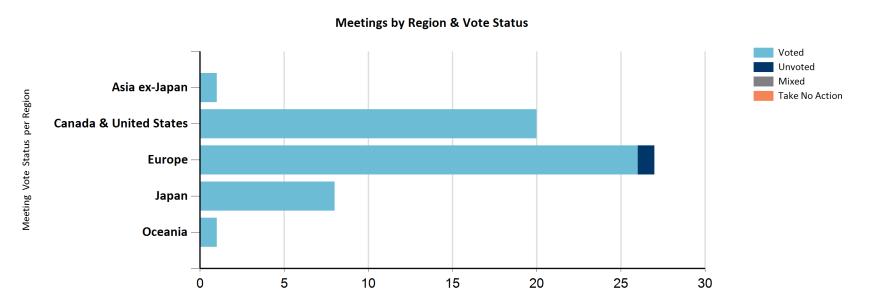
Meeting Statistics Report

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



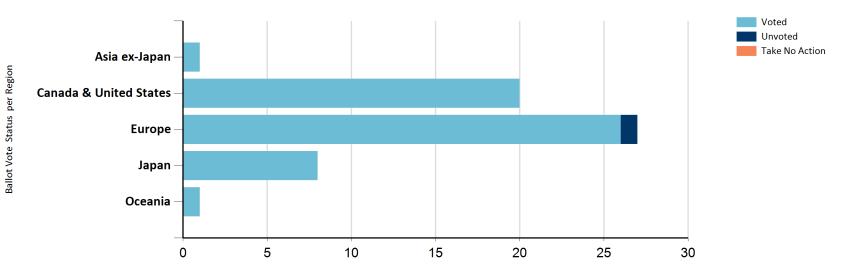
Region	Country Of Origin	Voted	Unvoted	Mixed	Take No Action	Total
Total for all Regions		56	1	0	0	57
Asia ex-Japan		1	0	0	0	1
	Singapore	1	0	0	0	1
Canada & United States		20	0	0	0	20
	Canada	5	0	0	0	5
	United States	15	0	0	0	15
Europe		26	1	0	0	27
	Finland	1	0	0	0	1
	France	4	0	0	0	4
	Germany	2	0	0	0	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
Japan		8	0	0	0	8
	Japan	8	0	0	0	8
Oceania		1	0	0	0	1
	Australia	1	0	0	0	1

Ballot Statistics Report

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





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

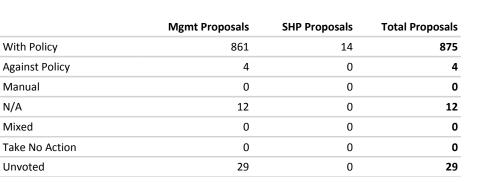
	Switzerland	2	1	0	3
	United Kingdom	8	0	0	8
Japan		8	0	0	8
	Japan	8	0	0	8
Oceania		1	0	0	1
	Australia	1	0	0	1

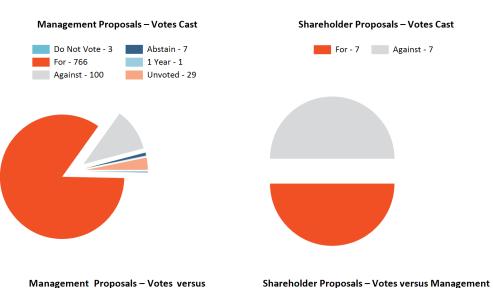
Proposal Statistics Report

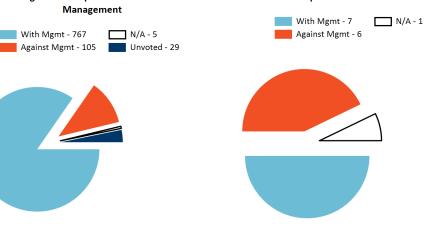
From 1/1/2025 to 9/15/2025

	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

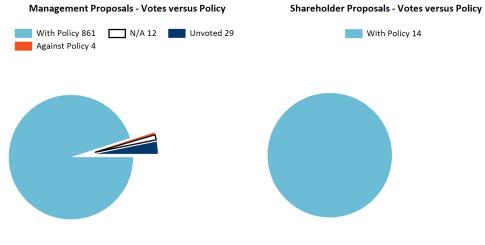
	Mgmt Proposals	SHP Proposals	Total Proposals
With Management	767	7	774
Against Management	105	6	111
N/A	5	1	6
Mixed	0	0	0
Take No Action	0	0	0
Unvoted	29	0	29
Totals	906	14	920











