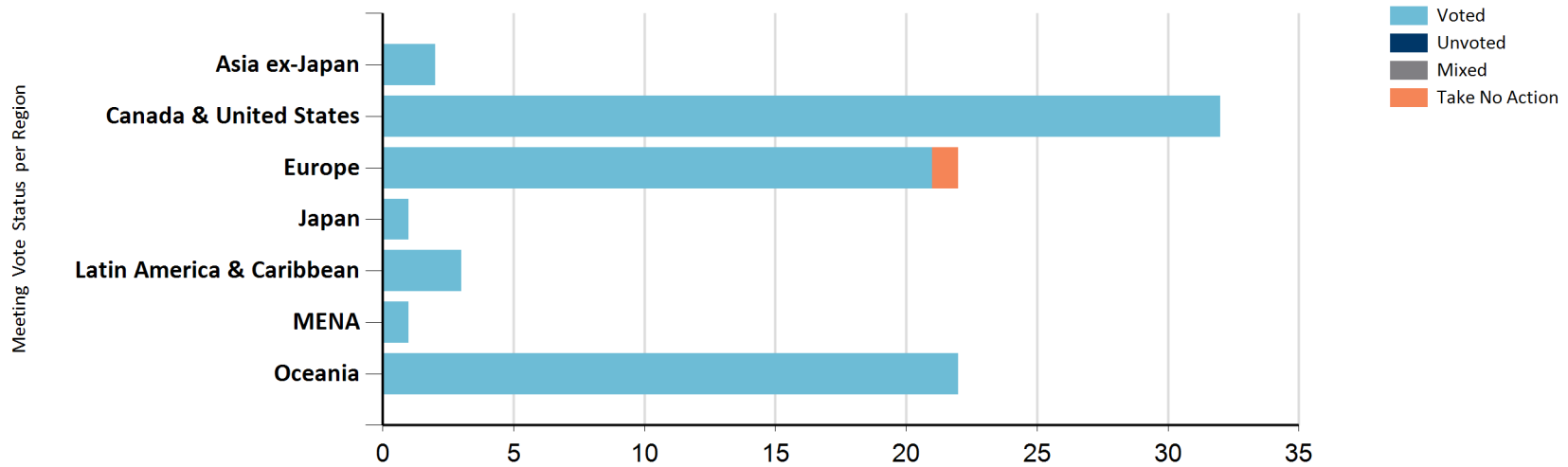


Meeting Statistics Report

Zoetwaren Quarterly Voting Report

From 10/1/2019 to 12/31/2019

Meetings by Region & Vote Status



Region	Country Of Origin	Voted	Unvoted	Mixed	Take No Action	Total
Total for all Regions		82	0	0	1	83
Asia ex-Japan		2	0	0	0	2
	Hong Kong	1	0	0	0	1
	Singapore	1	0	0	0	1
Canada & United States		32	0	0	0	32
	Canada	1	0	0	0	1
	United States	31	0	0	0	31
Europe		21	0	0	1	22
	Belgium	2	0	0	0	2

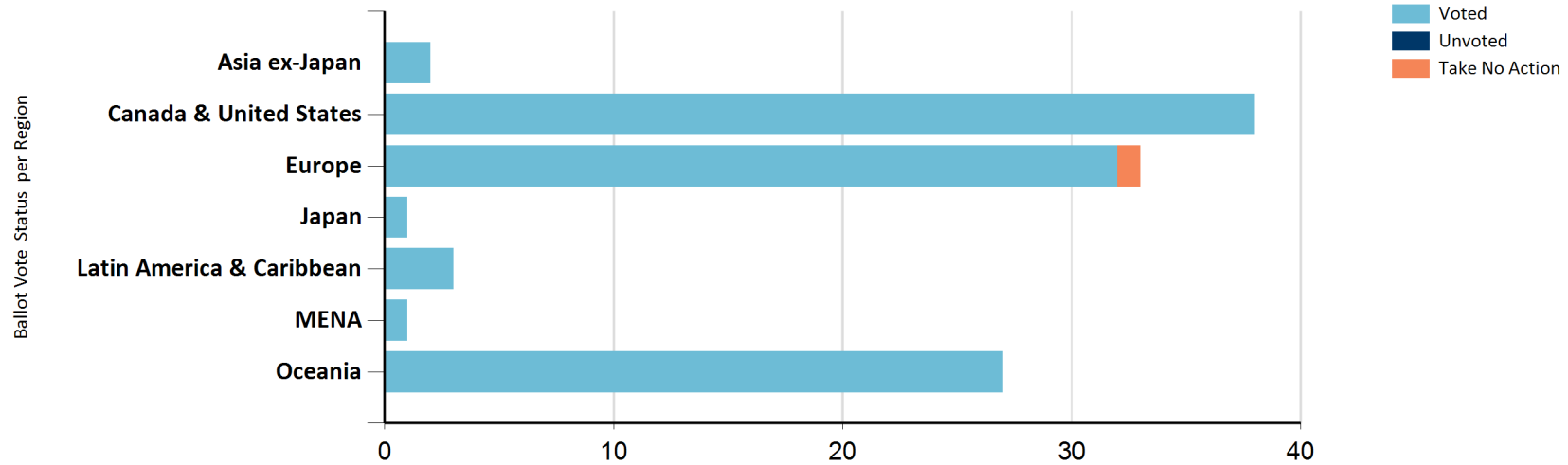
Denmark	1	0	0	0	1
Finland	1	0	0	0	1
France	3	0	0	0	3
Germany	1	0	0	0	1
Ireland	3	0	0	0	3
Italy	2	0	0	0	2
Netherlands	2	0	0	0	2
Sweden	0	0	0	1	1
United Kingdom	6	0	0	0	6
Japan	1	0	0	0	1
Japan	1	0	0	0	1
Latin America & Caribbean	3	0	0	0	3
Bermuda	1	0	0	0	1
Cayman Islands	2	0	0	0	2
MENA	1	0	0	0	1
Israel	1	0	0	0	1
Oceania	22	0	0	0	22
Australia	19	0	0	0	19
New Zealand	3	0	0	0	3

