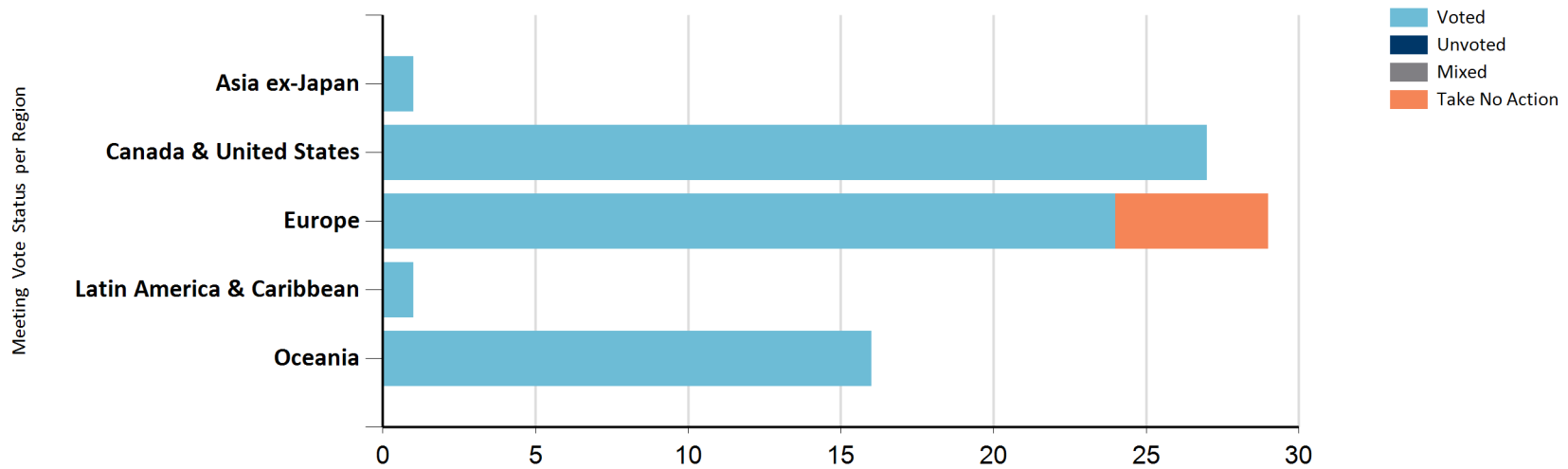


Meeting Statistics Report

Bakkers Quarterly Voting Report

From 10/1/2020 to 12/31/2020

Meetings by Region & Vote Status



Region	Country Of Origin	Voted	Unvoted	Mixed	Take No Action	Total
Total for all Regions		69	0	0	5	74
Asia ex-Japan		1	0	0	0	1
	Singapore	1	0	0	0	1
Canada & United States		27	0	0	0	27
	Canada	1	0	0	0	1
	United States	26	0	0	0	26
Europe		24	0	0	5	29
	Belgium	2	0	0	0	2
	Denmark	1	0	0	0	1

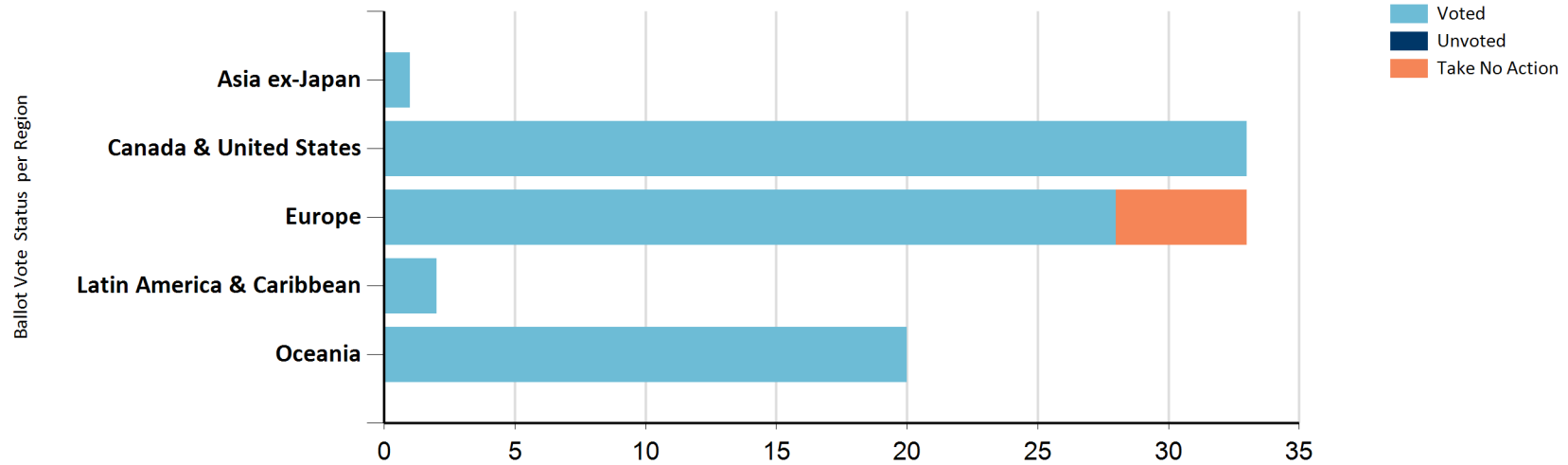
France	3	0	0	0	3
Germany	1	0	0	0	1
Ireland	4	0	0	0	4
ISLE OF MAN	1	0	0	0	1
Italy	1	0	0	0	1
Jersey	1	0	0	0	1
Netherlands	3	0	0	0	3
Spain	1	0	0	0	1
Sweden	0	0	0	5	5
Switzerland	1	0	0	0	1
United Kingdom	5	0	0	0	5
Latin America & Caribbean	1	0	0	0	1
Cayman Islands	1	0	0	0	1
Oceania	16	0	0	0	16
Australia	14	0	0	0	14
New Zealand	2	0	0	0	2