	Mgmt Proposals	SHP Proposals	Total Proposals
With 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



Against GL 55

Management Proposals - Votes versus Glass Lewis

With GL 822 Unvoted 29



Shareholder Proposals - Votes versus Glass Lewis

With GL 12 Against GL 2

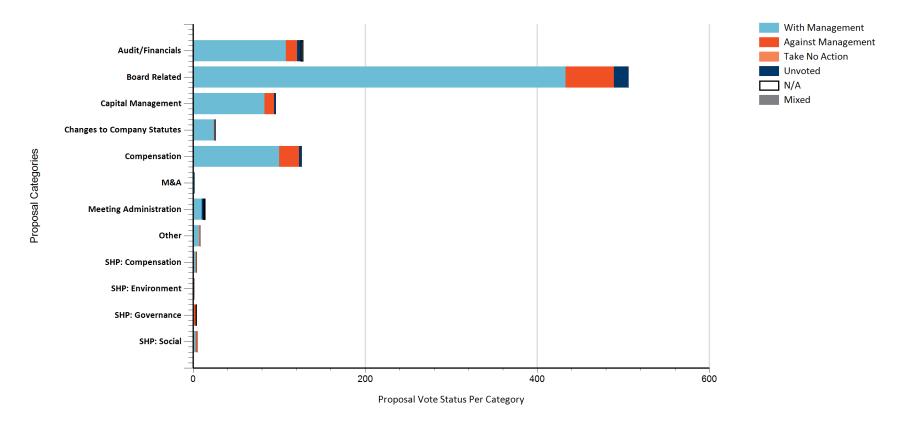
Proposal Category Report

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

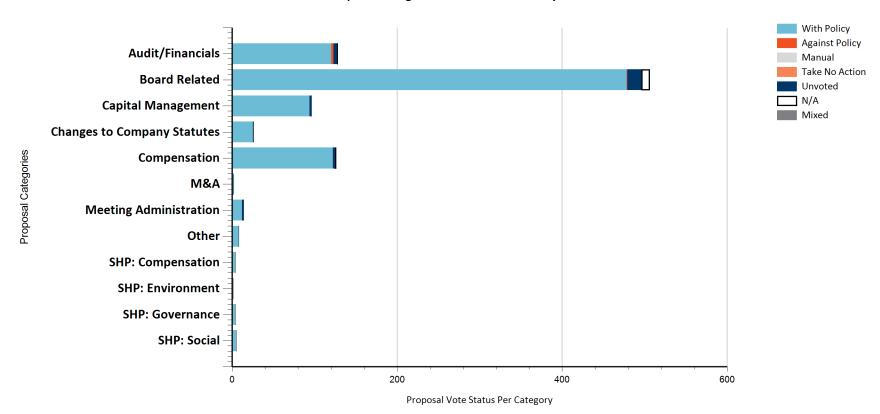


Proposal Categories - Votes versus Management

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

	With	Against	Take No				
Proposal Category Type	Management	Management	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



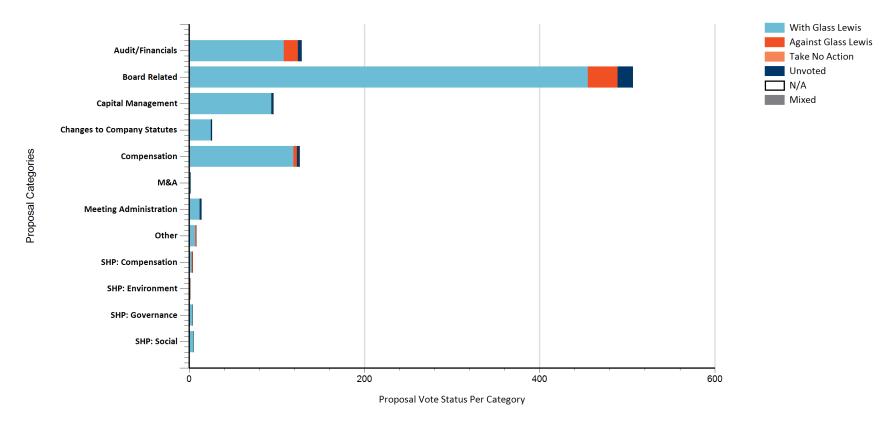
Proposal Categories - Votes versus Policy

