Proposal Type Report

International Voting Statistics - Year Ending 30 June 2024

From 7/1/2023 to 6/30/2024

Proposal Types - All Votes

					Take No						
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Total for all categories		8638	3282	127	362	0	0	40	0	0	12449
Audit/Financials		1232	358	13	52	0	0	0	0	0	1642
	Accounts and Reports (Bundled Issues)	37	3	3	0	0	0	0	0	0	43
	Allocation of Profits/Dividends	345	3	2	14	0	0	0	0	0	364
	Appointment of Auditor	118	41	2	14	0	0	0	0	0	175
	Appointment of Auditor and Authority to Set Fees	62	32	4	0	0	0	0	0	0	98
	Appointment of Special Auditor	44	1	0	1	0	0	0	0	0	46
	Approval of Non-Financial Reports	81	0	0	10	0	0	0	0	0	91
	Approve Payment of Fees to Special Auditors	23	0	0	0	0	0	0	0	0	23
	Authority to Set Auditor's Fees	74	6	0	0	0	0	0	0	0	80
	Bonus Dividend/Bonus Share Issue	14	0	0	3	0	0	0	0	0	17

				Take No						
Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Financial Statements	362	5	2	10	0	0	0	0	0	379
Number of Auditors	1	0	0	0	0	0	0	0	0	1
Ratification of Auditor	52	267	0	0	0	0	0	0	0	319
Ratification of Auditor's Acts	5	0	0	0	0	0	0	0	0	5
Stock Dividend/Dividend Reinvestment	14	0	0	0	0	0	0	0	0	14
	4910	1780	73	230	0	0	0	0	0	6920
Approval of Committee Guidelines/Appointment of Committee	11	1	0	0	0	0	0	0	0	12
Approve Special Auditor's Report	18	1	0	0	0	0	0	0	0	19
Approve Supervisory Council	49	26	12	0	0	0	0	0	0	87
Approve Supervisory Council Size	3	0	0	0	0	0	0	0	0	3
Authority to Fill Director Vacancy w/out Shareholder Approval	0	1	0	0	0	0	0	0	0	1
Board Size	19	0	0	0	0	0	0	0	0	19
Board Term Length	0	0	1	0	0	0	0	0	0	1
Director & Officer Liability/Indemnification	0	36	0	0	0	0	0	0	0	36
Election of Alternate Statutory Auditor	8	0	0	0	0	0	0	0	0	8
Election of Board Committee Members	105	19	0	32	0	0	0	0	0	156
Election of Board Member(s) During a Contested Election – Management Nomi	26	9	0	0	0	0	0	0	0	35
Election of Directors	3882	1590	11	99	0	0	0	0	0	5582
Election of Directors (Bundled Issues)	10	4	0	0	0	0	0	0	0	14
Election of Directors (Management										
	Financial StatementsNumber of AuditorsRatification of AuditorRatification of Auditor's ActsStock Dividend/Dividend ReinvestmentApproval of Committee Guidelines/Appointment of CommitteeApprove Special Auditor's ReportApprove Supervisory CouncilApprove Supervisory Council SizeAuthority to Fill Director Vacancy w/out Shareholder ApprovalBoard SizeBoard Term Length Director & Officer Liability/IndemnificationElection of Alternate Statutory AuditorElection of Board Member(s) During a Contested Election – Management NomiElection of Directors Election of Directors (Bundled Issues)	Financial Statements362Number of Auditors1Ratification of Auditor52Ratification of Auditor's Acts5Stock Dividend/Dividend Reinvestment1449104910Approval of Committee Guidelines/Appointment of Committee11Approve Special Auditor's Report18Approve Supervisory Council49Approve Supervisory Council Size3Authority to Fill Director Vacancy w/out Shareholder Approval0Board Size19Board Term Length0Director & Officer Liability/Indemnification0Election of Board Committee Members105Election of Board Member(s) During a Contested Election – Management Nomi26Election of Directors3882Election of Directors (Bundled Issues)10	Financial Statements3625Number of Auditors10Ratification of Auditor52267Ratification of Auditor's Acts50Stock Dividend/Dividend Reinvestment14049101780Approval of Committee Guidelines/Appointment of Committee111Approve Special Auditor's Report181Approve Supervisory Council4926Approve Supervisory Council Size30Authority to Fill Director Vacancy w/out Shareholder Approval01Board Size190Director & Officer Liability/Indemnification036Election of Alternate Statutory Auditor80Election of Board Member(s) During a Contested Election – Management Nomi269Election of Directors (Bundled Issues)104	Issue Short TextForAgainstAbstainFinancial Statements36252Number of Auditors100Ratification of Auditor522670Ratification of Auditor's Acts500Stock Dividend/Dividend Reinvestment1400Approval of Committee Guidelines/Appointment of Committee1110Approve Special Auditor's Report1810Approve Supervisory Council4926120Approve Supervisory Council Size3000Board Size190000Board Size1900000Election of Alternate Statutory Auditor8000Election of Board Member(s) During a Contested Election – Management Nomi2690Election of Directors388215901110Election of Directors388215901110	Financial Statements3625210Number of Auditors1000Ratification of Auditor5226700Ratification of Auditor's Acts5000Stock Dividend/Dividend Reinvestment140004910178073230Approval of Committee11100Guidelines/Appointment of Committee11100Approve Special Auditor's Report18100Approve Supervisory Council4926120Approve Supervisory Council Size3000Board Size190100Board Size1903600Election of Alternate Statutory Auditor8000Election of Board Committee Members10519032Election of Directors388215901199Election of Directors388215901199	Issue Short TextForAgainstAbstainActionUnvotedFinancial Statements36252100Number of Auditors10000Ratification of Auditor522670000Ratification of Auditor's Acts50000Stock Dividend/Dividend Reinvestment140732300Approval of Committee1110000Approve Special Auditor's Report1810000Approve Supervisory Council492612000Approve Supervisory Council Size3000000Board Size19000000000Election of Alternate Statutory Auditor800000000Election of Directors (Bundled Issues)104000000000Election of Directors (Bundled Issues)10400 </td <td>Issue Short TextForAgainstAbstainActionUnvotedMixedFinancial Statements362521000Number of Auditors100000Ratification of Auditor522670000Ratification of Auditor's Acts500000Stock Dividend/Dividend Reinvestment1400000Approval of Committee11170000Approve Special Auditor's Report18110000Approve Supervisory Council Size300000Board Size19000000Board Size19000000Election of Alternate Statutory Auditor800000Election of Board Committee Rembers1051903200Election of Board Committee Rembers1051903200Election of Board Member(s) During a Contested Election - 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Issue Code Category	Issue Short Text	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
					Action		inixed				
	Election of Directors (Slate)	5	10	1	0	0	0	0	0	0	16
	Election of Directors (Slate) Bundled with Other Items	2	4	0	0	0	0	0	0	0	6
	Election of Minority or Preferred Shareholder Nominee	2	0	7	0	0	0	0	0	0	9
	Election of Non-Management Nominee	0	10	0	0	0	0	0	0	0	10
	Election of Non-Principal Members (Chairman, alternates)	33	6	1	3	0	0	0	0	0	43
	Election of Shareholder or Institutional Investor Slate	1	0	2	0	0	0	0	0	0	3
	Election of Shareholder Representatives	20	0	1	0	0	0	0	0	0	21
	Election of Statutory Auditor Slate	2	0	2	0	0	0	0	0	0	4
	Election of Statutory Auditors	26	7	0	0	0	0	0	0	0	33
	Election of Supervisory Board	94	20	0	14	0	0	0	0	0	128
	Election of Supervisory Board Members (Slate)	1	3	0	0	0	0	0	0	0	4
	Election of the Chair of Statutory Auditors	1	0	0	0	0	0	0	0	0	1
	Indemnification of Directors/Officers	9	0	0	0	0	0	0	0	0	9
	Misc. Management Proposal Regarding Board	6	3	0	0	0	0	0	0	0	9
	Ratification of Board Acts - Legal	326	23	29	45	0	0	0	0	0	423
	Ratification of Co-Option of a Director	14	4	0	0	0	0	0	0	0	18
	Ratification of Management Acts - Legal	100	0	5	37	0	0	0	0	0	142
	Related Party Transactions	124	2	1	0	0	0	0	0	0	127
	Retention as Independent Director	9	0	0	0	0	0	0	0	0	9

				Take No						
Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Amendment to Authorized Common Stock	1	0	0	0	0	0	0	0	0	1
Amendment to Borrowing Powers	6	0	0	0	0	0	0	0	0	6
Amendment to Dual Class Stock	3	0	0	0	0	0	0	0	0	3
Amendment to Par Value	5	0	0	3	0	0	0	0	0	8
Approval of Borrowing	3	0	0	0	0	0	0	0	0	3
Authority to Give Guarantees	3	3	1	0	0	0	0	0	0	7
Authority to Increase Capital in Case of Exchange Offers (France)	3	0	0	0	0	0	0	0	0	3
Authority to Increase Capital in Consideration for Contributions in Kind (12	0	0	0	0	0	0	0	0	12
Authority to Issue Preferred Stock	2	0	0	0	0	0	0	0	0	2
Authority to Issue Shares and Convertible Debt w or w/o Preemptive Rights	5	1	0	0	0	0	0	0	0	6
Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	20	0	0	0	0	0	0	0	0	20
Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	31	1	0	0	0	0	0	0	0	32
Authority to Issue Shares w/ Preemptive Rights	63	4	0	0	0	0	0	0	0	67
Authority to Issue Shares w/o Preemptive Rights	121	43	1	0	0	0	0	0	0	165
Authority to Issue Stock w/ or w/out Preemptive Rights	23	1	0	0	0	0	0	0	0	24
Authority to Repurchase and Re-Issue Shares	50	0	0	3	0	0	0	0	0	53
Authority to Repurchase Preferred Shares	4	0	0	0	0	0	0	0	0	4
Authority to Repurchase Shares	181	3	2	1	0	0	0	0	0	187
Authority to Set Offering Price of Shares	7	1	0	0	0	0	0	0	0	8
	Amendment to Authorized Common StockAmendment to Borrowing PowersAmendment to Dual Class StockAmendment to Par ValueApproval of BorrowingAuthority to Give GuaranteesAuthority to Increase Capital in Case of Exchange Offers (France)Authority to Increase Capital in Consideration for Contributions in Kind (Authority to Issue Preferred StockAuthority to Issue Shares and Convertible Debt w or w/o Preemptive RightsAuthority to Issue Shares and Convertible Debt w/ Preemptive RightsAuthority to Issue Shares w/ Preemptive RightsAuthority to Issue Shares w/ Preemptive RightsAuthority to Issue Shares w/o Preemptive RightsAuthority to Issue Stock w/ or w/out Preemptive RightsAuthority to Repurchase and Re-Issue SharesAuthority to Repurchase Preferred SharesAuthority to Repurchase SharesAuthority to Repurchase SharesAuthority to Repurchase Shares	Amendment to Authorized Common Stock1Amendment to Borrowing Powers6Amendment to Dual Class Stock3Amendment to Par Value5Approval of Borrowing3Authority to 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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
	Authorize Overallotment/Greenshoe	9	0	0	0	0	0	0	0	0	9
	Cancellation of Authorized Stock	58	0	0	3	0	0	0	0	0	61
	Increase in Authorized Capital	25	6	0	2	0	0	0	0	0	33
	Increase in Authorized Common Stock	4	0	0	0	0	0	0	0	0	4
	Increase in/Authorization of Preferred Stock	0	1	0	0	0	0	0	0	0	1
	Issuance of Convertible Debt Instruments	3	1	0	0	0	0	0	0	0	4
	Issuance of Debt Instruments	29	2	0	0	0	0	0	0	0	31
	Issuance of Repurchased Shares	3	21	0	0	0	0	0	0	0	24
	Issuance of Stock w/ Preemptive Rights	1	0	0	0	0	0	0	0	0	1
	Issuance of Warrants w/o Preemptive Rights	1	0	0	0	0	0	0	0	0	1
	Limit to Capital Increase	9	0	0	0	0	0	0	0	0	9
	Misc. Proposal Regarding Capital	8	0	0	0	0	0	0	0	0	8
	Reduction in Share Premium Account	1	1	0	0	0	0	0	0	0	2
	Reverse Stock Split	1	0	0	0	0	0	0	0	0	1
	Stock Split	3	0	0	0	0	0	0	0	0	3
	Use/Transfer of Reserves	10	1	0	0	0	0	0	0	0	11
Changes to Company Statutes		264	80	5	6	0	0	0	0	0	350
	Adoption of Advance Notice Requirement	1	0	0	0	0	0	0	0	0	1
	Adoption of New Articles	7	2	0	0	0	0	0	0	0	9
	Amend Articles, Constitution, Bylaws - Bundled	75	9	4	4	0	0	0	0	0	92

