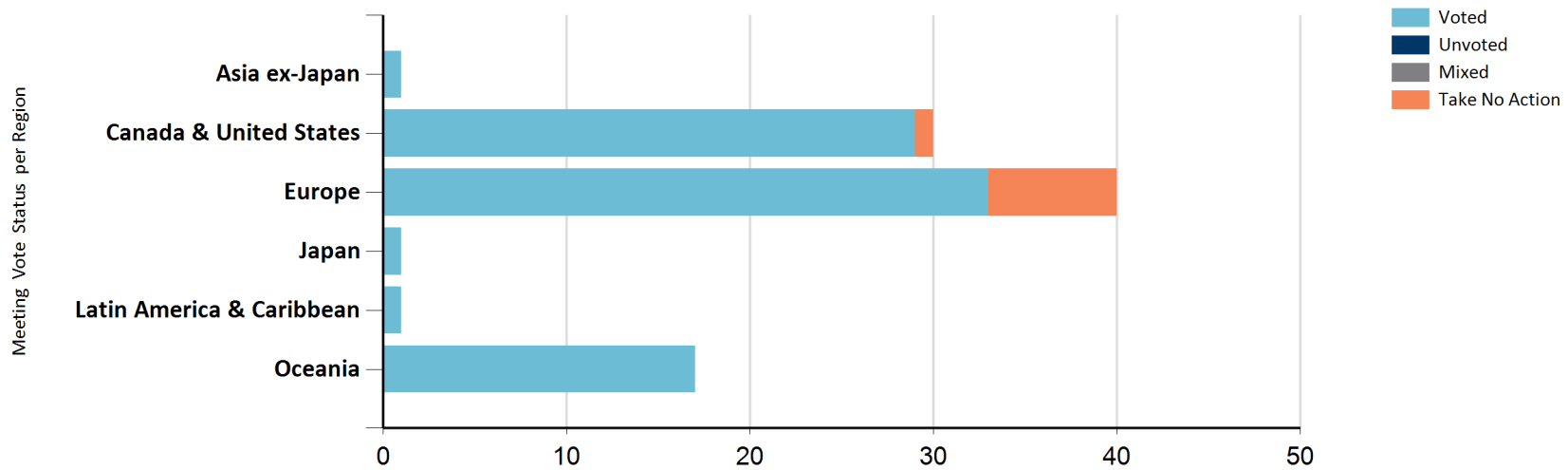


# Meeting Statistics Report

## Zoetwaren 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
<b>Total for all Regions</b>		<b>82</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>90</b>
<i>Asia ex-Japan</i>		<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
	Singapore	1	0	0	0	1
<i>Canada &amp; United States</i>		<b>29</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>30</b>
	United States	29	0	0	1	30
<i>Europe</i>		<b>33</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>40</b>
	Austria	1	0	0	0	1
	Belgium	3	0	0	0	3
	Denmark	1	0	0	0	1

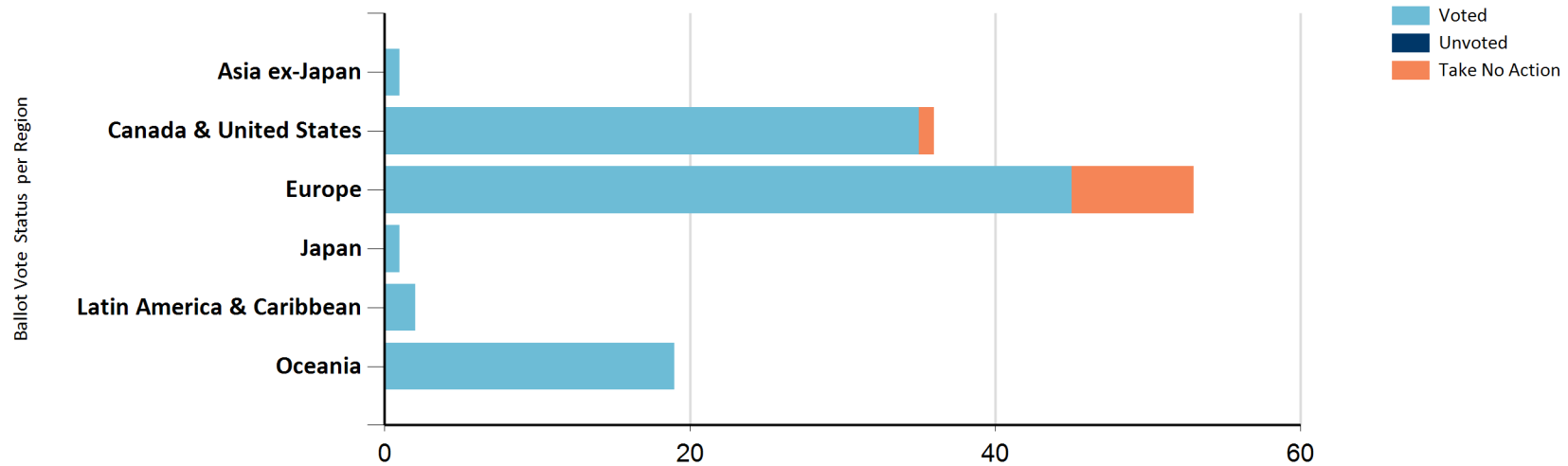
France	4	0	0	0	4
Germany	2	0	0	0	2
Ireland	4	0	0	0	4
ISLE OF MAN	1	0	0	0	1
Italy	2	0	0	0	2
Jersey	1	0	0	0	1
Luxembourg	1	0	0	0	1
Netherlands	3	0	0	0	3
Norway	2	0	0	0	2
Spain	2	0	0	0	2
Sweden	0	0	0	7	7
United Kingdom	6	0	0	0	6
<b>Japan</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
Japan	1	0	0	0	1
<b>Latin America &amp; Caribbean</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
Cayman Islands	1	0	0	0	1
<b>Oceania</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>17</b>
Australia	14	0	0	0	14
New Zealand	3	0	0	0	3

