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		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	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					ĥ					
		structure/disclosure Vesting below	0	2	0	0	0	0	0	0	0	2
		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
		SHALEHUIUEI UISSEIIL	U	3	U	0	U	U	U	U	U	

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against			Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Concerning pay practices; Poor overall compensation	0	2			0	0	0		0	
		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	7
		Equity awards to major shareholder; Pay for performance	0	1	0	0	0	0	0	0	0	
		disconnect Excessive	0	1	0				0		0	1
		compensation	0	11	0	0	0	0	0	0	0	11

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		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/performa nce 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	5
		Excessive termination payment	0	1	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	17
l			-			•	-	-			-	

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Insufficient response to shareholder dissent; 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	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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		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	-				-	-	5		-	
		disconnect	0	2	0	0	0	0	0	0	0	2

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

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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		No Stated Reason	74	0	0	0	0	0	0	0	0	74
		NO Stateu Reason	/4	0	0	0	U	0	0	0	U	74
	Stock Option Plan											
		Excessive										
		compensation;										
		Compensation										
		policy is not in best										
		interests of	•			0	0	0	0	0	0	
		shareholders	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	79	0	0	0	0	0	0	0	0	79
		Plan limit is										
		excessive	0	1	0	0	0	0	0	0	0	1
		Potential equity										
		awards to major										
		shareholder	0	1	0	0	0	0	0	0	0	1
		Potential for										
		excessive payouts	0	1	0	0	0	0	0	0	0	1
	Stock Purchase Plan											
		No Stated Reason	205	1	0	0	0	0	0	0	0	206
		Potential dilution										
		exceeds										
		recommended										
		threshold	0	2	0	0	0	0	0	0	0	2
	Supervisory Board/ Corp Assembly Fees											
		Excessive										
		compensation;										
		Insufficient										
		justification	0	2	0	0	0	0	0	0	0	2
		Insufficient										
		response to										
		shareholder dissent;										
		NEDs may										
		participate in										
		executive plan	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	11	0	0	0	0	0	0	0	0	11
	Trust Type Equity Plans (JP)											
		No Stated Reason	5	0	0	0	0	0	0	0	0	5

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
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		0	1	0	0	0	0	0	0	0	-
		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
			Ŭ	-	5	0	Ŭ	č		5		

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		No Stated Reason	115	0	0	0	0	0	0	0	0	115
	Management Proposal on Say on Climate	No Statea Reason	115	0	0	0	0	0	0	0	0	115
		No disclosure concerning										
		governance of vote	0	0	1	0	0	0	0	0	0	1
		No Stated Reason	8	0	0	0	0	0	0	0	0	8
		This is a Say-On- Climate Proposal.	42	0	0	0	0	0	0	0	0	42
	Misc. Management Proposal											
		No Stated Reason	2	0	0	0	0	0	0	0	0	2
		Not in shareholders'' best interests	0	3	0	0	0	0	0	0	0	3
	Miscellaneous - Resident Status		0	5	0	0	0	0	U	Ū	0	5
		No Stated Reason	0	1	0	0	0	0	0	0	0	1
	Renew Proportional Takeover Provisions											
		No Stated Reason	10	0	0	0	0	0	0	0	0	10
SHP: Compensation			136	129	6	0	0	0	0	0	0	265
	SHP Recoupment of Unearned Bonuses (Clawback											
		Expanding the Company's clawback policy could protect shareholder interests	3	0	0	0	0	0	0	0	0	3
		Expanding the Company''s clawback policy could protect shareholder	5	0	0		0	0	0	0	0	5
	SHP regarding Change/ Opposition to Director Compe	interests	25	0	0	0	0	0	0	0	0	25

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		No Stated Reason	0	20	0	0	0	0	0	0	0	20
	SHP Regarding Golden Parachutes											
		No Stated Reason	0	64	6	0	0	0	0	0	0	70
		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	0	0	0	21
	SHP Regarding Linking Executive Pay to Social Criteri											
		Anti-ESG proponent.	0	8	0	0	0	0	0	0	0	8
		Shareholders would benefit from the Company''s consideration of environmental and social metrics to its compensation plan	6	0	0	0	0	0	0	0	0	6
	SHP regarding Misc. Compensation	· ·										
	SHP Regarding Misc. Compensation											
		No Stated Reason	0	34	0	0	0	0	0	0	0	34
		No Stated Reason	0	3	0	0	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	58	0	0	0	0	0	0	0	0	58
	SHP Regarding Report on Ratio Between CEO and Empl											

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		The board should										
		address how										
		executives are compensated in										
		relation to how its										
		non-executive										
		employees are										
		compensated	9	0	0	0	0	0	0	0	0	9
	SHP Regarding Restricting Executive Compensation											
		Could better align										
		executive and										
		shareholder		0	0		0	0	0	0	0	
		interests	14	0	0	0	0	0	0	0	0	14
SHP: Environment			191	255	4	0	0	0	0	0	0	446
	Shareholder Proposal Regarding Say on Climate											
		No Stated Reason	3	0	0	0	0	0	0	0	0	3
		This is a Say-On-										
		Climate Proposal.	0	20	0	0	0	0	0	0	0	20
	SHP Regarding Bioengineering / Nanotechnology Safety											
		In the best interests										
		of shareholders	5	0	0	0	0	0	0	0	0	5
	SHP Regarding Climate Lobbying											
		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	0	0	2
		In best interests of										_
		shareholders.	3	0	0	0	0	0	0	0	0	3
		No Stated Reason	0	36	0	0	0	0	0	0	0	36
	SHP Regarding Environmental Report											

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	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	113K3	50	0	0	0	0	0	0	0	0	
		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											

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Adoption of this proposal could mitigate risks associated with the Company's use of antibiotics	1	0	0	0	0	0	0	0	0	1
		Adoption of this proposal could mitigate risks associated with the Company''s use of antibiotics	8	0	0	0	0	0	0	0	0	8
	SHP Regarding Report/Action on Climate Change											
		Additional disclosure on Just Transition planning would benefit shareholders and stakeholders	21	0	0	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	0	0	2
		Anti-ESG										
		proponent.	0	57	0	0	0	0	0	0	0	57
		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	0	0	1
		In best interests of	_	_	_	_	_	_	_	_	_	_
		shareholders.	3	0	0	0	0	0	0	0	0	3
		No Stated Reason	0	32	3	0	0	0	0	0	0	35
		Supporting this proposal is in the best interests of shareholders.	7	0	0	0	0	0	0	0	0	7
		51101010115.	1	U	U	0	U	U	U	U	U	7

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	SHP Regarding Reporting and Reducing Greenhouse Gas Em											
		GHG reduction targets can help mitigate environmental impact and mitigate	61	0	0	0	0	0			0	61
		attendant risks	61	0	0	0	0	0	0	0	0	61
	SHP Regarding Sustainability or Environmental Reports											
		Additional disclosure of water risk management could benefit shareholders	1	0	0	0	0	0	0	0	0	1
		Adopton could help to identify and mitigate potentially significant risks	1	0	0	0		0	0	0	0	1
		No Stated Reason	0	4	0	0	0	0	0	0	0	4
SHP: Governance			336	223	61	0		0	0	0	0	559
	SHP Regarding Additional or Amended Shareholder Propos											
		Granting unfettered discretion is unwise	0	2	0	0	0	0	0	0	0	2
	SHP Regarding Board Composition											
		Anti-ESG proponent.	0	6	0	0	0	0	0	0	0	6
		No Stated Reason	0	7	0	0	0	0	0	0	0	7
	SHP Regarding Board Independence											
		No Stated Reason	0	1	0	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	0	0	6

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	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	0	0	3
	SHP Regarding Election of Board Member(s) During a Co)										
		Dissident nominee does not add										
		relevant										
		experience/expertis e	0	1	0	0	0	0	0	0	0	1
		Dissident nominees add relevant										
		experience/expertis e; In favor of										
		dissident''s plan	6	0	0	0	0	0	0	0	0	6
		No Stated Reason	0	35	30	0	0	0	0	0	0	65
	SHP Regarding Election of Dissident Board Member(s)											
		In the best interests		0	0	0	0	0	0	0	0	
		of shareholders	1	0	0	0	0	0	0	0	0	1
		No Stated Reason	0	7	0	0	0	0	0	0	0	7
	SHP Regarding Eliminating Supermajority Provisions											
		Limited supermajority provisions do not										
		infringe on shareholders rights	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	5	28	0	0	0	0	0	0	0	33
		Supermajority vote requirements can impede shareholders'' ability to approve										
		ballot items that are in their interests	47	0	0	0	0	0	0	0	0	47
			47	0	0	0	U	U	0	0	U	7/

					Take No						
Issue Short Text	Rationale Reason	For	Against			Unvoted	Mixed	1 Year	2 Years	3 Years	Total
SHP Regarding Facilitation of Shareholder Proposals											
	The shareholder										
	changes.	0	0	9	0	0	0	0	0	0	9
SHP Regarding Improving in Disclosure											
	Additional										
		1	0	0	0	0	0	0	0	0	1
SHP Regarding Independent Board Chairman/Separation o		_									
	An independent										
	chair is better able										
	agenda	99	0	0	0	0	0	0	0	0	99
	Anti-ESG										
	proponent.	0	15	0	0	0	0	0	0	0	15
	No Stated Reason	0	17	0	0	0	0	0	0	0	17
SHP Regarding Majority Vote for Election of Directors											
	Adoption could										
	responsiveness to										
	shareholder										
	concerns	43	0	0	0	0	0	0	0	0	43
		0	0	15	0	0	0	0	0	0	15
SHP Regarding Misc Auditor	s, proponent	0	0	13	0	0	0	0	0	0	15
Issue											
	No Stated Reason	0	3	0	0	0	0	0	0	0	3
SHP Regarding Misc. Board/Shareholder Rights Iss											
	SHP Regarding Facilitation of Shareholder Proposals SHP Regarding Improving in Disclosure SHP Regarding Independent Board Chairman/Separation o SHP Regarding Majority Vote for Election of Directors SHP Regarding Majority Vote for Election of Directors SHP Regarding Misc. Auditor Issue SHP Regarding Misc. Auditor	SHP Regarding Facilitation of Shareholder Proposals The shareholder proposal process is best facilitated through regulatory changes. SHP Regarding Improving in Disclosure Additional disclosure would benefit shareholders 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 SHP Regarding Majority Vote for Election of Directors No Stated Reason SHP Regarding Misc. Auditor Issue Adoption could promote board accountability and ensure responsiveness to shareholder SHP Regarding Misc. Auditor Issue Proposal withdrawn by proponent	SHP Regarding Facilitation of Shareholder Proposals The shareholder proposal process is best facilitated through regulatory changes. 0 SHP Regarding Improving in Disclosure Additional disclosure would benefit shareholders 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 Anti-ESG proponent. 0 SHP Regarding Majority Vote for Election of Directors Adoption could promote board accountability and ensure responsiveness to shareholder shareholder 91 SHP Regarding Misc. Auditor Adoption could proponent 0 SHP Regarding Misc. Mo Stated Reason 0	SHP Regarding Facilitation of Shareholder Proposals The shareholder proposal process is best facilitated through regulatory changes. 0 0 SHP Regarding Improving in Disclosure Additional disclosure would benefit shareholders 1 0 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 7 7 SHP Regarding Majority Vote for Election of Directors No Stated Reason 0 17 SHP Regarding Majority Vote for Election of Directors Adoption could promote board accountability and ensure responsiveness to shareholder concerns 43 0 SHP Regarding Misc. Auditor Issue No Stated Reason 0 3	SHP Regarding Facilitation of Shareholder Proposals The shareholder proposal process is best facilitated through regulatory changes. 0 0 9 SHP Regarding Improving in Disclosure Additional disclosure would benefit shareholders 1 0 0 SHP Regarding Improving in Disclosure Additional disclosure would benefit shareholders 1 0 0 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 Anti-ESG proponent. 0 15 0 SHP Regarding Majority Vote for Election of Directors Adoption could promote board accountability and ensure responsiveness to shareholder concerns 43 0 0 SHP Regarding Misc. Auditor Issue Proposal withdrawn by proponent 0 0 15	Issue Short TextRationale ReasonForAgainstAbstainActionSHP Regarding Facilitation of Shareholder ProposalsThe shareholder proposal process is best facilitated through regulatory changes.Image: Constraint of the shareholder proposal process is benefit shareholderImage: Constraint of the shareholder proposal process is proshareholderImage: Constraint of the shareholder proshareholderImage: Constraint of the shareholder proposal process is proshareholderImage: Constraint of t	Issue Short TextRationale ReasonForAgainstAbstainActionUnvotedSHP Regarding Facilitation of Shareholder ProposalsThe shareholder proposal process is best facilitated through regulatory changes.00900SHP Regarding Improving in DisclosureAdditional disclosure would benefit shareholders100000SHP Regarding Independent Board Chairman/Separation oAdditional disclosure would benefit shareholders1000000SHP Regarding Independent company and set a pro-shareholder agenda99000000SHP Regarding Majority Vote for Election of DirectorsAdoption could promote board accountability and accountability and ensure015000SHP Regarding Misc. Auditor issueMo Stated Reason0150000SHP Regarding Misc. AuditorKated Reason0150000	Issue Short TextRationale ReasonForAgainstActionUnvotedMixedSHP Regarding Facilitation of Shareholder ProposalsThe shareholder proposal process is best facilitated through regulatory changes.0090000SHP Regarding Improving in DisclosureAdditional disclosure would benefit shareholders1000000000SHP Regarding Independent charges of a agendaAn independent char is better able to oversee the executives of a company and set a proshareholderNoNo00	Issue Short Text Rationale Reason For Against Abstain Action Unvoted Mixed 1 Year SHP Regarding Fadilitation of Shareholder Proposals The shareholder proposal process is best facilitated through regulatory changes. 0 0 9 0 0 0 0 0 SHP Regarding Improving in Disclosure Additional disclosure would benefit - - - - - - - - 0	Issue Short TextRationale ReasonForAgainstActionUnvotedMixed1 Year2 YearsSHP Regarding Facilitation of Shareholder ProposalThe shareholder proposal process is best facilitated through regulatory changes <td< td=""><td>Issue Nort Text Rationale Reason For Agains Abstain Action Univoted Niked 1 / ear 2 / ear 3 / ear SHP Regarding Facilitation of Shareholder Proposals The shareholder proposal process is best facilitated through regulatory changes. I</td></td<>	Issue Nort Text Rationale Reason For Agains Abstain Action Univoted Niked 1 / ear 2 / ear 3 / ear SHP Regarding Facilitation of Shareholder Proposals The shareholder proposal process is best facilitated through regulatory changes. I