					Take No						
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Amendment to Supermajority Requirement	1	0	0	0	0	0	0	0	0	1
	Amendments to Articles (Technical)	47	1	0	1	0	0	0	0	0	49
	Amendments to Articles, Constitution,										
	Bylaws	46	9	0	1	0	0	0	0	0	56
	Amendments to Charter/Bylaw - Bundled	2	2	0	0	0	0	0	0	0	4
	Amendments to Procedural Rules	40	2	0	0	0	0	0	0	0	42
	Approval of Exclusive Forum Provisions	0	4	0	0	0	0	0	0	0	4
	Authority to Set General Meeting Notice Period at 14 Days	2	36	0	0	0	0	0	0	0	38
	Change in State of Incorporation	0	6	0	0	0	0	0	0	0	6
	Constitution of Procedural Rules	6	1	0	0	0	0	0	0	0	7
	Elimination of Supermajority Requirement	17	0	0	0	0	0	0	0	0	17
	Limitation of Right to Call a Special Meeting	0	1	0	0	0	0	0	0	0	1
	Misc. Article Amendments	6	0	0	0	0	0	0	0	0	6
	Misc. Proposal Regarding Antitakeover Devices	4	1	0	0	0	0	0	0	0	5
	Reincorporation	0	1	0	0	0	0	0	0	0	1
	Repeal of Classified Board	5	0	0	0	0	0	0	0	0	5
	Restoration of Right to Call a Special Meeting	3	1	1	0	0	0	0	0	0	5
	Restoration of Written Consent	1	0	0	0	0	0	0	0	0	1
	Technical Amendments to Charter/Bylaw	1	0	0	0	0	0	0	0	0	1
	Waiving of Mandatory Takeover Requirement	0	4	0	0	0	0	0	0	0	4
		-									

					Take No						
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Adoption of Director Equity	4	4	0	0	0	0	0	0	0	-
	Compensation Plan	1	1	0	0	0	0	0	0	0	2
	Adoption of Employee Stock Purchase Plan	6	1	0	0	0	0	0	0	0	7
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	Adoption of Equity Compensation Plan	8	13	0	0	0	0	0	0	0	21
	Adoption of Restricted Stock Plan	14	1	0	0	0	0	0	0	0	15
	Adoption of Short Term Incentive Plan	1	2	0	0	0	0	0	0	0	3
	Advisory Vote on Executive Compensation	21	296	2	0	0	0	0	0	0	319
	Advisory Vote on Severance	0	1	0	0	0	0	0	0	0	1
	Amendment to Director Equity Compensation Plan	1	1	0	0	0	0	0	0	0	2
	Amendment to Employee Stock Purchase Plan	13	4	0	0	0	0	0	0	0	17
	Amendment to Equity Compensation Plan	22	28	1	0	0	0	0	0	0	51
	Amendment to Restricted Stock Plan	7	2	0	0	0	0	0	0	0	9
	Amendment to Stock Option Plan	10	8	0	0	0	0	0	0	0	18
	Amendment to Stock Purchase Plan	1	0	0	0	0	0	0	0	0	1
	Approval of Executive Remuneration (Fixed)	0	0	0	1	0	0	0	0	0	1
	Bonus	1	6	0	0	0	0	0	0	0	7
	Capital Proposal to Implement Equity Compensation Plan	25	8	0	0	0	0	0	0	0	33
	Directors' Fees	71	14	3	1	0	0	0	0	0	89
	Directors' Fees & Audit Fees	2	0	0	0	0	0	0	0	0	2
	Directors' Stock Option Plan	3	0	0	0	0	0	0	0	0	3
	Employee Incentive Plan	1	1	0	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
					Action						
	Employment Agreement	22	5	0	0	0	0	0	0	0	27
	Misc. Proposal Regarding Compensation	14	4	0	0	0	0	0	0	0	18
	Non-Executive Remuneration Policy (Forward-Looking)	215	17	1	10	0	0	0	0	0	243
	Performance Share Plan	2	0	0	0	0	0	0	0	0	2
	Remuneration Policy (Forward-Looking)	58	60	1	12	0	0	0	0	0	131
	Remuneration Report (Retrospective)	120	143	0	14	0	0	0	0	0	277
	Say When on Pay	2	0	0	0	0	0	40	0	0	42
	Statutory Auditors' Fees	14	0	1	0	0	0	0	0	0	15
	Stock Option Grants	12	6	0	0	0	0	0	0	0	18
	Stock Option Plan	24	11	0	0	0	0	0	0	0	35
	Stock Option Plan for Subsidiary	2	0	0	0	0	0	0	0	0	2
	Stock Purchase Plan	36	3	0	0	0	0	0	0	0	39
	Supervisory Board/ Corp Assembly Fees	11	2	0	0	0	0	0	0	0	13
	Trust Type Equity Plans (JP)	3	0	0	0	0	0	0	0	0	3
M&A		78	7	1	0	0	0	0	0	0	85
	Divestiture/Spin-off	5	0	0	0	0	0	0	0	0	5
	Intra-company Contracts/Control Agreements	51	0	0	0	0	0	0	0	0	51
	Joint Venture/Strategic Alliance	1	0	0	0	0	0	0	0	0	1
	Merger by Absorption between Parent and Subsidiary	8	0	0	0	0	0	0	0	0	8
	Merger/Acquisition	7	7	1	0	0	0	0	0	0	15

	For	Against	Abstain	Take No	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Issue Short Text	101	Agamst	Abstain	ACTION	onvoiced	WIXEU	ITCal	2 10013	Jicars	Total
Restructuring/Capitalization	5	0	0	0	0	0	0	0	0	5
Spin-off	1	0	0	0	0	0	0	0	0	1
	264	10	1	20	0	0	0	0	0	303
Appointment of Independent Proxy	204	15	-	20	0	U	0	U	0	505
(Switzerland)	11	0	0	9	0	0	0	0	0	20
Authorization of Legal Formalities	65	2	1	0	0	0	0	0	0	68
Right to Adjourn Meeting	11	3	0	0	0	0	0	0	0	14
Routine Meeting Item	177	0	0	1	0	0	0	0	0	178
Transact Other Business	0	14	0	10	0	0	0	0	0	24
	98	58	16	0	0	0	0	0	0	156
Approval of Political Donation	0	32	0	0	0	0	0	0	0	32
Approve Technical Vote Requirements	8	10	1	0	0	0	0	0	0	19
Authorization of Charitable Donations	5	2	0	0	0	0	0	0	0	7
Declaration of Material Interest	2	2	0	0	0	0	0	0	0	4
Management Proposal on Say on Climate	4	3	1	0	0	0	0	0	0	8
Misc. Management Proposal	43	5	0	0	0	0	0	0	0	48
Request Cumulative Voting/ Allocation of Cumulative Votes	36	4	14	0	0	0	0	0	0	54
	30	34	0	0	0	0	0	0	0	64
SHP Recoupment of Unearned Bonuses (Clawback)	3	2	0	0	0	0	0	0	0	5
SHP regarding Change/ Opposition to Director Compensation	0	3	0	0	0	0	0	0	0	3
SHP Regarding Golden Parachutes	13	6	0	0	0	0	0	0	0	19
	Spin-off Appointment of Independent Proxy (Switzerland) Authorization of Legal Formalities Right to Adjourn Meeting Routine Meeting Item Transact Other Business Approval of Political Donation Approve Technical Vote Requirements Authorization of Charitable Donations Declaration of Material Interest Management Proposal on Say on Climate Misc. Management Proposal Request Cumulative Voting/ Allocation of Cumulative Votes SHP Recoupment of Unearned Bonuses (Clawback) SHP regarding Change/ Opposition to Director Compensation	Spin-off1264Appointment of Independent Proxy (Switzerland)11Authorization of Legal Formalities65Right to Adjourn Meeting11Routine Meeting Item177Transact Other Business0798Approval of Political Donation0Approve Technical Vote Requirements8Authorization of Charitable Donations5Declaration of Material Interest2Management Proposal on Say on Climate4Misc. Management Proposal43Request Cumulative Voting/ Allocation of Cumulative Votes36SHP Recoupment of Unearned Bonuses (Clawback)3SHP regarding Change/ Opposition to Director Compensation0	Spin-off1026419Appointment of Independent Proxy (Switzerland)110Authorization of Legal Formalities652Right to Adjourn Meeting113Routine Meeting Item1770Transact Other Business0149858Approval of Political Donation032Approve Technical Vote Requirements810Authorization of Charitable Donations52Declaration of Material Interest22Management Proposal on Say on Climate43Misc. Management Proposal435Request Cumulative Voting/ Allocation of Cumulative Votes364SHP Recoupment of Unearned Bonuses (Clawback)32SHP regarding Change/ Opposition to Director Compensation03	Spin-off100264191Appointment of Independent Proxy (Switzerland)1100Authorization of Legal Formalities6521Right to Adjourn Meeting1130Routine Meeting Item17700Transact Other Business0140985816Approval of Political Donation0320Authorization of Charitable Donations520Declaration of Material Interest220Management Proposal4350Request Cumulative Voting/ Allocation of Cumulative Votes320SHP Recoupment of Unearned Bonuses (Clawback)320SHP regarding Change/ Opposition to Director Compensation030	Spin-off100026419120Appointment of Independent Proxy (Switzerland)11009Authorization of Legal Formalities65210Right to Adjourn Meeting11300Right to Adjourn Meeting11301Transact Other Business0140109858160Approval of Political Donation03200Approve Technical Vote Requirements81010Authorization of Charitable Donations5200Management Proposal43500Misc. Management Proposal43500Request Cumulative Voting/ Allocation of Cumulative Votes364140SHP Recoupment of Unearned Bonuses (Clawback)3200SHP regarding Change/ Opposition to Director Compensation0300	Spin-off10000264191200Appointment of Independent Proxy (Switzerland)110090Authorization of Legal Formalities652100Right to Adjourn Meeting113000Routine Meeting Item1770010Transact Other Business0140100985816000Approval of Political Donation032000Authorization of Charitable Donations52000Management Proposal on Say on Climate43100Misc. Management Proposal3641400SHP Recoupment of Unearned Bonuses (Clawback)32000SHP regarding Change/ Opposition to Director Compensation03000	Spin-off1000002641912000Appointment of Independent Proxy (Switzerland)110090Authorization of Legal Formalities6521000Right to Adjourn Meeting1130000Routine Meeting Item17700100Transact Other Business01401000Approval of Political Donation0320000Authorization of Material Interest220000Management Proposal4350000Misc. Management Proposal36414000SHP Recoupment of Unearned Bonuses (Clawback)320000SHP regarding Change/ Opposition to Director Compensation030000	Spin-off 1 0 0 0 0 0 0 0 Z64 19 1 20 0 0 0 0 Appointment of Independent Proxy (Switzerland) 11 0 0 9 0 0 0 Authorization of Legal Formalities 65 2 1 0 0 0 0 0 Right to Adjourn Meeting 11 3 0 0 0 0 0 0 Routine Meeting Item 177 0 0 1 0 0 0 0 Transact Other Business 0 14 0 10 0 0 0 Approval of Political Donation 0 32 0 0 0 0 0 Approve Technical Vote Requirements 8 10 1 0 0 0 0 Management Proposal on Say on Climate 4 3 1 0 0 0 0	Spin-off 1 0<	Spin-off 1 0<

