



INFORME ANUAL POLITICA DE IMPLICACIÓN

EJERCICIO 2024

1.Introducción

La política de implicación recoge los principios y criterios generales que determinan el modo en que los fondos de inversión gestionados por UNIGEST SGIIC (en adelante Unigest o la Sociedad Gestora) se relacionan, supervisan e implican en las compañías en las que invierten, en calidad de accionistas de éstas, así como el modo en que se ejercen los derechos asociados a las acciones.

Normativa relacionada: Ley 5/2021, de 12 de abril (en adelante, la “Ley”), que transpone al ordenamiento jurídico español la Directiva (UE) 2017/828 del Parlamento Europeo y del Consejo de 17 de mayo de 2017 por la que se modifica la Directiva 2007/36/CE en lo que respecta al fomento de la implicación a largo plazo de los accionistas en las sociedades cotizadas.

En base al apartado 4 del art. 47 ter de la Ley anterior se establece la elaboración y publicación de una política de implicación que debe explicar, entre otros aspectos, cómo integran la implicación como accionistas en su política de inversión y cómo ejercen, en su caso, los derechos de voto en las juntas generales de accionistas de las sociedades en las que invierten, y en su caso, el recurso a los servicios de asesores de voto.

También, se debe publicar un informe anual que recoja entre otros aspectos, la forma en que su estrategia de inversión y su aplicación se ajustan a dicha política y contribuyen a la creación de valor a largo plazo para los partícipes.

La política de implicación y el informe anual deben estar disponibles públicamente, de manera gratuita, en la web de la Sociedad Gestora.

Así mismo, desde Unigest, se considera que la inclusión de criterios ASG (Medioambientales, Sociales y de Gobernanza) y su integración en la gestión de las inversiones, pueden llegar a tener un efecto favorable en los resultados financieros de las empresas y contribuir a un mayor progreso económico y social de las mismas, proporcionando el valor a largo plazo que se pretende para nuestras inversiones al objeto de maximizar el beneficio al partícipe.

Así, la política de implicación tiene como objetivo dar transparencia al proceso de diálogo entre accionistas y compañías a la hora de tomar decisiones relevantes. Este proceso se lleva a cabo a través del diálogo (engagement), cuando es posible, con los equipos directivos de las compañías y del ejercicio de los derechos de voto en las juntas generales. La incorporación de ambos permite una mejor alineación de intereses, a la vez que brindan una oportunidad para implicar a las compañías en estrategias de Inversión Sostenible.

Para poder gestionar de forma más eficiente y con un conocimiento adicional y complementario al reportado por los proveedores de información y/o de las propias compañías, durante el año 2023 se contrataron los servicios de un asesor de voto (proxy advisor), que es una empresa de reconocido prestigio dentro de su sector y que, en

general, la labor de estas empresas consiste en elaborar informes que aconsejan a los inversores institucionales sobre cómo posicionarse ante los distintos puntos del orden del día de las juntas de accionistas. Este conocimiento adicional permite fortalecer los recursos administrativos del equipo de inversiones, simplificar el voto por delegación y garantizar el cumplimiento.

Adicionalmente, en 2024 con la misma firma se ha contratado el servicio de seguimiento/engagement con el cual se pretende también reforzar el conocimiento general de algunas de las compañías en las que se invierte ante las cuestiones ASG que les afectan, detectando y priorizando las cuestiones importantes en términos de impacto en el medio ambiente, la sociedad y el buen gobierno.

A continuación, se detalla el resumen de las actuaciones realizadas durante el ejercicio 2024.

2. Seguimiento de las inversiones y relación con las compañías

La Sociedad Gestora supervisa las compañías en las que invierte para verificar que crean valor a largo plazo para sus inversores. Esta supervisión implica un seguimiento periódico basado conjuntamente en (1) criterios económico-financieros de las compañías: estrategias de la empresa, evaluando positivamente una gestión dinámica y orientada a crear valor para el accionista, análisis financiero y valoración de la compañía así como los principales ratios financiero-bursátiles (precio/beneficio, dividend yield, EV/EBITDA,...), y (2) así como factores ASG.

Para emisores privados se seleccionan compañías que además de resultar atractivas desde el punto de vista financiero, integren oportunidades de minimización de riesgos medioambientales, sociales y de buen gobierno.

La Sociedad Gestora realiza un seguimiento continuo en los factores ASG de las compañías en las que invierte y para ello:

- Ha desarrollado una metodología interna para realizar el análisis de sostenibilidad de los activos que integran las carteras de las IIC. Dicha metodología se basa en el análisis de la información extra-financiera obtenida de un proveedor de datos ASG de reconocido prestigio en el mercado (herramienta ASG), complementándose con otras fuentes de información: entre otros, el Índice de Desarrollo Humano (IDH) del Programa de las Naciones Unidas para el Desarrollo (PNUD) para activos de deuda pública, Bloomberg/Sustaynalitics... para fondos de inversión, renta variable y deuda corporativa.
- La herramienta ASG da información, a través de un sistema de puntuaciones (1-Peor; 100-Mejor) en diferentes aspectos sostenibles que pudieran indicarnos

aspectos de mejora para las compañías y de las controversias de las empresas en incidentes controvertidos que podrían afectar a sus riesgos de reputación y financieros a través del marco ASG.

En la relación con las compañías se tienen dos tipos de implicación, dependiendo principalmente del grado de accesibilidad y cercanía a ellas:

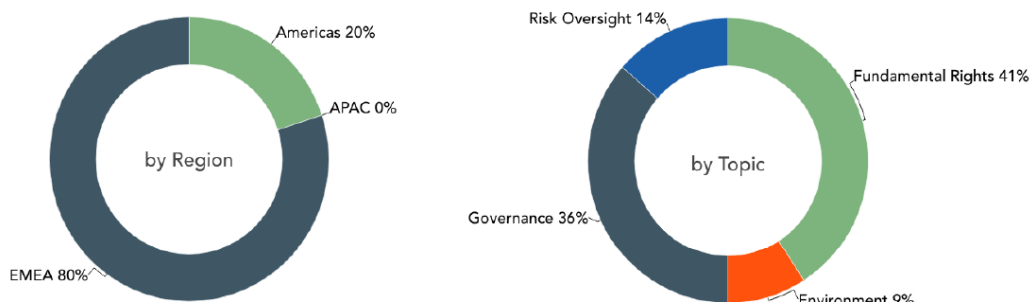
Implicación individual: En este enfoque se entabla una relación directa con las compañías a través de distintos medios (mail, teléfono, reuniones presenciales,.....)

Implicación colaborativa: En este enfoque la Sociedad Gestora trabaja de forma conjunta con otros inversores a través de distintos formatos: grupos de trabajo, interacción con reguladores, diálogos bilaterales entre inversores y compañías, etc., al objeto de conseguir resultados más exitosos en los aspectos a considerar de las diferentes compañías.

Todo este seguimiento se ha visto reforzado con la contratación del asesor de engagement como se ha comentado anteriormente, proporcionando información de las compañías tanto a nivel financiero como extra-financiero, ampliando de esta forma nuestras actividades de administración aprovechando el diálogo que el asesor entabla con las empresas que cotizan en bolsa sobre una serie de cuestiones ambientales, sociales y de gobernanza (ASG) para fomentar las mejores prácticas y promover una mayor transparencia.

El asesor de engagement realizó contactos con 191 empresas de su cartera de renta variable abarcando 238 cuestiones medioambientales, sociales y de gobernanza y otros temas y cuestiones materiales. Los compromisos son tales que en la mayoría de las reuniones se debaten múltiples temas y cuestiones.

El asesor de engagement realizó un seguimiento de los progresos realizados en 22 cuestiones de 15 empresas **invertidas por Unigest, SGIIC, SA**. A continuación, se ofrece un desglose por región de las compañías y de los progresos realizados en relación con estas cuestiones.

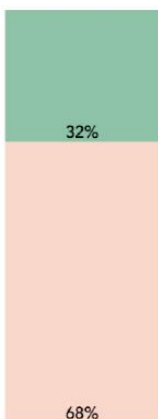


Environment	2	9%
Environmental Incidents	1	5%
Governance of Sustainability	1	5%
Fundamental Rights	9	41%
Consumer Rights	6	27%
Labour Rights	3	14%
Governance	8	36%
Board Effectiveness	3	14%
Executive Pay	5	23%
Risk Oversight	3	14%
Corruption & Bribery	2	9%
Unethical Business Practices	1	5%
Total general	22	100%

Del seguimiento realizado en las diferentes actividades iniciadas con las compañías (emails, digital meetings, conference, actualización trimestral/anual de la investigación), la respuesta y el avance conseguido es el siguiente:



Engagement	<i>The company has been contacted by the Stewardship team</i>
Understanding	<i>The company has expressed its intention to consider the concern</i>
Action taken	<i>The company has at least partially addressed the issue through enhanced disclosure or practices</i>
Action completed	<i>The company has satisfactorily addressed the issue</i>



Progress	<i>The company made progress on engagement milestones in the last twelve months</i>
Neutral	<i>The company's progress on engagement milestones remained the same in last twelve months</i>
Insufficient progress	<i>The company regressed on engagement milestones, did not take sufficient action, or did not act within the last twelve months</i>