Ballot Statistics Report

Bakkers Quarterly Voting Report

From 10/1/2020 to 12/31/2020

Ballots by Region & Vote Status



Region	Country Of Origin	Voted	Unvoted	Take No Action	Total
Total for all Regions		84	0	5	89
Asia ex-Japan		1	0	0	1
	Singapore	1	0	0	1
Canada & United States		33	0	0	33
	Canada	1	0	0	1
	United States	32	0	0	32
Europe		28	0	5	33
	Belgium	3	0	0	3
	Denmark	1	0	0	1
	France	4	0	0	4

Germany	1	0	0	1
Ireland	5	0	0	5
ISLE OF MAN	2	0	0	2
Italy	1	0	0	1
Jersey	1	0	0	1
Netherlands	3	0	0	3
Spain	1	0	0	1
Sweden	0	0	5	5
Switzerland	1	0	0	1
United Kingdom	5	0	0	5
Latin America & Caribbean	2	0	0	2
Cayman Islands	2	0	0	2
Oceania	20	0	0	20
Australia	18	0	0	18
New Zealand	2	0	0	2

Proposal Statistics Report

Bakkers Quarterly Voting Report

From 10/1/2020 to 12/31/2020

	Mgmt Proposals	SHP Proposals	Total Proposals
For	526	10	536
Against	70	14	84
Abstain	5	1	6
1 Year	0	0	0
2 Years	0	0	0
3 Years	0	0	0
Mixed	0	0	0
Take No Action	7	0	7
Unvoted	0	0	0
Totals	608	25	633

	Mgmt Proposals	SHP Proposals	Total Proposals
With Management	522	15	537
Against Management	78	10	88
N/A	1	0	1
Mixed	0	0	0
Take No Action	7	0	7
Unvoted	0	0	0
Totals	608	25	633

Management Proposals – Votes Cast

For - 526 Abstain - 5
Against - 70 Take No Action - 7



Shareholder Proposals – Votes Cast

For - 10 Against - 14 Abstain - 1



Management Proposals – Votes versus Management

With Mgmt - 522 N/A - 1
Against Mgmt - 78 Take No Action - 7



Shareholder Proposals – Votes versus Management

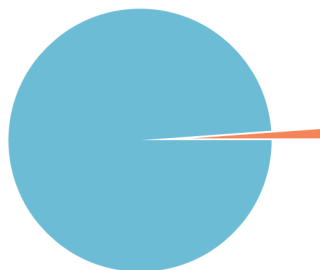
With Mgmt - 15 Against Mgmt - 10



	Mgmt Proposals	SHP Proposals	Total Proposals
With Policy	601	25	626
Against Policy	0	0	0
Manual	0	0	0
N/A	0	0	0
Mixed	0	0	0
Take No Action	7	0	7
Unvoted	0	0	0
Totals	608	25	633

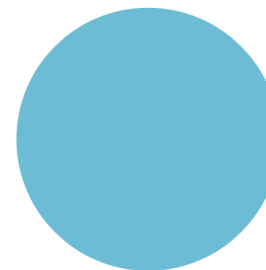
Management Proposals - Votes versus Policy

With Policy 601 Take No Action 7



Shareholder Proposals - Votes versus Policy

With Policy 25



	Mgmt Proposals	SHP Proposals	Total Proposals
With Glass Lewis	552	21	573
Against Glass Lewis	49	4	53
N/A	0	0	0
Mixed	0	0	0
Take No Action	7	0	7
Unvoted	0	0	0
Totals	608	25	633