Ballot Statistics Report

Zoetwaren Quarterly Voting Report

From 10/1/2019 to 12/31/2019

Ballots by Region & Vote Status



Region	Country Of Origin	Voted	Unvoted	Take No Action	Total
Total for all Regions		104	0	1	105
Asia ex-Japan		2	0	0	2
	Hong Kong	1	0	0	1
	Singapore	1	0	0	1
Canada & United States		38	0	0	38
	Canada	1	0	0	1
	United States	37	0	0	37
Europe		32	0	1	33
	Belgium	4	0	0	4
	Denmark	3	0	0	3

Finland	3	0	0	3
France	5	0	0	5
Germany	1	0	0	1
Ireland	3	0	0	3
Italy	2	0	0	2
Netherlands	2	0	0	2
Sweden	0	0	1	1
United Kingdom	9	0	0	9
Japan	1	0	0	1
Japan	1	0	0	1
Latin America & Caribbean	3	0	0	3
Bermuda	1	0	0	1
Cayman Islands	2	0	0	2
MENA	1	0	0	1
Israel	1	0	0	1
Oceania	27	0	0	27
Australia	24	0	0	24
New Zealand	3	0	0	3

Proposal Statistics Report

Zoetwaren Quarterly Voting Report

From 10/1/2019 to 12/31/2019

	Mgmt Proposals	SHP Proposals	Total Proposals
For	581	10	591
Against	100	11	111
Abstain	2	0	2
1 Year	0	0	0
2 Years	0	0	0
3 Years	0	0	0
Mixed	0	0	0
Take No Action	2	2	4
Unvoted	0	0	0
Totals	685	23	708

	Mgmt Proposals	SHP Proposals	Total Proposals
With Management	585	11	596
Against Management	94	10	104
N/A	4	0	4
Mixed	0	0	0
Take No Action	2	2	4
Unvoted	0	0	0
Totals	685	23	708

Management Proposals – Votes Cast

For - 581 Abstain - 2
Against - 100 Take No Action - 2



Shareholder Proposals – Votes Cast

For - 10 Against - 11 Take No Action - 2



Management Proposals – Votes versus Management

With Mgmt - 585 N/A - 4
Against Mgmt - 94 Take No Action - 2



Shareholder Proposals – Votes versus Management

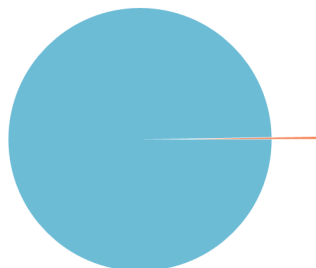
With Mgmt - 11 Take No Action - 2
Against Mgmt - 10



	Mgmt Proposals	SHP Proposals	Total Proposals
With Policy	683	21	704
Against Policy	0	0	0
Manual	0	0	0
N/A	0	0	0
Mixed	0	0	0
Take No Action	2	2	4
Unvoted	0	0	0
Totals	685	23	708

Management Proposals - Votes versus Policy

With Policy 683 Take No Action 2



Shareholder Proposals - Votes versus Policy

With Policy 21 Take No Action 2



	Mgmt Proposals	SHP Proposals	Total Proposals
With Glass Lewis	612	16	628
Against Glass Lewis	71	5	76
N/A	0	0	0
Mixed	0	0	0
Take No Action	2	2	4
Unvoted	0	0	0
Totals	685	23	708