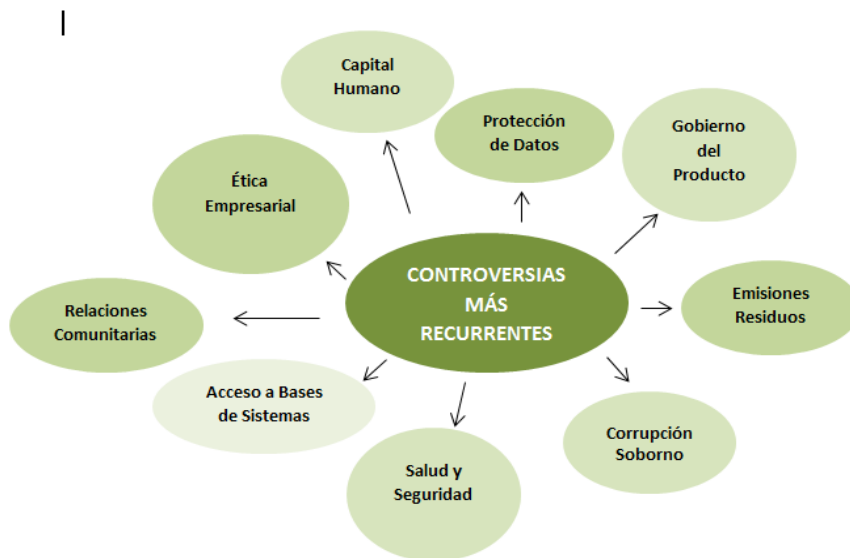
Resultados

Análisis de sectores más controvertidos

Los sectores en los que de forma habitual se detecta un mayor número de controversias son:

- Compañías de tecnología: Por uso de los datos, abuso de posición dominante y litigios varios sobre patentes compartidas.
- Farmacéuticas y compañías de material médico: Por riesgo de uso de datos, litigios contra fármacos o productos médicos defectuosos o disposición de políticas sostenibles.
- Minería: Por riesgo de dañar el entorno y emisiones de CO2. Por el lado contrario, es un sector muy ligado a la electrificación y descarbonización de la economía.
- Energía, petróleo, gas y combustibles: Por riesgo de dañar el entorno y emisiones de CO2. Por el lado contrario, es un sector muy ligado a la descarbonización de la economía y generar biocombustibles y energía renovables.

Esquema de recurrencia de tipología de controversias por sectores



Quando se detectan controversias relevantes se analiza su materialidad e impacto financiero y extra financiero y se consulta con nuestros principales análisis contratados (normalmente una llamada telefónica al analista de la compañía o bien al especialista ASG) o si hay informe de seguimiento del asesor de engagement o no cumple con nuestro procedimiento de inversión, y en virtud de lo comentado, se procede a mantener y realizar un seguimiento de los activos de la compañía cuestionada o se procede a su venta.

Principales controversias o incumplimientos de procedimiento interno ASG

• Con resultado de venta

- Wintershall Dea Finance: Tras analizar el porcentaje que tiene la compañía en sus ingresos (> 10%) en una actividad controvertida y limitante para su inversión (obtención de petróleo y gas en el Ártico) se procedió a su venta para cumplir con el procedimiento seguido en la gestora a la hora de aplicar las exclusiones parametrizadas.

- International Petroleum Corp: Tras analizar el porcentaje que tiene la compañía en sus ingresos (> 10%) en una actividad controvertida y limitante para su inversión (obtención de arenas bituminosas dentro de la actividad obtención de petróleo y gas y otros combustibles fósiles) se procedió a su venta para cumplir con el procedimiento seguido en la gestora a la hora de aplicar las exclusiones parametrizadas.

- Aker Asa - A: Revisadas las puntuaciones ASG de la compañía, la puntuación en medioambiental se consideró demasiado baja (27 sobre 100) y el percentil versus competidores era del 3%. Aunque no se encontraron niveles de controversia graves (noticias controvertidas en el ámbito medioambiental, social o de gobernanza), la puntuación ASG, en particular la puntuación medioambiental, conllevó a la venta de la posición.

• Con resultado de mantener

- Spie. Las acciones de la Ingeniería fueron incorporadas a la cartera con una puntuación en el pilar de gobernanza de 49, ligeramente por debajo de los 50 puntos que consideramos el mínimo óptimo en nuestro proceso de integración. Sin embargo, en otros proveedores de rating ESG aceptados obtenía una buena clasificación vs comparables. Se decidió incorporar la Compañía dado su perfil alineado con la transición energética (42% de sus ventas) y la transición digital (22% de sus ventas) y la existencia de valoraciones alternativas suficientes de dicha gobernanza. La compañía reforzó la situación de gobernanza, así como como los otros dos pilares, cumpliendo con nuestros parámetros en ASG.

- A3Media. Las acciones se incorporaron a las carteras cuando estas eran artículo 6. Al transformarse en artículo 8, el pilar de gobernanza del grupo A3Media estaba en 45 (por debajo del 50 requerido). Se decidió mantener en cartera dado que la compañía es una empresa de pequeña capitalización, y la adaptación de este tipo de compañías a criterios ESG suele ser lenta por los recursos requeridos. A3Media reforzó su gobierno corporativo rápidamente elevando el pilar de gobernanza satisfactoriamente. El pilar medioambiental también evolucionó de forma muy positiva. Sin embargo, el pilar social que es fundamental para la compañía, con numerosas campañas de fuerte contenido social en sus medios audiovisuales contra violencia de género, accidentes de tráfico, pobreza, mal trato infantil, etc, ha sufrido un deterioro en la última parte del año por una controversia respecto a la política de protección de la integridad y privacidad de datos de consumidores. No obstante, esperamos que esta situación se solucione en breve mientras seguimos apostando por la compañía y por el fuerte contenido social trasladado desde sus plataformas.

- Koninklijke Philips NV. A pesar de que la compañía cumple con los requisitos exigidos a los activos en las carteras calificados como artículo 8, viene lastrada por el caso “respiradores” desde 2021. Tras el retiro de ciertos dispositivos respiratorios en 2021 debido a los riesgos asociados con la degradación de la espuma, la compañía tiene ciertas restricciones por parte de la FDA derivadas este hecho, como la prohibición de ventas de ciertos dispositivos en EE. UU. hasta que se complete el plan de resolución acordado entre la Compañía y la FDA. A pesar de haber asignado aproximadamente mil cien millones de dólares para resolver demandas legales en EE. UU., la Compañía continúa haciendo frente a investigaciones en curso por parte del Departamento de Justicia de EE. UU. y de la SEC, además de demandas de accionistas sin resolver en relación con el retiro de los citados respiradores y su divulgación. El riesgo legal, regulatorio y reputacional al que está expuesta la Compañía puede generar dudas sobre la eficacia de la supervisión del consejo de supervisión. Decidimos hace varios años, mantener las acciones, dando por hecho que la resolución de los diferentes frentes abiertos, legales, regulatorios y accionariales se alargarían en el tiempo y serían complicadas. Así mismo pensábamos que los riesgos están suficientemente provisionados.

3. Ejercicio del derecho de voto como accionistas

Como criterio general, la actuación de la Sociedad en relación con el ejercicio de los derechos de voto como accionistas y en beneficio de los partícipes, se concretará en aquellos valores que cumplan simultáneamente las siguientes condiciones:

- Acciones de sociedades que estén admitidas a negociación en un mercado regulado de la Unión Europea
- Antigüedad superior a 12 meses en las IIC gestionadas (carácter estable de los valores).
- Los valores que cumplan el requisito precedente que representen, al menos, el 1% del capital de la sociedad participada (relevancia cuantitativa).

No obstante, aunque no se cumplan los requisitos antes mencionados, la Sociedad actuará en defensa de los intereses de los partícipes ejerciendo los derechos correspondientes, siempre que lo considere beneficioso para sus partícipes.

Los derechos de asistencia y de voto de los valores cotizados se ejercerán directamente, o bien se delegará en otro accionista o en el presidente del Consejo de Administración de las sociedades en cuyo capital participen. En todo caso, será preceptivo el sentido del voto indicado en la delegación, previamente decidido por Unigest.

No se ha establecido ninguna sindicación de derechos de votos con otros accionistas de alguna de las compañías en cartera, ni se ha delegado en el presidente del Consejo de Administración de las compañías.

Tras la contratación del asesor de voto se han ejercido directamente los derechos de voto correspondientes a través de su herramienta de *proxy voting* (plataforma tecnológica).

Esto supone:

- Manejo de una herramienta simple pero poderosa en cuanto a conseguir adaptar nuestro flujo de trabajo mejorando la colaboración y la eficiencia, ya sea emitiendo votos o administrando nuestro programa de participación en las diferentes compañías.
- Mantener un acceso fácil y en cualquier momento, a los datos más importantes, así como a los informes personalizados de cada compañía, que complementan y respaldan las decisiones tomadas en el cumplimiento de nuestras funciones.
- Acceso a informes posteriores con la información necesaria, que recoge las acciones realizadas en el periodo, y así cumplir con los requisitos de divulgación.

En resumen, tras la contratación del asesor de voto, las instrucciones finales de voto serán decididas desde la Sociedad Gestora con el apoyo de dichos análisis y recomendaciones, siempre en el mejor interés de los partícipes, buscando ejercer una inversión activa y responsable en las compañías en las que se participa.