ue Short Text P Regarding Linking Executive Pay to cial Criteria	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
								2 10013	5 . cars	iotai
	2	5	0	0	0	0	0	0	0	7
P regarding Misc. Compensation	0	6	0	0	0	0	0	0	0	6
	7	12	0	0	0	0	0	0	0	19
	3	0	0	0	0	0	0	0	0	3
	2	0	0	0	0	0	0	0	0	2
	56	49	2	0	0	0	0	0	0	105
	4	0	0	0	0	0	0	0	0	4
P Regarding Climate Lobbying	8	3	0	0	0	0	0	0	0	11
P Regarding Environmental Report	6	5	2	0	0	0	0	0	0	13
	3	15	0	0	0	0	0	0	0	18
	2	4	0	0	0	0	0	0	0	6
P Regarding Misc. Environmental Issue	1	1	0	0	0	0	0	0	0	2
	2	0	0	0	0	0	0	0	0	2
	0	2	0	0	0	0	0	0	0	2
	17	15	0	0	0	0	0	0	0	32
	13	4	0	0	0	0	0	0	0	17
	121	39	2	2	0	0	0	0	0	162
	1	0	0	2	0	0	0	0	0	3
P Regarding Board Composition	0	3	0	0	0	0	0	0	0	3
P Regarding Board Independence	0	1	0	0	0	0	0	0	0	1
FUFCFF FFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFF	P regarding Misc. Compensation P Regarding Race and/or Gender Pay uity Report P Regarding Report on Ratio Between O and Employee Pay P Regarding Restricting Executive mpensation areholder Proposal Regarding Say on mate P Regarding Climate Lobbying P Regarding Environmental Report P Regarding Formation of vironmental/Social Committee of the P Regarding Misc. Environmental Issue P Regarding Misc. Environmental Issue P Regarding Phase out of Nuclear wer P Regarding Report on Antibiotics in imal Agriculture P Regarding Report/Action on Climate ange P Regarding Reporting and Reducing eenhouse Gas Emissions P Regarding Board Composition P Regarding Board Independence	P Regarding Race and/or Gender Pay uity Report 7 P Regarding Report on Ratio Between O and Employee Pay 3 P Regarding Restricting Executive mpensation 2 56 56 areholder Proposal Regarding Say on mate 4 P Regarding Climate Lobbying 8 P Regarding Environmental Report 6 P Regarding Formation of vironmental/Social Committee of the 3 P Regarding Misc. ergy/Environmental Issues 2 P Regarding Misc. Environmental Issue 1 P Regarding Report on Antibiotics in imal Agriculture 0 P Regarding Report on Antibiotics in imal Agriculture 0 P Regarding Report on Climate ange 17 P Regarding Reporting and Reducing eenhouse Gas Emissions 13 121 P Regarding Additional or Amended areholder Proposals 1	P Regarding Race and/or Gender Pay uity Report712P Regarding Report on Ratio Between O and Employee Pay30P Regarding Restricting Executive mpensation205649areholder Proposal Regarding Say on mate40P Regarding Climate Lobbying83P Regarding Environmental Report65P Regarding Formation of vironmental/Social Committee of the wer315P Regarding Misc. ergy/Environmental Issues11P Regarding Report on Antibiotics in imal Agriculture02P Regarding Report on Antibiotics in imal Agriculture02P Regarding Report on Climate ange1341213939P Regarding Additional or Amended areholder Proposals10P Regarding Board Composition03	P Regarding Race and/or Gender Pay uity Report7120P Regarding Report on Ratio Between O and Employee Pay300P Regarding Restricting Executive mpensation200564922areholder Proposal Regarding Say on mate400P Regarding Climate Lobbying830P Regarding Environmental Report652P Regarding Formation of vironmental/Social Committee of the signal Agriculture110P Regarding Misc. ergy/Environmental Issues240P Regarding Misc. Environmental Issue110P Regarding Report on Antibiotics in imal Agriculture020P Regarding Report Action on Climate ange1340P Regarding Reporting and Reducing beenhouse Gas Emissions1340P Regarding Additional or Amended areholder Proposals100P Regarding Board Composition030	P Regarding Race and/or Gender Pay uity Report 7 12 0 0 P Regarding Report on Ratio Between O and Employee Pay 3 0 0 0 P Regarding Report on Ratio Between O and Employee Pay 3 0 0 0 P Regarding Restricting Executive mpensation 2 0 0 0 P Regarding Restricting Executive mate 2 0 0 0 areholder Proposal Regarding Say on mate 4 0 0 0 P Regarding Climate Lobbying 8 3 0 0 P Regarding Environmental Report 6 5 2 0 P Regarding Misc. ergy/Environmental Issues 1 1 0 0 P Regarding Misc. ergy/Environmental Issues 1 1 0 0 P Regarding Misc. Environmental Issue 1 1 0 0 P Regarding Report on Antibiotics in imal Agriculture 0 2 0 0 P Regarding Report/Action on Climate ange 17 15 0 0 P Regarding Reporting and Reducing beenhouse Gas Emissions 13 4 0	P Regarding Race and/or Gender Pay uity Report71200P Regarding Report on Ratio Between O and Employee Pay3000P Regarding Restricting Executive mpensation2000P Regarding Restricting Executive mpensation2000S6492000areholder Proposal Regarding Say on mate40000P Regarding Climate Lobbying83000P Regarding Environmental Report65200P Regarding Formation of vironmental/Social Committee of the mere315000P Regarding Misc. ergy/Environmental Issues11000P Regarding Misc. Environmental Issue11000P Regarding Misc. Environmental Issue11000P Regarding Report on Antibiotics in imal Agriculture02000P Regarding Report/Action on Climate ange134000P Regarding Reporting and Reducing reenhouse Gas Emissions134000P Regarding Additional or Amended areholder Proposals10300	P Regarding Race and/or Gender Pay uity Report7120000P Regarding Report on Ratio Between O and Employee Pay3000000P Regarding Restricting Executive mpensation20000000S649200000000areholder Proposal Regarding Say on mate40000000P Regarding Climate Lobbying83000000P Regarding Environmental Report6520000P Regarding Formation of vironmental/Social Committee of the strengy/Environmental Issues110000P Regarding Misc. ergy/Environmental Issue1100000P Regarding Report on Antibiotics in imal Agriculture0200000P Regarding Report/Action on Climate ange134000000P Regarding Report/Action on Climate ange13400000P Regarding Report/Action on Amended areholder Proposals100000P Regarding Reporting and Reducing beenhouse Gas Emissions1340000P Regarding Board Composition030000	P Regarding Race and/or Gender Pay uity Report7120000P Regarding Report on Ratio Between O and Employee Pay3000000D and Employee Pay200000000P Regarding Restricting Executive mpensation200000000See Adding Restricting Executive mpensation200000000See Adding Restricting Executive mate400000000P Regarding Climate Lobbying8300000000P Regarding Climate Lobbying8300000000P Regarding Formation of vironmental/Social Committee of the regy/Environmental Issues11000000P Regarding Misc. regy/Environmental Issues2400000000P Regarding Report on Antibiotics in mma Agriculture0200 <td>P Regarding Race and/or Gender Pay uity Report 7 12 0 0 0 0 0 0 P Regarding Report on Ratio Between D and Employee Pay 3 0</td> <td>P Regarding Race and/or Gender Pay uity Report 7 12 0 0 0 0 0 0 0 P Regarding Report on Ratio Between O and Employee Pay 3 0<</td>	P Regarding Race and/or Gender Pay uity Report 7 12 0 0 0 0 0 0 P Regarding Report on Ratio Between D and Employee Pay 3 0	P Regarding Race and/or Gender Pay uity Report 7 12 0 0 0 0 0 0 0 P Regarding Report on Ratio Between O and Employee Pay 3 0<

Issue Code Category					Take No						
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	SHP Regarding Company Compliance with Corporate Governance Codes	0	2	0	0	0	0	0	0	0	2
	SHP Regarding Directors' Roles in	•	-				•	0			
	Corporate Strategy	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Election of Board Member										
	(s) During a Contested Election – Disside	5	7	0	0	0	0	0	0	0	12
	SHP Regarding Election of Dissident Board Member(s)	0	1	0	0	0	0	0	0	0	1
	SHP Regarding Election of Dissident	•	-	•	0		•	•	0		
	Supervisory Board Member(s)	0	1	0	0	0	0	0	0	0	1
	SHP Regarding Eliminating Supermajority										
	Provisions	24	2	0	0	0	0	0	0	0	26
	SHP Regarding Improving in Disclosure	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Increase in										
	Dividend/Redistribution of Profits	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Independent Board	24	2	0	0	0	0	0	0	0	2-
	Chairman/Separation of Chair and CEO	24	3	0	0	0	0	0	0	0	27
	SHP Regarding Majority Vote for Election of Directors	15	0	1	0	0	0	0	0	0	16
	SHP Regarding Misc. Auditor Issue	2	0	0	0	0	0	0	0	0	2
	SHP Regarding Misc. Board Issue	0	0	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Board/Shareholder										
	Rights Issue	8	5	0	0	0	0	0	0	0	13
		_	_	_	_	_	_	_	_	_	_
	SHP Regarding Misc. Capital Issue	2	0	0	0	0	0	0	0	0	2
	SHP Regarding Misc. Issue	2	5	0	0	0	0	0	0	0	7
	SHP Regarding Misc. Meeting/Voting										
	Issue	6	0	0	0	0	0	0	0	0	e
	SHP Regarding Misc. Restructuring Issue	0	1	0	0	0	0	0	0	0	1
		0	T	0	0	0	0	0	0	0	-
	SHP Regarding Opposition to Merger/Acquisition	0	1	0	0	0	0	0	0	0	1
		_	-	_	~	-	-	-	-		
	SHP Regarding Recapitalization	4	0	0	0	0	0	0	0	0	4
	SHP Regarding Right to Act by Written Consent	2	3	0	0	0	0	0	0	0	5
	CONSER	2	5	0	0	0	U	0	0	0	

					Take No						
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Tota
	SHP Regarding Right to Call a Special Meeting	21	0	0	0	0	0	0	0	0	21
	SHP Regarding the Declassification of the			Ū					0		
	Board	2	0	0	0	0	0	0	0	0	2
	SHP Regarding Trained, Qualified										
	Directors on Environment, Health and Sa	0	4	0	0	0	0	0	0	0	4
SHP: Misc		10	9	0	0	0	0	0	0	0	19
	SHP Regarding Repeal of Bylaw										
	Amendments	1	1	0	0	0	0	0	0	0	2
	SHP: Misc. Issues	9	8	0	0	0	0	0	0	0	17
SHP: Social		122	121	1	2	0	0	0	0	0	245
	SHP Regarding Animal Welfare	2	5	0	0	0	0	0	0	0	-
	SHP Regarding Drug Pricing/Distribution	2	0	0	0	0	0	0	0	0	:
	SHP Regarding Military Contracts/Sales	2	0	0	0	0	0	0	0	0	2
	SHP Regarding Misc. Human Capital Management	17	32	0	0	0	0	0	0	0	49
	SHP Regarding Misc. Human/Political Rights Policies	0	8	0	0	0	0	0	0	0	8
	SHP Regarding Misc. Labor Issues/Policies	0	1	0	0	0	0	0	0	0	:
	SHP Regarding Misc. Nuclear Issue	0	2	0	0	0	0	0	0	0	:
	SHP Regarding Misc. Social Issue	24	35	1	2	0	0	0	0	0	62
	SHP Regarding Pregnancy/Abortion										
	Issues	5	4	0	0	0	0	0	0	0	9
	SHP Regarding Racial Equity Audit	3	3	0	0	0	0	0	0	0	6
	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 Ri	31	13	0	0	0	0	0	0	0	44
	SHP Regarding Reviewing Charitable Spending	1	6	0	0	0	0	0	0	0	7
	, - · U										

	Take No										
Issue Code Category	Issue Short Text	For	Against	Abstain	Action L	Jnvoted	Mixed	1 Year	2 Years	3 Years	Total
	SHP Regarding Reviewing Political Spending or Lobbying	34	10	10 0	0	0 0	0	0	0	0	44
	SHP Regarding Tobacco/Alcohol	0	2	0	0	0	0	0	0	0	2

Proposal Types – Votes Versus Management

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories		8510	3421	362	0	156	0	12449
Audit/Financials		1230	371	52	0	2	0	1655
	Accounts and Reports (Bundled Issues)	37	6	0	0	0	0	43
	Allocation of Profits/Dividends	345	5	14	0	0	0	364
	Appointment of Auditor	118	43	14	0	0	0	175
	Appointment of Auditor and Authority to Set Fees	62	36	0	0	0	0	98
	Appointment of Special Auditor	44	1	1	0	0	0	46
	Approval of Non-Financial Reports	81	0	10	0	0	0	91
	Approve Payment of Fees to Special Auditors	23	0	0	0	0	0	23
	Authority to Set Auditor's Fees	72	6	0	0	2	0	80
	Bonus Dividend/Bonus Share Issue	14	0	3	0	0	0	17
	Financial Statements	362	7	10	0	0	0	379
	Number of Auditors	1	0	0	0	0	0	1
	Ratification of Auditor	52	267	0	0	0	0	319