Management Proposals - Votes versus Glass Lewis

With GL 552 Take No Action 7
Against GL 49



Shareholder Proposals - Votes versus Glass Lewis

With GL 21 Against GL 4



Proposal Category Report

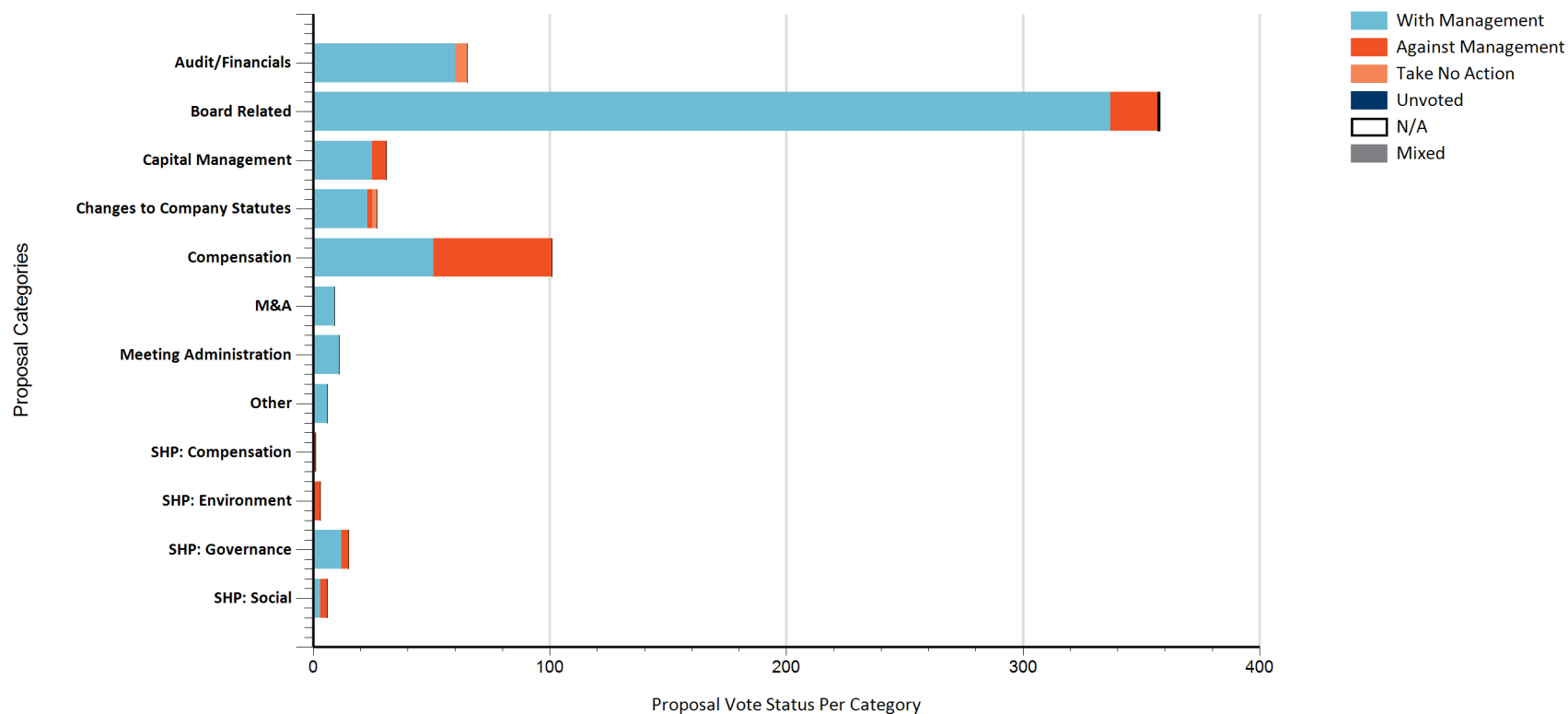
Bakkers Quarterly Voting Report

From 10/1/2020 to 12/31/2020

Proposal Categories - All Votes

Proposal Category Type	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Totals	536	84	6	7	0	0	0	0	0	633
Audit/Financials	60	0	0	5	0	0	0	0	0	65
Board Related	338	15	5	0	0	0	0	0	0	358
Capital Management	25	6	0	0	0	0	0	0	0	31
Changes to Company Statutes	23	2	0	2	0	0	0	0	0	27
Compensation	54	47	0	0	0	0	0	0	0	101
M&A	9	0	0	0	0	0	0	0	0	9
Meeting Administration	11	0	0	0	0	0	0	0	0	11
Other	6	0	0	0	0	0	0	0	0	6
SHP: Compensation	1	0	0	0	0	0	0	0	0	1
SHP: Environment	3	0	0	0	0	0	0	0	0	3
SHP: Governance	4	11	0	0	0	0	0	0	0	15
SHP: Social	2	3	1	0	0	0	0	0	0	6