Management Proposals - Votes versus Glass Lewis

With GL 612 Against GL 71 Take No Action 2

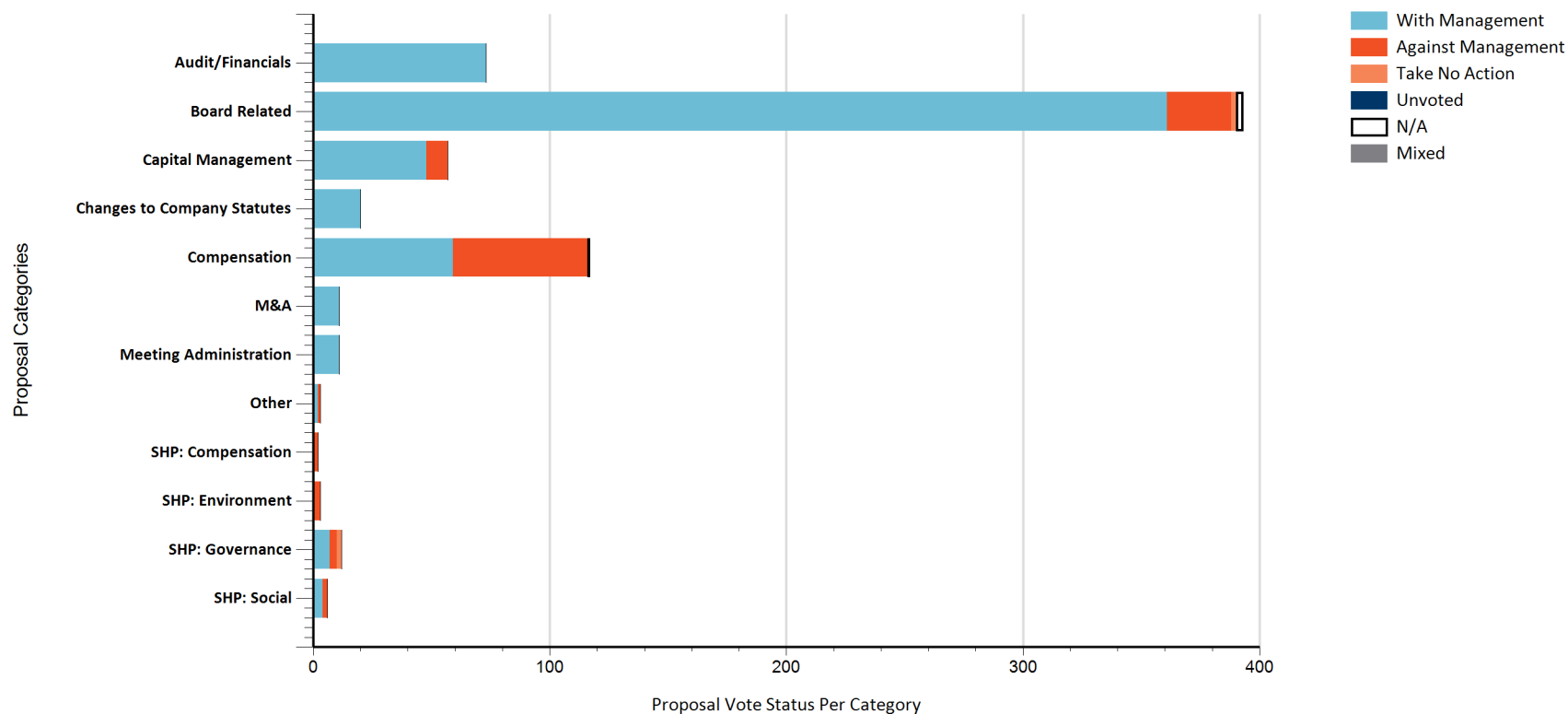


Shareholder Proposals - Votes versus Glass Lewis

With GL 16 Against GL 5 Take No Action 2



Proposal Categories - Votes versus Management

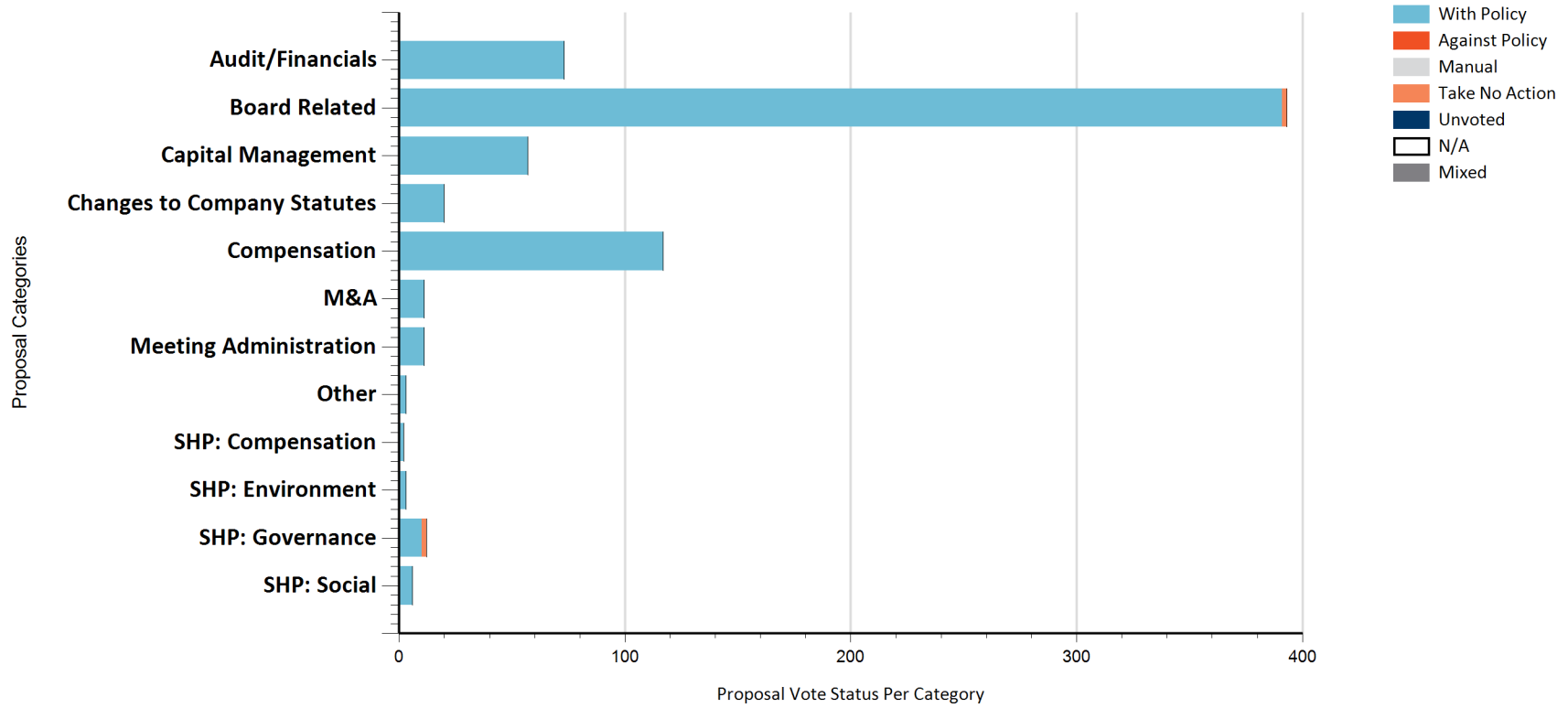


Proposal Categories - Votes versus Management

Proposal Category Type	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Totals	596	104	4	0	4	0	708
Audit/Financials	73	0	0	0	0	0	73