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against			Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Adding agenda items is an important role of a lead director	8	0	0	0	0	0	0	0	0	8
		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	0	0	8
		Anti-ESG	0	2	0	0	0	0	0	0	0	2
		proponent. Codifying board oversight of AI could provide clarity and promote accountability	0 13	3	0	0		0	0	0	0	3
		No Stated Reason	0	15	6	0	0	0	0	0	0	21
	SHP Regarding Misc. Capital Issue		_	_	-	_		-	-	-		
		Material valuation disconnect; Not unduly prescriptive	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Misc. Issue											
		No Stated Reason	0	38	0	0	0	0	0	0	0	38
	SHP Regarding Misc. Meeting/Voting Issue											
		No Stated Reason	0	17	0	0	0	0	0	0	0	17
	SHP Regarding Recapitalization											
		Allowing one vote per share generally operates as a safeguard for common shareholders	25	0	0	0	0	0	0	0	0	25
	SHP Regarding Removal of Director(s)											

	Take No											
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		No Stated Reason	0	0	1	0	0	0	0	0	0	1
	SHP Regarding Removal of	No Stated Reason	0	0	1	0	0	0	0	0	0	-
	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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
SHP: Misc			8	101	6	0	0	0	0	0	0	109
	SHP Regarding Repeal of Bylaw Amendments											
		In favor of dissident''s plan	1	0	0	0	0	0	0	0	0	1
		No Stated Reason	0	7	6	0	0	0	0	0	0	13
	SHP: Misc. Issues											
		Additional disclosure could help mitigate regulatory and										
		reputational risks	7	0	0	0	0	0	0	0	0	7
		Anti-ESG proponent.	0	63	0	0	0	0	0	0	0	63
		No Stated Reason	0	31	0	0	0	0	0	0	0	31
SHP: Social			489	594	24	0	0	0	0	0	0	1083
	SHP Regarding Animal Welfare											
		In the best interests of shareholders	36	0	0	0	0	0	0	0	0	36
	SHP Regarding Drug Pricing/Distribution											
		Adoption of proposal can help mitigate risks associated with										
		drug pricing	21	0	0	0	0	0	0	0	0	21
	SHP Regarding Firearms											
		Anti-ESG proponent.	0	4	0	0	0	0	0	0	0	4
	SHP Regarding Human Capit Management	al										
		No Stated Reason	9	0	0	0	0	0	0	0	0	9
	SHP Regarding Military Contracts/Sales											

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Adoption of proposal could help to mitigate potential legal, regulatory, and reputational risks	20	0	0	0	0	0	0	0	0	20
	SHP Regarding Misc. Human Capital Management											
		Additional disclosure would allow shareholders an understanding of the efficacy of the Company''s policies and initiatives	3	0	0	0	0	0	0	0	0	3
		Additional disclosure would allow shareholders to understand the Company''s diversity considerations	4	0	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	0	0	4
		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	0	0	2
		Additional reporting will better allow shareholders to understand how issues of discrimination and harassment are being managed	2	0	0	0	0	0	0	0	0	2

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		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	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								2		
		shareholders.	2	0	0	0	0	0	0	0	0	2
		No Stated Reason	0	33	6	0	0	0	0	0	0	39

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain		Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	SHP Regarding Misc. Human/Political Rights Policie											
		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

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Requested reporting could						_	_			
		benefit stakeholders	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Pregnancy/Abortion Issues											
		Anti-ESG										
		proponent.	0	13	0	0	0	0	0	0	0	13
		Favor studying/reporting pregnancy/abortion										
		issues.	28	0	0	0	0	0	0	0	0	28
	SHP Regarding Racial Equity Audit											
		No Stated Reason	17	0	0	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	0	0	1
	SHP Regarding Reporting on Company's Compliance with I											
		Additional disclosure on the financial and operational risks associated with the use of Rekognition would benefit shareholders	15	0	0	0	0	0	0	0	0	15
		Adoption could help mitigate human capital management-	_	_				_		_	_	
		related risks	4	0	0	0	0	0	0	0	0	4
		Adoption of proposal could help shareholders better understand human capital risks	3	0	0	0	0	0	0	0	0	3

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		An assessment of the Company"s customer due diligence could benefit shareholders	15	0	0	0	0	0	0	0	0	15
		An independent	15	0	0	0	0	0	0	0	0	10
		assessment could help identify and mitigate potential risks	4	0	0	0	0	0	0	0	0	4
		An independent assessment of freedom of association and collective bargaining policies is warranted	15	0	0	0	0	0	0	0	0	15
		An independent review of human rights considerations in advertising could benefit										
		shareholders	21	0	0	0	0	0	0	0	0	21
		Anti-ESG proponent.	0	19	0	0	0	0	0	0	0	19
		In best interests of shareholders.	41	0	0	0	0	0	0	0	0	41
		No Stated Reason	0	40	0	0	0	0	0	0	0	40
		Shareholder support not warranted	0	1	0	0	0	0	0	0	0	1
		Shareholders could benefit from more information on the efficacy of the human rights measures	8	0	0	0	0	0	0	0	0	8
		The requested review could help mitigate reputational and										
		regulatory risks	5	0	0	0	0	0	0	0	0	5
	SHP Regarding Reviewing Charitable Spending											

						Take No						
Issue Code Category	Issue Short Text	Rationale Reason	For	Against			Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		Anti-ESG										
		proponent.	0	28	0	0	0	0	0	0	0	28
			0		c		0	0	0	0	0	4-
		No Stated Reason	0	9	6	0	0	0	0	0	0	15
	SHP Regarding Reviewing Political Spending or Lobb											
		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	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

		With	Against	Take No	
1	La consta de la consta 🛨 e const			- · · · · · · · · · · · · · · · · · · ·	NI/A NATURAL TATA

Issue Code Category	Issue Short Text	Rationale Reason	Management	Management	Action	Unvoted	N/A	Wixed	lotal
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								
			10	2	0	0	0		
		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 Membe During a Contested Election	r(s)							
	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	2	647	2	0	6	2	~~~
	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	0		0	0	0	0	
directors.	0	1	0	0	0	0	1
Board is not							
sufficiently	0	40	0	0	0	0	
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
•	U	2	U	U	U	U	2
Serves on too many	0	102	0	0	0	0	102
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		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/governa nce 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/Experi ence 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/governa nce 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
	-	-	-	-		-	-

Audit committee	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
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 1 Board is not sufficiently independent; Insufficient gender diversity/no diversity/no diversity policy; Responsible for lack of board independence; Policy exemption of extensive strategic shareholdings due to established target and/or meeting minimum	chair not independent; Insufficient audit committee independence; Professional Services	0	1	0	0	0	0	1
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	issue; Policy exemption of serving on too many boards due to executive role and/or role at group	0	1	0	0	0	0	1
RUE requirements 0 1 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							
	RUE requirements	U	1	U	U	U	U	1

s i c c f	Board is not sufficiently independent; Insufficient gender diversity/no diversity policy; Responsible for lack of board independence	0	1	0	0	0	0	1
s i f c	Board is not sufficiently independent; Other governance issue; Responsible for lack of board ndependence	0	3	0	0	0	0	3
r C I C	Poor disclosure regarding Russian operations; Insufficient gender diversity/no diversity policy	0	1	0	0	0	0	1
C i S F I I T C i i	Insufficient audit committee independence; Professional Services Relationship; Insufficient nominating committee independence requirement	0	1	0	0	0	0	1
C	Insufficient audit committee independence	0	3	0	0	0	0	3
f r c v v r r f f c c c c c c c c c c c c c c c c	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	_		_				
i	ssues.	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
· · ·	5	-	•	0	0	•	-
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	0	1	0	0	0	0	1
companies	0	1	0	0	0	0	1
Board is not							
sufficiently							
independent;							
Professional Services							
Relationship	0	2	0	0	0	0	2
	0	2	0	0	0	0	Z
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

anaffiliate/insider on compensation compensation compensation implement inguennet frequency of SOP approved by shareholders; insufficient response to 0 13 0 0 0 13 Did not implement frequency of SOP approved by shareholders; insufficient response to 0 13 0 0 0 13 Did not implement frequency of SOP approved by shareholders; insufficient response to 0 26 0 0 0 26 Adopted forum selection clause in past even wol shareholder dissent 0 26 0 0 0 43 Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 representation on the board of the board of 0 24 0 0 0 2 2	Did not implement SHP passed by a majority of							
compensation compensation committee; Did not implement frequency of SOP approved by shareholders: Insufficient requency of SOP approved by shareholders; Insufficient of the shareholder dissent of the shareholde	unaffiliated shareholders	0	29	0	0	0	0	29
frequency of SOP approved by shareholders; Insufficient response to shareholder dissent02600026Adopted forum selection clause in past year w/o shareholder2600026Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. There is insufficient female043000430043Image: Company does not disclose EEO1 reporting. There is insufficient female reportantion on the board of	compensation committee; Did not implement frequency of SOP approved by	0	13	0	0	0	0	13
selection clause in past year w/o shareholder approval 0 43 0 0 0 0 43 Vote against the chair of 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	frequency of SOP approved by shareholders; Insufficient response to	0	26	0	0	0	0	26
chair of thenomination orgovernancecommittee if thecompany does notdisclose EEO1reporting.There is insufficientfemalerepresentation onthe board of	selection clause in past year w/o shareholder	0	43	0	0	0	0	43
directors. 0 24 0 0 0 2 4	chair of the nomination or governance committee if the company does not disclose EEO1 reporting. There is insufficient female representation on							
		0	24	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.	0	9	0	0	0	0	9
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	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

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

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
	U	57	0	0	0	0	57
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

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
committee	~	10	U	0	5	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. 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	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
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	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	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	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 Auditor	S							
	No Stated Reason	175	0	0	0	0	0	175
	Statutory auditor board is not sufficiently					0		
	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	k							

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/governa nce 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	0	-	0	0	0	0	-
issue	0	5	0	0	0	0	5

Affiliate/Insider on							
nominating/governa			_	-			_
	0	4	0	0	0	0	4
term length	0	2	0	0	0	0	2
Affiliate/Insider on							
governance issue;							
Affiliate/Insider on							
	0	1	0	0	0	0	1
	U	T	U	U	U	U	1
Board is not							
sufficiently							
independent	0	1	0	0	0	0	1
Vote against ESG							
report to SASB.	0	25	0	0	0	0	25
Vote against the							
company chair							
when the company							
is not a UNGC							
is not a UNGC participant or							
is not a UNGC participant or signatory OR the							
is not a UNGC participant or signatory OR the Human Rights Policy does not align with							
is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.							
is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against ESG							
is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against ESG committee of tier 3							
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							
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.							
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							
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							
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							
	nominating/governa nce committeeAffiliate/Insider on audit committee;Excessive director term lengthAffiliate/Insider on compensation committee; Board is not sufficiently independent; Other governance issue;Affiliate/Insider on nominating/governa nce committee;Affiliate/Insider on audit committee;Affiliate/Insider on audit committee;Board is not sufficiently independentVote against ESG committee of tier 3 company, if the company does not report to SASB.Vote against the company chair	compensationcommittee;Affiliate/Insider onnominating/governance committee0Affiliate/Insider onaudit committee;Excessive directorterm length0Affiliate/Insider oncompensationcommittee; Board isnot sufficientlyindependent; Othergovernance issue;Affiliate/Insider onnominating/governance committee0Affiliate/Insider onnominating/governance committee;Board is notsufficientlyindependent0Vote against ESGcompany, if thecompany does notreport to SASB.0Vote against the	compensation committee;Affiliate/Insider on nominating/governa nce committee04Affiliate/Insider on audit committee;04Excessive director term length02Affiliate/Insider on compensation committee; Board is not sufficiently independent; Other governance issue;Affiliate/Insider on nominating/governa nce committee01Affiliate/Insider on nominating/governa nce committee01Affiliate/Insider on audit committee; Board is not sufficiently independent01Vote against ESG committee of tier 3 company does not report to SASB.025Vote against the025	compensation committee;Image: Committee of the second sec	compensation committee; Affiliate/Insider on nominating/governa nce committee0400Affiliate/Insider on audit committee; Excessive director term length0200Affiliate/Insider on compensation committee; Board is not sufficiently independent; Other governance issue; Affiliate/Insider on committee0200Affiliate/Insider on committee; Board is not sufficiently independent; Other governance issue; Affiliate/Insider on nominating/governa nce committee0100Affiliate/Insider on committee; Board is not sufficiently independent; Other governance issue; Affiliate/Insider on nominating/governa nec committee0100Affiliate/Insider on audit committee; Board is not sufficiently independent0100Vote against ESG committee of tier 3 company does not report to SASB.02500	compensation committee;Affiliate/Insider on nominating/governa nce committee04000Affiliate/Insider on 	compensation committee; Affiliate/Insider on audit committee; term length040000Affiliate/Insider on audit committee; Excessive director term length020000Affiliate/Insider on compensation committee; Board is not sufficiently independent; Other governance issue; Affiliate/Insider on audit committee; Board is not sufficiently independent; Other governance issue; Affiliate/Insider on audit committee; Board is not sufficiently independent010000Affiliate/Insider on committee; Board is not sufficiently independent01000000Affiliate/Insider on audit committee; Board is not sufficiently independent0100