Proposal Categories - Votes versus Management

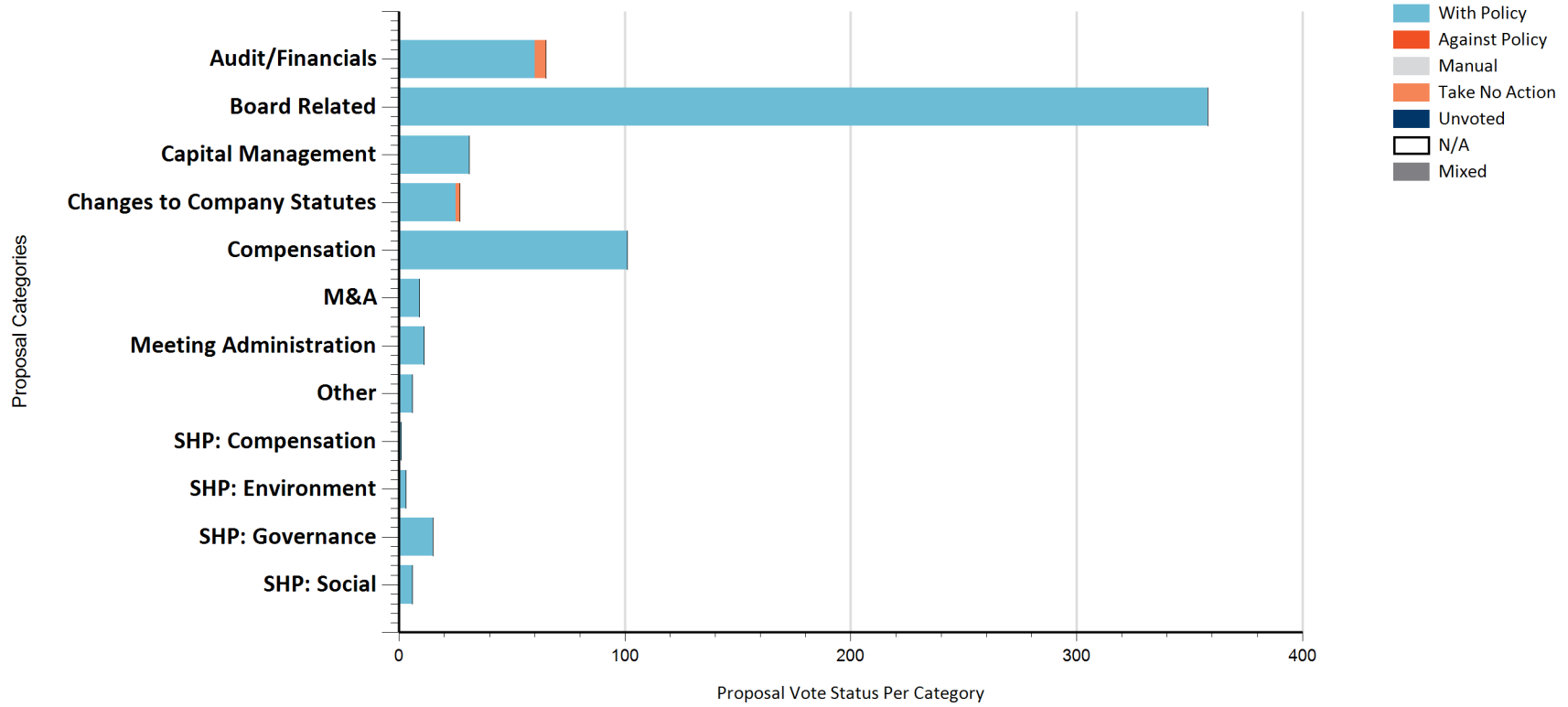


Proposal Categories - Votes versus Management

Proposal Category Type	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Totals	537	88	7	0	1	0	633
Audit/Financials	60	0	5	0	0	0	65
Board Related	337	20	0	0	1	0	358
Capital Management	25	6	0	0	0	0	31
Changes to Company Statutes	23	2	2	0	0	0	27

Proposal Category Type	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Compensation	51	50	0	0	0	0	101
M&A	9	0	0	0	0	0	9
Meeting Administration	11	0	0	0	0	0	11
Other	6	0	0	0	0	0	6
SHP: Compensation	0	1	0	0	0	0	1
SHP: Environment	0	3	0	0	0	0	3
SHP: Governance	12	3	0	0	0	0	15
SHP: Social	3	3	0	0	0	0	6

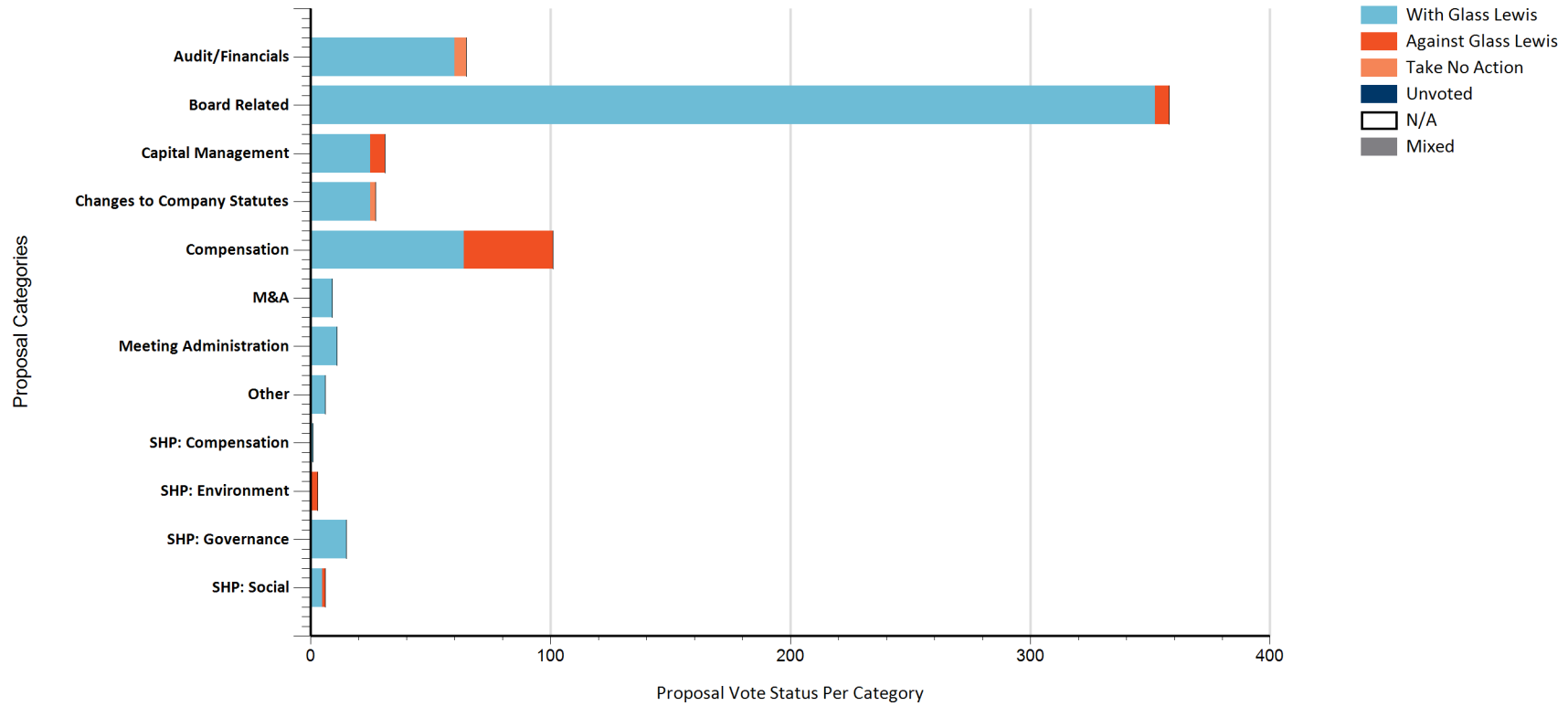
Proposal Categories - Votes versus Policy



