

MASTERINVEST

Statistik zur Stimmrechtsausübung

Im Zeitraum von

01.01.2025 – 31.12.2025

Statistics on the exercise of voting rights

In the period from

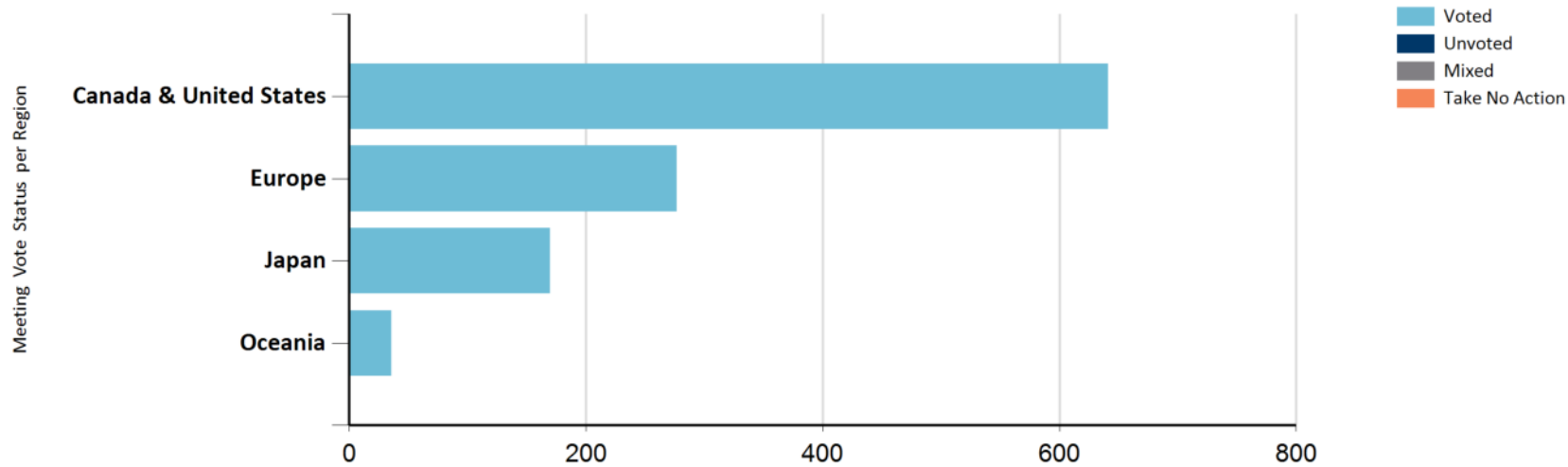
January 01, 2025 until December 31, 2025

Meeting Statistics Report

MASTERINVEST Kapitalanlage GmbH

From 1/1/2025 to 12/31/2025

Meetings by Region & Vote Status



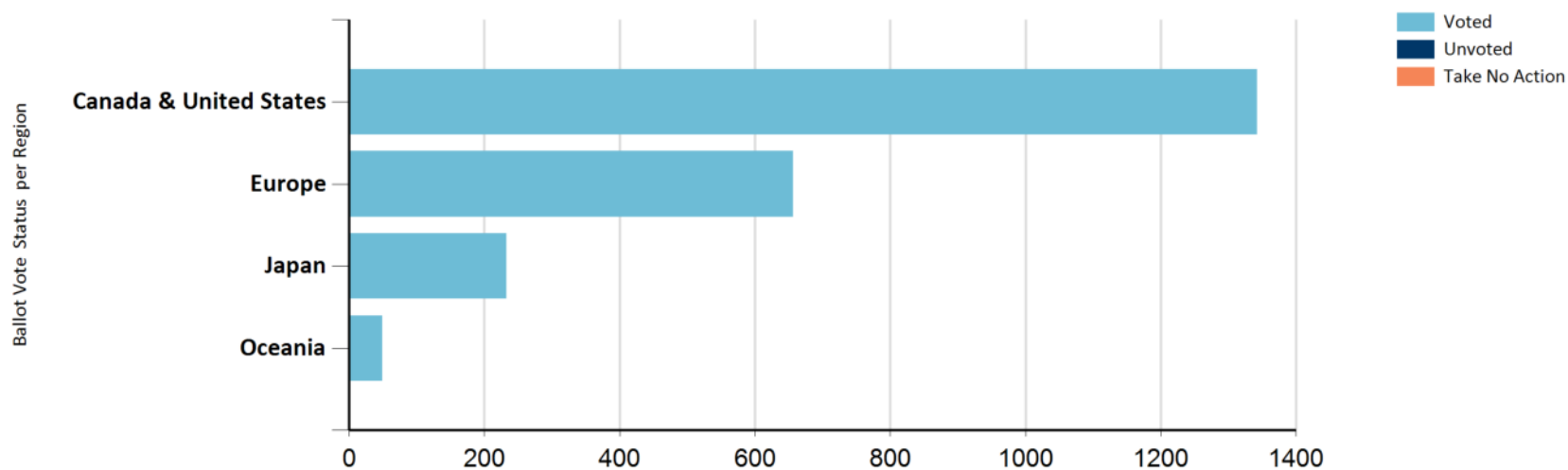
Region	Country Of Origin	Voted	Unvoted	Mixed	Take No Action	Total
Total for all Regions		1124	0	0	0	1124
Canada & United States		641	0	0	0	641
	Canada	71	0	0	0	71
	United States	570	0	0	0	570
Europe		277	0	0	0	277
	France	55	0	0	0	55
	Germany	55	0	0	0	55
	Italy	28	0	0	0	28
	Netherlands	41	0	0	0	41
	Spain	19	0	0	0	19
	United Kingdom	79	0	0	0	79
Japan		170	0	0	0	170
	Japan	170	0	0	0	170
Oceania		36	0	0	0	36
	Australia	36	0	0	0	36

Ballot Statistics Report

MASTERINVEST Kapitalanlage GmbH

From 1/1/2025 to 12/31/2025

Ballots by Region & Vote Status



Region	Country Of Origin	Voted	Unvoted	Take No Action	Total
Total for all Regions		2280	0	0	2280
Canada & United States		1342	0	0	1342
	Canada	96	0	0	96
	United States	1246	0	0	1246
Europe		656	0	0	656
	France	141	0	0	141
	Germany	160	0	0	160
	Italy	44	0	0	44
	Netherlands	98	0	0	98
	Spain	49	0	0	49
	United Kingdom	164	0	0	164
Japan		233	0	0	233
	Japan	233	0	0	233
Oceania		49	0	0	49
	Australia	49	0	0	49

Proposal Statistics Report

MASTERINVEST Kapitalanlage GmbH

From 1/1/2025 to 12/31/2025

	Mgmt Proposals	SHP Proposals	Total Proposals
Do Not Vote	28	0	28
For	26924	1019	27943
Against	4863	1228	6091
Abstain	122	20	142
1 Year	26	0	26
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	31963	2267	34230

	Mgmt Proposals	SHP Proposals	Total Proposals
With Management	26948	1214	28162
Against Management	4940	1020	5960
N/A	75	33	108
Mixed	0	0	0
Take No Action	0	0	0
Unvoted	0	0	0
Totals	31963	2267	34230

	Mgmt Proposals	SHP Proposals	Total Proposals
With Policy	31932	2267	34199
Against Policy	29	0	29
Manual	2	0	2
N/A	0	0	0
Mixed	0	0	0
Take No Action	0	0	0

Management Proposals – Votes Cast

Do Not Vote - 28
 For - 26924
 Against - 4863
 Abstain - 122
 1 Year - 26



Shareholder Proposals – Votes Cast

For - 1019
 Against - 1228
 Abstain - 20



Management Proposals – Votes versus Management

With Mgmt - 26948
 Against Mgmt - 4940
 N/A - 75



Shareholder Proposals – Votes versus Management

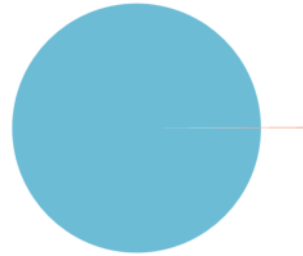
With Mgmt - 1214
 Against Mgmt - 1020
 N/A - 33



	Mgmt Proposals	SHP Proposals	Total Proposals
Unvoted	0	0	0
Totals	31963	2267	34230

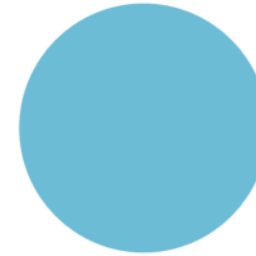
Management Proposals - Votes versus Policy

With Policy 31932 Manual 2
Against Policy 29



Shareholder Proposals - Votes versus Policy

With Policy 2267



	Mgmt Proposals	SHP Proposals	Total Proposals
With Glass Lewis	28747	1732	30479
Against Glass Lewis	3214	535	3749
N/A	2	0	2
Mixed	0	0	0
Take No Action	0	0	0
Unvoted	0	0	0
Totals	31963	2267	34230

Management Proposals - Votes versus Glass Lewis

With GL 28747 N/A 2
Against GL 3214

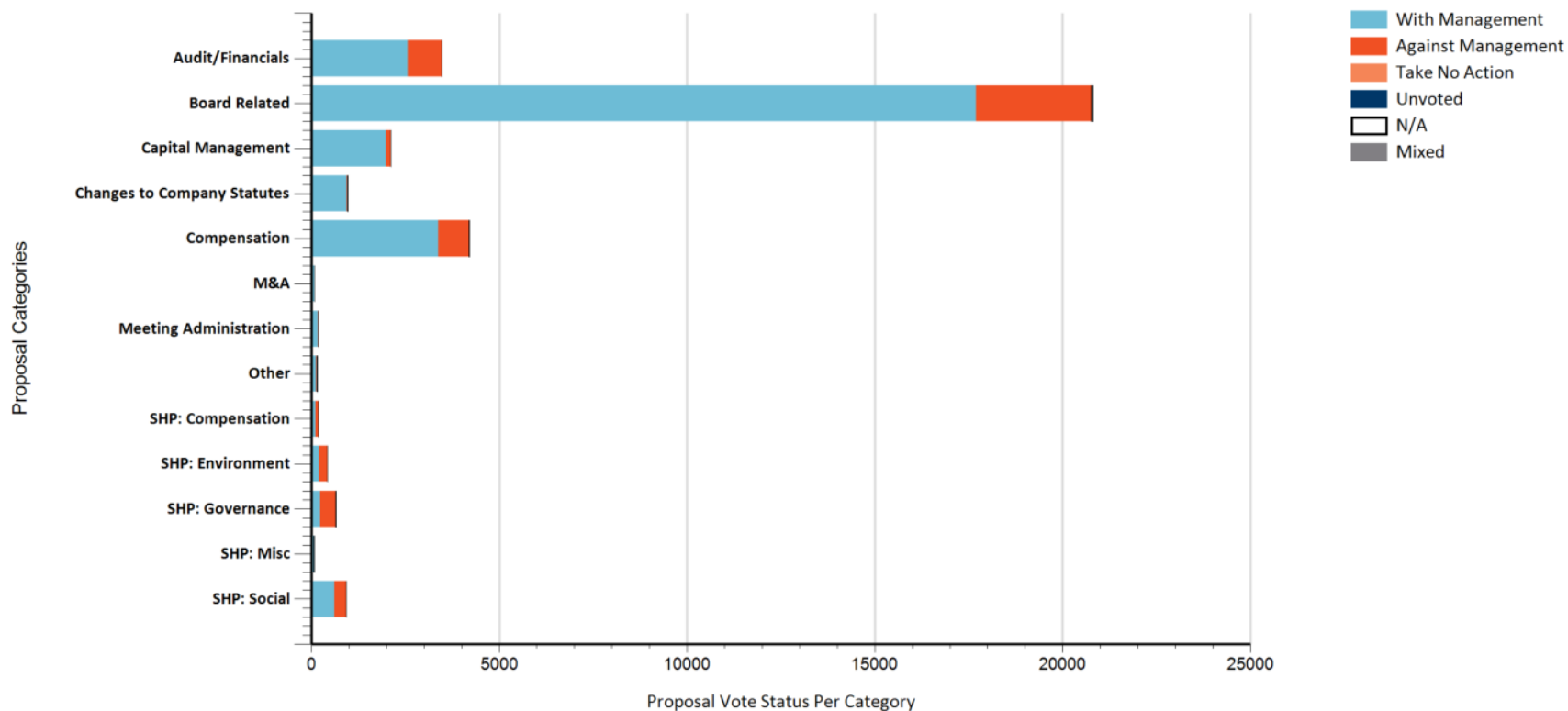


Shareholder Proposals - Votes versus Glass Lewis

With GL 1732 Against GL 535



Proposal Categories - Votes versus Management

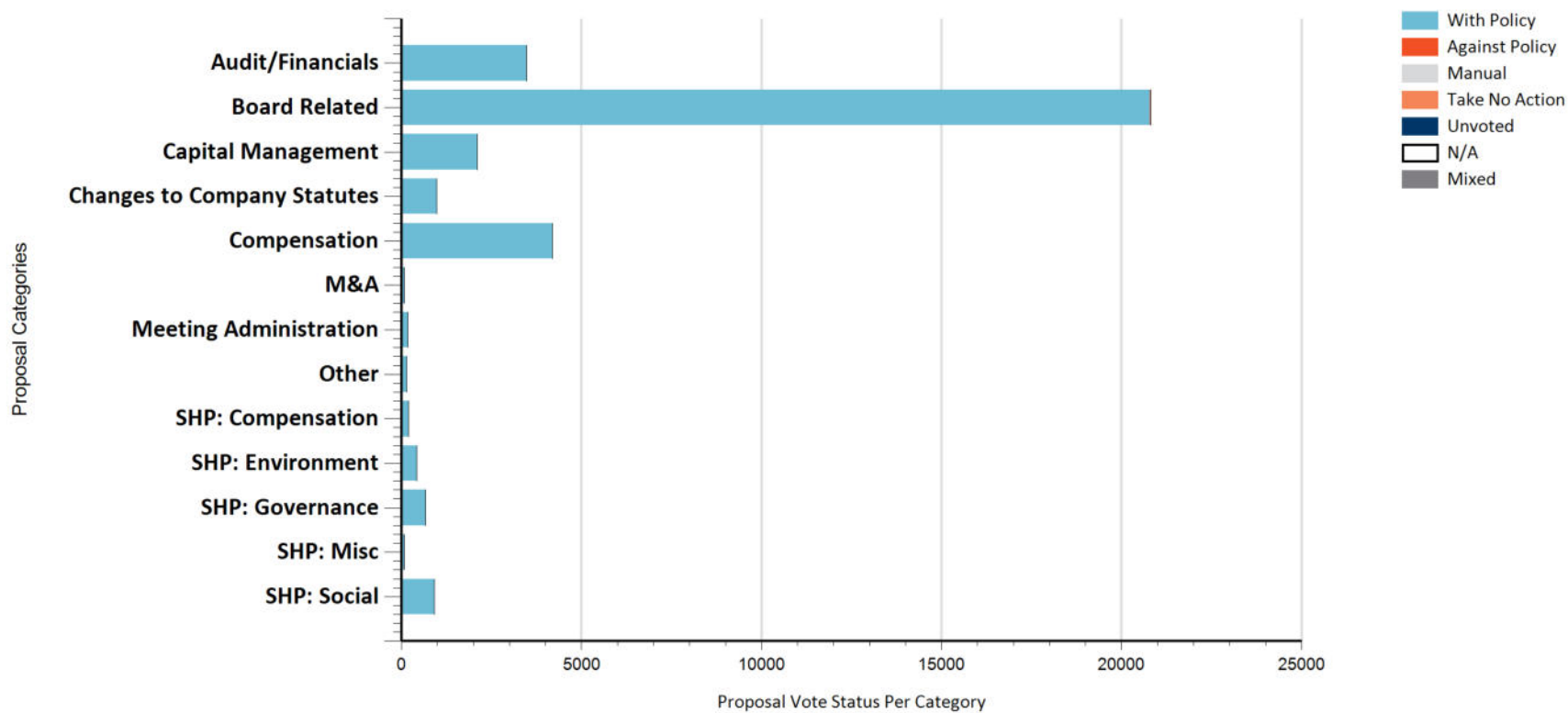


Proposal Categories - Votes versus Management

Proposal Category Type	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Totals	28162	5960	0	0	108	0	34230
Audit/Financials	2564	913	0	0	0	0	3477
Board Related	17692	3066	0	0	50	0	20808
Capital Management	1987	118	0	0	0	0	2105
Changes to Company Statutes	934	24	0	0	16	0	974
Compensation	3382	807	0	0	7	0	4196
M&A	80	0	0	0	0	0	80

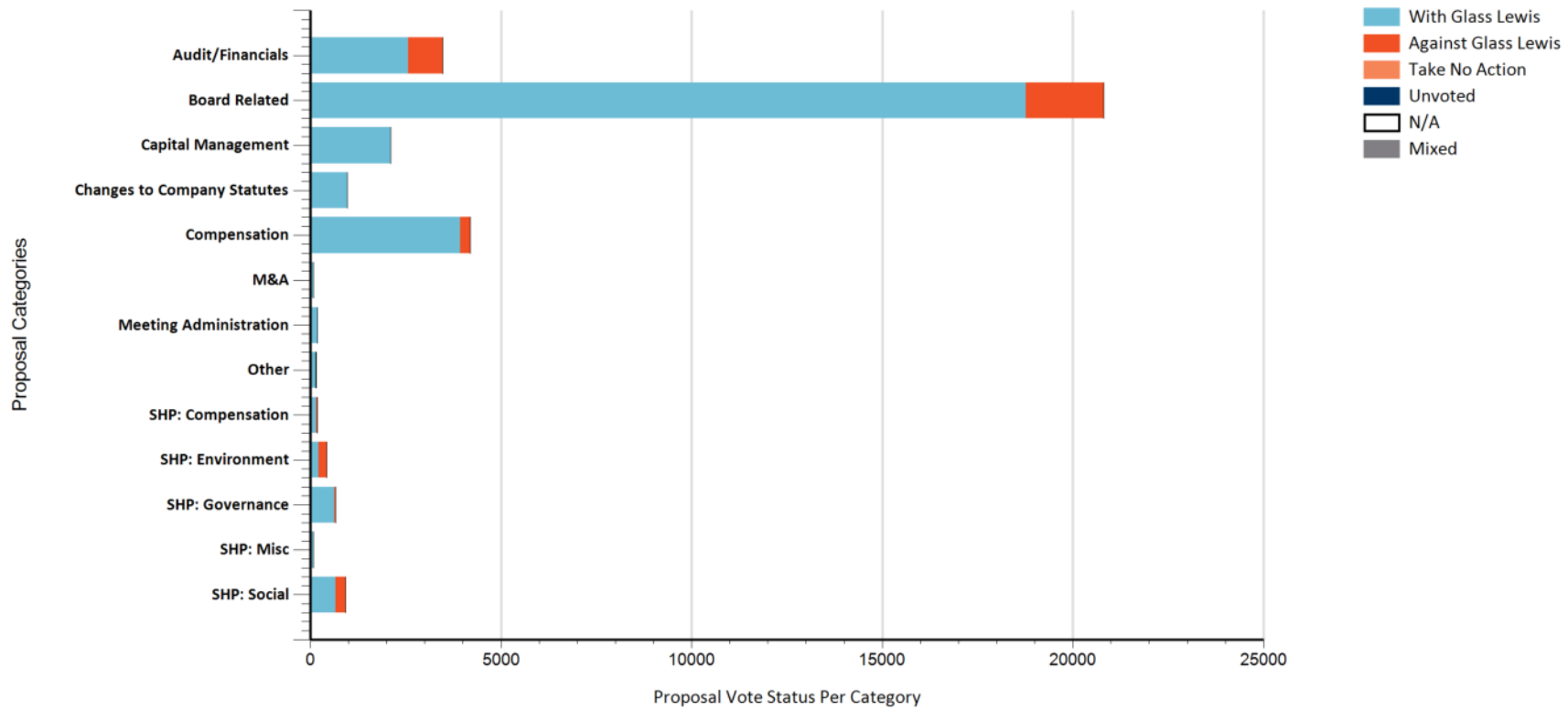
Proposal Category Type	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Meeting Administration	179	5	0	0	0	0	184
Other	130	7	0	0	2	0	139
SHP: Compensation	103	83	0	0	0	0	186
SHP: Environment	208	216	0	0	0	0	424
SHP: Governance	236	400	0	0	26	0	662
SHP: Misc	62	6	0	0	7	0	75
SHP: Social	605	315	0	0	0	0	920

Proposal Categories - Votes versus Policy



Proposal Categories - Votes versus Policy

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	30479	3749	0	0	2	0	34230
Audit/Financials	2568	909	0	0	0	0	3477
Board Related	18772	2036	0	0	0	0	20808
Capital Management	2105	0	0	0	0	0	2105
Changes to Company Statutes	973	1	0	0	0	0	974
Compensation	3929	267	0	0	0	0	4196
M&A	80	0	0	0	0	0	80

Proposal Category Type	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
Meeting Administration	184	0	0	0	0	0	184
Other	136	1	0	0	2	0	139
SHP: Compensation	151	35	0	0	0	0	186
SHP: Environment	215	209	0	0	0	0	424
SHP: Governance	635	27	0	0	0	0	662
SHP: Misc	75	0	0	0	0	0	75
SHP: Social	656	264	0	0	0	0	920

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No			1 Year	2 Years	3 Years	Total
					Action	Unvoted	Mixed				
	SHP Regarding Pregnancy/Abortion Issues	9	0	0	0	0	0	0	0	0	9
	SHP Regarding Racial Equity Audit	37	8	0	0	0	0	0	0	0	45
	SHP Regarding Report on EEO	19	0	0	0	0	0	0	0	0	19
	SHP Regarding Reporting on Company's Compliance with International Human Rig	36	62	0	0	0	0	0	0	0	98
	SHP Regarding Reviewing Charitable Spending	0	63	0	0	0	0	0	0	0	63
	SHP Regarding Reviewing Political Spending or Lobbying	30	34	0	0	0	0	0	0	0	64
	SHP Regarding Tobacco/Alcohol	3	0	0	0	0	0	0	0	0	3

Proposal Types – Votes Versus Management

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Audit/Financials		2564	913	0	0	0	0	3477
	Accounts and Reports (Bundled Issues)	95	0	0	0	0	0	95
	Allocation of Profits/Dividends	682	0	0	0	0	0	682
	Appointment of Auditor	452	28	0	0	0	0	480
	Appointment of Auditor and Authority to Set Fees	29	26	0	0	0	0	55
	Appointment of Special Auditor	226	0	0	0	0	0	226
	Approval of Non-Financial Reports	48	0	0	0	0	0	48
	Authority to Set Auditor's Fees	134	0	0	0	0	0	134
	Bonus Dividend/Bonus Share Issue	15	0	0	0	0	0	15
	Financial Statements	504	0	0	0	0	0	504
	Ratification of Alternate Auditor	1	0	0	0	0	0	1

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Ratification of Auditor	354	859	0	0	0	0	1213
	Stock Dividend/Dividend Reinvestment	24	0	0	0	0	0	24
Board Related		17692	3066	0	0	50	0	20808
	Approve Special Auditor's Report	90	11	0	0	0	0	101
	Board Size	39	0	0	0	0	0	39
	Board Spill	7	0	0	0	0	0	7
	Board Term Length	5	0	0	0	0	0	5
	Change in Board Size	3	0	0	0	0	0	3
	Director & Officer Liability/Indemnification	0	77	0	0	0	0	77
	Election of Alternate Statutory Auditor	33	0	0	0	0	0	33
	Election of Board Committee Members	123	8	0	0	0	0	131
	Election of Board Member(s) During a Contested Election – Management Nominee	0	22	0	0	0	0	22
	Election of Directors	14697	2855	0	0	0	0	17552
	Election of Directors (Management Board)	31	0	0	0	0	0	31
	Election of Non-Management Nominee	58	1	0	0	0	0	59
	Election of Non-Principal Members (Chairman, alternates)	29	0	0	0	0	0	29
	Election of Shareholder or Institutional Investor Slate	0	0	0	0	30	0	30
	Election of Shareholder Representatives	29	2	0	0	0	0	31
	Election of Statutory Auditor Slate	1	0	0	0	20	0	21
	Election of Statutory Auditors	81	21	0	0	0	0	102
	Election of Supervisory Board	422	50	0	0	0	0	472
	Election of the Chair of Statutory Auditors	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
	Misc. Management Proposal Regarding Board	2	2	0	0	0	0	4
	Post-Employment /Severance Agreements	6	0	0	0	0	0	6
	Ratification of Board Acts - Legal	1382	3	0	0	0	0	1385
	Ratification of Co-Option of a Director	67	1	0	0	0	0	68
	Ratification of Management Acts - Legal	563	13	0	0	0	0	576
	Related Party Transactions	20	0	0	0	0	0	20
	Removal/Resignation of Director	1	0	0	0	0	0	1
Capital Management		1987	118	0	0	0	0	2105
	Amendment to Authorized Common Stock	2	0	0	0	0	0	2
	Amendment to Borrowing Powers	7	0	0	0	0	0	7
	Amendment to Par Value	3	0	0	0	0	0	3
	Authority to Increase Capital in Case of Exchange Offers (France)	17	14	0	0	0	0	31
	Authority to Increase Capital in Consideration for Contributions in Kind (France)	68	20	0	0	0	0	88
	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	31	0	0	0	0	0	31
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	109	4	0	0	0	0	113
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	154	44	0	0	0	0	198
	Authority to Issue Shares w/ Preemptive Rights	197	1	0	0	0	0	198
	Authority to Issue Shares w/o Preemptive Rights	301	4	0	0	0	0	305
	Authority to Issue Stock w/ or w/out Preemptive Rights	16	2	0	0	0	0	18
	Authority to Repurchase and Re-Issue Shares	220	1	0	0	0	0	221
	Authority to Repurchase Preferred Shares	9	0	0	0	0	0	9

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Authority to Repurchase Shares	278	2	0	0	0	0	280
	Authority to Set Offering Price of Shares	0	1	0	0	0	0	1
	Authority to Trade in Company Stock	1	0	0	0	0	0	1
	Authorize Overallotment/Greenshoe	58	16	0	0	0	0	74
	Cancellation of Authorized Stock	220	0	0	0	0	0	220
	Increase in Authorized Capital	182	1	0	0	0	0	183
	Increase in Authorized Common Stock	6	4	0	0	0	0	10
	Increase in Authorized Preferred Stock	0	1	0	0	0	0	1
	Increase in/Authorization of Dual Class Stock	0	1	0	0	0	0	1
	Increase in/Authorization of Preferred Stock	0	1	0	0	0	0	1
	Issuance of Common Stock	2	0	0	0	0	0	2
	Issuance of Convertible Debt Instruments	4	0	0	0	0	0	4
	Issuance of Debt Instruments	13	0	0	0	0	0	13
	Issuance of Repurchased Shares	7	0	0	0	0	0	7
	Issuance of Stock w/out Preemptive Rights	2	1	0	0	0	0	3
	Limit to Capital Increase	18	0	0	0	0	0	18
	Misc. Proposal Regarding Capital	9	0	0	0	0	0	9
	Reduction in Share Premium Account	9	0	0	0	0	0	9
	Repurchase of Shares	1	0	0	0	0	0	1
	Reverse Stock Split	11	0	0	0	0	0	11
	Stock Split	10	0	0	0	0	0	10
	Use/Transfer of Reserves	21	0	0	0	0	0	21

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Changes to Company Statutes		934	24	0	0	16	0	974
	Adoption of Majority Vote for Election of Directors	1	0	0	0	0	0	1
	Adoption of New Articles	18	0	0	0	0	0	18
	Amend Articles, Constitution, Bylaws - Bundled	132	3	0	0	0	0	135
	Amendment to Poison Pill	2	0	0	0	0	0	2
	Amendment to Shareholder Rights' Plan	5	1	0	0	0	0	6
	Amendments to Articles (Technical)	198	0	0	0	0	0	198
	Amendments to Articles, Constitution, Bylaws	263	5	0	0	0	0	268
	Amendments to Charter/Bylaw - Bundled	3	2	0	0	0	0	5
	Authority to Set General Meeting Notice Period at 14 Days	121	0	0	0	0	0	121
	Change in State of Incorporation	1	5	0	0	0	0	6
	Delisting	2	0	0	0	0	0	2
	Elimination of Cumulative Voting	4	0	0	0	0	0	4
	Elimination of Supermajority Requirement	112	0	0	0	16	0	128
	Misc. Article Amendments	33	0	0	0	0	0	33
	Misc. Proposal Regarding Antitakeover Devices	0	1	0	0	0	0	1
	Repeal of Classified Board	30	1	0	0	0	0	31
	Restoration of Right to Call a Special Meeting	4	6	0	0	0	0	10
	Restoration of Written Consent	2	0	0	0	0	0	2
	Technical Amendments to Charter/Bylaw	1	0	0	0	0	0	1
	Waiving of Mandatory Takeover Requirement	2	0	0	0	0	0	2
Compensation		3382	807	0	0	7	0	4196

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Adoption of Director Equity Compensation Plan	1	0	0	0	0	0	1
	Adoption of Employee Stock Purchase Plan	14	0	0	0	0	0	14
	Adoption of Equity Compensation Plan	85	18	0	0	0	0	103
	Adoption of Restricted Stock Plan	18	0	0	0	0	0	18
	Adoption of Short Term Incentive Plan	13	0	0	0	0	0	13
	Advisory Vote on Executive Compensation	809	368	0	0	0	0	1177
	Advisory Vote on Severance	6	3	0	0	0	0	9
	Amendment to Director Equity Compensation Plan	1	0	0	0	0	0	1
	Amendment to Employee Stock Purchase Plan	46	3	0	0	0	0	49
	Amendment to Equity Compensation Plan	163	23	0	0	0	0	186
	Amendment to Performance Share Plan	0	1	0	0	0	0	1
	Amendment to Restricted Stock Plan	20	0	0	0	0	0	20
	Amendment to Stock Option Plan	47	4	0	0	0	0	51
	Bonus	17	0	0	0	0	0	17
	Capital Proposal to Implement Equity Compensation Plan	158	20	0	0	0	0	178
	Directors' Fees	110	14	0	0	0	0	124
	Directors' Stock Option Plan	2	0	0	0	0	0	2
	Employee Incentive Plan	12	0	0	0	0	0	12
	Issuance of Bonds with Warrants to Employees	0	2	0	0	0	0	2
	Misc. Proposal Regarding Compensation	26	0	0	0	0	0	26
	Non-Executive Remuneration Policy (Forward-Looking)	349	5	0	0	6	0	360
	Remuneration Policy (Forward-Looking)	321	87	0	0	0	0	408