En general, las decisiones de votar a favor, en contra o abstenerse suelen basarse en el análisis de múltiples factores relacionados con la gobernanza corporativa, el desempeño financiero y la sostenibilidad de la empresa. Así, se decide votar a favor cuando la propuesta es considerada beneficiosa o razonables desde el punto de vista de los intereses de los accionistas, y está alineada con buenas prácticas de gobernanza y sostenibilidad (aprobación de cuentas anuales y distribución de dividendos coherente con los resultados, remuneraciones razonables del consejo y la alta dirección, alineadas con el desempeño a largo plazo, políticas ESG positivas, como compromisos climáticos ambiciosos o mejoras en la diversidad del consejo,...). Se decide votar en contra cuando la propuesta puede ir en detrimento de los intereses de los accionistas, viola principios de buena gobernanza, presenta riesgos reputacionales o no está alineada con criterios ESG (consejo de administración mal equilibrado, remuneraciones excesivas, falta de transparencia, políticas contrarias a la sostenibilidad,...). Se decide abstenerse cuando no hay suficiente información para tomar una decisión informada o cuando la propuesta es ambigua.

En el ANEXO a este documento se encuentra un detalle de las juntas asistidas en 2024 con el sentido del voto realizado, junto con un resumen por países y otras características según las propuestas votadas.

La Sociedad Gestora ha centrado su implicación en:

- Procedimientos internos

Modificación de la Política de Implicación de la Sociedad Gestora para recoger la contratación de los servicios de un asesor de voto (proxy advisor) y los servicios de engagement. Ambas actividades son llevadas a cabo por la misma empresa. Esto ha supuesto en la Gestora una mejora en el conocimiento de las compañías en las que invierte, todo ello con el propósito de conseguir un valor a largo plazo para nuestras inversiones, así como detectar y priorizar las cuestiones importantes en términos de impacto en el medio ambiente, la sociedad y el buen gobierno.

- Formación en materia de sostenibilidad

En los pasos realizados por Unigest para orientar y fortalecer la transformación de su gama de productos hacia productos adecuados a las diferentes normativas (MIFID II, SFDR, Taxonomía de la UE,...), que requieren una protección y mejor información para los partícipes en las cuestiones relacionadas con la sostenibilidad, tras la realización el año pasado de formaciones específicas: EFFAS Certified ESG Analyst (CESGA) y AFI- Certificación en sostenibilidad y Gestión de activos, durante 2024 se ha seguido reforzando este área en las novedades normativas junto con reuniones / ponencias sobre avances realizados.

Con las formaciones realizadas en materia de sostenibilidad se consigue: (1) conocimiento de aspectos relacionados con cuestiones ambientales, sociales y de gobernanza (ESG) que cada vez se toman más en cuenta en las decisiones de inversión por muchos inversores y han entrado a formar parte de su filosofía de gestión de los activos en los que invierten, consiguiendo así una inversión responsable basada en los principios ESG y entendiendo los impactos de la ESG sobre el binomio riesgo-retorno; y (2) proporcionar diferentes herramientas y estrategias vinculadas a la Inversión Socialmente Responsable analizando los principales hitos normativos.

- Evaluación de la estrategia actual y futura de las compañías en materia de sostenibilidad

El equipo de gestión durante el ejercicio 2024 ha acudido a treinta y cinco reuniones de pequeños grupos de inversores con diferentes compañías en las cuales se tratan temas financieros y en menor medida problemáticas ASG que afectan a la marcha de la compañía (veintiuna compañías nacionales y dieciséis europeas). También se ha asistido al seminario de compañías europeas de Banco Sabadell en los que se tratan aspectos financieros, de negocio y de sostenibilidad de las compañías, analizándose en profundidad sectores que pueden ser controvertidos como automóviles, energía, químicas y productos de lujo, así como a las Jornadas Ibéricas de CaixaBank-BPI, en el ámbito ibérico. Adicionalmente, se tiene contrato con casas de análisis con especialistas ASG y que valoran estos aspectos de las compañías

tanto en absoluto como en relativo frente a sus comparables del sector. Entre ellas, están Bernstein, JP Morgan, Banco Santander, Banco Sabadell y Caixabank-BPI. Con estas casas y sus analistas, se ha hablado sobre la evolución de determinadas controversias surgidas en el pasado y que se mantienen vivas en la actualidad en determinadas compañías como Philips, Bayer y sobre sectores controvertidos como automóvil, petróleos o recursos básicos.

ANEXO

Meeting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Report Parameters: All Proposals

Market	Issuer Name	Meeting Type	Voted Shares	# of Props	1 yr		2 yr		3 yr		For		Against		Abstain		Split		No Action		Unvoted	
January 2024																						
France	Derichebourg	Mix 30-Jan-24	85,000	25	0	0%	0	0%	0	0%	15	60%	10	40%	0	0%	0	0%	0	0%	0	0%
Spain	Elecnor SA.	Special 23-Jan-24	5,625	2	0	0%	0	0%	0	0%	2	100%	0	0%	0	0%	0	0%	0	0%	0	0%
United Kingdom	Imperial Brands Plc	Annual 31-Jan-24	86,661	21	0	0%	0	0%	0	0%	21	100%	0	0%	0	0%	0	0%	0	0%	0	0%
United States	Visa Inc	Annual 23-Jan-24	9,000	16	0	0%	0	0%	0	0%	15	94%	1	6%	0	0%	0	0%	0	0%	0	0%
Totals for January 2024			186,286	64	0	0%	0	0%	0	0%	53	83%	11	17%	0	0%	0	0%	0	0%	0	0%
February 2024																						
Germany	Siemens AG	Annual 08-Feb-24	16,331	36	0	0%	0	0%	0	0%	36	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Verbio SE	Annual 02-Feb-24	182,616	8	0	0%	0	0%	0	0%	7	88%	1	12%	0	0%	0	0%	0	0%	0	0%
Spain	Compania De Distribucion Integral Logista Holdings S.A.	Ordinary 02-Feb-24	93,244	18	0	0%	0	0%	0	0%	15	83%	3	17%	0	0%	0	0%	0	0%	0	0%
Totals for February 2024			292,191	62	0	0%	0	0%	0	0%	58	94%	4	6%	0	0%	0	0%	0	0%	0	0%
March 2024																						
Bermuda	Hafnia Ltd	Special 13-Mar-24	38,000	1	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%
Denmark	DS Norden	Annual 12-Mar-24	6,950	14	0	0%	0	0%	0	0%	14	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	DS Norden	Special 19-Mar-24	6,950	1	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Novo Nordisk	Annual 21-Mar-24	14,376	20	0	0%	0	0%	0	0%	19	95%	0	0%	1	5%	0	0%	0	0%	0	0%

Meeting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Report Parameters: All Proposals

Market	Issuer Name	Meeting Type	Voted Shares	# of Props	1 yr		2 yr		3 yr		For		Against		Abstain		Split		No Action		Unvoted	
Finland	Valmet Corporation	Annual 21-Mar-24	13,330	12	0	0%	0	0%	0	0%	11	92%	1	8%	0	0%	0	0%	0	0%	0	0%
Spain	Banco Bilbao Vizcaya Argentaria.	Ordinary 14-Mar-24	482,224	15	0	0%	0	0%	0	0%	15	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Banco Bilbao Vizcaya Argentaria.	Annual 14-Mar-24	482,224	15	0	0%	0	0%	0	0%	15	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Banco Santander S.A.	Annual 21-Mar-24	801,898	23	0	0%	0	0%	0	0%	23	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Banco Santander S.A.	Ordinary 22-Mar-24	801,898	23	0	0%	0	0%	0	0%	23	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Bankinter SA	Annual 21-Mar-24	455,052	16	0	0%	0	0%	0	0%	15	94%	1	6%	0	0%	0	0%	0	0%	0	0%
	CaixaBank, S.A	Annual 21-Mar-24	660,547	15	0	0%	0	0%	0	0%	15	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Enagas SA	Ordinary 20-Mar-24	132,141	13	0	0%	0	0%	0	0%	13	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Mapfre Sociedad Anonima	Annual 15-Mar-24	2,156,937	14	0	0%	0	0%	0	0%	13	93%	1	7%	0	0%	0	0%	0	0%	0	0%
United States	Applied Materials Inc.	Annual 07-Mar-24	6,967	14	0	0%	0	0%	0	0%	12	86%	2	14%	0	0%	0	0%	0	0%	0	0%
	Qualcomm, Inc.	Annual 05-Mar-24	2,281	17	0	0%	0	0%	0	0%	15	88%	2	12%	0	0%	0	0%	0	0%	0	0%
Totals for March 2024			6,061,775	213	0	0%	0	0%	0	0%	204	96%	8	4%	1	0%	0	0%	0	0%	0	0%
April 2024																						
Belgium	Anheuser-Busch InBev SA/NV	Annual 24-Apr-24	17,981	14	0	0%	0	0%	0	0%	10	71%	4	29%	0	0%	0	0%	0	0%	0	0%
	UCB SA	Special 25-Apr-24	1,365	2	0	0%	0	0%	0	0%	2	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	UCB SA	Annual 25-Apr-24	1,365	20	0	0%	0	0%	0	0%	20	100%	0	0%	0	0%	0	0%	0	0%	0	0%

Meeting Summary

Report Date Range:

01-Jan-24 to 31-Dec-24

Report Parameters:

