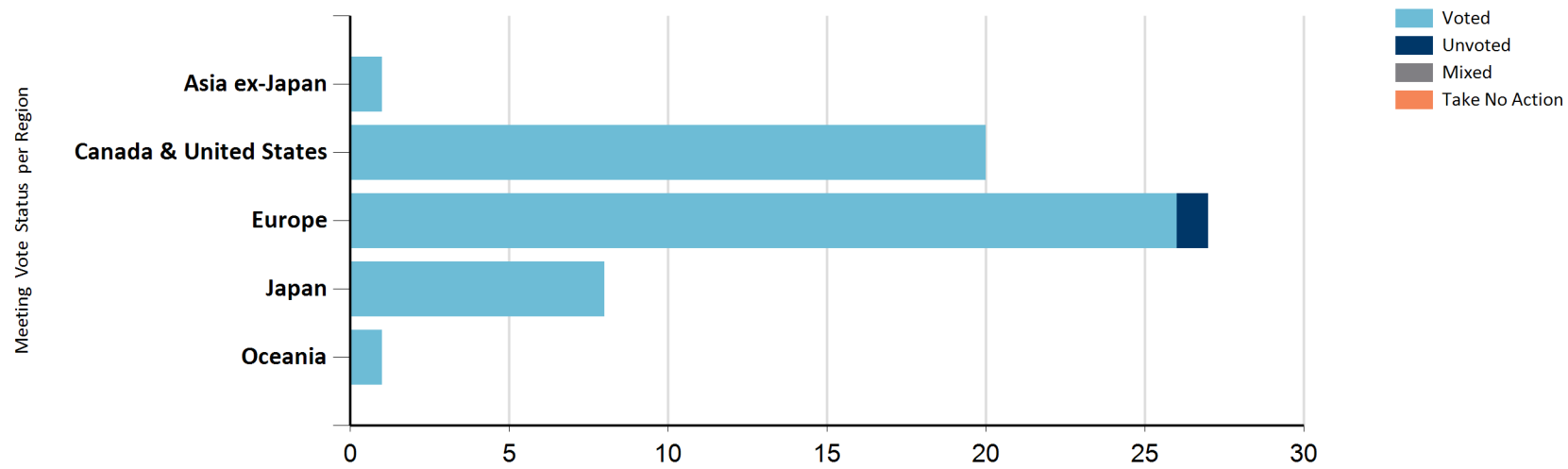


Meeting Statistics Report

From 1/1/2025 to 9/15/2025

Meetings by Region & Vote Status



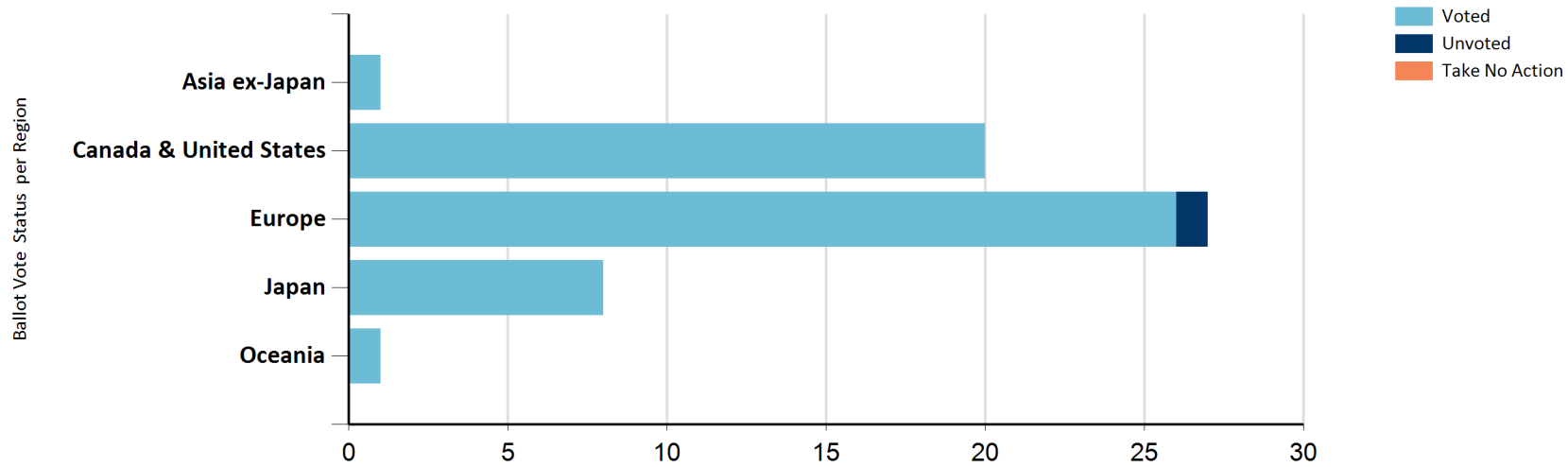
Region	Country Of Origin	Voted	Unvoted	Mixed	Take No Action	Total
Total for all Regions		56	1	0	0	57
Asia ex-Japan		1	0	0	0	1
	Singapore	1	0	0	0	1
Canada & United States		20	0	0	0	20
	Canada	5	0	0	0	5
	United States	15	0	0	0	15
Europe		26	1	0	0	27
	Finland	1	0	0	0	1
	France	4	0	0	0	4
	Germany	2	0	0	0	2
	Italy	1	0	0	0	1
	Netherlands	3	0	0	0	3
	Norway	1	0	0	0	1
	Portugal	1	0	0	0	1
	Spain	3	0	0	0	3

	Switzerland	2	1	0	0	3
	United Kingdom	8	0	0	0	8
<i>Japan</i>		8	0	0	0	8
	Japan	8	0	0	0	8
<i>Oceania</i>		1	0	0	0	1
	Australia	1	0	0	0	1

Ballot Statistics Report

From 1/1/2025 to 9/15/2025

Ballots by Region & Vote Status



Region	Country Of Origin	Voted	Unvoted	Take No Action	Total
Total for all Regions		56	1	0	57
Asia ex-Japan		1	0	0	1
	Singapore	1	0	0	1
Canada & United States		20	0	0	20
	Canada	5	0	0	5
	United States	15	0	0	15
Europe		26	1	0	27
	Finland	1	0	0	1
	France	4	0	0	4
	Germany	2	0	0	2
	Italy	1	0	0	1
	Netherlands	3	0	0	3
	Norway	1	0	0	1
	Portugal	1	0	0	1
	Spain	3	0	0	3