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Remuneration Report (Retrospective)	722	211	0	0	1	0	934
	Say When on Pay	34	32	0	0	0	0	66
	Statutory Auditors' Fees	18	0	0	0	0	0	18
	Stock Option Grants	66	9	0	0	0	0	75
	Stock Option Plan	92	5	0	0	0	0	97
	Stock Option Plan for Overseas Employees	8	0	0	0	0	0	8
	Stock Purchase Plan	215	1	0	0	0	0	216
	Supervisory Board/ Corp Assembly Fees	5	1	0	0	0	0	6
	Trust Type Equity Plans (JP)	4	0	0	0	0	0	4
M&A		80	0	0	0	0	0	80
	Divestiture/Spin-off	7	0	0	0	0	0	7
	Intra-company Contracts/Control Agreements	19	0	0	0	0	0	19
	Merger by Absorption between Parent and Subsidiary	5	0	0	0	0	0	5
	Merger/Acquisition	35	0	0	0	0	0	35
	Misc. Proposal Regarding Restructuring	12	0	0	0	0	0	12
	Restructuring/Capitalization	1	0	0	0	0	0	1
	Restructuring/Reorganization	1	0	0	0	0	0	1
Meeting Administration		179	5	0	0	0	0	184
	Authorization of Legal Formalities	157	0	0	0	0	0	157
	Right to Adjourn Meeting	21	4	0	0	0	0	25
	Routine Meeting Item	1	0	0	0	0	0	1
	Transact Other Business	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
Other		130	7	0	0	2	0	139
	Approval of Political Donation	104	0	0	0	0	0	104
	Management Proposal on Say on Climate	22	0	0	0	0	0	22
	Misc. Management Proposal	1	3	0	0	0	0	4
	Miscellaneous - Resident Status	0	0	0	0	2	0	2
	OTHER	1	0	0	0	0	0	1
	Renew Proportional Takeover Provisions	2	4	0	0	0	0	6
SHP: Compensation		103	83	0	0	0	0	186
	SHP Advisory Vote on Compensation Report (Say on Pay)	1	0	0	0	0	0	1
	SHP Recoupment of Unearned Bonuses (Clawback)	0	12	0	0	0	0	12
	SHP regarding Change/ Opposition to Director Compensation	7	1	0	0	0	0	8
	SHP Regarding Golden Parachutes	27	46	0	0	0	0	73
	SHP Regarding Linking Executive Pay to Social Criteria	29	7	0	0	0	0	36
	SHP regarding Misc. Compensation	19	0	0	0	0	0	19
	SHP Regarding Misc. Compensation	20	0	0	0	0	0	20
	SHP Regarding Report on Ratio Between CEO and Employee Pay	0	16	0	0	0	0	16
	SHP Regarding Restricting Executive Compensation	0	1	0	0	0	0	1
SHP: Environment		208	216	0	0	0	0	424
	Shareholder Proposal Regarding Say on Climate	17	0	0	0	0	0	17
	SHP Regarding Bioengineering / Nanotechnology Safety	0	3	0	0	0	0	3
	SHP Regarding Climate Lobbying	22	0	0	0	0	0	22
	SHP Regarding Environmental Report	18	96	0	0	0	0	114

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Formation of Environmental/Social Committee of the Board	16	2	0	0	0	0	18
	SHP Regarding Misc. Energy/Environmental Issues	26	1	0	0	0	0	27
	SHP Regarding Misc. Environmental Issue	0	17	0	0	0	0	17
	SHP Regarding Phase out of Nuclear Power	0	1	0	0	0	0	1
	SHP Regarding Report on Antibiotics in Animal Agriculture	0	2	0	0	0	0	2
	SHP Regarding Report/Action on Climate Change	96	62	0	0	0	0	158
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	4	31	0	0	0	0	35
	SHP Regarding Sustainability or Environmental Reports	9	1	0	0	0	0	10
<i>SHP: Governance</i>		236	400	0	0	26	0	662
	SHP Regarding Additional or Amended Shareholder Proposals	0	1	0	0	6	0	7
	SHP Regarding Amendments to Company Goals/Purpose	3	0	0	0	0	0	3
	SHP Regarding Board Composition	5	0	0	0	0	0	5
	SHP Regarding Board Independence	0	1	0	0	0	0	1
	SHP Regarding Directors' Roles in Corporate Strategy	0	1	0	0	0	0	1
	SHP Regarding Double Board Nominees	11	0	0	0	0	0	11
	SHP Regarding Election of Board Member(s) During a Contested Election – Dissident?Nominee	0	12	0	0	0	0	12
	SHP Regarding Election of Dissident Board Member (s)	13	23	0	0	0	0	36
	SHP Regarding Eliminating Supermajority Provisions	19	11	0	0	11	0	41
	SHP Regarding Facilitation of Shareholder Proposals	0	14	0	0	0	0	14
	SHP Regarding Improving in Disclosure	0	7	0	0	0	0	7
	SHP Regarding Increase in Dividend/Redistribution of Profits	6	0	0	0	0	0	6
	SHP Regarding Independent Board Chairman/Separation of Chair and CEO	6	89	0	0	0	0	95

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Limit Board Term	1	0	0	0	0	0	1
	SHP Regarding Limit on Board Memberships	2	0	0	0	0	0	2
	SHP Regarding Majority Vote for Election of Directors	0	38	0	0	0	0	38
	SHP Regarding Misc. Auditor Issue	3	0	0	0	0	0	3
	SHP Regarding Misc. Board Issue	6	0	0	0	0	0	6
	SHP Regarding Misc. Board/Shareholder Rights Issue	10	41	0	0	0	0	51
	SHP Regarding Misc. Capital Issue	4	1	0	0	0	0	5
	SHP Regarding Misc. Governance Issue	12	0	0	0	0	0	12
	SHP Regarding Misc. Issue	60	0	0	0	0	0	60
	SHP Regarding Misc. Meeting/Voting Issue	17	1	0	0	0	0	18
	SHP Regarding Recapitalization	0	35	0	0	0	0	35
	SHP Regarding Reincorporation	0	6	0	0	0	0	6
	SHP Regarding Removal of Director(s)	3	0	0	0	0	0	3
	SHP Regarding Right to Act by Written Consent	10	18	0	0	0	0	28
	SHP Regarding Right to Call a Special Meeting	43	84	0	0	1	0	128
	SHP Regarding Special Audit	2	0	0	0	0	0	2
	SHP Regarding the Declassification of the Board	0	17	0	0	8	0	25
SHP: Misc		62	6	0	0	7	0	75
	SHP Regarding Repeal of Bylaw Amendments	0	2	0	0	0	0	2
	SHP: Misc. Issues	62	4	0	0	7	0	73
SHP: Social		605	315	0	0	0	0	920
	SHP Regarding Animal Welfare	0	16	0	0	0	0	16

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Firearms	12	0	0	0	0	0	12
	SHP Regarding Human Capital Management	0	4	0	0	0	0	4
	SHP Regarding Misc. Human Capital Management	134	34	0	0	0	0	168
	SHP Regarding Misc. Labor Issues/Policies	0	2	0	0	0	0	2
	SHP Regarding Misc. Nuclear Issue	4	0	0	0	0	0	4
	SHP Regarding Misc. Social Issue	288	125	0	0	0	0	413
	SHP Regarding Pregnancy/Abortion Issues	0	9	0	0	0	0	9
	SHP Regarding Racial Equity Audit	8	37	0	0	0	0	45
	SHP Regarding Report on EEO	0	19	0	0	0	0	19
	SHP Regarding Reporting on Company's Compliance with International Human Rights Standards	62	36	0	0	0	0	98
	SHP Regarding Reviewing Charitable Spending	63	0	0	0	0	0	63
	SHP Regarding Reviewing Political Spending or Lobbying	34	30	0	0	0	0	64
	SHP Regarding Tobacco/Alcohol	0	3	0	0	0	0	3

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		34199	29	2	0	0	0	0	34230
Audit/Financials		3477	0	0	0	0	0	0	3477
	Accounts and Reports (Bundled Issues)	95	0	0	0	0	0	0	95
	Allocation of Profits/Dividends	682	0	0	0	0	0	0	682
	Appointment of Auditor	480	0	0	0	0	0	0	480
	Appointment of Auditor and Authority to Set Fees	55	0	0	0	0	0	0	55

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Appointment of Special Auditor	226	0	0	0	0	0	0	226
	Approval of Non-Financial Reports	48	0	0	0	0	0	0	48
	Authority to Set Auditor's Fees	134	0	0	0	0	0	0	134
	Bonus Dividend/Bonus Share Issue	15	0	0	0	0	0	0	15
	Financial Statements	504	0	0	0	0	0	0	504
	Ratification of Alternate Auditor	1	0	0	0	0	0	0	1
	Ratification of Auditor	1213	0	0	0	0	0	0	1213
	Stock Dividend/Dividend Reinvestment	24	0	0	0	0	0	0	24
Board Related		20785	23	0	0	0	0	0	20808
	Approve Special Auditor's Report	101	0	0	0	0	0	0	101
	Board Size	39	0	0	0	0	0	0	39
	Board Spill	7	0	0	0	0	0	0	7
	Board Term Length	5	0	0	0	0	0	0	5
	Change in Board Size	3	0	0	0	0	0	0	3
	Director & Officer Liability/Indemnification	77	0	0	0	0	0	0	77
	Election of Alternate Statutory Auditor	33	0	0	0	0	0	0	33
	Election of Board Committee Members	131	0	0	0	0	0	0	131
	Election of Board Member(s) During a Contested Election – Management Nominee	22	0	0	0	0	0	0	22
	Election of Directors	17552	0	0	0	0	0	0	17552
	Election of Directors (Management Board)	31	0	0	0	0	0	0	31
	Election of Non-Management Nominee	59	0	0	0	0	0	0	59
	Election of Non-Principal Members (Chairman, alternates)	29	0	0	0	0	0	0	29

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Election of Shareholder or Institutional Investor Slate	16	14	0	0	0	0	0	30
	Election of Shareholder Representatives	31	0	0	0	0	0	0	31
	Election of Statutory Auditor Slate	12	9	0	0	0	0	0	21
	Election of Statutory Auditors	102	0	0	0	0	0	0	102
	Election of Supervisory Board	472	0	0	0	0	0	0	472
	Election of the Chair of Statutory Auditors	3	0	0	0	0	0	0	3
	Misc. Management Proposal Regarding Board	4	0	0	0	0	0	0	4
	Post-Employment /Severance Agreements	6	0	0	0	0	0	0	6
	Ratification of Board Acts - Legal	1385	0	0	0	0	0	0	1385
	Ratification of Co-Option of a Director	68	0	0	0	0	0	0	68
	Ratification of Management Acts - Legal	576	0	0	0	0	0	0	576
	Related Party Transactions	20	0	0	0	0	0	0	20
	Removal/Resignation of Director	1	0	0	0	0	0	0	1
Capital Management		2105	0	0	0	0	0	0	2105
	Amendment to Authorized Common Stock	2	0	0	0	0	0	0	2
	Amendment to Borrowing Powers	7	0	0	0	0	0	0	7
	Amendment to Par Value	3	0	0	0	0	0	0	3
	Authority to Increase Capital in Case of Exchange Offers (France)	31	0	0	0	0	0	0	31
	Authority to Increase Capital in Consideration for Contributions in Kind (France)	88	0	0	0	0	0	0	88
	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	31	0	0	0	0	0	0	31
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	113	0	0	0	0	0	0	113

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	198	0	0	0	0	0	0	198
	Authority to Issue Shares w/ Preemptive Rights	198	0	0	0	0	0	0	198
	Authority to Issue Shares w/o Preemptive Rights	305	0	0	0	0	0	0	305
	Authority to Issue Stock w/ or w/out Preemptive Rights	18	0	0	0	0	0	0	18
	Authority to Repurchase and Re-Issue Shares	221	0	0	0	0	0	0	221
	Authority to Repurchase Preferred Shares	9	0	0	0	0	0	0	9
	Authority to Repurchase Shares	280	0	0	0	0	0	0	280
	Authority to Set Offering Price of Shares	1	0	0	0	0	0	0	1
	Authority to Trade in Company Stock	1	0	0	0	0	0	0	1
	Authorize Overallotment/Greenshoe	74	0	0	0	0	0	0	74
	Cancellation of Authorized Stock	220	0	0	0	0	0	0	220
	Increase in Authorized Capital	183	0	0	0	0	0	0	183
	Increase in Authorized Common Stock	10	0	0	0	0	0	0	10
	Increase in Authorized Preferred Stock	1	0	0	0	0	0	0	1
	Increase in/Authorization of Dual Class Stock	1	0	0	0	0	0	0	1
	Increase in/Authorization of Preferred Stock	1	0	0	0	0	0	0	1
	Issuance of Common Stock	2	0	0	0	0	0	0	2
	Issuance of Convertible Debt Instruments	4	0	0	0	0	0	0	4
	Issuance of Debt Instruments	13	0	0	0	0	0	0	13
	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	18	0	0	0	0	0	0	18

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Misc. Proposal Regarding Capital	9	0	0	0	0	0	0	9
	Reduction in Share Premium Account	9	0	0	0	0	0	0	9
	Repurchase of Shares	1	0	0	0	0	0	0	1
	Reverse Stock Split	11	0	0	0	0	0	0	11
	Stock Split	10	0	0	0	0	0	0	10
	Use/Transfer of Reserves	21	0	0	0	0	0	0	21
Changes to Company Statutes		974	0	0	0	0	0	0	974
	Adoption of Majority Vote for Election of Directors	1	0	0	0	0	0	0	1
	Adoption of New Articles	18	0	0	0	0	0	0	18
	Amend Articles, Constitution, Bylaws - Bundled	135	0	0	0	0	0	0	135
	Amendment to Poison Pill	2	0	0	0	0	0	0	2
	Amendment to Shareholder Rights' Plan	6	0	0	0	0	0	0	6
	Amendments to Articles (Technical)	198	0	0	0	0	0	0	198
	Amendments to Articles, Constitution, Bylaws	268	0	0	0	0	0	0	268
	Amendments to Charter/Bylaw - Bundled	5	0	0	0	0	0	0	5
	Authority to Set General Meeting Notice Period at 14 Days	121	0	0	0	0	0	0	121
	Change in State of Incorporation	6	0	0	0	0	0	0	6
	Delisting	2	0	0	0	0	0	0	2
	Elimination of Cumulative Voting	4	0	0	0	0	0	0	4
	Elimination of Supermajority Requirement	128	0	0	0	0	0	0	128
	Misc. Article Amendments	33	0	0	0	0	0	0	33
	Misc. Proposal Regarding Antitakeover Devices	1	0	0	0	0	0	0	1

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Repeal of Classified Board	31	0	0	0	0	0	0	31
	Restoration of Right to Call a Special Meeting	10	0	0	0	0	0	0	10
	Restoration of Written Consent	2	0	0	0	0	0	0	2
	Technical Amendments to Charter/Bylaw	1	0	0	0	0	0	0	1
	Waiving of Mandatory Takeover Requirement	2	0	0	0	0	0	0	2
Compensation		4190	6	0	0	0	0	0	4196
	Adoption of Director Equity Compensation Plan	1	0	0	0	0	0	0	1
	Adoption of Employee Stock Purchase Plan	14	0	0	0	0	0	0	14
	Adoption of Equity Compensation Plan	103	0	0	0	0	0	0	103
	Adoption of Restricted Stock Plan	18	0	0	0	0	0	0	18
	Adoption of Short Term Incentive Plan	13	0	0	0	0	0	0	13
	Advisory Vote on Executive Compensation	1177	0	0	0	0	0	0	1177
	Advisory Vote on Severance	9	0	0	0	0	0	0	9
	Amendment to Director Equity Compensation Plan	1	0	0	0	0	0	0	1
	Amendment to Employee Stock Purchase Plan	49	0	0	0	0	0	0	49
	Amendment to Equity Compensation Plan	186	0	0	0	0	0	0	186
	Amendment to Performance Share Plan	1	0	0	0	0	0	0	1
	Amendment to Restricted Stock Plan	20	0	0	0	0	0	0	20
	Amendment to Stock Option Plan	51	0	0	0	0	0	0	51
	Bonus	17	0	0	0	0	0	0	17
	Capital Proposal to Implement Equity Compensation Plan	178	0	0	0	0	0	0	178
	Directors' Fees	124	0	0	0	0	0	0	124

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Directors' Stock Option Plan	2	0	0	0	0	0	0	2
	Employee Incentive Plan	12	0	0	0	0	0	0	12
	Issuance of Bonds with Warrants to Employees	2	0	0	0	0	0	0	2
	Misc. Proposal Regarding Compensation	26	0	0	0	0	0	0	26
	Non-Executive Remuneration Policy (Forward-Looking)	357	3	0	0	0	0	0	360
	Remuneration Policy (Forward-Looking)	408	0	0	0	0	0	0	408
	Remuneration Report (Retrospective)	934	0	0	0	0	0	0	934
	Say When on Pay	63	3	0	0	0	0	0	66
	Statutory Auditors' Fees	18	0	0	0	0	0	0	18
	Stock Option Grants	75	0	0	0	0	0	0	75
	Stock Option Plan	97	0	0	0	0	0	0	97
	Stock Option Plan for Overseas Employees	8	0	0	0	0	0	0	8
	Stock Purchase Plan	216	0	0	0	0	0	0	216
	Supervisory Board/ Corp Assembly Fees	6	0	0	0	0	0	0	6
	Trust Type Equity Plans (JP)	4	0	0	0	0	0	0	4
M&A		80	0	0	0	0	0	0	80
	Divestiture/Spin-off	7	0	0	0	0	0	0	7
	Intra-company Contracts/Control Agreements	19	0	0	0	0	0	0	19
	Merger by Absorption between Parent and Subsidiary	5	0	0	0	0	0	0	5
	Merger/Acquisition	35	0	0	0	0	0	0	35
	Misc. Proposal Regarding Restructuring	12	0	0	0	0	0	0	12
	Restructuring/Capitalization	1	0	0	0	0	0	0	1

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Restructuring/Reorganization	1	0	0	0	0	0	0	1
Meeting Administration		184	0	0	0	0	0	0	184
	Authorization of Legal Formalities	157	0	0	0	0	0	0	157
	Right to Adjourn Meeting	25	0	0	0	0	0	0	25
	Routine Meeting Item	1	0	0	0	0	0	0	1
	Transact Other Business	1	0	0	0	0	0	0	1
Other		137	0	2	0	0	0	0	139
	Approval of Political Donation	104	0	0	0	0	0	0	104
	Management Proposal on Say on Climate	22	0	0	0	0	0	0	22
	Misc. Management Proposal	4	0	0	0	0	0	0	4
	Miscellaneous - Resident Status	0	0	2	0	0	0	0	2
	OTHER	1	0	0	0	0	0	0	1
	Renew Proportional Takeover Provisions	6	0	0	0	0	0	0	6
SHP: Compensation		186	0	0	0	0	0	0	186
	SHP Advisory Vote on Compensation Report (Say on Pay)	1	0	0	0	0	0	0	1
	SHP Recoupment of Unearned Bonuses (Clawback)	12	0	0	0	0	0	0	12
	SHP regarding Change/ Opposition to Director Compensation	8	0	0	0	0	0	0	8
	SHP Regarding Golden Parachutes	73	0	0	0	0	0	0	73
	SHP Regarding Linking Executive Pay to Social Criteria	36	0	0	0	0	0	0	36
	SHP regarding Misc. Compensation	19	0	0	0	0	0	0	19
	SHP Regarding Misc. Compensation	20	0	0	0	0	0	0	20
	SHP Regarding Report on Ratio Between CEO and Employee Pay	16	0	0	0	0	0	0	16

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Restricting Executive Compensation	1	0	0	0	0	0	0	1
SHP: Environment		424	0	0	0	0	0	0	424
	Shareholder Proposal Regarding Say on Climate	17	0	0	0	0	0	0	17
	SHP Regarding Bioengineering / Nanotechnology Safety	3	0	0	0	0	0	0	3
	SHP Regarding Climate Lobbying	22	0	0	0	0	0	0	22
	SHP Regarding Environmental Report	114	0	0	0	0	0	0	114
	SHP Regarding Formation of Environmental/Social Committee of the Board	18	0	0	0	0	0	0	18
	SHP Regarding Misc. Energy/Environmental Issues	27	0	0	0	0	0	0	27
	SHP Regarding Misc. Environmental Issue	17	0	0	0	0	0	0	17
	SHP Regarding Phase out of Nuclear Power	1	0	0	0	0	0	0	1
	SHP Regarding Report on Antibiotics in Animal Agriculture	2	0	0	0	0	0	0	2
	SHP Regarding Report/Action on Climate Change	158	0	0	0	0	0	0	158
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	35	0	0	0	0	0	0	35
	SHP Regarding Sustainability or Environmental Reports	10	0	0	0	0	0	0	10
SHP: Governance		662	0	0	0	0	0	0	662
	SHP Regarding Additional or Amended Shareholder Proposals	7	0	0	0	0	0	0	7
	SHP Regarding Amendments to Company Goals/Purpose	3	0	0	0	0	0	0	3
	SHP Regarding Board Composition	5	0	0	0	0	0	0	5
	SHP Regarding Board Independence	1	0	0	0	0	0	0	1
	SHP Regarding Directors' Roles in Corporate Strategy	1	0	0	0	0	0	0	1
	SHP Regarding Double Board Nominees	11	0	0	0	0	0	0	11
	SHP Regarding Election of Board Member(s) During a Contested Election – Dissident?Nominee	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
	SHP Regarding Election of Dissident Board Member (s)	36	0	0	0	0	0	0	36
	SHP Regarding Eliminating Supermajority Provisions	41	0	0	0	0	0	0	41
	SHP Regarding Facilitation of Shareholder Proposals	14	0	0	0	0	0	0	14
	SHP Regarding Improving in Disclosure	7	0	0	0	0	0	0	7
	SHP Regarding Increase in Dividend/Redistribution of Profits	6	0	0	0	0	0	0	6
	SHP Regarding Independent Board Chairman/Separation of Chair and CEO	95	0	0	0	0	0	0	95
	SHP Regarding Limit Board Term	1	0	0	0	0	0	0	1
	SHP Regarding Limit on Board Memberships	2	0	0	0	0	0	0	2
	SHP Regarding Majority Vote for Election of Directors	38	0	0	0	0	0	0	38
	SHP Regarding Misc. Auditor Issue	3	0	0	0	0	0	0	3
	SHP Regarding Misc. Board Issue	6	0	0	0	0	0	0	6
	SHP Regarding Misc. Board/Shareholder Rights Issue	51	0	0	0	0	0	0	51
	SHP Regarding Misc. Capital Issue	5	0	0	0	0	0	0	5
	SHP Regarding Misc. Governance Issue	12	0	0	0	0	0	0	12
	SHP Regarding Misc. Issue	60	0	0	0	0	0	0	60
	SHP Regarding Misc. Meeting/Voting Issue	18	0	0	0	0	0	0	18
	SHP Regarding Recapitalization	35	0	0	0	0	0	0	35
	SHP Regarding Reincorporation	6	0	0	0	0	0	0	6
	SHP Regarding Removal of Director(s)	3	0	0	0	0	0	0	3
	SHP Regarding Right to Act by Written Consent	28	0	0	0	0	0	0	28
	SHP Regarding Right to Call a Special Meeting	128	0	0	0	0	0	0	128
	SHP Regarding Special Audit	2	0	0	0	0	0	0	2

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding the Declassification of the Board	25	0	0	0	0	0	0	25
SHP: Misc		75	0	0	0	0	0	0	75
	SHP Regarding Repeal of Bylaw Amendments	2	0	0	0	0	0	0	2
	SHP: Misc. Issues	73	0	0	0	0	0	0	73
SHP: Social		920	0	0	0	0	0	0	920
	SHP Regarding Animal Welfare	16	0	0	0	0	0	0	16
	SHP Regarding Firearms	12	0	0	0	0	0	0	12
	SHP Regarding Human Capital Management	4	0	0	0	0	0	0	4
	SHP Regarding Misc. Human Capital Management	168	0	0	0	0	0	0	168
	SHP Regarding Misc. Labor Issues/Policies	2	0	0	0	0	0	0	2
	SHP Regarding Misc. Nuclear Issue	4	0	0	0	0	0	0	4
	SHP Regarding Misc. Social Issue	413	0	0	0	0	0	0	413
	SHP Regarding Pregnancy/Abortion Issues	9	0	0	0	0	0	0	9
	SHP Regarding Racial Equity Audit	45	0	0	0	0	0	0	45
	SHP Regarding Report on EEO	19	0	0	0	0	0	0	19
	SHP Regarding Reporting on Company's Compliance with International Human Rights Standards	98	0	0	0	0	0	0	98
	SHP Regarding Reviewing Charitable Spending	63	0	0	0	0	0	0	63
	SHP Regarding Reviewing Political Spending or Lobbying	64	0	0	0	0	0	0	64
	SHP Regarding Tobacco/Alcohol	3	0	0	0	0	0	0	3

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
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Issue Code Category	Issue Code Description	With	Against	Take No		N/A	Mixed	Total
		Glass Lewis	Glass Lewis	Action	Unvoted			
Total for all Categories		30479	3749	0	0	2	0	34230
<i>Audit/Financials</i>		2568	909	0	0	0	0	3477
	Accounts and Reports (Bundled Issues)	95	0	0	0	0	0	95
	Allocation of Profits/Dividends	682	0	0	0	0	0	682
	Appointment of Auditor	452	28	0	0	0	0	480
	Appointment of Auditor and Authority to Set Fees	29	26	0	0	0	0	55
	Appointment of Special Auditor	226	0	0	0	0	0	226
	Approval of Non-Financial Reports	48	0	0	0	0	0	48
	Authority to Set Auditor's Fees	134	0	0	0	0	0	134
	Bonus Dividend/Bonus Share Issue	15	0	0	0	0	0	15
	Financial Statements	504	0	0	0	0	0	504
	Ratification of Alternate Auditor	1	0	0	0	0	0	1
	Ratification of Auditor	358	855	0	0	0	0	1213
	Stock Dividend/Dividend Reinvestment	24	0	0	0	0	0	24
<i>Board Related</i>		18772	2036	0	0	0	0	20808
	Approve Special Auditor's Report	101	0	0	0	0	0	101
	Board Size	39	0	0	0	0	0	39
	Board Spill	7	0	0	0	0	0	7
	Board Term Length	5	0	0	0	0	0	5
	Change in Board Size	3	0	0	0	0	0	3
	Director & Officer Liability/Indemnification	77	0	0	0	0	0	77
	Election of Alternate Statutory Auditor	33	0	0	0	0	0	33

Issue Code Category	Issue Code Description	With	Take No				Total	
		Glass Lewis	Against Glass Lewis	Action	Unvoted	N/A		Mixed
	Election of Board Committee Members	128	3	0	0	0	0	131
	Election of Board Member(s) During a Contested Election – Management Nominee	22	0	0	0	0	0	22
	Election of Directors	15580	1972	0	0	0	0	17552
	Election of Directors (Management Board)	31	0	0	0	0	0	31
	Election of Non-Management Nominee	59	0	0	0	0	0	59
	Election of Non-Principal Members (Chairman, alternates)	29	0	0	0	0	0	29
	Election of Shareholder or Institutional Investor Slate	16	14	0	0	0	0	30
	Election of Shareholder Representatives	29	2	0	0	0	0	31
	Election of Statutory Auditor Slate	12	9	0	0	0	0	21
	Election of Statutory Auditors	102	0	0	0	0	0	102
	Election of Supervisory Board	436	36	0	0	0	0	472
	Election of the Chair of Statutory Auditors	3	0	0	0	0	0	3
	Misc. Management Proposal Regarding Board	4	0	0	0	0	0	4
	Post-Employment /Severance Agreements	6	0	0	0	0	0	6
	Ratification of Board Acts - Legal	1385	0	0	0	0	0	1385
	Ratification of Co-Option of a Director	68	0	0	0	0	0	68
	Ratification of Management Acts - Legal	576	0	0	0	0	0	576
	Related Party Transactions	20	0	0	0	0	0	20
	Removal/Resignation of Director	1	0	0	0	0	0	1
Capital Management		2105	0	0	0	0	0	2105
	Amendment to Authorized Common Stock	2	0	0	0	0	0	2
	Amendment to Borrowing Powers	7	0	0	0	0	0	7

Issue Code Category	Issue Code Description	With	Take No				N/A	Mixed	Total
		Glass Lewis	Against Glass Lewis	Action	Unvoted				
	Amendment to Par Value	3	0	0	0	0	0	3	
	Authority to Increase Capital in Case of Exchange Offers (France)	31	0	0	0	0	0	31	
	Authority to Increase Capital in Consideration for Contributions in Kind (France)	88	0	0	0	0	0	88	
	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	31	0	0	0	0	0	31	
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	113	0	0	0	0	0	113	
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	198	0	0	0	0	0	198	
	Authority to Issue Shares w/ Preemptive Rights	198	0	0	0	0	0	198	
	Authority to Issue Shares w/o Preemptive Rights	305	0	0	0	0	0	305	
	Authority to Issue Stock w/ or w/out Preemptive Rights	18	0	0	0	0	0	18	
	Authority to Repurchase and Re-Issue Shares	221	0	0	0	0	0	221	
	Authority to Repurchase Preferred Shares	9	0	0	0	0	0	9	
	Authority to Repurchase Shares	280	0	0	0	0	0	280	
	Authority to Set Offering Price of Shares	1	0	0	0	0	0	1	
	Authority to Trade in Company Stock	1	0	0	0	0	0	1	
	Authorize Overallotment/Greenshoe	74	0	0	0	0	0	74	
	Cancellation of Authorized Stock	220	0	0	0	0	0	220	
	Increase in Authorized Capital	183	0	0	0	0	0	183	
	Increase in Authorized Common Stock	10	0	0	0	0	0	10	
	Increase in Authorized Preferred Stock	1	0	0	0	0	0	1	
	Increase in/Authorization of Dual Class Stock	1	0	0	0	0	0	1	
	Increase in/Authorization of Preferred Stock	1	0	0	0	0	0	1	

Issue Code Category	Issue Code Description	With	Take No				Total
		Glass Lewis	Against Glass Lewis	Action	Unvoted	N/A	
	Issuance of Common Stock	2	0	0	0	0	2
	Issuance of Convertible Debt Instruments	4	0	0	0	0	4
	Issuance of Debt Instruments	13	0	0	0	0	13
	Issuance of Repurchased Shares	7	0	0	0	0	7
	Issuance of Stock w/out Preemptive Rights	3	0	0	0	0	3
	Limit to Capital Increase	18	0	0	0	0	18
	Misc. Proposal Regarding Capital	9	0	0	0	0	9
	Reduction in Share Premium Account	9	0	0	0	0	9
	Repurchase of Shares	1	0	0	0	0	1
	Reverse Stock Split	11	0	0	0	0	11
	Stock Split	10	0	0	0	0	10
	Use/Transfer of Reserves	21	0	0	0	0	21
Changes to Company Statutes		973	1	0	0	0	974
	Adoption of Majority Vote for Election of Directors	1	0	0	0	0	1
	Adoption of New Articles	18	0	0	0	0	18
	Amend Articles, Constitution, Bylaws - Bundled	135	0	0	0	0	135
	Amendment to Poison Pill	2	0	0	0	0	2
	Amendment to Shareholder Rights' Plan	6	0	0	0	0	6
	Amendments to Articles (Technical)	198	0	0	0	0	198
	Amendments to Articles, Constitution, Bylaws	268	0	0	0	0	268
	Amendments to Charter/Bylaw - Bundled	5	0	0	0	0	5
	Authority to Set General Meeting Notice Period at 14 Days	121	0	0	0	0	121