All Proposals

Market	Issuer Name	Meeting Type	Voted Shares	# of Props	1 yr		2 yr		3 yr		For		Against		Abstain		Split		No Action		Unvoted	
France	Air Liquide S.A	Mix 30-Apr-24	5,560	23	0	0%	0	0%	0	0%	23	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Axa	Mix 23-Apr-24	79,581	30	0	0%	0	0%	0	0%	25	83%	5	17%	0	0%	0	0%	0	0%	0	0%
	Danone	Mix 25-Apr-24	18,845	16	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Eiffage	Mix 24-Apr-24	4,523	23	0	0%	0	0%	0	0%	23	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Engie	Mix 30-Apr-24	141,600	29	0	0%	0	0%	0	0%	29	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Essilorluxottica	Mix 30-Apr-24	3,953	34	0	0%	0	0%	0	0%	27	79%	7	21%	0	0%	0	0%	0	0%	0	0%
	Hermes International	Mix 30-Apr-24	468	20	0	0%	0	0%	0	0%	15	75%	5	25%	0	0%	0	0%	0	0%	0	0%
	L'Oreal	Mix 23-Apr-24	1,385	22	0	0%	0	0%	0	0%	21	95%	1	5%	0	0%	0	0%	0	0%	0	0%
	Lvmh Moet Hennessy Louis Vuitton SE	Mix 18-Apr-24	1,562	20	0	0%	0	0%	0	0%	13	65%	7	35%	0	0%	0	0%	0	0%	0	0%
	Sanofi	Mix 30-Apr-24	18,466	23	0	0%	0	0%	0	0%	23	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	VERALLIA.	Mix 26-Apr-24	3,500	28	0	0%	0	0%	0	0%	26	93%	2	7%	0	0%	0	0%	0	0%	0	0%
	Vinci	Mix 09-Apr-24	12,890	14	0	0%	0	0%	0	0%	14	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Germany	Basf SE	Annual 25-Apr-24	21,622	14	0	0%	0	0%	0	0%	12	86%	2	14%	0	0%	0	0%	0	0%	0	0%
	Beiersdorf AG	Annual 18-Apr-24	1,700	13	0	0%	0	0%	0	0%	10	77%	3	23%	0	0%	0	0%	0	0%	0	0%
	Deutsche Telekom AG	Annual 10-Apr-24	141,525	9	0	0%	0	0%	0	0%	8	89%	1	11%	0	0%	0	0%	0	0%	0	0%

Meeting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Report Parameters: All Proposals

Market	Issuer Name	Meeting Type	Voted Shares	# of Props	1 yr		2 yr		3 yr		For		Against		Abstain		Split		No Action		Unvoted	
	Muenchener Rueckversicherungs-Gesellschaft AG	Annual 25-Apr-24	2,608	46	0	0%	0	0%	0	0%	46	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Italy	Intesa Sanpaolo Spa	Mix 24-Apr-24	665,625	9	0	0%	0	0%	0	0%	9	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Maire Tecnimont S.p.A.	Mix 17-Apr-24	105,000	10	0	0%	0	0%	0	0%	5	50%	5	50%	0	0%	0	0%	0	0%	0	0%
	Unicredit Spa	Mix 12-Apr-24	63,920	16	0	0%	0	0%	0	0%	13	81%	2	12%	0	0%	0	0%	0	0%	1	6%
Luxembourg	ArcelorMittal SA	Annual 30-Apr-24	10,402	12	0	0%	0	0%	0	0%	9	75%	3	25%	0	0%	0	0%	0	0%	0	0%
Netherlands	Airbus SE	Annual 10-Apr-24	7,918	17	0	0%	0	0%	0	0%	17	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	ASML Holding NV	Annual 24-Apr-24	2,114	13	0	0%	0	0%	0	0%	13	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Ferrovial S.E.	Annual 11-Apr-24	6,705	11	0	0%	0	0%	0	0%	10	91%	0	0%	1	9%	0	0%	0	0%	0	0%
	Koninklijke Ahold Delhaize N.V.	Annual 10-Apr-24	21,994	15	0	0%	0	0%	0	0%	14	93%	1	7%	0	0%	0	0%	0	0%	0	0%
Norway	Aker ASA	Annual 17-Apr-24	1,000	13	0	0%	0	0%	0	0%	13	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Wallenius Wilhelmsen ASA	Annual 30-Apr-24	28,500	15	0	0%	0	0%	0	0%	15	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Portugal	EDP-Energias DE Portugal S.A.	Annual 10-Apr-24	56,682	19	0	0%	0	0%	0	0%	16	84%	1	5%	2	11%	0	0%	0	0%	0	0%
Spain	Acerinox	Annual 19-Apr-24	80,232	13	0	0%	0	0%	0	0%	13	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Aena S.M.E. S.A.	Ordinary 18-Apr-24	4,998	12	0	0%	0	0%	0	0%	11	92%	0	0%	1	8%	0	0%	0	0%	0	0%

Meeting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Report Parameters: All Proposals

Market	Issuer Name	Meeting Type	Voted Shares	# of Props	1 yr		2 yr		3 yr		For		Against		Abstain		Split		No Action		Unvoted	
	Atresmedia Corporacion De Medios De Comunicacion SA	Annual 24-Apr-24	405,880	10	0	0%	0	0%	0	0%	8	80%	2	20%	0	0%	0	0%	0	0%	0	0%
	Banco de Sabadell, S.A.	Annual 09-Apr-24	1,041,782	11	0	0%	0	0%	0	0%	11	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Catalana Occidente	Ordinary 25-Apr-24	40,840	16	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Cellnex Telecom S.A.	Annual 25-Apr-24	69,307	10	0	0%	0	0%	0	0%	9	90%	1	10%	0	0%	0	0%	0	0%	0	0%
	Endesa S.A.	Ordinary 24-Apr-24	148,578	19	0	0%	0	0%	0	0%	19	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Neinor Homes S.A.U.	Annual 16-Apr-24	28,370	11	0	0%	0	0%	0	0%	9	82%	2	18%	0	0%	0	0%	0	0%	0	0%
	Telefonica S.A	Annual 11-Apr-24	1,184,142	17	0	0%	0	0%	0	0%	17	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Unicaja Banco S.A	Annual 05-Apr-24	1,706,668	11	0	0%	0	0%	0	0%	11	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Viscofan S.A.	Ordinary 17-Apr-24	20,363	14	0	0%	0	0%	0	0%	14	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Switzerland	Nestle SA	Annual 18-Apr-24	5,500	30	0	0%	0	0%	0	0%	28	93%	1	3%	1	3%	0	0%	0	0%	0	0%
	Zurich Insurance Group AG Ltd	Annual 10-Apr-24	1,904	28	0	0%	0	0%	0	0%	26	93%	2	7%	0	0%	0	0%	0	0%	0	0%
United Kingdom	London Stock Exchange Group	Annual 25-Apr-24	2,556	25	0	0%	0	0%	0	0%	24	96%	1	4%	0	0%	0	0%	0	0%	0	0%
	RELX Plc	Annual 25-Apr-24	13,558	20	0	0%	0	0%	0	0%	20	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Totals for April 2024			6,205,037	797	0	0%	0	0%	0	0%	733	92%	58	7%	5	1%	0	0%	0	0%	1	0%

Meeting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Report Parameters: All Proposals

Market	Issuer Name	Meeting Type	Voted Shares	# of Props	1 yr		2 yr		3 yr		For		Against		Abstain		Split		No Action		Unvoted	
May 2024																						
Belgium	D`ieteren Group	Annual 30-May-24	1,725	7	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	7	100%	0	0%
France	Amundi	Annual 24-May-24	8,540	26	0	0%	0	0%	0	0%	26	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Carrefour	Mix 24-May-24	54,529	21	0	0%	0	0%	0	0%	20	95%	1	5%	0	0%	0	0%	0	0%	0	0%
	Safran SA	Annual 23-May-24	3,862	17	0	0%	0	0%	0	0%	17	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Spie ICS	Mix 03-May-24	22,500	21	0	0%	0	0%	0	0%	21	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Thales S.A.	Mix 15-May-24	3,065	23	0	0%	0	0%	0	0%	23	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	TotalEnergies SE	Mix 24-May-24	53,230	23	0	0%	0	0%	0	0%	21	91%	2	9%	0	0%	0	0%	0	0%	0	0%
	Wendel	Mix 16-May-24	800	30	0	0%	0	0%	0	0%	24	80%	6	20%	0	0%	0	0%	0	0%	0	0%
Germany	Allianz SE	Annual 08-May-24	3,383	27	0	0%	0	0%	0	0%	27	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Deutsche Post AG	Annual 03-May-24	7,365	8	0	0%	0	0%	0	0%	8	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Kion Group AG	Annual 29-May-24	14,000	9	0	0%	0	0%	0	0%	9	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	MTU Aero Engines AG	Annual 08-May-24	2,201	9	0	0%	0	0%	0	0%	9	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Rheinmetall AG	Annual 14-May-24	500	15	0	0%	0	0%	0	0%	15	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Sap SE	Annual 15-May-24	13,064	12	0	0%	0	0%	0	0%	12	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Italy	Enel Spa	Annual 23-May-24	452,387	6	0	0%	0	0%	0	0%	6	100%	0	0%	0	0%	0	0%	0	0%	0	0%

Meeting Summary

Report Date Range:

01-Jan-24 to 31-Dec-24

Report Parameters:

All Proposals

Market	Issuer Name	Meeting Type	Voted Shares	# of Props	1 yr		2 yr		3 yr		For		Against		Abstain		Split		No Action		Unvoted	
	Eni Spa	Mix 15-May-24	100,115	8	0	0%	0	0%	0	0%	7	88%	1	12%	0	0%	0	0%	0	0%	0	0%
	Leonardo S.p.A.	Mix 24-May-24	88,170	20	0	0%	0	0%	0	0%	19	95%	0	0%	0	0%	0	0%	0	0%	1	5%
	Poste Italiane S.p.a	Mix 31-May-24	25,140	12	0	0%	0	0%	0	0%	11	92%	1	8%	0	0%	0	0%	0	0%	0	0%
	Snam S.p.A.	Annual 07-May-24	167,601	5	0	0%	0	0%	0	0%	5	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Marshall Islands	Scorpio Tankers Inc	Annual 30-May-24	3,875	3	0	0%	0	0%	0	0%	3	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Netherlands	Exor N.V.	Annual 28-May-24	975	10	0	0%	0	0%	0	0%	6	60%	4	40%	0	0%	0	0%	0	0%	0	0%
	Koninklijke Philips N.V.	Annual 07-May-24	14,314	15	0	0%	0	0%	0	0%	14	93%	1	7%	0	0%	0	0%	0	0%	0	0%
	Wolters Kluwers NV	Annual 08-May-24	4,012	15	0	0%	0	0%	0	0%	15	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Norway	Mowi ASA	Annual 30-May-24	21,787	19	0	0%	0	0%	0	0%	18	95%	1	5%	0	0%	0	0%	0	0%	0	0%
Spain	ACS, Actividades de Construcción Y Servicios, S.A.	Annual 09-May-24	49,091	14	0	0%	0	0%	0	0%	13	93%	1	7%	0	0%	0	0%	0	0%	0	0%
	Almirall SA	Annual 10-May-24	122,270	21	0	0%	0	0%	0	0%	18	86%	3	14%	0	0%	0	0%	0	0%	0	0%
	CIE Automotive S.A.	Ordinary 08-May-24	8,000	20	0	0%	0	0%	0	0%	15	75%	5	25%	0	0%	0	0%	0	0%	0	0%
	Elecnor SA.	Ordinary 21-May-24	5,625	6	0	0%	0	0%	0	0%	5	83%	1	17%	0	0%	0	0%	0	0%	0	0%
	Gestamp Automocion S.A.	Annual 09-May-24	32,600	13	0	0%	0	0%	0	0%	13	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Iberdrola S.A.	Ordinary 17-May-24	733,791	22	0	0%	0	0%	0	0%	22	100%	0	0%	0	0%	0	0%	0	0%	0	0%

Meeting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Report Parameters: All Proposals

Market	Issuer Name	Meeting Type	Voted Shares	# of Props	1 yr		2 yr		3 yr		For		Against		Abstain		Split		No Action		Unvoted	
	Merlin Properties SOCIMI S.A	Annual 08-May-24	159,237	21	0	0%	0	0%	0	0%	19	90%	2	10%	0	0%	0	0%	0	0%	0	0%
	Repsol S.A.	Ordinary 09-May-24	314,666	11	0	0%	0	0%	0	0%	11	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Repsol S.A.	Annual 09-May-24	314,666	11	0	0%	0	0%	0	0%	11	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Switzerland	Avolta AG	Annual 15-May-24	10,000	28	0	0%	0	0%	0	0%	26	93%	2	7%	0	0%	0	0%	0	0%	0	0%
United Kingdom	BAE Systems plc	Annual 09-May-24	49,095	23	0	0%	0	0%	0	0%	22	96%	1	4%	0	0%	0	0%	0	0%	0	0%
	Coca-Cola Europacific Partners Plc	Annual 22-May-24	9,896	28	0	0%	0	0%	0	0%	28	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	GSK Plc	Annual 08-May-24	41,024	23	0	0%	0	0%	0	0%	23	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Intercontinental Hotels Group	Annual 03-May-24	7,777	23	0	0%	0	0%	0	0%	23	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Shell Plc	Annual 21-May-24	83,825	23	0	0%	0	0%	0	0%	22	96%	1	4%	0	0%	0	0%	0	0%	0	0%
	Unilever plc	Annual 01-May-24	14,015	22	0	0%	0	0%	0	0%	22	100%	0	0%	0	0%	0	0%	0	0%	0	0%
United States	Amazon.com Inc.	Annual 22-May-24	2,330	28	0	0%	0	0%	0	0%	20	71%	8	29%	0	0%	0	0%	0	0%	0	0%
	Meta Platforms Inc	Annual 29-May-24	4,400	23	0	0%	0	0%	0	0%	13	57%	10	43%	0	0%	0	0%	0	0%	0	0%
	New Mountain Finance Corp	Annual 10-May-24	102,160	4	0	0%	0	0%	0	0%	3	75%	1	25%	0	0%	0	0%	0	0%	0	0%
Totals for May 2024			3,131,608	725	0	0%	0	0%	0	0%	665	92%	52	7%	0	0%	0	0%	7	1%	1	0%
June 2024																						
Denmark	Matas A/S	Annual 19-Jun-24	21,500	20	0	0%	0	0%	0	0%	19	95%	1	5%	0	0%	0	0%	0	0%	0	0%

Meeting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Report Parameters: All Proposals

Market	Issuer Name	Meeting Type	Voted Shares	# of Props	1 yr		2 yr		3 yr		For		Against		Abstain		Split		No Action		Unvoted	
Spain	Amadeus IT Group S.A.	Ordinary 05-Jun-24	29,256	17	0	0%	0	0%	0	0%	17	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Construcciones Y Auxiliar De Ferrocarriles, S.A.	Annual 15-Jun-24	11,966	14	0	0%	0	0%	0	0%	14	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Ebro Foods S.A	Annual 05-Jun-24	51,251	13	0	0%	0	0%	0	0%	10	77%	3	23%	0	0%	0	0%	0	0%	0	0%
	Indra Sistemas	Ordinary 26-Jun-24	34,571	12	0	0%	0	0%	0	0%	11	92%	1	8%	0	0%	0	0%	0	0%	0	0%
	International Consolidated Airlines Group SA	Ordinary 25-Jun-24	214,913	25	0	0%	0	0%	0	0%	25	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Laboratorios Farmaceuticos Rovi S.A.	Ordinary 24-Jun-24	2,615	12	0	0%	0	0%	0	0%	10	83%	2	17%	0	0%	0	0%	0	0%	0	0%
	Redeia Corporacion S.A.	Ordinary 03-Jun-24	121,724	17	0	0%	0	0%	0	0%	17	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Sacyr S.A.	Annual 12-Jun-24	549,283	13	0	0%	0	0%	0	0%	12	92%	1	8%	0	0%	0	0%	0	0%	0	0%
United States	Alphabet Inc	Annual 07-Jun-24	3,400	23	0	0%	0	0%	0	0%	12	52%	11	48%	0	0%	0	0%	0	0%	0	0%
	Mastercard Incorporated	Annual 18-Jun-24	4,718	19	0	0%	0	0%	0	0%	15	79%	4	21%	0	0%	0	0%	0	0%	0	0%
	NVIDIA Corp	Annual 26-Jun-24	2,930	15	0	0%	0	0%	0	0%	14	93%	1	7%	0	0%	0	0%	0	0%	0	0%
Totals for June 2024			1,048,127	200	0	0%	0	0%	0	0%	176	88%	24	12%	0	0%	0	0%	0	0%	0	0%
July 2024																						
Bermuda	Hafnia Ltd	Annual 10-Jul-24	38,000	11	0	0%	0	0%	0	0%	7	64%	4	36%	0	0%	0	0%	0	0%	0	0%
France	SOITEC	Mix 23-Jul-24	900	22	0	0%	0	0%	0	0%	21	95%	1	5%	0	0%	0	0%	0	0%	0	0%

Meeting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

Report Parameters: All Proposals

Market	Issuer Name	Meeting Type	Voted Shares	# of Props	1 yr		2 yr		3 yr		For		Against		Abstain		Split		No Action		Unvoted	
Ireland	Linde Plc	Annual 30-Jul-24	500	14	0	0%	0	0%	0	0%	13	93%	1	7%	0	0%	0	0%	0	0%	0	0%
Netherlands	Koninklijke Ahold Delhaize N.V.	Special 10-Jul-24	21,994	1	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Spain	Banco Bilbao Vizcaya Argentaria S.A.	Special 04-Jul-24	145,908	2	0	0%	0	0%	0	0%	2	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Industria De Diseno Textil SA	Annual 09-Jul-24	133,725	17	0	0%	0	0%	0	0%	16	94%	1	6%	0	0%	0	0%	0	0%	0	0%
Totals for July 2024			341,027	67	0	0%	0	0%	0	0%	60	90%	7	10%	0	0%	0	0%	0	0%	0	0%
September 2024																						
United Kingdom	Diageo plc	Annual 26-Sep-24	11,685	20	0	0%	0	0%	0	0%	20	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Totals for September 2024			11,685	20	0	0%	0	0%	0	0%	20	100%	0	0%	0	0%	0	0%	0	0%	0	0%
October 2024																						
Netherlands	Wolters Kluwers NV	Special 28-Oct-24	4,012	1	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Totals for October 2024			4,012	1	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%
December 2024																						
Belgium	D'ieteren Group	Special 06-Dec-24	2,375	4	0	0%	0	0%	0	0%	3	75%	1	25%	0	0%	0	0%	0	0%	0	0%
Germany	Verbio SE	Annual 06-Dec-24	108,641	7	0	0%	0	0%	0	0%	6	86%	1	14%	0	0%	0	0%	0	0%	0	0%
Italy	Maire S.p.A.	Special 19-Dec-24	120,000	1	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%
Spain	Neinor Homes S.A.U.	Special 17-Dec-24	63,698	3	0	0%	0	0%	0	0%	3	100%	0	0%	0	0%	0	0%	0	0%	0	0%