Proposal Categories - Votes versus Policy

Proposal Category Type	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Totals	626	0	0	7	0	0	0	633
Audit/Financials	60	0	0	5	0	0	0	65
Board Related	358	0	0	0	0	0	0	358
Capital Management	31	0	0	0	0	0	0	31
Changes to Company Statutes	25	0	0	2	0	0	0	27

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	573	53	7	0	0	0	633
Audit/Financials	60	0	5	0	0	0	65
Board Related	352	6	0	0	0	0	358
Capital Management	25	6	0	0	0	0	31
Changes to Company Statutes	25	0	2	0	0	0	27

Proposal Category Type	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
Compensation	64	37	0	0	0	0	101
M&A	9	0	0	0	0	0	9
Meeting Administration	11	0	0	0	0	0	11
Other	6	0	0	0	0	0	6
SHP: Compensation	1	0	0	0	0	0	1
SHP: Environment	0	3	0	0	0	0	3
SHP: Governance	15	0	0	0	0	0	15
SHP: Social	5	1	0	0	0	0	6

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No			1 Year	2 Years	3 Years	Total
					Action	Unvoted	Mixed				
<i>SHP: Environment</i>		3	0	0	0	0	0	0	0	0	3
	SHP Regarding Environmental Report	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	2	0	0	0	0	0	0	0	0	2
<i>SHP: Governance</i>		4	11	0	0	0	0	0	0	0	15
	SHP Regarding Board Composition	0	2	0	0	0	0	0	0	0	2
	SHP Regarding Election of Dissident Board Member(s)	0	3	0	0	0	0	0	0	0	3
	SHP Regarding Facilitation of Shareholder Proposals	0	4	0	0	0	0	0	0	0	4
	SHP Regarding Improving in Disclosure	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Independent Board Chairman/Seperation of Chair and CEO	2	1	0	0	0	0	0	0	0	3
	SHP Regarding Right to Call a Special Meeting	0	1	0	0	0	0	0	0	0	1
	SHP Shareholder Access to the Nomination Process (Proxy Access)	1	0	0	0	0	0	0	0	0	1
<i>SHP: Social</i>		2	3	1	0	0	0	0	0	0	5
	SHP Regarding Limiting or Ending Political Spending	0	1	0	0	0	0	0	0	0	1
	SHP Regarding Misc. Human Capital Management	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Misc. Social Issue	0	2	1	0	0	0	0	0	0	3
	SHP Regarding Reviewing Political Spending or Lobbying	1	0	0	0	0	0	0	0	0	1

Proposal Types – Votes Versus Management

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories		537	88	7	0	1	0	633
<i>Audit/Financials</i>		60	0	5	0	0	0	65
	Accounts and Reports (Bundled Issues)	1	0	0	0	0	0	1
	Allocation of Profits/Dividends	8	0	4	0	0	0	12
	Appointment of Auditor	7	0	0	0	0	0	7
	Appointment of Auditor and Authority to Set Fees	5	0	0	0	0	0	5
	Authority to Set Auditor's Fees	5	0	0	0	0	0	5
	Bonus Dividend/Bonus Share Issue	2	0	1	0	0	0	3
	Financial Statements	9	0	0	0	0	0	9
	Ratification of Auditor	23	0	0	0	0	0	23
<i>Board Related</i>		337	20	0	0	1	0	358
	Approve Special Auditor's Report	1	0	0	0	0	0	1
	Board Size	1	0	0	0	0	0	1
	Election of Directors	320	18	0	0	1	0	339
	Election of Supervisory Board	8	2	0	0	0	0	10
	Misc. Management Proposal Regarding Board	1	0	0	0	0	0	1
	Post-Employment /Severance Agreements	4	0	0	0	0	0	4
	Ratification of Board Acts - Legal	1	0	0	0	0	0	1
	Ratification of Management Acts - Legal	1	0	0	0	0	0	1
<i>Capital Management</i>		25	6	0	0	0	0	31