Issue Code Category	Issue Code Description	With	Take No				Total
		Glass Lewis	Against Glass Lewis	Action	Unvoted	N/A	
	Change in State of Incorporation	6	0	0	0	0	6
	Delisting	2	0	0	0	0	2
	Elimination of Cumulative Voting	4	0	0	0	0	4
	Elimination of Supermajority Requirement	128	0	0	0	0	128
	Misc. Article Amendments	33	0	0	0	0	33
	Misc. Proposal Regarding Antitakeover Devices	1	0	0	0	0	1
	Repeal of Classified Board	31	0	0	0	0	31
	Restoration of Right to Call a Special Meeting	9	1	0	0	0	10
	Restoration of Written Consent	2	0	0	0	0	2
	Technical Amendments to Charter/Bylaw	1	0	0	0	0	1
	Waiving of Mandatory Takeover Requirement	2	0	0	0	0	2
Compensation		3929	267	0	0	0	4196
	Adoption of Director Equity Compensation Plan	1	0	0	0	0	1
	Adoption of Employee Stock Purchase Plan	14	0	0	0	0	14
	Adoption of Equity Compensation Plan	103	0	0	0	0	103
	Adoption of Restricted Stock Plan	18	0	0	0	0	18
	Adoption of Short Term Incentive Plan	13	0	0	0	0	13
	Advisory Vote on Executive Compensation	936	241	0	0	0	1177
	Advisory Vote on Severance	9	0	0	0	0	9
	Amendment to Director Equity Compensation Plan	1	0	0	0	0	1
	Amendment to Employee Stock Purchase Plan	49	0	0	0	0	49
	Amendment to Equity Compensation Plan	186	0	0	0	0	186

Issue Code Category	Issue Code Description	With	Take No				Total
		Glass Lewis	Against Glass Lewis	Action	Unvoted	N/A	
	Amendment to Performance Share Plan	1	0	0	0	0	1
	Amendment to Restricted Stock Plan	20	0	0	0	0	20
	Amendment to Stock Option Plan	51	0	0	0	0	51
	Bonus	17	0	0	0	0	17
	Capital Proposal to Implement Equity Compensation Plan	178	0	0	0	0	178
	Directors' Fees	124	0	0	0	0	124
	Directors' Stock Option Plan	2	0	0	0	0	2
	Employee Incentive Plan	12	0	0	0	0	12
	Issuance of Bonds with Warrants to Employees	2	0	0	0	0	2
	Misc. Proposal Regarding Compensation	26	0	0	0	0	26
	Non-Executive Remuneration Policy (Forward-Looking)	357	3	0	0	0	360
	Remuneration Policy (Forward-Looking)	404	4	0	0	0	408
	Remuneration Report (Retrospective)	918	16	0	0	0	934
	Say When on Pay	63	3	0	0	0	66
	Statutory Auditors' Fees	18	0	0	0	0	18
	Stock Option Grants	75	0	0	0	0	75
	Stock Option Plan	97	0	0	0	0	97
	Stock Option Plan for Overseas Employees	8	0	0	0	0	8
	Stock Purchase Plan	216	0	0	0	0	216
	Supervisory Board/ Corp Assembly Fees	6	0	0	0	0	6
	Trust Type Equity Plans (JP)	4	0	0	0	0	4
M&A		80	0	0	0	0	80

Issue Code Category	Issue Code Description	With	Take No				Total
		Glass Lewis	Against Glass Lewis	Action	Unvoted	N/A	
	Divestiture/Spin-off	7	0	0	0	0	7
	Intra-company Contracts/Control Agreements	19	0	0	0	0	19
	Merger by Absorption between Parent and Subsidiary	5	0	0	0	0	5
	Merger/Acquisition	35	0	0	0	0	35
	Misc. Proposal Regarding Restructuring	12	0	0	0	0	12
	Restructuring/Capitalization	1	0	0	0	0	1
	Restructuring/Reorganization	1	0	0	0	0	1
Meeting Administration		184	0	0	0	0	184
	Authorization of Legal Formalities	157	0	0	0	0	157
	Right to Adjourn Meeting	25	0	0	0	0	25
	Routine Meeting Item	1	0	0	0	0	1
	Transact Other Business	1	0	0	0	0	1
Other		136	1	0	0	2	139
	Approval of Political Donation	104	0	0	0	0	104
	Management Proposal on Say on Climate	21	1	0	0	0	22
	Misc. Management Proposal	4	0	0	0	0	4
	Miscellaneous - Resident Status	0	0	0	0	2	2
	OTHER	1	0	0	0	0	1
	Renew Proportional Takeover Provisions	6	0	0	0	0	6
SHP: Compensation		151	35	0	0	0	186
	SHP Advisory Vote on Compensation Report (Say on Pay)	1	0	0	0	0	1
	SHP Recoupment of Unearned Bonuses (Clawback)	0	12	0	0	0	12

Issue Code Category	Issue Code Description	With	Take No				Total	
		Glass Lewis	Against Glass Lewis	Action	Unvoted	N/A		Mixed
	SHP regarding Change/ Opposition to Director Compensation	8	0	0	0	0	0	8
	SHP Regarding Golden Parachutes	73	0	0	0	0	0	73
	SHP Regarding Linking Executive Pay to Social Criteria	29	7	0	0	0	0	36
	SHP regarding Misc. Compensation	19	0	0	0	0	0	19
	SHP Regarding Misc. Compensation	20	0	0	0	0	0	20
	SHP Regarding Report on Ratio Between CEO and Employee Pay	0	16	0	0	0	0	16
	SHP Regarding Restricting Executive Compensation	1	0	0	0	0	0	1
<i>SHP: Environment</i>		215	209	0	0	0	0	424
	Shareholder Proposal Regarding Say on Climate	17	0	0	0	0	0	17
	SHP Regarding Bioengineering / Nanotechnology Safety	0	3	0	0	0	0	3
	SHP Regarding Climate Lobbying	22	0	0	0	0	0	22
	SHP Regarding Environmental Report	18	96	0	0	0	0	114
	SHP Regarding Formation of Environmental/Social Committee of the Board	18	0	0	0	0	0	18
	SHP Regarding Misc. Energy/Environmental Issues	26	1	0	0	0	0	27
	SHP Regarding Misc. Environmental Issue	0	17	0	0	0	0	17
	SHP Regarding Phase out of Nuclear Power	0	1	0	0	0	0	1
	SHP Regarding Report on Antibiotics in Animal Agriculture	0	2	0	0	0	0	2
	SHP Regarding Report/Action on Climate Change	97	61	0	0	0	0	158
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	8	27	0	0	0	0	35
	SHP Regarding Sustainability or Environmental Reports	9	1	0	0	0	0	10
<i>SHP: Governance</i>		635	27	0	0	0	0	662
	SHP Regarding Additional or Amended Shareholder Proposals	7	0	0	0	0	0	7

Issue Code Category	Issue Code Description	With	Take No				N/A	Mixed	Total
		Glass Lewis	Against Glass Lewis	Action	Unvoted				
	SHP Regarding Amendments to Company Goals/Purpose	3	0	0	0	0	0	3	
	SHP Regarding Board Composition	5	0	0	0	0	0	5	
	SHP Regarding Board Independence	1	0	0	0	0	0	1	
	SHP Regarding Directors' Roles in Corporate Strategy	1	0	0	0	0	0	1	
	SHP Regarding Double Board Nominees	11	0	0	0	0	0	11	
	SHP Regarding Election of Board Member(s) During a Contested Election – Dissident?Nominee	12	0	0	0	0	0	12	
	SHP Regarding Election of Dissident Board Member (s)	30	6	0	0	0	0	36	
	SHP Regarding Eliminating Supermajority Provisions	41	0	0	0	0	0	41	
	SHP Regarding Facilitation of Shareholder Proposals	0	14	0	0	0	0	14	
	SHP Regarding Improving in Disclosure	3	4	0	0	0	0	7	
	SHP Regarding Increase in Dividend/Redistribution of Profits	6	0	0	0	0	0	6	
	SHP Regarding Independent Board Chairman/Separation of Chair and CEO	92	3	0	0	0	0	95	
	SHP Regarding Limit Board Term	1	0	0	0	0	0	1	
	SHP Regarding Limit on Board Memberships	2	0	0	0	0	0	2	
	SHP Regarding Majority Vote for Election of Directors	38	0	0	0	0	0	38	
	SHP Regarding Misc. Auditor Issue	3	0	0	0	0	0	3	
	SHP Regarding Misc. Board Issue	6	0	0	0	0	0	6	
	SHP Regarding Misc. Board/Shareholder Rights Issue	51	0	0	0	0	0	51	
	SHP Regarding Misc. Capital Issue	5	0	0	0	0	0	5	
	SHP Regarding Misc. Governance Issue	12	0	0	0	0	0	12	
	SHP Regarding Misc. Issue	60	0	0	0	0	0	60	
	SHP Regarding Misc. Meeting/Voting Issue	18	0	0	0	0	0	18	

Issue Code Category	Issue Code Description	With		Take No		N/A	Mixed	Total
		Glass Lewis	Against Glass Lewis	Action	Unvoted			
	SHP Regarding Recapitalization	35	0	0	0	0	0	35
	SHP Regarding Reincorporation	6	0	0	0	0	0	6
	SHP Regarding Removal of Director(s)	3	0	0	0	0	0	3
	SHP Regarding Right to Act by Written Consent	28	0	0	0	0	0	28
	SHP Regarding Right to Call a Special Meeting	128	0	0	0	0	0	128
	SHP Regarding Special Audit	2	0	0	0	0	0	2
	SHP Regarding the Declassification of the Board	25	0	0	0	0	0	25
<i>SHP: Misc</i>		75	0	0	0	0	0	75
	SHP Regarding Repeal of Bylaw Amendments	2	0	0	0	0	0	2
	SHP: Misc. Issues	73	0	0	0	0	0	73
<i>SHP: Social</i>		656	264	0	0	0	0	920
	SHP Regarding Animal Welfare	0	16	0	0	0	0	16
	SHP Regarding Firearms	12	0	0	0	0	0	12
	SHP Regarding Human Capital Management	3	1	0	0	0	0	4
	SHP Regarding Misc. Human Capital Management	160	8	0	0	0	0	168
	SHP Regarding Misc. Labor Issues/Policies	0	2	0	0	0	0	2
	SHP Regarding Misc. Nuclear Issue	4	0	0	0	0	0	4
	SHP Regarding Misc. Social Issue	216	197	0	0	0	0	413
	SHP Regarding Pregnancy/Abortion Issues	0	9	0	0	0	0	9
	SHP Regarding Racial Equity Audit	30	15	0	0	0	0	45
	SHP Regarding Report on EEO	19	0	0	0	0	0	19
	SHP Regarding Reporting on Company's Compliance with International Human Rights Standards	84	14	0	0	0	0	98

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Reviewing Charitable Spending	63	0	0	0	0	0	63
	SHP Regarding Reviewing Political Spending or Lobbying	64	0	0	0	0	0	64
	SHP Regarding Tobacco/Alcohol	1	2	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	Take No					1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action	Unvoted				
		Audit committee chair not independent	0	3	0	0	0	0	0	0	3
		Insufficient audit committee independence	0	1	0	0	0	0	0	0	1
		No Stated Reason	123	0	0	0	0	0	0	0	123
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.	0	4	0	0	0	0	0	0	4
	Election of Board Member(s) During a Contested Election –										
		Governance concerns; Endorsed status quo	0	1	0	0	0	0	0	0	1
		Lengthy board tenure; Associations with CEO; Limited sector expertise	0	2	0	0	0	0	0	0	2
		Lengthy board tenure; Endorsed status quo	0	1	0	0	0	0	0	0	1
		No Stated Reason	1	0	0	0	0	0	0	0	1
		Questionably relevant experience and expertise	0	1	0	0	0	0	0	0	1
		Recommendation on Dissident Card	8	0	0	0	0	0	0	0	8
		Recommendation on Dissident Card; Serves on too many boards	2	0	0	0	0	0	0	0	2
		Significant strategic, operational, TSR and corporate governance concerns	0	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	Take No					1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action	Unvoted				
		Weak succession planning; Weak engagement methodology	0	2	0	0	0	0	0	0	2
		Weak succession planning; Weak talent development; Questionable executive contract	0	2	0	0	0	0	0	0	2
Election of Directors											
		Adopted forum selection clause in past year w/o shareholder approval	0	8	0	0	0	0	0	0	8
		Adopted forum selection clause in past year w/o shareholder approval; Board level diversity demographic information not fully disclosed	0	16	0	0	0	0	0	0	16
		Affiliate/Insider on audit committee	0	32	0	0	0	0	0	0	32
		Affiliate/Insider on audit committee; Affiliate/Insider on compensation committee	0	19	0	0	0	0	0	0	19
		Affiliate/Insider on audit committee; Affiliate/Insider on nominating/governance committee	0	1	0	0	0	0	0	0	1
		Affiliate/Insider on audit committee; Board is not sufficiently independent	0	2	0	0	0	0	0	0	2

Issue Code	Category	Issue Short Text	Rationale Reason	Take No					1 Year	2 Years	3 Years	Total
				For	Against	Abstain	Action	Unvoted				
			Affiliate/Insider on audit committee; Board is not sufficiently independent; Affiliate/Insider on nominating/governance committee	0	1	0	0	0	0	0	0	1
			Affiliate/Insider on compensation committee	0	20	0	0	0	0	0	0	20
			Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee	0	11	0	0	0	0	0	0	11
			Affiliate/Insider on compensation committee; Board is not sufficiently independent	0	1	0	0	0	0	0	0	1
			Affiliate/Insider on nominating/governance committee	1	10	0	0	0	0	0	0	11
			Audit committee chair not independent	0	1	0	0	0	0	0	0	1
			Audit committee chair not independent; Insufficient audit committee independence; Professional Services Relationship	0	1	0	0	0	0	0	0	1
			Auditor not up for ratification	1	0	0	0	0	0	0	0	1
			Board is not sufficiently independent	0	27	0	0	0	0	0	0	27

Issue Code	Category	Issue Short Text	Rationale	Reason	Take No			Unvoted	Mixed	1 Year	2 Years	3 Years	Total
					For	Against	Abstain						
			Board is not sufficiently independent; Responsible for lack of board independence		0	7	0	0	0	0	0	0	7
			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		0	1	0	0	0	0	0	0	1
			Board level diversity demographic information not fully disclosed		2	64	0	0	0	0	0	0	66
			Board level diversity demographic information not fully disclosed; Insufficient disclosure of board diversity and policies; Multi-class share structure with unequal voting rights		0	4	0	0	0	0	0	0	4
			Board level diversity demographic information not fully disclosed; Multi-class share structure with unequal voting rights		0	1	0	0	0	0	0	0	1
			CFO on board		0	16	0	0	0	0	0	0	16
			Climate-related concerns		0	2	0	0	0	0	0	0	2
			Concerning pay practices		0	3	0	0	0	0	0	0	3

Issue Code	Category	Issue Short Text	Rationale	Reason	Take No			Unvoted	Mixed	1 Year	2 Years	3 Years	Total
					For	Against	Abstain						
			Concerning pay practices; Insufficient response to shareholder dissent		0	1	0	0	0	0	0	0	1
			Did not implement SHP passed by a majority of unaffiliated shareholders; Multi-class share structure with unequal voting rights		0	2	0	0	0	0	0	0	2
			Extensive strategic shareholdings		0	1	0	0	0	0	0	0	1
			Insufficient audit committee independence		0	1	0	0	0	0	0	0	1
			Insufficient board gender diversity		0	7	0	0	0	0	0	0	7
			Insufficient board gender diversity; Multi-class share structure with unequal voting rights		0	2	0	0	0	0	0	0	2
			Insufficient board level oversight of environmental and social issues; Multi-class share structure with unequal voting rights		0	1	0	0	0	0	0	0	1
			Insufficient compensation committee independence requirement; Insufficient nominating committee independence requirement		0	1	0	0	0	0	0	0	1
			Insufficient gender diversity/no diversity policy		0	6	0	0	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	Take No					1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action	Unvoted				
		Insufficient gender diversity/no diversity policy; Policy exemption of extensive strategic shareholdings due to established target and/or meeting minimum ROE requirements	0	1	0	0	0	0	0	0	1
		Insufficient information provided	0	0	1	0	0	0	0	0	1
		IPO governance concerns	0	6	0	0	0	0	0	0	6
		IPO governance concerns; Multi-class share structure with unequal voting rights	0	1	0	0	0	0	0	0	1
		Less than 75% Attendance	0	44	0	0	0	0	0	0	44
		Major shareholder pact is disproportionately represented; Other governance issue	0	1	0	0	0	0	0	0	1
		Material weakness	0	1	0	0	0	0	0	0	1
		Multi-class share structure with unequal voting rights	0	17	2	0	0	0	0	0	19
		No independent lead or presiding director	0	2	0	0	0	0	0	0	2
		No Stated Reason	14684	8	5	0	0	0	0	0	14697
		Ongoing compensation concerns	0	22	0	0	0	0	0	0	22

Issue Code Category	Issue Short Text	Rationale Reason	Take No					1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action	Unvoted				
		Ongoing compensation concerns; Insufficient response to shareholder dissent	0	7	0	0	0	0	0	0	7
		Ongoing compensation concerns; Related party transactions disclosure concern	0	2	0	0	0	0	0	0	2
		Other compensation issues	0	3	0	0	0	0	0	0	3
		Other governance issue	0	20	0	0	0	0	0	0	20
		Other unique issue	0	7	0	0	0	0	0	0	7
		Professional Services Relationship	0	1	0	0	0	0	0	0	1
		Proposal withdrawn	0	5	6	0	0	0	0	0	11
		Related party transactions	0	2	0	0	0	0	0	0	2
		Retirement policy waiver concern; Shareholder proponent not disclosed	0	1	0	0	0	0	0	0	1
		Serves on too many boards	2	81	0	0	0	0	0	0	83
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.	5	642	5	0	0	0	0	0	652

Issue Code Category	Issue Short Text	Rationale Reason	Take No					1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action	Unvoted				
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.									
		According to the Ballot Distributor you can only vote FOR or ABSTAIN on this agenda item. Therefore the policy was changed from Against to Abstain and the vote decision was changed to ABSTAIN.	0	0	9	0	0	0	0	0	9
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; 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	17	0	0	0	0	0	0	17

Issue Code Category	Issue Short Text	Rationale Reason	Take No					1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action	Unvoted				
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; 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 is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	0	9	0	0	0	0	0	0	9
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; This proposal is the target of a Vote No Campaign.	0	3	0	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	Take No					1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action	Unvoted				
		<p>The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.</p>	0	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	Take No					1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action	Unvoted				
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.	0	3	0	0	0	0	0	0	3
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; 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	11	0	0	0	0	0	0	11

Issue Code Category	Issue Short Text	Rationale Reason	Take No					1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action	Unvoted				
		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	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.	0	319	1	0	0	0	0	0	320

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

Issue Code Category	Issue Short Text	Rationale Reason	Take No					1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action	Unvoted				
		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 and the company does not report to SASB.; 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	5	0	0	0	0	0	0	5

Issue Code Category	Issue Short Text	Rationale Reason	Take No					1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action	Unvoted				
		The nominee is an executive of a public company and sits on more than two public company boards or the nominee is not an executive of a public company and sits on more than five public company boards.; 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	7	0	0	0	0	0	0	7
		The nominee is an executive of a public company and sits on more than two public company boards or the nominee is not an executive of a public company and sits on more than five public company boards.; The nominee serves on the ESG committee and the company does not report to SASB.	0	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	Take No					1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action	Unvoted				
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; 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 and the company does not report to SASB.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	0	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		<p>The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee serves on the ESG committee and the company does not report to SASB.</p> <p>According to the Ballot Distributor you can only vote FOR or ABSTAIN on this agenda item. Therefore the policy was changed from Against to Abstain and the vote decision was changed to ABSTAIN.</p>	0	0	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	Take No					1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action	Unvoted				
		The nominee serves as Chair of the board of a tier 1 or 2 company which does not have net zero targets.	0	10	0	0	0	0	0	0	10
		The nominee serves as Chair of the board of a tier 1 or 2 company which does not have net zero targets.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.	0	37	1	0	0	0	0	0	38

Issue Code Category	Issue Short Text	Rationale Reason	Take No					1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action	Unvoted				
		The nominee serves on the ESG committee of a tier 3 company and the company does not report to SASB.; The ESG Policy will also evaluate whether companies have provided sufficient disclosure concerning their workforce diversity. In instances where these companies have not disclosed their full EEO-1 reports, the ESG Policy will vote against the nominating and governance chair.	0	2	0	0	0	0	0	0	2
		The nominee serves on the nominating and/or governance committee and the company have insufficient oversight of E&S issues.	0	34	0	0	0	0	0	0	34
		The nominee serves on the nominating and/or governance committee and the company have insufficient oversight of E&S issues.; 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	4	0	0	0	0	0	0	4

Issue Code Category	Issue Short Text	Rationale Reason	Take No					1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action	Unvoted				
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; 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 and the company does not report to SASB.; 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	6	0	0	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	Take No					1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action	Unvoted				
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; 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 and the company does not report to SASB.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; 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	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	Take No					1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action	Unvoted				
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	0	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	Take No					1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action	Unvoted				
		<p>The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.;</p> <p>The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.;</p> <p>The nominee serves on the nominating and/or governance committee and the company have insufficient oversight of E&S issues.;</p> <p>The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.</p>	0	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	Take No					1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action	Unvoted				
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	0	1	0	0	0	0	0	0	1
		The nominee serves on the nominating and/or governance committee while the average board tenure is excessive and there has been an insufficient number of new members elected to the board in the past 5 years.	0	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		The nominee serves on the ESG committee and the company does not report to SASB.	0	2	0	0	0	0	0	0	0	2
	Election of Statutory Auditor Slate											
		No Stated Reason	12	0	7	0	0	0	0	0	0	19
		SPECIFIC PROPOSAL INSTRUCTIONS: PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THIS RESOLUTIONS, ONLY ONE CAN BE SELECTED. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR ONLY 1 OF THE 2 OPTIONS BELOW FOR RESOLUTIONS 011A AND 011B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN -> ABSTAIN	0	0	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	Take No					Mixed	1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action	Unvoted					
		Affiliate/Insider on compensation committee; Board is not sufficiently independent; Affiliate/Insider on nominating/governance committee	0	1	0	0	0	0	0	0	0	1
		No Stated Reason	67	0	0	0	0	0	0	0	0	67
	Ratification of Management Acts - Legal											
		No Stated Reason	563	0	0	0	0	0	0	0	0	563
		Ongoing investigations	0	9	4	0	0	0	0	0	0	13
	Related Party Transactions											
		No Stated Reason	20	0	0	0	0	0	0	0	0	20
	Removal/Resignation of Director											
		No Stated Reason	1	0	0	0	0	0	0	0	0	1
Capital Management			1987	105	13	0	0	0	0	0	0	2092
	Amendment to Authorized Common Stock											
		No Stated Reason	2	0	0	0	0	0	0	0	0	2
	Amendment to Borrowing Powers											
		No Stated Reason	7	0	0	0	0	0	0	0	0	7
	Amendment to Par Value											
		No Stated Reason	3	0	0	0	0	0	0	0	0	3
	Authority to Increase Capital in Case of Exchange Offers (Fr											
		Debt amounts not disclosed	0	0	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	Take No					Unvoted	Mixed	1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action							
		Potential dilution exceeds recommended threshold; Supports dual-class structure	0	2	0	0	0	0	0	0	0	2	
	Authority to Repurchase and Re-Issue Shares												
		May be used as anti-takeover device; Insufficient response to shareholder dissent	0	1	0	0	0	0	0	0	0	1	
		No Stated Reason	220	0	0	0	0	0	0	0	0	220	
	Authority to Repurchase Preferred Shares												
		No Stated Reason	9	0	0	0	0	0	0	0	0	9	
	Authority to Repurchase Shares												
		No Stated Reason	278	0	0	0	0	0	0	0	0	278	
		Potential dilution exceeds recommended threshold	0	2	0	0	0	0	0	0	0	2	
	Authority to Set Offering Price of Shares												
		Potential dilution exceeds recommended threshold	0	1	0	0	0	0	0	0	0	1	
	Authority to Trade in Company Stock												
		No Stated Reason	1	0	0	0	0	0	0	0	0	1	
	Authorize Overallotment/Greenshoe												
		Debt amounts not disclosed	0	0	2	0	0	0	0	0	0	2	

Issue Code	Category	Issue Short Text	Rationale	Reason	Take No				Mixed	1 Year	2 Years	3 Years	Total
					For	Against	Abstain	Action					
			Concerning pay practices; Grants are excessive		0	3	0	0	0	0	0	0	3
			Concerning pay practices; Pay for performance disconnect		0	4	0	0	0	0	0	0	4
			Excessive compensation		0	1	0	0	0	0	0	0	1
			Excessive compensation; Concerning pay practices		0	1	0	0	0	0	0	0	1
			Grants are excessive		0	3	0	0	0	0	0	0	3
			Grants are excessive; Pay for performance disconnect		0	2	0	0	0	0	0	0	2
			Insufficient response to shareholder dissent		0	2	0	0	0	0	0	0	2
			Insufficient response to shareholder dissent; Pay for performance disconnect		0	1	0	0	0	0	0	0	1
			Insufficient response to shareholder dissent; Poor overall design		0	1	0	0	0	0	0	0	1
			No Stated Reason		810	0	0	0	0	0	0	0	810
			Pay for performance disconnect		0	31	0	0	0	0	0	0	31
			Pay for performance disconnect; Concerning pay practices		0	26	0	0	0	0	0	0	26
			Pay for performance disconnect; Grants are excessive		0	3	0	0	0	0	0	0	3

Issue Code	Category	Issue Short Text	Rationale	Reason	Take No					1 Year	2 Years	3 Years	Total
					For	Against	Abstain	Action	Unvoted				
				Pay for performance disconnect; Poor overall design	0	1	0	0	0	0	0	0	1
				Poor overall design	0	1	0	0	0	0	0	0	1
				Recommendation on Dissident Card	2	0	0	0	0	0	0	0	2
				The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.	0	21	0	0	0	0	0	0	21
				The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.; The compensation plan has no ties between compensation and sustainability.	0	38	0	0	0	0	0	0	38
				The compensation plan has no ties between compensation and sustainability.	0	150	0	0	0	0	0	0	150
				The remuneration plan fails to incentivize mitigation of climate-related risks.	0	4	0	0	0	0	0	0	4
				The remuneration plan fails to incentivize mitigation of material environmental risks.	0	8	0	0	0	0	0	0	8

Issue Code	Category	Issue Short Text	Rationale Reason	Take No					Mixed	1 Year	2 Years	3 Years	Total
				For	Against	Abstain	Action	Unvoted					
			The remuneration plan fails 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	19	0	0	0	0	0	0	19	
			This proposal is the target of a Vote No Campaign.	0	29	0	0	0	0	0	0	29	
		Advisory Vote on Severance											
			Concerning pay practices	0	3	0	0	0	0	0	0	3	
			No Stated Reason	6	0	0	0	0	0	0	0	6	
		Amendment to Director Equity Compensation Plan											
			No Stated Reason	1	0	0	0	0	0	0	0	1	
		Amendment to Employee Stock Purchase Plan											
			Contains Evergreen Provisions	0	3	0	0	0	0	0	0	3	
			No Stated Reason	46	0	0	0	0	0	0	0	46	
		Amendment to Equity Compensation Plan											
			Concerning pay practices	0	5	0	0	0	0	0	0	5	
			Contains Evergreen Provisions	0	3	0	0	0	0	0	0	3	
			Cost of plan is excessive	0	5	0	0	0	0	0	0	5	
			Excessive overhang	0	1	0	0	0	0	0	0	1	
			Grants are excessive	0	1	0	0	0	0	0	0	1	

Issue Code Category	Issue Short Text	Rationale Reason	Take No					Unvoted	Mixed	1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action							
		No Stated Reason	26	0	0	0	0	0	0	0	0	26	
	Non-Executive Remuneration Policy (Forward-Looking)												
		Chair fee structure	1	0	0	0	0	0	0	0	0	1	
		Concerning pay practices	0	2	0	0	0	0	0	0	0	2	
		Equity awards to major shareholder; Insufficient response to shareholder dissent	0	1	0	0	0	0	0	0	0	1	
		Excessive compensation; Insufficient response to shareholder dissent	0	1	0	0	0	0	0	0	0	1	
		Increase is excessive	0	1	0	0	0	0	0	0	0	1	
		No Stated Reason	351	0	0	0	0	0	0	0	0	351	
		SPECIFIC PROPOSAL INSTRUCTIONS: PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THIS RESOLUTIONS, ONLY ONE CAN BE SELECTED. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR ONLY 1 OF THE 2 OPTIONS BELOW FOR RESOLUTIONS 005A AND 005B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN.	0	0	3	0	0	0	0	0	0	3	

Issue Code	Category	Issue Short Text	Rationale Reason	Take No				Unvoted	Mixed	1 Year	2 Years	3 Years	Total
				For	Against	Abstain	Action						
		Remuneration Policy (Forward-Looking)											
			Compensation policy is not in best interests of shareholders	0	2	0	0	0	0	0	0	2	
			Compensation policy is not in best interests of shareholders; Potential for excessive payouts	0	2	0	0	0	0	0	0	2	
			Concerning pay practices; Potential for excessive payouts; Amendment is not in best interests of shareholders	0	1	0	0	0	0	0	0	1	
			Equity awards to major shareholder	0	6	0	0	0	0	0	0	6	
			Equity awards to major shareholder; Grants are excessive	0	1	0	0	0	0	0	0	1	
			Excessive compensation	0	6	0	0	0	0	0	0	6	
			Excessive compensation; Insufficient response to shareholder dissent; Increase is excessive	0	18	0	0	0	0	0	0	18	
			Excessive termination package; Poor overall design	0	1	0	0	0	0	0	0	1	
			Grants are excessive; Excessive compensation	0	1	0	0	0	0	0	0	1	
			Increase is excessive	0	6	0	0	0	0	0	0	6	

Issue Code Category	Issue Short Text	Rationale Reason	Take No					Mixed	1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action	Unvoted					
		The compensation plan has no ties between compensation and sustainability.	0	7	0	0	0	0	0	0	7	
	Remuneration Report (Retrospective)											
		Board assessment of STI payouts following fatalities	0	1	0	0	0	0	0	0	1	
		Concerning pay practices	0	2	0	0	0	0	0	0	2	
		Concerning pay practices; Insufficient response to shareholder dissent	0	1	0	0	0	0	0	0	1	
		Concerning pay practices; Pay for performance disconnect	0	2	0	0	0	0	0	0	2	
		Disclosure concerns; Questionable incentive outcomes	0	2	0	0	0	0	0	0	2	
		Disconnect pay and safety performance	0	3	0	0	0	0	0	0	3	
		Discretionary adjustments	0	1	0	0	0	0	0	0	1	
		Discretionary awards	0	3	0	0	0	0	0	0	3	
		Discretionary awards; Excessive termination package; Equity awards to major shareholder	0	3	0	0	0	0	0	0	3	
		Employment agreement is excessive	0	3	0	0	0	0	0	0	3	
		Equity awards to major shareholder	0	6	0	0	0	0	0	0	6	
		Equity awards to major shareholder; Concerning pay practices	0	1	0	0	0	0	0	0	1	