	Serves on too many							
	boards	0	12	0	0	0	0	12
	boards Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against members of the nomination or governance committee if the company have insufficient	0	12	0	0	0	0	12
	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		0	1	0	0	0	0	-
			_					_
Misc. Management Proposal Regarding Board	No Stated Reason	1	0	0	0	1	0	2
	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				0	0	-	0	_
	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	0	22	0	0	0	0	
		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		-	0	0	•	Ū	-
		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		0	1		0	0	U	-
	5								
		No Stated Reason	529	0	0	0	0	0	529
		Ongoing	0	22	0	0	0	0	22
		investigations	0	23	0	0	0	0	23
F	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		0	2	0	0	0	0	2
	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	lineshold	0	I	0	0	0	0	-
w/out Preemptive Rights								
	No Stated Dessay	20	0	0	0	0	0	20
Authority to Donurshass and	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	No Stateu Reason	5	0	0	0	0	0	<u> </u>
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								
Overallot ment/ dreensilde								
	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	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								
	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			544	44	0	0	0	0	588
	doption of Advance Notice equirement								
		No Stated Reason	5	0	0	0	0	0	5
Ac	doption of New Articles								
		No Stated Reason	20	0	0	0	0	0	20
	doption of Shareholder ghts' 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
	mend Articles, Constitution, /laws - 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
	nendment to Share Class ghts								
		No Stated Reason	1	0	0	0	0	0	1
	nendment to Shareholder ghts' Plan								
		No Stated Reason	2	0	0	0	0	0	2
	nendments to Articles echnical)								
		No Stated Reason	72	0	0	0	0	0	72
	mendments to Articles, onstitution, Bylaws								
		No Stated Reason	100	0	0	0	0	0	100

	Amendment is not in best interests of	0	7	0	0	0	0	
	shareholders Shortened notice	0	7	0	0	0	0	7
	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	2	0	0	0	0	2
 	Limits shareholder	0	3	0	0	0	0	3
	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

	oposal Regarding over Devices							
Annake	May be used as anti-takeover dev	vice 0	1	0	0	0	0	1
	May be used as anti-takeover device; Insufficie	nt						
	response to shareholder disse	ent 0	1	0	0	0	0	1
Reincorp	oration							
	No Stated Reason	n 1	0	0	0	0	0	1
Repeal o	f Classified Board							
	No Stated Reason	n 16	0	0	0	0	0	16
Restorat Special N	ion of Right to Call a Aeeting							
	A 15% threshold calling a special meeting is	for						
	appropriate	0	6	0	0	0	0	6
	A 10% threshold calling a special meeting is	for						
	appropriate	0	8	0	0	0	0	8
	No Stated Reason	n 6	0	0	0	0	0	6
Restorat Consent	ion of Written							
	No Stated Reason	n 5	0	0	0	0	0	5
Technica Charter/	Il Amendments to Bylaw							
	No Stated Reason	n 2	0	0	0	0	0	2
	of Mandatory r Requirement							
	No Stated Reason	n 2	0	0	0	0	0	2
Compensation		3085	831	0	0	12	0	3928
Adoption Compen	n of Director Equity sation Plan							
	No Stated Reason	n 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 Insufficient response to shareholder dissent; Pay for performance disconnect; Poor overall design	0	19	0	0	0	0	19
	Discretion related to adjusted metrics	0	1	0	0	0	0	1
	Concerning pay practices; Poor compensation structure/performa nce 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						

Equity compensation rian								
	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								

		-	2	_		-	c	_
	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	â	2		0	0	0	
Constal Duon cool to	compensation	0	3	0	0	0	0	3
Capital Proposal to Implement Equity Compensat								
p								
	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	0	1	0	0	0	0	4
	executive plan	0	1	0	0	0	0	1

	Non-executive participation linked		_	_	_		_	
	to performance	0	1	0	0	0	0	1
	Potential for excessive payouts	0	1	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	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
	-							

Concenting paralless 0 1 0 0 0 1 Excessive compensation; Increase is excessive 0 14 0 0 0 0 14 Poor overall compensation disforme 0 2 0 0 0 0 2 0 0 0 2 0	Insufficient response to shareholder dissent; Grants are excessive; Concerning pay							
compensation: nor-see is excessive 0 14 0 0 0 0 12 Poor overall compensation 0 2 0 0 0 0 0 2 Equity avards to mainer shareholder 0 6 0 <td< td=""><td></td><td>0</td><td>1</td><td>0</td><td>0</td><td>0</td><td>0</td><td>1</td></td<>		0	1	0	0	0	0	1
compensation 2 0 0 0 0 2 Equity awards to major shareholder 0 6 0 0 0 0 6 Insufficient response to shareholder dissent; overall design; Equity awards to major shareholder - 7 0 0 0 0 7 Insufficient response to shareholder dissent; beckely awards to compensation disclosure; Poor disclosure; Poor disclosure; Poor disclosure; Poor overall design; Equity awards to major shareholder dissent; beckely excessive compensation; Poor overall design 0 7 0 0 0 0 7 Insufficient response to shareholder dissent; beckely overall 0 7 0 0 0 0 7 0 0 0 7 0 0 0 0 7 Insufficient response to shareholder dissent; beckely overall design 0 7 0 0 0 0 7 0 0 0 0 7 0 0 0 0 0 1 0 0 0 0 0 1 0 0 0 1 0 0 0 1 0 0 <td>compensation;</td> <td>0</td> <td>14</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>14</td>	compensation;	0	14	0	0	0	0	14
major shareholder 0 6 0	compensation	0	2	0	0	0	0	2
response to shareholder dissent; Poor overall disclosure; Poor overall design; Equity awards to major shareholder070007Insufficient response to shareholder dissent; Excessive compensation; Poor overall design0700007Insufficient response to shareholder dissent; Excessive compensation; Poor overall design0700007Increase is excessive; poor overall design0700001Increase is excessive; response to shareholder dissent; excessive; poor overall design0100011Increase is excessive; response to shareholder dissent;0100011 <td></td> <td>0</td> <td>6</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>6</td>		0	6	0	0	0	0	6
response to shareholder dissent; Excessive compensation; Poor overall disclosure; Poor overall design overall design 0 1 0 1 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0	response to shareholder dissent; Poor overall compensation disclosure; Poor overall design; Equity awards to	0	7	0	0	0	0	7
excessive; Poor overall design010001Increase is excessive; Insufficient response to shareholder dissent010001Poor overall design0100001Excessive compensation020002Insufficient response to shareholder dissent020002	response to shareholder dissent; Excessive compensation; Poor overall compensation disclosure; Poor	0	7	0	0	0	0	7
excessive; Insufficient response to shareholder dissent010001Poor overall design0300003Excessive compensation020002Insufficient response to shareholder dissent;11111	excessive; Poor	0	1	0	0	0	0	1
Poor overall design030003Excessive compensation020002Insufficient response to shareholder dissent;	excessive; Insufficient response to	0	1	0	0	0	0	1
compensation020002Insufficient response to shareholder dissent;				0				
response to shareholder dissent;		0	2	0	0	0	0	2
	response to shareholder dissent;	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)			-	Ĵ		-		-
	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/performa							
nce conditions;							
Discretion applied under the STIP	0	1	0	0	0	0	1
	0	1	0	0	U	0	1
Pay for							
performance							
disconnect; Grants are excessive	0	3	0	0	0	0	2
	0	3	0	0	0	0	3
Pay for							
performance	0	2	0	0	0	0	2
disconnect	0	2	U	0	U	U	2
Concerning pay	0	40	0	•	0	0	4.9
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					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 Equity awards to major shareholder; Pay for performance	0	2	0	0	0	0	2
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/performa nce 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	`
Concerning pay practices; Poor overall compensation disclosure	0	3	0	0	0	0	2

Concerning pay practices;							
Insufficient							
response to shareholder dissent	0	5	0	0	0	0	E
	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
	0	1	0	0	0	0	-
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	Shareholders	0	5		0	0	U	3
	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

		No Stated Reason	17	0	0	0	0	0	17
	Contracts/Control Agreem	ent							
	Intra-company	No Stated Reason	4	0	0	0	0	0	4
	Divestiture/Spin-off								
M&A			36	0	0	0	0	0	36
		No Stated Reason	5	0	0	0	0	0	5
	Trust Type Equity Plans (JP)							
			U	I	U	0	U	U	1
		response to shareholder dissent; NEDs may participate in executive plan	0	1	0	0	0	0	1
		Excessive compensation; Insufficient justification Insufficient	0	2	0	0	0	0	2
		No Stated Reason	11	0	0	0	0	0	11
	Supervisory Board/ Corp Assembly Fees								
		Potential dilution exceeds recommended threshold	0	2	0	0	0	0	2
		No Stated Reason	206	0	0	0	0	0	206
	Stock Purchase Plan								
		Potential for excessive payouts	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 equity awards to major shareholder	0	1	0	0	0	0	1

	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 Donatio	n							
		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 Sa 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			-	6	6	2	
		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 Takeove	۶r							
	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 (Clawbac	k							
		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 Comp	٩							
	opposition to Director comp								
		No Stated Reason	20	0	0	0	0	0	20
			20	0	Ū.	5	5	5	_0
l	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
			7	U	0	0	0	0	70

	SHP Regarding Linking								
	Executive Pay to Social Criteri								
		Anti-ESG	0	0	0	0	0	0	
		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	0	1 4	0	0	0	0	1.4
		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
	1515	U	50	U	0	0	J	30

	Anti-ESG							
	proponent.	40	0	0	0	0	0	40
SHP Regarding Misc.								
Energy/Environmental Issues								
Lifergy/Lifvironmental 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								
Nuclear Power								
	Phasing out nuclear							
	power could help to							
	mitigate							
	environmental and							
	social risks	0	2	0	0	0	0	2
		•			•	0	•	_
SHP Regarding Report on								
Antibiotics in Animal Agricult								
	Adoption of this							
	proposal could							
	mitigate risks							
	associated with the							
	Company"s use of	0	0	0	0	0	0	•
	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	4
	מוונוגווטוטנוכא	0	1	0	0	0	0	1
SHP Regarding Report/Action								
on Climate Change								
	Supporting this							
	proposal is in the							
	best interests of							
		0	7	0	0	0	0	-
	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
		57	U	U	U	U	U	57
	In best interests of							
	shareholders.	0	3	0	0	0	0	3

	Amended Shareholder Propos	5							
SHP: Governance	SHP Regarding Additional or		224	360	0	0	36	0	620
		shareholders	0	1	0	0	0	0	1
l		risk management could benefit							
		disclosure of water							
		Additional	0	±	0	0	0	0	-
		mitigate potentially significant risks	0	1	0	0	0	0	1
		to identify and							
		No Stated Reason Adopton could help	4	0	0	0	0	0	4
	or Environmental Reports		<u>.</u>	^	^	-	<u>^</u>	2	
	SHP Regarding Sustainability								
		environmental impact and mitigate attendant risks	0	61	0	0	0	0	61
		targets can help mitigate							
	Reducing Greenhouse Gas Em	GHG reduction							
	SHP Regarding Reporting and								
		managing climate- related issues	0	2	0	0	0	0	2
		Company is							
		to better understand how the							
		allow shareholders							
		Additional disclosure would							
		would benefit shareholders and stakeholders	0	21	0	0	0	0	21
		disclosure on Just Transition planning							
		Additional	•	±	0	0	0	•	-
		shareholders to understand the Company"s exposure to climate-related financing risks	0	1	0	0	0	0	1
		Disclosure of financed emissions could allow							

	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 G								
	Adoption will							
	promote better							
	governance and							
	enhanced		<u>,</u>					-
	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 Co								
	Dissident nominees							
	add relevant							
	experience/expertis							
	e; In favor of		-		-			_
	dissident''s plan	0	6	0	0	0	0	6
	Dissident nominee							
	does not add relevant							
	experience/expertis							
	e	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 o								
	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	o Stated Reason	17	0	0	0	0	0	17
SHP Regar Recapitali:									
	pe or sa co	lowing one vote er share generally perates as a feguard for ommon							
		areholders	0	25	0	0	0	0	25
SHP Regar Director(s	ding Removal of)								
	No	o Stated Reason	0	0	0	0	1	0	1
SHP Regar Directors	ding Removal of								
	No	o Stated Reason	1	0	0	0	0	0	1
SHP Regar Written Co	rding Right to Act by onsent								
	No	o Stated Reason	14	0	0	0	0	0	14
	by er sh ta im th	nareholder action y written consent nables nareholders to ke action on nportant issues nat arise between nnual meetings	0	11	0	0	0	0	11
SHP Regar Special Me	ding Right to Call a eeting								
	ca m	10% threshold for Illing a special eeting is opropriate	0	22	0	0	0	0	22
	A ca	15% threshold for Illing a special eeting is	0		0	0	0	0	
		ppropriate	0	30	0	0	0	0	30
	No	o Stated Reason	4	0	0	0	0	0	4
SHP Regar Limits for	rding Setting Age Directors								
		o Stated Reason	2	0	0	0	0	0	2
SHP Regar Declassific	ding the cation 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 Enviro	on							
		No Stated Reason	6	0	0	0	0	0	6
SHP: Misc			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
SHP: Social			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		U	21	0	0	0	U	
	SHE Regarding FIFEBrins								
		Anti-ESG proponent.	4	0	0	0	0	0	4
		ριοροπείτε.	4	U	U	0	U	U	4