# Ballot Statistics Report

## Zoetwaren 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
<b>Total for all Regions</b>		<b>103</b>	<b>0</b>	<b>9</b>	<b>112</b>
<b>Asia ex-Japan</b>		<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>
	Singapore	1	0	0	1
<b>Canada &amp; United States</b>		<b>35</b>	<b>0</b>	<b>1</b>	<b>36</b>
	United States	35	0	1	36
<b>Europe</b>		<b>45</b>	<b>0</b>	<b>8</b>	<b>53</b>
	Austria	1	0	0	1
	Belgium	5	0	0	5
	Denmark	2	0	0	2
	France	6	0	0	6

Germany	3	0	0	3
Ireland	6	0	0	6
ISLE OF MAN	1	0	0	1
Italy	3	0	0	3
Jersey	1	0	0	1
Luxembourg	1	0	0	1
Netherlands	4	0	0	4
Norway	2	0	0	2
Spain	2	0	0	2
Sweden	0	0	8	8
United Kingdom	8	0	0	8
<b>Japan</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>
Japan	1	0	0	1
<b>Latin America &amp; Caribbean</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>
Cayman Islands	2	0	0	2
<b>Oceania</b>	<b>19</b>	<b>0</b>	<b>0</b>	<b>19</b>
Australia	16	0	0	16
New Zealand	3	0	0	3

# Proposal Statistics Report

## Zoetwaren Quarterly Voting Report

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

	Mgmt Proposals	SHP Proposals	Total Proposals
For	620	19	<b>639</b>
Against	85	18	<b>103</b>
Abstain	6	7	<b>13</b>
1 Year	0	0	<b>0</b>
2 Years	0	0	<b>0</b>
3 Years	0	0	<b>0</b>
Mixed	0	0	<b>0</b>
Take No Action	12	0	<b>12</b>
Unvoted	0	0	<b>0</b>
<b>Totals</b>	<b>723</b>	<b>44</b>	<b>767</b>

	Mgmt Proposals	SHP Proposals	Total Proposals
With Management	615	14	<b>629</b>
Against Management	91	30	<b>121</b>
N/A	5	0	<b>5</b>
Mixed	0	0	<b>0</b>
Take No Action	12	0	<b>12</b>
Unvoted	0	0	<b>0</b>
<b>Totals</b>	<b>723</b>	<b>44</b>	<b>767</b>

Management Proposals – Votes Cast

For - 620    Abstain - 6  
Against - 85    Take No Action - 12



Shareholder Proposals – Votes Cast

For - 19    Against - 18    Abstain - 7



Management Proposals – Votes versus Management

With Mgmt - 615    N/A - 5  
Against Mgmt - 91    Take No Action - 12



Shareholder Proposals – Votes versus Management

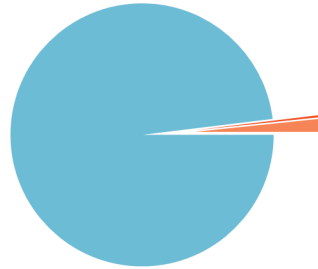
With Mgmt - 14    Against Mgmt - 30



	Mgmt Proposals	SHP Proposals	Total Proposals
With Policy	709	44	<b>753</b>
Against Policy	2	0	<b>2</b>
Manual	0	0	<b>0</b>
N/A	0	0	<b>0</b>
Mixed	0	0	<b>0</b>
Take No Action	12	0	<b>12</b>
Unvoted	0	0	<b>0</b>
<b>Totals</b>	<b>723</b>	<b>44</b>	<b>767</b>

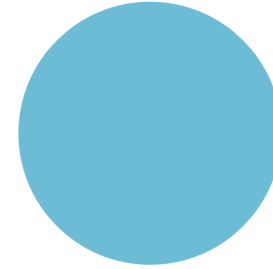
Management Proposals - Votes versus Policy

With Policy 709 Take No Action 12  
Against Policy 2



Shareholder Proposals - Votes versus Policy

With Policy 44



	Mgmt Proposals	SHP Proposals	Total Proposals
With Glass Lewis	651	36	<b>687</b>
Against Glass Lewis	60	3	<b>63</b>
N/A	0	5	<b>5</b>
Mixed	0	0	<b>0</b>
Take No Action	12	0	<b>12</b>
Unvoted	0	0	<b>0</b>
<b>Totals</b>	<b>723</b>	<b>44</b>	<b>767</b>

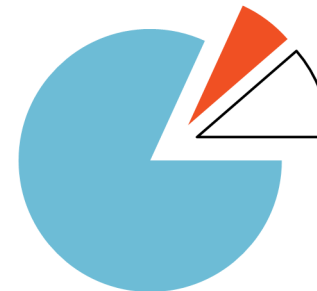
Management Proposals - Votes versus Glass Lewis