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Ratification of Auditor's Acts	5	0	0	0	0	0	5
	Stock Dividend/Dividend Reinvestment	14	0	0	0	0	0	14
Board Related		4885	1831	230	0	47	0	6993
	Approval of Committee							
	Guidelines/Appointment of Committee	11	1	0	0	0	0	12
	Approve Special Auditor's Report	18	1	0	0	0	0	19
	Approve Supervisory Council	35	29	0	0	23	0	87
	Approve Supervisory Council Size	3	0	0	0	0	0	3
	Authority to Fill Director Vacancy w/out Shareholder Approval	0	1	0	0	0	0	1
	Board Size	19	0	0	0	0	0	19
	Board Term Length	0	1	0	0	0	0	1
	Director & Officer Liability/Indemnification	0	36	0	0	0	0	36
	Election of Alternate Statutory Auditor	8	0	0	0	0	0	8
	Election of Board Committee Members	105	19	32	0	0	0	156
	Election of Board Member(s) During a Contested Election – Management Nom	16	19	0	0	0	0	35
	Election of Directors	3877	1600	99	0	6	0	5582
	Election of Directors (Bundled Issues)	10	4	0	0	0	0	14
	Election of Directors (Management Board)	4	1	0	0	0	0	5
	Election of Directors (Slate)	5	11	0	0	0	0	16
	Election of Directors (Slate) Bundled with Other Items	2	4	0	0	0	0	6
	Election of Minority or Preferred Shareholder Nominee	0	0	0	0	9	0	9

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Election of Non-Management Nominee	10	0	0	0	0	0	10
	Election of Non-Principal Members (Chairman, alternates)	33	7	3	0	0	0	43
	Election of Shareholder or Institutional Investor Slate	1	0	0	0	2	0	3
	Election of Shareholder Representatives	19	0	0	0	2	0	21
	Election of Statutory Auditor Slate	0	0	0	0	4	0	4
	Election of Statutory Auditors	26	7	0	0	0	0	33
	Election of Supervisory Board	94	20	14	0	0	0	128
	Election of Supervisory Board Members (Slate)	1	3	0	0	0	0	4
	Election of the Chair of Statutory Auditors	0	0	0	0	1	0	1
	Indemnification of Directors/Officers	9	0	0	0	0	0	9
	Misc. Management Proposal Regarding Board	6	3	0	0	0	0	9
	Ratification of Board Acts - Legal	326	52	45	0	0	0	423
	Ratification of Co-Option of a Director	14	4	0	0	0	0	18
	Ratification of Management Acts - Legal	100	5	37	0	0	0	142
	Related Party Transactions	124	3	0	0	0	0	127
	Retention as Independent Director	9	0	0	0	0	0	9
Capital Management		710	94	12	0	0	0	816
	Amendment to Authorized Common Stock	1	0	0	0	0	0	1
	Amendment to Borrowing Powers	6	0	0	0	0	0	6
	Amendment to Dual Class Stock	3	0	0	0	0	0	3

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Amendment to Par Value	5	0	3	0	0	0	8
	Approval of Borrowing	3	0	0	0	0	0	3
	Authority to Give Guarantees	3	4	0	0	0	0	7
	Authority to Increase Capital in Case of Exchange Offers (France)	3	0	0	0	0	0	3
	Authority to Increase Capital in Consideration for Contributions in Kind (12	0	0	0	0	0	12
	Authority to Issue Preferred Stock	2	0	0	0	0	0	2
	Authority to Issue Shares and Convertible Debt w or w/o Preemptive R	5	1	0	0	0	0	6
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	20	0	0	0	0	0	20
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	31	1	0	0	0	0	32
	Authority to Issue Shares w/ Preemptive Rights	63	4	0	0	0	0	67
	Authority to Issue Shares w/o Preemptive Rights	121	44	0	0	0	0	165
	Authority to Issue Stock w/ or w/out Preemptive Rights	23	1	0	0	0	0	24
	Authority to Repurchase and Re-Issue Shares	50	0	3	0	0	0	53
	Authority to Repurchase Preferred Shares	4	0	0	0	0	0	4
	Authority to Repurchase Shares	181	5	1	0	0	0	187
	Authority to Set Offering Price of Shares	7	1	0	0	0	0	8
	Authority to Trade in Company Stock	2	0	0	0	0	0	2
	Authorize Overallotment/Greenshoe	9	0	0	0	0	0	9
	Cancellation of Authorized Stock	58	0	3	0	0	0	61
	Increase in Authorized Capital	25	6	2	0	0	0	33

ssue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Increase in Authorized Common Stock	4	0	0	0	0	0	4
	Increase in/Authorization of Preferred Stock	0	1	0	0	0	0	1
	Issuance of Convertible Debt Instruments	3	1	0	0	0	0	4
	Issuance of Debt Instruments	29	2	0	0	0	0	31
	Issuance of Repurchased Shares	3	21	0	0	0	0	24
	Issuance of Stock w/ Preemptive Rights	1	0	0	0	0	0	1
	Issuance of Warrants w/o Preemptive Rights	1	0	0	0	0	0	1
	Limit to Capital Increase	9	0	0	0	0	0	9
	Misc. Proposal Regarding Capital	8	0	0	0	0	0	8
	Reduction in Share Premium Account	1	1	0	0	0	0	2
	Reverse Stock Split	1	0	0	0	0	0	1
	Stock Split	3	0	0	0	0	0	3
	Use/Transfer of Reserves	10	1	0	0	0	0	11
Changes to Company Statutes		264	85	6	0	0	0	355
	Adoption of Advance Notice Requirement	1	0	0	0	0	0	1
	Adoption of New Articles	7	2	0	0	0	0	9
	Amend Articles, Constitution, Bylaws - Bundled	75	13	4	0	0	0	92
	Amendment to Supermajority Requirement	1	0	0	0	0	0	1
	Amendments to Articles (Technical)	47	1	1	0	0	0	49
	Amendments to Articles, Constitution, Bylaws	46	9	1	0	0	0	56

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Amendments to Charter/Bylaw - Bundled	2	2	0	0	0	0	4
	Amendments to Procedural Rules	40	2	0	0	0	0	42
	Approval of Exclusive Forum Provisions	0	4	0	0	0	0	4
	Authority to Set General Meeting Notice Period at 14 Days	2	36	0	0	0	0	38
	Change in State of Incorporation	0	6	0	0	0	0	6
	Constitution of Procedural Rules	6	1	0	0	0	0	7
	Elimination of Supermajority Requirement	17	0	0	0	0	0	17
	Limitation of Right to Call a Special Meeting	0	1	0	0	0	0	1
	Misc. Article Amendments	6	0	0	0	0	0	6
	Misc. Proposal Regarding Antitakeover Devices	4	1	0	0	0	0	5
	Reincorporation	0	1	0	0	0	0	1
	Repeal of Classified Board	5	0	0	0	0	0	5
	Restoration of Right to Call a Special Meeting	3	2	0	0	0	0	5
	Restoration of Written Consent	1	0	0	0	0	0	1
	Technical Amendments to Charter/Bylaw	1	0	0	0	0	0	1
	Waiving of Mandatory Takeover Requirement	0	4	0	0	0	0	4
Compensation		776	649	38	0	5	0	1468
	Adoption of Director Equity Compensation Plan	1	1	0	0	0	0	2
	Adoption of Employee Stock Purchase Plan	6	1	0	0	0	0	7
	Adoption of Equity Compensation Plan	8	13	0	0	0	0	21

ssue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Adoption of Restricted Stock Plan	14	1	0	0	0	0	15
	Adoption of Short Term Incentive Plan	1	2	0	0	0	0	3
	Advisory Vote on Executive Compensation	21	298	0	0	0	0	319
	Advisory Vote on Severance	0	1	0	0	0	0	1
	Amendment to Director Equity Compensation Plan	1	1	0	0	0	0	2
	Amendment to Employee Stock Purchase Plan	13	4	0	0	0	0	17
	Amendment to Equity Compensation Plan	22	29	0	0	0	0	51
	Amendment to Restricted Stock Plan	7	2	0	0	0	0	9
	Amendment to Stock Option Plan	10	8	0	0	0	0	18
	Amendment to Stock Purchase Plan	1	0	0	0	0	0	1
	Approval of Executive Remuneration (Fixed)	0	0	1	0	0	0	1
	Bonus	1	6	0	0	0	0	7
	Capital Proposal to Implement Equity Compensation Plan	25	8	0	0	0	0	33
	Directors' Fees	71	17	1	0	0	0	89
	Directors' Fees & Audit Fees	2	0	0	0	0	0	2
	Directors' Stock Option Plan	0	0	0	0	3	0	3
	Employee Incentive Plan	1	1	0	0	0	0	2
	Employment Agreement	22	5	0	0	0	0	27
	Misc. Proposal Regarding Compensation	14	4	0	0	0	0	18
	Non-Executive Remuneration Policy (Forward-Looking)	213	18	10	0	2	0	243

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Performance Share Plan	2	0	0	0	0	0	2
	Remuneration Policy (Forward-Looking)	58	61	12	0	0	0	131
	Remuneration Report (Retrospective)	120	143	14	0	0	0	277
	Say When on Pay	40	2	0	0	0	0	42
	Statutory Auditors' Fees	14	1	0	0	0	0	15
	Stock Option Grants	12	6	0	0	0	0	18
	Stock Option Plan	24	11	0	0	0	0	35
	Stock Option Plan for Subsidiary	2	0	0	0	0	0	2
	Stock Purchase Plan	36	3	0	0	0	0	39
	Supervisory Board/ Corp Assembly Fees	11	2	0	0	0	0	13
	Trust Type Equity Plans (JP)	3	0	0	0	0	0	3
M&A		78	8	0	0	0	0	86
	Divestiture/Spin-off	5	0	0	0	0	0	5
	Intra-company Contracts/Control Agreements	51	0	0	0	0	0	51
	Joint Venture/Strategic Alliance	1	0	0	0	0	0	1
	Merger by Absorption between Parent and Subsidiary	8	0	0	0	0	0	8
	Merger/Acquisition	7	8	0	0	0	0	15
	Restructuring/Capitalization	5	0	0	0	0	0	5
	Spin-off	1	0	0	0	0	0	1
Meeting Administration		264	10	20	0	10	0	304

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Appointment of Independent Proxy (Switzerland)	11	0	9	0	0	0	20
	Authorization of Legal Formalities	65	3	0	0	0	0	68
	Right to Adjourn Meeting	11	3	0	0	0	0	14
	Routine Meeting Item	177	0	1	0	0	0	178
	Transact Other Business	0	4	10	0	10	0	24
Other		52	43	0	0	77	0	172
	Approval of Political Donation	0	32	0	0	0	0	32
	Approve Technical Vote Requirements	0	0	0	0	19	0	19
	Authorization of Charitable Donations	5	2	0	0	0	0	7
	Declaration of Material Interest	0	0	0	0	4	0	4
	Management Proposal on Say on Climate	4	4	0	0	0	0	8
	Misc. Management Proposal	43	5	0	0	0	0	48
	Request Cumulative Voting/ Allocation of Cumulative Votes	0	0	0	0	54	0	54
SHP: Compensation		34	30	0	0	0	0	64
	SHP Recoupment of Unearned Bonuses (Clawback)	2	3	0	0	0	0	5
	SHP regarding Change/ Opposition to Director Compensation	3	0	0	0	0	0	3
	SHP Regarding Golden Parachutes	6	13	0	0	0	0	19
	SHP Regarding Linking Executive Pay to Social Criteria	5	2	0	0	0	0	7
	SHP regarding Misc. Compensation	6	0	0	0	0	0	6
	SHP Regarding Race and/or Gender Pay Equity Report	12	7	0	0	0	0	19