Proposal Category Type	With Policy	Against Policy	Manual	Action	Unvoted	N/A	Mixed	Total
7 71		0				•		

Take No

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

	With Glass	Against	Take No				
Proposal Category Type	Lewis	Glass Lewis	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

Proposal Type Report

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

Proposal Types - All Votes

, ,,											
					Take No						
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Total for all categories		773	107	7	0	29	0	1	0	0	917
Audit/Financials		108	13	0	0	4	0	0	0	0	125
	Accounts and Reports (Bundled Issues)	3	0	0	0	0	0	0	0	0	3
	Allocation of Profits/Dividends	32	0	0	0	1	0	0	0	0	33
	Appointment of Auditor	19	0	0	0	1	0	0	0	0	20
	Appointment of Auditor and Authority to Set Fees	4	2	0	0	0	0	0	0	0	6
	Appointment of Special Auditor	5	0	0	0	0	0	0	0	0	5
	Approval of Non-Financial Reports	4	0	0	0	1	0	0	0	0	5
	Approve Payment of Fees to Special Auditors	1	0	0	0	0	0	0	0	0	1
	Authority to Set Auditor's Fees	10	0	0	0	0	0	0	0	0	10
	Financial Statements	26	0	0	0	1	0	0	0	0	27
	Ratification of Auditor	4	11	0	0	0	0	0	0	0	15
Board Related		433	56	0	0	17	0	0	0	0	506
	Approval of Committee Guidelines/Appointment of Committee	1	0	0	0	0	0	0	0	0	1
	Approve Special Auditor's Report	4	0	0	0	0	0	0	0	0	4
	Board Size	2	0	0	0	0	0	0	0	0	2
	Director & Officer Liability/Indemnification	0	2	0	0	0	0	0	0	0	2
	Election of Alternate Statutory Auditor	1	0	0	0	0	0	0	0	0	1

					Take No						
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	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
	Authorize Overallotment/Greenshoe	1	0	1	0	0	0	0	0	0	2