Issue Code	Category	Issue Short Text	Rationale	Reason	Take No					1 Year	2 Years	3 Years	Total
					For	Against	Abstain	Action	Unvoted				
			Insufficient remuneration consequences		0	1	0	0	0	0	0	0	1
			Insufficient response to shareholder dissent		0	22	0	0	0	0	0	0	22
			Insufficient response to shareholder dissent; Discretionary awards; Poor overall design; Poor overall compensation disclosure		0	9	0	0	0	0	0	0	9
			Insufficient response to shareholder dissent; Equity awards to major shareholder		0	1	0	0	0	0	0	0	1
			Insufficient response to shareholder dissent; Excessive compensation; Equity awards to major shareholder; Discretionary awards		0	1	0	0	0	0	0	0	1
			Insufficient response to shareholder dissent; Excessive compensation; Equity awards to major shareholder; Discretionary awards; Non-executive participation linked to performance		0	1	0	0	0	0	0	0	1
			Insufficient response to shareholder dissent; Increase is excessive; Poor overall design		0	6	0	0	0	0	0	0	6

Issue Code	Category	Issue Short Text	Rationale	Reason	Take No				Mixed	1 Year	2 Years	3 Years	Total
					For	Against	Abstain	Action					
			Potential for excessive payouts		0	1	0	0	0	0	0	0	1
			Potentially excessive severance payment made; Disclosure surrounding vesting provisions of Last Mile Incentive Plan for former CEO		0	2	0	0	0	0	0	0	2
			Recommendation on Dissident card		1	0	0	0	0	0	0	0	1
			Significant base salary on appointment		0	1	0	0	0	0	0	0	1
			STI safety component payout; Insufficient response to shareholder dissent		0	1	0	0	0	0	0	0	1
			Termination indemnity		0	3	0	0	0	0	0	0	3
			The compensation plan has no ties between compensation and sustainability.		0	22	0	0	0	0	0	0	22
			Upward discretion utilised		0	5	0	0	0	0	0	0	5
			Vesting below median performance		1	0	0	0	0	0	0	0	1
			Vesting below median; Unchallenging vesting conditions		0	1	0	0	0	0	0	0	1
		Say When on Pay											
			An annual advisory vote on executive compensation is in the best interests of shareholders		9	0	0	0	0	10	0	0	19
			Annual advisory is in the best interests of shareholders.		0	0	0	0	0	1	0	0	1

Issue Code	Category	Issue Short Text	Rationale Reason	Take No				Unvoted	Mixed	1 Year	2 Years	3 Years	Total
				For	Against	Abstain	Action						
			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	1	
			No Stated Reason	0	84	0	0	0	0	0	0	84	
			Supporting this proposal is in the best interests of shareholders.	61	0	0	0	0	0	0	0	61	
			This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	0	12	0	0	0	0	0	0	12	
		SHP Regarding Reporting and Reducing Greenhouse Gas Em											
			No Stated Reason	31	0	0	0	0	0	0	0	31	
			This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	0	4	0	0	0	0	0	0	4	
		SHP Regarding Sustainability or Environmental Reports											
			No Stated Reason	0	9	0	0	0	0	0	0	9	
			Supporting this proposal is in the best interests of shareholders.	1	0	0	0	0	0	0	0	1	
SHP: Governance				401	243	18	0	0	0	0	0	644	
		SHP Regarding Additional or Amended Shareholder Propos											
			Details not disclosed in advance of meeting	0	2	0	0	0	0	0	0	2	
			Granting unfettered discretion is unwise	0	5	0	0	0	0	0	0	5	

Issue Code Category	Issue Short Text	Rationale Reason	Take No					Unvoted	Mixed	1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action							
		Shareholder action by written consent enables shareholders to take action on important issues that arise between annual meetings	18	0	0	0	0	0	0	0	0	18	
	SHP Regarding Right to Call a Special Meeting												
		A 10% threshold for calling a special meeting is appropriate	43	0	0	0	0	0	0	0	0	43	
		A 15% threshold for calling a special meeting is appropriate	14	0	0	0	0	0	0	0	0	14	
		Existing special meeting right is overly onerous	28	0	0	0	0	0	0	0	0	28	
		No Stated Reason	0	43	0	0	0	0	0	0	0	43	
	SHP Regarding Special Audit												
		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	25	0	0	0	0	0	0	0	0	25	
SHP: Misc			6	69	0	0	0	0	0	0	0	75	
	SHP Regarding Repeal of Bylaw Amendments												
		Reasonable in view of governance concerns	2	0	0	0	0	0	0	0	0	2	
	SHP: Misc. Issues												

Issue Code Category	Issue Short Text	Rationale Reason	Take No					Unvoted	Mixed	1 Year	2 Years	3 Years	Total
			For	Against	Abstain	Action							
		No Stated Reason	37	0	0	0	0	0	0	0	0	37	
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	0	8	0	0	0	0	0	0	0	8	
	SHP Regarding Report on EEO												
		Requested reporting provide shareholders with standardized and comparable information concerning a company's workforce diversity	19	0	0	0	0	0	0	0	0	19	
	SHP Regarding Reporting on Company's Compliance with I												
		Adoption could help mitigate salient human rights-related risks	1	0	0	0	0	0	0	0	0	1	
		Adoption of policy could help mitigate human rights related risks	6	0	0	0	0	0	0	0	0	6	
		An independent review of human rights considerations in advertising could benefit shareholders	15	0	0	0	0	0	0	0	0	15	
		No Stated Reason	0	62	0	0	0	0	0	0	0	62	
		Supporting this proposal is in the best interests of shareholders.	14	0	0	0	0	0	0	0	0	14	
	SHP Regarding Reviewing Charitable Spending												

Issue Code Category	Issue Short Text	Rationale Reason	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	0	63	0	0	0	0	0	0	0	63
	SHP Regarding Reviewing Political Spending or Lobbying											
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities	12	0	0	0	0	0	0	0	0	12
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's political spending	18	0	0	0	0	0	0	0	0	18
		No Stated Reason	0	34	0	0	0	0	0	0	0	34
	SHP Regarding Tobacco/Alcohol											
		No Stated Reason	3	0	0	0	0	0	0	0	0	3

Proposal Reasons – Votes Versus Management

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories			28162	5960	0	0	108	0	34230
Audit/Financials			2564	913	0	0	0	0	3477
	Accounts and Reports (Bundled Issues)								
		No Stated Reason		95	0	0	0	0	95
	Allocation of Profits/Dividends								
		No Stated Reason		682	0	0	0	0	682

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Appointment of Auditor								
		No Stated Reason	452	0	0	0	0	0	452
		The auditor's tenure is excessive.	0	27	0	0	0	0	27
		The auditor's tenure is excessive. According to the Ballot Distributor you can only vote FOR or ABSTAIN on this agenda item. Therefore the policy was changed from Against to Abstain and the vote decision was changed to ABSTAIN.	0	1	0	0	0	0	1
	Appointment of Auditor and Authority to Set Fees								
		The auditor's tenure is excessive.	0	26	0	0	0	0	26
		No Stated Reason	29	0	0	0	0	0	29
	Appointment of Special Auditor								
		No Stated Reason	226	0	0	0	0	0	226
	Approval of Non-Financial Reports								
		No Stated Reason	48	0	0	0	0	0	48
	Authority to Set Auditor's Fees								
		No Stated Reason	134	0	0	0	0	0	134
	Bonus Dividend/Bonus Share Issue								
		No Stated Reason	15	0	0	0	0	0	15
	Financial Statements								

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	504	0	0	0	0	0	504
	Ratification of Alternate Auditor								
		No Stated Reason	1	0	0	0	0	0	1
	Ratification of Auditor								
		No Stated Reason	354	1	0	0	0	0	355
		The auditor's tenure is excessive.	0	856	0	0	0	0	856
		Recommendation on Dissident Card	0	2	0	0	0	0	2
	Stock Dividend/Dividend Reinvestment								
		No Stated Reason	24	0	0	0	0	0	24
Board Related			17692	3066	0	0	50	0	20808
	Approve Special Auditor's Report								
		No Stated Reason	90	0	0	0	0	0	90
		Insufficient justification; Insufficient response to shareholder dissent	0	1	0	0	0	0	1
		Insufficient response to shareholder dissent; Poor disclosure	0	9	0	0	0	0	9
		Insufficient response to shareholder dissent; Poor disclosure	0	1	0	0	0	0	1
	Board Size								
		No Stated Reason	39	0	0	0	0	0	39
	Board Spill								
		No Stated Reason	7	0	0	0	0	0	7

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Board Term Length								
		No Stated Reason	5	0	0	0	0	0	5
	Change in Board Size								
		No Stated Reason	3	0	0	0	0	0	3
	Director & Officer Liability/Indemnification								
		Not in shareholders' best interests	0	15	0	0	0	0	15
		Amendment is not in best interests of shareholders	0	62	0	0	0	0	62
	Election of Alternate Statutory Auditor								
		No Stated Reason	33	0	0	0	0	0	33
	Election of Board Committee Members								
		No Stated Reason	123	0	0	0	0	0	123
		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
		Audit committee chair not independent	0	3	0	0	0	0	3
		Insufficient audit committee independence	0	1	0	0	0	0	1
	Election of Board Member(s) During a Contested Election –								
		Lengthy board tenure; Associations with CEO; Limited sector expertise	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Weak succession planning; Weak talent development; Questionable executive contract	0	2	0	0	0	0	2
		Significant strategic, operational, TSR and corporate governance concerns	0	2	0	0	0	0	2
		Weak succession planning; Weak engagement methodology	0	2	0	0	0	0	2
		Recommendation on Dissident Card; Serves on too many boards	0	2	0	0	0	0	2
		Recommendation on Dissident Card	0	8	0	0	0	0	8
		No Stated Reason	0	1	0	0	0	0	1
		Lengthy board tenure; Endorsed status quo	0	1	0	0	0	0	1
		Governance concerns; Endorsed status quo	0	1	0	0	0	0	1
		Questionably relevant experience and expertise	0	1	0	0	0	0	1
	Election of Directors								
		No Stated Reason	14684	13	0	0	0	0	14697
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.	5	647	0	0	0	0	652

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	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	320	0	0	0	0	320
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; 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	17	0	0	0	0	17
		Other unique issue	0	7	0	0	0	0	7
		Board is not sufficiently independent	0	27	0	0	0	0	27
		Vote no campaign; Other governance issue	0	1	0	0	0	0	1
		Affiliate/Insider on audit committee; Board is not sufficiently independent	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee is an executive of a public company and sits on more than two public company boards or the nominee is not an executive of a public company and sits on more than five public company boards.	0	90	0	0	0	0	90
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.	0	27	0	0	0	0	27
		Multi-class share structure with unequal voting rights	0	19	0	0	0	0	19
		The nominee serves as Chair of the board of a tier 1 or 2 company which does not have net zero targets.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.	0	38	0	0	0	0	38

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.							
		According to the Ballot Distributor you can only vote FOR or ABSTAIN on this agenda item. Therefore the policy was changed from Against to Abstain and the vote decision was changed to ABSTAIN.	0	9	0	0	0	0	9
		The nominee serves as Chair of the board of a tier 1 or 2 company which does not have net zero targets.	0	10	0	0	0	0	10
		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 is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	2	392	0	0	0	0	394
		CFO on board	0	16	0	0	0	0	16

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.	0	21	0	0	0	0	21
		The nominee serves on the nominating and/or governance committee and the company have insufficient oversight of E&S issues.	0	34	0	0	0	0	34
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The nominee serves on the ESG committee and the company does not report to SASB.	0	1	0	0	0	0	1
		The nominee serves on the ESG committee and the company does not report to SASB.	0	140	0	0	0	0	140

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		<p>The nominee serves on the ESG committee and the company does not report to SASB.</p> <p>According to the Ballot Distributor you can only vote FOR or ABSTAIN on this agenda item. Therefore the policy was changed from Against to Abstain and the vote decision was changed to ABSTAIN.</p>	0	7	0	0	0	0	7
		<p>The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee serves on the ESG committee and the company does not report to SASB.</p> <p>According to the Ballot Distributor you can only vote FOR or ABSTAIN on this agenda item. Therefore the policy was changed from Against to Abstain and the vote decision was changed to ABSTAIN.</p>	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Other compensation issues	0	3	0	0	0	0	3
		Ongoing compensation concerns	0	22	0	0	0	0	22
		Ongoing compensation concerns; Related party transactions disclosure concern	0	2	0	0	0	0	2
		The nominee serves on the ESG committee and the company does not report to SASB.; 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	12	0	0	0	0	12
		The nominee is an executive of a public company and sits on more than two public company boards or the nominee is not an executive of a public company and sits on more than five public company boards.; The nominee serves on the ESG committee and the company does not report to SASB.	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee is an executive of a public company and sits on more than two public company boards or the nominee is not an executive of a public company and sits on more than five public company boards.; The nominee serves on the ESG committee and the company does not report to SASB.; 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
		Serves on too many boards	2	81	0	0	0	0	83
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The nominee is an executive of a public company and sits on more than two public company boards or the nominee is not an executive of a public company and sits on more than five public company boards.	0	1	0	0	0	0	1
		Affiliate/Insider on nominating/governance committee	1	10	0	0	0	0	11

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Affiliate/Insider on audit committee	0	32	0	0	0	0	32
		Ongoing compensation concerns; Insufficient response to shareholder dissent	0	7	0	0	0	0	7
		Less than 75% Attendance	0	44	0	0	0	0	44
		Affiliate/Insider on compensation committee	0	20	0	0	0	0	20
		Major shareholder pact is disproportionately represented; Other governance issue	0	1	0	0	0	0	1
		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	7	0	0	0	0	7

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee is an executive of a public company and sits on more than two public company boards or the nominee is not an executive of a public company and sits on more than five public company boards.	0	4	0	0	0	0	4
		Other governance issue	0	20	0	0	0	0	20
		Audit committee chair not independent; Insufficient audit committee independence; Professional Services Relationship	0	1	0	0	0	0	1
		Insufficient gender diversity/no diversity policy	0	6	0	0	0	0	6
		Audit committee chair not independent	0	1	0	0	0	0	1
		Insufficient gender diversity/no diversity policy; Policy exemption of extensive strategic shareholdings due to established target and/or meeting minimum ROE requirements	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee is an executive of a public company and sits on more than two public company boards or the nominee is not an executive of a public company and sits on more than five public company boards.; 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	7	0	0	0	0	7
		Insufficient audit committee independence	0	1	0	0	0	0	1
		Related party transactions	0	2	0	0	0	0	2
		Professional Services Relationship	0	1	0	0	0	0	1
		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	0	1	0	0	0	0	1
		Extensive strategic shareholdings	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Board level diversity demographic information not fully disclosed	2	64	0	0	0	0	66
		Auditor not up for ratification	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.	0	56	0	0	0	0	56
		Insufficient information provided	0	1	0	0	0	0	1
		Insufficient board gender diversity	0	7	0	0	0	0	7
		The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; 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	14	0	0	0	0	14
		Proposal withdrawn	0	11	0	0	0	0	11

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	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 and the company does not report to SASB.; 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	5	0	0	0	0	5
		This proposal is the target of a Vote No Campaign.	0	94	0	0	0	0	94

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		<p>The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.</p>	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee serves on the ESG committee and the company does not report to SASB.; 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
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee serves on the ESG committee and the company does not report to SASB.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee serves on the ESG committee and the company does not report to SASB.	0	9	0	0	0	0	9
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; 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	3	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; 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 is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	0	15	0	0	0	0	15
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.	0	104	0	0	0	0	104
		Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee	0	11	0	0	0	0	11

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; 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 serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; 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

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; 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 nominating and/or governance committee and the company have insufficient oversight of E&S issues.; 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	15	0	0	0	0	15
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee serves on the nominating and/or governance committee and the company have insufficient oversight of E&S issues.	0	6	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		<p>The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.;</p> <p>The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.;</p> <p>The nominee serves on the nominating and/or governance committee and the company have insufficient oversight of E&S issues.;</p> <p>The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.</p>	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the company have insufficient oversight of E&S issues.; 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	4	0	0	0	0	4
		Concerning pay practices; Insufficient response to shareholder dissent	0	1	0	0	0	0	1
		Adopted forum selection clause in past year w/o shareholder approval	0	8	0	0	0	0	8
		Board level diversity demographic information not fully disclosed; Multi-class share structure with unequal voting rights	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; 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	10	0	0	0	0	10
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee serves on the ESG committee and the company does not report to SASB.	0	2	0	0	0	0	2
		Board level diversity demographic information not fully disclosed; Insufficient disclosure of board diversity and policies; Multi-class share structure with unequal voting rights	0	4	0	0	0	0	4

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee while the average board tenure is excessive and there has been an insufficient number of new members elected to the board in the past 5 years.	0	2	0	0	0	0	2
		The nominee serves on the nominating and/or governance committee while the average board tenure is excessive and there has been an insufficient number of new members elected to the board in the past 5 years.; 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

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		<p>The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; The nominee serves on the nominating and/or governance committee and the company have insufficient oversight of E&S issues.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.</p>	0	18	0	0	0	0	18

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the company have insufficient oversight of E&S issues.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; 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	2	0	0	0	0	2
		Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; 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	17	0	0	0	0	17

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		<p>The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; 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 and the company does not report to SASB.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.</p>	0	6	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		<p>The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; 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 and the company does not report to SASB.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.</p>	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; This proposal is the target of a Vote No Campaign.	0	4	0	0	0	0	4
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; This proposal is the target of a Vote No Campaign.	0	3	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The nominee serves on the ESG committee and the company does not report to SASB.; 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
		Material weakness	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves as Chair of the board of a tier 1 or 2 company which does not have net zero targets.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; 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 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 serves on the ESG committee and the company does not report to SASB.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; 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 is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	0	59	0	0	0	0	59
		Affiliate/Insider on audit committee; Affiliate/Insider on nominating/governance committee	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; 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 is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	0	9	0	0	0	0	9
		Insufficient board gender diversity; Multi-class share structure with unequal voting rights	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee serves on the ESG committee and the company does not report to SASB.; 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	3	0	0	0	0	3

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

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.	0	3	0	0	0	0	3
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; 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

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee serves on the ESG committee of a tier 3 company and the company does not report to SASB.; The ESG Policy will also evaluate whether companies have provided sufficient disclosure concerning their workforce diversity. In instances where these companies have not disclosed their full EEO-1 reports, the ESG Policy will vote against the nominating and governance chair.	0	1	0	0	0	0	1
		The nominee serves on the ESG committee of a tier 3 company and the company does not report to SASB.	0	8	0	0	0	0	8
		Did not implement SHP passed by a majority of unaffiliated shareholders; Multi-class share structure with unequal voting rights	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Concerning pay practices	0	3	0	0	0	0	3
		Affiliate/Insider on audit committee; Board is not sufficiently independent; Affiliate/Insider on nominating/governance committee	0	1	0	0	0	0	1
		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	2	0	0	0	0	2
		Adopted forum selection clause in past year w/o shareholder approval; Board level diversity demographic information not fully disclosed	0	16	0	0	0	0	16

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	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 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	4	0	0	0	0	4
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; 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	11	0	0	0	0	11

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Retirement policy waiver concern; Shareholder proponent not disclosed	0	1	0	0	0	0	1
		The nominee serves on the ESG committee and the company does not report to SASB.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; 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

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; 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 serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.	0	17	0	0	0	0	17

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; 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 and the company does not report to SASB.; 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
		Affiliate/Insider on compensation committee; Board is not sufficiently independent	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the ESG committee of a tier 3 company and the company does not report to SASB.; The ESG Policy will also evaluate whether companies have provided sufficient disclosure concerning their workforce diversity. In instances where these companies have not disclosed their full EEO-1 reports, the ESG Policy will vote against the nominating and governance chair.	0	2	0	0	0	0	2
		No independent lead or presiding director	0	2	0	0	0	0	2
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The nominee serves on the ESG committee and the company does not report to SASB.	0	2	0	0	0	0	2
		Affiliate/Insider on audit committee; Affiliate/Insider on compensation committee	0	19	0	0	0	0	19
		Climate-related concerns	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		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 is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; This proposal is the target of a Vote No Campaign.	0	12	0	0	0	0	12
		IPO governance concerns	0	6	0	0	0	0	6
		IPO governance concerns; Multi-class share structure with unequal voting rights	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		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 nominating and/or governance committee while the average board tenure is excessive and there has been an insufficient number of new members elected to the board in the past 5 years.; 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	3	0	0	0	0	3
		Insufficient board level oversight of environmental and social issues; Multi-class share structure with unequal voting rights	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.; This proposal is the target of a Vote No Campaign.	0	6	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Election of Directors (Management Board)								
		No Stated Reason	31	0	0	0	0	0	31
	Election of Non-Management Nominee								
		Alternate nominee preferred	0	1	0	0	0	0	1
		No Stated Reason	58	0	0	0	0	0	58
	Election of Non-Principal Members (Chairman, alternat								
		No Stated Reason	29	0	0	0	0	0	29
	Election of Shareholder or Institutional Investor Slate								
		No Stated Reason	0	0	0	0	30	0	30
	Election of Shareholder Representatives								
		The nominee serves on the ESG committee and the company does not report to SASB.	0	2	0	0	0	0	2
		No Stated Reason	29	0	0	0	0	0	29
	Election of Statutory Auditor Slate								
		No Stated Reason	1	0	0	0	18	0	19

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		<p>SPECIFIC PROPOSAL INSTRUCTIONS:</p> <p>PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THIS RESOLUTIONS, ONLY ONE CAN BE SELECTED. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR ONLY 1 OF THE 2 OPTIONS BELOW FOR RESOLUTIONS 011A AND 011B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN -> ABSTAIN</p>	0	0	0	0	1	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		SPECIFIC PROPOSAL INSTRUCTIONS: PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THIS RESOLUTIONS, ONLY ONE CAN BE SELECTED. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR ONLY 1 OF THE 2 OPTIONS BELOW FOR RESOLUTIONS 012A AND 012B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN -> ABSTAIN	0	0	0	0	1	0	1
Election of Statutory Auditors									
		No Stated Reason	81	0	0	0	0	0	81
		Statutory auditor board is not sufficiently independent	0	19	0	0	0	0	19
		Statutory auditor board is not sufficiently independent; Professional Services Relationship	0	1	0	0	0	0	1
		Beneficial owner on audit committee; Statutory auditor board is not sufficiently independent	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Election of Supervisory Board									
		No Stated Reason	421	0	0	0	0	0	421
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; 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	6	0	0	0	0	6
		Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee	0	4	0	0	0	0	4
		The nominee is an executive of a public company and sits on more than two public company boards or the nominee is not an executive of a public company and sits on more than five public company boards.	0	4	0	0	0	0	4
		Less than 75% Attendance	1	0	0	0	0	0	1
		Serves on too many boards	0	5	0	0	0	0	5
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the ESG committee and the company does not report to SASB.	0	28	0	0	0	0	28
		Board level diversity demographic information not fully disclosed	0	1	0	0	0	0	1
	Election of the Chair of Statutory Auditors								
		No Stated Reason	3	0	0	0	0	0	3
	Misc. Management Proposal Regarding Board								
		Potential conflict of interests	0	2	0	0	0	0	2
		No Stated Reason	2	0	0	0	0	0	2
	Post-Employment /Severance Agreements								
		No Stated Reason	6	0	0	0	0	0	6
	Ratification of Board Acts - Legal								
		No Stated Reason	1382	0	0	0	0	0	1382
		Poor disclosure regarding Russian operations	0	1	0	0	0	0	1
		Oversight failure/internal control concerns	0	2	0	0	0	0	2
	Ratification of Co-Option of a Director								
		No Stated Reason	67	0	0	0	0	0	67
		Affiliate/Insider on compensation committee; Board is not sufficiently independent; Affiliate/Insider on nominating/governance committee	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Ratification of Management Acts - Legal								
		No Stated Reason	563	0	0	0	0	0	563
		Ongoing investigations	0	13	0	0	0	0	13
	Related Party Transactions								
		No Stated Reason	20	0	0	0	0	0	20
	Removal/Resignation of Director								
		No Stated Reason	1	0	0	0	0	0	1
Capital Management			1987	118	0	0	0	0	2105
	Amendment to Authorized Common Stock								
		No Stated Reason	2	0	0	0	0	0	2
	Amendment to Borrowing Powers								
		No Stated Reason	7	0	0	0	0	0	7
	Amendment to Par Value								
		No Stated Reason	3	0	0	0	0	0	3
	Authority to Increase Capital in Case of Exchange Offers (Fr								
		No Stated Reason	17	0	0	0	0	0	17
		Potential dilution exceeds recommended threshold	0	11	0	0	0	0	11
		May be used as anti-takeover device; Potential dilution exceeds recommended threshold	0	1	0	0	0	0	1
		Debt amounts not disclosed	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Authority to Increase Capital in Consideration for Contribut								
		No Stated Reason	68	0	0	0	0	0	68
		Potential dilution exceeds recommended threshold	0	17	0	0	0	0	17
		May be used as anti-takeover device; Potential dilution exceeds recommended threshold	0	1	0	0	0	0	1
		Debt amounts not disclosed	0	2	0	0	0	0	2
	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	31	0	0	0	0	0	31
	Authority to Issue Shares and Convertible Debt w/ Preempti								
		No Stated Reason	109	0	0	0	0	0	109
		May be used as anti-takeover device	0	1	0	0	0	0	1
		Debt amounts not disclosed	0	3	0	0	0	0	3
	Authority to Issue Shares and Convertible Debt w/o Preemp								
		No Stated Reason	154	0	0	0	0	0	154
		Potential dilution exceeds recommended threshold	0	35	0	0	0	0	35

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		May be used as anti-takeover device; Potential dilution exceeds recommended threshold	0	3	0	0	0	0	3
		Potential dilution exceeds recommended threshold; Debt amounts not disclosed	0	2	0	0	0	0	2
		Debt amounts not disclosed	0	4	0	0	0	0	4
	Authority to Issue Shares w/ Preemptive Rights								
		No Stated Reason	197	0	0	0	0	0	197
		Potential dilution exceeds recommended threshold	0	1	0	0	0	0	1
	Authority to Issue Shares w/o Preemptive Rights								
		Not in shareholders' best interests	0	3	0	0	0	0	3
		No Stated Reason	301	0	0	0	0	0	301
		Potential dilution exceeds recommended threshold	0	1	0	0	0	0	1
	Authority to Issue Stock w/ or w/out Preemptive Rights								
		No Stated Reason	16	0	0	0	0	0	16
		Potential dilution exceeds recommended threshold; Supports dual-class structure	0	2	0	0	0	0	2
	Authority to Repurchase and Re-Issue Shares								
		No Stated Reason	220	0	0	0	0	0	220

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	220	0	0	0	0	0	220
	Increase in Authorized Capital								
		No Stated Reason	182	0	0	0	0	0	182
		May be used as anti-takeover device	0	1	0	0	0	0	1
	Increase in Authorized Common Stock								
		No Stated Reason	6	0	0	0	0	0	6
		Sufficient shares available	0	3	0	0	0	0	3
		Requested increase is excessive	0	1	0	0	0	0	1
	Increase in Authorized Preferred Stock								
		Disproportionate increase of non-voting share class	0	1	0	0	0	0	1
	Increase in/Authorization of Dual Class Stock								
		Sufficient shares available	0	1	0	0	0	0	1
	Increase in/Authorization of Preferred Stock								
		Blank check authority	0	1	0	0	0	0	1
	Issuance of Common Stock								
		No Stated Reason	2	0	0	0	0	0	2
	Issuance of Convertible Debt Instruments								
		No Stated Reason	4	0	0	0	0	0	4
	Issuance of Debt Instruments								
		No Stated Reason	13	0	0	0	0	0	13
	Issuance of Repurchased Shares								

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	18	0	0	0	0	0	18
	Amend Articles, Constitution, Bylaws - Bundled								
		No Stated Reason	132	0	0	0	0	0	132
		Insufficient information provided	0	1	0	0	0	0	1
		Amendment is not in best interests of shareholders	0	2	0	0	0	0	2
	Amendment to Poison Pill								
		No Stated Reason	2	0	0	0	0	0	2
	Amendment to Shareholder Rights' Plan								
		No Stated Reason	5	0	0	0	0	0	5
		Not in shareholders' best interests	0	1	0	0	0	0	1
	Amendments to Articles (Technical)								
		No Stated Reason	198	0	0	0	0	0	198
	Amendments to Articles, Constitution, Bylaws								
		No Stated Reason	263	0	0	0	0	0	263
		Amendment is not in best interests of shareholders	0	3	0	0	0	0	3
		Shortened notice period could disenfranchise shareholders	0	2	0	0	0	0	2
	Amendments to Charter/Bylaw - Bundled								
		No Stated Reason	3	0	0	0	0	0	3
		Amendment is not in best interests of shareholders	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		May be used as anti-takeover device; Insufficient response to shareholder dissent	0	1	0	0	0	0	1
	Repeal of Classified Board								
		No Stated Reason	30	1	0	0	0	0	31
	Restoration of Right to Call a Special Meeting								
		This proposal is the target of a Vote No Campaign.	0	1	0	0	0	0	1
		A 10% threshold for calling a special meeting is appropriate	0	2	0	0	0	0	2
		A 10% threshold for calling a special meeting is appropriate	0	1	0	0	0	0	1
		A 15% threshold for calling a special meeting is appropriate	0	1	0	0	0	0	1
		No Stated Reason	4	0	0	0	0	0	4
		Amendment is not in best interests of shareholders	0	1	0	0	0	0	1
	Restoration of Written Consent								
		No Stated Reason	2	0	0	0	0	0	2
	Technical Amendments to Charter/Bylaw								
		No Stated Reason	1	0	0	0	0	0	1
	Waiving of Mandatory Takeover Requirement								
		No Stated Reason	2	0	0	0	0	0	2
Compensation			3382	807	0	0	7	0	4196

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Adoption of Director Equity Compensation Plan								
		No Stated Reason	1	0	0	0	0	0	1
	Adoption of Employee Stock Purchase Plan								
		No Stated Reason	14	0	0	0	0	0	14
	Adoption of Equity Compensation Plan								
		No Stated Reason	85	0	0	0	0	0	85
		Contains Evergreen Provisions	0	9	0	0	0	0	9
		Contains Evergreen Provisions	0	9	0	0	0	0	9
	Adoption of Restricted Stock Plan								
		No Stated Reason	18	0	0	0	0	0	18
	Adoption of Short Term Incentive Plan								
		No Stated Reason	13	0	0	0	0	0	13
	Advisory Vote on Executive Compensation								
		No Stated Reason	809	1	0	0	0	0	810
		The compensation plan has no ties between compensation and sustainability.	0	150	0	0	0	0	150
		Excessive compensation	0	1	0	0	0	0	1
		Pay for performance disconnect	0	31	0	0	0	0	31