With GL 651 N/A 0 Take No Action 12  
Against GL 60



Shareholder Proposals - Votes versus Glass Lewis

With GL 36 Against GL 3 N/A 5



# Proposal Category Report

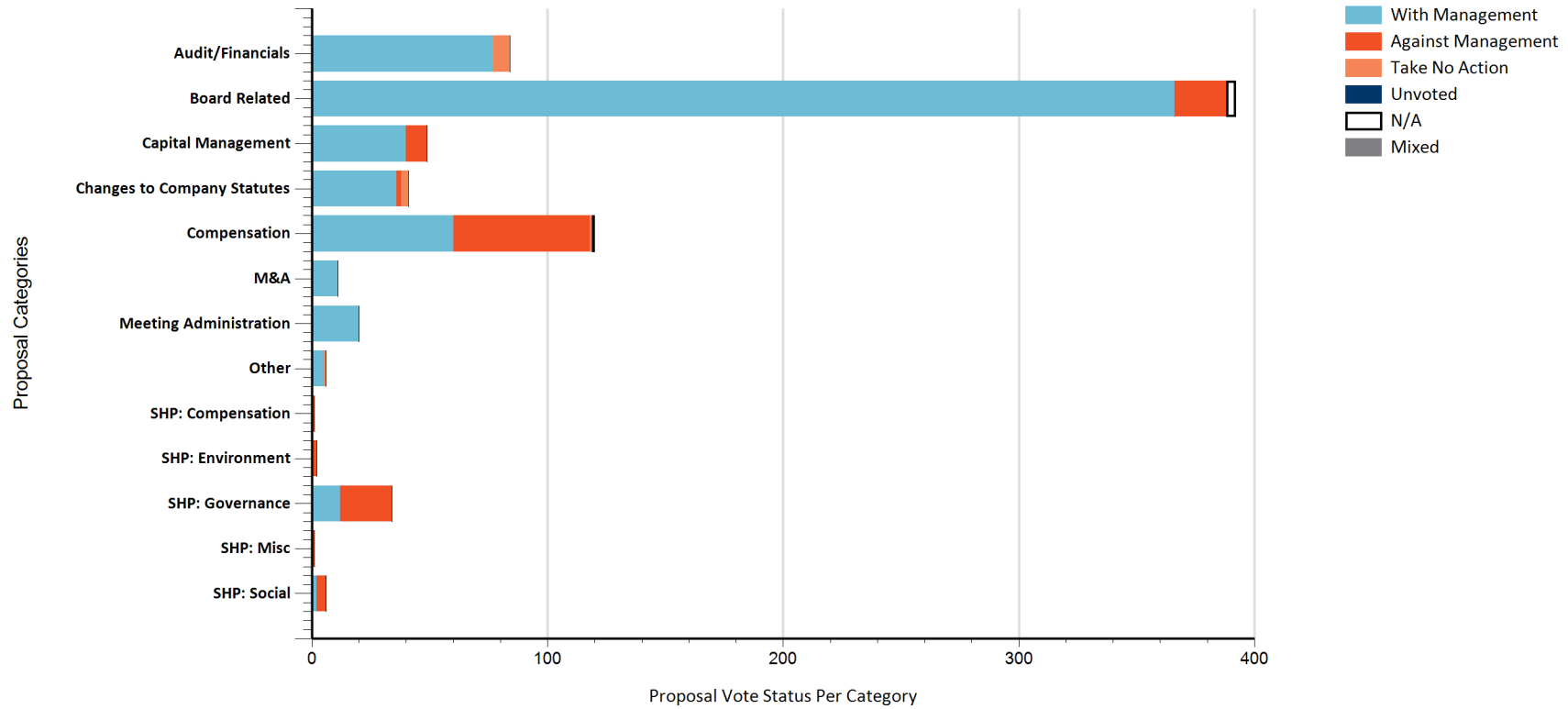
## Zoetwaren Quarterly Voting Report

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
<b>Totals</b>	<b>639</b>	<b>103</b>	<b>13</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>767</b>
Audit/Financials	77	0	0	7	0	0	0	0	0	84
Board Related	367	19	6	0	0	0	0	0	0	392
Capital Management	40	9	0	0	0	0	0	0	0	49
Changes to Company Statutes	36	2	0	3	0	0	0	0	0	41
Compensation	64	55	0	1	0	0	0	0	0	120
M&A	11	0	0	0	0	0	0	0	0	11
Meeting Administration	20	0	0	0	0	0	0	0	0	20
Other	5	0	0	1	0	0	0	0	0	6
SHP: Compensation	1	0	0	0	0	0	0	0	0	1
SHP: Environment	2	0	0	0	0	0	0	0	0	2
SHP: Governance	13	16	5	0	0	0	0	0	0	34
SHP: Misc	1	0	0	0	0	0	0	0	0	1
SHP: Social	2	2	2	0	0	0	0	0	0	6

### Proposal Categories - Votes versus Management



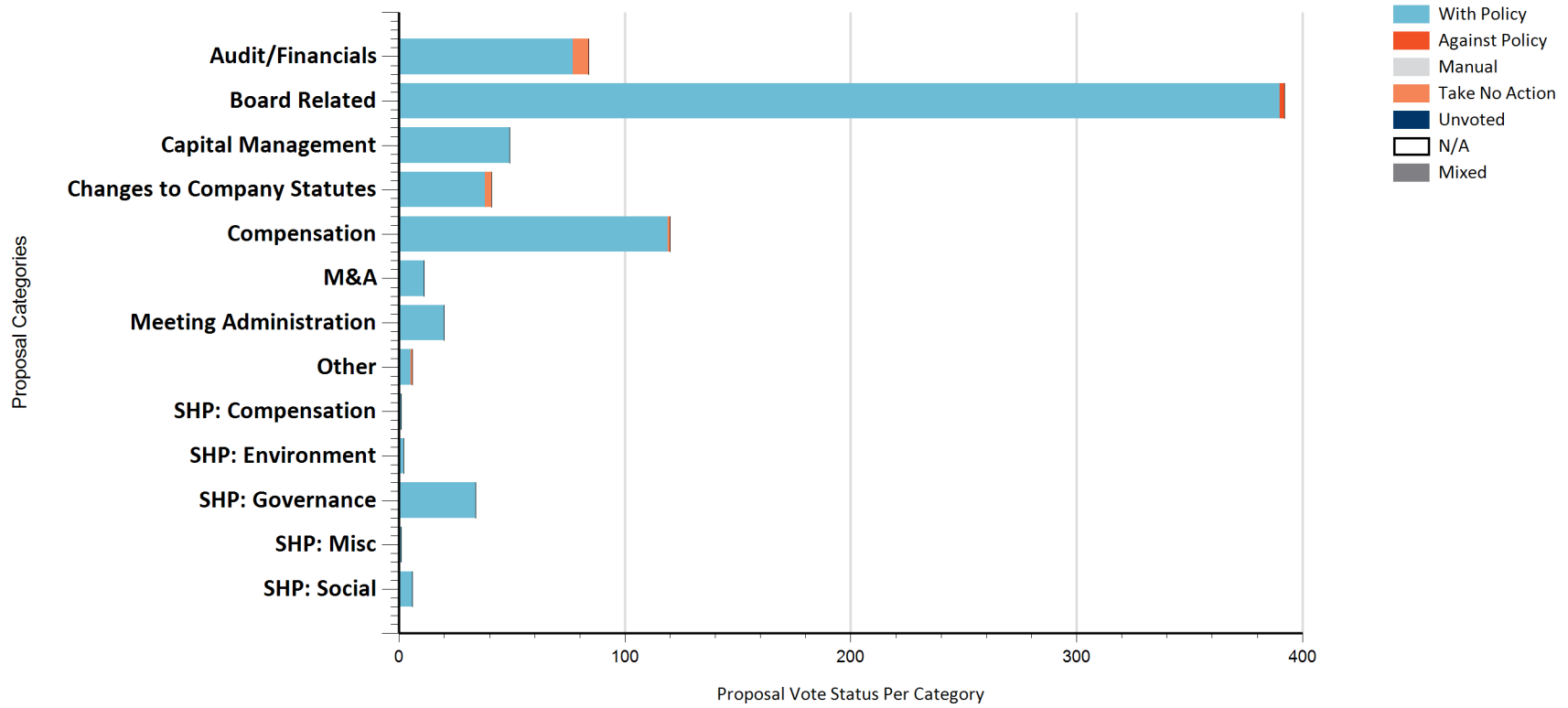
### Proposal Categories - Votes versus Management