				Take No						
Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Cancellation of Authorized Stock	10	0	0	0	1	0	0	0	0	11
Increase in Authorized Capital	4	0	0	0	0	0	0	0	0	4
Limit to Capital Increase	2	0	0	0	0	0	0	0	0	2
Reduction in Share Premium Account	2	0	0	0	0	0	0	0	0	2
Repurchase of Shares	1	0	0	0	0	0	0	0	0	1
Stock Split	2	0	0	0	0	0	0	0	0	2
Use/Transfer of Reserves	3	0	0	0	0	0	0	0	0	3
	24	0	1	0	1	0	0	0	0	25
Amend Articles, Constitution, Bylaws - Bundled	1	0	0	0	0	0	0	0	0	1
Amendment to Shareholder Rights' Plan	1	0	0	0	0	0	0	0	0	1
Amendments to Articles (Technical)	8	0	0	0	0	0	0	0	0	8
Amendments to Articles, Constitution,	5	0	0	0	1	0	0	0	0	6
Authority to Set General Meeting Notice										7
									0	2
Restoration of Right to Call a Special									0	1
The carries										126
Advisory Vote on Executive Compensation										16
										1
										2
Approval of Executive Remuneration										1
(Fixed)	1							0	0	1
Bonus	1	0	0	0	0	0	0	0	0	1
	Cancellation of Authorized Stock Increase in Authorized Capital Limit to Capital Increase Reduction in Share Premium Account Repurchase of Shares Stock Split Use/Transfer of Reserves Amend Articles, Constitution, Bylaws - Bundled Amendment to Shareholder Rights' Plan Amendments to Articles (Technical) Amendments to Articles, Constitution, Bylaws Authority to Set General Meeting Notice Period at 14 Days Elimination of Supermajority Requirement Restoration of Right to Call a Special Meeting Advisory Vote on Executive Compensation Amendment to Equity Compensation Plan Amendment to Restricted Stock Plan Amendment to Stock Option Plan Approval of Executive Remuneration (Fixed)	Cancellation of Authorized Stock 10 Increase in Authorized Capital 4 Limit to Capital Increase 2 Reduction in Share Premium Account 2 Repurchase of Shares 1 Stock Split 2 Use/Transfer of Reserves 3 Amend Articles, Constitution, Bylaws - Bundled 1 Amendment to Shareholder Rights' Plan 1 Amendments to Articles (Technical) 8 Amendments to Articles, Constitution, Bylaws - Shaws 5 Authority to Set General Meeting Notice Period at 14 Days 7 Elimination of Supermajority Requirement 2 Restoration of Right to Call a Special Meeting 0 Advisory Vote on Executive Compensation 12 Amendment to Equity Compensation Plan 1 Amendment to Restricted Stock Plan 2 Amendment to Stock Option Plan 1 Approval of Executive Remuneration (Fixed) 1	Cancellation of Authorized Stock 10 0 Increase in Authorized Capital 4 0 Limit to Capital Increase 2 0 Reduction in Share Premium Account 2 0 Repurchase of Shares 1 0 Stock Split 2 0 Use/Transfer of Reserves 3 0 Amend Articles, Constitution, Bylaws - Bundled 1 0 Amendment to Shareholder Rights' Plan 1 0 Amendments to Articles (Technical) 8 0 Amendments to Articles, Constitution, Bylaws 5 0 Authority to Set General Meeting Notice Period at 14 Days 7 0 Elimination of Supermajority Requirement 2 0 Restoration of Right to Call a Special Meeting Meeting 0 0 Advisory Vote on Executive Compensation 12 4 Amendment to Equity Compensation Plan 1 0 Amendment to Restricted Stock Plan 2 0 Amendment to Stock Option Plan 1 0 Approval of Executive Remuneration (Fixed) 1 0	Cancellation of Authorized Stock 10 0 0 Increase in Authorized Capital 4 0 0 Limit to Capital Increase 2 0 0 Reduction in Share Premium Account 2 0 0 Repurchase of Shares 1 0 0 Stock Split 2 0 0 Use/Transfer of Reserves 3 0 0 Use/Transfer of Reserves 3 0 0 Amend Articles, Constitution, Bylaws - Bundled 1 0 0 Amendment to Shareholder Rights' Plan 1 0 0 Amendments to Articles (Technical) 8 0 0 Amendments to Articles, Constitution, Bylaws 5 0 0 Authority to Set General Meeting Notice Period at 14 Days 7 0 0 Elimination of Supermajority Requirement 2 0 0 Restoration of Right to Call a Special Meeting 0 0 1 Meeting 99 23 0 Advisory Vote on Executive Compensation 12 4 0 Amendment to Restricted Stock Plan 2 0 0 Amendment to Restricted Stock Plan 1 0 0 Amendment to Stock Option Plan 1 0 0 Approval of Executive Remuneration (Fixed) 1 0 0	Issue Short Text For Against Abstain Action Abstain Action Cancellation of Authorized Stock 10 0 0 Increase in Authorized Capital 4 0 0 0 Limit to Capital Increase 2 0 0 0 Reduction in Share Premium Account 2 0 0 0 Repurchase of Shares 1 0 0 0 Stock Split 2 0 0 0 Use/Transfer of Reserves 3 0 0 0 Amend Articles, Constitution, Bylaws - Bundled 1 0 0 0 Amendment to Shareholder Rights' Plan 1 0 0 0 Amendments to Articles (Technical) 8 0 0 0 Amendments to Articles, Constitution, Bylaws - Bundled 5 0 0 0 Amendments to Articles, Constitution, Bylaws - Graph and Control of C	Issue Short Text For Against A	Same Short Text	For Against Abstain Action Unwoted Miked 1 Vear Cancellation of Authorized Stock 10 0 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0	Name	For Against For Against Abstain Action University Wiked 1408 2498 34981 2408