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	1	0	0	0	0	0	1
	Authority to Issue Shares w/ Preemptive Rights	3	2	0	0	0	0	5
	Authority to Issue Shares w/o Preemptive Rights	7	1	0	0	0	0	8
	Authority to Issue Stock w/ or w/out Preemptive Rights	0	1	0	0	0	0	1
	Authority to Repurchase and Re-Issue Shares	2	0	0	0	0	0	2
	Authority to Repurchase Shares	5	0	0	0	0	0	5
	Cancellation of Authorized Stock	2	0	0	0	0	0	2
	Increase in Authorized Capital	1	0	0	0	0	0	1
	Increase in Authorized Common Stock	1	0	0	0	0	0	1
	Issuance of Repurchased Shares	1	0	0	0	0	0	1
	Issuance of Stock w/ or w/out Preemptive Rights	0	1	0	0	0	0	1
	Issuance of Stock w/ Preemptive Rights	0	1	0	0	0	0	1
	Stock Split	1	0	0	0	0	0	1
	Use/Transfer of Reserves	1	0	0	0	0	0	1
<i>Changes to Company Statutes</i>		23	2	2	0	0	0	27
	Adoption of New Articles	3	0	0	0	0	0	3
	Amend Articles, Constitution, Bylaws - Bundled	9	0	2	0	0	0	11
	Amendments to Articles (Technical)	3	0	0	0	0	0	3
	Amendments to Articles, Constitution, Bylaws	2	0	0	0	0	0	2
	Authority to Set General Meeting Notice Period at 14 Days	2	0	0	0	0	0	2

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Change in State of Incorporation	1	0	0	0	0	0	1
	Elimination of Supermajority Requirement	2	0	0	0	0	0	2
	Misc. Proposal Regarding Antitakeover Devices	0	2	0	0	0	0	2
	Restoration of Right to Call a Special Meeting	1	0	0	0	0	0	1
Compensation		51	50	0	0	0	0	101
	Adoption of Employee Stock Purchase Plan	1	0	0	0	0	0	1
	Adoption of Equity Compensation Plan	2	0	0	0	0	0	2
	Advisory Vote on Executive Compensation	0	25	0	0	0	0	25
	Advisory Vote on Severance	1	0	0	0	0	0	1
	Amendment to Equity Compensation Plan	4	0	0	0	0	0	4
	Directors' Fees	5	1	0	0	0	0	6
	Directors' Stock Option Plan	1	0	0	0	0	0	1
	Misc. Proposal Regarding Compensation	1	0	0	0	0	0	1
	Remuneration Policy (Forward-Looking)	3	3	0	0	0	0	6
	Remuneration Report (Retrospective)	8	16	0	0	0	0	24
	Stock Option Grants	17	2	0	0	0	0	19
	Stock Option Plan	1	3	0	0	0	0	4
	Stock Purchase Plan	7	0	0	0	0	0	7
M&A		9	0	0	0	0	0	9
	Divestiture/Spin-off	2	0	0	0	0	0	2

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Intra-company Contracts/Control Agreements	1	0	0	0	0	0	1
	Merger/Acquisition	4	0	0	0	0	0	4
	Restructuring/Capitalization	2	0	0	0	0	0	2
<i>Meeting Administration</i>		11	0	0	0	0	0	11
	Authorization of Legal Formalities	7	0	0	0	0	0	7
	Right to Adjourn Meeting	3	0	0	0	0	0	3
	Routine Meeting Item	1	0	0	0	0	0	1
<i>Other</i>		6	0	0	0	0	0	6
	Approval of Political Donation	2	0	0	0	0	0	2
	Misc. Management Proposal	1	0	0	0	0	0	1
	Renew Proportional Takeover Provisions	3	0	0	0	0	0	3
<i>SHP: Compensation</i>		0	1	0	0	0	0	1
	SHP Regarding Race and/or Gender Pay Equity Report	0	1	0	0	0	0	1
<i>SHP: Environment</i>		0	3	0	0	0	0	3
	SHP Regarding Environmental Report	0	1	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	0	2	0	0	0	0	2
<i>SHP: Governance</i>		12	3	0	0	0	0	15
	SHP Regarding Board Composition	2	0	0	0	0	0	2
	SHP Regarding Election of Dissident Board Member(s)	3	0	0	0	0	0	3
	SHP Regarding Facilitation of Shareholder Proposals	4	0	0	0	0	0	4

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Improving in Disclosure	1	0	0	0	0	0	1
	SHP Regarding Independent Board Chairman/Seperation of Chair and CEO	1	2	0	0	0	0	3
	SHP Regarding Right to Call a Special Meeting	1	0	0	0	0	0	1
	SHP Shareholder Access to the Nomination Process (Proxy Access)	0	1	0	0	0	0	1
SHP: Social		3	3	0	0	0	0	6
	SHP Regarding Limiting or Ending Political Spending	1	0	0	0	0	0	1
	SHP Regarding Misc. Human Capital Management	0	1	0	0	0	0	1
	SHP Regarding Misc. Social Issue	2	1	0	0	0	0	3
	SHP Regarding Reviewing Political Spending or Lobbying	0	1	0	0	0	0	1

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		626	0	0	7	0	0	0	633
Audit/Financials		60	0	0	5	0	0	0	65
	Accounts and Reports (Bundled Issues)	1	0	0	0	0	0	0	1
	Allocation of Profits/Dividends	8	0	0	4	0	0	0	12
	Appointment of Auditor	7	0	0	0	0	0	0	7
	Appointment of Auditor and Authority to Set Fees	5	0	0	0	0	0	0	5
	Authority to Set Auditor's Fees	5	0	0	0	0	0	0	5
	Bonus Dividend/Bonus Share Issue	2	0	0	1	0	0	0	3