Proposal Category Type	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
<b>Totals</b>	<b>629</b>	<b>121</b>	<b>12</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>767</b>
Audit/Financials	77	0	7	0	0	0	84
Board Related	366	22	0	0	4	0	392
Capital Management	40	9	0	0	0	0	49



<b>Proposal Category Type</b>	<b>With Management</b>	<b>Against Management</b>	<b>Take No Action</b>	<b>Unvoted</b>	<b>N/A</b>	<b>Mixed</b>	<b>Total</b>
Changes to Company Statutes	36	2	3	0	0	0	<b>41</b>
Compensation	60	58	1	0	1	0	<b>120</b>
M&A	11	0	0	0	0	0	<b>11</b>
Meeting Administration	20	0	0	0	0	0	<b>20</b>
Other	5	0	1	0	0	0	<b>6</b>
SHP: Compensation	0	1	0	0	0	0	<b>1</b>
SHP: Environment	0	2	0	0	0	0	<b>2</b>
SHP: Governance	12	22	0	0	0	0	<b>34</b>
SHP: Misc	0	1	0	0	0	0	<b>1</b>
SHP: Social	2	4	0	0	0	0	<b>6</b>

Proposal Categories - Votes versus Policy

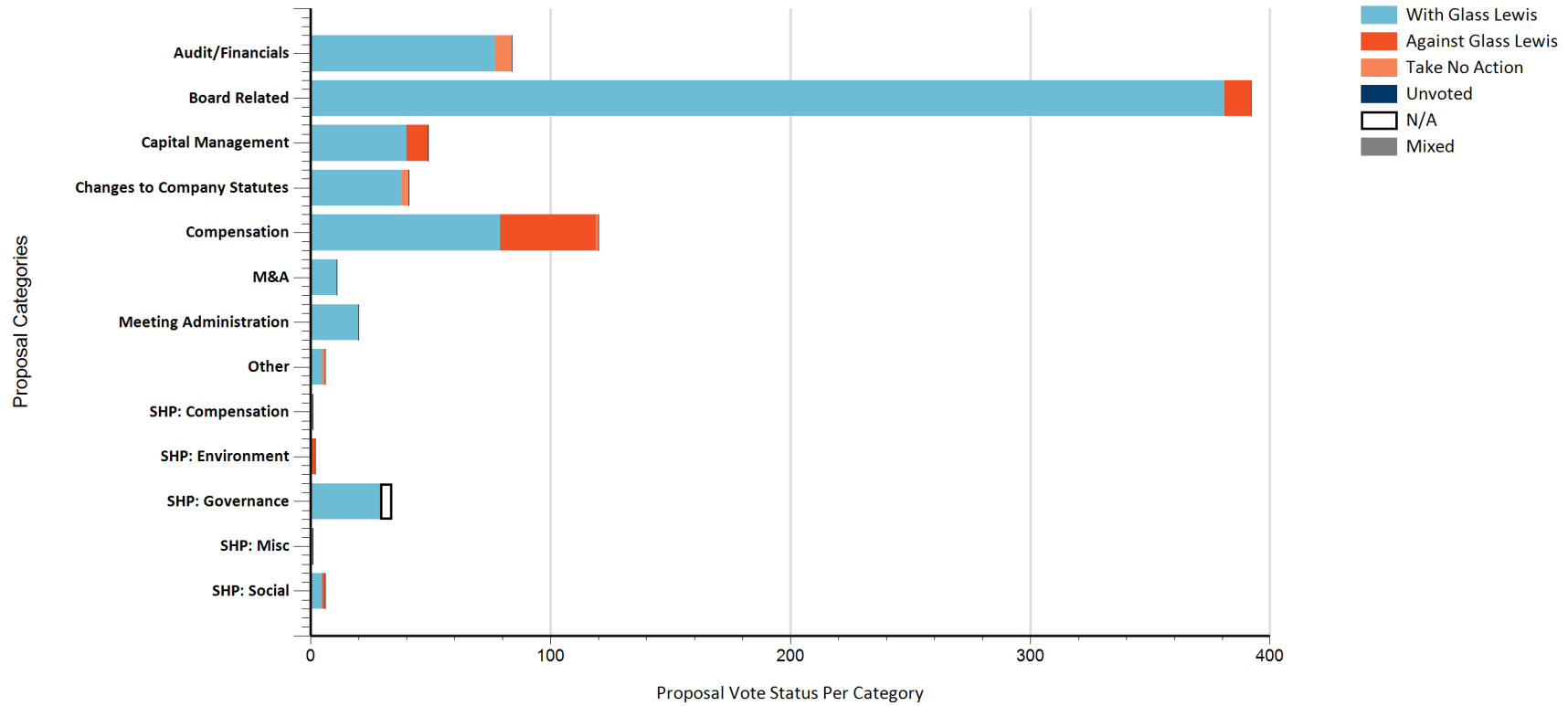


Proposal Categories - Votes versus Policy

Proposal Category Type	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
<b>Totals</b>	<b>753</b>	<b>2</b>	<b>0</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>767</b>
Audit/Financials	77	0	0	7	0	0	0	84
Board Related	390	2	0	0	0	0	0	392
Capital Management	49	0	0	0	0	0	0	49
Changes to Company Statutes	38	0	0	3	0	0	0	41



### 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
<b>Totals</b>	<b>687</b>	<b>63</b>	<b>12</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>767</b>
Audit/Financials	77	0	7	0	0	0	84
Board Related	381	11	0	0	0	0	392
Capital Management	40	9	0	0	0	0	49
Changes to Company Statutes	38	0	3	0	0	0	41