	Switzerland	2	1	0	3
	United Kingdom	8	0	0	8
<i>Japan</i>		8	0	0	8
	Japan	8	0	0	8
<i>Oceania</i>		1	0	0	1
	Australia	1	0	0	1

Proposal Statistics Report

From 1/1/2025 to 9/15/2025

	Mgmt Proposals	SHP Proposals	Total Proposals
Do Not Vote	3	0	3
For	766	7	773
Against	100	7	107
Abstain	7	0	7
1 Year	1	0	1
2 Years	0	0	0
3 Years	0	0	0
Mixed	0	0	0
Take No Action	0	0	0
Unvoted	29	0	29
Totals	906	14	920

	Mgmt Proposals	SHP Proposals	Total Proposals
With Management	767	7	774
Against Management	105	6	111
N/A	5	1	6
Mixed	0	0	0
Take No Action	0	0	0
Unvoted	29	0	29
Totals	906	14	920

	Mgmt Proposals	SHP Proposals	Total Proposals
With Policy	861	14	875
Against Policy	4	0	4
Manual	0	0	0
N/A	12	0	12
Mixed	0	0	0
Take No Action	0	0	0
Unvoted	29	0	29

Management Proposals – Votes Cast

Do Not Vote - 3
For - 766
Against - 100
Abstain - 7
1 Year - 1
Unvoted - 29



Shareholder Proposals – Votes Cast

For - 7
Against - 7



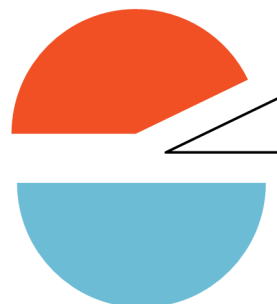
Management Proposals – Votes versus Management

With Mgmt - 767
Against Mgmt - 105
N/A - 5
Unvoted - 29



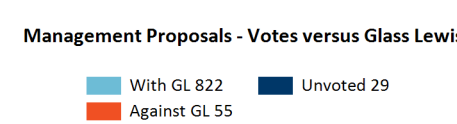
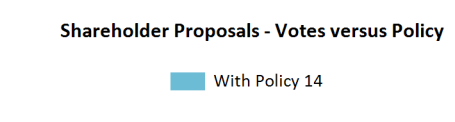
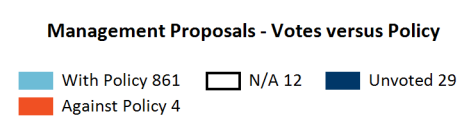
Shareholder Proposals – Votes versus Management

With Mgmt - 7
Against Mgmt - 6
N/A - 1



Totals	906	14	920
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	Mgmt Proposals	SHP Proposals	Total Proposals
With Glass Lewis	822	12	834
Against Glass Lewis	55	2	57
N/A	0	0	0
Mixed	0	0	0
Take No Action	0	0	0
Unvoted	29	0	29
Totals	906	14	920