Meeting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

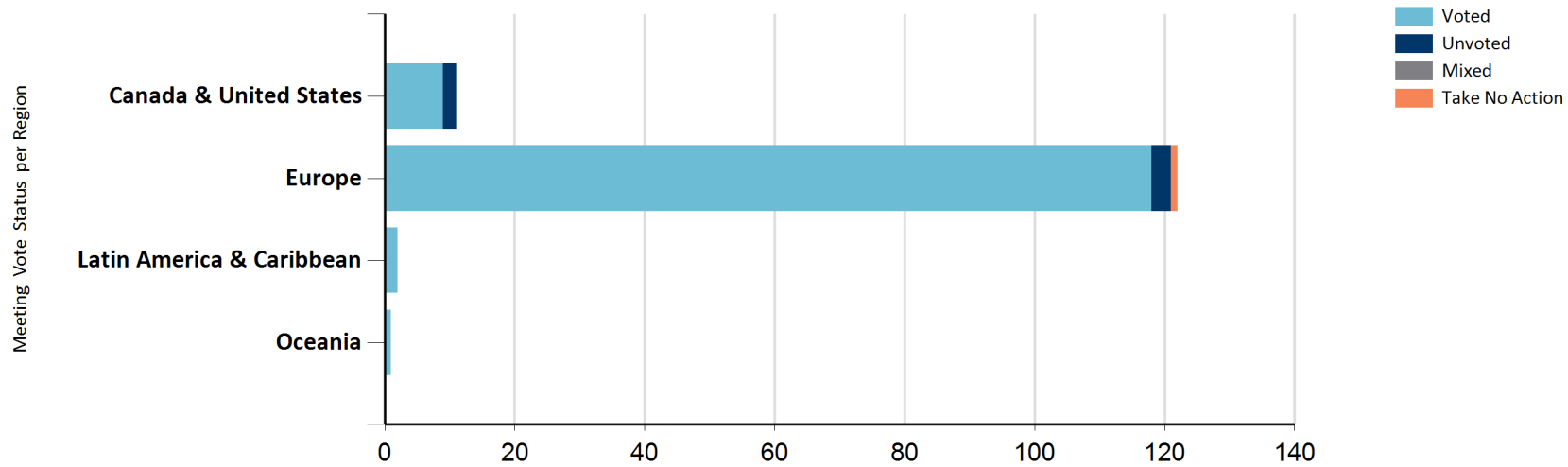
Report Parameters: All Proposals

Market	Issuer Name	Meeting Type	Voted Shares	# of Props	1 yr		2 yr		3 yr		For		Against		Abstain		Split		No Action		Unvoted	
United States	Microsoft Corporation	Annual 10-Dec-24	3,100	20	0	0%	0	0%	0	0%	16	80%	4	20%	0	0%	0	0%	0	0%	0	0%
	Palo Alto Networks Inc	Annual 10-Dec-24	3,032	8	1	12%	0	0%	0	0%	4	50%	3	38%	0	0%	0	0%	0	0%	0	0%
Totals for December 2024			300,846	43	1	2%	0	0%	0	0%	32	74%	10	23%	0	0%	0	0%	0	0%	0	0%
Grand Totals			17,582,594	2,192	1	0%	0	0%	0	0%	2,002	91%	174	8%	6	0%	0	0%	7	0%	2	0%

Meeting Statistics Report

From 1/1/2024 to 12/31/2024

Meetings by Region & Vote Status



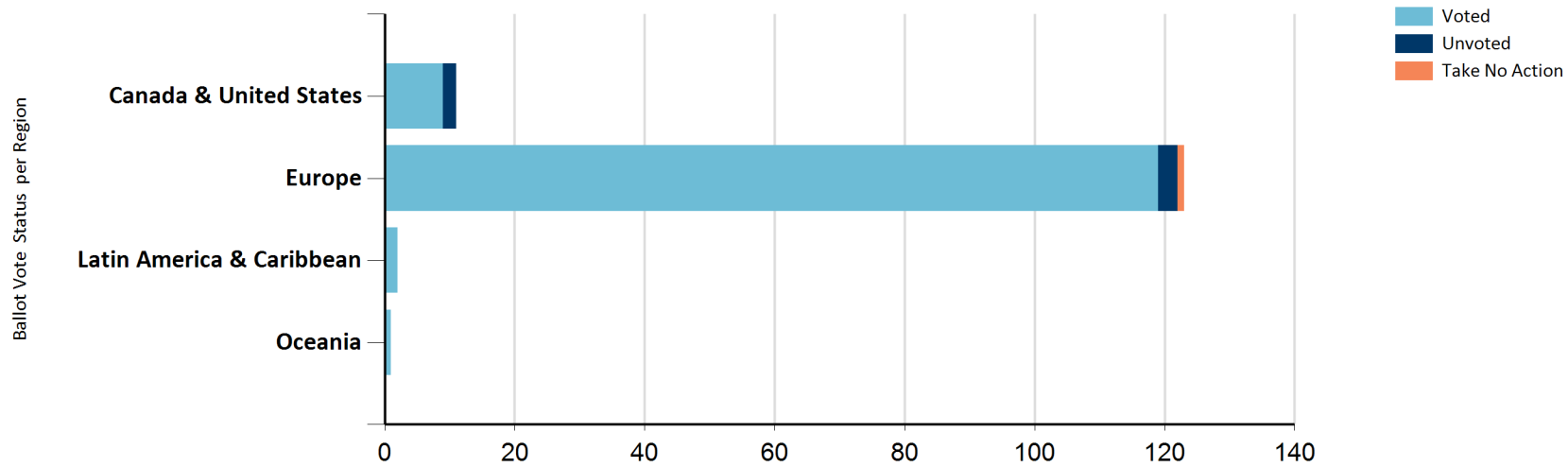
Region	Country Of Origin	Voted	Unvoted	Mixed	Take No Action	Total
Total for all Regions		130	5	0	1	136
Canada & United States		9	2	0	0	11
	United States	9	2	0	0	11
Europe		118	3	0	1	122
	Belgium	3	1	0	1	5
	Denmark	4	0	0	0	4
	Finland	1	0	0	0	1
	France	21	0	0	0	21
	Germany	12	1	0	0	13
	Ireland	1	0	0	0	1
	Italy	8	1	0	0	9
	Luxembourg	1	0	0	0	1
	Netherlands	9	0	0	0	9
	Norway	3	0	0	0	3
	Portugal	1	0	0	0	1

	Spain	41	0	0	0	41
	Switzerland	3	0	0	0	3
	United Kingdom	10	0	0	0	10
Latin America & Caribbean		2	0	0	0	2
	Bermuda	2	0	0	0	2
Oceania		1	0	0	0	1
	Marshall Islands	1	0	0	0	1

Ballot Statistics Report

From 1/1/2024 to 12/31/2024

Ballots by Region & Vote Status



Region	Country Of Origin	Voted	Unvoted	Take No Action	Total
Total for all Regions		131	5	1	137
Canada & United States		9	2	0	11
	United States	9	2	0	11
Europe		119	3	1	123
	Belgium	3	1	1	5
	Denmark	4	0	0	4
	Finland	1	0	0	1
	France	21	0	0	21
	Germany	12	1	0	13
	Ireland	1	0	0	1
	Italy	9	1	0	10
	Luxembourg	1	0	0	1
	Netherlands	9	0	0	9
	Norway	3	0	0	3
	Portugal	1	0	0	1

	Spain	41	0	0	41
	Switzerland	3	0	0	3
	United Kingdom	10	0	0	10
Latin America & Caribbean		2	0	0	2
	Bermuda	2	0	0	2
Oceania		1	0	0	1
	Marshall Islands	1	0	0	1

Proposal Statistics Report

From 1/1/2024 to 12/31/2024

	Mgmt Proposals	SHP Proposals	Total Proposals
For	1951	21	1972
Against	138	26	164
Abstain	5	1	6
1 Year	0	0	0
2 Years	0	0	0
3 Years	0	0	0
Mixed	0	0	0
Take No Action	7	0	7
Unvoted	33	7	40
Totals	2134	55	2189

Management Proposals – Votes Cast

For - 1951
Against - 138
Abstain - 5
Take No Action - 7
Unvoted - 33



Shareholder Proposals – Votes Cast

For - 21
Against - 26
Abstain - 1
Unvoted - 7



	Mgmt Proposals	SHP Proposals	Total Proposals
With Management	1954	26	1980
Against Management	136	20	156
N/A	4	2	6
Mixed	0	0	0
Take No Action	7	0	7
Unvoted	33	7	40
Totals	2134	55	2189