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Report on Ratio Between CEO and Employee Pay	0	3	0	0	0	0	3
	SHP Regarding Restricting Executive Compensation	0	2	0	0	0	0	2
SHP: Environment		49	57	0	0	1	0	107
	Shareholder Proposal Regarding Say on Climate	0	4	0	0	0	0	4
	SHP Regarding Climate Lobbying	3	8	0	0	0	0	11
	SHP Regarding Environmental Report	5	8	0	0	0	0	13
	SHP Regarding Formation of Environmental/Social Committee of the	15	3	0	0	0	0	18
	SHP Regarding Misc. Energy/Environmental Issues	4	2	0	0	0	0	6
	SHP Regarding Misc. Environmental Issue	1	1	0	0	0	0	2
	SHP Regarding Phase out of Nuclear Power	0	2	0	0	0	0	2
	SHP Regarding Report on Antibiotics in Animal Agriculture	2	0	0	0	0	0	2
	SHP Regarding Report/Action on Climate Change	15	16	0	0	1	0	32
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	4	13	0	0	0	0	17
SHP: Governance		37	111	2	0	14	0	164
	SHP Regarding Additional or Amended Shareholder Proposals	0	0	2	0	1	0	3
	SHP Regarding Board Composition	3	0	0	0	0	0	3
	SHP Regarding Board Independence	1	0	0	0	0	0	1
	SHP Regarding Company Compliance with Corporate Governance Codes	2	0	0	0	0	0	2
	SHP Regarding Directors' Roles in Corporate Strategy	0	1	0	0	0	0	1
	SHP Regarding Election of Board Member(s) During a Contested Election	5	7	0	0	0	0	12

ssue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Election of Dissident Board Member(s)	1	0	0	0	0	0	1
	SHP Regarding Election of Dissident Supervisory Board Member(s)	0	0	0	0	1	0	1
	SHP Regarding Eliminating Supermajority Provisions	5	13	0	0	8	0	26
	SHP Regarding Improving in Disclosure	0	1	0	0	0	0	1
	SHP Regarding Increase in Dividend/Redistribution of Profits	0	1	0	0	0	0	1
	SHP Regarding Independent Board Chairman/Separation of Chair and CEO	3	24	0	0	0	0	27
	SHP Regarding Majority Vote for Election of Directors	0	16	0	0	0	0	16
	SHP Regarding Misc. Auditor Issue	0	2	0	0	0	0	2
	SHP Regarding Misc. Board Issue	0	0	0	0	1	0	1
	SHP Regarding Misc. Board/Shareholder Rights Issue	5	8	0	0	0	0	13
	SHP Regarding Misc. Capital Issue	0	2	0	0	0	0	2
	SHP Regarding Misc. Issue	3	1	0	0	3	0	7
	SHP Regarding Misc. Meeting/Voting Issue	0	6	0	0	0	0	6
	SHP Regarding Misc. Restructuring Issue	1	0	0	0	0	0	1
	SHP Regarding Opposition to Merger/Acquisition	1	0	0	0	0	0	1
	SHP Regarding Recapitalization	0	4	0	0	0	0	4
	SHP Regarding Right to Act by Written Consent	3	2	0	0	0	0	5
	SHP Regarding Right to Call a Special Meeting	0	21	0	0	0	0	21
	SHP Regarding the Declassification of the Board	0	2	0	0	0	0	2
	SHP Regarding Trained, Qualified Directors on Environment, Health and S	4	0	0	0	0	0	4
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Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	9	10	0	0	0	0	19
SHP Regarding Repeal of Bylaw Amendments	1	1	0	0	0	0	2
SHP: Misc. Issues	8	9	0	0	0	0	17
	122	122	2	0	0	0	246
SHP Regarding Animal Welfare	5	2	0	0	0	0	7
SHP Regarding Drug Pricing/Distribution	0	2	0	0	0	0	2
SHP Regarding Military Contracts/Sales	0	2	0	0	0	0	2
SHP Regarding Misc. Human Capital Management	32	17	0	0	0	0	49
SHP Regarding Misc. Human/Political Rights Policies	8	0	0	0	0	0	8
SHP Regarding Misc. Labor Issues/Policies	1	0	0	0	0	0	1
SHP Regarding Misc. Nuclear Issue	2	0	0	0	0	0	2
SHP Regarding Misc. Social Issue	35	25	2	0	0	0	62
SHP Regarding Pregnancy/Abortion Issues	4	5	0	0	0	0	9
SHP Regarding Racial Equity Audit	3	3	0	0	0	0	6
SHP Regarding Report on EEO	0	1	0	0	0	0	1
SHP Regarding Reporting on Company's Compliance with International Human R	14	30	0	0	0	0	44
SHP Regarding Reviewing Charitable Spending	6	1	0	0	0	0	7
SHP Regarding Reviewing Political Spending or Lobbying	10	34	0	0	0	0	44
SHP Regarding Tobacco/Alcohol	2	0	0	0	0	0	2
	SHP Regarding Repeal of Bylaw Amendments SHP: Misc. Issues SHP: Misc. Issues SHP Regarding Animal Welfare SHP Regarding Drug Pricing/Distribution SHP Regarding Military Contracts/Sales SHP Regarding Military Contracts/Sales SHP Regarding Misc. Human Capital Management SHP Regarding Misc. Human/Political Rights Policies SHP Regarding Misc. Labor Issues/Policies SHP Regarding Misc. Nuclear Issue SHP Regarding Misc. Social Issue SHP Regarding Pregnancy/Abortion Issues SHP Regarding Racial Equity Audit SHP Regarding Report on EEO SHP Regarding Reporting on Company's Compliance with International Human R SHP Regarding Reviewing Charitable Spending SHP Regarding Reviewing Political Spending or Lobbying	Issue Code DescriptionManagement9SHP Regarding Repeal of Bylaw Amendments1SHP Regarding Repeal of Bylaw Amendments1SHP: Misc. Issues8222SHP Regarding Animal Welfare5SHP Regarding Drug Pricing/Distribution0SHP Regarding Military Contracts/Sales0SHP Regarding Misc. Human Capital Management32SHP Regarding Misc. Human/Political Rights Policies8SHP Regarding Misc. Labor Issues/Policies1SHP Regarding Misc. Nuclear Issue2SHP Regarding Misc. Social Issue35SHP Regarding Pregnancy/Abortion Issues4SHP Regarding Report on EEO0SHP Regarding Report on EEO0SHP Regarding Reviewing Charitable 	Issue Code DescriptionManagementManagement910SHP Regarding Repeal of Bylaw Amendments11SHP: Misc. Issues892122122SHP Regarding Animal Welfare52SHP Regarding Drug Pricing/Distribution02SHP Regarding Military Contracts/Sales02SHP Regarding Misc. Human Capital Management3217SHP Regarding Misc. Human/Political Rights Policies80SHP Regarding Misc. Labor Issues/Policies10SHP Regarding Misc. Nuclear Issue20SHP Regarding Pregnancy/Abortion Issues3525SHP Regarding Report on EEO01SHP Regarding Report on EEO01SHP Regarding Reviewing Charitable Spending Reviewing Political SHP Regarding Reviewing Charitable Spending61SHP Regarding Reviewing Political SHP Regarding Reviewing Political SHP Regarding Reviewing Charitable Spending34	Issue Code DescriptionManagementManagementAction900SHP Regarding Repeal of Bylaw Amendments110SHP: Misc. Issues89012212222SHP Regarding Animal Welfare520SHP Regarding Drug Pricing/Distribution020SHP Regarding Military Contracts/Sales020SHP Regarding Military Contracts/Sales020SHP Regarding Military Contracts/Sales800SHP Regarding Misc. Human Capital Management32170SHP Regarding Misc. Labor Issues/Policies100SHP Regarding Misc. Nuclear Issue200SHP Regarding Misc. Social Issue35252SHP Regarding Racial Equity Audit330SHP Regarding Racial Equity Audit330SHP Regarding Reporting on Company's Compliance with International Human R14300SHP Regarding Reviewing Charitable Spending610SHP Regarding Reviewing Political Spending or Lobbying10340	Issue Code DescriptionManagementManagementActionUnvoted91000SHP Regarding Repeal of Bylaw1100SHP: Misc. Issues8900SHP: Misc. Issues8900SHP Regarding Animal Welfare5200SHP Regarding Drug Pricing/Distribution0200SHP Regarding Military Contracts/Sales0200SHP Regarding Military Contracts/Sales0200SHP Regarding Misc. Human Capital Management321700SHP Regarding Misc. Labor Issues/Policies352520SHP Regarding Misc. Nuclear Issue352520SHP Regarding Misc. Social Issue352520SHP Regarding Repreding Misc. Social Issue3000SHP Regarding Repreding Report on EEO0100SHP Regarding Report on EEO1000SHP Regarding Reviewing Charitable Spending6100SHP Regarding Reviewing Charitable Spending Reviewing Charitable6100SHP Regarding Reviewing Charitable Spending or Lobbying103400	Issue Code DescriptionManagementManagementActionUnvotedN/A910000000SHP Regarding Repeal of Bylaw Amendments110000SHP: Misc. Issues890000SHP Regarding Animal Welfare52000SHP Regarding Animal Welfare52000SHP Regarding Drug Pricing/Distribution02000SHP Regarding Military Contracts/Sales02000SHP Regarding Misc. Human Capital Management3217000SHP Regarding Misc. Labor Issues/Policies100000SHP Regarding Misc. Social Issue352520000SHP Regarding Misc. Nuclear Issue4500000SHP Regarding Misc. Social Issue33300000SHP Regarding Report on EEO010000000SHP Regarding Report on EEO01000000000SHP Regarding Reviewing Charitable Spending6100000000000000000000000	Issue Code DescriptionManagementManagementActionUnvotedN/AMixed910000000SHP Regarding Repeal of Bylaw Amendments110000SHP: Misc. Issues890000SHP: Regarding Animal Welfare520000SHP Regarding Drug Pricing/Distribution020000SHP Regarding Misc. Human Capital Management32170000SHP Regarding Misc. Lubor Issues/Policies1000000SHP Regarding Misc. Nuclear Issue20000000SHP Regarding Misc. Nuclear Issue35252000000SHP Regarding Misc. Nuclear Issue3525200

Proposal Types – Votes Versus Policy

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories		10535	1548	4	362	0	0	0	12449
Audit/Financials		1562	41	0	52	0	0	0	1655
	Accounts and Reports (Bundled Issues)	37	6	0	0	0	0	0	43
	Allocation of Profits/Dividends	350	0	0	14	0	0	0	364
	Appointment of Auditor	151	10	0	14	0	0	0	175
	Appointment of Auditor and Authority to Set Fees	87	11	0	0	0	0	0	98
	Appointment of Special Auditor	44	1	0	1	0	0	0	46
	Approval of Non-Financial Reports	81	0	0	10	0	0	0	91
	Approve Payment of Fees to Special Auditors	23	0	0	0	0	0	0	23
	Authority to Set Auditor's Fees	75	5	0	0	0	0	0	80
	Bonus Dividend/Bonus Share Issue	14	0	0	3	0	0	0	17
	Financial Statements	365	4	0	10	0	0	0	379
	Number of Auditors	1	0	0	0	0	0	0	1
	Ratification of Auditor	315	4	0	0	0	0	0	319
	Ratification of Auditor's Acts	5	0	0	0	0	0	0	5
	Stock Dividend/Dividend Reinvestment	14	0	0	0	0	0	0	14
Board Related		5836	927	0	230	0	0	0	6993
	Approval of Committee Guidelines/Appointment of Committee	11	1	0	0	0	0	0	12
	Approve Special Auditor's Report	19	0	0	0	0	0	0	19