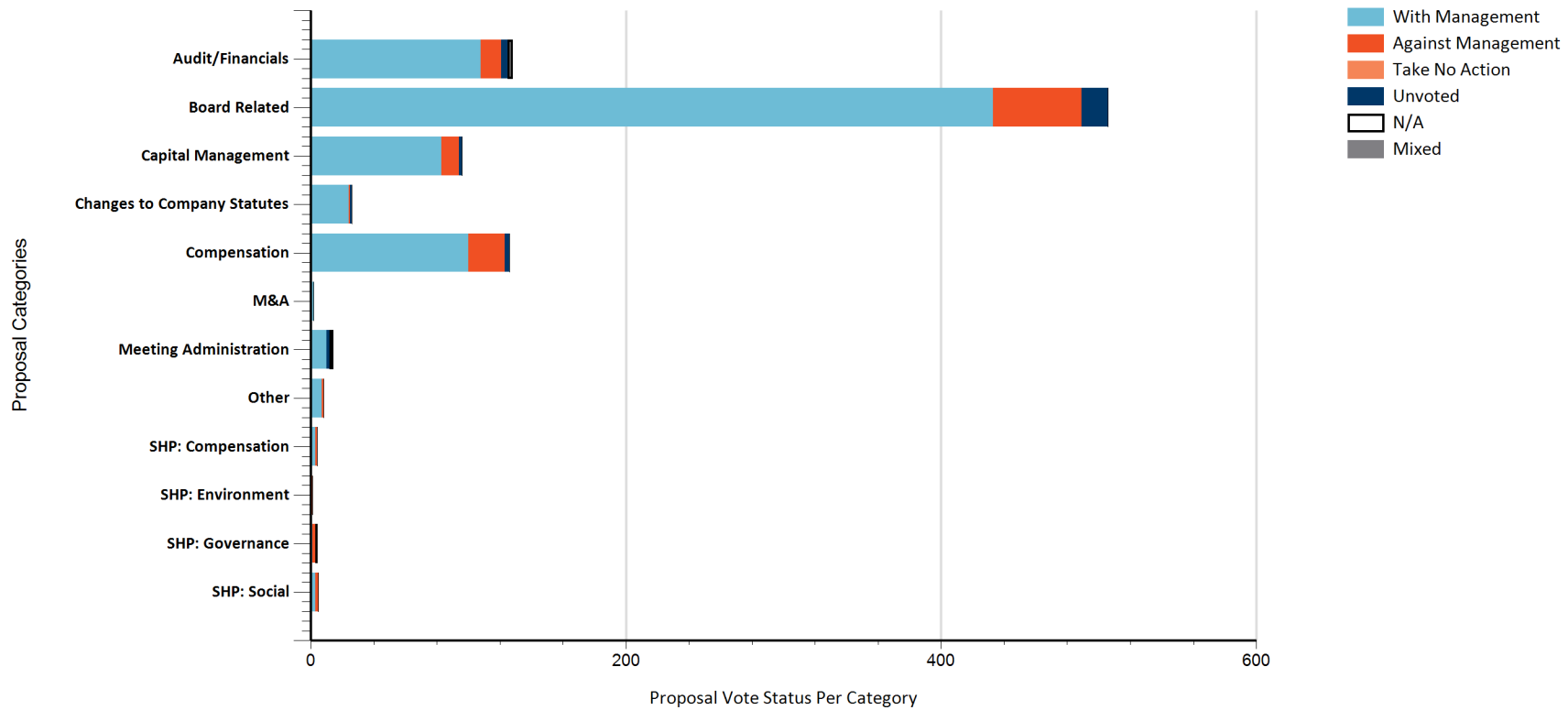
Proposal Category Report

From 1/1/2025 to 9/15/2025

Proposal Categories - All Votes

Proposal Category Type	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Totals	773	107	7	0	29	0	1	0	0	917
Audit/Financials	108	13	0	0	4	0	0	0	0	125
Board Related	433	56	0	0	17	0	0	0	0	506
Capital Management	83	5	6	0	2	0	0	0	0	96
Changes to Company Statutes	24	0	1	0	1	0	0	0	0	26
Compensation	99	23	0	0	3	0	1	0	0	126
M&A	2	0	0	0	0	0	0	0	0	2
Meeting Administration	10	2	0	0	2	0	0	0	0	14
Other	7	1	0	0	0	0	0	0	0	8
SHP: Compensation	1	3	0	0	0	0	0	0	0	4
SHP: Environment	1	0	0	0	0	0	0	0	0	1
SHP: Governance	3	1	0	0	0	0	0	0	0	4
SHP: Social	2	3	0	0	0	0	0	0	0	5

Proposal Categories - Votes versus Management

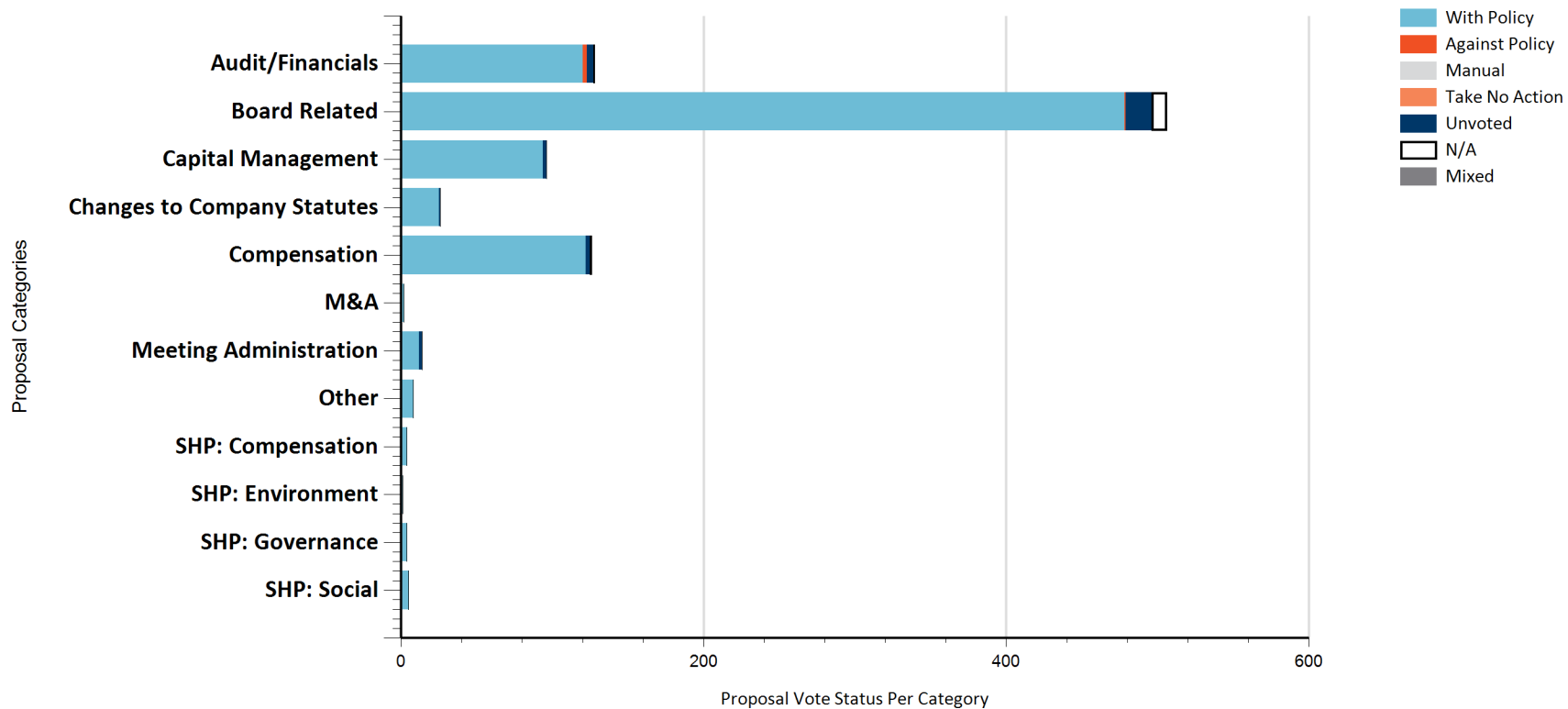


Proposal Categories - Votes versus Management

Proposal Category Type	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Totals	774	111	0	29	6	0	920
Audit/Financials	108	13	0	4	3	0	128
Board Related	433	56	0	17	0	0	506
Capital Management	83	11	0	2	0	0	96
Changes to Company Statutes	24	1	0	1	0	0	26
Compensation	100	23	0	3	0	0	126
M&A	2	0	0	0	0	0	2

Proposal Category Type	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Meeting Administration	10	0	0	2	2	0	14
Other	7	1	0	0	0	0	8
SHP: Compensation	3	1	0	0	0	0	4
SHP: Environment	0	1	0	0	0	0	1
SHP: Governance	1	2	0	0	1	0	4
SHP: Social	3	2	0	0	0	0	5