<b>Proposal Category Type</b>	<b>With Glass Lewis</b>	<b>Against Glass Lewis</b>	<b>Take No Action</b>	<b>Unvoted</b>	<b>N/A</b>	<b>Mixed</b>	<b>Total</b>
Compensation	79	40	1	0	0	0	<b>120</b>
M&A	11	0	0	0	0	0	<b>11</b>
Meeting Administration	20	0	0	0	0	0	<b>20</b>
Other	5	0	1	0	0	0	<b>6</b>
SHP: Compensation	1	0	0	0	0	0	<b>1</b>
SHP: Environment	0	2	0	0	0	0	<b>2</b>
SHP: Governance	29	0	0	0	5	0	<b>34</b>
SHP: Misc	1	0	0	0	0	0	<b>1</b>
SHP: Social	5	1	0	0	0	0	<b>6</b>















## Proposal Types – Votes Versus Management

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
<b>Total for all Categories</b>		<b>629</b>	<b>121</b>	<b>12</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>767</b>
<b><i>Audit/Financials</i></b>		<b>77</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>84</b>
	Accounts and Reports (Bundled Issues)	2	0	0	0	0	0	2
	Allocation of Profits/Dividends	14	0	6	0	0	0	20
	Appointment of Auditor	10	0	0	0	0	0	10
	Appointment of Auditor and Authority to Set Fees	5	0	0	0	0	0	5
	Authority to Set Auditor's Fees	7	0	0	0	0	0	7
	Bonus Dividend/Bonus Share Issue	2	0	1	0	0	0	3
	Financial Statements	13	0	0	0	0	0	13
	Ratification of Auditor	24	0	0	0	0	0	24
<b><i>Board Related</i></b>		<b>366</b>	<b>22</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>392</b>
	Approve Special Auditor's Report	2	0	0	0	0	0	2
	Board Size	2	0	0	0	0	0	2
	Election of Alternate Statutory Auditor	1	0	0	0	0	0	1
	Election of Board Member(s) During a Contested Election – Management Nom	10	0	0	0	0	0	10
	Election of Directors	324	20	0	0	1	0	345
	Election of Directors (Slate)	1	0	0	0	0	0	1
	Election of Non-Management Nominee	1	0	0	0	0	0	1
	Election of Non-Principal Members (Chairman, alternates)	2	0	0	0	0	0	2

<b>Issue Code Category</b>	<b>Issue Code Description</b>	<b>With Management</b>	<b>Against Management</b>	<b>Take No Action</b>	<b>Unvoted</b>	<b>N/A</b>	<b>Mixed</b>	<b>Total</b>
	Election of Statutory Auditor Slate	0	0	0	0	3	0	<b>3</b>
	Election of Statutory Auditors	2	0	0	0	0	0	<b>2</b>
	Election of Supervisory Board	9	2	0	0	0	0	<b>11</b>
	Misc. Management Proposal Regarding Board	1	0	0	0	0	0	<b>1</b>
	Post-Employment /Severance Agreements	5	0	0	0	0	0	<b>5</b>
	Ratification of Board Acts - Legal	3	0	0	0	0	0	<b>3</b>
	Ratification of Management Acts - Legal	3	0	0	0	0	0	<b>3</b>
<b>Capital Management</b>		<b>40</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>49</b>
	Authority to Issue Shares and Convertible Debt w or w/o Preemptive R	1	0	0	0	0	0	<b>1</b>
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	0	1	0	0	0	0	<b>1</b>
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	2	0	0	0	0	0	<b>2</b>
	Authority to Issue Shares w/ Preemptive Rights	4	2	0	0	0	0	<b>6</b>
	Authority to Issue Shares w/o Preemptive Rights	8	1	0	0	0	0	<b>9</b>
	Authority to Issue Stock w/ or w/out Preemptive Rights	0	1	0	0	0	0	<b>1</b>
	Authority to Repurchase and Re-Issue Shares	4	0	0	0	0	0	<b>4</b>
	Authority to Repurchase Shares	8	0	0	0	0	0	<b>8</b>
	Cancellation of Authorized Stock	2	0	0	0	0	0	<b>2</b>
	Increase in Authorized Capital	3	0	0	0	0	0	<b>3</b>
	Increase in Authorized Common Stock	1	0	0	0	0	0	<b>1</b>
	Issuance of Common Stock	1	0	0	0	0	0	<b>1</b>

<b>Issue Code Category</b>	<b>Issue Code Description</b>	<b>With Management</b>	<b>Against Management</b>	<b>Take No Action</b>	<b>Unvoted</b>	<b>N/A</b>	<b>Mixed</b>	<b>Total</b>
	Issuance of Repurchased Shares	1	0	0	0	0	0	1
	Issuance of Stock w/ or w/out Preemptive Rights	1	0	0	0	0	0	1
	Issuance of Stock w/ Preemptive Rights	0	3	0	0	0	0	3
	Issuance of Stock w/out Preemptive Rights	0	1	0	0	0	0	1
	Misc. Proposal Regarding Capital	1	0	0	0	0	0	1
	Reverse Stock Split	1	0	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
	<b><i>Changes to Company Statutes</i></b>	<b>36</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>41</b>
	Adoption of New Articles	3	0	0	0	0	0	3
	Amend Articles, Constitution, Bylaws - Bundled	12	0	3	0	0	0	15
	Amendments to Articles (Technical)	9	0	0	0	0	0	9
	Amendments to Articles, Constitution, Bylaws	6	0	0	0	0	0	6
	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	0	2	0	0	0	0	2
	Restoration of Right to Call a Special Meeting	1	0	0	0	0	0	1
	<b><i>Compensation</i></b>	<b>60</b>	<b>58</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>120</b>
	Adoption of Employee Stock Purchase Plan	1	0	0	0	0	0	1