Board Related	361	27	2	0	3	0	393
Capital Management	48	9	0	0	0	0	57
Changes to Company Statutes	20	0	0	0	0	0	20

Proposal Category Type	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Compensation	59	57	0	0	1	0	117
M&A	11	0	0	0	0	0	11
Meeting Administration	11	0	0	0	0	0	11
Other	2	1	0	0	0	0	3
SHP: Compensation	0	2	0	0	0	0	2
SHP: Environment	0	3	0	0	0	0	3
SHP: Governance	7	3	2	0	0	0	12
SHP: Social	4	2	0	0	0	0	6

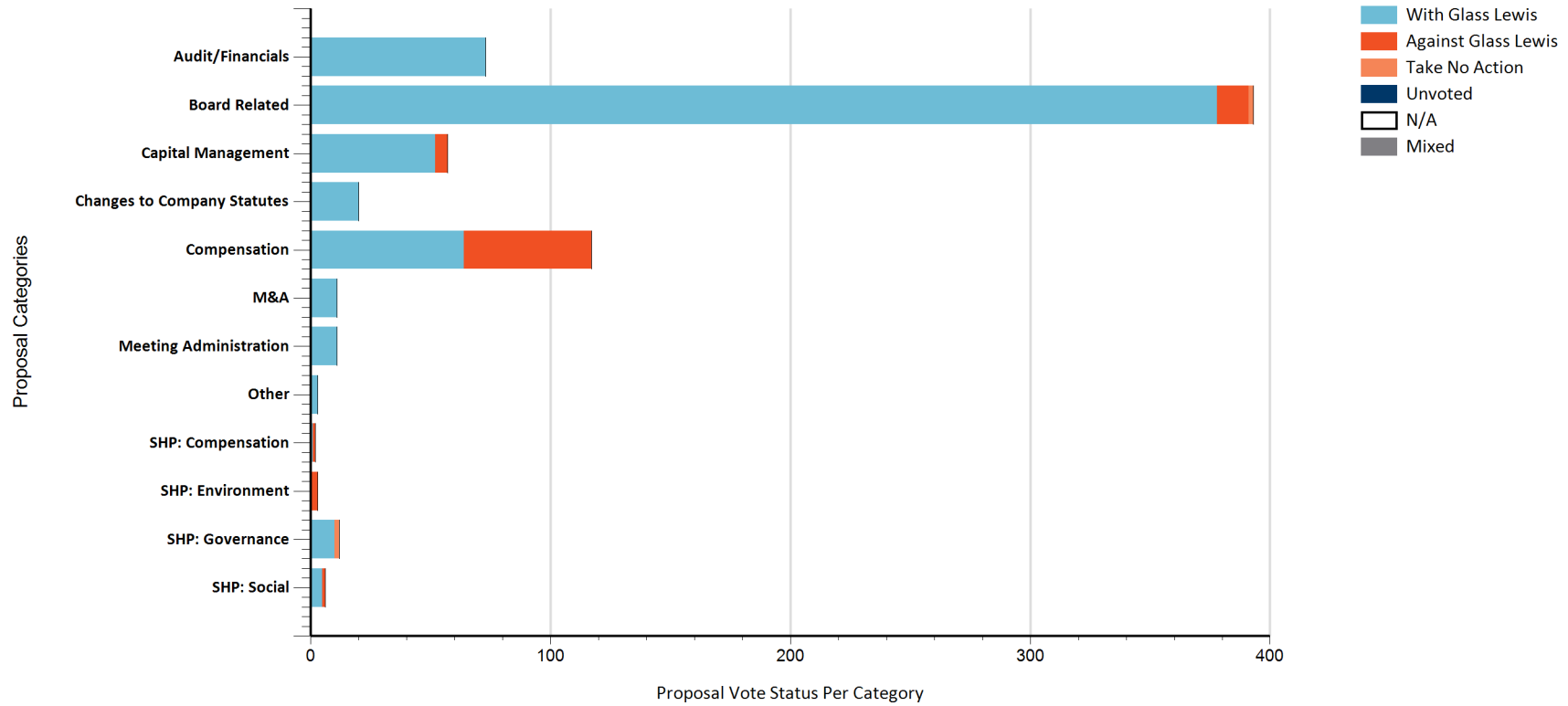
Proposal Categories - Votes versus Policy