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Approve Supervisory Council	78	9	0	0	0	0	0	87
	Approve Supervisory Council Size	3	0	0	0	0	0	0	3
	Authority to Fill Director Vacancy w/out Shareholder Approval	1	0	0	0	0	0	0	1
	Board Size	19	0	0	0	0	0	0	19
	Board Term Length	1	0	0	0	0	0	0	1
	Director & Officer Liability/Indemnification	36	0	0	0	0	0	0	36
	Election of Alternate Statutory Auditor	8	0	0	0	0	0	0	8
	Election of Board Committee Members	110	14	0	32	0	0	0	156
	Election of Board Member(s) During a Contested Election – Management Nomi	28	7	0	0	0	0	0	35
	Election of Directors	4623	860	0	99	0	0	0	5582
	Election of Directors (Bundled Issues)	11	3	0	0	0	0	0	14
	Election of Directors (Management Board)	4	1	0	0	0	0	0	5
	Election of Directors (Slate)	12	4	0	0	0	0	0	16
	Election of Directors (Slate) Bundled with Other Items	6	0	0	0	0	0	0	6
	Election of Minority or Preferred Shareholder Nominee	9	0	0	0	0	0	0	9
	Election of Non-Management Nominee	10	0	0	0	0	0	0	10
	Election of Non-Principal Members (Chairman, alternates)	39	1	0	3	0	0	0	43
	Election of Shareholder or Institutional Investor Slate	1	2	0	0	0	0	0	3
	Election of Shareholder Representatives	21	0	0	0	0	0	0	21
	Election of Statutory Auditor Slate	2	2	0	0	0	0	0	4

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Election of Statutory Auditors	31	2	0	0	0	0	0	33
	Election of Supervisory Board	104	10	0	14	0	0	0	128
	Election of Supervisory Board Members (Slate)	4	0	0	0	0	0	0	4
	Election of the Chair of Statutory Auditors	1	0	0	0	0	0	0	1
	Indemnification of Directors/Officers	9	0	0	0	0	0	0	9
	Misc. Management Proposal Regarding Board	9	0	0	0	0	0	0	9
	Ratification of Board Acts - Legal	368	10	0	45	0	0	0	423
	Ratification of Co-Option of a Director	18	0	0	0	0	0	0	18
	Ratification of Management Acts - Legal	104	1	0	37	0	0	0	142
	Related Party Transactions	127	0	0	0	0	0	0	127
	Retention as Independent Director	9	0	0	0	0	0	0	9
Capital Management		781	23	0	12	0	0	0	816
	Amendment to Authorized Common Stock	1	0	0	0	0	0	0	1
	Amendment to Borrowing Powers	6	0	0	0	0	0	0	6
	Amendment to Dual Class Stock	3	0	0	0	0	0	0	3
	Amendment to Par Value	5	0	0	3	0	0	0	8
	Approval of Borrowing	3	0	0	0	0	0	0	3
	Authority to Give Guarantees	6	1	0	0	0	0	0	7
	Authority to Increase Capital in Case of Exchange Offers (France)	3	0	0	0	0	0	0	3
	Authority to Increase Capital in Consideration for Contributions in Kind (12	0	0	0	0	0	0	12

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Authority to Issue Preferred Stock	2	0	0	0	0	0	0	2
	Authority to Issue Shares and Convertible Debt w or w/o Preemptive Rights	5	1	0	0	0	0	0	6
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	20	0	0	0	0	0	0	20
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	31	1	0	0	0	0	0	32
	Authority to Issue Shares w/ Preemptive Rights	63	4	0	0	0	0	0	67
	Authority to Issue Shares w/o Preemptive Rights	156	9	0	0	0	0	0	165
	Authority to Issue Stock w/ or w/out Preemptive Rights	24	0	0	0	0	0	0	24
	Authority to Repurchase and Re-Issue Shares	50	0	0	3	0	0	0	53
	Authority to Repurchase Preferred Shares	4	0	0	0	0	0	0	4
	Authority to Repurchase Shares	186	0	0	1	0	0	0	187
	Authority to Set Offering Price of Shares	8	0	0	0	0	0	0	8
	Authority to Trade in Company Stock	2	0	0	0	0	0	0	2
	Authorize Overallotment/Greenshoe	9	0	0	0	0	0	0	9
	Cancellation of Authorized Stock	58	0	0	3	0	0	0	61
	Increase in Authorized Capital	29	2	0	2	0	0	0	33
	Increase in Authorized Common Stock	4	0	0	0	0	0	0	4
	Increase in/Authorization of Preferred Stock	1	0	0	0	0	0	0	1
	Issuance of Convertible Debt Instruments	3	1	0	0	0	0	0	4
	Issuance of Debt Instruments	29	2	0	0	0	0	0	31
	Issuance of Repurchased Shares	24	0	0	0	0	0	0	24

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Issuance of Stock w/ Preemptive Rights	1	0	0	0	0	0	0	1
	Issuance of Warrants w/o Preemptive Rights	1	0	0	0	0	0	0	1
	Limit to Capital Increase	9	0	0	0	0	0	0	9
	Misc. Proposal Regarding Capital	8	0	0	0	0	0	0	8
	Reduction in Share Premium Account	1	1	0	0	0	0	0	2
	Reverse Stock Split	1	0	0	0	0	0	0	1
	Stock Split	3	0	0	0	0	0	0	3
	Use/Transfer of Reserves	10	1	0	0	0	0	0	11
Changes to Company Statutes		331	18	0	6	0	0	0	355
	Adoption of Advance Notice Requirement	1	0	0	0	0	0	0	1
	Adoption of New Articles	7	2	0	0	0	0	0	9
	Amend Articles, Constitution, Bylaws - Bundled	83	5	0	4	0	0	0	92
	Amendment to Supermajority Requirement	1	0	0	0	0	0	0	1
	Amendments to Articles (Technical)	48	0	0	1	0	0	0	49
	Amendments to Articles, Constitution, Bylaws	53	2	0	1	0	0	0	56
	Amendments to Charter/Bylaw - Bundled	3	1	0	0	0	0	0	4
	Amendments to Procedural Rules	42	0	0	0	0	0	0	42
	Approval of Exclusive Forum Provisions	4	0	0	0	0	0	0	4
	Authority to Set General Meeting Notice Period at 14 Days	36	2	0	0	0	0	0	38
	Change in State of Incorporation	5	1	0	0	0	0	0	6

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Constitution of Procedural Rules	7	0	0	0	0	0	0	7
	Elimination of Supermajority Requirement	17	0	0	0	0	0	0	17
	Limitation of Right to Call a Special Meeting	1	0	0	0	0	0	0	1
	Misc. Article Amendments	6	0	0	0	0	0	0	6
	Misc. Proposal Regarding Antitakeover Devices	5	0	0	0	0	0	0	5
	Reincorporation	0	1	0	0	0	0	0	1
	Repeal of Classified Board	5	0	0	0	0	0	0	5
	Restoration of Right to Call a Special Meeting	5	0	0	0	0	0	0	5
	Restoration of Written Consent	1	0	0	0	0	0	0	1
	Technical Amendments to Charter/Bylaw	1	0	0	0	0	0	0	1
	Waiving of Mandatory Takeover Requirement	0	4	0	0	0	0	0	4
Compensation		1060	370	0	38	0	0	0	1468
	Adoption of Director Equity Compensation Plan	1	1	0	0	0	0	0	2
	Adoption of Employee Stock Purchase Plan	6	1	0	0	0	0	0	7
	Adoption of Equity Compensation Plan	9	12	0	0	0	0	0	21
	Adoption of Restricted Stock Plan	14	1	0	0	0	0	0	15
	Adoption of Short Term Incentive Plan	2	1	0	0	0	0	0	3
	Advisory Vote on Executive Compensation	135	184	0	0	0	0	0	319
	Advisory Vote on Severance	1	0	0	0	0	0	0	1
	Amendment to Director Equity Compensation Plan	1	1	0	0	0	0	0	2

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Amendment to Employee Stock Purchase Plan	14	3	0	0	0	0	0	17
	Amendment to Equity Compensation Plan	30	21	0	0	0	0	0	51
	Amendment to Restricted Stock Plan	9	0	0	0	0	0	0	9
	Amendment to Stock Option Plan	14	4	0	0	0	0	0	18
	Amendment to Stock Purchase Plan	1	0	0	0	0	0	0	1
	Approval of Executive Remuneration (Fixed)	0	0	0	1	0	0	0	1
	Bonus	2	5	0	0	0	0	0	7
	Capital Proposal to Implement Equity Compensation Plan	31	2	0	0	0	0	0	33
	Directors' Fees	82	6	0	1	0	0	0	89
	Directors' Fees & Audit Fees	2	0	0	0	0	0	0	2
	Directors' Stock Option Plan	3	0	0	0	0	0	0	3
	Employee Incentive Plan	2	0	0	0	0	0	0	2
	Employment Agreement	27	0	0	0	0	0	0	27
	Misc. Proposal Regarding Compensation	16	2	0	0	0	0	0	18
	Non-Executive Remuneration Policy (Forward-Looking)	228	5	0	10	0	0	0	243
	Performance Share Plan	2	0	0	0	0	0	0	2
	Remuneration Policy (Forward-Looking)	86	33	0	12	0	0	0	131
	Remuneration Report (Retrospective)	185	78	0	14	0	0	0	277
	Say When on Pay	42	0	0	0	0	0	0	42
	Statutory Auditors' Fees	14	1	0	0	0	0	0	15

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Stock Option Grants	14	4	0	0	0	0	0	18
	Stock Option Plan	30	5	0	0	0	0	0	35
	Stock Option Plan for Subsidiary	2	0	0	0	0	0	0	2
	Stock Purchase Plan	39	0	0	0	0	0	0	39
	Supervisory Board/ Corp Assembly Fees	13	0	0	0	0	0	0	13
	Trust Type Equity Plans (JP)	3	0	0	0	0	0	0	3
M&A		84	2	0	0	0	0	0	86
	Divestiture/Spin-off	5	0	0	0	0	0	0	5
	Intra-company Contracts/Control Agreements	51	0	0	0	0	0	0	51
	Joint Venture/Strategic Alliance	1	0	0	0	0	0	0	1
	Merger by Absorption between Parent and Subsidiary	8	0	0	0	0	0	0	8
	Merger/Acquisition	13	2	0	0	0	0	0	15
	Restructuring/Capitalization	5	0	0	0	0	0	0	5
	Spin-off	1	0	0	0	0	0	0	1
Meeting Administration		280	4	0	20	0	0	0	304
	Appointment of Independent Proxy (Switzerland)	11	0	0	9	0	0	0	20
	Authorization of Legal Formalities	67	1	0	0	0	0	0	68
	Right to Adjourn Meeting	11	3	0	0	0	0	0	14
	Routine Meeting Item	177	0	0	1	0	0	0	178
	Transact Other Business	14	0	0	10	0	0	0	24

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Other		160	8	4	0	0	0	0	172
	Approval of Political Donation	32	0	0	0	0	0	0	32
	Approve Technical Vote Requirements	19	0	0	0	0	0	0	19
	Authorization of Charitable Donations	6	1	0	0	0	0	0	7
	Declaration of Material Interest	0	0	4	0	0	0	0	4
	Management Proposal on Say on Climate	4	4	0	0	0	0	0	8
	Misc. Management Proposal	47	1	0	0	0	0	0	48
	Request Cumulative Voting/ Allocation of Cumulative Votes	52	2	0	0	0	0	0	54
SHP: Compensation		40	24	0	0	0	0	0	64
	SHP Recoupment of Unearned Bonuses (Clawback)	3	2	0	0	0	0	0	5
	SHP regarding Change/ Opposition to Director Compensation	3	0	0	0	0	0	0	3
	SHP Regarding Golden Parachutes	13	6	0	0	0	0	0	19
	SHP Regarding Linking Executive Pay to Social Criteria	7	0	0	0	0	0	0	7
	SHP regarding Misc. Compensation	2	4	0	0	0	0	0	6
	SHP Regarding Race and/or Gender Pay Equity Report	7	12	0	0	0	0	0	19
	SHP Regarding Report on Ratio Between CEO and Employee Pay	3	0	0	0	0	0	0	3
	SHP Regarding Restricting Executive Compensation	2	0	0	0	0	0	0	2
SHP: Environment		75	32	0	0	0	0	0	107
	Shareholder Proposal Regarding Say on Climate	4	0	0	0	0	0	0	4
	SHP Regarding Climate Lobbying	7	4	0	0	0	0	0	11