Management Proposals – Votes versus Management

With Mgmt - 1954
Against Mgmt - 136
N/A - 4
Take No Action - 7
Unvoted - 33



Shareholder Proposals – Votes versus Management

With Mgmt - 26
Against Mgmt - 20
N/A - 2
Unvoted - 7



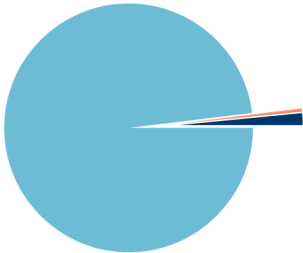
	Mgmt Proposals	SHP Proposals	Total Proposals
With Policy	2093	48	2141
Against Policy	1	0	1
Manual	0	0	0
N/A	0	0	0
Mixed	0	0	0
Take No Action	7	0	7
Unvoted	33	7	40

Totals	2134	55	2189
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	Mgmt Proposals	SHP Proposals	Total Proposals
With Glass Lewis	2093	48	2141
Against Glass Lewis	1	0	1
N/A	0	0	0
Mixed	0	0	0
Take No Action	7	0	7
Unvoted	33	7	40
Totals	2134	55	2189

Management Proposals - Votes versus Policy

With Policy 2093
 Take No Action 7
 Against Policy 1
 Unvoted 33



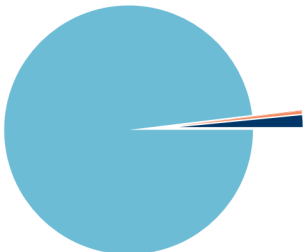
Shareholder Proposals - Votes versus Policy

With Policy 48
 Unvoted 7



Management Proposals - Votes versus Glass Lewis

With GL 2093
 Take No Action 7
 Against GL 1
 Unvoted 33



Shareholder Proposals - Votes versus Glass Lewis

With GL 48
 Unvoted 7



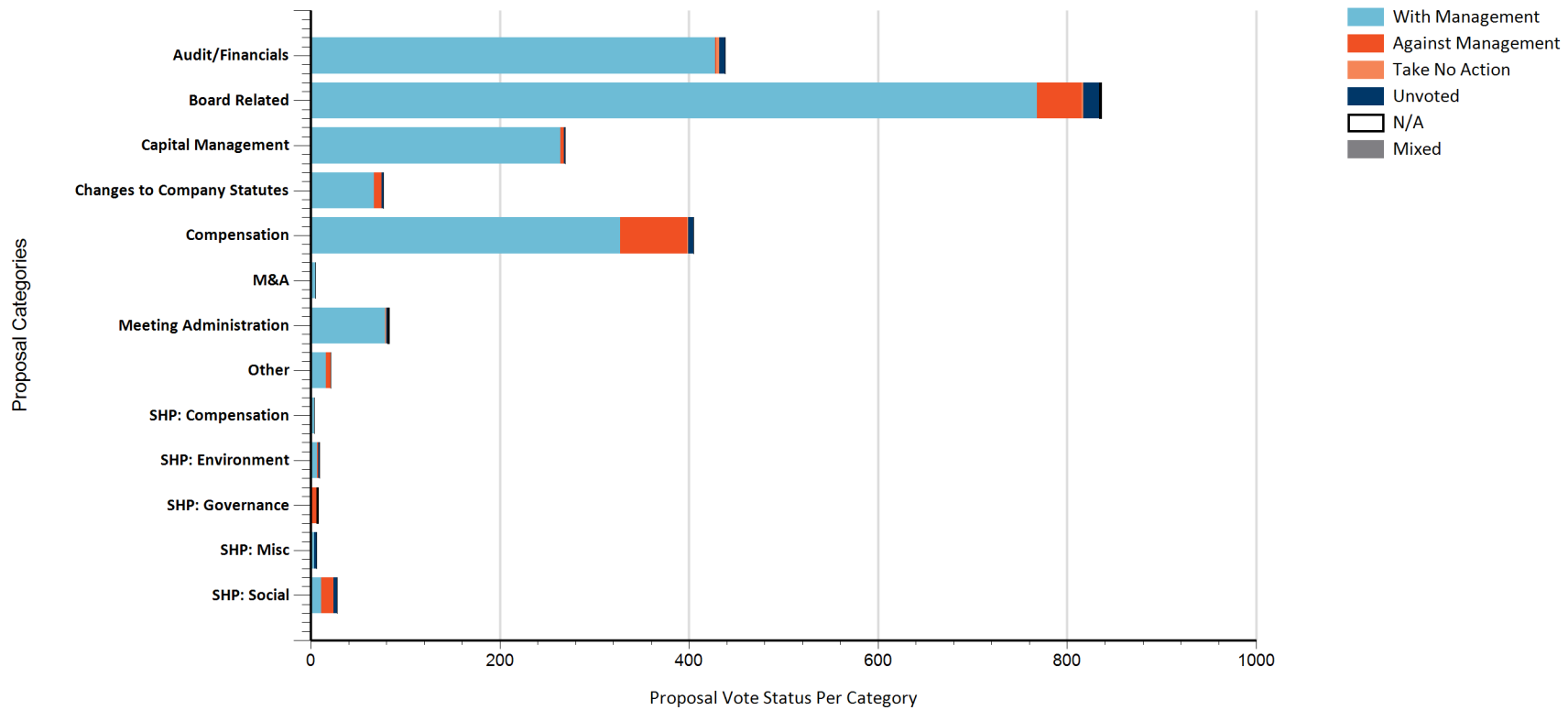
Proposal Category Report

From 1/1/2024 to 12/31/2024

Proposal Categories - All Votes

Proposal Category Type	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Totals	1972	164	6	7	40	0	0	0	0	2189
Audit/Financials	428	1	0	3	6	0	0	0	0	438
Board Related	765	50	2	2	17	0	0	0	0	836
Capital Management	264	4	0	0	1	0	0	0	0	269
Changes to Company Statutes	67	8	0	0	2	0	0	0	0	77
Compensation	327	71	0	1	6	0	0	0	0	405
M&A	5	0	0	0	0	0	0	0	0	5
Meeting Administration	79	2	0	1	1	0	0	0	0	83
Other	16	2	3	0	0	0	0	0	0	21
SHP: Compensation	0	4	0	0	0	0	0	0	0	4
SHP: Environment	1	7	0	0	1	0	0	0	0	9
SHP: Governance	7	0	1	0	0	0	0	0	0	8
SHP: Misc	0	4	0	0	2	0	0	0	0	6
SHP: Social	13	11	0	0	4	0	0	0	0	28

Proposal Categories - Votes versus Management

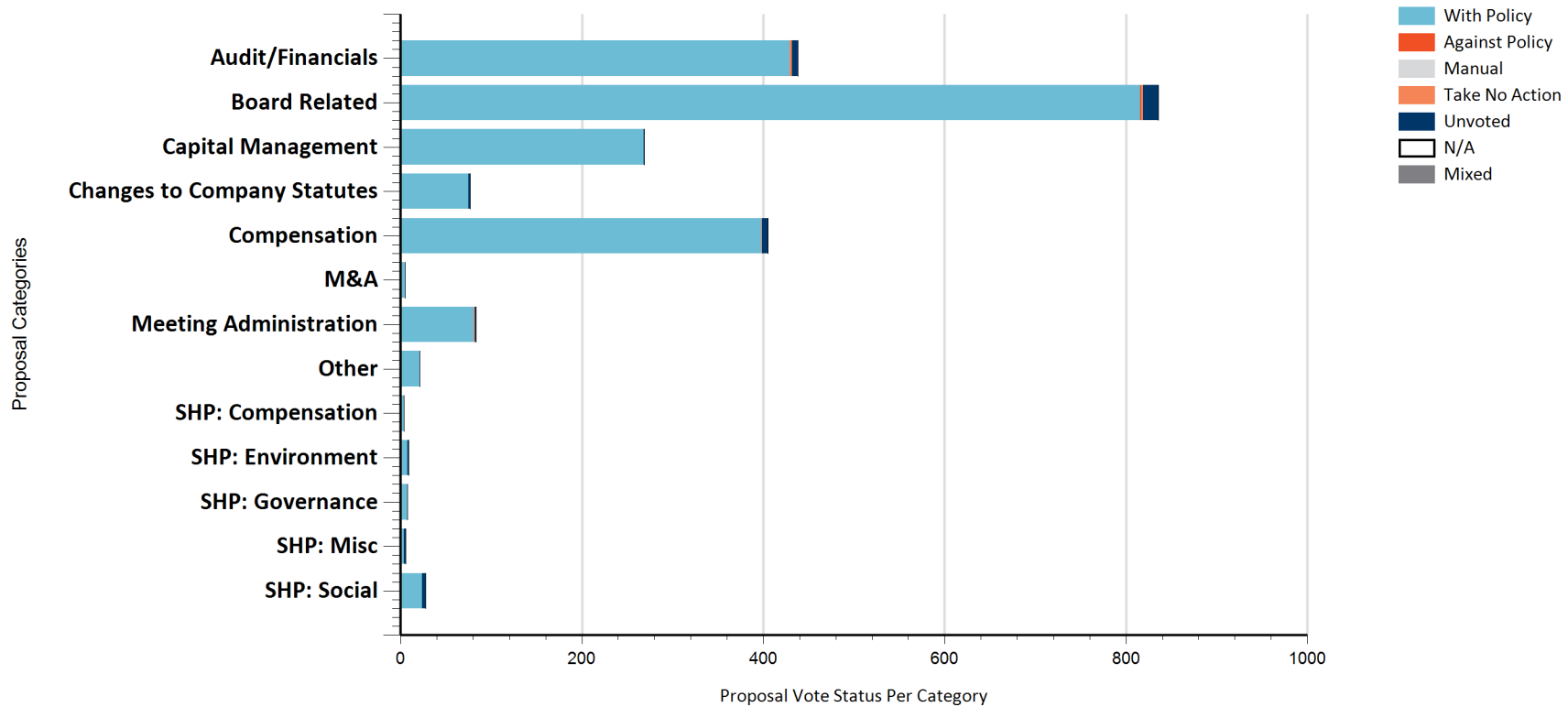


Proposal Categories - Votes versus Management

Proposal Category Type	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Totals	1980	156	7	40	6	0	2189
Audit/Financials	428	1	3	6	0	0	438
Board Related	768	47	2	17	2	0	836
Capital Management	264	4	0	1	0	0	269
Changes to Company Statutes	67	8	0	2	0	0	77
Compensation	327	71	1	6	0	0	405
M&A	5	0	0	0	0	0	5