Proposal Categories - Votes versus Policy

Proposal Category Type	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Totals	704	0	0	4	0	0	0	708
Audit/Financials	73	0	0	0	0	0	0	73
Board Related	391	0	0	2	0	0	0	393
Capital Management	57	0	0	0	0	0	0	57
Changes to Company Statutes	20	0	0	0	0	0	0	20

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	628	76	4	0	0	0	708
Audit/Financials	73	0	0	0	0	0	73
Board Related	378	13	2	0	0	0	393
Capital Management	52	5	0	0	0	0	57
Changes to Company Statutes	20	0	0	0	0	0	20

Proposal Category Type	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
Compensation	64	53	0	0	0	0	117
M&A	11	0	0	0	0	0	11
Meeting Administration	11	0	0	0	0	0	11
Other	3	0	0	0	0	0	3
SHP: Compensation	1	1	0	0	0	0	2
SHP: Environment	0	3	0	0	0	0	3
SHP: Governance	10	0	2	0	0	0	12
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				
Other		2	1	0	0	0	0	0	0	0	3
	Approval of Political Donation	2	1	0	0	0	0	0	0	0	3
SHP: Compensation		2	0	0	0	0	0	0	0	0	2
	SHP Regarding Race and/or Gender Pay Equity Report	2	0	0	0	0	0	0	0	0	2
SHP: Environment		3	0	0	0	0	0	0	0	0	3
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	3	0	0	0	0	0	0	0	0	3
SHP: Governance		3	7	0	2	0	0	0	0	0	12
	SHP Regarding Board Composition	0	1	0	0	0	0	0	0	0	1
	SHP Regarding Facilitation of Shareholder Proposals	0	6	0	0	0	0	0	0	0	6
	SHP Regarding Independent Board Chairman/Seperation of Chair and CEO	3	0	0	0	0	0	0	0	0	3
	SHP Regarding Misc. Governance Issue	0	0	0	1	0	0	0	0	0	1
	SHP Regarding Removal of Multiple-Voting Rights	0	0	0	1	0	0	0	0	0	1
SHP: Social		2	4	0	0	0	0	0	0	0	6
	SHP Regarding Limiting or Ending Political Spending	0	4	0	0	0	0	0	0	0	4
	SHP Regarding Reporting on Company's Compliance with International Human Ri	1	0	0	0	0	0	0	0	0	1
	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		596	104	4	0	4	0	708
<i>Audit/Financials</i>		73	0	0	0	0	0	73
	Accounts and Reports (Bundled Issues)	2	0	0	0	0	0	2
	Allocation of Profits/Dividends	9	0	0	0	0	0	9
	Appointment of Auditor	8	0	0	0	0	0	8
	Appointment of Auditor and Authority to Set Fees	6	0	0	0	0	0	6
	Authority to Set Auditor's Fees	8	0	0	0	0	0	8
	Bonus Dividend/Bonus Share Issue	3	0	0	0	0	0	3
	Financial Statements	11	0	0	0	0	0	11
	Ratification of Auditor	26	0	0	0	0	0	26
<i>Board Related</i>		361	27	2	0	3	0	393
	Approve Special Auditor's Report	1	0	0	0	0	0	1
	Board Spill	6	0	0	0	0	0	6
	Election of Directors	347	25	1	0	3	0	376
	Election of Non-Principal Members (Chairman, alternates)	0	0	1	0	0	0	1
	Election of Statutory Auditors	0	1	0	0	0	0	1
	Election of Supervisory Board	2	0	0	0	0	0	2
	Indemnification of Directors/Officers	1	0	0	0	0	0	1
	Misc. Management Proposal Regarding Board	1	0	0	0	0	0	1
	Misc. Proposal Regarding the Board	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
	Post-Employment /Severance Agreements	1	0	0	0	0	0	1
	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		48	9	0	0	0	0	57