SHP Regarding Human Capital Management

Management								
	No Stated Reason	0	9	0	0	0	0	9
	NO Stateu 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

SHP Regarding Misc.	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
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	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 Al 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	0	20	0	0	0	0	20
	issues.	0	28	0	0	0	0	28
	Anti-ESG proponent.	13	0	0	0	0	0	13
CUD Depending Depial Faultur	proponent.	15	0	0	0	0	0	15
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	0	1	0	0	0	0	1
	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
	warranteu	U	1	U	U	U	U	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 moscuras	0	8	0	0	C	C	0
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	<u> </u>			•	0	•	
	would allow							
	shareholders to							
	more fully assess							
	risks presented by							
	the Company"s	0	20	2	•	0	0	
	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
	Period spending	0	-	0	~	5	•	-

	Anti-ESG proponent.	5	0	0	0	0	0	5
SHP Regarding Tobacco/Alcohol								
	In the best interests of shareholders	0	4	0	0	0	0	4

Proposal Reasons – Votes Versus Policy

-		-								
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories			33370	2	1	0	0	0	0	33373
Audit/Financials			3404	0	0	0	0	0	0	3404
	Accounts and Reports (Bundled Issues)									
		No Stated Reason	90	0	0	0	0	0	0	90
	Allocation of Profits/Dividends									
		No Stated Reason	697	0	0	0	0	0	0	697
	Appointment of Auditor									
		No Stated Reason	432	0	0	0	0	0	0	432
		Excessive Auditor Tenure.	35	0	0	0	0	0	0	35
	Appointment of Auditor and Authority to Set Fees									
		Excessive Auditor Tenure.	22	0	0	0	0	0	0	22
		No Stated Reason	41	0	0	0	0	0	0	41
	Appointment of Special Auditor									
		No Stated Reason	244	0	0	0	0	0	0	244
	Approval of Non-Financial Reports									
		No Stated Reason	37	0	0	0	0	0	0	37
	Authority to Set Auditor's Fees									
1										

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	147	0	0	0	0	0	0	147
	Bonus Dividend/Bonus Share Issue		2.7							
		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	5
	Approve Special Auditor's Report	-								
		No Stated Reason	100	0	0	0	0	0	0	100
		Insufficient justification; Insufficient								
		response to shareholder dissent	1	0	0	0	0	0	0	1

				Against						
Issue Code Category Iss	ue Short Text	Rationale Reason	With Policy	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
			/	0	0	0	0	U	0	7
Во	ard Size									
		No Stated Reason	31	0	0	0	0	0	0	31
Во	ard Spill									
		No Stated Reason	7	0	0	0	0	0	0	7
Во	ard Term Length									
		No Stated Reason	4	0	0	0	0	0	0	4
Ch	ange in Board Size									
		No Stated Reason	3	0	0	0	0	0	0	3
	rector & Officer bility/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
	ection of Alternate atutory Auditor									
		No Stated Reason	33	0	0	0	0	0	0	33
	ection of Board Committee embers									
		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		Toney						
		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		0	0	0	0	0	0	
		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
		independent	1	0	0	0	U	0	0	
	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 Reationale Reason With Policy 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 Of the Human Rights Policy does not align with UDHR. Vote against ESG company does not company chair when the company does not align with UDHR. Vote against ESG company does not report to SAS8. 14 0 0 0 0 0 0 14 Vote against ESG company does not report to SAS8. 14 0 0 0 0 0 0 14 Vote against ESG company does not report to SAS8. 14 0 0 0 0 0 0 14 Vote against ESG company does not report to SAS8. 14 0 0 0 0 0 0 14 Vote against ESG company does not report to SAS8. 14 0 0 0 0 0 0 0 14 Vote against ESG company does not signatory Of the Human Rights Policy does not align with UDHR. 617 0 0 0 0 0 0 0 0 0 0 0 0 16 Vote against the company chair when the company c	Issue Code Category Issue Short Text Rationale Reason With Policy Policy Manual Take No Action Unvoted N/A Mixed Vote against the company (chair when the company is not a UNGC Vote against the company (chair when the company is not a UNGC			Against						
<pre>company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. 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 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 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 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 company, if the company if the company if the company if the company if the company. If the company if the company, if the company. If the company if the company. If the c</pre>	company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR	ode Category Issue Short Te	Rationale Reason With Policy		Manual	Take No Action	Unvoted	N/A	Mixed	Total
report to SASE. 14 0 0 0 0 0 0 0 14 Vote against the company 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 0 617 Vote against the company thir when the company does not align with UDHR. 617 0 0 0 0 0 0 617 Vote against the company chair when the company (the company (the company, fithe company, fithe com	report to SASB.140000000Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR.51700000000Vote against the company chair when the company does not align with UDHR.61700000000		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 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 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, dif the company does not have GHG targets. Vote against ESG commany, if 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 0 Vote against the company chair when the company is not a UNGC			0	0	0	0	0	0	14
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 chair when the company is not a UNGC		company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with	0	0	0	0	0	0	617
report to SASB. 2 0 0 0 0 0 0 2	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		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							

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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	4	0	0	0	0	0	0	
		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
		135463.	1	0	U	0	0	U	U	-

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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
			JZ	0	0	0	0	0	0	52
		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	20	~	•	2	0	0	0	20
		targets.	39	0	0	0	0	0	0	39
		Concerning pay	-	~	•	•	<u>^</u>	~	~	~
		practices	6	0	0	0	0	0	0	6

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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/governa nce 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/Experi ence 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/governa nce 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

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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
1				-	-			-	-	-

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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
		· •								

			Against						
Issue Short Text	Rationale Reason	With Policy	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								
		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 Short Text	Board is notsufficientlyindependent;Responsible for lackof boardindependence;Policy exemption ofextensive strategicshareholdings dueto establishedtarget and/ormeeting minimumROE requirements;Policy exemption ofserving on too manyboards due toexecutive roleand/or role at groupcompaniesBoard is notsufficientlyindependent;ProfessionalServicesRelationshipBoard is notsufficientlyindependent;Responsible for lackof boardindependence;Policy exemption ofserving on too manyboards due toexecutive roleand/or role at groupcompaniesBoard is notsufficientlyindependence;Policy exemption ofserving on too manyboards due toexecutive roleand/or role at groupcompaniesPoor disclosureregarding Russianoperations; Policyexemption ofextensive strategicshareholdings dueto establishedtarget and/ormeeting minimum	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 Board is not sufficiently independent; Professional Services Relationship 2 Board is not sufficiently independent; Professional Services Relationship 2 Board is not sufficiently independence; Policy exemption of serving on too many boards due to executive role and/or role at group <td< td=""><td>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 Board is not sufficiently independent; Professional Services Relationship 2 0 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 Board is not sufficiently independent; 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independence; indepen</td><td>Issue Short TextRationale ReasonWith PolicyPolicyManualTake No ActionUnvoideN/ABoard is not sufficiently independent; Responsible for lack of board to established target and/or meeting minimum</td><td>Issue Short TextRationale ReasonWith PolicyManualTake No ActionUnvotedN/AMixedBoard is not sufficiently independent; Responsible for lack of board independence; Policy exemption of extensive strategic shareholdings due to established</td></td></td<>	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 Board is not sufficiently independent; Professional Services Relationship 2 0 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 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 Poor disclosure regarding Russian operations; Policy exemption of extensive strategic shareholdings due to established target and/or meeting minimum	Issue Short TextRationale ReasonWith PolicyPolicyManualBoard 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 established target and/or or meeting minimum ROE requirements; Policy exemption of serving on too many boards due to excentive role and/or role at group companies00Board is not sufficiently independent; Professional Services100Board is not sufficiently independent; Policy exemption of serving on too many boards due to executive role and/or role at group companies00Board is not sufficiently independent; Professional Services200Board is not sufficiently independent; Policy exemption of serving on too many boards due to executive role and/or role at group companies00Board is not sufficiently independence; Policy exemption of serving on too many boards due to executive role and/or role at group companies00Poor disclosure regarding Russian operations; Policy exemption of serving of due to established target and/or role at group companies00Poor disclosure regarding Russian operations; Policy exemption of extensive strategic shareholdings due to established target and/or meeting minimum00	Issue Short TextRationale ReasonWith PolicyPolicyManualTake No ActionBoard 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 extensive strategic companiesII <td>Issue Short Text Rationale Reason With Policy Policy Manual Take No Action Unvoted Board is not sufficiently independent; independence; indepen</td> <td>Issue Short TextRationale ReasonWith PolicyPolicyManualTake No ActionUnvoideN/ABoard is not sufficiently independent; Responsible for lack of board to established target and/or meeting minimum</td> <td>Issue Short TextRationale ReasonWith PolicyManualTake No ActionUnvotedN/AMixedBoard is not sufficiently independent; Responsible for lack of board independence; Policy exemption of extensive strategic shareholdings due to established</td>	Issue Short Text Rationale Reason With Policy Policy Manual Take No Action Unvoted Board is not sufficiently independent; independence; indepen	Issue Short TextRationale ReasonWith PolicyPolicyManualTake No ActionUnvoideN/ABoard is not sufficiently independent; Responsible for lack of board to established target and/or meeting minimum	Issue Short TextRationale ReasonWith PolicyManualTake No ActionUnvotedN/AMixedBoard is not sufficiently independent; Responsible for lack of board independence; Policy exemption of extensive strategic shareholdings due to established

				Against			_			
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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	1	0	0	0	0	0	0	-
		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

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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.								
		Vote against ESG								
		committee of tier 3								
		company, if the								
		company does not	15	0	0	0	0	0	0	15
		report to SASB.	15	0	0	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.	1	0	0	0	0	0	0	1
			-	0	•	0	5	5	0	-

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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
		disclosure rating.	9	0	0	0	0	0	0	9

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against								
1		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.	4	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.								
		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, if the								
		have GHG targets.	1	0	0	0	0	0	0	1
		nave ono largels.	1	U	U	0	U	U	U	1

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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
		0	-	2	-	•	-	-	-	

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Issue Code Category	Issue Short Text	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of		Policy	Manual		Unvoted	N/A	Mixea	Total
		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

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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. Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.	31	0	0	0	0	0	0	31
		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

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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
			5	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.								
		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

locus Cada Catagory	Issue Short Text	Rationale Reason	With Policy	Against	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Issue Code Category	Issue Short Text		with Policy	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

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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. 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 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	2	0	0	0	0	0	0	2

issue Code Category issue Short Text Rationale Reason With Policy Pairso Manual Take No Action Unvoted N/A Mixed Total Affiliate/Insider on audit commutee: Unipersense Bissue: Did not inglement Sile abareholders; Multi- class shareholders; Multi- company chair N/A N/A N/A N/A Mixed N/A Vote against the Outpersentation on the board of directors. N/A N/A N/A N/A N/A N/A N/A N/A N/A Vote against tSo: committer of sparse I 0 0 0 0 0 0 1 Militar/Insider on company does not company					Against						
audit committee; Other governance issue; Did not implement StPP passed by a majority of unafiliated shareholdes; Multi- class shareholdes; Multi- class shareholde; Sha	Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
unaffiliated shareholders; Multi- class share structure with unequal voting mith set on 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 board company, fifthe company, fifthe company, fifthe company, the company, the company, the company, does not report to SASB. Vote against board chiliate/insider on have GHG targets. 1 0 0 0 0 0 0 0 0 0			audit committee; Other governance issue; Did not implement SHP passed by a								
class share structure with unequal voting 8 0 0 0 0 0 0 0 0 8 Vote against the company chair when the company is not a UNGC participant or signatory OR the does not align with UDHR.			unaffiliated								
rights 8 0 1 0 <td></td>											
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	0	0	0	0	0	0	8
audit committee; Affiliate/Insider on compensation			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, if the company does not have GHG targets.	1	0	0	0	0	0	0	1
			audit committee; Affiliate/Insider on								
				13	0	0	0	0	0	0	13

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Issue Code Category	Issue Short Text	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	With Policy		Manual	Take No Action	Unvoted	N/A	Mixed	Total
		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								
		is poor diversity			0					

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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	4	0	0		0	0	0	
		committee	1	0	0	0	0	0	0	1

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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.								
		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	0	1
			1	0	0	0	0	0	0	-
		Adopted forum								
		selection clause in								
		past year w/o								
		shareholder								
		approval; Insufficient								
		response to SHP	л	0	0	0	0	0	0	л
		passed by a majority	4	0	U	0	0	U	U	4

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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					0			-
		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
		No Stated Reason	55	0	0	0	0	0	0	
	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
	Flaction of Charabalder		/	0	U	0	U	0	U	,
	Election of Shareholder Representatives									
		No Stated Reason	27	0	0	0	0	0	0	27
			27	0	U	0	0	U	U	21

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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		0	Ū			0	0	-
		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