Proposal Categories - Votes versus Policy

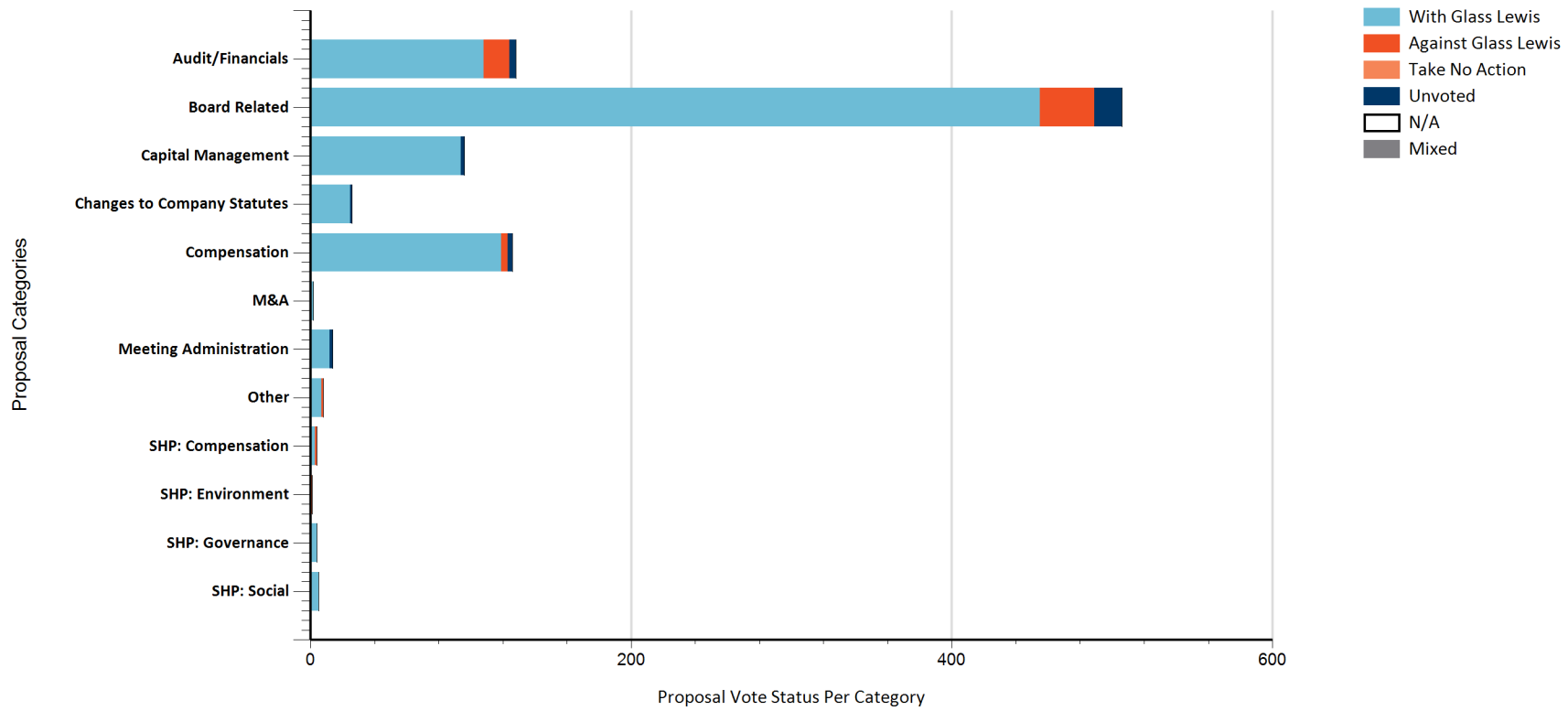


Proposal Categories - Votes versus Policy

Proposal Category Type	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
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Totals	875	4	0	0	29	12	0	920
Audit/Financials	120	3	0	0	4	1	0	128
Board Related	478	1	0	0	17	10	0	506
Capital Management	94	0	0	0	2	0	0	96
Changes to Company Statutes	25	0	0	0	1	0	0	26
Compensation	122	0	0	0	3	1	0	126
M&A	2	0	0	0	0	0	0	2
Meeting Administration	12	0	0	0	2	0	0	14
Other	8	0	0	0	0	0	0	8
SHP: Compensation	4	0	0	0	0	0	0	4
SHP: Environment	1	0	0	0	0	0	0	1
SHP: Governance	4	0	0	0	0	0	0	4
SHP: Social	5	0	0	0	0	0	0	5

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	834	57	0	29	0	0	920
Audit/Financials	108	16	0	4	0	0	128
Board Related	455	34	0	17	0	0	506
Capital Management	94	0	0	2	0	0	96
Changes to Company Statutes	25	0	0	1	0	0	26
Compensation	119	4	0	3	0	0	126
M&A	2	0	0	0	0	0	2

Proposal Category Type	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
Meeting Administration	12	0	0	2	0	0	14
Other	7	1	0	0	0	0	8
SHP: Compensation	3	1	0	0	0	0	4
SHP: Environment	0	1	0	0	0	0	1
SHP: Governance	4	0	0	0	0	0	4
SHP: Social	5	0	0	0	0	0	5

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No		Unvoted	Mixed	1 Year	2 Years	3 Years	Total
					Action							
	Election of Board Committee Members	12	2	0	0		4	0	0	0	0	18
	Election of Directors	362	51	0	0		12	0	0	0	0	425
	Election of Directors (Management Board)	3	0	0	0		0	0	0	0	0	3
	Election of Directors (Slate) Bundled with Other Items	1	0	0	0		0	0	0	0	0	1
	Election of Non-Principal Members (Chairman, alternates)	1	0	0	0		0	0	0	0	0	1
	Election of Shareholder Representatives	1	0	0	0		0	0	0	0	0	1
	Election of Statutory Auditors	3	1	0	0		0	0	0	0	0	4
	Election of Supervisory Board	22	0	0	0		0	0	0	0	0	22
	Ratification of Board Acts - Legal	10	0	0	0		0	0	0	0	0	10
	Ratification of Co-Option of a Director	2	0	0	0		0	0	0	0	0	2
	Ratification of Management Acts - Legal	8	0	0	0		1	0	0	0	0	9
Capital Management		83	5	6	0		2	0	0	0	0	90
	Authority to Increase Capital in Case of Exchange Offers (France)	0	0	1	0		0	0	0	0	0	1
	Authority to Increase Capital in Consideration for Contributions in Kind (Fr	1	1	1	0		0	0	0	0	0	3
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	2	0	1	0		0	0	0	0	0	3
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	2	3	2	0		0	0	0	0	0	7
	Authority to Issue Shares w/ Preemptive Rights	11	0	0	0		0	0	0	0	0	11
	Authority to Issue Shares w/o Preemptive Rights	18	1	0	0		0	0	0	0	0	19
	Authority to Issue Stock w/ or w/out Preemptive Rights	2	0	0	0		0	0	0	0	0	2
	Authority to Repurchase and Re-Issue Shares	7	0	0	0		0	0	0	0	0	7
	Authority to Repurchase Shares	15	0	0	0		1	0	0	0	0	16
	Authorize Overallotment/Greenshoe	1	0	1	0		0	0	0	0	0	2