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.; The compensation plan has no ties between compensation and sustainability.	0	38	0	0	0	0	38
		Recommendation on Dissident Card	0	2	0	0	0	0	2
		This proposal is the target of a Vote No Campaign.	0	29	0	0	0	0	29
		The remuneration plan fails 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	19	0	0	0	0	19
		Grants are excessive	0	3	0	0	0	0	3
		Concerning pay practices; Pay for performance disconnect	0	4	0	0	0	0	4
		Concerning pay practices	0	16	0	0	0	0	16
		Grants are excessive; Pay for performance disconnect	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.	0	21	0	0	0	0	21
		Pay for performance disconnect; Concerning pay practices	0	26	0	0	0	0	26
		The remuneration plan fails to incentivize mitigation of climate-related risks.	0	4	0	0	0	0	4
		Concerning pay practices; Grants are excessive	0	3	0	0	0	0	3
		Insufficient response to shareholder dissent; Poor overall design	0	1	0	0	0	0	1
		Poor overall design	0	1	0	0	0	0	1
		Pay for performance disconnect; Poor overall design	0	1	0	0	0	0	1
		The remuneration plan fails to incentivize mitigation of material environmental risks.	0	8	0	0	0	0	8
		Pay for performance disconnect; Grants are excessive	0	3	0	0	0	0	3
		Insufficient response to shareholder dissent	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient response to shareholder dissent; Pay for performance disconnect	0	1	0	0	0	0	1
		Excessive compensation; Concerning pay practices	0	1	0	0	0	0	1
	Advisory Vote on Severance								
		No Stated Reason	6	0	0	0	0	0	6
		Concerning pay practices	0	3	0	0	0	0	3
	Amendment to Director Equity Compensation Plan								
		No Stated Reason	1	0	0	0	0	0	1
	Amendment to Employee Stock Purchase Plan								
		Contains Evergreen Provisions	0	3	0	0	0	0	3
		No Stated Reason	46	0	0	0	0	0	46
	Amendment to Equity Compensation Plan								
		No Stated Reason	163	0	0	0	0	0	163
		Contains Evergreen Provisions	0	3	0	0	0	0	3
		Pace of historical grants; Cost of plan is excessive	0	4	0	0	0	0	4
		Cost of plan is excessive	0	5	0	0	0	0	5
		Grants are excessive	0	1	0	0	0	0	1
		Excessive overhang	0	1	0	0	0	0	1
		Concerning pay practices	0	5	0	0	0	0	5

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		This proposal is the target of a Vote No Campaign.	0	2	0	0	0	0	2
		Plan allows for repricing; Contains Evergreen Provisions	0	2	0	0	0	0	2
	Amendment to Performance Share Plan								
		Amendment is not in best interests of shareholders; Pay for performance disconnect	0	1	0	0	0	0	1
	Amendment to Restricted Stock Plan								
		No Stated Reason	20	0	0	0	0	0	20
	Amendment to Stock Option Plan								
		No Stated Reason	47	0	0	0	0	0	47
		Discretionary adjustments	0	1	0	0	0	0	1
		Short vesting period	0	1	0	0	0	0	1
		Exercise price is too low	0	1	0	0	0	0	1
		Increase is excessive	0	1	0	0	0	0	1
	Bonus								
		No Stated Reason	17	0	0	0	0	0	17
	Capital Proposal to Implement Equity Compensat								
		No Stated Reason	158	0	0	0	0	0	158
		Equity awards to major shareholder	0	2	0	0	0	0	2
		Grants are excessive	0	1	0	0	0	0	1
		Poor overall compensation disclosure	0	11	0	0	0	0	11

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Short vesting period; Not linked to performance	0	1	0	0	0	0	1
		Concerning pay practices; Potential for excessive payouts; Plan is not in best interests of shareholders	0	1	0	0	0	0	1
		Short vesting period	0	3	0	0	0	0	3
		Linked to a plan we do not support	0	1	0	0	0	0	1
	Directors' Fees								
		No Stated Reason	110	0	0	0	0	0	110
		Excessive compensation	0	1	0	0	0	0	1
		Concerning pay practices	0	13	0	0	0	0	13
	Directors' Stock Option Plan								
		No Stated Reason	2	0	0	0	0	0	2
	Employee Incentive Plan								
		No Stated Reason	12	0	0	0	0	0	12
	Issuance of Bonds with Warrants to Employees								
		Concerning pay practices	0	2	0	0	0	0	2
	Misc. Proposal Regarding Compensation								
		No Stated Reason	26	0	0	0	0	0	26
	Non-Executive Remuneration Policy (Forward-Looking)								
		No Stated Reason	349	0	0	0	2	0	351
		Chair fee structure	0	0	0	0	1	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Excessive compensation; Insufficient response to shareholder dissent	0	1	0	0	0	0	1
		Equity awards to major shareholder; Insufficient response to shareholder dissent	0	1	0	0	0	0	1
		Increase is excessive	0	1	0	0	0	0	1
		Concerning pay practices	0	2	0	0	0	0	2
		SPECIFIC PROPOSAL INSTRUCTIONS: PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THIS RESOLUTIONS, ONLY ONE CAN BE SELECTED. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR ONLY 1 OF THE 2 OPTIONS BELOW FOR RESOLUTIONS 005A AND 005B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN.	0	0	0	0	3	0	3
	Remuneration Policy (Forward-Looking)								
		Increase is excessive; Insufficient response to shareholder dissent	0	2	0	0	0	0	2
		No Stated Reason	321	0	0	0	0	0	321

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient response to shareholder dissent; Increase is excessive; Poor overall compensation disclosure	0	1	0	0	0	0	1
		Insufficient response to shareholder dissent; Increase is excessive; Equity awards to major shareholder; Discretionary awards	0	1	0	0	0	0	1
		Equity awards to major shareholder	0	6	0	0	0	0	6
		Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design	0	5	0	0	0	0	5
		Grants are excessive; Excessive compensation	0	1	0	0	0	0	1
		Excessive compensation; Insufficient response to shareholder dissent; Increase is excessive	0	18	0	0	0	0	18
		Poor overall compensation disclosure; Poor overall design	0	1	0	0	0	0	1
		The compensation plan has no ties between compensation and sustainability.	0	7	0	0	0	0	7

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient response to shareholder dissent; Equity awards to major shareholder; Poor disclosure; Poor overall design	0	9	0	0	0	0	9
		Insufficient response to shareholder dissent; Equity awards to major shareholder; Poor disclosure; Poor overall design	0	1	0	0	0	0	1
		Excessive compensation	0	6	0	0	0	0	6
		Concerning pay practices; Potential for excessive payouts; Amendment is not in best interests of shareholders	0	1	0	0	0	0	1
		Poor overall design	0	2	0	0	0	0	2
		Equity awards to major shareholder; Grants are excessive	0	1	0	0	0	0	1
		Insufficient justification for increase	0	1	0	0	0	0	1
		Excessive termination package; Poor overall design	0	1	0	0	0	0	1
		Insufficient response to shareholder dissent	0	1	0	0	0	0	1
		Poor compensation structure/performance conditions; Poor overall compensation disclosure	0	1	0	0	0	0	1
		Increase is excessive	0	6	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Significant maximum opportunity for a future CEO	0	1	0	0	0	0	1
		Compensation policy is not in best interests of shareholders; Potential for excessive payouts	0	2	0	0	0	0	2
		Potential for excessive payouts; Compensation policy is not in best interests of shareholders	0	1	0	0	0	0	1
		Potential for excessive payouts; Poor LTIP structure/disclosure	0	4	0	0	0	0	4
		Compensation policy is not in best interests of shareholders	0	2	0	0	0	0	2
		Potential for excessive payouts; Excessive pension contributions	0	1	0	0	0	0	1
		Increase is excessive; Vesting below median	0	1	0	0	0	0	1
		Insufficient response to shareholder dissent; Poor overall design	0	1	0	0	0	0	1
		Potential for excessive payouts	0	2	0	0	0	0	2
	Remuneration Report (Retrospective)								
		No Stated Reason	722	1	0	0	0	0	723
		Insufficient remuneration consequences	0	1	0	0	0	0	1
		Low alignment with shareholder returns	0	3	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Vesting below median performance	0	0	0	0	1	0	1
		Disclosure concerns; Questionable incentive outcomes	0	2	0	0	0	0	2
		Board assessment of STI payouts following fatalities	0	1	0	0	0	0	1
		Pay for performance disconnect	0	4	0	0	0	0	4
		The compensation plan has no ties between compensation and sustainability.	0	22	0	0	0	0	22
		Concerning pay practices; Pay for performance disconnect	0	2	0	0	0	0	2
		Grants are excessive; Pay for performance disconnect	0	1	0	0	0	0	1
		Recommendation on Dissident card	0	1	0	0	0	0	1
		Concerning pay practices	0	2	0	0	0	0	2
		Insufficient response to shareholder dissent; Excessive compensation; Equity awards to major shareholder; Discretionary awards; Non-executive participation linked to performance	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient response to shareholder dissent; Excessive compensation; Equity awards to major shareholder; Discretionary awards	0	1	0	0	0	0	1
		Equity awards to major shareholder	0	6	0	0	0	0	6
		Poor overall compensation disclosure	0	3	0	0	0	0	3
		Poor overall design; Pay for performance disconnect	0	1	0	0	0	0	1
		Poor overall compensation disclosure; Poor overall design	0	1	0	0	0	0	1
		Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor compensation structure/performance conditions	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
		Excessive compensation	0	3	0	0	0	0	3
		Grants are excessive	0	2	0	0	0	0	2
		Excessive compensation; Insufficient response to shareholder dissent	0	9	0	0	0	0	9

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Excessive compensation; Insufficient response to shareholder dissent; Increase is excessive	0	18	0	0	0	0	18
		Insufficient response to shareholder dissent; Poor overall design; Increase is excessive	0	3	0	0	0	0	3
		Insufficient response to shareholder dissent; Increase is excessive; Poor overall design	0	6	0	0	0	0	6
		Insufficient response to shareholder dissent	0	22	0	0	0	0	22
		Insufficient response to shareholder dissent; Poor overall design; Equity awards to major shareholder; Poor overall compensation disclosure	0	9	0	0	0	0	9
		Insufficient response to shareholder dissent; Discretionary awards; Poor overall design; Poor overall compensation disclosure	0	9	0	0	0	0	9

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient response to shareholder dissent; Poor overall design; Equity awards to major shareholder; Poor overall compensation disclosure	0	1	0	0	0	0	1
		Insufficient response to shareholder dissent; Discretionary awards; Poor overall design; Poor overall compensation disclosure	0	1	0	0	0	0	1
		Increase is excessive; Concerning pay practices; Poor overall design	0	1	0	0	0	0	1
		Excessive termination package	0	10	0	0	0	0	10
		Equity awards to major shareholder; Concerning pay practices	0	1	0	0	0	0	1
		Insufficient response to shareholder dissent; Poor overall design	0	3	0	0	0	0	3
		Disconnect pay and safety performance	0	3	0	0	0	0	3
		Equity awards to major shareholder; Poor overall design	0	1	0	0	0	0	1
		Upward discretion utilised	0	5	0	0	0	0	5
		Discretionary awards	0	3	0	0	0	0	3
		Excessive base salary	0	7	0	0	0	0	7

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Concerning pay practices; Insufficient response to shareholder dissent	0	1	0	0	0	0	1
		Insufficient response to shareholder dissent; Pay for performance disconnect	0	4	0	0	0	0	4
		STI safety component payout; Insufficient response to shareholder dissent	0	1	0	0	0	0	1
		Poor overall design; LTIP not linked to performance	0	1	0	0	0	0	1
		Increase is excessive	0	5	0	0	0	0	5
		Termination indemnity	0	3	0	0	0	0	3
		Poor overall compensation disclosure; Insufficient response to shareholder dissent	0	1	0	0	0	0	1
		Discretionary adjustments	0	1	0	0	0	0	1
		Excessive compensation; Significant one-off award	0	3	0	0	0	0	3
		Employment agreement is excessive	0	3	0	0	0	0	3
		Potentially excessive severance payment made; Disclosure surrounding vesting provisions of Last Mile Incentive Plan for former CEO	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient response to shareholder dissent; Equity awards to major shareholder	0	1	0	0	0	0	1
		Poor health and safety performance	0	1	0	0	0	0	1
		Grants are excessive; Poor LTIP structure/disclosure	0	4	0	0	0	0	4
		Discretionary awards; Excessive termination package; Equity awards to major shareholder	0	3	0	0	0	0	3
		Insufficient response to shareholder dissent; Poor overall compensation disclosure	0	1	0	0	0	0	1
		Vesting below median; Unchallenging vesting conditions	0	1	0	0	0	0	1
		Potential for excessive payouts	0	1	0	0	0	0	1
		Insufficient recruitment awards disclosure	0	1	0	0	0	0	1
		Significant base salary on appointment	0	1	0	0	0	0	1
	Say When on Pay								
		No Stated Reason	34	3	0	0	0	0	37
		An annual advisory vote on executive compensation is in the best interests of shareholders	0	28	0	0	0	0	28
		Annual advisory is in the best interests of shareholders.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Statutory Auditors' Fees								
		No Stated Reason	18	0	0	0	0	0	18
	Stock Option Grants								
		No Stated Reason	66	0	0	0	0	0	66
		Disclosure concerns; Questionable incentive outcomes	0	2	0	0	0	0	2
		Excessively dilutive	0	5	0	0	0	0	5
		This proposal is the target of a Vote No Campaign.	0	2	0	0	0	0	2
	Stock Option Plan								
		No Stated Reason	92	0	0	0	0	0	92
		Poor overall design; Change of control provision	0	1	0	0	0	0	1
		Change of control provision; Not linked to performance	0	1	0	0	0	0	1
		Grants are excessive; Share price hurdle	0	1	0	0	0	0	1
		Concerning pay practices	0	2	0	0	0	0	2
	Stock Option Plan for Overseas Employees								
		No Stated Reason	8	0	0	0	0	0	8
	Stock Purchase Plan								
		No Stated Reason	215	0	0	0	0	0	215
		Potential dilution exceeds recommended threshold	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Significant shareholder can deny offers	0	4	0	0	0	0	4
		No Stated Reason	2	0	0	0	0	0	2
SHP: Compensation			103	83	0	0	0	0	186
	SHP Advisory Vote on Compensation Report (Say on								
		No Stated Reason	1	0	0	0	0	0	1
	SHP Recoupment of Unearned Bonuses (Clawback								
		No Stated Reason	0	12	0	0	0	0	12
	SHP regarding Change/Opposition to Director Compe								
		The increase in directors' fees is reasonable given the expected increase in the number of directors	0	1	0	0	0	0	1
		No Stated Reason	7	0	0	0	0	0	7
	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	46	0	0	0	0	46
		No Stated Reason	27	0	0	0	0	0	27
	SHP Regarding Linking Executive Pay to Social Criteri								
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	27	0	0	0	0	0	27

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	2	7	0	0	0	0	9
	SHP regarding Misc. Compensation								
	SHP Regarding Misc. Compensation								
		No Stated Reason	19	0	0	0	0	0	19
		No Stated Reason	20	0	0	0	0	0	20
	SHP Regarding Report on Ratio Between CEO and Empl								
		No Stated Reason	0	16	0	0	0	0	16
	SHP Regarding Restricting Executive Compensation								
		Could better align executive and shareholder interests	0	1	0	0	0	0	1
SHP: Environment			208	216	0	0	0	0	424
	Shareholder Proposal Regarding Say on Climate								
		This is a Say-On-Climate Proposal.	16	0	0	0	0	0	16
		There are no net zero targets.	1	0	0	0	0	0	1
	SHP Regarding Bioengineering / Nanotechnology Safety								
		No Stated Reason	0	3	0	0	0	0	3
	SHP Regarding Climate Lobbying								
		No Stated Reason	22	0	0	0	0	0	22
	SHP Regarding Environmental Report								
		Supporting this proposal is in the best interests of shareholders.	0	96	0	0	0	0	96
		No Stated Reason	18	0	0	0	0	0	18

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Formation of Environmental/Social Commit								
		No Stated Reason	0	2	0	0	0	0	2
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	16	0	0	0	0	0	16
	SHP Regarding Misc. Energy/Environmental Issues								
		Supporting this proposal is in the best interests of shareholders.	0	1	0	0	0	0	1
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	2	0	0	0	0	0	2
		No Stated Reason	24	0	0	0	0	0	24
	SHP Regarding Misc. Environmental Issue								
		No Stated Reason	0	17	0	0	0	0	17
	SHP Regarding Phase out of Nuclear Power								
		No Stated Reason	0	1	0	0	0	0	1
	SHP Regarding Report on Antibiotics in Animal Agricult								
		No Stated Reason	0	2	0	0	0	0	2
	SHP Regarding Report/Action on Climate Change								
		No Stated Reason	84	0	0	0	0	0	84
		Supporting this proposal is in the best interests of shareholders.	0	61	0	0	0	0	61

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Disclosure of financed emissions could allow shareholders to understand the Company's exposure to climate-related financing risks	0	1	0	0	0	0	1
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	12	0	0	0	0	0	12
	SHP Regarding Reporting and Reducing Greenhouse Gas Em								
		No Stated Reason	0	31	0	0	0	0	31
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	4	0	0	0	0	0	4
	SHP Regarding Sustainability or Environmental Reports								
		No Stated Reason	9	0	0	0	0	0	9
		Supporting this proposal is in the best interests of shareholders.	0	1	0	0	0	0	1
<i>SHP: Governance</i>			236	400	0	0	26	0	662
	SHP Regarding Additional or Amended Shareholder Propos								
		Granting unfettered discretion is unwise	0	1	0	0	4	0	5
		Details not disclosed in advance of meeting	0	0	0	0	2	0	2
	SHP Regarding Amendments to Company Goals/Purpose								
		No Stated Reason	3	0	0	0	0	0	3
	SHP Regarding Board Composition								

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Operating and/or stock-price underperformance; Entrenched board in need of fresh perspective	0	8	0	0	0	0	8
		Recommendation on Dissident card	0	11	0	0	0	0	11
		No Stated Reason	13	0	0	0	0	0	13
		Dissident nominee (s) add requisite experience to board	0	3	0	0	0	0	3
		Industry Experience (Preferred Candidate)	0	1	0	0	0	0	1
	SHP Regarding Eliminating Supermajority Provisions								
		No Stated Reason	19	0	0	0	0	0	19
		Supermajority vote requirements can impede shareholders' ability to approve ballot items that are in their interests	0	11	0	0	11	0	22
	SHP Regarding Facilitation of Shareholder Proposals								
		The shareholder proposal process is best facilitated through regulatory changes.	0	12	0	0	0	0	12
		No Stated Reason	0	2	0	0	0	0	2
	SHP Regarding Improving in Disclosure								
		No Stated Reason	0	7	0	0	0	0	7
	SHP Regarding Increase in Dividend/Redistribution of Pr								
		No Stated Reason	6	0	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Independent Board Chairman/Separation o								
		No Stated Reason	3	0	0	0	0	0	3
		A non-executive chair is better able to oversee the executives of a company and set a pro-shareholder agenda	0	20	0	0	0	0	20
		An independent chair is better able to oversee the executives of a company and set a pro-shareholder agenda	0	68	0	0	0	0	68
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	3	0	0	0	0	0	3
		Separation of chair and CEO roles can better create a thoughtful and dynamic board not dominated by the views of a CEO	0	1	0	0	0	0	1
	SHP Regarding Limit Board Term								
		No Stated Reason	1	0	0	0	0	0	1
	SHP Regarding Limit on Board Memberships								
		No Stated Reason	2	0	0	0	0	0	2
	SHP Regarding Majority Vote for Election of Directors								
		Adoption could promote board accountability and ensure responsiveness to shareholder concerns	0	3	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Adoption could promote board accountability and ensure responsiveness to shareholder concerns	0	35	0	0	0	0	35
	SHP Regarding Misc. Auditor Issue								
		No Stated Reason	3	0	0	0	0	0	3
	SHP Regarding Misc. Board Issue								
		No Stated Reason	6	0	0	0	0	0	6
	SHP Regarding Misc. Board/Shareholder Rights Iss								
		Adoption of this proposal may provide shareholders with more clarity concerning how different classes of shareholders have cast their votes	0	20	0	0	0	0	20
		No Stated Reason	10	0	0	0	0	0	10
		Recently-adopted derivative suit provisions are contrary to shareholders interests	0	7	0	0	0	0	7
		Adoption would ensure shareholders are consulted before their rights are limited	0	14	0	0	0	0	14
	SHP Regarding Misc. Capital Issue								
		No Stated Reason	4	0	0	0	0	0	4

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Excess cash reserves; Proposal is not overly prescriptive	0	1	0	0	0	0	1
	SHP Regarding Misc. Governance Issue								
		No Stated Reason	12	0	0	0	0	0	12
	SHP Regarding Misc. Issue								
		No Stated Reason	60	0	0	0	0	0	60
	SHP Regarding Misc. Meeting/Voting Issue								
		No Stated Reason	17	0	0	0	0	0	17
		Current Articles are unnecessarily restrictive	0	1	0	0	0	0	1
	SHP Regarding Recapitalization								
		Allowing one vote per share generally operates as a safeguard for common shareholders	0	35	0	0	0	0	35
	SHP Regarding Reincorporation								
		Potential benefits outweigh costs	0	6	0	0	0	0	6
	SHP Regarding Removal of Director(s)								
		No Stated Reason	3	0	0	0	0	0	3
	SHP Regarding Right to Act by Written Consent								
		Shareholder action by written consent enables shareholders to take action on important issues that arise between annual meetings	0	18	0	0	0	0	18

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	10	0	0	0	0	0	10
	SHP Regarding Right to Call a Special Meeting								
		Existing special meeting right is overly onerous	0	28	0	0	0	0	28
		A 10% threshold for calling a special meeting is appropriate	0	42	0	0	1	0	43
		No Stated Reason	43	0	0	0	0	0	43
		A 15% threshold for calling a special meeting is appropriate	0	14	0	0	0	0	14
	SHP Regarding Special Audit								
		No Stated Reason	2	0	0	0	0	0	2
	SHP Regarding the Declassification of the Board								
		The annual election of directors provides maximum accountability of directors to shareholders	0	17	0	0	8	0	25
SHP: Misc			62	6	0	0	7	0	75
	SHP Regarding Repeal of Bylaw Amendments								
		Reasonable in view of governance concerns	0	2	0	0	0	0	2
	SHP: Misc. Issues								
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	41	0	0	0	0	0	41
		No Stated Reason	21	0	0	0	0	0	21

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Additional disclosure could help mitigate regulatory and reputational risks	0	4	0	0	0	0	4
		Not a matter that should be determined by shareholders	0	0	0	0	7	0	7
SHP: Social			605	315	0	0	0	0	920
	SHP Regarding Animal Welfare								
		No Stated Reason	0	16	0	0	0	0	16
	SHP Regarding Firearms								
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	12	0	0	0	0	0	12
	SHP Regarding Human Capital Management								
		No Stated Reason	0	4	0	0	0	0	4
	SHP Regarding Misc. Human Capital Management								
		Additional, independent scrutiny on the Company's working conditions is warranted	0	17	0	0	0	0	17
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	108	0	0	0	0	0	108
		No Stated Reason	26	0	0	0	0	0	26
		Proposal withdrawn by proponent	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Additional disclosure could allow shareholders to understand how the Company is mitigating HCM-related risks	0	1	0	0	0	0	1
		Supporting this proposal is in the best interests of shareholders.	0	7	0	0	0	0	7
		Enhanced disclosure would allow shareholders a better understanding of the Company's diversity considerations and initiatives	0	1	0	0	0	0	1
		Reporting will better allow shareholders to understand how issues of discrimination and harassment are being managed	0	5	0	0	0	0	5
		An independent review of safety could benefit shareholders and stakeholders	0	1	0	0	0	0	1
	SHP Regarding Misc. Labor Issues/Policies								
		No Stated Reason	0	2	0	0	0	0	2
	SHP Regarding Misc. Nuclear Issue								
		No Stated Reason	4	0	0	0	0	0	4
	SHP Regarding Misc. Social Issue								
		No Stated Reason	70	0	0	0	0	0	70

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Supporting this proposal is in the best interests of shareholders.	0	70	0	0	0	0	70
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	218	0	0	0	0	0	218
		Adoption of this proposal could provide decision-useful information for investors	0	1	0	0	0	0	1
		Additional disclosure on the Company's efforts to address hate speech on its platforms is warranted	0	18	0	0	0	0	18
		Adoption of proposal provide shareholders assurance that the Company is managing associated risks	0	18	0	0	0	0	18
		Additional disclosure could provide shareholders with a better basis to understand risks	0	18	0	0	0	0	18
	SHP Regarding Pregnancy/Abortion Issues								
		No Stated Reason	0	9	0	0	0	0	9
	SHP Regarding Racial Equity Audit								
		No Stated Reason	0	37	0	0	0	0	37
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	8	0	0	0	0	0	8

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Report on EEO								
		Requested reporting provide shareholders with standardized and comparable information concerning a company's workforce diversity	0	19	0	0	0	0	19
	SHP Regarding Reporting on Company's Compliance with I								
		Adoption could help mitigate salient human rights-related risks	0	1	0	0	0	0	1
		Supporting this proposal is in the best interests of shareholders.	0	14	0	0	0	0	14
		No Stated Reason	62	0	0	0	0	0	62
		An independent review of human rights considerations in advertising could benefit shareholders	0	15	0	0	0	0	15
		Adoption of policy could help mitigate human rights related risks	0	6	0	0	0	0	6
	SHP Regarding Reviewing Charitable Spending								
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	63	0	0	0	0	0	63
	SHP Regarding Reviewing Political Spending or Lobbying								
		No Stated Reason	34	0	0	0	0	0	34

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's political spending	0	18	0	0	0	0	18
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities	0	12	0	0	0	0	12
	SHP Regarding Tobacco/Alcohol								
		No Stated Reason	0	3	0	0	0	0	3

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			34199	29	2	0	0	0	0	34230
Audit/Financials			3477	0	0	0	0	0	0	3477
	Accounts and Reports (Bundled Issues)									
		No Stated Reason	95	0	0	0	0	0	0	95
	Allocation of Profits/Dividends									
		No Stated Reason	682	0	0	0	0	0	0	682
	Appointment of Auditor									
		No Stated Reason	452	0	0	0	0	0	0	452
		The auditor's tenure is excessive.	27	0	0	0	0	0	0	27

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The auditor's tenure is excessive.								
		According to the Ballot Distributor you can only vote FOR or ABSTAIN on this agenda item. Therefore the policy was changed from Against to Abstain and the vote decision was changed to ABSTAIN.	1	0	0	0	0	0	0	1
	Appointment of Auditor and Authority to Set Fees									
		The auditor's tenure is excessive.	26	0	0	0	0	0	0	26
		No Stated Reason	29	0	0	0	0	0	0	29
	Appointment of Special Auditor									
		No Stated Reason	226	0	0	0	0	0	0	226
	Approval of Non-Financial Reports									
		No Stated Reason	48	0	0	0	0	0	0	48
	Authority to Set Auditor's Fees									
		No Stated Reason	134	0	0	0	0	0	0	134
	Bonus Dividend/Bonus Share Issue									
		No Stated Reason	15	0	0	0	0	0	0	15
	Financial Statements									
		No Stated Reason	504	0	0	0	0	0	0	504
	Ratification of Alternate Auditor									
		No Stated Reason	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Ratification of Auditor									
		No Stated Reason	355	0	0	0	0	0	0	355
		The auditor's tenure is excessive.	856	0	0	0	0	0	0	856
		Recommendation on Dissident Card	2	0	0	0	0	0	0	2
	Stock Dividend/Dividend Reinvestment									
		No Stated Reason	24	0	0	0	0	0	0	24
Board Related			20785	23	0	0	0	0	0	20808
	Approve Special Auditor's Report									
		No Stated Reason	90	0	0	0	0	0	0	90
		Insufficient justification; Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Poor disclosure	9	0	0	0	0	0	0	9
		Insufficient response to shareholder dissent; Poor disclosure	1	0	0	0	0	0	0	1
	Board Size									
		No Stated Reason	39	0	0	0	0	0	0	39
	Board Spill									
		No Stated Reason	7	0	0	0	0	0	0	7
	Board Term Length									
		No Stated Reason	5	0	0	0	0	0	0	5
	Change in Board Size									

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	3	0	0	0	0	0	0	3
	Director & Officer Liability/Indemnification									
		Not in shareholders' best interests	15	0	0	0	0	0	0	15
		Amendment is not in best interests of shareholders	62	0	0	0	0	0	0	62
	Election of Alternate Statutory Auditor									
		No Stated Reason	33	0	0	0	0	0	0	33
	Election of Board Committee Members									
		No Stated Reason	123	0	0	0	0	0	0	123
		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
		Audit committee chair not independent	3	0	0	0	0	0	0	3
		Insufficient audit committee independence	1	0	0	0	0	0	0	1
	Election of Board Member(s) During a Contested Election –									
		Lengthy board tenure; Associations with CEO; Limited sector expertise	2	0	0	0	0	0	0	2
		Weak succession planning; Weak talent development; Questionable executive contract	2	0	0	0	0	0	0	2
		Significant strategic, operational, TSR and corporate governance concerns	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	17	0	0	0	0	0	0	17
		Other unique issue	7	0	0	0	0	0	0	7
		Board is not sufficiently independent	27	0	0	0	0	0	0	27
		Vote no campaign; Other governance issue	1	0	0	0	0	0	0	1
		Affiliate/Insider on audit committee; Board is not sufficiently independent	2	0	0	0	0	0	0	2
		The nominee is an executive of a public company and sits on more than two public company boards or the nominee is not an executive of a public company and sits on more than five public company boards.	90	0	0	0	0	0	0	90
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.	27	0	0	0	0	0	0	27

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Multi-class share structure with unequal voting rights	19	0	0	0	0	0	0	19
		The nominee serves as Chair of the board of a tier 1 or 2 company which does not have net zero targets.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.	38	0	0	0	0	0	0	38
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR. According to the Ballot Distributor you can only vote FOR or ABSTAIN on this agenda item. Therefore the policy was changed from Against to Abstain and the vote decision was changed to ABSTAIN.	9	0	0	0	0	0	0	9
		The nominee serves as Chair of the board of a tier 1 or 2 company which does not have net zero targets.	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
		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 is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	394	0	0	0	0	0	0	394
		CFO on board	16	0	0	0	0	0	0	16
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.	21	0	0	0	0	0	0	21
		The nominee serves on the nominating and/or governance committee and the company have insufficient oversight of E&S issues.	34	0	0	0	0	0	0	34

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The nominee serves on the ESG committee and the company does not report to SASB.	1	0	0	0	0	0	0	1
		The nominee serves on the ESG committee and the company does not report to SASB.	140	0	0	0	0	0	0	140
		The nominee serves on the ESG committee and the company does not report to SASB.								
		According to the Ballot Distributor you can only vote FOR or ABSTAIN on this agenda item. Therefore the policy was changed from Against to Abstain and the vote decision was changed to ABSTAIN.	7	0	0	0	0	0	0	7