	Authority to Increase Capital in Case of Exchange Offers (France)	1	0	0	0	0	0	1
	Authority to Increase Capital in Consideration for Contributions in Kind (	1	0	0	0	0	0	1
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	1	0	0	0	0	0	1
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	2	0	0	0	0	0	2
	Authority to Issue Shares w/ Preemptive Rights	4	4	0	0	0	0	8
	Authority to Issue Shares w/o Preemptive Rights	12	2	0	0	0	0	14
	Authority to Issue Stock w/ or w/out Preemptive Rights	0	1	0	0	0	0	1
	Authority to Repurchase and Re-Issue Shares	3	0	0	0	0	0	3
	Authority to Repurchase Shares	10	0	0	0	0	0	10
	Authority to Set Offering Price of Shares	1	0	0	0	0	0	1
	Authorize Overallotment/Greenshoe	1	0	0	0	0	0	1
	Cancellation of Authorized Stock	5	0	0	0	0	0	5
	Increase in Authorized Capital	1	1	0	0	0	0	2
	Increase in Authorized Common Stock	1	0	0	0	0	0	1
	Issuance of Repurchased Shares	1	1	0	0	0	0	2
	Issuance of Stock w/ or w/out Preemptive Rights	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
	Use/Transfer of Reserves	1	0	0	0	0	0	1
Changes to Company Statutes		20	0	0	0	0	0	20
	Adoption of New Articles	3	0	0	0	0	0	3
	Amend Articles, Constitution, Bylaws - Bundled	4	0	0	0	0	0	4
	Amendments to Articles (Technical)	2	0	0	0	0	0	2
	Amendments to Articles, Constitution, Bylaws	3	0	0	0	0	0	3
	Authority to Set General Meeting Notice Period at 14 Days	4	0	0	0	0	0	4
	Elimination of Supermajority Requirement	2	0	0	0	0	0	2
	Restoration of Right to Call a Special Meeting	1	0	0	0	0	0	1
	Waiving of Mandatory Takeover Requirement	1	0	0	0	0	0	1
Compensation		59	57	0	0	1	0	117
	Adoption of Employee Stock Purchase Plan	2	0	0	0	0	0	2
	Adoption of Equity Compensation Plan	3	0	0	0	0	0	3
	Advisory Vote on Executive Compensation	0	28	0	0	0	0	28
	Advisory Vote on Severance	4	0	0	0	0	0	4
	Amendment to Equity Compensation Plan	4	0	0	0	0	0	4
	Amendment to Stock Option Plan	1	0	0	0	0	0	1
	Capital Proposal to Implement Equity Compensation Plan	1	0	0	0	0	0	1
	Directors' Fees	6	0	0	0	1	0	7
	Employment Agreement	0	2	0	0	0	0	2

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Misc. Proposal Regarding Compensation	1	0	0	0	0	0	1
	Remuneration Policy (Forward-Looking)	4	4	0	0	0	0	8
	Remuneration Report (Retrospective)	7	22	0	0	0	0	29
	Stock Option Grants	20	0	0	0	0	0	20
	Stock Option Plan	4	1	0	0	0	0	5
	Stock Purchase Plan	1	0	0	0	0	0	1
	Supervisory Board/ Corp Assembly Fees	1	0	0	0	0	0	1
M&A		11	0	0	0	0	0	11
	Divestiture/Spin-off	2	0	0	0	0	0	2
	Merger/Acquisition	9	0	0	0	0	0	9
Meeting Administration		11	0	0	0	0	0	11
	Authorization of Legal Formalities	5	0	0	0	0	0	5
	Right to Adjourn Meeting	6	0	0	0	0	0	6
Other		2	1	0	0	0	0	3
	Approval of Political Donation	2	1	0	0	0	0	3
SHP: Compensation		0	2	0	0	0	0	2
	SHP Regarding Race and/or Gender Pay Equity Report	0	2	0	0	0	0	2
SHP: Environment		0	3	0	0	0	0	3
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	0	3	0	0	0	0	3
SHP: Governance		7	3	2	0	0	0	12