Issue Code	Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Capital Proposal to Implement Equity Compensation Plan	9	0	0	0	0	0	0	0	0	9
		Directors' Fees	5	0	0	0	1	0	0	0	0	6
		Employee Incentive Plan	1	0	0	0	0	0	0	0	0	1
		Misc. Proposal Regarding Compensation	2	0	0	0	0	0	0	0	0	2
		Non-Executive Remuneration Policy (Forward-Looking)	12	0	0	0	0	0	0	0	0	12
		Remuneration Policy (Forward-Looking)	12	8	0	0	1	0	0	0	0	21
		Remuneration Report (Retrospective)	28	10	0	0	1	0	0	0	0	39
		Say When on Pay	0	0	0	0	0	0	1	0	0	1
		Stock Option Grants	2	0	0	0	0	0	0	0	0	2
		Stock Option Plan	5	1	0	0	0	0	0	0	0	6
		Stock Option Plan for Overseas Employees	1	0	0	0	0	0	0	0	0	1
		Stock Purchase Plan	2	0	0	0	0	0	0	0	0	2
		Supervisory Board/ Corp Assembly Fees	2	0	0	0	0	0	0	0	0	2
M&A			2	0	0	0	0	0	0	0	0	2
		Intra-company Contracts/Control Agreements	1	0	0	0	0	0	0	0	0	1
		Merger/Acquisition	1	0	0	0	0	0	0	0	0	1
Meeting Administration			10	2	0	0	2	0	0	0	0	14
		Appointment of Independent Proxy (Switzerland)	2	0	0	0	1	0	0	0	0	3
		Authorization of Legal Formalities	7	0	0	0	0	0	0	0	0	7
		Routine Meeting Item	1	0	0	0	0	0	0	0	0	1
		Transact Other Business	0	2	0	0	1	0	0	0	0	3
Other			7	1	0	0	0	0	0	0	0	8

Proposal Types – Votes Versus Management

[illegible]

Issue Code Category		Management	Management	Action	Unvoted	N/A	Mixed	Total
Total for all Categories		774	111	0	29	6	0	920
Audit/Financials		108	13	0	4	3	0	128
	Accounts and Reports (Bundled Issues)	3	0	0	0	0	0	3
	Allocation of Profits/Dividends	32	0	0	1	0	0	33
	Appointment of Auditor	19	0	0	1	3	0	23
	Appointment of Auditor and Authority to Set Fees	4	2	0	0	0	0	6
	Appointment of Special Auditor	5	0	0	0	0	0	5
	Approval of Non-Financial Reports	4	0	0	1	0	0	5
	Approve Payment of Fees to Special Auditors	1	0	0	0	0	0	1
	Authority to Set Auditor's Fees	10	0	0	0	0	0	10
	Financial Statements	26	0	0	1	0	0	27
	Ratification of Auditor	4	11	0	0	0	0	15
Board Related		433	56	0	17	0	0	506
	Approval of Committee Guidelines/Appointment of Committee	1	0	0	0	0	0	1
	Approve Special Auditor's Report	4	0	0	0	0	0	4
	Board Size	2	0	0	0	0	0	2
	Director & Officer Liability/Indemnification	0	2	0	0	0	0	2
	Election of Alternate Statutory Auditor	1	0	0	0	0	0	1
	Election of Board Committee Members	12	2	0	4	0	0	18
	Election of Directors	362	51	0	12	0	0	425
	Election of Directors (Management Board)	3	0	0	0	0	0	3
	Election of Directors (Slate) Bundled with Other Items	1	0	0	0	0	0	1
	Election of Non-Principal Members (Chairman, alternates)	1	0	0	0	0	0	1

	Election of Shareholder Representatives	1	0	0	0	0	1
	Election of Statutory Auditors	3	1	0	0	0	4
	Election of Supervisory Board	22	0	0	0	0	22
	Ratification of Board Acts - Legal	10	0	0	0	0	10
	Ratification of Co-Option of a Director	2	0	0	0	0	2
	Ratification of Management Acts - Legal	8	0	0	1	0	9
Capital Management		83	11	0	2	0	96
	Authority to Increase Capital in Case of Exchange Offers (France)	0	1	0	0	0	1
	Authority to Increase Capital in Consideration for Contributions in Kind (France)	1	2	0	0	0	3
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	2	1	0	0	0	3
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	2	5	0	0	0	7
	Authority to Issue Shares w/ Preemptive Rights	11	0	0	0	0	11
	Authority to Issue Shares w/o Preemptive Rights	18	1	0	0	0	19
	Authority to Issue Stock w/ or w/out Preemptive Rights	2	0	0	0	0	2
	Authority to Repurchase and Re-Issue Shares	7	0	0	0	0	7
	Authority to Repurchase Shares	15	0	0	1	0	16
	Authorize Overallotment/Greenshoe	1	1	0	0	0	2
	Cancellation of Authorized Stock	10	0	0	1	0	11
	Increase in Authorized Capital	4	0	0	0	0	4
	Limit to Capital Increase	2	0	0	0	0	2
	Reduction in Share Premium Account	2	0	0	0	0	2
	Repurchase of Shares	1	0	0	0	0	1
	Stock Split	2	0	0	0	0	2