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Environmental Report	6	7	0	0	0	0	0	13
	SHP Regarding Formation of Environmental/Social Committee of the	12	6	0	0	0	0	0	18
	SHP Regarding Misc. Energy/Environmental Issues	2	4	0	0	0	0	0	6
	SHP Regarding Misc. Environmental Issue	1	1	0	0	0	0	0	2
	SHP Regarding Phase out of Nuclear Power	2	0	0	0	0	0	0	2
	SHP Regarding Report on Antibiotics in Animal Agriculture	0	2	0	0	0	0	0	2
	SHP Regarding Report/Action on Climate Change	28	4	0	0	0	0	0	32
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	13	4	0	0	0	0	0	17
SHP: Governance		141	21	0	2	0	0	0	164
	SHP Regarding Additional or Amended Shareholder Proposals	1	0	0	2	0	0	0	3
	SHP Regarding Board Composition	2	1	0	0	0	0	0	3
	SHP Regarding Board Independence	1	0	0	0	0	0	0	1
	SHP Regarding Company Compliance with Corporate Governance Codes	0	2	0	0	0	0	0	2
	SHP Regarding Directors' Roles in Corporate Strategy	1	0	0	0	0	0	0	1
	SHP Regarding Election of Board Member (s) During a Contested Election – Disside	9	3	0	0	0	0	0	12
	SHP Regarding Election of Dissident Board Member(s)	1	0	0	0	0	0	0	1
	SHP Regarding Election of Dissident Supervisory Board Member(s)	1	0	0	0	0	0	0	1
	SHP Regarding Eliminating Supermajority Provisions	24	2	0	0	0	0	0	26
	SHP Regarding Improving in Disclosure	1	0	0	0	0	0	0	1
	SHP Regarding Increase in Dividend/Redistribution of Profits	1	0	0	0	0	0	0	1

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3	0	0	0	0	0	5
0	0	0	0	0	0	21
0	0	0	0	0	0	2
0	0	0	0	0	0	4
4	0	0	0	0	0	19
0	0	0	0	0	0	2
4	0	0	0	0	0	17
74	0	2	0	0	0	246
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Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Drug Pricing/Distribution	2	0	0	0	0	0	0	2
	SHP Regarding Military Contracts/Sales	2	0	0	0	0	0	0	2
	SHP Regarding Misc. Human Capital Management	17	32	0	0	0	0	0	49
	SHP Regarding Misc. Human/Political Rights Policies	8	0	0	0	0	0	0	8
	SHP Regarding Misc. Labor Issues/Policies	0	1	0	0	0	0	0	1
	SHP Regarding Misc. Nuclear Issue	2	0	0	0	0	0	0	2
	SHP Regarding Misc. Social Issue	49	11	0	2	0	0	0	62
	SHP Regarding Pregnancy/Abortion Issues	7	2	0	0	0	0	0	9
	SHP Regarding Racial Equity Audit	6	0	0	0	0	0	0	6
	SHP Regarding Report on EEO	1	0	0	0	0	0	0	1
	SHP Regarding Reporting on Company's Compliance with International Human Ri	36	8	0	0	0	0	0	44
	SHP Regarding Reviewing Charitable Spending	4	3	0	0	0	0	0	7
	SHP Regarding Reviewing Political Spending or Lobbying	34	10	0	0	0	0	0	44
	SHP Regarding Tobacco/Alcohol	0	2	0	0	0	0	0	2

Proposal Types – Votes Versus Glass Lewis

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories		9706	2377	362	0	4	0	12449
Audit/Financials		1244	359	52	0	0	0	1655

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Accounts and Reports (Bundled Issues)	37	6	0	0	0	0	43
	Allocation of Profits/Dividends	350	0	14	0	0	0	364
	Appointment of Auditor	119	42	14	0	0	0	175
	Appointment of Auditor and Authority to Set Fees	64	34	0	0	0	0	98
	Appointment of Special Auditor	44	1	1	0	0	0	46
	Approval of Non-Financial Reports	81	0	10	0	0	0	91
	Approve Payment of Fees to Special Auditors	23	0	0	0	0	0	23
	Authority to Set Auditor's Fees	75	5	0	0	0	0	80
	Bonus Dividend/Bonus Share Issue	14	0	3	0	0	0	17
	Financial Statements	365	4	10	0	0	0	379
	Number of Auditors	1	0	0	0	0	0	1
	Ratification of Auditor	52	267	0	0	0	0	319
	Ratification of Auditor's Acts	5	0	0	0	0	0	5
	Stock Dividend/Dividend Reinvestment	14	0	0	0	0	0	14
Board Related		5457	1306	230	0	0	0	6993
	Approval of Committee Guidelines/Appointment of Committee	11	1	0	0	0	0	12
	Approve Special Auditor's Report	19	0	0	0	0	0	19
	Approve Supervisory Council	78	9	0	0	0	0	87
	Approve Supervisory Council Size	3	0	0	0	0	0	3
	Authority to Fill Director Vacancy w/out Shareholder Approval	1	0	0	0	0	0	1

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Board Size	19	0	0	0	0	0	19
	Board Term Length	1	0	0	0	0	0	1
	Director & Officer Liability/Indemnification	36	0	0	0	0	0	36
	Election of Alternate Statutory Auditor	8	0	0	0	0	0	8
	Election of Board Committee Members	108	16	32	0	0	0	156
	Election of Board Member(s) During a Contested Election – Management Nomi	28	7	0	0	0	0	35
	Election of Directors	4252	1231	99	0	0	0	5582
	Election of Directors (Bundled Issues)	11	3	0	0	0	0	14
	Election of Directors (Management Board)	4	1	0	0	0	0	5
	Election of Directors (Slate)	12	4	0	0	0	0	16
	Election of Directors (Slate) Bundled with Other Items	6	0	0	0	0	0	6
	Election of Minority or Preferred Shareholder Nominee	9	0	0	0	0	0	9
	Election of Non-Management Nominee	10	0	0	0	0	0	10
	Election of Non-Principal Members (Chairman, alternates)	39	1	3	0	0	0	43
	Election of Shareholder or Institutional Investor Slate	1	2	0	0	0	0	3
	Election of Shareholder Representatives	21	0	0	0	0	0	21
	Election of Statutory Auditor Slate	2	2	0	0	0	0	4
	Election of Statutory Auditors	31	2	0	0	0	0	33
	Election of Supervisory Board	99	15	14	0	0	0	128
	Election of Supervisory Board Members (Slate)	4	0	0	0	0	0	4

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Election of the Chair of Statutory Auditors	1	0	0	0	0	0	1
	Indemnification of Directors/Officers	9	0	0	0	0	0	9
	Misc. Management Proposal Regarding Board	9	0	0	0	0	0	9
	Ratification of Board Acts - Legal	368	10	45	0	0	0	423
	Ratification of Co-Option of a Director	17	1	0	0	0	0	18
	Ratification of Management Acts - Legal	104	1	37	0	0	0	142
	Related Party Transactions	127	0	0	0	0	0	127
	Retention as Independent Director	9	0	0	0	0	0	9
Capital Management		781	23	12	0	0	0	816
	Amendment to Authorized Common Stock	1	0	0	0	0	0	1
	Amendment to Borrowing Powers	6	0	0	0	0	0	6
	Amendment to Dual Class Stock	3	0	0	0	0	0	3
	Amendment to Par Value	5	0	3	0	0	0	8
	Approval of Borrowing	3	0	0	0	0	0	3
	Authority to Give Guarantees	6	1	0	0	0	0	7
	Authority to Increase Capital in Case of Exchange Offers (France)	3	0	0	0	0	0	3
	Authority to Increase Capital in Consideration for Contributions in Kind (12	0	0	0	0	0	12
	Authority to Issue Preferred Stock	2	0	0	0	0	0	2
	Authority to Issue Shares and Convertible Debt w or w/o Preemptive Rights	5	1	0	0	0	0	6
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	20	0	0	0	0	0	20

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	31	1	0	0	0	0	32
	Authority to Issue Shares w/ Preemptive Rights	63	4	0	0	0	0	67
	Authority to Issue Shares w/o Preemptive Rights	156	9	0	0	0	0	165
	Authority to Issue Stock w/ or w/out Preemptive Rights	24	0	0	0	0	0	24
	Authority to Repurchase and Re-Issue Shares	50	0	3	0	0	0	53
	Authority to Repurchase Preferred Shares	4	0	0	0	0	0	4
	Authority to Repurchase Shares	186	0	1	0	0	0	187
	Authority to Set Offering Price of Shares	8	0	0	0	0	0	8
	Authority to Trade in Company Stock	2	0	0	0	0	0	2
	Authorize Overallotment/Greenshoe	9	0	0	0	0	0	9
	Cancellation of Authorized Stock	58	0	3	0	0	0	61
	Increase in Authorized Capital	29	2	2	0	0	0	33
	Increase in Authorized Common Stock	4	0	0	0	0	0	4
	Increase in/Authorization of Preferred Stock	1	0	0	0	0	0	1
	Issuance of Convertible Debt Instruments	3	1	0	0	0	0	4
	Issuance of Debt Instruments	29	2	0	0	0	0	31
	Issuance of Repurchased Shares	24	0	0	0	0	0	24
	Issuance of Stock w/ Preemptive Rights	1	0	0	0	0	0	1
	Issuance of Warrants w/o Preemptive Rights	1	0	0	0	0	0	1
	Limit to Capital Increase	9	0	0	0	0	0	9

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Misc. Proposal Regarding Capital	8	0	0	0	0	0	8
	Reduction in Share Premium Account	1	1	0	0	0	0	2
	Reverse Stock Split	1	0	0	0	0	0	1
	Stock Split	3	0	0	0	0	0	3
	Use/Transfer of Reserves	10	1	0	0	0	0	11
Changes to Company Statutes		293	56	6	0	0	0	355
	Adoption of Advance Notice Requirement	1	0	0	0	0	0	1
	Adoption of New Articles	7	2	0	0	0	0	9
	Amend Articles, Constitution, Bylaws - Bundled	82	6	4	0	0	0	92
	Amendment to Supermajority Requirement	1	0	0	0	0	0	1
	Amendments to Articles (Technical)	48	0	1	0	0	0	49
	Amendments to Articles, Constitution, Bylaws	53	2	1	0	0	0	56
	Amendments to Charter/Bylaw - Bundled	3	1	0	0	0	0	4
	Amendments to Procedural Rules	42	0	0	0	0	0	42
	Approval of Exclusive Forum Provisions	4	0	0	0	0	0	4
	Authority to Set General Meeting Notice Period at 14 Days	2	36	0	0	0	0	38
	Change in State of Incorporation	2	4	0	0	0	0	6
	Constitution of Procedural Rules	7	0	0	0	0	0	7
	Elimination of Supermajority Requirement	17	0	0	0	0	0	17
	Limitation of Right to Call a Special Meeting	1	0	0	0	0	0	1
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Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Misc. Article Amendments	6	0	0	0	0	0	6
	Misc. Proposal Regarding Antitakeover Devices	5	0	0	0	0	0	5
	Reincorporation	0	1	0	0	0	0	1
	Repeal of Classified Board	5	0	0	0	0	0	5
	Restoration of Right to Call a Special Meeting	5	0	0	0	0	0	5
	Restoration of Written Consent	1	0	0	0	0	0	1
	Technical Amendments to Charter/Bylaw	1	0	0	0	0	0	1
	Waiving of Mandatory Takeover Requirement	0	4	0	0	0	0	4
Compensation		982	448	38	0	0	0	1468
	Adoption of Director Equity Compensation Plan	1	1	0	0	0	0	2
	Adoption of Employee Stock Purchase Plan	6	1	0	0	0	0	7
	Adoption of Equity Compensation Plan	9	12	0	0	0	0	21
	Adoption of Restricted Stock Plan	14	1	0	0	0	0	15
	Adoption of Short Term Incentive Plan	1	2	0	0	0	0	3
	Advisory Vote on Executive Compensation	71	248	0	0	0	0	319
	Advisory Vote on Severance	1	0	0	0	0	0	1
	Amendment to Director Equity Compensation Plan	1	1	0	0	0	0	2
	Amendment to Employee Stock Purchase Plan	14	3	0	0	0	0	17
	Amendment to Equity Compensation Plan	30	21	0	0	0	0	51
	Amendment to Restricted Stock Plan	9	0	0	0	0	0	9