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee serves on the ESG committee and the company does not report to SASB.								
		According to the Ballot Distributor you can only vote FOR or ABSTAIN on this agenda item. Therefore the policy was changed from Against to Abstain and the vote decision was changed to ABSTAIN.	1	0	0	0	0	0	0	1
		Other compensation issues	3	0	0	0	0	0	0	3
		Ongoing compensation concerns	22	0	0	0	0	0	0	22
		Ongoing compensation concerns; Related party transactions disclosure concern	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the ESG committee and the company does not report to SASB.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	12	0	0	0	0	0	0	12
		The nominee is an executive of a public company and sits on more than two public company boards or the nominee is not an executive of a public company and sits on more than five public company boards.; The nominee serves on the ESG committee and the company does not report to SASB.	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee is an executive of a public company and sits on more than two public company boards or the nominee is not an executive of a public company and sits on more than five public company boards.; The nominee serves on the ESG committee and the company does not report to SASB.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	1	0	0	0	0	0	0	1
		Serves on too many boards	83	0	0	0	0	0	0	83
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The nominee is an executive of a public company and sits on more than two public company boards or the nominee is not an executive of a public company and sits on more than five public company boards.	1	0	0	0	0	0	0	1
		Affiliate/Insider on nominating/governance committee	11	0	0	0	0	0	0	11

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Affiliate/Insider on audit committee	32	0	0	0	0	0	0	32
		Ongoing compensation concerns; Insufficient response to shareholder dissent	7	0	0	0	0	0	0	7
		Less than 75% Attendance	44	0	0	0	0	0	0	44
		Affiliate/Insider on compensation committee	20	0	0	0	0	0	0	20
		Major shareholder pact is disproportionately represented; Other governance issue	1	0	0	0	0	0	0	1
		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	7	0	0	0	0	0	0	7

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee is an executive of a public company and sits on more than two public company boards or the nominee is not an executive of a public company and sits on more than five public company boards.	4	0	0	0	0	0	0	4
		Other governance issue	20	0	0	0	0	0	0	20
		Audit committee chair not independent; Insufficient audit committee independence; Professional Services Relationship	1	0	0	0	0	0	0	1
		Insufficient gender diversity/no diversity policy	6	0	0	0	0	0	0	6
		Audit committee chair not independent	1	0	0	0	0	0	0	1
		Insufficient gender diversity/no diversity policy; Policy exemption of extensive strategic shareholdings due to established target and/or meeting minimum ROE requirements	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee is an executive of a public company and sits on more than two public company boards or the nominee is not an executive of a public company and sits on more than five public company boards.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	7	0	0	0	0	0	0	7
		Insufficient audit committee independence	1	0	0	0	0	0	0	1
		Related party transactions	2	0	0	0	0	0	0	2
		Professional Services Relationship	1	0	0	0	0	0	0	1
		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	1	0	0	0	0	0	0	1
		Extensive strategic shareholdings	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
		Board level diversity demographic information not fully disclosed	66	0	0	0	0	0	0	66
		Auditor not up for ratification	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.	56	0	0	0	0	0	0	56
		Insufficient information provided	1	0	0	0	0	0	0	1
		Insufficient board gender diversity	7	0	0	0	0	0	0	7
		The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	14	0	0	0	0	0	0	14
		Proposal withdrawn	11	0	0	0	0	0	0	11

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		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 and the company does not report to SASB.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	5	0	0	0	0	0	0	5
		This proposal is the target of a Vote No Campaign.	94	0	0	0	0	0	0	94

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		<p>The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.</p>	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee serves on the ESG committee and the company does not report to SASB.; 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
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee serves on the ESG committee and the company does not report to SASB.	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee serves on the ESG committee and the company does not report to SASB.	9	0	0	0	0	0	0	9
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	3	0	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; 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 is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	15	0	0	0	0	0	0	15
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.	104	0	0	0	0	0	0	104
		Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee	11	0	0	0	0	0	0	11

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	1	0	0	0	0	0	0	1
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; 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 nominating and/or governance committee and the company have insufficient oversight of E&S issues.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	15	0	0	0	0	0	0	15
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee serves on the nominating and/or governance committee and the company have insufficient oversight of E&S issues.	6	0	0	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		<p>The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.;</p> <p>The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.;</p> <p>The nominee serves on the nominating and/or governance committee and the company have insufficient oversight of E&S issues.;</p> <p>The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.</p>	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the company have insufficient oversight of E&S issues.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	4	0	0	0	0	0	0	4
		Concerning pay practices; Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1
		Adopted forum selection clause in past year w/o shareholder approval	8	0	0	0	0	0	0	8
		Board level diversity demographic information not fully disclosed; Multi-class share structure with unequal voting rights	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	10	0	0	0	0	0	0	10
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee serves on the ESG committee and the company does not report to SASB.	2	0	0	0	0	0	0	2
		Board level diversity demographic information not fully disclosed; Insufficient disclosure of board diversity and policies; Multi-class share structure with unequal voting rights	4	0	0	0	0	0	0	4

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee while the average board tenure is excessive and there has been an insufficient number of new members elected to the board in the past 5 years.	2	0	0	0	0	0	0	2
		The nominee serves on the nominating and/or governance committee while the average board tenure is excessive and there has been an insufficient number of new members elected to the board in the past 5 years.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		<p>The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.;</p> <p>The nominee serves on the nominating and/or governance committee and the company have insufficient oversight of E&S issues.;</p> <p>The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.</p>	18	0	0	0	0	0	0	18

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the company have insufficient oversight of E&S issues.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	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.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	17	0	0	0	0	0	0	17

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		<p>The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; 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 and the company does not report to SASB.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.</p>	6	0	0	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		<p>The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; 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 and the company does not report to SASB.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.</p>	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; This proposal is the target of a Vote No Campaign.	4	0	0	0	0	0	0	4
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; This proposal is the target of a Vote No Campaign.	3	0	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The nominee serves on the ESG committee and the company does not report to SASB.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	1	0	0	0	0	0	0	1
		Material weakness	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves as Chair of the board of a tier 1 or 2 company which does not have net zero targets.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; 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 is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	1	0	0	0	0	0	0	1
		The nominee serves on the ESG committee and the company does not report to SASB.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; 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 is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	59	0	0	0	0	0	0	59
		Affiliate/Insider on audit committee; Affiliate/Insider on nominating/governance committee	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; 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 is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	9	0	0	0	0	0	0	9
		Insufficient board gender diversity; Multi-class share structure with unequal voting rights	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee serves on the ESG committee and the company does not report to SASB.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	3	0	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		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 nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	4	0	0	0	0	0	0	4
		This proposal is the target of a Vote No Campaign. The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.	3	0	0	0	0	0	0	3
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; 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

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; 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
		The nominee serves on the ESG committee of a tier 3 company and the company does not report to SASB.	8	0	0	0	0	0	0	8
		Did not implement SHP passed by a majority of unaffiliated shareholders; Multi-class share structure with unequal voting rights	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Concerning pay practices	3	0	0	0	0	0	0	3
		Affiliate/Insider on audit committee; Board is not sufficiently independent; Affiliate/Insider on nominating/governance committee	1	0	0	0	0	0	0	1
		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.	2	0	0	0	0	0	0	2
		Adopted forum selection clause in past year w/o shareholder approval; Board level diversity demographic information not fully disclosed	16	0	0	0	0	0	0	16

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; The 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.	4	0	0	0	0	0	0	4
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	11	0	0	0	0	0	0	11

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Retirement policy waiver concern; Shareholder proponent not disclosed	1	0	0	0	0	0	0	1
		The nominee serves on the ESG committee and the company does not report to SASB.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	1	0	0	0	0	0	0	1
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.	17	0	0	0	0	0	0	17

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; 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 and the company does not report to SASB.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	1	0	0	0	0	0	0	1
		Affiliate/Insider on compensation committee; Board is not sufficiently independent	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee 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.	2	0	0	0	0	0	0	2
		No independent lead or presiding director	2	0	0	0	0	0	0	2
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The nominee serves on the ESG committee and the company does not report to SASB.	2	0	0	0	0	0	0	2
		Affiliate/Insider on audit committee; Affiliate/Insider on compensation committee	19	0	0	0	0	0	0	19
		Climate-related concerns	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The 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 is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; This proposal is the target of a Vote No Campaign.	12	0	0	0	0	0	0	12
		IPO governance concerns	6	0	0	0	0	0	0	6
		IPO governance concerns; Multi-class share structure with unequal voting rights	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; The nominee serves on the nominating and/or governance committee while the average board tenure is excessive and there has been an insufficient number of new members elected to the board in the past 5 years.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	3	0	0	0	0	0	0	3
		Insufficient board level oversight of environmental and social issues; Multi-class share structure with unequal voting rights	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.; This proposal is the target of a Vote No Campaign.	6	0	0	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Election of Directors (Management Board)									
		No Stated Reason	31	0	0	0	0	0	0	31
	Election of Non-Management Nominee									
		Alternate nominee preferred	1	0	0	0	0	0	0	1
		No Stated Reason	58	0	0	0	0	0	0	58
	Election of Non-Principal Members (Chairman, alternat									
		No Stated Reason	29	0	0	0	0	0	0	29
	Election of Shareholder or Institutional Investor Slate									
		No Stated Reason	16	14	0	0	0	0	0	30
	Election of Shareholder Representatives									
		The nominee serves on the ESG committee and the company does not report to SASB.	2	0	0	0	0	0	0	2
		No Stated Reason	29	0	0	0	0	0	0	29
	Election of Statutory Auditor Slate									
		No Stated Reason	12	7	0	0	0	0	0	19

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		<p>SPECIFIC PROPOSAL INSTRUCTIONS:</p> <p>PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THIS RESOLUTIONS, ONLY ONE CAN BE SELECTED. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR ONLY 1 OF THE 2 OPTIONS BELOW FOR RESOLUTIONS 011A AND 011B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN -> ABSTAIN</p>	0	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		SPECIFIC PROPOSAL INSTRUCTIONS: PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THIS RESOLUTIONS, ONLY ONE CAN BE SELECTED. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR ONLY 1 OF THE 2 OPTIONS BELOW FOR RESOLUTIONS 012A AND 012B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN -> ABSTAIN	0	1	0	0	0	0	0	1
Election of Statutory Auditors										
		No Stated Reason	81	0	0	0	0	0	0	81
		Statutory auditor board is not sufficiently independent	19	0	0	0	0	0	0	19
		Statutory auditor board is not sufficiently independent; Professional Services Relationship	1	0	0	0	0	0	0	1
		Beneficial owner on audit committee; Statutory auditor board is not sufficiently independent	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
Election of Supervisory Board										
		No Stated Reason	421	0	0	0	0	0	0	421
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	6	0	0	0	0	0	0	6
		Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee	4	0	0	0	0	0	0	4
		The nominee is an executive of a public company and sits on more than two public company boards or the nominee is not an executive of a public company and sits on more than five public company boards.	4	0	0	0	0	0	0	4
		Less than 75% Attendance	1	0	0	0	0	0	0	1
		Serves on too many boards	5	0	0	0	0	0	0	5
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the ESG committee and the company does not report to SASB.	28	0	0	0	0	0	0	28
		Board level diversity demographic information not fully disclosed	1	0	0	0	0	0	0	1
	Election of the Chair of Statutory Auditors									
		No Stated Reason	3	0	0	0	0	0	0	3
	Misc. Management Proposal Regarding Board									
		Potential conflict of interests	2	0	0	0	0	0	0	2
		No Stated Reason	2	0	0	0	0	0	0	2
	Post-Employment /Severance Agreements									
		No Stated Reason	6	0	0	0	0	0	0	6
	Ratification of Board Acts - Legal									
		No Stated Reason	1382	0	0	0	0	0	0	1382
		Poor disclosure regarding Russian operations	1	0	0	0	0	0	0	1
		Oversight failure/internal control concerns	2	0	0	0	0	0	0	2
	Ratification of Co-Option of a Director									
		No Stated Reason	67	0	0	0	0	0	0	67
		Affiliate/Insider on compensation committee; Board is not sufficiently independent; Affiliate/Insider on nominating/governance committee	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Ratification of Management Acts - Legal									
		No Stated Reason	563	0	0	0	0	0	0	563
		Ongoing investigations	13	0	0	0	0	0	0	13
	Related Party Transactions									
		No Stated Reason	20	0	0	0	0	0	0	20
	Removal/Resignation of Director									
		No Stated Reason	1	0	0	0	0	0	0	1
Capital Management			2105	0	0	0	0	0	0	2105
	Amendment to Authorized Common Stock									
		No Stated Reason	2	0	0	0	0	0	0	2
	Amendment to Borrowing Powers									
		No Stated Reason	7	0	0	0	0	0	0	7
	Amendment to Par Value									
		No Stated Reason	3	0	0	0	0	0	0	3
	Authority to Increase Capital in Case of Exchange Offers (Fr									
		No Stated Reason	17	0	0	0	0	0	0	17
		Potential dilution exceeds recommended threshold	11	0	0	0	0	0	0	11
		May be used as anti-takeover device; Potential dilution exceeds recommended threshold	1	0	0	0	0	0	0	1
		Debt amounts not disclosed	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Authority to Increase Capital in Consideration for Contribut									
		No Stated Reason	68	0	0	0	0	0	0	68
		Potential dilution exceeds recommended threshold	17	0	0	0	0	0	0	17
		May be used as anti-takeover device; Potential dilution exceeds recommended threshold	1	0	0	0	0	0	0	1
		Debt amounts not disclosed	2	0	0	0	0	0	0	2
	Authority to Issue Preferred Stock									
		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	31	0	0	0	0	0	0	31
	Authority to Issue Shares and Convertible Debt w/ Preempti									
		No Stated Reason	109	0	0	0	0	0	0	109
		May be used as anti-takeover device	1	0	0	0	0	0	0	1
		Debt amounts not disclosed	3	0	0	0	0	0	0	3
	Authority to Issue Shares and Convertible Debt w/o Preemp									
		No Stated Reason	154	0	0	0	0	0	0	154
		Potential dilution exceeds recommended threshold	35	0	0	0	0	0	0	35

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	220	0	0	0	0	0	0	220
	Increase in Authorized Capital									
		No Stated Reason	182	0	0	0	0	0	0	182
		May be used as anti-takeover device	1	0	0	0	0	0	0	1
	Increase in Authorized Common Stock									
		No Stated Reason	6	0	0	0	0	0	0	6
		Sufficient shares available	3	0	0	0	0	0	0	3
		Requested increase is excessive	1	0	0	0	0	0	0	1
	Increase in Authorized Preferred Stock									
		Disproportionate increase of non-voting share class	1	0	0	0	0	0	0	1
	Increase in/Authorization of Dual Class Stock									
		Sufficient shares available	1	0	0	0	0	0	0	1
	Increase in/Authorization of Preferred Stock									
		Blank check authority	1	0	0	0	0	0	0	1
	Issuance of Common Stock									
		No Stated Reason	2	0	0	0	0	0	0	2
	Issuance of Convertible Debt Instruments									
		No Stated Reason	4	0	0	0	0	0	0	4
	Issuance of Debt Instruments									
		No Stated Reason	13	0	0	0	0	0	0	13
	Issuance of Repurchased Shares									

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	18	0	0	0	0	0	0	18
	Amend Articles, Constitution, Bylaws - Bundled									
		No Stated Reason	132	0	0	0	0	0	0	132
		Insufficient information provided	1	0	0	0	0	0	0	1
		Amendment is not in best interests of shareholders	2	0	0	0	0	0	0	2
	Amendment to Poison Pill									
		No Stated Reason	2	0	0	0	0	0	0	2
	Amendment to Shareholder Rights' Plan									
		No Stated Reason	5	0	0	0	0	0	0	5
		Not in shareholders' best interests	1	0	0	0	0	0	0	1
	Amendments to Articles (Technical)									
		No Stated Reason	198	0	0	0	0	0	0	198
	Amendments to Articles, Constitution, Bylaws									
		No Stated Reason	263	0	0	0	0	0	0	263
		Amendment is not in best interests of shareholders	3	0	0	0	0	0	0	3
		Shortened notice period could disenfranchise shareholders	2	0	0	0	0	0	0	2
	Amendments to Charter/Bylaw - Bundled									
		No Stated Reason	3	0	0	0	0	0	0	3
		Amendment is not in best interests of shareholders	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
	Adoption of Director Equity Compensation Plan									
		No Stated Reason	1	0	0	0	0	0	0	1
	Adoption of Employee Stock Purchase Plan									
		No Stated Reason	14	0	0	0	0	0	0	14
	Adoption of Equity Compensation Plan									
		No Stated Reason	85	0	0	0	0	0	0	85
		Contains Evergreen Provisions	9	0	0	0	0	0	0	9
		Contains Evergreen Provisions	9	0	0	0	0	0	0	9
	Adoption of Restricted Stock Plan									
		No Stated Reason	18	0	0	0	0	0	0	18
	Adoption of Short Term Incentive Plan									
		No Stated Reason	13	0	0	0	0	0	0	13
	Advisory Vote on Executive Compensation									
		No Stated Reason	810	0	0	0	0	0	0	810
		The compensation plan has no ties between compensation and sustainability.	150	0	0	0	0	0	0	150
		Excessive compensation	1	0	0	0	0	0	0	1
		Pay for performance disconnect	31	0	0	0	0	0	0	31

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.; The compensation plan has no ties between compensation and sustainability.	38	0	0	0	0	0	0	38
		Recommendation on Dissident Card	2	0	0	0	0	0	0	2
		This proposal is the target of a Vote No Campaign.	29	0	0	0	0	0	0	29
		The remuneration plan fails 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.	19	0	0	0	0	0	0	19
		Grants are excessive	3	0	0	0	0	0	0	3
		Concerning pay practices; Pay for performance disconnect	4	0	0	0	0	0	0	4
		Concerning pay practices	16	0	0	0	0	0	0	16
		Grants are excessive; Pay for performance disconnect	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.	21	0	0	0	0	0	0	21
		Pay for performance disconnect; Concerning pay practices	26	0	0	0	0	0	0	26
		The remuneration plan fails to incentivize mitigation of climate-related risks.	4	0	0	0	0	0	0	4
		Concerning pay practices; Grants are excessive	3	0	0	0	0	0	0	3
		Insufficient response to shareholder dissent; Poor overall design	1	0	0	0	0	0	0	1
		Poor overall design	1	0	0	0	0	0	0	1
		Pay for performance disconnect; Poor overall design	1	0	0	0	0	0	0	1
		The remuneration plan fails to incentivize mitigation of material environmental risks.	8	0	0	0	0	0	0	8
		Pay for performance disconnect; Grants are excessive	3	0	0	0	0	0	0	3
		Insufficient response to shareholder dissent	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient response to shareholder dissent; Pay for performance disconnect	1	0	0	0	0	0	0	1
		Excessive compensation; Concerning pay practices	1	0	0	0	0	0	0	1
	Advisory Vote on Severance									
		No Stated Reason	6	0	0	0	0	0	0	6
		Concerning pay practices	3	0	0	0	0	0	0	3
	Amendment to Director Equity Compensation Plan									
		No Stated Reason	1	0	0	0	0	0	0	1
	Amendment to Employee Stock Purchase Plan									
		Contains Evergreen Provisions	3	0	0	0	0	0	0	3
		No Stated Reason	46	0	0	0	0	0	0	46
	Amendment to Equity Compensation Plan									
		No Stated Reason	163	0	0	0	0	0	0	163
		Contains Evergreen Provisions	3	0	0	0	0	0	0	3
		Pace of historical grants; Cost of plan is excessive	4	0	0	0	0	0	0	4
		Cost of plan is excessive	5	0	0	0	0	0	0	5
		Grants are excessive	1	0	0	0	0	0	0	1
		Excessive overhang	1	0	0	0	0	0	0	1
		Concerning pay practices	5	0	0	0	0	0	0	5

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		This proposal is the target of a Vote No Campaign.	2	0	0	0	0	0	0	2
		Plan allows for repricing; Contains Evergreen Provisions	2	0	0	0	0	0	0	2
	Amendment to Performance Share Plan									
		Amendment is not in best interests of shareholders; Pay for performance disconnect	1	0	0	0	0	0	0	1
	Amendment to Restricted Stock Plan									
		No Stated Reason	20	0	0	0	0	0	0	20
	Amendment to Stock Option Plan									
		No Stated Reason	47	0	0	0	0	0	0	47
		Discretionary adjustments	1	0	0	0	0	0	0	1
		Short vesting period	1	0	0	0	0	0	0	1
		Exercise price is too low	1	0	0	0	0	0	0	1
		Increase is excessive	1	0	0	0	0	0	0	1
	Bonus									
		No Stated Reason	17	0	0	0	0	0	0	17
	Capital Proposal to Implement Equity Compensat									
		No Stated Reason	158	0	0	0	0	0	0	158
		Equity awards to major shareholder	2	0	0	0	0	0	0	2
		Grants are excessive	1	0	0	0	0	0	0	1
		Poor overall compensation disclosure	11	0	0	0	0	0	0	11

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Short vesting period; Not linked to performance	1	0	0	0	0	0	0	1
		Concerning pay practices; Potential for excessive payouts; Plan is not in best interests of shareholders	1	0	0	0	0	0	0	1
		Short vesting period	3	0	0	0	0	0	0	3
		Linked to a plan we do not support	1	0	0	0	0	0	0	1
	Directors' Fees									
		No Stated Reason	110	0	0	0	0	0	0	110
		Excessive compensation	1	0	0	0	0	0	0	1
		Concerning pay practices	13	0	0	0	0	0	0	13
	Directors' Stock Option Plan									
		No Stated Reason	2	0	0	0	0	0	0	2
	Employee Incentive Plan									
		No Stated Reason	12	0	0	0	0	0	0	12
	Issuance of Bonds with Warrants to Employees									
		Concerning pay practices	2	0	0	0	0	0	0	2
	Misc. Proposal Regarding Compensation									
		No Stated Reason	26	0	0	0	0	0	0	26
	Non-Executive Remuneration Policy (Forward-Looking)									
		No Stated Reason	351	0	0	0	0	0	0	351
		Chair fee structure	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
		Excessive compensation; Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1
		Equity awards to major shareholder; Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1
		Increase is excessive	1	0	0	0	0	0	0	1
		Concerning pay practices	2	0	0	0	0	0	0	2
		SPECIFIC PROPOSAL INSTRUCTIONS: PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THIS RESOLUTIONS, ONLY ONE CAN BE SELECTED. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR ONLY 1 OF THE 2 OPTIONS BELOW FOR RESOLUTIONS 005A AND 005B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN.	0	3	0	0	0	0	0	3
	Remuneration Policy (Forward-Looking)									
		Increase is excessive; Insufficient response to shareholder dissent	2	0	0	0	0	0	0	2
		No Stated Reason	321	0	0	0	0	0	0	321

Issue Code	Category	Issue Short Text	Rationale	Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
			Insufficient response to shareholder dissent; Increase is excessive; Poor overall compensation disclosure		1	0	0	0	0	0	0	1
			Insufficient response to shareholder dissent; Increase is excessive; Equity awards to major shareholder; Discretionary awards		1	0	0	0	0	0	0	1
			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		5	0	0	0	0	0	0	5
			Grants are excessive; Excessive compensation		1	0	0	0	0	0	0	1
			Excessive compensation; Insufficient response to shareholder dissent; Increase is excessive		18	0	0	0	0	0	0	18
			Poor overall compensation disclosure; Poor overall design		1	0	0	0	0	0	0	1
			The compensation plan has no ties between compensation and sustainability.		7	0	0	0	0	0	0	7

Issue Code	Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
			Insufficient response to shareholder dissent; Equity awards to major shareholder; Poor disclosure; Poor overall design	9	0	0	0	0	0	0	9
			Insufficient response to shareholder dissent; Equity awards to major shareholder; Poor disclosure; Poor overall design	1	0	0	0	0	0	0	1
			Excessive compensation	6	0	0	0	0	0	0	6
			Concerning pay practices; Potential for excessive payouts; Amendment is not in best interests of shareholders	1	0	0	0	0	0	0	1
			Poor overall design	2	0	0	0	0	0	0	2
			Equity awards to major shareholder; Grants are excessive	1	0	0	0	0	0	0	1
			Insufficient justification for increase	1	0	0	0	0	0	0	1
			Excessive termination package; Poor overall design	1	0	0	0	0	0	0	1
			Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1
			Poor compensation structure/performance conditions; Poor overall compensation disclosure	1	0	0	0	0	0	0	1
			Increase is excessive	6	0	0	0	0	0	0	6

Issue Code	Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
			Significant maximum opportunity for a future CEO	1	0	0	0	0	0	0	1
			Compensation policy is not in best interests of shareholders; Potential for excessive payouts	2	0	0	0	0	0	0	2
			Potential for excessive payouts; Compensation policy is not in best interests of shareholders	1	0	0	0	0	0	0	1
			Potential for excessive payouts; Poor LTIP structure/disclosure	4	0	0	0	0	0	0	4
			Compensation policy is not in best interests of shareholders	2	0	0	0	0	0	0	2
			Potential for excessive payouts; Excessive pension contributions	1	0	0	0	0	0	0	1
			Increase is excessive; Vesting below median	1	0	0	0	0	0	0	1
			Insufficient response to shareholder dissent; Poor overall design	1	0	0	0	0	0	0	1
			Potential for excessive payouts	2	0	0	0	0	0	0	2
		Remuneration Report (Retrospective)									
			No Stated Reason	723	0	0	0	0	0	0	723
			Insufficient remuneration consequences	1	0	0	0	0	0	0	1
			Low alignment with shareholder returns	3	0	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Vesting below median performance	1	0	0	0	0	0	0	1
		Disclosure concerns; Questionable incentive outcomes	2	0	0	0	0	0	0	2
		Board assessment of STI payouts following fatalities	1	0	0	0	0	0	0	1
		Pay for performance disconnect	4	0	0	0	0	0	0	4
		The compensation plan has no ties between compensation and sustainability.	22	0	0	0	0	0	0	22
		Concerning pay practices; Pay for performance disconnect	2	0	0	0	0	0	0	2
		Grants are excessive; Pay for performance disconnect	1	0	0	0	0	0	0	1
		Recommendation on Dissident card	1	0	0	0	0	0	0	1
		Concerning pay practices	2	0	0	0	0	0	0	2
		Insufficient response to shareholder dissent; Excessive compensation; Equity awards to major shareholder; Discretionary awards; Non-executive participation linked to performance	1	0	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient response to shareholder dissent; Excessive compensation; Equity awards to major shareholder; Discretionary awards	1	0	0	0	0	0	0	1
		Equity awards to major shareholder	6	0	0	0	0	0	0	6
		Poor overall compensation disclosure	3	0	0	0	0	0	0	3
		Poor overall design; Pay for performance disconnect	1	0	0	0	0	0	0	1
		Poor overall compensation disclosure; Poor overall design	1	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor compensation structure/performance conditions	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
		Excessive compensation	3	0	0	0	0	0	0	3
		Grants are excessive	2	0	0	0	0	0	0	2
		Excessive compensation; Insufficient response to shareholder dissent	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
		Excessive compensation; Insufficient response to shareholder dissent; Increase is excessive	18	0	0	0	0	0	0	18
		Insufficient response to shareholder dissent; Poor overall design; Increase is excessive	3	0	0	0	0	0	0	3
		Insufficient response to shareholder dissent; Increase is excessive; Poor overall design	6	0	0	0	0	0	0	6
		Insufficient response to shareholder dissent	22	0	0	0	0	0	0	22
		Insufficient response to shareholder dissent; Poor overall design; Equity awards to major shareholder; Poor overall compensation disclosure	9	0	0	0	0	0	0	9
		Insufficient response to shareholder dissent; Discretionary awards; Poor overall design; Poor overall compensation disclosure	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
			Insufficient response to shareholder dissent; Poor overall design; Equity awards to major shareholder; Poor overall compensation disclosure		1	0	0	0	0	0	0	1
			Insufficient response to shareholder dissent; Discretionary awards; Poor overall design; Poor overall compensation disclosure		1	0	0	0	0	0	0	1
			Increase is excessive; Concerning pay practices; Poor overall design		1	0	0	0	0	0	0	1
			Excessive termination package		10	0	0	0	0	0	0	10
			Equity awards to major shareholder; Concerning pay practices		1	0	0	0	0	0	0	1
			Insufficient response to shareholder dissent; Poor overall design		3	0	0	0	0	0	0	3
			Disconnect pay and safety performance		3	0	0	0	0	0	0	3
			Equity awards to major shareholder; Poor overall design		1	0	0	0	0	0	0	1
			Upward discretion utilised		5	0	0	0	0	0	0	5
			Discretionary awards		3	0	0	0	0	0	0	3
			Excessive base salary		7	0	0	0	0	0	0	7

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Concerning pay practices; Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Pay for performance disconnect	4	0	0	0	0	0	0	4
		STI safety component payout; Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1
		Poor overall design; LTIP not linked to performance	1	0	0	0	0	0	0	1
		Increase is excessive	5	0	0	0	0	0	0	5
		Termination indemnity	3	0	0	0	0	0	0	3
		Poor overall compensation disclosure; Insufficient response to shareholder dissent	1	0	0	0	0	0	0	1
		Discretionary adjustments	1	0	0	0	0	0	0	1
		Excessive compensation; Significant one-off award	3	0	0	0	0	0	0	3
		Employment agreement is excessive	3	0	0	0	0	0	0	3
		Potentially excessive severance payment made; Disclosure surrounding vesting provisions of Last Mile Incentive Plan for former CEO	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Insufficient response to shareholder dissent; Equity awards to major shareholder	1	0	0	0	0	0	0	1
		Poor health and safety performance	1	0	0	0	0	0	0	1
		Grants are excessive; Poor LTIP structure/disclosure	4	0	0	0	0	0	0	4
		Discretionary awards; Excessive termination package; Equity awards to major shareholder	3	0	0	0	0	0	0	3
		Insufficient response to shareholder dissent; Poor overall compensation disclosure	1	0	0	0	0	0	0	1
		Vesting below median; Unchallenging vesting conditions	1	0	0	0	0	0	0	1
		Potential for excessive payouts	1	0	0	0	0	0	0	1
		Insufficient recruitment awards disclosure	1	0	0	0	0	0	0	1
		Significant base salary on appointment	1	0	0	0	0	0	0	1
	Say When on Pay									
		No Stated Reason	34	3	0	0	0	0	0	37
		An annual advisory vote on executive compensation is in the best interests of shareholders	28	0	0	0	0	0	0	28
		Annual advisory is in the best interests of shareholders.	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
	Statutory Auditors' Fees									
		No Stated Reason	18	0	0	0	0	0	0	18
	Stock Option Grants									
		No Stated Reason	66	0	0	0	0	0	0	66
		Disclosure concerns; Questionable incentive outcomes	2	0	0	0	0	0	0	2
		Excessively dilutive	5	0	0	0	0	0	0	5
		This proposal is the target of a Vote No Campaign.	2	0	0	0	0	0	0	2
	Stock Option Plan									
		No Stated Reason	92	0	0	0	0	0	0	92
		Poor overall design; Change of control provision	1	0	0	0	0	0	0	1
		Change of control provision; Not linked to performance	1	0	0	0	0	0	0	1
		Grants are excessive; Share price hurdle	1	0	0	0	0	0	0	1
		Concerning pay practices	2	0	0	0	0	0	0	2
	Stock Option Plan for Overseas Employees									
		No Stated Reason	8	0	0	0	0	0	0	8
	Stock Purchase Plan									
		No Stated Reason	215	0	0	0	0	0	0	215
		Potential dilution exceeds recommended threshold	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
		Significant shareholder can deny offers	4	0	0	0	0	0	0	4
		No Stated Reason	2	0	0	0	0	0	0	2
SHP: Compensation			186	0	0	0	0	0	0	186
	SHP Advisory Vote on Compensation Report (Say on									
		No Stated Reason	1	0	0	0	0	0	0	1
	SHP Recoupment of Unearned Bonuses (Clawback									
		No Stated Reason	12	0	0	0	0	0	0	12
	SHP regarding Change/Opposition to Director Compe									
		The increase in directors' fees is reasonable given the expected increase in the number of directors	1	0	0	0	0	0	0	1
		No Stated Reason	7	0	0	0	0	0	0	7
	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	46	0	0	0	0	0	0	46
		No Stated Reason	27	0	0	0	0	0	0	27
	SHP Regarding Linking Executive Pay to Social Criteri									
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	27	0	0	0	0	0	0	27