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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	4	0	0	0	0	0	
			0	1	0	0	0	0	0	1
	Election of Statutory Audito	nrs								
		515								
		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	n	0	0	0	0	0	0	2
		muepenuent	2	U	U	0	U	U	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		,	Toncy						
	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/governa nce 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

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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/governa nce 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/governa nce 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

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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, if the company, if the								
		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
1										

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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	22	0	0	0	0	0	0	22
		shareholders	22	0	0	0	0	0	0	22
		Insufficient								
		response to shareholder dissent	1	0	0	0	0	0	0	1
			1	0	U	0	U	0	U	-
		Russian operations disclosure	1	0	0	0	0	0	0	1
			-	5		0		•	~	_
		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

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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
			-	0	0	0	0	0	0	-
		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
issue coue category		Rationale Reason	with roncy	POILCY	Wallaal	Take No Action	onvoted	ių A	Mixed	
		No Stated Reason	1	0	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	0	37
		Excessively dilutive	2	0	0	0	0	0	0	2
	Authority to Issue Shares and Convertible Debt w/ Preempti									
		No Stated Reason	70	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	137
		Potential dilution exceeds recommended								
		threshold	2	0	0	0	0	0	0	2
	Authority to Issue Shares w/ Preemptive Rights									
		No Stated Reason	224	0	0	0	0	0	0	224
		Potential dilution exceeds recommended								
		threshold	1	0	0	0	0	0	0	1
	Authority to Issue Shares w/o Preemptive Rights									
		No Stated Reason	331	0	0	0	0	0	0	331
		Not in shareholders'' best interests	3	0	0	0	0	0	0	3
		Potential dilution exceeds recommended								
		threshold	1	0	0	0	0	0	0	1
	Authority to Issue Stock w/ or w/out Preemptive Rights									
		No Stated Reason	30	0	0	0	0	0	0	30
	Authority to Repurchase and Re-Issue Shares									

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	216	0	0	0	0	0	0	216
		May be used as anti-takeover device; Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1
		May be used as anti-takeover device	1	0	0	0	0	0	0	1
	Authority to Repurchase Preferred Shares		1	0	0	0	0	0	0	-
	Authority to Repurchase	No Stated Reason	9	0	0	0	0	0	0	9
	Shares									
		No Stated Reason	285	0	0	0	0	0	0	285
		Excessively dilutive	1	0	0	0	0	0	0	1
	Authority to Set Offering Price of Shares	2								
		No Stated Reason	15	0	0	0	0	0	0	15
	Authorize Overallotment/Greenshoe									
		No Stated Reason	47	0	0	0	0	0	0	47
		Potential dilution exceeds recommended threshold	1	0	0	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									

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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

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Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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			3					Ŭ	-
		No Stated Reason	1	0	0	0	0	0	0	1

			Against						
Issue Short Text	Rationale Reason	With Policy	Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Amendment is not								
									_
	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								
	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
	Approval of Exclusive Forum Provisions Authority to Set General Meeting Notice Period at 14 D Change in State of Incorporation Company Name Change Elimination of Supermajority Requirement Misc. Article Amendments Misc. Proposal Regarding	Amendment is not in best interests of shareholdersApproval of Exclusive Forum ProvisionsAmendment is not in best interests of shareholdersAuthority to Set General Meeting Notice Period at 14 DNo Stated ReasonChange in State of IncorporationNo Stated ReasonChange in State of IncorporationNo Stated ReasonCompany Name ChangeLimits shareholderCompany Name ChangeNo Stated ReasonElimination of Supermajority RequirementNo Stated ReasonMisc. Article AmendmentsNo Stated ReasonMisc. Proposal Regarding Antitakeover DevicesMay be used as anti-takeover device; Insufficient	Amendment is not in best interests of shareholders 6 Approval of Exclusive Forum Provisions Amendment is not in best interests of shareholders 2 Authority to Set General Meeting Notice Period at 14 D No Stated Reason 135 Change in State of Incorporation No Stated Reason 1 No Stated Reason 1 1 No Stated Reason 1 1 Not in shareholders'' best interests; Provides shareholders with uncertain benefits and additional risk 3 Company Name Change 1 Company Name Change 3 Elimination of Supermajority Requirement No Stated Reason 61 Misc. Article Amendments 10 Misc. Proposal Regarding Antitakeover Devices May be used as anti-takeover device 1 May be used as anti-takeover device 1 May be used as anti-takeover device 1	Amendment is not in best interests of shareholders 6 0 Approval of Exclusive Forum Provisions Amendment is not in best interests of shareholders 2 0 Authority to Set General Meeting Notice Period at 14 D No Stated Reason 135 0 Change in State of Incorporation 1 0 Change in State of Incorporation 1 0 Change in State of Incorporation 1 0 No Stated Reason 1 0 Change in State of Incorporation 1 0 No Stated Reason 1 0 Company Name Change 1 0 Company Name Change 6 Company Name Change 1 0 Misc. Article Amendments 1 0 Misc. Article Amendments 1 0 Misc. Proposal Regarding Antitakeover Devices 1 0 May be used as anti-takeover device 1 0 May be used as anti-takeover device 1 0	Issue Short TextRationale ReasonWith PolicyPolicyManualAmendment is not in best interests of shareholders600Approval of Exclusive Forum ProvisionsAmendment is not in best interests of shareholders200Authority to Set General Meeting Notice Period at 14 DNo Stated Reason13500Change in State of IncorporationNo Stated Reason100No Stated Reason1000Change in State of IncorporationNo Stated Reason100No Stated Reason1000Change in State of IncorporationNo Stated Reason100No Stated Reason1000Expensional and additional risk3000Company Name ChangeNo Stated Reason6100Elimination of Supermajority RequirementNo Stated Reason6100Misc. Article Amendments10000Misc. Article Amendments1000Misc. Proposal Regarding Antitakeover DevicesMay be used as anti-takeover device insufficient response to100	Issue Short Text Rationale Reason With Policy Policy Manual Take No Action Amendment is not in best interests of shareholders 6 0 0 0 Approval of Exclusive Forum Provisions Amendment is not in best interests of shareholders 2 0 0 0 Authority to Set General Meeting Notice Period at 14 D No Stated Reason 135 0 0 0 Change in State of Incorporation No Stated Reason 1 0 0 0 No Stated Reason 1 0 0 0 0 0 No Stated Reason 1 0 0 0 0 0 0 Not in shareholders with uncertain benefits and additional risk 3 0 0 0 0 0 0 Company Name Change No Stated Reason 61 0 0 0 0 0 0 Elimination of Supermajority Requirement No Stated Reason 61 0 0 0 0 Mitsc. Article Amendments Antitakeover Devices	Issue Short TextRationale ReasonWith PolicyPolicyManualTake No ActionUnvotedAmendment is not in best interests of shareholders60000Approval of Exclusive Forum ProvisionsAmendment is not in best interests of shareholders20000Authority to Set General Meeting Notice Period at 14 DNo Stated Reason1350000Change in State of IncorporationNo Stated Reason100000No Stated Reason1000000Change in State of IncorporationNo Stated Reason100000No tin shareholders' best interests; Provides shareholders with uncertain benefits3000000Company Name ChangeNo Stated Reason610000000Elimination of Supermajority RequirementNo Stated Reason61000000Misc. Article Amendments10000000000Misc. Article Amendments100000000000000000000000000000000000000	Issue Short TextRationale ReasonWith PolicyPolicyManualTake No ActionUnvotedN/AAmendment is not in best interests of shareholders6000000Approval of Exclusive Forum ProvisionsAmendment is not in best interests of shareholders20000000Authority to Set General Meeting Notice Period at 14 DNo Stated Reason1350000000No Stated Reason135000000000Interests Provides shareholders' best interests Provides shareholders' best interests provides shareholders' best interests provides shareholders' best interests provides shareholders' best shareholders' best interests provides shareholders' best shareholders' best interests provides shareholders' best shareholders' best interests provides shareholders' best shareholders' best sh	Issue Short TextRational ReasonWith PolicyPolicyManualTake No ActionUnvotedN/AMixedAnondment in or in best interests of shareholders60000000Approval of Exclusive Forum ProvisionsAmendment is not in best interests of shareholders200

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

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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	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	40
		Insufficient response to shareholder dissent; Pay for performance								
		performance disconnect	2	0	0	0	0	0	0	2

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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		Toncy				,		
		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/performa nce 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	1
	Advisory Vote on Severa									
		No Stated Reason	6	0	0	0	0	0	0	6

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Added excise tax	1	0	0	0	0	0	0	4
		gross-ups	1	0	0	0	0	0	0	1
	Amendment to Director Equity Compensation Plan									
	Equity compensation rian									
		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	1	0	0	0	U	U	0	1
		excessive payouts	4	0	0	0	0	0	0	4

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Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Increase is excessive	9	0	0	0	0	0	0	9
	Amendment to Stock Purchase Plan									
		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)									
		Poor overall compensation disclosure; Excessive								_
	Capital Proposal to	compensation	3	0	0	0	0	0	0	3
	Implement Equity Compensat									
		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
1										

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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
		to performance	1	0	0	0	0	0	U	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

				Against	_					
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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

				Against					
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Increase is								
		excessive;								
		Insufficient								
		response to		0	0	0	0	0	0	
		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
		lange to successive	4-	0	0	2	0	0	0	4-
		Increase is excessive	15	0	0	0	0	0	0	15

			Against						
Issue Short Text	Rationale Reason	With Policy	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				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/performa nce 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
	Remuneration Report	Unexplained abolition of shareholding guidelines; Insufficient response to shareholder dissent; Poor LTIP structure/disclosureCompensation policy is not in best interests of shareholdersPotential for excessive payoutsRemuneration Report (Retrospective)No Stated ReasonNo tie between compensation and sustainability.Inadequate remuneration consequencesSingle metric; Disclosure concernsDisclosure concernsThe compensation plan has no ties between compensation and sustainability.Por compensation structure/performa nce conditions; Discretion applied under the STIPPay for performance disconnect; Grants are excessivePay for performance disconnectPay for performance disconnect	Unexplained abolition of shareholding guidelines; Insufficient response to shareholder dissent; Poor LTIP structure/disclosure 2 Compensation policy is not in best interests of shareholders 1 Potential for excessive payouts 6 Remuneration Report (Retrospective) No Stated Reason 766 No tie between compensation and sustainability. 36 Inadequate remuneration consequences 1 Single metric; Disclosure concerns 1 Single metric; Disclosure concerns 1 The compensation plan has no ties between compensation and sustainability. 3 Poor compensation are excessive 3 Pay for performance disconnect; Grants are excessive 3 Pay for performance disconnect 2 Concerning pay	Unexplained abolition of shareholding guidelines; Insufficient response to shareholder dissent; Poor LTIP structure/disclosure20Compensation policy is not in best interests of shareholders10Potential for excessive payouts60Remuneration Report (Retrospective)No Stated Reason7660No Stated Reason7660No Stated Reason7660Inadequate remuneration and sustainability.360Inadequate remuneration consequences10Single metric; Disclosure concerns10Poor compensation and sustainability.30Poor compensation and concerns10Por compensation sustainability.30Por compensation and concerns10Por compensation ance conditions; Discretion applied under the STIP10Pay for performance disconnect; Grants are excessive30Pay for performance disconnect; Grants are excessive20	Issue Short TextRationale ReasonWith PolicyPolicyManualUnexplained abolition of shareholding guidelines; insufficient response to shareholder dissent; Poor LTIP structure/disclosure200Compensation policy is not in best interests of shareholders200Remuneration Report (Retrospective)000Remuneration Report (Retrospective)No Stated Reason76600No Stated Reason766000Remuneration Report (Retrospective)No Stated Reason76600No Stated Reason766000Remuneration Report (Retrospective)1000Remuneration Report (Retrospective)1000No Stated Reason766000Remuneration consequences1000Inadequate remuneration consequences100Single metric; Disclosure concerns100Disclosure concerns1000Pay for performance disconnect; Grants are excessive300Pay for performance disconnect; Grants are excessive300Pay for performance disconnect; Grants are excessive300Pay for performance disconnect200	Issue Short TextRationale ReasonWith PolicyPolicyManualTake No ActionUnexplained abolition of shareholding guidelines; insufficient response to shareholder dissent; Poor TIP<	Issue Short TextRationale ReasonWith PolicyPolicyManualTake No ActionUnvotedUnexplained abbition of shareholding guidelines; insufficient response to shareholder dissent; Poor LTP porture/disclosure20000Compensation shareholder dissent; policy is not in best interests of shareholders2000000Remuneration Report (Retrospective)000<	Issue Short TextRationale ReasonWith PolicyPolicyManualTake No ActionUnvotedN/AUnexplained abolition of shareholding guidelines; insufficient response to shareholder dissent; Poor ITP Poor ITP Poor ITP2000000Compensation policy is not in best interests of shareholders100000000Remuneration Report (Retrospective)6000	issue Short TextRational ReasonWith Policy PolicyManualTake No ActionUnvotedN/AMixedabelition of shareholding guidelines; insufficient response to shareholding guidelines; insufficient response to shareholder dissent; Poor TIP structure/disclosure20000000Orompensation shareholder2000 <t< td=""></t<>