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Financial Statements	9	0	0	0	0	0	0	9
	Ratification of Auditor	23	0	0	0	0	0	0	23
Board Related		358	0	0	0	0	0	0	358
	Approve Special Auditor's Report	1	0	0	0	0	0	0	1
	Board Size	1	0	0	0	0	0	0	1
	Election of Directors	339	0	0	0	0	0	0	339
	Election of Supervisory Board	10	0	0	0	0	0	0	10
	Misc. Management Proposal Regarding Board	1	0	0	0	0	0	0	1
	Post-Employment /Severance Agreements	4	0	0	0	0	0	0	4
	Ratification of Board Acts - Legal	1	0	0	0	0	0	0	1
	Ratification of Management Acts - Legal	1	0	0	0	0	0	0	1
Capital Management		31	0	0	0	0	0	0	31
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	1	0	0	0	0	0	0	1
	Authority to Issue Shares w/ Preemptive Rights	5	0	0	0	0	0	0	5
	Authority to Issue Shares w/o Preemptive Rights	8	0	0	0	0	0	0	8
	Authority to Issue Stock w/ or w/out Preemptive Rights	1	0	0	0	0	0	0	1
	Authority to Repurchase and Re-Issue Shares	2	0	0	0	0	0	0	2
	Authority to Repurchase Shares	5	0	0	0	0	0	0	5
	Cancellation of Authorized Stock	2	0	0	0	0	0	0	2
	Increase in Authorized Capital	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
	Increase in Authorized Common Stock	1	0	0	0	0	0	0	1
	Issuance of Repurchased Shares	1	0	0	0	0	0	0	1
	Issuance of Stock w/ or w/out Preemptive Rights	1	0	0	0	0	0	0	1
	Issuance of Stock w/ Preemptive Rights	1	0	0	0	0	0	0	1
	Stock Split	1	0	0	0	0	0	0	1
	Use/Transfer of Reserves	1	0	0	0	0	0	0	1
Changes to Company Statutes		25	0	0	2	0	0	0	27
	Adoption of New Articles	3	0	0	0	0	0	0	3
	Amend Articles, Constitution, Bylaws - Bundled	9	0	0	2	0	0	0	11
	Amendments to Articles (Technical)	3	0	0	0	0	0	0	3
	Amendments to Articles, Constitution, Bylaws	2	0	0	0	0	0	0	2
	Authority to Set General Meeting Notice Period at 14 Days	2	0	0	0	0	0	0	2
	Change in State of Incorporation	1	0	0	0	0	0	0	1
	Elimination of Supermajority Requirement	2	0	0	0	0	0	0	2
	Misc. Proposal Regarding Antitakeover Devices	2	0	0	0	0	0	0	2
	Restoration of Right to Call a Special Meeting	1	0	0	0	0	0	0	1
Compensation		101	0	0	0	0	0	0	101
	Adoption of Employee Stock Purchase Plan	1	0	0	0	0	0	0	1
	Adoption of Equity Compensation Plan	2	0	0	0	0	0	0	2
	Advisory Vote on Executive Compensation	25	0	0	0	0	0	0	25

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Approval of Political Donation	2	0	0	0	0	0	0	2
	Misc. Management Proposal	1	0	0	0	0	0	0	1
	Renew Proportional Takeover Provisions	3	0	0	0	0	0	0	3
<i>SHP: Compensation</i>		1	0	0	0	0	0	0	1
	SHP Regarding Race and/or Gender Pay Equity Report	1	0	0	0	0	0	0	1
<i>SHP: Environment</i>		3	0	0	0	0	0	0	3
	SHP Regarding Environmental Report	1	0	0	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	2	0	0	0	0	0	0	2
<i>SHP: Governance</i>		15	0	0	0	0	0	0	15
	SHP Regarding Board Composition	2	0	0	0	0	0	0	2
	SHP Regarding Election of Dissident Board Member(s)	3	0	0	0	0	0	0	3
	SHP Regarding Facilitation of Shareholder Proposals	4	0	0	0	0	0	0	4
	SHP Regarding Improving in Disclosure	1	0	0	0	0	0	0	1
	SHP Regarding Independent Board Chairman/Seperation of Chair and CEO	3	0	0	0	0	0	0	3
	SHP Regarding Right to Call a Special Meeting	1	0	0	0	0	0	0	1
	SHP Shareholder Access to the Nomination Process (Proxy Access)	1	0	0	0	0	0	0	1
<i>SHP: Social</i>		6	0	0	0	0	0	0	6
	SHP Regarding Limiting or Ending Political Spending	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Human Capital Management	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Social Issue	3	0	0	0	0	0	0	3

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Reviewing Political Spending or Lobbying	1	0	0	0	0	0	0	1

Proposal Types – Votes Versus Glass Lewis

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories		573	53	7	0	0	0	633
<i>Audit/Financials</i>		60	0	5	0	0	0	65
	Accounts and Reports (Bundled Issues)	1	0	0	0	0	0	1
	Allocation of Profits/Dividends	8	0	4	0	0	0	12
	Appointment of Auditor	7	0	0	0	0	0	7
	Appointment of Auditor and Authority to Set Fees	5	0	0	0	0	0	5
	Authority to Set Auditor's Fees	5	0	0	0	0	0	5
	Bonus Dividend/Bonus Share Issue	2	0	1	0	0	0	3
	Financial Statements	9	0	0	0	0	0	9
	Ratification of Auditor	23	0	0	0	0	0	23
<i>Board Related</i>		352	6	0	0	0	0	358
	Approve Special Auditor's Report	1	0	0	0	0	0	1
	Board Size	1	0	0	0	0	0	1
	Election of Directors	333	6	0	0	0	0	339
	Election of Supervisory Board	10	0	0	0	0	0	10