<b>Issue Code Category</b>	<b>Issue Code Description</b>	<b>With Management</b>	<b>Against Management</b>	<b>Take No Action</b>	<b>Unvoted</b>	<b>N/A</b>	<b>Mixed</b>	<b>Total</b>
	Adoption of Equity Compensation Plan	4	0	0	0	0	0	<b>4</b>
	Advisory Vote on Executive Compensation	0	26	0	0	0	0	<b>26</b>
	Advisory Vote on Severance	1	1	0	0	0	0	<b>2</b>
	Amendment to Equity Compensation Plan	2	0	0	0	0	0	<b>2</b>
	Capital Proposal to Implement Equity Compensation Plan	1	0	0	0	0	0	<b>1</b>
	Directors' Fees	8	1	0	0	1	0	<b>10</b>
	Directors' Stock Option Plan	1	0	0	0	0	0	<b>1</b>
	Misc. Proposal Regarding Compensation	2	0	0	0	0	0	<b>2</b>
	Remuneration Policy (Forward-Looking)	4	5	0	0	0	0	<b>9</b>
	Remuneration Report (Retrospective)	9	18	0	0	0	0	<b>27</b>
	Statutory Auditors' Fees	1	0	0	0	0	0	<b>1</b>
	Stock Option Grants	14	5	0	0	0	0	<b>19</b>
	Stock Option Plan	2	2	1	0	0	0	<b>5</b>
	Stock Purchase Plan	9	0	0	0	0	0	<b>9</b>
	Supervisory Board/ Corp Assembly Fees	1	0	0	0	0	0	<b>1</b>
<b>M&amp;A</b>		<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11</b>
	Divestiture/Spin-off	1	0	0	0	0	0	<b>1</b>
	Intra-company Contracts/Control Agreements	2	0	0	0	0	0	<b>2</b>
	Merger by Absorption between Parent and Subsidiary	1	0	0	0	0	0	<b>1</b>
	Merger/Acquisition	5	0	0	0	0	0	<b>5</b>

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Restructuring/Capitalization	2	0	0	0	0	0	2
<b>Meeting Administration</b>		<b>20</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>20</b>
	Authorization of Legal Formalities	10	0	0	0	0	0	10
	Right to Adjourn Meeting	4	0	0	0	0	0	4
	Routine Meeting Item	6	0	0	0	0	0	6
<b>Other</b>		<b>5</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>
	Approval of Political Donation	2	0	0	0	0	0	2
	Misc. Management Proposal	1	0	0	0	0	0	1
	Misc. Proposal	0	0	1	0	0	0	1
	Renew Proportional Takeover Provisions	2	0	0	0	0	0	2
<b>SHP: Compensation</b>		<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
	SHP Regarding Race and/or Gender Pay Equity Report	0	1	0	0	0	0	1
<b>SHP: Environment</b>		<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>
	SHP Regarding Environmental Report	0	1	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	0	1	0	0	0	0	1
<b>SHP: Governance</b>		<b>12</b>	<b>22</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>34</b>
	SHP Regarding Board Composition	2	0	0	0	0	0	2
	SHP Regarding Election of Board Member(s) During a Contested Election	0	9	0	0	0	0	9
	SHP Regarding Election of Dissident Board Member(s)	3	0	0	0	0	0	3
	SHP Regarding Facilitation of Shareholder Proposals	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
	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 Misc. Capital Issue	1	0	0	0	0	0	1
	SHP Regarding Removal of Directors	0	9	0	0	0	0	9
	SHP Regarding Right to Call a Special Meeting	1	1	0	0	0	0	2
	SHP Shareholder Access to the Nomination Process (Proxy Access)	0	1	0	0	0	0	1
<b>SHP: Misc</b>		<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
	SHP Regarding Repeal of Bylaw Amendments	0	1	0	0	0	0	1
<b>SHP: Social</b>		<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>
	SHP Regarding Limiting or Ending Political Spending	2	0	0	0	0	0	2
	SHP Regarding Misc. Human Capital Management	0	1	0	0	0	0	1
	SHP Regarding Misc. Social Issue	0	2	0	0	0	0	2
	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
<b>Total for all Categories</b>		<b>753</b>	<b>2</b>	<b>0</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>767</b>
<b>Audit/Financials</b>		<b>77</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>84</b>
	Accounts and Reports (Bundled Issues)	2	0	0	0	0	0	0	2
	Allocation of Profits/Dividends	14	0	0	6	0	0	0	20

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Appointment of Auditor	10	0	0	0	0	0	0	10
	Appointment of Auditor and Authority to Set Fees	5	0	0	0	0	0	0	5
	Authority to Set Auditor's Fees	7	0	0	0	0	0	0	7
	Bonus Dividend/Bonus Share Issue	2	0	0	1	0	0	0	3
	Financial Statements	13	0	0	0	0	0	0	13
	Ratification of Auditor	24	0	0	0	0	0	0	24
<b>Board Related</b>		<b>390</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>392</b>
	Approve Special Auditor's Report	2	0	0	0	0	0	0	2
	Board Size	2	0	0	0	0	0	0	2
	Election of Alternate Statutory Auditor	1	0	0	0	0	0	0	1
	Election of Board Member(s) During a Contested Election – Management Nomi	10	0	0	0	0	0	0	10
	Election of Directors	345	0	0	0	0	0	0	345
	Election of Directors (Slate)	1	0	0	0	0	0	0	1
	Election of Non-Management Nominee	1	0	0	0	0	0	0	1
	Election of Non-Principal Members (Chairman, alternates)	2	0	0	0	0	0	0	2
	Election of Statutory Auditor Slate	1	2	0	0	0	0	0	3
	Election of Statutory Auditors	2	0	0	0	0	0	0	2
	Election of Supervisory Board	11	0	0	0	0	0	0	11
	Misc. Management Proposal Regarding Board	1	0	0	0	0	0	0	1
	Post-Employment /Severance Agreements	5	0	0	0	0	0	0	5



Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Reverse Stock Split	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
<b>Changes to Company Statutes</b>		<b>38</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>41</b>
	Adoption of New Articles	3	0	0	0	0	0	0	3
	Amend Articles, Constitution, Bylaws - Bundled	12	0	0	3	0	0	0	15
	Amendments to Articles (Technical)	9	0	0	0	0	0	0	9
	Amendments to Articles, Constitution, Bylaws	6	0	0	0	0	0	0	6
	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
<b>Compensation</b>		<b>119</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>120</b>
	Adoption of Employee Stock Purchase Plan	1	0	0	0	0	0	0	1
	Adoption of Equity Compensation Plan	4	0	0	0	0	0	0	4
	Advisory Vote on Executive Compensation	26	0	0	0	0	0	0	26
	Advisory Vote on Severance	2	0	0	0	0	0	0	2
	Amendment to Equity Compensation Plan	2	0	0	0	0	0	0	2
	Capital Proposal to Implement Equity Compensation Plan	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
<b>Other</b>		<b>5</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>
	Approval of Political Donation	2	0	0	0	0	0	0	2
	Misc. Management Proposal	1	0	0	0	0	0	0	1
	Misc. Proposal	0	0	0	1	0	0	0	1
	Renew Proportional Takeover Provisions	2	0	0	0	0	0	0	2
<b>SHP: Compensation</b>		<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
	SHP Regarding Race and/or Gender Pay Equity Report	1	0	0	0	0	0	0	1
<b>SHP: Environment</b>		<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>
	SHP Regarding Environmental Report	1	0	0	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	1	0	0	0	0	0	0	1
<b>SHP: Governance</b>		<b>34</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>34</b>
	SHP Regarding Board Composition	2	0	0	0	0	0	0	2
	SHP Regarding Election of Board Member (s) During a Contested Election – Disside	9	0	0	0	0	0	0	9
	SHP Regarding Election of Dissident Board Member(s)	3	0	0	0	0	0	0	3
	SHP Regarding Facilitation of Shareholder Proposals	3	0	0	0	0	0	0	3
	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 Misc. Capital Issue	1	0	0	0	0	0	0	1
	SHP Regarding Removal of Directors	9	0	0	0	0	0	0	9
	SHP Regarding Right to Call a Special Meeting	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 Shareholder Access to the Nomination Process (Proxy Access)	1	0	0	0	0	0	0	1
<b>SHP: Misc</b>		<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
	SHP Regarding Repeal of Bylaw Amendments	1	0	0	0	0	0	0	1
<b>SHP: Social</b>		<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>
	SHP Regarding Limiting or Ending Political Spending	2	0	0	0	0	0	0	2
	SHP Regarding Misc. Human Capital Management	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Social Issue	2	0	0	0	0	0	0	2
	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
<b>Total for all Categories</b>		<b>687</b>	<b>63</b>	<b>12</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>767</b>
<b>Audit/Financials</b>		<b>77</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>84</b>
	Accounts and Reports (Bundled Issues)	2	0	0	0	0	0	2
	Allocation of Profits/Dividends	14	0	6	0	0	0	20
	Appointment of Auditor	10	0	0	0	0	0	10
	Appointment of Auditor and Authority to Set Fees	5	0	0	0	0	0	5
	Authority to Set Auditor's Fees	7	0	0	0	0	0	7
	Bonus Dividend/Bonus Share Issue	2	0	1	0	0	0	3

<b>Issue Code Category</b>	<b>Issue Code Description</b>	<b>With Glass Lewis</b>	<b>Against Glass Lewis</b>	<b>Take No Action</b>	<b>Unvoted</b>	<b>N/A</b>	<b>Mixed</b>	<b>Total</b>
	Financial Statements	13	0	0	0	0	0	<b>13</b>
	Ratification of Auditor	24	0	0	0	0	0	<b>24</b>
<b>Board Related</b>		<b>381</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>392</b>
	Approve Special Auditor's Report	2	0	0	0	0	0	<b>2</b>
	Board Size	2	0	0	0	0	0	<b>2</b>
	Election of Alternate Statutory Auditor	1	0	0	0	0	0	<b>1</b>
	Election of Board Member(s) During a Contested Election – Management Nomi	10	0	0	0	0	0	<b>10</b>
	Election of Directors	336	9	0	0	0	0	<b>345</b>
	Election of Directors (Slate)	1	0	0	0	0	0	<b>1</b>
	Election of Non-Management Nominee	1	0	0	0	0	0	<b>1</b>
	Election of Non-Principal Members (Chairman, alternates)	2	0	0	0	0	0	<b>2</b>
	Election of Statutory Auditor Slate	1	2	0	0	0	0	<b>3</b>
	Election of Statutory Auditors	2	0	0	0	0	0	<b>2</b>
	Election of Supervisory Board	11	0	0	0	0	0	<b>11</b>
	Misc. Management Proposal Regarding Board	1	0	0	0	0	0	<b>1</b>
	Post-Employment /Severance Agreements	5	0	0	0	0	0	<b>5</b>
	Ratification of Board Acts - Legal	3	0	0	0	0	0	<b>3</b>
	Ratification of Management Acts - Legal	3	0	0	0	0	0	<b>3</b>
<b>Capital Management</b>		<b>40</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>49</b>
	Authority to Issue Shares and Convertible Debt w or w/o Preemptive Rights	1	0	0	0	0	0	<b>1</b>



<b>Issue Code Category</b>	<b>Issue Code Description</b>	<b>With Glass Lewis</b>	<b>Against Glass Lewis</b>	<b>Take No Action</b>	<b>Unvoted</b>	<b>N/A</b>	<b>Mixed</b>	<b>Total</b>
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	0	1	0	0	0	0	<b>1</b>
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	2	0	0	0	0	0	<b>2</b>
	Authority to Issue Shares w/ Preemptive Rights	4	2	0	0	0	0	<b>6</b>
	Authority to Issue Shares w/o Preemptive Rights	8	1	0	0	0	0	<b>9</b>
	Authority to Issue Stock w/ or w/out Preemptive Rights	0	1	0	0	0	0	<b>1</b>
	Authority to Repurchase and Re-Issue Shares	4	0	0	0	0	0	<b>4</b>
	Authority to Repurchase Shares	8	0	0	0	0	0	<b>8</b>
	Cancellation of Authorized Stock	2	0	0	0	0	0	<b>2</b>
	Increase in Authorized Capital	3	0	0	0	0	0	<b>3</b>
	Increase in Authorized Common Stock	1	0	0	0	0	0	<b>1</b>
	Issuance of Common Stock	1	0	0	0	0	0	<b>1</b>
	Issuance of Repurchased Shares	1	0	0	0	0	0	<b>1</b>
	Issuance of Stock w/ or w/out Preemptive Rights	1	0	0	0	0	0	<b>1</b>
	Issuance of Stock w/ Preemptive Rights	0	3	0	0	0	0	<b>3</b>
	Issuance of Stock w/out Preemptive Rights	0	1	0	0	0	0	<b>1</b>
	Misc. Proposal Regarding Capital	1	0	0	0	0	0	<b>1</b>
	Reverse Stock Split	1	0	0	0	0	0	<b>1</b>
	Stock Split	1	0	0	0	0	0	<b>1</b>
	Use/Transfer of Reserves	1	0	0	0	0	0	<b>1</b>
<b>Changes to Company Statutes</b>		<b>38</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>41</b>