	Use/Transfer of Reserves	3	0	0	0	0	0	3
Changes to Company Statutes		24	1	0	1	0	0	26
	Amend Articles, Constitution, Bylaws - Bundled	1	0	0	0	0	0	1
	Amendment to Shareholder Rights' Plan	1	0	0	0	0	0	1
	Amendments to Articles (Technical)	8	0	0	0	0	0	8
	Amendments to Articles, Constitution, Bylaws	5	0	0	1	0	0	6
	Authority to Set General Meeting Notice Period at 14 Days	7	0	0	0	0	0	7
	Elimination of Supermajority Requirement	2	0	0	0	0	0	2
	Restoration of Right to Call a Special Meeting	0	1	0	0	0	0	1
Compensation		100	23	0	3	0	0	126
	Advisory Vote on Executive Compensation	12	4	0	0	0	0	16
	Amendment to Equity Compensation Plan	1	0	0	0	0	0	1
	Amendment to Restricted Stock Plan	2	0	0	0	0	0	2
	Amendment to Stock Option Plan	1	0	0	0	0	0	1
	Approval of Executive Remuneration (Fixed)	1	0	0	0	0	0	1
	Bonus	1	0	0	0	0	0	1
	Capital Proposal to Implement Equity Compensation Plan	9	0	0	0	0	0	9
	Directors' Fees	5	0	0	1	0	0	6
	Employee Incentive Plan	1	0	0	0	0	0	1
	Misc. Proposal Regarding Compensation	2	0	0	0	0	0	2
	Non-Executive Remuneration Policy (Forward-Looking)	12	0	0	0	0	0	12
	Remuneration Policy (Forward-Looking)	12	8	0	1	0	0	21
	Remuneration Report (Retrospective)	28	10	0	1	0	0	39

	Say When on Pay	1	0	0	0	0	0	1
	Stock Option Grants	2	0	0	0	0	0	2
	Stock Option Plan	5	1	0	0	0	0	6
	Stock Option Plan for Overseas Employees	1	0	0	0	0	0	1
	Stock Purchase Plan	2	0	0	0	0	0	2
	Supervisory Board/ Corp Assembly Fees	2	0	0	0	0	0	2
M&A		2	0	0	0	0	0	2
	Intra-company Contracts/Control Agreements	1	0	0	0	0	0	1
	Merger/Acquisition	1	0	0	0	0	0	1
Meeting Administration		10	0	0	2	2	0	14
	Appointment of Independent Proxy (Switzerland)	2	0	0	1	0	0	3
	Authorization of Legal Formalities	7	0	0	0	0	0	7
	Routine Meeting Item	1	0	0	0	0	0	1
	Transact Other Business	0	0	0	1	2	0	3
Other		7	1	0	0	0	0	8
	Approval of Political Donation	5	0	0	0	0	0	5
	Management Proposal on Say on Climate	1	0	0	0	0	0	1
	Misc. Management Proposal	0	1	0	0	0	0	1
	Renew Proportional Takeover Provisions	1	0	0	0	0	0	1
SHP: Compensation		3	1	0	0	0	0	4
	SHP Recoupment of Unearned Bonuses (Clawback)	0	1	0	0	0	0	1
	SHP Regarding Linking Executive Pay to Social Criteria	2	0	0	0	0	0	2
	SHP regarding Misc. Compensation	1	0	0	0	0	0	1

<i>SHP: Environment</i>		0	1	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	0	1	0	0	0	0	1
<i>SHP: Governance</i>		1	2	0	0	1	0	4
	SHP Regarding Limit on Board Memberships	1	0	0	0	0	0	1
	SHP Regarding Right to Call a Special Meeting	0	2	0	0	0	0	2
	SHP Regarding the Declassification of the Board	0	0	0	0	1	0	1
<i>SHP: Social</i>		3	2	0	0	0	0	5
	SHP Regarding Human Capital Management	0	1	0	0	0	0	1
	SHP Regarding Misc. Human Capital Management	1	0	0	0	0	0	1
	SHP Regarding Misc. Social Issue	1	0	0	0	0	0	1
	SHP Regarding Racial Equity Audit	1	0	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		875	4	0	0	29	12	0	920
<i>Audit/Financials</i>		120	3	0	0	4	1	0	128
	Accounts and Reports (Bundled Issues)	3	0	0	0	0	0	0	3
	Allocation of Profits/Dividends	32	0	0	0	1	0	0	33
	Appointment of Auditor	19	3	0	0	1	0	0	23
	Appointment of Auditor and Authority to Set Fees	5	0	0	0	0	1	0	6
	Appointment of Special Auditor	5	0	0	0	0	0	0	5
	Approval of Non-Financial Reports	4	0	0	0	1	0	0	5

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Board Related	Approve Payment of Fees to Special Auditors	1	0	0	0	0	0	0	1
	Authority to Set Auditor's Fees	10	0	0	0	0	0	0	10
	Financial Statements	26	0	0	0	1	0	0	27
	Ratification of Auditor	15	0	0	0	0	0	0	15
		478	1	0	0	17	10	0	506
Capital Management	Approval of Committee Guidelines/Appointment of Committee	1	0	0	0	0	0	0	1
	Approve Special Auditor’s Report	4	0	0	0	0	0	0	4
	Board Size	2	0	0	0	0	0	0	2
	Director & Officer Liability/Indemnification	2	0	0	0	0	0	0	2
	Election of Alternate Statutory Auditor	1	0	0	0	0	0	0	1
	Election of Board Committee Members	14	0	0	0	4	0	0	18
	Election of Directors	402	1	0	0	12	10	0	425
	Election of Directors (Management Board)	3	0	0	0	0	0	0	3
	Election of Directors (Slate) Bundled with Other Items	1	0	0	0	0	0	0	1
	Election of Non-Principal Members (Chairman, alternates)	1	0	0	0	0	0	0	1
	Election of Shareholder Representatives	1	0	0	0	0	0	0	1
	Election of Statutory Auditors	4	0	0	0	0	0	0	4
	Election of Supervisory Board	22	0	0	0	0	0	0	22
	Ratification of Board Acts - Legal	10	0	0	0	0	0	0	10
	Ratification of Co-Option of a Director	2	0	0	0	0	0	0	2
	Ratification of Management Acts - Legal	8	0	0	0	1	0	0	9
		94	0	0	0	2	0	0	96