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Misc. Management Proposal Regarding Board	1	0	0	0	0	0	1
	Post-Employment /Severance Agreements	4	0	0	0	0	0	4
	Ratification of Board Acts - Legal	1	0	0	0	0	0	1
	Ratification of Management Acts - Legal	1	0	0	0	0	0	1
Capital Management		25	6	0	0	0	0	31
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	1	0	0	0	0	0	1
	Authority to Issue Shares w/ Preemptive Rights	3	2	0	0	0	0	5
	Authority to Issue Shares w/o Preemptive Rights	7	1	0	0	0	0	8
	Authority to Issue Stock w/ or w/out Preemptive Rights	0	1	0	0	0	0	1
	Authority to Repurchase and Re-Issue Shares	2	0	0	0	0	0	2
	Authority to Repurchase Shares	5	0	0	0	0	0	5
	Cancellation of Authorized Stock	2	0	0	0	0	0	2
	Increase in Authorized Capital	1	0	0	0	0	0	1
	Increase in Authorized Common Stock	1	0	0	0	0	0	1
	Issuance of Repurchased Shares	1	0	0	0	0	0	1
	Issuance of Stock w/ or w/out Preemptive Rights	0	1	0	0	0	0	1
	Issuance of Stock w/ Preemptive Rights	0	1	0	0	0	0	1
	Stock Split	1	0	0	0	0	0	1
	Use/Transfer of Reserves	1	0	0	0	0	0	1
Changes to Company Statutes		25	0	2	0	0	0	27

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Adoption of New Articles	3	0	0	0	0	0	3
	Amend Articles, Constitution, Bylaws - Bundled	9	0	2	0	0	0	11
	Amendments to Articles (Technical)	3	0	0	0	0	0	3
	Amendments to Articles, Constitution, Bylaws	2	0	0	0	0	0	2
	Authority to Set General Meeting Notice Period at 14 Days	2	0	0	0	0	0	2
	Change in State of Incorporation	1	0	0	0	0	0	1
	Elimination of Supermajority Requirement	2	0	0	0	0	0	2
	Misc. Proposal Regarding Antitakeover Devices	2	0	0	0	0	0	2
	Restoration of Right to Call a Special Meeting	1	0	0	0	0	0	1
Compensation		64	37	0	0	0	0	101
	Adoption of Employee Stock Purchase Plan	1	0	0	0	0	0	1
	Adoption of Equity Compensation Plan	2	0	0	0	0	0	2
	Advisory Vote on Executive Compensation	5	20	0	0	0	0	25
	Advisory Vote on Severance	1	0	0	0	0	0	1
	Amendment to Equity Compensation Plan	4	0	0	0	0	0	4
	Directors' Fees	6	0	0	0	0	0	6
	Directors' Stock Option Plan	1	0	0	0	0	0	1
	Misc. Proposal Regarding Compensation	1	0	0	0	0	0	1
	Remuneration Policy (Forward-Looking)	5	1	0	0	0	0	6
	Remuneration Report (Retrospective)	10	14	0	0	0	0	24

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Stock Option Grants	18	1	0	0	0	0	19
	Stock Option Plan	3	1	0	0	0	0	4
	Stock Purchase Plan	7	0	0	0	0	0	7
M&A		9	0	0	0	0	0	9
	Divestiture/Spin-off	2	0	0	0	0	0	2
	Intra-company Contracts/Control Agreements	1	0	0	0	0	0	1
	Merger/Acquisition	4	0	0	0	0	0	4
	Restructuring/Capitalization	2	0	0	0	0	0	2
Meeting Administration		11	0	0	0	0	0	11
	Authorization of Legal Formalities	7	0	0	0	0	0	7
	Right to Adjourn Meeting	3	0	0	0	0	0	3
	Routine Meeting Item	1	0	0	0	0	0	1
Other		6	0	0	0	0	0	6
	Approval of Political Donation	2	0	0	0	0	0	2
	Misc. Management Proposal	1	0	0	0	0	0	1
	Renew Proportional Takeover Provisions	3	0	0	0	0	0	3
SHP: Compensation		1	0	0	0	0	0	1
	SHP Regarding Race and/or Gender Pay Equity Report	1	0	0	0	0	0	1
SHP: Environment		0	3	0	0	0	0	3
	SHP Regarding Environmental Report	0	1	0	0	0	0	1

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Report/Action on Climate Change	0	2	0	0	0	0	2
<i>SHP: Governance</i>		15	0	0	0	0	0	15
	SHP Regarding Board Composition	2	0	0	0	0	0	2
	SHP Regarding Election of Dissident Board Member(s)	3	0	0	0	0	0	3
	SHP Regarding Facilitation of Shareholder Proposals	4	0	0	0	0	0	4
	SHP Regarding Improving in Disclosure	1	0	0	0	0	0	1
	SHP Regarding Independent Board Chairman/Seperation of Chair and CEO	3	0	0	0	0	0	3
	SHP Regarding Right to Call a Special Meeting	1	0	0	0	0	0	1
	SHP Shareholder Access to the Nomination Process (Proxy Access)	1	0	0	0	0	0	1
<i>SHP: Social</i>		5	1	0	0	0	0	6
	SHP Regarding Limiting or Ending Political Spending	1	0	0	0	0	0	1
	SHP Regarding Misc. Human Capital Management	0	1	0	0	0	0	1
	SHP Regarding Misc. Social Issue	3	0	0	0	0	0	3
	SHP Regarding Reviewing Political Spending or Lobbying	1	0	0	0	0	0	1