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Board Composition	1	0	0	0	0	0	1
	SHP Regarding Facilitation of Shareholder Proposals	6	0	0	0	0	0	6
	SHP Regarding Independent Board Chairman/Seperation of Chair and CEO	0	3	0	0	0	0	3
	SHP Regarding Misc. Governance Issue	0	0	1	0	0	0	1
	SHP Regarding Removal of Multiple-Voting Rights	0	0	1	0	0	0	1
SHP: Social		4	2	0	0	0	0	6
	SHP Regarding Limiting or Ending Political Spending	4	0	0	0	0	0	4
	SHP Regarding Reporting on Company's Compliance with International Human R	0	1	0	0	0	0	1
	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		704	0	0	4	0	0	0	708
Audit/Financials		73	0	0	0	0	0	0	73
	Accounts and Reports (Bundled Issues)	2	0	0	0	0	0	0	2
	Allocation of Profits/Dividends	9	0	0	0	0	0	0	9
	Appointment of Auditor	8	0	0	0	0	0	0	8
	Appointment of Auditor and Authority to Set Fees	6	0	0	0	0	0	0	6
	Authority to Set Auditor's Fees	8	0	0	0	0	0	0	8
	Bonus Dividend/Bonus Share 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
	Financial Statements	11	0	0	0	0	0	0	11
	Ratification of Auditor	26	0	0	0	0	0	0	26
Board Related		391	0	0	2	0	0	0	393
	Approve Special Auditor's Report	1	0	0	0	0	0	0	1
	Board Spill	6	0	0	0	0	0	0	6
	Election of Directors	375	0	0	1	0	0	0	376
	Election of Non-Principal Members (Chairman, alternates)	0	0	0	1	0	0	0	1
	Election of Statutory Auditors	1	0	0	0	0	0	0	1
	Election of Supervisory Board	2	0	0	0	0	0	0	2
	Indemnification of Directors/Officers	1	0	0	0	0	0	0	1
	Misc. Management Proposal Regarding Board	1	0	0	0	0	0	0	1
	Misc. Proposal Regarding the Board	1	0	0	0	0	0	0	1
	Post-Employment /Severance Agreements	1	0	0	0	0	0	0	1
	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		57	0	0	0	0	0	0	57
	Authority to Increase Capital in Case of Exchange Offers (France)	1	0	0	0	0	0	0	1
	Authority to Increase Capital in Consideration for Contributions in Kind (	1	0	0	0	0	0	0	1
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	1	0	0	0	0	0	0	1
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	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
	Divestiture/Spin-off	2	0	0	0	0	0	0	2
	Merger/Acquisition	9	0	0	0	0	0	0	9
Meeting Administration		11	0	0	0	0	0	0	11
	Authorization of Legal Formalities	5	0	0	0	0	0	0	5
	Right to Adjourn Meeting	6	0	0	0	0	0	0	6
Other		3	0	0	0	0	0	0	3
	Approval of Political Donation	3	0	0	0	0	0	0	3
SHP: Compensation		2	0	0	0	0	0	0	2
	SHP Regarding Race and/or Gender Pay Equity Report	2	0	0	0	0	0	0	2
SHP: Environment		3	0	0	0	0	0	0	3
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	3	0	0	0	0	0	0	3
SHP: Governance		10	0	0	2	0	0	0	12
	SHP Regarding Board Composition	1	0	0	0	0	0	0	1
	SHP Regarding Facilitation of Shareholder Proposals	6	0	0	0	0	0	0	6
	SHP Regarding Independent Board Chairman/Seperation of Chair and CEO	3	0	0	0	0	0	0	3
	SHP Regarding Misc. Governance Issue	0	0	0	1	0	0	0	1
	SHP Regarding Removal of Multiple-Voting Rights	0	0	0	1	0	0	0	1
SHP: Social		6	0	0	0	0	0	0	6
	SHP Regarding Limiting or Ending Political Spending	4	0	0	0	0	0	0	4
	SHP Regarding Reporting on Company's Compliance with International Human Ri	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
	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		628	76	4	0	0	0	708
<i>Audit/Financials</i>		73	0	0	0	0	0	73
	Accounts and Reports (Bundled Issues)	2	0	0	0	0	0	2
	Allocation of Profits/Dividends	9	0	0	0	0	0	9
	Appointment of Auditor	8	0	0	0	0	0	8
	Appointment of Auditor and Authority to Set Fees	6	0	0	0	0	0	6
	Authority to Set Auditor's Fees	8	0	0	0	0	0	8
	Bonus Dividend/Bonus Share Issue	3	0	0	0	0	0	3
	Financial Statements	11	0	0	0	0	0	11
	Ratification of Auditor	26	0	0	0	0	0	26
<i>Board Related</i>		378	13	2	0	0	0	393
	Approve Special Auditor's Report	1	0	0	0	0	0	1
	Board Spill	6	0	0	0	0	0	6
	Election of Directors	362	13	1	0	0	0	376
	Election of Non-Principal Members (Chairman, alternates)	0	0	1	0	0	0	1