ext esal to Implement Equity n Plan	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	2 Vaa	Tatal
								2 1 ed 1 5	3 Years	Total
ii i iaii	9	0	0	0	0	0	0	0	0	9
25	5	0	0	0	1	0	0	0	0	6
entive Plan	1	0	0	0	0	0	0	0	0	1
al Regarding Compensation	2	0	0	0	0	0	0	0	0	2
	12	0	0	0	0	0	0	0	0	12
n Policy (Forward-Looking)	12	8	0	0	1	0	0	0	0	21
n Report (Retrospective)	28	10	0	0	1	0	0	0	0	39
Pay	0	0	0	0	0	0	1	0	0	1
Grants	2	0	0	0	0	0	0	0	0	2
Plan	5	1	0	0	0	0	0	0	0	6
Plan for Overseas Employees	1	0	0	0	0	0	0	0	0	1
se Plan	2	0	0	0	0	0	0	0	0	2
Board/ Corp Assembly Fees	2	0	0	0	0	0	0	0	0	2
	2	0	0	0	0	0	0	0	0	2
y Contracts/Control	1	0	0	0	0	0	0	0	0	1
isition	1	0	0	0	0	0	0	0	0	1
	10	2	0	0	2	0	0	0	0	14
	2	0	0	0	1	0	0	0	0	3
of Legal Formalities	7	0	0	0	0	0	0	0	0	7
ting Item	1	0	0	0	0	0	0	0	0	1
er Business	0	2	0	0	1	0	0	0	0	3
	7	1	0	0	0	0	0	0	0	8
or o	centive Plan sal Regarding Compensation ve Remuneration Policy oking) on Policy (Forward-Looking) on Report (Retrospective) n Pay n Grants n Plan n Plan for Overseas Employees ase Plan Board/ Corp Assembly Fees ny Contracts/Control uisition t of Independent Proxy) n of Legal Formalities eting Item ner Business	sal Regarding Compensation ve Remuneration Policy oking) 2 on Policy (Forward-Looking) 12 on Report (Retrospective) 28 n Pay 0 n Grants 2 n Plan 5 n Plan 5 n Plan for Overseas Employees 1 ase Plan 2 Board/ Corp Assembly Fees 2 ny Contracts/Control 1 uisition 1 10 t of Independent Proxy) 2 n of Legal Formalities 7 eting Item 1 ner Business 0	sal Regarding Compensation ve Remuneration Policy oking) 12 0 on Policy (Forward-Looking) 12 8 on Report (Retrospective) 13 10 10 10 10 10 10 10 10 10 10 10 10 10	sal Regarding Compensation 2 0 0 ove Remuneration Policy Oking) 12 0 0 on Policy (Forward-Looking) 12 8 0 on Report (Retrospective) 28 10 0 on Pay 0 0 0	sal Regarding Compensation 2 0 0 0 ve Remuneration Policy oking) 12 0 0 0 on Policy (Forward-Looking) 12 8 0 0 on Report (Retrospective) 28 10 0 0 on Pay 0 0 0 0 on Plan 5 1 0 0 0 on Plan 5 1 0 0 0 0 on Plan 5 1 0	sal Regarding Compensation 2 0 0 0 0 ve Remuneration Policy oking) 12 0 0 0 0 on Policy (Forward-Looking) 12 8 0 0 1 on Report (Retrospective) 28 10 0 0 1 on Report (Retrospective) 28 10 0 0 0 on Grants 2 0 0 0 0 on Grants 2 0 0 0 0 on Plan 5 1 0 0 0 on Plan for Overseas Employees 1 0 0 0 on Plan for Overseas Employees 1 0 0 0 on Plan for Overseas Employees 2 0 0 0 on Plan for Overseas Employees 1 0 0 0 on One Description 2 0 0 0 on One Description 2 0 0 0 on One Description 2 0 0 0 <	Sal Regarding Compensation 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Sala Regarding Compensation 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Sal Regarding Compensation 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Sal Regarding Compensation 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0

					Take No						
Issue Code Category	Issue Short Text	For	Against	Abstain	Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
	Approval of Political Donation	5	0	0	0	0	0	0	0	0	5
	Management Proposal on Say on Climate	1	0	0	0	0	0	0	0	0	1
	Misc. Management Proposal	0	1	0	0	0	0	0	0	0	1
	Renew Proportional Takeover Provisions	1	0	0	0	0	0	0	0	0	1
SHP: Compensation		1	3	0	0	0	0	0	0	0	4
	SHP Recoupment of Unearned Bonuses (Clawback)	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Linking Executive Pay to Social Criteria	0	2	0	0	0	0	0	0	0	2
	SHP regarding Misc. Compensation	0	1	0	0	0	0	0	0	0	1
SHP: Environment		1	0	0	0	0	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	1	0	0	0	0	0	0	0	0	1
SHP: Governance		3	1	0	0	0	0	0	0	0	4
	SHP Regarding Limit on Board Memberships	0	1	0	0	0	0	0	0	0	1
	SHP Regarding Right to Call a Special Meeting	2	0	0	0	0	0	0	0	0	2
	SHP Regarding the Declassification of the Board	1	0	0	0	0	0	0	0	0	1
SHP: Social		2	3	0	0	0	0	0	0	0	5
	SHP Regarding Human Capital Management	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Misc. Human Capital Management	0	1	0	0	0	0	0	0	0	1
	SHP Regarding Misc. Social Issue	0	1	0	0	0	0	0	0	0	1
	SHP Regarding Racial Equity Audit	0	1	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