Pay far performance disonmet; bicessive bicessive concerning pay practices 2 0	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 design 1 0 0 0 0 0 0 0 0 2 2 Insufficient response to shareholder dissent; Concerning pay practices 2 0 0 0 0 0 0 0 0 0 2 2 Insufficient response to shareholder dissent; Concerning pay practices 1 0 0 0 0 0 0 0 0 0 0 2 Insufficient response to shareholder dissent; Equity awards to major shareholder dissent; Equity awards to Insufficient response to 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 Insufficient response to 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 Insufficient response to 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 Insufficient response to 0 shareholder dissent; Equity awards to major shareholder dissent; Equity awards to Insufficient response to shareholder dissent; Equity awards to major shareholder dissent; Equity awards to major shareholder dissent; Equity awards to The the the the the the the the the the t			Pay for performance disconnect; Excessive compensation; Concerning pay								2
response to shareholder dissent; Concerning pay 2 0 <			Insufficient response to shareholder dissent;								1
Insufficient response to shareholder dissent; Poor overall compensation disclosure; Concerning pay practices 1 0 0 0 0 0 0 0 0 0 0 0 0 Insufficient response to shareholder dissent; Equity awards to major shareholder; Increase is excessive 1 0 0 0 0 0 0 0 0 0 0 0 0 0 Insufficient response to shareholder dissent; Equity awards to major shareholder 1 0 0 0 0 0 0 0 0 0 0 0 0 0 Insufficient response to shareholder dissent; Equity awards to major shareholder 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 Insufficient response to shareholder 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			response to shareholder dissent; Concerning pay	2	0	0	0	0	0	0	2
Insufficient response to shareholder dissent; Equity awards to major shareholder; Increase is excessive 1 0 0 0 0 0 0 0 0 0 0 Insufficient response to shareholder dissent; Excessive compensation; Equity awards to major shareholder 1 0 0 0 0 0 0 0 0 0 0 0 Insufficient response to shareholder dissent; Pay for performance			Insufficient response to shareholder dissent; Poor overall compensation disclosure; Concerning pay								1
response to shareholder dissent; Excessive compensation; Equity awards to major shareholder 1000000000000000000000000000000000000			response to shareholder dissent; Equity awards to major shareholder;	1	0	0	0	0	0	0	1
response to shareholder dissent; Pay for performance			response to shareholder dissent; Excessive compensation; Equity awards to	1	0	0	0	0	0	0	1
			response to shareholder dissent; Pay for performance	2	0	0	0	0	0	0	2

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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/performa nce 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	1
		Equity awards to major shareholder; Increase is excessive	2	0	0	0	0	0	0	2

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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	2	0	0	0	0	0	0	-
		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	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

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		An annual advisory vote on executive compensation is in the best interests of shareholders	2	0	0	0	0	0	0	2
		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
		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

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Supervisory Board/ Corp Assembly Fees									
		No Stated Reason	11	0	0	0	0	0	0	11
		Excessive compensation; Insufficient justification	2	0	0	0	0	0	0	2
		Insufficient response to shareholder dissent; NEDs may participate in executive plan	1	0	0	0	0	0	0	1
		executive plan	T	0	0	0	0	0	0	1
	Trust Type Equity Plans (JP)									
		No Stated Reason	5	0	0	0	0	0	0	5
M&A			36	0	0	0	0	0	0	36
	Divestiture/Spin-off									
		No Stated Reason	4	0	0	0	0	0	0	4
	Intra-company Contracts/Control Agreement									
		No Stated Reason	17	0	0	0	0	0	0	17
	Merger/Acquisition									
		No Stated Reason	13	0	0	0	0	0	0	13
	Restructuring/Capitalization									
		No Stated Reason	2	0	0	0	0	0	0	2
Meeting Administration			183	0	0	0	0	0	0	183
	Authorization of Legal Formalities									
		No Stated Reason	164	0	0	0	0	0	0	164
	Right to Adjourn Meeting									

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	1								
		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
			0	0	0	0	0	0	0	0
		No disclosure concerning								
		governance of vote	1	0	0	0	0	0	0	1
		_								
	Misc. Management Proposal									
		Not in								
		shareholders" best	2		0		0	0	0	-
		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		0	0	T	0	U	U	U	1
		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
SHP: Compensation			271	0	0	0	0	0	0	271
	SHP Recoupment of Unearned Bonuses (Clawback									
		Expanding the Company"s clawback policy could protect shareholder interests	25	0	0	0	0	0	0	25
		Expanding the Company's clawback policy could protect shareholder interests	3	0	0	0	0	0	0	3
	SHP regarding Change/ Opposition to Director Compe									
		No Stated Reason	20	0	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	0	21
		No Stated Reason	70	0	0	0	0	0	0	70
	SHP Regarding Linking Executive Pay to Social Criteri									
		Anti-ESG proponent.	8	0	0	0	0	0	0	8
		Shareholders would benefit from the Company"s consideration of environmental and social metrics to its compensation plan	6	0	0	0	0	0	0	6
	SHP regarding Misc. Compensation									

			Against						
Issue Short Text	Rationale Reason	With Policy	Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
SHP Regarding Misc. Compensation									
	No Stated Reason	34	0	0	0	0	0	0	34
	No Stated Reason	3	0	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	58	0	0	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								
SHP Regarding Restricting	compensated	9	0	0	0	0	0	0	9
Executive Compensation	Could better align executive and shareholder								
	interests	14	0	0	0	0	0	0	14
		450	0	0	0	0	0	0	450
Shareholder Proposal Regarding Say on Climate									
	This is a Say-On- Climate Proposal.	20	0	0	0	0	0	0	20
	No Stated Reason	3	0	0	0	0	0	0	3
SHP Regarding Bioengineering / Nanotechnology Safety									
	In the best interests of shareholders	5	0	0	0	0	0	0	5
SHP Regarding Climate Lobbying									
	SHP Regarding Misc. Compensation SHP Regarding Race and/or Gender Pay Equity Report SHP Regarding Report on Ratio Between CEO and Empl SHP Regarding Restricting Executive Compensation SHP Regarding Restricting Executive Compensation Shareholder Proposal Regarding Say on Climate SHP Regarding Bioengineering / Nanotechnology Safety	SHP Regarding Misc. Compensation No Stated Reason 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 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 SHP Regarding Restricting Executive Compensation Could better align executive and shareholder interests SHP Regarding Restricting Executive Compensation Could better align executive and shareholder interests Shareholder Proposal Regarding Say on Climate This is a Say-On- Climate Proposal. No Stated Reason No Stated Reason SHP Regarding Bioengineering / Nanotechnology Safety In the best interests of shareholders	SHP Regarding Misc. Compensation No Stated Reason 34 No Stated Reason 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 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 9 SHP Regarding Restricting Executive Compensation Could better align executive and shareholder interests 14 Shareholder Proposal Regarding Say on Climate This is a Say-On- Climate Proposal. SHP Regarding Bioengineering / Nanotechnology Safety 20 No Stated Reason 3 SHP Regarding Bioengineering / Nanotechnology Safety 20 No Stated Reason 3 SHP Regarding Bioengineering / Nanotechnology Safety 20	Issue Short TextRationale ReasonWith PolicyPolicySHP Regarding Misc. CompensationNo Stated Reason340No Stated Reason30SHP Regarding Race and/or Gender Pay Equity ReportIncreased disclosure would allow shareholders to fully understand the steps the Company is taking to ensure equitable compensation580SHP Regarding Report on Ratio Between CEO and EmplThe board should address how executives are compensated in relation to how its non-executive employees are compensated90SHP Regarding Restricting Executive CompensationCould better align executives and shareholder90SHP Regarding Restricting Executive CompensationCould better align executive and shareholder interests4500Shareholder ShareholderThis is a Say-On- Climate Proposal Regarding Bioengineering / Nanotechnology Safety10SHP Regarding Bioengineering / Nanotechnology SafetyIn the best interests30SHP Regarding Dionglineering / Nanotechnology Safety50	Issue Short TextRationale ReasonWith PolicyPolicyManualSHP Regarding Misc. CompensationNo Stated Reason3400No Stated Reason300SHP Regarding Race and/or Gender Pay Equity ReportIncreased disclosure would allow shareholders to fully understand the steps the Company is taking to ensure equitable compensation5800SHP Regarding Report on Ratio Between CEO and EmplThe board should address how executives are compensated in relation to how its non-executive employees are compensated900SHP Regarding Restricting Executive CompensationCould better align executive and shareholder interests900SHP Regarding Restricting Executive CompensationCould better align executive and shareholder interests1400SHP Regarding Say on ClimateThis is a Say-On- Climate Proposal Regarding Bioengineering / Nanotechnology SafetyThis best interests of shareholders300	Issue Short TextRationale ReasonWith PolicyPolicyManualTake No ActionSHP Regarding Misc. CompensationNo Stated Reason34000No Stated Reason340000SHP Regarding Race and/or Gender Pay Equity ReportIncreased disclosure would allow shareholders to the fully understand the steps the Company is taking to ensure equitable compensation58000SHP Regarding Report on Ratio Between CE0 and EmplThe board should address how executives are compensated9000SHP Regarding Report on Ratio Between CE0 and EmplThe board should address how executives are compensated9000SHP Regarding Report on Ratio Between CE0 and EmplCould better align executive ad shareholder interests14000SHP Regarding Reporting Executive Compensated140000SHP Regarding Restricting Executive Compensated20000Shareholder Proposal Regarding Say on Climate20000No Stated Reason30000SHP Regarding Bioengineering (Nanotechnology Safety111000In the best interests of Shareholder Sinareholders5000SHP Regarding Bioengineering (Nanotechnology Safety11000SHP Regarding Bioengineering (Nanotechnology Safety110	Issue Short Text Rationale Reason With Policy Policy Manual Take No Action Unvoted SHP Regarding Misc. Compensation No Stated Reason 34 0 0 0 0 No Stated Reason 34 0 0 0 0 0 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 58 0 0 0 0 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 in interests 14 0 0 0 0 SHP Regarding Reporting Regarding Report on Ratio Between CEO and Empl Could better align executives are compensated in relation to how its non-executive employees are compensated in interests 14 0 0 0 0 SHP Regarding Restricting Executive Compensation Could better align executive and shareholder interests 14 0 0 0 0 0 Shareholder Proposal Regarding Bioengineering /Nanotechnology Safety Sia Say-On- Climate Proposal. 20 0 0 0 0 0 0 0	Issue Short Text Rationale Reason With Policy Policy Manual Take No Action Unvoted N/A SHP Regarding Misc. Compensation No Stated Reason 34 0 <td>Issue Short Text Rationale Reason With Policy Policy Manual Take No Action Unvoted N/A Mixed SHP Regarding Mixe. Compensation 0</td>	Issue Short Text Rationale Reason With Policy Policy Manual Take No Action Unvoted N/A Mixed SHP Regarding Mixe. Compensation 0

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
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		No Stated Reason	36	0	0	0	0	0	0	36
		In best interests of							0	-
		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 Environmenta Report	1								
		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	2	0	0	0	0	0	0	2
			3	0	0	0	0	0	0	3
		Proposal withdrawn	1	0	0	0	0	0	0	1
		by proponent	1	0	0	0	0	0	0	1
	SHP Regarding Formation of Environmental/Social Commi	t								
	·	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									

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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
		Adopton 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
HP: Governance	SHP Regarding Additional or Amended Shareholder Propo	s	620	0	0	0	0	0	0	620
		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

				Against	_		_			
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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	6								
		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 C									
		Dissident nominees add relevant experience/expertis e; In favor of dissident''s plan	6	0	0	0	0	0	0	6
		Dissident nominee does not add relevant experience/expertis								
		е	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

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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									

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Adoption could promote board accountability and ensure responsiveness to shareholder	12							12
		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

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Misc. Meeting/Voting Issue									
		No Stated Reason	17	0	0	0	0	0	0	17
	SHP Regarding Recapitalization									
		Allowing one vote per share generally								
		operates as a safeguard for								
		common shareholders	25	0	0	0	0	0	0	25
	SHP Regarding Removal of Director(s)									
		No Stated Reason	1	0	0	0	0	0	0	1
	SHP Regarding Removal of Directors									
		No Stated Reason	1	0	0	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent									
		No Stated Reason	14	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	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	22
		A 15% threshold for calling a special								
		meeting is appropriate	30	0	0	0	0	0	0	30
		No Stated Reason	4	0	0	0	0	0	0	4
	SHP Regarding Setting Age Limits for Directors									

				Against	_		_			
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	2	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	7
	SHP Regarding Trained, Qualified Directors on Enviro	on								
		No Stated Reason	6	0	0	0	0	0	0	6
								-		
SHP: Misc			115	0	0	0	0	0	0	115
	SHP Regarding Repeal of Bylaw Amendments									
		In favor of								
		dissident''s plan	1	0	0	0	0	0	0	1
		No Stated Reason	13	0	0	0	0	0	0	13
	SHP: Misc. Issues									
		Anti-ESG								
		proponent.	63	0	0	0	0	0	0	63
		No Stated Reason	31	0	0	0	0	0	0	31
		Additional								
		disclosure could								
		help mitigate								
		regulatory and	_	•	0		0	0	0	_
		reputational risks	7	0	0	0	0	0	0	7
SHP: Social			1107	0	0	0	0	0	0	1107
	SHP Regarding Animal Welfare									
		In the best interests								
		of shareholders	36	0	0	0	0	0	0	36
	SHP Regarding Drug Pricing/Distribution									
	-									

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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
				0	Ū		0	0	Ū	
	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	_		0		<u>_</u>	2	0	_
		stakeholders	7	0	0	0	0	0	0	7

				Against					
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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									
	SHP Regarding Misc. Labor	Anti-ESG proponent.	22	0	0	0	0	0	0	22
	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