<b>Issue Code Category</b>	<b>Issue Code Description</b>	<b>With Glass Lewis</b>	<b>Against Glass Lewis</b>	<b>Take No Action</b>	<b>Unvoted</b>	<b>N/A</b>	<b>Mixed</b>	<b>Total</b>
	Adoption of New Articles	3	0	0	0	0	0	<b>3</b>
	Amend Articles, Constitution, Bylaws - Bundled	12	0	3	0	0	0	<b>15</b>
	Amendments to Articles (Technical)	9	0	0	0	0	0	<b>9</b>
	Amendments to Articles, Constitution, Bylaws	6	0	0	0	0	0	<b>6</b>
	Authority to Set General Meeting Notice Period at 14 Days	2	0	0	0	0	0	<b>2</b>
	Change in State of Incorporation	1	0	0	0	0	0	<b>1</b>
	Elimination of Supermajority Requirement	2	0	0	0	0	0	<b>2</b>
	Misc. Proposal Regarding Antitakeover Devices	2	0	0	0	0	0	<b>2</b>
	Restoration of Right to Call a Special Meeting	1	0	0	0	0	0	<b>1</b>
<b>Compensation</b>		<b>79</b>	<b>40</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>120</b>
	Adoption of Employee Stock Purchase Plan	1	0	0	0	0	0	<b>1</b>
	Adoption of Equity Compensation Plan	4	0	0	0	0	0	<b>4</b>
	Advisory Vote on Executive Compensation	6	20	0	0	0	0	<b>26</b>
	Advisory Vote on Severance	2	0	0	0	0	0	<b>2</b>
	Amendment to Equity Compensation Plan	2	0	0	0	0	0	<b>2</b>
	Capital Proposal to Implement Equity Compensation Plan	1	0	0	0	0	0	<b>1</b>
	Directors' Fees	10	0	0	0	0	0	<b>10</b>
	Directors' Stock Option Plan	1	0	0	0	0	0	<b>1</b>
	Misc. Proposal Regarding Compensation	2	0	0	0	0	0	<b>2</b>
	Remuneration Policy (Forward-Looking)	7	2	0	0	0	0	<b>9</b>

<b>Issue Code Category</b>	<b>Issue Code Description</b>	<b>With Glass Lewis</b>	<b>Against Glass Lewis</b>	<b>Take No Action</b>	<b>Unvoted</b>	<b>N/A</b>	<b>Mixed</b>	<b>Total</b>
	Remuneration Report (Retrospective)	12	15	0	0	0	0	<b>27</b>
	Statutory Auditors' Fees	1	0	0	0	0	0	<b>1</b>
	Stock Option Grants	17	2	0	0	0	0	<b>19</b>
	Stock Option Plan	3	1	1	0	0	0	<b>5</b>
	Stock Purchase Plan	9	0	0	0	0	0	<b>9</b>
	Supervisory Board/ Corp Assembly Fees	1	0	0	0	0	0	<b>1</b>
<b>M&amp;A</b>		<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11</b>
	Divestiture/Spin-off	1	0	0	0	0	0	<b>1</b>
	Intra-company Contracts/Control Agreements	2	0	0	0	0	0	<b>2</b>
	Merger by Absorption between Parent and Subsidiary	1	0	0	0	0	0	<b>1</b>
	Merger/Acquisition	5	0	0	0	0	0	<b>5</b>
	Restructuring/Capitalization	2	0	0	0	0	0	<b>2</b>
<b>Meeting Administration</b>		<b>20</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>20</b>
	Authorization of Legal Formalities	10	0	0	0	0	0	<b>10</b>
	Right to Adjourn Meeting	4	0	0	0	0	0	<b>4</b>
	Routine Meeting Item	6	0	0	0	0	0	<b>6</b>
<b>Other</b>		<b>5</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>
	Approval of Political Donation	2	0	0	0	0	0	<b>2</b>
	Misc. Management Proposal	1	0	0	0	0	0	<b>1</b>
	Misc. Proposal	0	0	1	0	0	0	<b>1</b>

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Renew Proportional Takeover Provisions	2	0	0	0	0	0	2
<b><i>SHP: Compensation</i></b>		<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
	SHP Regarding Race and/or Gender Pay Equity Report	1	0	0	0	0	0	1
<b><i>SHP: Environment</i></b>		<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>
	SHP Regarding Environmental Report	0	1	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	0	1	0	0	0	0	1
<b><i>SHP: Governance</i></b>		<b>29</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>34</b>
	SHP Regarding Board Composition	2	0	0	0	0	0	2
	SHP Regarding Election of Board Member (s) During a Contested Election – Disside	9	0	0	0	0	0	9
	SHP Regarding Election of Dissident Board Member(s)	3	0	0	0	0	0	3
	SHP Regarding Facilitation of Shareholder Proposals	3	0	0	0	0	0	3
	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 Misc. Capital Issue	1	0	0	0	0	0	1
	SHP Regarding Removal of Directors	4	0	0	0	5	0	9
	SHP Regarding Right to Call a Special Meeting	2	0	0	0	0	0	2
	SHP Shareholder Access to the Nomination Process (Proxy Access)	1	0	0	0	0	0	1
<b><i>SHP: Misc</i></b>		<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
	SHP Regarding Repeal of Bylaw Amendments	1	0	0	0	0	0	1
<b><i>SHP: Social</i></b>		<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>

<b>Issue Code Category</b>	<b>Issue Code Description</b>	<b>With Glass Lewis</b>	<b>Against Glass Lewis</b>	<b>Take No Action</b>	<b>Unvoted</b>	<b>N/A</b>	<b>Mixed</b>	<b>Total</b>
	SHP Regarding Limiting or Ending Political Spending	2	0	0	0	0	0	<b>2</b>
	SHP Regarding Misc. Human Capital Management	0	1	0	0	0	0	<b>1</b>
	SHP Regarding Misc. Social Issue	2	0	0	0	0	0	<b>2</b>
	SHP Regarding Reviewing Political Spending or Lobbying	1	0	0	0	0	0	<b>1</b>