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	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 (France)	3	0	0	0	0	0	0	3
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	3	0	0	0	0	0	0	3
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	7	0	0	0	0	0	0	7
	Authority to Issue Shares w/ Preemptive Rights	11	0	0	0	0	0	0	11
	Authority to Issue Shares w/o Preemptive Rights	19	0	0	0	0	0	0	19
	Authority to Issue Stock w/ or w/out Preemptive Rights	2	0	0	0	0	0	0	2
	Authority to Repurchase and Re-Issue Shares	7	0	0	0	0	0	0	7
	Authority to Repurchase Shares	15	0	0	0	1	0	0	16
	Authorize Overallotment/Greenshoe	2	0	0	0	0	0	0	2
	Cancellation of Authorized Stock	10	0	0	0	1	0	0	11
	Increase in Authorized Capital	4	0	0	0	0	0	0	4
	Limit to Capital Increase	2	0	0	0	0	0	0	2
	Reduction in Share Premium Account	2	0	0	0	0	0	0	2
	Repurchase of Shares	1	0	0	0	0	0	0	1
	Stock Split	2	0	0	0	0	0	0	2
	Use/Transfer of Reserves	3	0	0	0	0	0	0	3
Changes to Company Statutes		25	0	0	0	1	0	0	26
	Amend Articles, Constitution, Bylaws - Bundled	1	0	0	0	0	0	0	1
	Amendment to Shareholder Rights' Plan	1	0	0	0	0	0	0	1
	Amendments to Articles (Technical)	8	0	0	0	0	0	0	8
	Amendments to Articles, Constitution, Bylaws	5	0	0	0	1	0	0	6

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Authority to Set General Meeting Notice Period at 14 Days	7	0	0	0	0	0	0	7
	Elimination of Supermajority Requirement	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		122	0	0	0	3	1	0	126
	Advisory Vote on Executive Compensation	16	0	0	0	0	0	0	16
	Amendment to Equity Compensation Plan	1	0	0	0	0	0	0	1
	Amendment to Restricted Stock Plan	2	0	0	0	0	0	0	2
	Amendment to Stock Option Plan	1	0	0	0	0	0	0	1
	Approval of Executive Remuneration (Fixed)	1	0	0	0	0	0	0	1
	Bonus	1	0	0	0	0	0	0	1
	Capital Proposal to Implement Equity Compensation Plan	9	0	0	0	0	0	0	9
	Directors' Fees	5	0	0	0	1	0	0	6
	Employee Incentive Plan	1	0	0	0	0	0	0	1
	Misc. Proposal Regarding Compensation	2	0	0	0	0	0	0	2
	Non-Executive Remuneration Policy (Forward-Looking)	12	0	0	0	0	0	0	12
	Remuneration Policy (Forward-Looking)	20	0	0	0	1	0	0	21
	Remuneration Report (Retrospective)	37	0	0	0	1	1	0	39
	Say When on Pay	1	0	0	0	0	0	0	1
	Stock Option Grants	2	0	0	0	0	0	0	2
	Stock Option Plan	6	0	0	0	0	0	0	6
	Stock Option Plan for Overseas Employees	1	0	0	0	0	0	0	1
	Stock Purchase Plan	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
M&A	Supervisory Board/ Corp Assembly Fees	2	0	0	0	0	0	0	2
		2	0	0	0	0	0	0	2
	Intra-company Contracts/Control Agreements	1	0	0	0	0	0	0	1
Meeting Administration	Merger/Acquisition	1	0	0	0	0	0	0	1
		12	0	0	0	2	0	0	14
	Appointment of Independent Proxy (Switzerland)	2	0	0	0	1	0	0	3
Other	Authorization of Legal Formalities	7	0	0	0	0	0	0	7
	Routine Meeting Item	1	0	0	0	0	0	0	1
	Transact Other Business	2	0	0	0	1	0	0	3
		8	0	0	0	0	0	0	8
	Approval of Political Donation	5	0	0	0	0	0	0	5
SHP: Compensation	Management Proposal on Say on Climate	1	0	0	0	0	0	0	1
	Misc. Management Proposal	1	0	0	0	0	0	0	1
	Renew Proportional Takeover Provisions	1	0	0	0	0	0	0	1
		4	0	0	0	0	0	0	4
	SHP Recoupment of Unearned Bonuses (Clawback)	1	0	0	0	0	0	0	1
SHP: Environment	SHP Regarding Linking Executive Pay to Social Criteria	2	0	0	0	0	0	0	2
	SHP regarding Misc. Compensation	1	0	0	0	0	0	0	1
		1	0	0	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	1	0	0	0	0	0	0	1
		4	0	0	0	0	0	0	4
SHP: Governance		1	0	0	0	0	0	0	1
	SHP Regarding Limit on Board Memberships	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 Right to Call a Special Meeting	2	0	0	0	0	0	0	2
	SHP Regarding the Declassification of the Board	1	0	0	0	0	0	0	1
<i>SHP: Social</i>		5	0	0	0	0	0	0	5
	SHP Regarding Human Capital Management	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	1	0	0	0	0	0	0	1
	SHP Regarding Racial Equity Audit	1	0	0	0	0	0	0	1
	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		834		57	0	29	0	920
<i>Audit/Financials</i>		108		16	0	4	0	128
	Accounts and Reports (Bundled Issues)	3		0	0	0	0	3
	Allocation of Profits/Dividends	32		0	0	1	0	33
	Appointment of Auditor	19		3	0	1	0	23
	Appointment of Auditor and Authority to Set Fees	4		2	0	0	0	6
	Appointment of Special Auditor	5		0	0	0	0	5
	Approval of Non-Financial Reports	4		0	0	1	0	5
	Approve Payment of Fees to Special Auditors	1		0	0	0	0	1
	Authority to Set Auditor's Fees	10		0	0	0	0	10
	Financial Statements	26		0	0	1	0	27

Issue Code Category	Issue Code Description	With	Against	Take No		N/A	Mixed	Total
		Glass Lewis		Action	Unvoted			
Board Related	Ratification of Auditor	4	11	0	0	0	0	15
		455	34	0	17	0	0	506
	Approval of Committee Guidelines/Appointment of Committee	1	0	0	0	0	0	1
	Approve Special Auditor’s Report	4	0	0	0	0	0	4
	Board Size	2	0	0	0	0	0	2
	Director & Officer Liability/Indemnification	2	0	0	0	0	0	2
	Election of Alternate Statutory Auditor	1	0	0	0	0	0	1
	Election of Board Committee Members	14	0	0	4	0	0	18
	Election of Directors	379	34	0	12	0	0	425
	Election of Directors (Management Board)	3	0	0	0	0	0	3
Capital Management	Election of Directors (Slate) Bundled with Other Items	1	0	0	0	0	0	1
	Election of Non-Principal Members (Chairman, alternates)	1	0	0	0	0	0	1
	Election of Shareholder Representatives	1	0	0	0	0	0	1
	Election of Statutory Auditors	4	0	0	0	0	0	4
	Election of Supervisory Board	22	0	0	0	0	0	22
	Ratification of Board Acts - Legal	10	0	0	0	0	0	10
	Ratification of Co-Option of a Director	2	0	0	0	0	0	2
	Ratification of Management Acts - Legal	8	0	0	1	0	0	9
		94	0	0	2	0	0	96
	Authority to Increase Capital in Case of Exchange Offers (France)	1	0	0	0	0	0	1
Other	Authority to Increase Capital in Consideration for Contributions in Kind (France)	3	0	0	0	0	0	3
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	3	0	0	0	0	0	3