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Additional								
		disclosure will								
		better allow								
		shareholders to understand the								
		Company''s use of								
		Al and management								
		of associated risks	13	0	0	0	0	0	0	13
		In best interests of	15	0	U	0	0	0	0	15
		shareholders.	16	0	0	0	0	0	0	16
			10	0	0	0	0	0	0	10
		Requested								
		reporting could			_		_			
		benefit stakeholders	1	0	0	0	0	0	0	1
l		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 EEC)								
		EEO-1 reports								
		provide								
		shareholders with								
		standardized and								
		comparable								
		information								
		concerning a								
l		company"s								
		workforce diversity	1	0	0	0	0	0	0	1

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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
		warrantea	-	0	0	0	0	0	0	-
		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

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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	5								
		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

				Against						
Issue Code Category	Issue Short Text	Rationale Reason	With Policy	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
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								

			With						
Issue Code Category Is	ssue Short Text	Rationale Reason	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
Δ	oppointment of Special	NO STALEO REASON	41	0	0	0	0	0	41
	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 Gees								
		No Stated Reason	147	0	0	0	0	0	147
	Sonus Dividend/Bonus Share ssue								
		No Stated Reason	13	0	0	0	0	0	13
F	inancial Statements								
		No Stated Reason	520	0	0	0	0	0	520
	atification of Alternate Auditor								
		No Stated Reason	10	0	0	0	0	0	10
R	latification of Auditor								
		No Stated Reason	310	6	0	0	0	0	316
		Excessive Auditor	0	700	0	0	0	0	700
		Tenure. The auditor's tenure	0	780	0	0	0	0	780
		is excessive.	0	4	0	0	0	0	4
	tock Dividend/Dividend teinvestment								
		No Stated Reason	16	0	0	0	0	0	16
Board Related			18959	1674	0	0	0	0	20633
А	Approve Censor								

			With						
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient justification	5	0	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	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	1
	Election of Alternate Statutory Auditor					-	-	-	
		No Stated Reason	33	0	0	0	0	0	33

			With						
Issue Code Category	Issue Short Text	Rationale Reason	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	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				<u>_</u>	-	0	
	Election of Directors	concerns	6	0	0	0	0	0	6
		No Stated Reason	14630	0	0	0	0	0	14630

			With						
Issue Code Category	Issue Short Text	Rationale Reason		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
			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
			50	507	0	0	0	0	017
		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
l									

			With						
Issue Code Category	Issue Short Text	Rationale Reason		Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the							
		company chair							
		when the company							
		is not a UNGC							
		participant or							
		signatory OR the							
		Human Rights Policy							
		does not align with							
		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
1		-							

			With						
Issue Code Category	Issue Short Text	Rationale Reason		Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the							
		company chair							
		when the company							
		is not a UNGC							
		participant or							
		signatory OR the							
		Human Rights Policy							
		does not align with							
		UDHR. Vote against							
		board chair of tier 1							
		and 2 companies, if							
		the company does							
		not have net zero	0	4	0	0	0	0	
		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
						-	-	-	

			With						
Issue Code Category	Issue Short Text	Rationale Reason		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

			With						
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		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/governa nce 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/Experi ence concerns	1		0	0	0	0	1
			1	0	0	U	U	0	-

			With						
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis A	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
			3	0	0	U	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/governa nce 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

			With						
Issue Code Category	Issue Short Text	Rationale Reason		Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		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
			5	5	•	~	~	~	-

			With						
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Against Glass Lewis	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	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

			With						
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Against Glass Lewis	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	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	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	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

			With						
Issue Code Category	Issue Short Text	Rationale Reason		Against Glass Lewis	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	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

			With						
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Against Glass Lewis	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	1
		Responsible for lack					0	0	
		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

			With						
Issue Code Category	Issue Short Text	Rationale Reason	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. Vote against ESG committee of tier 3 company, if the company does not							
		report to SASB.	5	10	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

			With						
Issue Code Category	Issue Short Text	Rationale Reason	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. 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	10	0		C	C	0	42
		approval	43	0	0	0	0	0	43

			With						
Issue Code Category	Issue Short Text	Rationale Reason	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. 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							
			э	C	0	0	0	0	0
		disclosure rating.	3	6	0	0	0	0	9

			With						
Issue Code Category	Issue Short Text	Rationale Reason		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.							
		Vote against the							
		members of the							
		nomination and							
		governance							
		committees if there							
		is poor diversity							
		disclosure rating.	2	2	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	-	-	-	2	2	~	-
		have GHG targets.	1	. 0	0	0	0	0	1

			With						
Issue Code Category	Issue Short Text	Rationale Reason		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
		governance chair.	1	U	0	U	U	U	1

			With						
Issue Code Category	Issue Short Text	Rationale Reason	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.	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. The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.	0		0	0	0	0	1
		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

			With						
Issue Code Category	Issue Short Text	Rationale Reason		Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair							
		when the company							
		is not a UNGC							
		participant or							
		signatory OR the							
		Human Rights Policy							
		does not align with							
		UDHR.							
		Vote against board							
		chair at tier 3							
		company, if the							
		company does not	0	24		0	0	0	
		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
		Dropool	-	0	0	0	0	0	-
		Proposal withdrawn	7	0	0	0	0	0	7

Issue Code Category	Issue Short Text	Rationale Reason	With Close Lewis				-		
			GIASS 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

		With						
Issue Short Text	Rationale Reason	Glass Lewis Against	Glass Lewis Ta	ke No Action U	Invoted	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	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		0	0	0	0	0	2
	Issue Short Text	Adopted forum selection clause in past year w/o shareholder approval; Insufficient board gender diversityVote against the chair of the nomination or governance committee if the company does not disclose EE01 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.Beneficial owner on audit committeeCFO on boardVote against ESG commany, if the company, if the company, if the	Issue Short TextRationale ReasonGlass LewisAgainstAdopted forum selection clause in past year w/o shareholder approval; Insufficient board gender diversity2Vote against the chair of the nomination or governance company does not disclose EE01 reporting. Vote against members of the nomination or governance company have insufficient oversight of E&S issues. There is insufficient female reporters.2Beeneficial owner on audit committee2Beeneficial owner on 	Issue Short Text Rationale Reason Glass Lewis Against Glass Lewis Tal Adopted forum selection clause in past year w/o shareholder approval; Insufficient board gender diversity 2 0 Vote against the chair of the nomination or governance committee if the company does not disclose EE01 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 Beneficial owner on audit committee fully disclosed 2 0 CFO on board 13 0 CFO on board company does not disclose stof committee of tier 3 company, if the company have information not fully disclosed 2 0	Issue Short Text Rationale Reason Giass Lewis Adapted forun Item No Action U Adopted forun selection class in past year w/o shareholder approval; shareholder approval; shareholder approval; shareholder approval; shareholder approval; shareholder shareholder	Issue Short Text Rationale Reason Giass Lewis Against Glass Lewis Take No Action Unvoted Adopted forum adopted forum selection clause in past year W/o selection selecition selection selection	issue Short TextRationale ReasonGlass LewisAgainst Glass LewisTake No ActionUnvotedM/AAdopted forum selection clause in past year w/o shareholder approval; insufficient board gender diversity2000000Vote against the chair of the opporting togener acte commander diversity2000 <t< td=""><td>Issue Short Text Rationale Reason Glass Lewis Against Glass Lewis Take No Action Unveed N/A Mixed Adopted forum selection classe in past year w/o shareholder approval; insufficient board gender diversity 2 0</td></t<>	Issue Short Text Rationale Reason Glass Lewis Against Glass Lewis Take No Action Unveed N/A Mixed Adopted forum selection classe in past year w/o shareholder approval; insufficient board gender diversity 2 0

			With						
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		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	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

			With						
Issue Code Category	Issue Short Text	Rationale Reason		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.							
		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.	1	1	0	0	0	0	2
			1	1	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 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.	1	2	0	0	0	0	3
			_		•	•	-		-

			With						
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Against Glass Lewis	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	0	0	0	0	0	0	•
		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

			With						
Issue Code Category	Issue Short Text	Rationale Reason		Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with 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. Insufficient response to shareholder dissent	5	0	0	0	0	0	1
		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
		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	1

			With						
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Against Glass Lewis	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.	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	0		2	0	0	0	
		report to SASB.	0	1	0	0	0	0	1
		Affiliate/Insider on							
		compensation	-	-	-	~	•	~	-
		committee	1	0	0	0	0	0	1

			With						
Issue Code Category	Issue Short Text	Rationale Reason	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.							
		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

			With						
Issue Code Category	Issue Short Text	Rationale Reason		Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the							
		company chair							
		when the company is not a UNGC							
		participant or							
		signatory OR the							
		Human Rights Policy							
		does not align with							
		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

			With						
Issue Code Category	Issue Short Text	Rationale Reason	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					2	2	
		YOU	0	1	0	0	0	0	1

			With						
Issue Code Category	Issue Short Text	Rationale Reason	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							
		100	0	1	0	0	0	0	1
	Election of Statutory Aud	ditors							
			475	0		0	0	0	
		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	27	0	0	0	0	0	
		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	Ъ	0	0	0	0	0	2
		muependent	2	U	0	U	U	0	2

			With						
Issue Code Category	Issue Short Text	Rationale Reason	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/governa nce 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

			With						
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Other governance							
		issue	5	0	0	0	0	0	5
		Affiliate/Insider on audit committee; Affiliate/Insider on compensation committee; Affiliate/Insider on							
		nominating/governa	,	0	0	0	0	0	
		nce committee Affiliate/Insider on audit committee; Excessive director term length	4	0	0	0	0	0	4
		Affiliate/Insider on compensation committee; Board is not sufficiently independent; Other governance issue; Affiliate/Insider on nominating/governa nce 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

			With						
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with 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, if the							
		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							
		mormation not							

			With						
Issue Code Category	Issue Short Text	Rationale Reason		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
				C C		-	-	-	

			With						
Issue Code Category	Issue Short Text	Rationale Reason	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
			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
		тероп то здов.	0	1	0	0	0	0	-
	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	C	0	0	0	0	0	c
		NO SIALEU REASON	6	0	U	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	A	<u>^</u>	•	0	0	0	4
		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	No Stated Reason	1	0	0	0	0	0	1
	Convertible Debt w or w/o Pr								
		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
	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	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
	Authority to Issue Shares w/o Preemptive Rights								
		No Stated Reason	331	0	0	0	0	0	331
		Not in shareholders'' best interests	3	0	0	0	0	0	3
		Potential dilution exceeds	3	0	0	0	0	0	
		recommended threshold	1	0	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								

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								
	Authority to Repurchase Shares	No Stated Reason	9	0	0	0	0	0	9
		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								
1									

			With						
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	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
	lssuance 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

	With										
Issue Code Category	Issue Short Text	Rationale Reason	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		
	Amond Articles Constitution	shareholders	1	0	0	0	0	0	-		
	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									
	Amendments to	shareholders	7	0	0	0	0	0	7		
	Amendments to Charter/Bylaw - Bundled										
		No Stated Reason	1	0	0	0	0	0	1		
i la											

			With						
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Amendment is not							
		in best interests of shareholders	c	0	0	0	0	0	c
		snarenoiders	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 E)							
		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 Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Reincorporation								
	nemeciporation								
		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					0	0	
		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								

			With						
Issue Code Category	Issue Short Text	Rationale Reason	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

			With						
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The compensation plan has no ties between compensation and sustainability	1	1	0	0	0	0	2
		sustainability. 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	1	1	0	0	0	0	2
		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	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

			With						
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		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/performa nce 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

			With						
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Added excise tax							-
	• · ·	gross-ups	1	0	0	0	0	0	1
	Amendment to Director Equity Compensation Plan								
	Equity compensation Fian								
		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
		Plan allows for repricing; Contains				0	0	0	
		Evergreen Provisions	9	0	0	0	0	0	9
		Excessive overhang	2	0	0	0	0	0	2
	Amendment to Restricted Stock 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
		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
issue coue category			Class Lewis	Against elass Lettis		enrotea	,,,		lota
		Increase is excessive	9	0	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	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

			With						
Issue Code Category	Issue Short Text	Rationale Reason	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		Ĩ			5	•	Ŭ	-
		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		1	0	0	0	0	0	1
	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

			With						
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		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	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

			With						
Issue Code Category	Issue Short Text	Rationale Reason		Against Glass Lewis	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	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
4									

			With						
Issue Code Category	Issue Short Text	Rationale Reason		Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		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	F	0	0	0	0	0	-
			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

			With						
Issue Code Category	Issue Short Text	Rationale Reason		Against Glass Lewis	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	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;	-	-	•	~	2	2	
		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/performa							
		nce conditions;							
		Discretion applied							
		under the STIP	1	0	0	0	0	0	1
		Pay for							
		performance							
		disconnect; Grants	-	2	2	^	~	^	•
		are excessive	3	0	0	0	0	0	3
		Pay for							
		performance disconnect	2	0	0	0	0	0	э
			2	0	0	U	U	U	2
l		Concerning pay practices	12	0	0	0	0	0	12
		practices	12	0	0	U	0	0	12

			With						
Issue Code Category	Issue Short Text	Rationale Reason		Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		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	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
		uisconnect	2	U	0	U	U	U	2

			With						
Issue Code Category	Issue Short Text	Rationale Reason	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

			With						
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis Aga	inst Glass Lewis	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	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/performa nce 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	1
		Equity awards to major shareholder; Increase is excessive	2	0	0	0	0	0	2

			With						
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		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

			With						
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		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