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Amendment to Stock Option Plan	14	4	0	0	0	0	18
	Amendment to Stock Purchase Plan	1	0	0	0	0	0	1
	Approval of Executive Remuneration (Fixed)	0	0	1	0	0	0	1
	Bonus	2	5	0	0	0	0	7
	Capital Proposal to Implement Equity Compensation Plan	31	2	0	0	0	0	33
	Directors' Fees	82	6	1	0	0	0	89
	Directors' Fees & Audit Fees	2	0	0	0	0	0	2
	Directors' Stock Option Plan	3	0	0	0	0	0	3
	Employee Incentive Plan	2	0	0	0	0	0	2
	Employment Agreement	27	0	0	0	0	0	27
	Misc. Proposal Regarding Compensation	16	2	0	0	0	0	18
	Non-Executive Remuneration Policy (Forward-Looking)	228	5	10	0	0	0	243
	Performance Share Plan	2	0	0	0	0	0	2
	Remuneration Policy (Forward-Looking)	83	36	12	0	0	0	131
	Remuneration Report (Retrospective)	175	88	14	0	0	0	277
	Say When on Pay	42	0	0	0	0	0	42
	Statutory Auditors' Fees	14	1	0	0	0	0	15
	Stock Option Grants	14	4	0	0	0	0	18
	Stock Option Plan	30	5	0	0	0	0	35
	Stock Option Plan for Subsidiary	2	0	0	0	0	0	2

Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
Stock Purchase Plan	39	0	0	0	0	0	39
Supervisory Board/ Corp Assembly Fees	13	0	0	0	0	0	13
Trust Type Equity Plans (JP)	3	0	0	0	0	0	3
	84	2	0	0	0	0	86
Divestiture/Spin-off	5	0	0	0	0	0	5
Intra-company Contracts/Control Agreements	51	0	0	0	0	0	51
Joint Venture/Strategic Alliance	1	0	0	0	0	0	1
Merger by Absorption between Parent and Subsidiary	8	0	0	0	0	0	8
Merger/Acquisition	13	2	0	0	0	0	15
Restructuring/Capitalization	5	0	0	0	0	0	5
Spin-off	1	0	0	0	0	0	1
	280	4	20	0	0	0	304
Appointment of Independent Proxy (Switzerland)	11	0	9	0	0	0	20
Authorization of Legal Formalities	67	1	0	0	0	0	68
Right to Adjourn Meeting	11	3	0	0	0	0	14
Routine Meeting Item	177	0	1	0	0	0	178
Transact Other Business	14	0	10	0	0	0	24
	132	36	0	0	4	0	172
Approval of Political Donation	2	30	0	0	0	0	32
Approve Technical Vote Requirements	19	0	0	0	0	0	19
	Stock Purchase Plan Supervisory Board/ Corp Assembly Fees Trust Type Equity Plans (JP) Divestiture/Spin-off Intra-company Contracts/Control Agreements Joint Venture/Strategic Alliance Merger by Absorption between Parent and Subsidiary Merger/Acquisition Restructuring/Capitalization Spin-off Appointment of Independent Proxy (Switzerland) Authorization of Legal Formalities Right to Adjourn Meeting Routine Meeting Item Transact Other Business Approval of Political Donation	Issue Code DescriptionGlass LewisStock Purchase Plan39Supervisory Board/ Corp Assembly Fees13Trust Type Equity Plans (JP)3Divestiture/Spin-off5Intra-company Contracts/Control Agreements51Joint Venture/Strategic Alliance1Merger by Absorption between Parent and Subsidiary8Merger/Acquisition13Restructuring/Capitalization5Spin-off1Appointment of Independent Proxy (Switzerland)11Authorization of Legal Formalities67Right to Adjourn Meeting11Routine Meeting Item177Transact Other Business14Approval of Political Donation2	Issue Code DescriptionGlass LewisLewisStock Purchase Plan390Supervisory Board/ Corp Assembly Fees130Trust Type Equity Plans (JP)30B42Divestiture/Spin-off50Intra-company Contracts/Control Agreements510Joint Venture/Strategic Alliance10Merger by Absorption between Parent and Subsidiary80Merger/Acquisition132Restructuring/Capitalization50Spin-off10Appointment of Independent Proxy (Switzerland)110Authorization of Legal Formalities671Routine Meeting Item1770Transact Other Business140Approval of Political Donation230	Issue Code DescriptionGlass LewisLewisActionStock Purchase Plan3900Supervisory Board/ Corp Assembly Fees1300Trust Type Equity Plans (JP)300B4200Divestiture/Spin-off500Intra-company Contracts/Control Agreements5100Joint Venture/Strategic Alliance100Merger by Absorption between Parent and Subsidiary800Merger/Acquisition1320Spin-off100Spin-off100Appointment of Independent Proxy (Switzerland)1109Authorization of Legal Formalities6710Restructure Business14010Transact Other Business14010Approval of Political Donation2300	Issue Code DescriptionGlass LewisLewisActionUnvotedStock Purchase Plan39000Supervisory Board/ Corp Assembly Fees13000Trust Type Equity Plans (JP)3000B420000Divestiture/Spin-off5000Intra-company Contracts/Control Agreements51000Joint Venture/Strategic Alliance1000Merger by Absorption between Parent and Subsidiary8000Merger/Acquisition132000Spin-off10000Appointment of Independent Proxy (Switzerland)11300Right to Adjourn Meeting113000Routine Meeting Item1770100Transact Other Business14000Approval of Political Donation23000	Issue Code DescriptionGlass LewisActionUnvotedN/AStock Purchase Plan390000Supervisory Board/ Corp Assembly Fees130000Trust Type Equity Plans (IP)30000B4200000Divestiture/Spin-off50000Agreements510000Joint Venture/Strategic Alliance1000Merger Jy Absorption between Parent and Subsidiary8000Spin-off10000Restructuring/Capitalization50000Spin-off100000Appointment of Independent Proxy (Switzerland)113000Right to Adjourn Meeting1130000Routine Meeting Item17701000Transact Other Business14010000Approval of Political Donation230000	Issue Code DescriptionGlass LewisActionUnvotedN/AMixedStock Purchase Plan3900000Supervisory Board/ Corp Assembly Fees1300000Trust Type Equity Plans (IP)3000000Divestiture/Spin-off5000000Intra-company Contracts/Control51000000Agreements510000000Merger by Absorption between Parent and Subsidiary13200000Restructuring/Capitalization50000000Spin-off109000000Restructuring/Capitalization50000000Authorization of Legal Formalities671000000Routine Meeting Item17701000000Routine Meeting Item13236000000Authorization of Legal Formalities671000000Routine Meeting Item177010000000Routine Meeting Item13236000

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	/A Mixed 0 0 4 0 0 0	Total
	Authorization of Charitable Donations	6	1	0	0	0	0	7
	Declaration of Material Interest	0	0	0	0	4	0	4
	Management Proposal on Say on Climate	6	2	0	0	0	0	8
	Misc. Management Proposal	47	1	0	0	0	0	48
	Request Cumulative Voting/ Allocation of Cumulative Votes	52	2	0	0	0	0	54
SHP: Compensation		44	20	0	0	0	0	64
	SHP Recoupment of Unearned Bonuses (Clawback)	2	3	0	0	0	0	5
	SHP regarding Change/ Opposition to Director Compensation	3	0	0	0	0	0	3
	SHP Regarding Golden Parachutes	10	9	0	0	0	0	19
	SHP Regarding Linking Executive Pay to Social Criteria	5	2	0	0	0	0	7
	SHP regarding Misc. Compensation	6	0	0	0	0	0	6
	SHP Regarding Race and/or Gender Pay Equity Report	16	3	0	0	0	0	19
	SHP Regarding Report on Ratio Between CEO and Employee Pay	0	3	0	0	0	0	3
	SHP Regarding Restricting Executive Compensation	2	0	0	0	0	0	2
SHP: Environment		63	44	0	0	0	0	107
	Shareholder Proposal Regarding Say on Climate	0	4	0	0	0	0	4
	SHP Regarding Climate Lobbying	4	7	0	0	0	0	11
	SHP Regarding Environmental Report	5	8	0	0	0	0	13
	SHP Regarding Formation of Environmental/Social Committee of the	16	2	0	0	0	0	18
	SHP Regarding Misc. Energy/Environmental Issues	4	2	0	0	0	0	6

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Misc. Environmental Issue	1	1	0	0	0	0	2
	SHP Regarding Phase out of Nuclear Power	0	2	0	0	0	0	2
	SHP Regarding Report on Antibiotics in Animal Agriculture	2	0	0	0	0	0	2
	SHP Regarding Report/Action on Climate Change	20	12	0	0	0	0	32
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	11	6	0	0	0	0	17
SHP: Governance		138	24	2	0	0	0	164
	SHP Regarding Additional or Amended Shareholder Proposals	0	1	2	0	0	0	3
	SHP Regarding Board Composition	3	0	0	0	0	0	3
	SHP Regarding Board Independence	1	0	0	0	0	0	1
	SHP Regarding Company Compliance with Corporate Governance Codes	2	0	0	0	0	0	2
	SHP Regarding Directors' Roles in Corporate Strategy	1	0	0	0	0	0	1
	SHP Regarding Election of Board Member (s) During a Contested Election – Disside	9	3	0	0	0	0	12
	SHP Regarding Election of Dissident Board Member(s)	1	0	0	0	0	0	1
	SHP Regarding Election of Dissident Supervisory Board Member(s)	1	0	0	0	0	0	1
	SHP Regarding Eliminating Supermajority Provisions	21	5	0	0	0	0	26
	SHP Regarding Improving in Disclosure	1	0	0	0	0	0	1
	SHP Regarding Increase in Dividend/Redistribution of Profits	1	0	0	0	0	0	1
	SHP Regarding Independent Board Chairman/Separation of Chair and CEO	24	3	0	0	0	0	27
	SHP Regarding Majority Vote for Election of Directors	14	2	0	0	0	0	16
	SHP Regarding Misc. Auditor Issue	0	2	0	0	0	0	2

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Misc. Board Issue	1	0	0	0	0	0	1
	SHP Regarding Misc. Board/Shareholder Rights Issue	13	0	0	0	0	0	13
	SHP Regarding Misc. Capital Issue	2	0	0	0	0	0	2
	SHP Regarding Misc. Issue	6	1	0	0	0	0	7
	SHP Regarding Misc. Meeting/Voting Issue	0	6	0	0	0	0	6
	SHP Regarding Misc. Restructuring Issue	1	0	0	0	0	0	1
	SHP Regarding Opposition to Merger/Acquisition	1	0	0	0	0	0	1
	SHP Regarding Recapitalization	4	0	0	0	0	0	4
	SHP Regarding Right to Act by Written Consent	5	0	0	0	0	0	5
	SHP Regarding Right to Call a Special Meeting	20	1	0	0	0	0	21
	SHP Regarding the Declassification of the Board	2	0	0	0	0	0	2
	SHP Regarding Trained, Qualified Directors on Environment, Health and Sa	4	0	0	0	0	0	4
SHP: Misc		15	4	0	0	0	0	19
	SHP Regarding Repeal of Bylaw Amendments	2	0	0	0	0	0	2
	SHP: Misc. Issues	13	4	0	0	0	0	17
SHP: Social		193	51	2	0	0	0	246
	SHP Regarding Animal Welfare	5	2	0	0	0	0	7
	SHP Regarding Drug Pricing/Distribution	0	2	0	0	0	0	2
	SHP Regarding Military Contracts/Sales	2	0	0	0	0	0	2
	SHP Regarding Misc. Human Capital Management	46	3	0	0	0	0	49

		With	Against Glass	Take No				
Issue Code Category	Issue Code Description	Glass Lewis	Lewis	Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Misc. Human/Political							
	Rights Policies	8	0	0	0	0	0	8
	SHP Regarding Misc. Labor							
	Issues/Policies	1	0	0	0	0	0	1
	SHP Regarding Misc. Nuclear Issue	2	0	0	0	0	0	2
	SHP Regarding Misc. Social Issue	48	12	2	0	0	0	62
	SHP Regarding Pregnancy/Abortion Issues	6	3	0	0	0	0	9
	SHP Regarding Racial Equity Audit	6	0	0	0	0	0	6
	SHP Regarding Report on EEO	1	0	0	0	0	0	1
	SHP Regarding Reporting on Company's Compliance with International Human Ri	32	12	0	0	0	0	44
	SHP Regarding Reviewing Charitable Spending	6	1	0	0	0	0	7
	SHP Regarding Reviewing Political Spending or Lobbying	28	16	0	0	0	0	44
	SHP Regarding Tobacco/Alcohol	2	0	0	0	0	0	2