Issue Code Category	Issue Code Description	With	Against	Take No		N/A	Mixed	Total
		Glass Lewis		Action	Unvoted			
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	7	0	0	0	0	0	7
	Authority to Issue Shares w/ Preemptive Rights	11	0	0	0	0	0	11
	Authority to Issue Shares w/o Preemptive Rights	19	0	0	0	0	0	19
	Authority to Issue Stock w/ or w/out Preemptive Rights	2	0	0	0	0	0	2
	Authority to Repurchase and Re-Issue Shares	7	0	0	0	0	0	7
	Authority to Repurchase Shares	15	0	0	1	0	0	16
	Authorize Overallotment/Greenshoe	2	0	0	0	0	0	2
	Cancellation of Authorized Stock	10	0	0	1	0	0	11
	Increase in Authorized Capital	4	0	0	0	0	0	4
	Limit to Capital Increase	2	0	0	0	0	0	2
	Reduction in Share Premium Account	2	0	0	0	0	0	2
	Repurchase of Shares	1	0	0	0	0	0	1
	Stock Split	2	0	0	0	0	0	2
	Use/Transfer of Reserves	3	0	0	0	0	0	3
Changes to Company Statutes		25	0	0	1	0	0	26
	Amend Articles, Constitution, Bylaws - Bundled	1	0	0	0	0	0	1
	Amendment to Shareholder Rights' Plan	1	0	0	0	0	0	1
	Amendments to Articles (Technical)	8	0	0	0	0	0	8
	Amendments to Articles, Constitution, Bylaws	5	0	0	1	0	0	6
	Authority to Set General Meeting Notice Period at 14 Days	7	0	0	0	0	0	7
	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

Issue Code Category	Issue Code Description	With	Against Glass Lewis	Take No		N/A	Mixed	Total
		Glass Lewis		Action	Unvoted			
Compensation		119	4	0	3	0	0	126
	Advisory Vote on Executive Compensation	14	2	0	0	0	0	16
	Amendment to Equity Compensation Plan	1	0	0	0	0	0	1
	Amendment to Restricted Stock Plan	2	0	0	0	0	0	2
	Amendment to Stock Option Plan	1	0	0	0	0	0	1
	Approval of Executive Remuneration (Fixed)	1	0	0	0	0	0	1
	Bonus	1	0	0	0	0	0	1
	Capital Proposal to Implement Equity Compensation Plan	9	0	0	0	0	0	9
	Directors' Fees	5	0	0	1	0	0	6
	Employee Incentive Plan	1	0	0	0	0	0	1
	Misc. Proposal Regarding Compensation	2	0	0	0	0	0	2
	Non-Executive Remuneration Policy (Forward-Looking)	12	0	0	0	0	0	12
	Remuneration Policy (Forward-Looking)	19	1	0	1	0	0	21
	Remuneration Report (Retrospective)	37	1	0	1	0	0	39
	Say When on Pay	1	0	0	0	0	0	1
	Stock Option Grants	2	0	0	0	0	0	2
	Stock Option Plan	6	0	0	0	0	0	6
	Stock Option Plan for Overseas Employees	1	0	0	0	0	0	1
	Stock Purchase Plan	2	0	0	0	0	0	2
	Supervisory Board/ Corp Assembly Fees	2	0	0	0	0	0	2
M&A		2	0	0	0	0	0	2
	Intra-company Contracts/Control Agreements	1	0	0	0	0	0	1

Issue Code Category	Issue Code Description	With	Against	Take No		N/A	Mixed	Total
		Glass Lewis		Action	Unvoted			
Meeting Administration	Merger/Acquisition	1	0	0	0	0	0	1
		12	0	0	2	0	0	14
	Appointment of Independent Proxy (Switzerland)	2	0	0	1	0	0	3
	Authorization of Legal Formalities	7	0	0	0	0	0	7
	Routine Meeting Item	1	0	0	0	0	0	1
Other	Transact Other Business	2	0	0	1	0	0	3
		7	1	0	0	0	0	8
	Approval of Political Donation	5	0	0	0	0	0	5
	Management Proposal on Say on Climate	0	1	0	0	0	0	1
	Misc. Management Proposal	1	0	0	0	0	0	1
SHP: Compensation	Renew Proportional Takeover Provisions	1	0	0	0	0	0	1
		3	1	0	0	0	0	4
	SHP Recoupment of Unearned Bonuses (Clawback)	0	1	0	0	0	0	1
	SHP Regarding Linking Executive Pay to Social Criteria	2	0	0	0	0	0	2
	SHP regarding Misc. Compensation	1	0	0	0	0	0	1
SHP: Environment		0	1	0	0	0	0	1
SHP: Governance	SHP Regarding Report/Action on Climate Change	0	1	0	0	0	0	1
		4	0	0	0	0	0	4
	SHP Regarding Limit on Board Memberships	1	0	0	0	0	0	1
	SHP Regarding Right to Call a Special Meeting	2	0	0	0	0	0	2
	SHP Regarding the Declassification of the Board	1	0	0	0	0	0	1
SHP: Social		5	0	0	0	0	0	5

Issue Code Category	Issue Code Description	With		Take No		N/A	Mixed	Total
		Glass Lewis	Against Glass Lewis	Action	Unvoted			
	SHP Regarding Human Capital Management	1	0	0	0	0	0	1
	SHP Regarding Misc. Human Capital Management	1	0	0	0	0	0	1
	SHP Regarding Misc. Social Issue	1	0	0	0	0	0	1
	SHP Regarding Racial Equity Audit	1	0	0	0	0	0	1
	SHP Regarding Reviewing Political Spending or Lobbying	1	0	0	0	0	0	1