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	9	0	0	0	0	0	0	9
	SHP regarding Misc. Compensation									
	SHP Regarding Misc. Compensation									
		No Stated Reason	19	0	0	0	0	0	0	19
		No Stated Reason	20	0	0	0	0	0	0	20
	SHP Regarding Report on Ratio Between CEO and Empl									
		No Stated Reason	16	0	0	0	0	0	0	16
	SHP Regarding Restricting Executive Compensation									
		Could better align executive and shareholder interests	1	0	0	0	0	0	0	1
SHP: Environment			424	0	0	0	0	0	0	424
	Shareholder Proposal Regarding Say on Climate									
		This is a Say-On-Climate Proposal.	16	0	0	0	0	0	0	16
		There are no net zero targets.	1	0	0	0	0	0	0	1
	SHP Regarding Bioengineering / Nanotechnology Safety									
		No Stated Reason	3	0	0	0	0	0	0	3
	SHP Regarding Climate Lobbying									
		No Stated Reason	22	0	0	0	0	0	0	22
	SHP Regarding Environmental Report									
		Supporting this proposal is in the best interests of shareholders.	96	0	0	0	0	0	0	96
		No Stated Reason	18	0	0	0	0	0	0	18

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Formation of Environmental/Social Commit									
		No Stated Reason	2	0	0	0	0	0	0	2
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	16	0	0	0	0	0	0	16
	SHP Regarding Misc. Energy/Environmental Issues									
		Supporting this proposal is in the best interests of shareholders.	1	0	0	0	0	0	0	1
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	2	0	0	0	0	0	0	2
		No Stated Reason	24	0	0	0	0	0	0	24
	SHP Regarding Misc. Environmental Issue									
		No Stated Reason	17	0	0	0	0	0	0	17
	SHP Regarding Phase out of Nuclear Power									
		No Stated Reason	1	0	0	0	0	0	0	1
	SHP Regarding Report on Antibiotics in Animal Agricult									
		No Stated Reason	2	0	0	0	0	0	0	2
	SHP Regarding Report/Action on Climate Change									
		No Stated Reason	84	0	0	0	0	0	0	84
		Supporting this proposal is in the best interests of shareholders.	61	0	0	0	0	0	0	61

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Operating and/or stock-price underperformance; Entrenched board in need of fresh perspective	8	0	0	0	0	0	0	8
		Recommendation on Dissident card	11	0	0	0	0	0	0	11
		No Stated Reason	13	0	0	0	0	0	0	13
		Dissident nominee (s) add requisite experience to board	3	0	0	0	0	0	0	3
		Industry Experience (Preferred Candidate)	1	0	0	0	0	0	0	1
	SHP Regarding Eliminating Supermajority Provisions									
		No Stated Reason	19	0	0	0	0	0	0	19
		Supermajority vote requirements can impede shareholders' ability to approve ballot items that are in their interests	22	0	0	0	0	0	0	22
	SHP Regarding Facilitation of Shareholder Proposals									
		The shareholder proposal process is best facilitated through regulatory changes.	12	0	0	0	0	0	0	12
		No Stated Reason	2	0	0	0	0	0	0	2
	SHP Regarding Improving in Disclosure									
		No Stated Reason	7	0	0	0	0	0	0	7
	SHP Regarding Increase in Dividend/Redistribution of Pr									
		No Stated Reason	6	0	0	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Independent Board Chairman/Separation o									
		No Stated Reason	3	0	0	0	0	0	0	3
		A non-executive chair is better able to oversee the executives of a company and set a pro-shareholder agenda	20	0	0	0	0	0	0	20
		An independent chair is better able to oversee the executives of a company and set a pro-shareholder agenda	68	0	0	0	0	0	0	68
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	3	0	0	0	0	0	0	3
		Separation of chair and CEO roles can better create a thoughtful and dynamic board not dominated by the views of a CEO	1	0	0	0	0	0	0	1
	SHP Regarding Limit Board Term									
		No Stated Reason	1	0	0	0	0	0	0	1
	SHP Regarding Limit on Board Memberships									
		No Stated Reason	2	0	0	0	0	0	0	2
	SHP Regarding Majority Vote for Election of Directors									
		Adoption could promote board accountability and ensure responsiveness to shareholder concerns	3	0	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Adoption could promote board accountability and ensure responsiveness to shareholder concerns	35	0	0	0	0	0	0	35
	SHP Regarding Misc. Auditor Issue									
		No Stated Reason	3	0	0	0	0	0	0	3
	SHP Regarding Misc. Board Issue									
		No Stated Reason	6	0	0	0	0	0	0	6
	SHP Regarding Misc. Board/Shareholder Rights Iss									
		Adoption of this proposal may provide shareholders with more clarity concerning how different classes of shareholders have cast their votes	20	0	0	0	0	0	0	20
		No Stated Reason	10	0	0	0	0	0	0	10
		Recently-adopted derivative suit provisions are contrary to shareholders interests	7	0	0	0	0	0	0	7
		Adoption would ensure shareholders are consulted before their rights are limited	14	0	0	0	0	0	0	14
	SHP Regarding Misc. Capital Issue									
		No Stated Reason	4	0	0	0	0	0	0	4

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Excess cash reserves; Proposal is not overly prescriptive	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Governance Issue									
		No Stated Reason	12	0	0	0	0	0	0	12
	SHP Regarding Misc. Issue									
		No Stated Reason	60	0	0	0	0	0	0	60
	SHP Regarding Misc. Meeting/Voting Issue									
		No Stated Reason	17	0	0	0	0	0	0	17
		Current Articles are unnecessarily restrictive	1	0	0	0	0	0	0	1
	SHP Regarding Recapitalization									
		Allowing one vote per share generally operates as a safeguard for common shareholders	35	0	0	0	0	0	0	35
	SHP Regarding Reincorporation									
		Potential benefits outweigh costs	6	0	0	0	0	0	0	6
	SHP Regarding Removal of Director(s)									
		No Stated Reason	3	0	0	0	0	0	0	3
	SHP Regarding Right to Act by Written Consent									
		Shareholder action by written consent enables shareholders to take action on important issues that arise between annual meetings	18	0	0	0	0	0	0	18

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	10	0	0	0	0	0	0	10
	SHP Regarding Right to Call a Special Meeting									
		Existing special meeting right is overly onerous	28	0	0	0	0	0	0	28
		A 10% threshold for calling a special meeting is appropriate	43	0	0	0	0	0	0	43
		No Stated Reason	43	0	0	0	0	0	0	43
		A 15% threshold for calling a special meeting is appropriate	14	0	0	0	0	0	0	14
	SHP Regarding Special Audit									
		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	25	0	0	0	0	0	0	25
<i>SHP: Misc</i>			75	0	0	0	0	0	0	75
	SHP Regarding Repeal of Bylaw Amendments									
		Reasonable in view of governance concerns	2	0	0	0	0	0	0	2
	SHP: Misc. Issues									
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	41	0	0	0	0	0	0	41
		No Stated Reason	21	0	0	0	0	0	0	21

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Additional disclosure could help mitigate regulatory and reputational risks	4	0	0	0	0	0	0	4
		Not a matter that should be determined by shareholders	7	0	0	0	0	0	0	7
SHP: Social			920	0	0	0	0	0	0	920
	SHP Regarding Animal Welfare									
		No Stated Reason	16	0	0	0	0	0	0	16
	SHP Regarding Firearms									
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	12	0	0	0	0	0	0	12
	SHP Regarding Human Capital Management									
		No Stated Reason	4	0	0	0	0	0	0	4
	SHP Regarding Misc. Human Capital Management									
		Additional, independent scrutiny on the Company's working conditions is warranted	17	0	0	0	0	0	0	17
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	108	0	0	0	0	0	0	108
		No Stated Reason	26	0	0	0	0	0	0	26
		Proposal withdrawn by proponent	2	0	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Additional disclosure could allow shareholders to understand how the Company is mitigating HCM-related risks	1	0	0	0	0	0	0	1
		Supporting this proposal is in the best interests of shareholders.	7	0	0	0	0	0	0	7
		Enhanced disclosure would allow shareholders a better understanding of the Company's diversity considerations and initiatives	1	0	0	0	0	0	0	1
		Reporting will better allow shareholders to understand how issues of discrimination and harassment are being managed	5	0	0	0	0	0	0	5
		An independent review of safety could benefit shareholders and stakeholders	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Labor Issues/Policies									
		No Stated Reason	2	0	0	0	0	0	0	2
	SHP Regarding Misc. Nuclear Issue									
		No Stated Reason	4	0	0	0	0	0	0	4
	SHP Regarding Misc. Social Issue									
		No Stated Reason	70	0	0	0	0	0	0	70

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Report on EEO									
		Requested reporting provide shareholders with standardized and comparable information concerning a company's workforce diversity	19	0	0	0	0	0	0	19
	SHP Regarding Reporting on Company's Compliance with I									
		Adoption could help mitigate salient human rights-related risks	1	0	0	0	0	0	0	1
		Supporting this proposal is in the best interests of shareholders.	14	0	0	0	0	0	0	14
		No Stated Reason	62	0	0	0	0	0	0	62
		An independent review of human rights considerations in advertising could benefit shareholders	15	0	0	0	0	0	0	15
		Adoption of policy could help mitigate human rights related risks	6	0	0	0	0	0	0	6
	SHP Regarding Reviewing Charitable Spending									
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	63	0	0	0	0	0	0	63
	SHP Regarding Reviewing Political Spending or Lobbying									
		No Stated Reason	34	0	0	0	0	0	0	34

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's political spending	18	0	0	0	0	0	0	18
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities	12	0	0	0	0	0	0	12
	SHP Regarding Tobacco/Alcohol									
		No Stated Reason	3	0	0	0	0	0	0	3

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			30479	3749	0	0	2	0	34230
Audit/Financials			2568	909	0	0	0	0	3477
	Accounts and Reports (Bundled Issues)								
		No Stated Reason	95	0	0	0	0	0	95
	Allocation of Profits/Dividends								
		No Stated Reason	682	0	0	0	0	0	682
	Appointment of Auditor								
		No Stated Reason	452	0	0	0	0	0	452
		The auditor's tenure is excessive.	0	27	0	0	0	0	27

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		The auditor's tenure is excessive.							
		According to the Ballot Distributor you can only vote FOR or ABSTAIN on this agenda item. Therefore the policy was changed from Against to Abstain and the vote decision was changed to ABSTAIN.	0	1	0	0	0	0	1
	Appointment of Auditor and Authority to Set Fees								
		The auditor's tenure is excessive.	0	26	0	0	0	0	26
		No Stated Reason	29	0	0	0	0	0	29
	Appointment of Special Auditor								
		No Stated Reason	226	0	0	0	0	0	226
	Approval of Non-Financial Reports								
		No Stated Reason	48	0	0	0	0	0	48
	Authority to Set Auditor's Fees								
		No Stated Reason	134	0	0	0	0	0	134
	Bonus Dividend/Bonus Share Issue								
		No Stated Reason	15	0	0	0	0	0	15
	Financial Statements								
		No Stated Reason	504	0	0	0	0	0	504
	Ratification of Alternate Auditor								
		No Stated Reason	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Ratification of Auditor								
		No Stated Reason	355	0	0	0	0	0	355
		The auditor's tenure is excessive.	1	855	0	0	0	0	856
		Recommendation on Dissident Card	2	0	0	0	0	0	2
	Stock Dividend/Dividend Reinvestment								
		No Stated Reason	24	0	0	0	0	0	24
Board Related			18772	2036	0	0	0	0	20808
	Approve Special Auditor's Report								
		No Stated Reason	90	0	0	0	0	0	90
		Insufficient justification; Insufficient response to shareholder dissent	1	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Poor disclosure	9	0	0	0	0	0	9
		Insufficient response to shareholder dissent; Poor disclosure	1	0	0	0	0	0	1
	Board Size								
		No Stated Reason	39	0	0	0	0	0	39
	Board Spill								
		No Stated Reason	7	0	0	0	0	0	7
	Board Term Length								
		No Stated Reason	5	0	0	0	0	0	5
	Change in Board Size								

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		No Stated Reason	3	0	0	0	0	0	3
	Director & Officer Liability/Indemnification								
		Not in shareholders' best interests	15	0	0	0	0	0	15
		Amendment is not in best interests of shareholders	62	0	0	0	0	0	62
	Election of Alternate Statutory Auditor								
		No Stated Reason	33	0	0	0	0	0	33
	Election of Board Committee Members								
		No Stated Reason	123	0	0	0	0	0	123
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.	1	3	0	0	0	0	4
		Audit committee chair not independent	3	0	0	0	0	0	3
		Insufficient audit committee independence	1	0	0	0	0	0	1
	Election of Board Member(s) During a Contested Election –								
		Lengthy board tenure; Associations with CEO; Limited sector expertise	2	0	0	0	0	0	2
		Weak succession planning; Weak talent development; Questionable executive contract	2	0	0	0	0	0	2
		Significant strategic, operational, TSR and corporate governance concerns	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Weak succession planning; Weak engagement methodology	2	0	0	0	0	0	2
		Recommendation on Dissident Card; Serves on too many boards	2	0	0	0	0	0	2
		Recommendation on Dissident Card	8	0	0	0	0	0	8
		No Stated Reason	1	0	0	0	0	0	1
		Lengthy board tenure; Endorsed status quo	1	0	0	0	0	0	1
		Governance concerns; Endorsed status quo	1	0	0	0	0	0	1
		Questionably relevant experience and expertise	1	0	0	0	0	0	1
Election of Directors									
		No Stated Reason	14689	8	0	0	0	0	14697
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.	16	636	0	0	0	0	652
		The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	22	298	0	0	0	0	320

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	2	15	0	0	0	0	17
		Other unique issue	7	0	0	0	0	0	7
		Board is not sufficiently independent	27	0	0	0	0	0	27
		Vote no campaign; Other governance issue	1	0	0	0	0	0	1
		Affiliate/Insider on audit committee; Board is not sufficiently independent	2	0	0	0	0	0	2
		The nominee is an executive of a public company and sits on more than two public company boards or the nominee is not an executive of a public company and sits on more than five public company boards.	29	61	0	0	0	0	90
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.	3	24	0	0	0	0	27

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Multi-class share structure with unequal voting rights	17	2	0	0	0	0	19
		The nominee serves as Chair of the board of a tier 1 or 2 company which does not have net zero targets.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.	0	38	0	0	0	0	38
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR. According to the Ballot Distributor you can only vote FOR or ABSTAIN on this agenda item. Therefore the policy was changed from Against to Abstain and the vote decision was changed to ABSTAIN.	0	9	0	0	0	0	9
		The nominee serves as Chair of the board of a tier 1 or 2 company which does not have net zero targets.	0	10	0	0	0	0	10

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		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 is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	40	354	0	0	0	0	394
		CFO on board	16	0	0	0	0	0	16
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.	2	19	0	0	0	0	21
		The nominee serves on the nominating and/or governance committee and the company have insufficient oversight of E&S issues.	7	27	0	0	0	0	34

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The nominee serves on the ESG committee and the company does not report to SASB.	0	1	0	0	0	0	1
		The nominee serves on the ESG committee and the company does not report to SASB.	4	136	0	0	0	0	140
		The nominee serves on the ESG committee and the company does not report to SASB.							
		According to the Ballot Distributor you can only vote FOR or ABSTAIN on this agenda item. Therefore the policy was changed from Against to Abstain and the vote decision was changed to ABSTAIN.	0	7	0	0	0	0	7

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee serves on the ESG committee and the company does not report to SASB.							
		According to the Ballot Distributor you can only vote FOR or ABSTAIN on this agenda item. Therefore the policy was changed from Against to Abstain and the vote decision was changed to ABSTAIN.	0	1	0	0	0	0	1
		Other compensation issues	3	0	0	0	0	0	3
		Ongoing compensation concerns	22	0	0	0	0	0	22
		Ongoing compensation concerns; Related party transactions disclosure concern	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the ESG committee and the company does not report to SASB.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	2	10	0	0	0	0	12
		The nominee is an executive of a public company and sits on more than two public company boards or the nominee is not an executive of a public company and sits on more than five public company boards.; The nominee serves on the ESG committee and the company does not report to SASB.	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee is an executive of a public company and sits on more than two public company boards or the nominee is not an executive of a public company and sits on more than five public company boards.; The nominee serves on the ESG committee and the company does not report to SASB.; 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
		Serves on too many boards	83	0	0	0	0	0	83
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The nominee is an executive of a public company and sits on more than two public company boards or the nominee is not an executive of a public company and sits on more than five public company boards.	0	1	0	0	0	0	1
		Affiliate/Insider on nominating/governance committee	11	0	0	0	0	0	11

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Affiliate/Insider on audit committee	32	0	0	0	0	0	32
		Ongoing compensation concerns; Insufficient response to shareholder dissent	7	0	0	0	0	0	7
		Less than 75% Attendance	44	0	0	0	0	0	44
		Affiliate/Insider on compensation committee	20	0	0	0	0	0	20
		Major shareholder pact is disproportionately represented; Other governance issue	1	0	0	0	0	0	1
		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	7	0	0	0	0	0	7

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee is an executive of a public company and sits on more than two public company boards or the nominee is not an executive of a public company and sits on more than five public company boards.	0	4	0	0	0	0	4
	Other governance issue		20	0	0	0	0	0	20
	Audit committee chair not independent; Insufficient audit committee independence; Professional Services Relationship		1	0	0	0	0	0	1
	Insufficient gender diversity/no diversity policy		6	0	0	0	0	0	6
	Audit committee chair not independent		1	0	0	0	0	0	1
	Insufficient gender diversity/no diversity policy; Policy exemption of extensive strategic shareholdings due to established target and/or meeting minimum ROE requirements		1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee is an executive of a public company and sits on more than two public company boards or the nominee is not an executive of a public company and sits on more than five public company boards.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	4	3	0	0	0	0	7
		Insufficient audit committee independence	1	0	0	0	0	0	1
		Related party transactions	2	0	0	0	0	0	2
		Professional Services Relationship	1	0	0	0	0	0	1
		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	1	0	0	0	0	0	1
		Extensive strategic shareholdings	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Board level diversity demographic information not fully disclosed	66	0	0	0	0	0	66
		Auditor not up for ratification	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.	23	33	0	0	0	0	56
		Insufficient information provided	1	0	0	0	0	0	1
		Insufficient board gender diversity	7	0	0	0	0	0	7
		The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	7	7	0	0	0	0	14
		Proposal withdrawn	11	0	0	0	0	0	11

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		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 and the company does not report to SASB.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	1	4	0	0	0	0	5
		This proposal is the target of a Vote No Campaign.	21	73	0	0	0	0	94

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		<p>The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.</p>	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee serves on the ESG committee and the company does not report to SASB.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.	1	0	0	0	0	0	1
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee serves on the ESG committee and the company does not report to SASB.	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee serves on the ESG committee and the company does not report to SASB.	2	7	0	0	0	0	9
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; 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	3	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; 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 is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	15	0	0	0	0	0	15
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.	27	77	0	0	0	0	104
		Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee	11	0	0	0	0	0	11

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; 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 serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; 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 nominating and/or governance committee and the company have insufficient oversight of E&S issues.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	6	9	0	0	0	0	15
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee serves on the nominating and/or governance committee and the company have insufficient oversight of E&S issues.	4	2	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		<p>The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.;</p> <p>The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.;</p> <p>The nominee serves on the nominating and/or governance committee and the company have insufficient oversight of E&S issues.;</p> <p>The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.</p>	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the company have insufficient oversight of E&S issues.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	1	3	0	0	0	0	4
		Concerning pay practices; Insufficient response to shareholder dissent	1	0	0	0	0	0	1
		Adopted forum selection clause in past year w/o shareholder approval	8	0	0	0	0	0	8
		Board level diversity demographic information not fully disclosed; Multi-class share structure with unequal voting rights	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	1	9	0	0	0	0	10
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee serves on the ESG committee and the company does not report to SASB.	2	0	0	0	0	0	2
		Board level diversity demographic information not fully disclosed; Insufficient disclosure of board diversity and policies; Multi-class share structure with unequal voting rights	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
		The nominee serves on the nominating and/or governance committee while the average board tenure is excessive and there has been an insufficient number of new members elected to the board in the past 5 years.	1	1	0	0	0	0	2
		The nominee serves on the nominating and/or governance committee while the average board tenure is excessive and there has been an insufficient number of new members elected to the board in the past 5 years.; 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

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		<p>The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; The nominee serves on the nominating and/or governance committee and the company have insufficient oversight of E&S issues.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.</p>	8	10	0	0	0	0	18

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the company have insufficient oversight of E&S issues.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	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.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	16	1	0	0	0	0	17

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		<p>The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; 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 and the company does not report to SASB.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.</p>	4	2	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		<p>The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; 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 and the company does not report to SASB.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.</p>	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; This proposal is the target of a Vote No Campaign.	3	1	0	0	0	0	4
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; This proposal is the target of a Vote No Campaign.	0	3	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The nominee serves on the ESG committee and the company does not report to SASB.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	1	0	0	0	0	0	1
		Material weakness	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves as Chair of the board of a tier 1 or 2 company which does not have net zero targets.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; 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 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 serves on the ESG committee and the company does not report to SASB.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; 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 is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	57	2	0	0	0	0	59
		Affiliate/Insider on audit committee; Affiliate/Insider on nominating/governance committee	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; 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 is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	0	9	0	0	0	0	9
		Insufficient board gender diversity; Multi-class share structure with unequal voting rights	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee serves on the ESG committee and the company does not report to SASB.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	2	1	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		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 nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	1	3	0	0	0	0	4
		This proposal is the target of a Vote No Campaign. The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.	0	3	0	0	0	0	3
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; 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

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee serves on the ESG committee of a tier 3 company and the company does not report to SASB.; The ESG Policy will also evaluate whether companies have provided sufficient disclosure concerning their workforce diversity. In instances where these companies have not disclosed their full EEO-1 reports, the ESG Policy will vote against the nominating and governance chair.	0	1	0	0	0	0	1
		The nominee serves on the ESG committee of a tier 3 company and the company does not report to SASB.	0	8	0	0	0	0	8
		Did not implement SHP passed by a majority of unaffiliated shareholders; Multi-class share structure with unequal voting rights	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		Concerning pay practices	3	0	0	0	0	0	3
		Affiliate/Insider on audit committee; Board is not sufficiently independent; Affiliate/Insider on nominating/governance committee	1	0	0	0	0	0	1
		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	2	0	0	0	0	2
		Adopted forum selection clause in past year w/o shareholder approval; Board level diversity demographic information not fully disclosed	16	0	0	0	0	0	16

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; The 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.	4	0	0	0	0	0	4
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	7	4	0	0	0	0	11

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Retirement policy waiver concern; Shareholder proponent not disclosed	1	0	0	0	0	0	1
		The nominee serves on the ESG committee and the company does not report to SASB.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	1	0	0	0	0	0	1
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.	16	1	0	0	0	0	17

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; 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 and the company does not report to SASB.; 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
		Affiliate/Insider on compensation committee; Board is not sufficiently independent	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		The nominee serves on the ESG committee of a tier 3 company and the company does not report to SASB.; The ESG Policy will also evaluate whether companies have provided sufficient disclosure concerning their workforce diversity. In instances where these companies have not disclosed their full EEO-1 reports, the ESG Policy will vote against the nominating and governance chair.	0	2	0	0	0	0	2
		No independent lead or presiding director	2	0	0	0	0	0	2
		The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.; The nominee serves on the ESG committee and the company does not report to SASB.	1	1	0	0	0	0	2
		Affiliate/Insider on audit committee; Affiliate/Insider on compensation committee	19	0	0	0	0	0	19
		Climate-related concerns	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		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 is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; This proposal is the target of a Vote No Campaign.	7	5	0	0	0	0	12
		IPO governance concerns	6	0	0	0	0	0	6
		IPO governance concerns; Multi-class share structure with unequal voting rights	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; The nominee serves on the nominating and/or governance committee while the average board tenure is excessive and there has been an insufficient number of new members elected to the board in the past 5 years.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.	2	1	0	0	0	0	3
		Insufficient board level oversight of environmental and social issues; Multi-class share structure with unequal voting rights	1	0	0	0	0	0	1
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; This proposal is the target of a Vote No Campaign.	0	6	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Election of Directors (Management Board)								
		No Stated Reason	31	0	0	0	0	0	31
	Election of Non-Management Nominee								
		Alternate nominee preferred	1	0	0	0	0	0	1
		No Stated Reason	58	0	0	0	0	0	58
	Election of Non-Principal Members (Chairman, alternat								
		No Stated Reason	29	0	0	0	0	0	29
	Election of Shareholder or Institutional Investor Slate								
		No Stated Reason	16	14	0	0	0	0	30
	Election of Shareholder Representatives								
		The nominee serves on the ESG committee and the company does not report to SASB.	0	2	0	0	0	0	2
		No Stated Reason	29	0	0	0	0	0	29
	Election of Statutory Auditor Slate								
		No Stated Reason	12	7	0	0	0	0	19

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		<p>SPECIFIC PROPOSAL INSTRUCTIONS:</p> <p>PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THIS RESOLUTIONS, ONLY ONE CAN BE SELECTED. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR ONLY 1 OF THE 2 OPTIONS BELOW FOR RESOLUTIONS 011A AND 011B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN -> ABSTAIN</p>	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		SPECIFIC PROPOSAL INSTRUCTIONS: PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THIS RESOLUTIONS, ONLY ONE CAN BE SELECTED. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR ONLY 1 OF THE 2 OPTIONS BELOW FOR RESOLUTIONS 012A AND 012B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN -> ABSTAIN	0	1	0	0	0	0	1
Election of Statutory Auditors									
		No Stated Reason	81	0	0	0	0	0	81
		Statutory auditor board is not sufficiently independent	19	0	0	0	0	0	19
		Statutory auditor board is not sufficiently independent; Professional Services Relationship	1	0	0	0	0	0	1
		Beneficial owner on audit committee; Statutory auditor board is not sufficiently independent	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
Election of Supervisory Board									
		No Stated Reason	421	0	0	0	0	0	421
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.; 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	6	0	0	0	0	6
		Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee	4	0	0	0	0	0	4
		The nominee is an executive of a public company and sits on more than two public company boards or the nominee is not an executive of a public company and sits on more than five public company boards.	4	0	0	0	0	0	4
		Less than 75% Attendance	1	0	0	0	0	0	1
		Serves on too many boards	5	0	0	0	0	0	5
		The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.	0	2	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		The nominee serves on the ESG committee and the company does not report to SASB.	0	28	0	0	0	0	28
		Board level diversity demographic information not fully disclosed	1	0	0	0	0	0	1
	Election of the Chair of Statutory Auditors								
		No Stated Reason	3	0	0	0	0	0	3
	Misc. Management Proposal Regarding Board								
		Potential conflict of interests	2	0	0	0	0	0	2
		No Stated Reason	2	0	0	0	0	0	2
	Post-Employment /Severance Agreements								
		No Stated Reason	6	0	0	0	0	0	6
	Ratification of Board Acts - Legal								
		No Stated Reason	1382	0	0	0	0	0	1382
		Poor disclosure regarding Russian operations	1	0	0	0	0	0	1
		Oversight failure/internal control concerns	2	0	0	0	0	0	2
	Ratification of Co-Option of a Director								
		No Stated Reason	67	0	0	0	0	0	67
		Affiliate/Insider on compensation committee; Board is not sufficiently independent; Affiliate/Insider on nominating/governance committee	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
	Ratification of Management Acts - Legal								
		No Stated Reason	563	0	0	0	0	0	563
		Ongoing investigations	13	0	0	0	0	0	13
	Related Party Transactions								
		No Stated Reason	20	0	0	0	0	0	20
	Removal/Resignation of Director								
		No Stated Reason	1	0	0	0	0	0	1
Capital Management			2105	0	0	0	0	0	2105
	Amendment to Authorized Common Stock								
		No Stated Reason	2	0	0	0	0	0	2
	Amendment to Borrowing Powers								
		No Stated Reason	7	0	0	0	0	0	7
	Amendment to Par Value								
		No Stated Reason	3	0	0	0	0	0	3
	Authority to Increase Capital in Case of Exchange Offers (Fr								
		No Stated Reason	17	0	0	0	0	0	17
		Potential dilution exceeds recommended threshold	11	0	0	0	0	0	11
		May be used as anti-takeover device; Potential dilution exceeds recommended threshold	1	0	0	0	0	0	1
		Debt amounts not disclosed	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Authority to Increase Capital in Consideration for Contribut								
		No Stated Reason	68	0	0	0	0	0	68
		Potential dilution exceeds recommended threshold	17	0	0	0	0	0	17
		May be used as anti-takeover device; Potential dilution exceeds recommended threshold	1	0	0	0	0	0	1
		Debt amounts not disclosed	2	0	0	0	0	0	2
	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	31	0	0	0	0	0	31
	Authority to Issue Shares and Convertible Debt w/ Preempti								
		No Stated Reason	109	0	0	0	0	0	109
		May be used as anti-takeover device	1	0	0	0	0	0	1
		Debt amounts not disclosed	3	0	0	0	0	0	3
	Authority to Issue Shares and Convertible Debt w/o Preemp								
		No Stated Reason	154	0	0	0	0	0	154
		Potential dilution exceeds recommended threshold	35	0	0	0	0	0	35