With Against Take No

Issue Code Category	Issue Code Description	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	0	1
	Election of Statutory Auditors	3	1	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
Capital Management		83	11	0	2	0	0	96
eaptui management	Authority to Increase Capital in Case of Exchange Offers (France)	0	1	0	0	0	0	1
	Authority to Increase Capital in Consideration for Contributions in Kind (France)	1	2	0	0	0	0	3
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	2	1	0	0	0	0	3
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	2	5	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	18	1	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	1	1	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		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
	Weiger/Acquisition							
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
	5 Tegarang most compensation	1		<u> </u>	<u> </u>		<u> </u>	

SHP: Environment		0	1	0	0	0	0	1
		0		•	•	0	0	_
	SHP Regarding Report/Action on Climate Change	0	1	0	0	0	0	1
SHP: Governance		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
SHP: Social		3	2	0	0	0	0	5
SHP: Social	SHP Regarding Human Capital Management	0	2	0	0	0	0	1
SHP: Social	SHP Regarding Human Capital Management SHP Regarding Misc. Human Capital Management							
SHP: Social		0	1	0	0	0	0	1
SHP: Social	SHP Regarding Misc. Human Capital Management	0	1	0	0	0	0	1
SHP: Social	SHP Regarding Misc. Human Capital Management SHP Regarding Misc. Social Issue	0 1 1	1 0 0	0 0	0 0	0 0	0 0	1 1 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
Audit/Financials		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
	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
Board Related		478	1	0	0	17	10	0	506
	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
Capital Management		94	0	0	0	2	0	0	96

Laure Carlo Catalana	have Gode Description	With	Against		Take No		N1 / A	B discord	T-4-1
Issue Code Category	Issue Code Description	Policy	Policy	Manual	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	Unvoted	N/A	Mixed	Total
issue code category	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	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
	Supervisory Board/ Corp Assembly Fees	2	0	0	0	0	0	0	2
M&A		2	0	0	0	0	0	0	2
	Intra-company Contracts/Control Agreements	1	0	0	0	0	0	0	1
	Merger/Acquisition	1	0	0	0	0	0	0	1
Meeting Administration		12	0	0	0	2	0	0	14
	Appointment of Independent Proxy (Switzerland)	2	0	0	0	1	0	0	3
	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
Other		8	0	0	0	0	0	0	8
	Approval of Political Donation	5	0	0	0	0	0	0	5
	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
SHP: Compensation		4	0	0	0	0	0	0	4
	SHP Recoupment of Unearned Bonuses (Clawback)	1	0	0	0	0	0	0	1
	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
SHP: Environment		1	0	0	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	1	0	0	0	0	0	0	1
SHP: Governance		4	0	0	0	0	0	0	4
	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
SHP: Social		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	0	920
Audit/Financials		108	16	0	4	0	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	3	0	1	0	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

		With		Take No				
Issue Code Category	Issue Code Description	Glass Lewis	Against Glass Lewis	Action	Unvoted	N/A	Mixed	Total
	Ratification of Auditor	4	11	0	0	0	0	15
Board Related		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
	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
Capital Management		94	0	0	2	0	0	96
	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 (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

		With		Take No				
Issue Code Category	Issue Code Description	Glass Lewis	Against Glass Lewis	Action	Unvoted	N/A	Mixed	Total
	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 Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
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

		With		Take No		_		
Issue Code Category	Issue Code Description	Glass Lewis	Against Glass Lewis	Action	Unvoted	N/A	Mixed	Total
	Merger/Acquisition	1	0	0	0	0	0	1
Meeting Administration		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
	Transact Other Business	2	0	0	1	0	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	0	1	0	0	0	0	1
	Misc. Management Proposal	1	0	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
SHP: Environment		0	1	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	0	1	0	0	0	0	1
SHP: Governance		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

	With		Take No				
Issue Code Description	Glass Lewis	Against Glass Lewis	Action	Unvoted	N/A	Mixed	Total
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
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