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Election of Statutory Auditors	1	0	0	0	0	0	1
	Election of Supervisory Board	2	0	0	0	0	0	2
	Indemnification of Directors/Officers	1	0	0	0	0	0	1
	Misc. Management Proposal Regarding Board	1	0	0	0	0	0	1
	Misc. Proposal Regarding the Board	1	0	0	0	0	0	1
	Post-Employment /Severance Agreements	1	0	0	0	0	0	1
	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		52	5	0	0	0	0	57
	Authority to Increase Capital in Case of Exchange Offers (France)	1	0	0	0	0	0	1
	Authority to Increase Capital in Consideration for Contributions in Kind (	1	0	0	0	0	0	1
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	1	0	0	0	0	0	1
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	2	0	0	0	0	0	2
	Authority to Issue Shares w/ Preemptive Rights	4	4	0	0	0	0	8
	Authority to Issue Shares w/o Preemptive Rights	14	0	0	0	0	0	14
	Authority to Issue Stock w/ or w/out Preemptive Rights	0	1	0	0	0	0	1
	Authority to Repurchase and Re-Issue Shares	3	0	0	0	0	0	3
	Authority to Repurchase Shares	10	0	0	0	0	0	10
	Authority to Set Offering Price of Shares	1	0	0	0	0	0	1
	Authorize Overallotment/Greenshoe	1	0	0	0	0	0	1

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Cancellation of Authorized Stock	5	0	0	0	0	0	5
	Increase in Authorized Capital	2	0	0	0	0	0	2
	Increase in Authorized Common Stock	1	0	0	0	0	0	1
	Issuance of Repurchased Shares	2	0	0	0	0	0	2
	Issuance of Stock w/ or w/out Preemptive Rights	3	0	0	0	0	0	3
	Use/Transfer of Reserves	1	0	0	0	0	0	1
<i>Changes to Company Statutes</i>		20	0	0	0	0	0	20
	Adoption of New Articles	3	0	0	0	0	0	3
	Amend Articles, Constitution, Bylaws - Bundled	4	0	0	0	0	0	4
	Amendments to Articles (Technical)	2	0	0	0	0	0	2
	Amendments to Articles, Constitution, Bylaws	3	0	0	0	0	0	3
	Authority to Set General Meeting Notice Period at 14 Days	4	0	0	0	0	0	4
	Elimination of Supermajority Requirement	2	0	0	0	0	0	2
	Restoration of Right to Call a Special Meeting	1	0	0	0	0	0	1
	Waiving of Mandatory Takeover Requirement	1	0	0	0	0	0	1
<i>Compensation</i>		64	53	0	0	0	0	117
	Adoption of Employee Stock Purchase Plan	2	0	0	0	0	0	2
	Adoption of Equity Compensation Plan	3	0	0	0	0	0	3
	Advisory Vote on Executive Compensation	2	26	0	0	0	0	28
	Advisory Vote on Severance	4	0	0	0	0	0	4

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Amendment to Equity Compensation Plan	4	0	0	0	0	0	4
	Amendment to Stock Option Plan	1	0	0	0	0	0	1
	Capital Proposal to Implement Equity Compensation Plan	1	0	0	0	0	0	1
	Directors' Fees	7	0	0	0	0	0	7
	Employment Agreement	0	2	0	0	0	0	2
	Misc. Proposal Regarding Compensation	1	0	0	0	0	0	1
	Remuneration Policy (Forward-Looking)	4	4	0	0	0	0	8
	Remuneration Report (Retrospective)	8	21	0	0	0	0	29
	Stock Option Grants	20	0	0	0	0	0	20
	Stock Option Plan	5	0	0	0	0	0	5
	Stock Purchase Plan	1	0	0	0	0	0	1
	Supervisory Board/ Corp Assembly Fees	1	0	0	0	0	0	1
M&A		11	0	0	0	0	0	11
	Divestiture/Spin-off	2	0	0	0	0	0	2
	Merger/Acquisition	9	0	0	0	0	0	9
Meeting Administration		11	0	0	0	0	0	11
	Authorization of Legal Formalities	5	0	0	0	0	0	5
	Right to Adjourn Meeting	6	0	0	0	0	0	6
Other		3	0	0	0	0	0	3
	Approval of Political Donation	3	0	0	0	0	0	3

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
<i>SHP: Compensation</i>		1	1	0	0	0	0	2
	SHP Regarding Race and/or Gender Pay Equity Report	1	1	0	0	0	0	2
<i>SHP: Environment</i>		0	3	0	0	0	0	3
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	0	3	0	0	0	0	3
<i>SHP: Governance</i>		10	0	2	0	0	0	12
	SHP Regarding Board Composition	1	0	0	0	0	0	1
	SHP Regarding Facilitation of Shareholder Proposals	6	0	0	0	0	0	6
	SHP Regarding Independent Board Chairman/Seperation of Chair and CEO	3	0	0	0	0	0	3
	SHP Regarding Misc. Governance Issue	0	0	1	0	0	0	1
	SHP Regarding Removal of Multiple-Voting Rights	0	0	1	0	0	0	1
<i>SHP: Social</i>		5	1	0	0	0	0	6
	SHP Regarding Limiting or Ending Political Spending	4	0	0	0	0	0	4
	SHP Regarding Reporting on Company's Compliance with International Human Ri	0	1	0	0	0	0	1
	SHP Regarding Reviewing Political Spending or Lobbying	1	0	0	0	0	0	1