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		May be used as anti-takeover device; Potential dilution exceeds recommended threshold	3	0	0	0	0	0	3
		Potential dilution exceeds recommended threshold; Debt amounts not disclosed	2	0	0	0	0	0	2
		Debt amounts not disclosed	4	0	0	0	0	0	4
	Authority to Issue Shares w/ Preemptive Rights								
		No Stated Reason	197	0	0	0	0	0	197
		Potential dilution exceeds recommended threshold	1	0	0	0	0	0	1
	Authority to Issue Shares w/o Preemptive Rights								
		Not in shareholders' best interests	3	0	0	0	0	0	3
		No Stated Reason	301	0	0	0	0	0	301
		Potential dilution exceeds recommended threshold	1	0	0	0	0	0	1
	Authority to Issue Stock w/ or w/out Preemptive Rights								
		No Stated Reason	16	0	0	0	0	0	16
		Potential dilution exceeds recommended threshold; Supports dual-class structure	2	0	0	0	0	0	2
	Authority to Repurchase and Re-Issue Shares								
		No Stated Reason	220	0	0	0	0	0	220

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	220	0	0	0	0	0	220
	Increase in Authorized Capital								
		No Stated Reason	182	0	0	0	0	0	182
		May be used as anti-takeover device	1	0	0	0	0	0	1
	Increase in Authorized Common Stock								
		No Stated Reason	6	0	0	0	0	0	6
		Sufficient shares available	3	0	0	0	0	0	3
		Requested increase is excessive	1	0	0	0	0	0	1
	Increase in Authorized Preferred Stock								
		Disproportionate increase of non-voting share class	1	0	0	0	0	0	1
	Increase in/Authorization of Dual Class Stock								
		Sufficient shares available	1	0	0	0	0	0	1
	Increase in/Authorization of Preferred Stock								
		Blank check authority	1	0	0	0	0	0	1
	Issuance of Common Stock								
		No Stated Reason	2	0	0	0	0	0	2
	Issuance of Convertible Debt Instruments								
		No Stated Reason	4	0	0	0	0	0	4
	Issuance of Debt Instruments								
		No Stated Reason	13	0	0	0	0	0	13
	Issuance of Repurchased 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	18	0	0	0	0	0	18
	Amend Articles, Constitution, Bylaws - Bundled								
		No Stated Reason	132	0	0	0	0	0	132
		Insufficient information provided	1	0	0	0	0	0	1
		Amendment is not in best interests of shareholders	2	0	0	0	0	0	2
	Amendment to Poison Pill								
		No Stated Reason	2	0	0	0	0	0	2
	Amendment to Shareholder Rights' Plan								
		No Stated Reason	5	0	0	0	0	0	5
		Not in shareholders' best interests	1	0	0	0	0	0	1
	Amendments to Articles (Technical)								
		No Stated Reason	198	0	0	0	0	0	198
	Amendments to Articles, Constitution, Bylaws								
		No Stated Reason	263	0	0	0	0	0	263
		Amendment is not in best interests of shareholders	3	0	0	0	0	0	3
		Shortened notice period could disenfranchise shareholders	2	0	0	0	0	0	2
	Amendments to Charter/Bylaw - Bundled								
		No Stated Reason	3	0	0	0	0	0	3
		Amendment is not in best interests of shareholders	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
		May be used as anti-takeover device; Insufficient response to shareholder dissent	1	0	0	0	0	0	1
	Repeal of Classified Board								
		No Stated Reason	31	0	0	0	0	0	31
	Restoration of Right to Call a Special Meeting								
		This proposal is the target of a Vote No Campaign.	0	1	0	0	0	0	1
		A 10% threshold for calling a special meeting is appropriate	2	0	0	0	0	0	2
		A 10% threshold for calling a special meeting is appropriate	1	0	0	0	0	0	1
		A 15% threshold for calling a special meeting is appropriate	1	0	0	0	0	0	1
		No Stated Reason	4	0	0	0	0	0	4
		Amendment is not in best interests of shareholders	1	0	0	0	0	0	1
	Restoration of Written Consent								
		No Stated Reason	2	0	0	0	0	0	2
	Technical Amendments to Charter/Bylaw								
		No Stated Reason	1	0	0	0	0	0	1
	Waiving of Mandatory Takeover Requirement								
		No Stated Reason	2	0	0	0	0	0	2
Compensation			3929	267	0	0	0	0	4196

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Adoption of Director Equity Compensation Plan								
		No Stated Reason	1	0	0	0	0	0	1
	Adoption of Employee Stock Purchase Plan								
		No Stated Reason	14	0	0	0	0	0	14
	Adoption of Equity Compensation Plan								
		No Stated Reason	85	0	0	0	0	0	85
		Contains Evergreen Provisions	9	0	0	0	0	0	9
		Contains Evergreen Provisions	9	0	0	0	0	0	9
	Adoption of Restricted Stock Plan								
		No Stated Reason	18	0	0	0	0	0	18
	Adoption of Short Term Incentive Plan								
		No Stated Reason	13	0	0	0	0	0	13
	Advisory Vote on Executive Compensation								
		No Stated Reason	810	0	0	0	0	0	810
		The compensation plan has no ties between compensation and sustainability.	28	122	0	0	0	0	150
		Excessive compensation	1	0	0	0	0	0	1
		Pay for performance disconnect	31	0	0	0	0	0	31

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.; The compensation plan has no ties between compensation and sustainability.	0	38	0	0	0	0	38
		Recommendation on Dissident Card	2	0	0	0	0	0	2
		This proposal is the target of a Vote No Campaign.	0	29	0	0	0	0	29
		The remuneration plan fails 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	19	0	0	0	0	19
		Grants are excessive	3	0	0	0	0	0	3
		Concerning pay practices; Pay for performance disconnect	4	0	0	0	0	0	4
		Concerning pay practices	16	0	0	0	0	0	16
		Grants are excessive; Pay for performance disconnect	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.	0	21	0	0	0	0	21
		Pay for performance disconnect; Concerning pay practices	26	0	0	0	0	0	26
		The remuneration plan fails to incentivize mitigation of climate-related risks.	0	4	0	0	0	0	4
		Concerning pay practices; Grants are excessive	3	0	0	0	0	0	3
		Insufficient response to shareholder dissent; Poor overall design	1	0	0	0	0	0	1
		Poor overall design	1	0	0	0	0	0	1
		Pay for performance disconnect; Poor overall design	1	0	0	0	0	0	1
		The remuneration plan fails to incentivize mitigation of material environmental risks.	0	8	0	0	0	0	8
		Pay for performance disconnect; Grants are excessive	3	0	0	0	0	0	3
		Insufficient response to shareholder dissent	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		Insufficient response to shareholder dissent; Pay for performance disconnect	1	0	0	0	0	0	1
		Excessive compensation; Concerning pay practices	1	0	0	0	0	0	1
	Advisory Vote on Severance								
		No Stated Reason	6	0	0	0	0	0	6
		Concerning pay practices	3	0	0	0	0	0	3
	Amendment to Director Equity Compensation Plan								
		No Stated Reason	1	0	0	0	0	0	1
	Amendment to Employee Stock Purchase Plan								
		Contains Evergreen Provisions	3	0	0	0	0	0	3
		No Stated Reason	46	0	0	0	0	0	46
	Amendment to Equity Compensation Plan								
		No Stated Reason	163	0	0	0	0	0	163
		Contains Evergreen Provisions	3	0	0	0	0	0	3
		Pace of historical grants; Cost of plan is excessive	4	0	0	0	0	0	4
		Cost of plan is excessive	5	0	0	0	0	0	5
		Grants are excessive	1	0	0	0	0	0	1
		Excessive overhang	1	0	0	0	0	0	1
		Concerning pay practices	5	0	0	0	0	0	5

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		This proposal is the target of a Vote No Campaign.	2	0	0	0	0	0	2
		Plan allows for repricing; Contains Evergreen Provisions	2	0	0	0	0	0	2
	Amendment to Performance Share Plan								
		Amendment is not in best interests of shareholders; Pay for performance disconnect	1	0	0	0	0	0	1
	Amendment to Restricted Stock Plan								
		No Stated Reason	20	0	0	0	0	0	20
	Amendment to Stock Option Plan								
		No Stated Reason	47	0	0	0	0	0	47
		Discretionary adjustments	1	0	0	0	0	0	1
		Short vesting period	1	0	0	0	0	0	1
		Exercise price is too low	1	0	0	0	0	0	1
		Increase is excessive	1	0	0	0	0	0	1
	Bonus								
		No Stated Reason	17	0	0	0	0	0	17
	Capital Proposal to Implement Equity Compensat								
		No Stated Reason	158	0	0	0	0	0	158
		Equity awards to major shareholder	2	0	0	0	0	0	2
		Grants are excessive	1	0	0	0	0	0	1
		Poor overall compensation disclosure	11	0	0	0	0	0	11

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Short vesting period; Not linked to performance	1	0	0	0	0	0	1
		Concerning pay practices; Potential for excessive payouts; Plan is not in best interests of shareholders	1	0	0	0	0	0	1
		Short vesting period	3	0	0	0	0	0	3
		Linked to a plan we do not support	1	0	0	0	0	0	1
	Directors' Fees								
		No Stated Reason	110	0	0	0	0	0	110
		Excessive compensation	1	0	0	0	0	0	1
		Concerning pay practices	13	0	0	0	0	0	13
	Directors' Stock Option Plan								
		No Stated Reason	2	0	0	0	0	0	2
	Employee Incentive Plan								
		No Stated Reason	12	0	0	0	0	0	12
	Issuance of Bonds with Warrants to Employees								
		Concerning pay practices	2	0	0	0	0	0	2
	Misc. Proposal Regarding Compensation								
		No Stated Reason	26	0	0	0	0	0	26
	Non-Executive Remuneration Policy (Forward-Looking)								
		No Stated Reason	351	0	0	0	0	0	351
		Chair fee structure	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		Excessive compensation; Insufficient response to shareholder dissent	1	0	0	0	0	0	1
		Equity awards to major shareholder; Insufficient response to shareholder dissent	1	0	0	0	0	0	1
		Increase is excessive	1	0	0	0	0	0	1
		Concerning pay practices	2	0	0	0	0	0	2
		SPECIFIC PROPOSAL INSTRUCTIONS: PLEASE NOTE THAT ALTHOUGH THERE ARE 2 OPTIONS TO INDICATE A PREFERENCE ON THIS RESOLUTIONS, ONLY ONE CAN BE SELECTED. THE STANDING INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE FOR ONLY 1 OF THE 2 OPTIONS BELOW FOR RESOLUTIONS 005A AND 005B, YOUR OTHER VOTES MUST BE EITHER AGAINST OR ABSTAIN.	0	3	0	0	0	0	3
	Remuneration Policy (Forward-Looking)								
		Increase is excessive; Insufficient response to shareholder dissent	2	0	0	0	0	0	2
		No Stated Reason	321	0	0	0	0	0	321

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		Insufficient response to shareholder dissent; Increase is excessive; Poor overall compensation disclosure	1	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Increase is excessive; Equity awards to major shareholder; Discretionary awards	1	0	0	0	0	0	1
		Equity awards to major shareholder	6	0	0	0	0	0	6
		Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design	5	0	0	0	0	0	5
		Grants are excessive; Excessive compensation	1	0	0	0	0	0	1
		Excessive compensation; Insufficient response to shareholder dissent; Increase is excessive	18	0	0	0	0	0	18
		Poor overall compensation disclosure; Poor overall design	1	0	0	0	0	0	1
		The compensation plan has no ties between compensation and sustainability.	3	4	0	0	0	0	7

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		Insufficient response to shareholder dissent; Equity awards to major shareholder; Poor disclosure; Poor overall design	9	0	0	0	0	0	9
		Insufficient response to shareholder dissent; Equity awards to major shareholder; Poor disclosure; Poor overall design	1	0	0	0	0	0	1
		Excessive compensation	6	0	0	0	0	0	6
		Concerning pay practices; Potential for excessive payouts; Amendment is not in best interests of shareholders	1	0	0	0	0	0	1
		Poor overall design	2	0	0	0	0	0	2
		Equity awards to major shareholder; Grants are excessive	1	0	0	0	0	0	1
		Insufficient justification for increase	1	0	0	0	0	0	1
		Excessive termination package; Poor overall design	1	0	0	0	0	0	1
		Insufficient response to shareholder dissent	1	0	0	0	0	0	1
		Poor compensation structure/performance conditions; Poor overall compensation disclosure	1	0	0	0	0	0	1
		Increase is excessive	6	0	0	0	0	0	6

Issue Code	Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
				Glass Lewis	Against Glass Lewis					
			Significant maximum opportunity for a future CEO	1	0	0	0	0	0	1
			Compensation policy is not in best interests of shareholders; Potential for excessive payouts	2	0	0	0	0	0	2
			Potential for excessive payouts; Compensation policy is not in best interests of shareholders	1	0	0	0	0	0	1
			Potential for excessive payouts; Poor LTIP structure/disclosure	4	0	0	0	0	0	4
			Compensation policy is not in best interests of shareholders	2	0	0	0	0	0	2
			Potential for excessive payouts; Excessive pension contributions	1	0	0	0	0	0	1
			Increase is excessive; Vesting below median	1	0	0	0	0	0	1
			Insufficient response to shareholder dissent; Poor overall design	1	0	0	0	0	0	1
			Potential for excessive payouts	2	0	0	0	0	0	2
		Remuneration Report (Retrospective)								
			No Stated Reason	723	0	0	0	0	0	723
			Insufficient remuneration consequences	1	0	0	0	0	0	1
			Low alignment with shareholder returns	3	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		Vesting below median performance	1	0	0	0	0	0	1
		Disclosure concerns; Questionable incentive outcomes	2	0	0	0	0	0	2
		Board assessment of STI payouts following fatalities	1	0	0	0	0	0	1
		Pay for performance disconnect	4	0	0	0	0	0	4
		The compensation plan has no ties between compensation and sustainability.	6	16	0	0	0	0	22
		Concerning pay practices; Pay for performance disconnect	2	0	0	0	0	0	2
		Grants are excessive; Pay for performance disconnect	1	0	0	0	0	0	1
		Recommendation on Dissident card	1	0	0	0	0	0	1
		Concerning pay practices	2	0	0	0	0	0	2
		Insufficient response to shareholder dissent; Excessive compensation; Equity awards to major shareholder; Discretionary awards; Non-executive participation linked to performance	1	0	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		Insufficient response to shareholder dissent; Excessive compensation; Equity awards to major shareholder; Discretionary awards	1	0	0	0	0	0	1
		Equity awards to major shareholder	6	0	0	0	0	0	6
		Poor overall compensation disclosure	3	0	0	0	0	0	3
		Poor overall design; Pay for performance disconnect	1	0	0	0	0	0	1
		Poor overall compensation disclosure; Poor overall design	1	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor compensation structure/performance conditions	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
		Excessive compensation	3	0	0	0	0	0	3
		Grants are excessive	2	0	0	0	0	0	2
		Excessive compensation; Insufficient response to shareholder dissent	9	0	0	0	0	0	9

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		Excessive compensation; Insufficient response to shareholder dissent; Increase is excessive	18	0	0	0	0	0	18
		Insufficient response to shareholder dissent; Poor overall design; Increase is excessive	3	0	0	0	0	0	3
		Insufficient response to shareholder dissent; Increase is excessive; Poor overall design	6	0	0	0	0	0	6
		Insufficient response to shareholder dissent	22	0	0	0	0	0	22
		Insufficient response to shareholder dissent; Poor overall design; Equity awards to major shareholder; Poor overall compensation disclosure	9	0	0	0	0	0	9
		Insufficient response to shareholder dissent; Discretionary awards; Poor overall design; Poor overall compensation disclosure	9	0	0	0	0	0	9

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		Insufficient response to shareholder dissent; Poor overall design; Equity awards to major shareholder; Poor overall compensation disclosure	1	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Discretionary awards; Poor overall design; Poor overall compensation disclosure	1	0	0	0	0	0	1
		Increase is excessive; Concerning pay practices; Poor overall design	1	0	0	0	0	0	1
		Excessive termination package	10	0	0	0	0	0	10
		Equity awards to major shareholder; Concerning pay practices	1	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Poor overall design	3	0	0	0	0	0	3
		Disconnect pay and safety performance	3	0	0	0	0	0	3
		Equity awards to major shareholder; Poor overall design	1	0	0	0	0	0	1
		Upward discretion utilised	5	0	0	0	0	0	5
		Discretionary awards	3	0	0	0	0	0	3
		Excessive base salary	7	0	0	0	0	0	7

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		Concerning pay practices; Insufficient response to shareholder dissent	1	0	0	0	0	0	1
		Insufficient response to shareholder dissent; Pay for performance disconnect	4	0	0	0	0	0	4
		STI safety component payout; Insufficient response to shareholder dissent	1	0	0	0	0	0	1
		Poor overall design; LTIP not linked to performance	1	0	0	0	0	0	1
		Increase is excessive	5	0	0	0	0	0	5
		Termination indemnity	3	0	0	0	0	0	3
		Poor overall compensation disclosure; Insufficient response to shareholder dissent	1	0	0	0	0	0	1
		Discretionary adjustments	1	0	0	0	0	0	1
		Excessive compensation; Significant one-off award	3	0	0	0	0	0	3
		Employment agreement is excessive	3	0	0	0	0	0	3
		Potentially excessive severance payment made; Disclosure surrounding vesting provisions of Last Mile Incentive Plan for former CEO	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		Insufficient response to shareholder dissent; Equity awards to major shareholder	1	0	0	0	0	0	1
		Poor health and safety performance	1	0	0	0	0	0	1
		Grants are excessive; Poor LTIP structure/disclosure	4	0	0	0	0	0	4
		Discretionary awards; Excessive termination package; Equity awards to major shareholder	3	0	0	0	0	0	3
		Insufficient response to shareholder dissent; Poor overall compensation disclosure	1	0	0	0	0	0	1
		Vesting below median; Unchallenging vesting conditions	1	0	0	0	0	0	1
		Potential for excessive payouts	1	0	0	0	0	0	1
		Insufficient recruitment awards disclosure	1	0	0	0	0	0	1
		Significant base salary on appointment	1	0	0	0	0	0	1
	Say When on Pay								
		No Stated Reason	34	3	0	0	0	0	37
		An annual advisory vote on executive compensation is in the best interests of shareholders	28	0	0	0	0	0	28
		Annual advisory is in the best interests of shareholders.	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
	Statutory Auditors' Fees								
		No Stated Reason	18	0	0	0	0	0	18
	Stock Option Grants								
		No Stated Reason	66	0	0	0	0	0	66
		Disclosure concerns; Questionable incentive outcomes	2	0	0	0	0	0	2
		Excessively dilutive	5	0	0	0	0	0	5
		This proposal is the target of a Vote No Campaign.	2	0	0	0	0	0	2
	Stock Option Plan								
		No Stated Reason	92	0	0	0	0	0	92
		Poor overall design; Change of control provision	1	0	0	0	0	0	1
		Change of control provision; Not linked to performance	1	0	0	0	0	0	1
		Grants are excessive; Share price hurdle	1	0	0	0	0	0	1
		Concerning pay practices	2	0	0	0	0	0	2
	Stock Option Plan for Overseas Employees								
		No Stated Reason	8	0	0	0	0	0	8
	Stock Purchase Plan								
		No Stated Reason	215	0	0	0	0	0	215
		Potential dilution exceeds recommended threshold	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
		Significant shareholder can deny offers	4	0	0	0	0	0	4
		No Stated Reason	2	0	0	0	0	0	2
SHP: Compensation			151	35	0	0	0	0	186
	SHP Advisory Vote on Compensation Report (Say on								
		No Stated Reason	1	0	0	0	0	0	1
	SHP Recoupment of Unearned Bonuses (Clawback								
		No Stated Reason	0	12	0	0	0	0	12
	SHP regarding Change/Opposition to Director Compe								
		The increase in directors' fees is reasonable given the expected increase in the number of directors	1	0	0	0	0	0	1
		No Stated Reason	7	0	0	0	0	0	7
	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	46	0	0	0	0	0	46
		No Stated Reason	27	0	0	0	0	0	27
	SHP Regarding Linking Executive Pay to Social Criteri								
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	27	0	0	0	0	0	27

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		No Stated Reason	2	7	0	0	0	0	9
	SHP regarding Misc. Compensation								
	SHP Regarding Misc. Compensation								
		No Stated Reason	19	0	0	0	0	0	19
		No Stated Reason	20	0	0	0	0	0	20
	SHP Regarding Report on Ratio Between CEO and Empl								
		No Stated Reason	0	16	0	0	0	0	16
	SHP Regarding Restricting Executive Compensation								
		Could better align executive and shareholder interests	1	0	0	0	0	0	1
SHP: Environment			215	209	0	0	0	0	424
	Shareholder Proposal Regarding Say on Climate								
		This is a Say-On-Climate Proposal.	16	0	0	0	0	0	16
		There are no net zero targets.	1	0	0	0	0	0	1
	SHP Regarding Bioengineering / Nanotechnology Safety								
		No Stated Reason	0	3	0	0	0	0	3
	SHP Regarding Climate Lobbying								
		No Stated Reason	22	0	0	0	0	0	22
	SHP Regarding Environmental Report								
		Supporting this proposal is in the best interests of shareholders.	0	96	0	0	0	0	96
		No Stated Reason	18	0	0	0	0	0	18

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Formation of Environmental/Social Commit								
		No Stated Reason	2	0	0	0	0	0	2
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	16	0	0	0	0	0	16
	SHP Regarding Misc. Energy/Environmental Issues								
		Supporting this proposal is in the best interests of shareholders.	0	1	0	0	0	0	1
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	2	0	0	0	0	0	2
		No Stated Reason	24	0	0	0	0	0	24
	SHP Regarding Misc. Environmental Issue								
		No Stated Reason	0	17	0	0	0	0	17
	SHP Regarding Phase out of Nuclear Power								
		No Stated Reason	0	1	0	0	0	0	1
	SHP Regarding Report on Antibiotics in Animal Agricult								
		No Stated Reason	0	2	0	0	0	0	2
	SHP Regarding Report/Action on Climate Change								
		No Stated Reason	84	0	0	0	0	0	84
		Supporting this proposal is in the best interests of shareholders.	0	61	0	0	0	0	61

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		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
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	12	0	0	0	0	0	12
	SHP Regarding Reporting and Reducing Greenhouse Gas Em								
		No Stated Reason	4	27	0	0	0	0	31
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	4	0	0	0	0	0	4
	SHP Regarding Sustainability or Environmental Reports								
		No Stated Reason	9	0	0	0	0	0	9
		Supporting this proposal is in the best interests of shareholders.	0	1	0	0	0	0	1
<i>SHP: Governance</i>			635	27	0	0	0	0	662
	SHP Regarding Additional or Amended Shareholder Propos								
		Granting unfettered discretion is unwise	5	0	0	0	0	0	5
		Details not disclosed in advance of meeting	2	0	0	0	0	0	2
	SHP Regarding Amendments to Company Goals/Purpose								
		No Stated Reason	3	0	0	0	0	0	3
	SHP Regarding Board Composition								

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		Operating and/or stock-price underperformance; Entrenched board in need of fresh perspective	8	0	0	0	0	0	8
		Recommendation on Dissident card	5	6	0	0	0	0	11
		No Stated Reason	13	0	0	0	0	0	13
		Dissident nominee (s) add requisite experience to board	3	0	0	0	0	0	3
		Industry Experience (Preferred Candidate)	1	0	0	0	0	0	1
	SHP Regarding Eliminating Supermajority Provisions								
		No Stated Reason	19	0	0	0	0	0	19
		Supermajority vote requirements can impede shareholders' ability to approve ballot items that are in their interests	22	0	0	0	0	0	22
	SHP Regarding Facilitation of Shareholder Proposals								
		The shareholder proposal process is best facilitated through regulatory changes.	0	12	0	0	0	0	12
		No Stated Reason	0	2	0	0	0	0	2
	SHP Regarding Improving in Disclosure								
		No Stated Reason	3	4	0	0	0	0	7
	SHP Regarding Increase in Dividend/Redistribution of Pr								
		No Stated Reason	6	0	0	0	0	0	6

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Independent Board Chairman/Separation o								
		No Stated Reason	3	0	0	0	0	0	3
		A non-executive chair is better able to oversee the executives of a company and set a pro-shareholder agenda	20	0	0	0	0	0	20
		An independent chair is better able to oversee the executives of a company and set a pro-shareholder agenda	68	0	0	0	0	0	68
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	0	3	0	0	0	0	3
		Separation of chair and CEO roles can better create a thoughtful and dynamic board not dominated by the views of a CEO	1	0	0	0	0	0	1
	SHP Regarding Limit Board Term								
		No Stated Reason	1	0	0	0	0	0	1
	SHP Regarding Limit on Board Memberships								
		No Stated Reason	2	0	0	0	0	0	2
	SHP Regarding Majority Vote for Election of Directors								
		Adoption could promote board accountability and ensure responsiveness to shareholder concerns	3	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Adoption could promote board accountability and ensure responsiveness to shareholder concerns	35	0	0	0	0	0	35
	SHP Regarding Misc. Auditor Issue								
		No Stated Reason	3	0	0	0	0	0	3
	SHP Regarding Misc. Board Issue								
		No Stated Reason	6	0	0	0	0	0	6
	SHP Regarding Misc. Board/Shareholder Rights Iss								
		Adoption of this proposal may provide shareholders with more clarity concerning how different classes of shareholders have cast their votes	20	0	0	0	0	0	20
		No Stated Reason	10	0	0	0	0	0	10
		Recently-adopted derivative suit provisions are contrary to shareholders interests	7	0	0	0	0	0	7
		Adoption would ensure shareholders are consulted before their rights are limited	14	0	0	0	0	0	14
	SHP Regarding Misc. Capital Issue								
		No Stated Reason	4	0	0	0	0	0	4

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		Excess cash reserves; Proposal is not overly prescriptive	1	0	0	0	0	0	1
	SHP Regarding Misc. Governance Issue								
		No Stated Reason	12	0	0	0	0	0	12
	SHP Regarding Misc. Issue								
		No Stated Reason	60	0	0	0	0	0	60
	SHP Regarding Misc. Meeting/Voting Issue								
		No Stated Reason	17	0	0	0	0	0	17
		Current Articles are unnecessarily restrictive	1	0	0	0	0	0	1
	SHP Regarding Recapitalization								
		Allowing one vote per share generally operates as a safeguard for common shareholders	35	0	0	0	0	0	35
	SHP Regarding Reincorporation								
		Potential benefits outweigh costs	6	0	0	0	0	0	6
	SHP Regarding Removal of Director(s)								
		No Stated Reason	3	0	0	0	0	0	3
	SHP Regarding Right to Act by Written Consent								
		Shareholder action by written consent enables shareholders to take action on important issues that arise between annual meetings	18	0	0	0	0	0	18

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	10	0	0	0	0	0	10
	SHP Regarding Right to Call a Special Meeting								
		Existing special meeting right is overly onerous	28	0	0	0	0	0	28
		A 10% threshold for calling a special meeting is appropriate	43	0	0	0	0	0	43
		No Stated Reason	43	0	0	0	0	0	43
		A 15% threshold for calling a special meeting is appropriate	14	0	0	0	0	0	14
	SHP Regarding Special Audit								
		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	25	0	0	0	0	0	25
SHP: Misc			75	0	0	0	0	0	75
	SHP Regarding Repeal of Bylaw Amendments								
		Reasonable in view of governance concerns	2	0	0	0	0	0	2
	SHP: Misc. Issues								
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	41	0	0	0	0	0	41
		No Stated Reason	21	0	0	0	0	0	21

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Additional disclosure could help mitigate regulatory and reputational risks	4	0	0	0	0	0	4
		Not a matter that should be determined by shareholders	7	0	0	0	0	0	7
<i>SHP: Social</i>			656	264	0	0	0	0	920
	SHP Regarding Animal Welfare								
		No Stated Reason	0	16	0	0	0	0	16
	SHP Regarding Firearms								
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	12	0	0	0	0	0	12
	SHP Regarding Human Capital Management								
		No Stated Reason	3	1	0	0	0	0	4
	SHP Regarding Misc. Human Capital Management								
		Additional, independent scrutiny on the Company's working conditions is warranted	17	0	0	0	0	0	17
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	107	1	0	0	0	0	108
		No Stated Reason	26	0	0	0	0	0	26
		Proposal withdrawn by proponent	2	0	0	0	0	0	2

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		Additional disclosure could allow shareholders to understand how the Company is mitigating HCM-related risks	1	0	0	0	0	0	1
		Supporting this proposal is in the best interests of shareholders.	0	7	0	0	0	0	7
		Enhanced disclosure would allow shareholders a better understanding of the Company's diversity considerations and initiatives	1	0	0	0	0	0	1
		Reporting will better allow shareholders to understand how issues of discrimination and harassment are being managed	5	0	0	0	0	0	5
		An independent review of safety could benefit shareholders and stakeholders	1	0	0	0	0	0	1
	SHP Regarding Misc. Labor Issues/Policies								
		No Stated Reason	0	2	0	0	0	0	2
	SHP Regarding Misc. Nuclear Issue								
		No Stated Reason	4	0	0	0	0	0	4
	SHP Regarding Misc. Social Issue								
		No Stated Reason	70	0	0	0	0	0	70

Issue Code Category	Issue Short Text	Rationale Reason	With		Take No Action	Unvoted	N/A	Mixed	Total
			Glass Lewis	Against Glass Lewis					
		Supporting this proposal is in the best interests of shareholders.	0	70	0	0	0	0	70
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	91	127	0	0	0	0	218
		Adoption of this proposal could provide decision-useful information for investors	1	0	0	0	0	0	1
		Additional disclosure on the Company's efforts to address hate speech on its platforms is warranted	18	0	0	0	0	0	18
		Adoption of proposal provide shareholders assurance that the Company is managing associated risks	18	0	0	0	0	0	18
		Additional disclosure could provide shareholders with a better basis to understand risks	18	0	0	0	0	0	18
	SHP Regarding Pregnancy/Abortion Issues								
		No Stated Reason	0	9	0	0	0	0	9
	SHP Regarding Racial Equity Audit								
		No Stated Reason	22	15	0	0	0	0	37
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	8	0	0	0	0	0	8

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
SHP Regarding Report on EEO									
		Requested reporting provide shareholders with standardized and comparable information concerning a company's workforce diversity	19	0	0	0	0	0	19
SHP Regarding Reporting on Company's Compliance with I									
		Adoption could help mitigate salient human rights-related risks	1	0	0	0	0	0	1
		Supporting this proposal is in the best interests of shareholders.	0	14	0	0	0	0	14
		No Stated Reason	62	0	0	0	0	0	62
		An independent review of human rights considerations in advertising could benefit shareholders	15	0	0	0	0	0	15
		Adoption of policy could help mitigate human rights related risks	6	0	0	0	0	0	6
SHP Regarding Reviewing Charitable Spending									
		This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.	63	0	0	0	0	0	63
SHP Regarding Reviewing Political Spending or Lobbying									
		No Stated Reason	34	0	0	0	0	0	34

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's political spending	18	0	0	0	0	0	18
		Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities	12	0	0	0	0	0	12
	SHP Regarding Tobacco/Alcohol								
		No Stated Reason	1	2	0	0	0	0	3

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