			With						
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis Agains	t Glass Lewis	Take No Action Ur	voted	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 Short Text		With						
	Rationale Reason	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
		1	0	0	0	0	0	-
Trust Type Equity Plans (JP)								
	No Stated Reason	5	0	0	0	0	0	5
		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
		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								
	Assembly Fees Assembly Fees Assembly Fees Assembly Fees Arration of Legal Formalities	Assembly Fees No Stated Reason Excessive compensation; Insufficient isutification Insufficient response to shareholder dissent; NEDs may participate in executive plan Trust Type Equity Plans (JP) Trust Type Equity Plans (JP) No Stated Reason Merger/Acquisition No Stated Reason Restructuring/Capitalization No Stated Reason Authorization of Legal Formalities No Stated Reason No S	Assembly Fees 11 No Stated Reason 11 Excessive compensation; Insufficient response to shareholder dissent; NEDs may participate in executive plan 1 Trust Type Equity Plans (JP) No Stated Reason 5 Divestiture/Spin-off No Stated Reason 4 Intra-company Contracts/Control Agreement No Stated Reason 17 Merger/Acquisition No Stated Reason 13 Restructuring/Capitalization No Stated Reason 2 No Stated Reason 2 No Stated Reason 2 Merger/Acquisition No Stated Reason 2 No Stated Reason 2 No Stated Reason 2 No Stated Reason 13 Restructuring/Capitalization No Stated Reason 16 No Stated Reason 16	Assembly Fees No Stated Reason 11 0 Excessive compensation; Insufficient response to shareholder dissent; NEOS may participate in executive plan 2 0 Trust Type Equity Plans (JP) 0 Trust Type Equity Plans (JP) 36 0 Divestiture/Spin-off 36 0 Insufficient response 36 0 Intra-company Contracts/Control Agreement 1 0 No Stated Reason 17 0 Merger/Acquisition 13 0 Restructuring/Capitalization 13 0 Authorization of Legal Formalities No Stated Reason 164 0	Assembly Fees No Stated Reason 11 0 0 Excessive compensation; insufficient justification 2 0 0 Insufficient participate in executive plan 1 0 0 Trust Type Equity Plans (JP) 1 0 0 Trust Type Equity Plans (JP) 36 0 0 Divestiture/Spin-off 36 0 0 Intra-company Contracts/Control Agreement No Stated Reason 17 0 0 Merger/Acquisition 1 0 0 0 Restructuring/Capitalization 13 0 0 No Stated Reason 13 0 0 Authorization of Legal Formalities No Stated Reason 164 0 0	Assembly Fees Assembly Fees No Stated Reason 11 0 0 0 Excessive compensation; insufficient response to shareholder dissent; NEDs may participate in executive plan 2 0 0 0 0 Trust Type Equity Plans (JP) 1 0 0 0 0 Trust Type Equity Plans (JP) 36 0 0 0 No Stated Reason 5 0 0 0 Intra-company control Agreement 1 0 0 0 Meger/Acquisition 13 0 0 0 Restructuring/Capitalization 13 0 0 0 Authorization of Legal 13 0 0 0 No Stated Reason 13 0 0 0	Assembly Fees No Stated Reason 11 0	Assembly Fees No Stated Reason 11 0 <

Issue Code Category	Issue Short Text	Rationale Reason	With	Against Class Lowis	Take No Action	Unvoted	N/A	Mixed	Total
issue Code Category	issue short l'ext	Rationale Reason	Glass Lewis	Against Glass Lewis	Take NO Action	Unvoted	N/A	iviixed	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 Donatior	1							
		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	5							
		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

			With						
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
SHP: Compensation			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			0		0		
		Company's							
		clawback policy							
		could protect							
		shareholder							
		interests	0	3	0	0	0	0	3
	SHP regarding Change/								
	Opposition to Director Compe	2							
		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	24	0	0	0	0	0	24
		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	~	C	0	0	0	0	~
		compensation plan	0	6	0	0	0	0	6
	SHP regarding Misc.								
	Compensation								
4									

With								
Issue Short Text	Rationale Reason	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							
		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	0	0	0	0	0	0	9
SHP Regarding Restricting	compensated	0	9	0	0	0	0	9
	Could better align executive and shareholder							
	interests	14	0	0	0	0	0	14
		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 Bioengineerin / Nanotechnology Safety	g							
	In the best interests of shareholders	0	5	0	0	0	0	5
SHP Regarding Climate Lobbying								
	SHP Regarding Misc. Compensation SHP Regarding Race and/or Gender Pay Equity Report SHP Regarding Report on Ratio Between CEO and Empl SHP Regarding Restricting Executive Compensation SHP Regarding Restricting Executive Compensation Shareholder Proposal Regarding Say on Climate SHP Regarding Bioengineering / Nanotechnology Safety	SHP Regarding Misc. Compensation No Stated Reason 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 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 SHP Regarding Restricting Executive Compensation Could better align executive and shareholder interests SHP Regarding Restricting Executive Compensation Could better align executive and shareholder interests Shareholder Proposal Regarding Say on Climate This is a Say-On- Climate Proposal. No Stated Reason No Stated Reason SHP Regarding Bioengineering / Nanotechnology Safety In the best interests of shareholders	Issue Short TextRationale ReasonGlass LewisSHP Regarding Misc. CompensationNo Stated Reason34No Stated Reason3SHP Regarding Race and/or Gender Pay Equity ReportIncreased disclosure would allow shareholders to fully understand the steps the Company is taking to ensure equitable compensation1SHP Regarding Report on Ratio Between CEO and EmplThe board should address how executives are compensated in relation to how its non-executive employees are compensated0SHP Regarding Report on Ratio Between CEO and EmplCould better align executives are compensated in relation to how its non-executive employees are compensated0SHP Regarding Restricting Executive CompensationCould better align executive and shareholder interests36Shareholder Proposal Regarding Say on ClimateCould better align executive and shareholder interests20No Stated Reason0SHP Regarding Bioengineering / Nanotechnology Safety0SHP Regarding Bioengineering / Nanotechnology SafetyIn the best interests of shareholders0SHP Regarding ClimateIn the best interests of shareholder0	Issue Short TextRationale ReasonGlass LewisAgainst Glass LewisSHP Regarding Misc. CompensationNo Stated Reason340No Stated Reason340SHP Regarding Race and/or Gender Pay Equity ReportIncreased disclosure would allow shareholders to fully understand the steps the Company is taking to ensure equitable compensation058SHP Regarding Report on Ratio Between CEO and EmplThe board should address how executives are compensated in relation to how its non-executive are executive and shareholder09SHP Regarding Report on Ratio Between CEO and EmplThe board should address how executives are compensated in relation to how its non-executive are executive and shareholder interests09SHP Regarding Restricting Executive Compensation099SHP Regarding Restricting Executive Compensation140Cimate Proposal Regarding Say on ClimateThis is a Say-On- Climate Proposal.200No Stated Reason033SHP Regarding Bioengineering / Nanotechnology SafetyThis is a Say-On- Climate Proposal.200SHP Regarding Bioengineering / Nanotechnology SafetyThis is a Say-On- Climate Proposal.303SHP Regarding Bioengineering / Nanotechnology Safety1403SHP Regarding Bioengineering / Nanotechnology Safety555SHP Regarding Climate5555	Issue Short Text Rationale Reason Glass Lewis Against Glass Lewis Take No Action SHP Regarding Misc. No Stated Reason 34 0 0 No Stated Reason 34 0 0 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 SHP Regarding Report on Ratio Between CE0 and Empl Text books shareholders to ensure equitable compensated in relation to how its non-executive are compensated in relation to how its non-executive employees are compensated in shareholder interests 14 0 0 SHP Regarding Report Compensation Colub better align executive eard shareholder interests 14 0 0 SHP Regarding Restricting Executive Compensated Colub better align executive eard shareholder interests 14 0 0 SHP Regarding Restricting Executive Compensated Colub better align executive eard shareholder Proposal Regarding Say on Climate 20 0 0 Shareholder Proposal Regarding Bioengineering / Nanotechnology Safety 14 0 0 0 Shareholder Proposal Regarding Bioengineering / Nanotechnology Safety 14 0 0 0 0 0	Issue Short Text Rationale Reason Glass Lewis Against Glass Lewis Take No Action Unvoted SHP Regarding Misc. No Stated Reason 34 0 0 0 No Stated Reason 34 0 0 0 0 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 SHP Regarding Report on Ratio Between CEO and Emplementation to how its anno-executives are compensated in relation to how its anno-executive employees are compensated in relation to how its anno-executive and shareholder interests 14 0 0 0 SHP Regarding Restricting Executive and shareholder rono-executive and shareholder interests 14 0 0 0 SHP Regarding Restricting Executive and shareholder rono-executive and sha	Issue Short Text Rationale Reason Glass Lewis Against Glass Lewis Take No Action Unvoted M/A SHP Regarding Misc. No Stated Reason 34 0 0 0 0 No Stated Reason 3 0 0 0 0 0 0 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 SHP Regarding Report on Ratio Between CEO and Empl The board should address how executives are compensated in non-executive employees are compensated in the wits non-executive and shareholder 0 9 0 <td< td=""><td>Issue Short TextRationale ReasonGlass Lewis Against Glass LewisTake No ActionUnvotedN/AMixedSHP Regarding Misc. CompensationNo Stated Reason34000000No Stated Reason340000000000SHP Regarding Race and/or Gender Pay Equity ReportIncreased disclosure would allow shareholders to fully understand the stateps the Company is taking to ensure equitable compensation05800</td></td<>	Issue Short TextRationale ReasonGlass Lewis Against Glass LewisTake No ActionUnvotedN/AMixedSHP Regarding Misc. CompensationNo Stated Reason34000000No Stated Reason340000000000SHP Regarding Race and/or Gender Pay Equity ReportIncreased disclosure would allow shareholders to fully understand the stateps the Company is taking to ensure equitable compensation05800

			With						
Issue Code Category	Issue Short Text	Rationale Reason	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
			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								

			With						
Issue Code Category	Issue Short Text	Rationale Reason	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

			With						
Issue Code Category	Issue Short Text	Rationale Reason	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								
	or Environmental Reports								
		No Stated Reason	4	0	0	0	0	0	4
		Adopton 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			FF 4		0	0	0	0	620
Snr. Governance	SHP Regarding Additional or Amended Shareholder Propo	s	554	66	0	0	0	0	620
		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

	Laura Charat Taut	Dett's sele Desses	With				N 1/A		T
Issue Code Category	Issue Short Text	Rationale Reason	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			0	0	0	0	0	
		Dissident nominees add relevant experience/expertis e; In favor of dissident''s plan	6	0	0	0	0	0	6
		Dissident nominee does not add relevant experience/expertis	1	0		0	0	0	
		e	1	0	0	0	0	0	1
	SHP Regarding Election of Dissident Board Member(s)	No Stated Reason	35	30	0	0	0	0	65
		No Stated Reason	7	0	0	0	0	0	7
		In the best interests of shareholders	1		0		0	0	1
	SHP Regarding Eliminating Supermajority Provisions								
		No Stated Reason	33	0	0	0	0	0	33

			With						
Issue Code Category	Issue Short Text	Rationale Reason		Against Glass Lewis	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	47
		Limited supermajority provisions do not infringe on shareholders rights	1	0	0	0	0	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	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								

			With						
Issue Code Category	Issue Short Text	Rationale Reason		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	15	0	0	0	0	0	
		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

			With						
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	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	25	0	0	0	0	0	25
	SHP Regarding Removal of Director(s)								
		No Stated Reason	1	0	0	0	0	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	11	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	22
		A 15% threshold for calling a special meeting is							
		appropriate	30	0	0	0	0	0	30
		No Stated Reason	4	0	0	0	0	0	4
	SHP Regarding Setting Age Limits for Directors								
4									

			With						
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
			2	0	0	0	0	0	-
		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 Envirc	on							
		No Stated Reason	6	0	0	0	0	0	6
SHP: Misc			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	-	0	0	0	0	0	-
		reputational risks	7	0	0	0	0	0	7
SHP: Social			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								

			With						
Issue Code Category	Issue Short Text	Rationale Reason		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
			0	21	0	0	0	Ū	
	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		20	0	0	0	0	0	20
	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	2	0	0	0	0	0	•
		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
		Starelividels	/	0	0	U	U	U	/

			With						
Issue Code Category	Issue Short Text	Rationale Reason	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

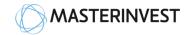
			With						
Issue Code Category	Issue Short Text	Rationale Reason	Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Additional disclosure would							
		allow shareholders							
		an understanding of							
		the efficacy of the							
		Company"s policies							-
		and initiatives	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	22	0	0	0	0	0	22
		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 and							
		could be decision-							
		useful for							
		shareholders	41	0	0	0	0	0	41
		Anti-ESG							
		proponent.	82	20	0	0	0	0	102
1									

			With						
Issue Code Category Is	ssue Short Text	Rationale Reason	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 Al and management							
		of associated risks	13	0	0	0	0	0	13
			15	0	0	0	0	0	15
		In best interests of	0	10	0	0	0	0	10
		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
	HP 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
	HP Regarding Racial Equity Audit								
		No Stated Reason	17	0	0	0	0	0	17
S	HP 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

			With						
Issue Code Category	Issue Short Text	Rationale Reason	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
		wallanteu	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	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	41
		Adoption of proposal could help shareholders better understand human capital risks	3	0	0	0	0	0	3

			With						
Issue Code Category	Issue Short Text	Rationale Reason	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	g							
		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

			With						
Issue Code Category	Issue Short Text	Rationale Reason	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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