Proposal Category Type	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Meeting Administration	79	0	1	1	2	0	83
Other	16	5	0	0	0	0	21
SHP: Compensation	4	0	0	0	0	0	4
SHP: Environment	7	1	0	1	0	0	9
SHP: Governance	0	6	0	0	2	0	8
SHP: Misc	4	0	0	2	0	0	6
SHP: Social	11	13	0	4	0	0	28

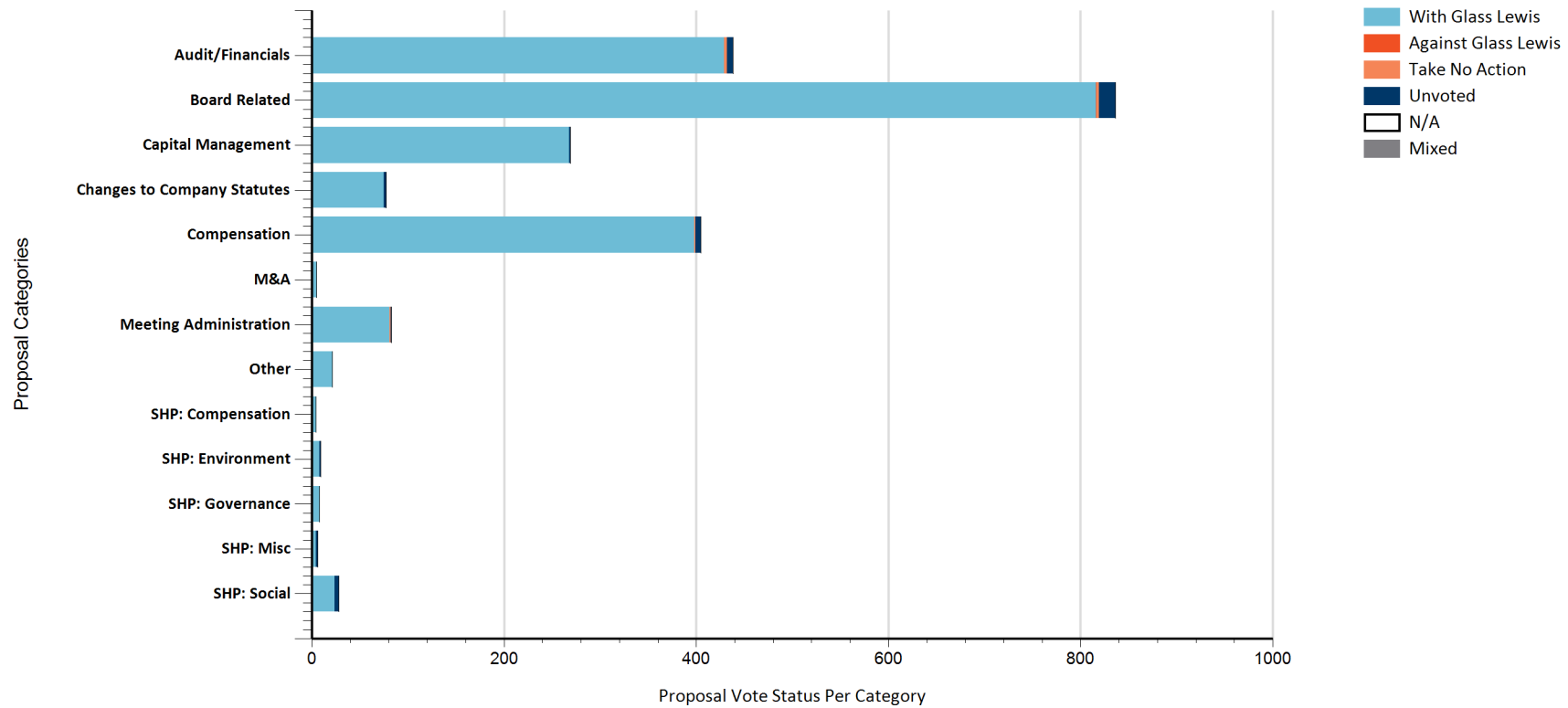
Proposal Categories - Votes versus Policy



Proposal Categories - Votes versus Policy

Proposal Category Type	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Totals	2141	1	0	7	40	0	0	2189
Audit/Financials	429	0	0	3	6	0	0	438
Board Related	816	1	0	2	17	0	0	836
Capital Management	268	0	0	0	1	0	0	269
Changes to Company Statutes	75	0	0	0	2	0	0	77
Compensation	398	0	0	1	6	0	0	405
M&A	5	0	0	0	0	0	0	5
Meeting Administration	81	0	0	1	1	0	0	83
Other	21	0	0	0	0	0	0	21
SHP: Compensation	4	0	0	0	0	0	0	4
SHP: Environment	8	0	0	0	1	0	0	9
SHP: Governance	8	0	0	0	0	0	0	8
SHP: Misc	4	0	0	0	2	0	0	6
SHP: Social	24	0	0	0	4	0	0	28

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	2141	1	7	40	0	0	2189
Audit/Financials	429	0	3	6	0	0	438
Board Related	816	1	2	17	0	0	836
Capital Management	268	0	0	1	0	0	269
Changes to Company Statutes	75	0	0	2	0	0	77
Compensation	398	0	1	6	0	0	405
M&A	5	0	0	0	0	0	5

Proposal Category Type	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
Meeting Administration	81	0	1	1	0	0	83
Other	21	0	0	0	0	0	21
SHP: Compensation	4	0	0	0	0	0	4
SHP: Environment	8	0	0	1	0	0	9
SHP: Governance	8	0	0	0	0	0	8
SHP: Misc	4	0	0	2	0	0	6
SHP: Social	24	0	0	4	0	0	28

Proposal Type Report

From 1/1/2024 to 12/31/2024

Proposal Types - All Votes

Issue Code	Category	Issue Short Text	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Total for all categories			1972	164	6	7	40	0	0	0	0	2189
Audit/Financials			428	1	0	3	6	0	0	0	0	438
		Accounts and Reports (Bundled Issues)	19	0	0	1	0	0	0	0	0	20
		Allocation of Profits/Dividends	104	0	0	0	1	0	0	0	0	105
		Appointment of Auditor	63	0	0	0	1	0	0	0	0	64
		Appointment of Auditor and Authority to Set Fees	2	1	0	0	0	0	0	0	0	3
		Appointment of Special Auditor	35	0	0	1	1	0	0	0	0	37
		Approval of Non-Financial Reports	45	0	0	0	0	0	0	0	0	45
		Authority to Set Auditor's Fees	15	0	0	0	0	0	0	0	0	15
		Bonus Dividend/Bonus Share Issue	12	0	0	0	1	0	0	0	0	13
		Financial Statements	111	0	0	0	0	0	0	0	0	111
		Ratification of Alternate Auditor	2	0	0	0	0	0	0	0	0	2
		Ratification of Auditor	10	0	0	0	2	0	0	0	0	12
		Ratification of Auditor's Acts	2	0	0	1	0	0	0	0	0	3
		Stock Dividend/Dividend Reinvestment	8	0	0	0	0	0	0	0	0	8
Board Related			765	50	2	2	17	0	0	0	0	834
		Approval of Committee Guidelines/Appointment of Committee	3	0	0	0	0	0	0	0	0	3
		Approve Special Auditor's Report	14	1	0	0	0	0	0	0	0	15

Issue Code	Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Board Size	16	0	0	0	0	0	0	0	0	16
		Director & Officer Liability/Indemnification	0	2	0	0	0	0	0	0	0	2
		Election of Board Committee Members	15	0	0	0	0	0	0	0	0	15
		Election of Directors	460	33	1	1	15	0	0	0	0	510
		Election of Directors (Management Board)	2	0	0	0	0	0	0	0	0	2
		Election of Directors (Slate)	4	0	1	0	0	0	0	0	0	5
		Election of Non-Management Nominee	0	5	0	0	0	0	0	0	0	5
		Election of Non-Principal Members (Chairman, alternates)	0	1	0	0	0	0	0	0	0	1
		Election of Shareholder or Institutional Investor Slate	1	0	0	0	0	0	0	0	0	1
		Election of Shareholder Representatives	3	0	0	0	0	0	0	0	0	3
		Election of Statutory Auditor Slate	1	0	0	0	0	0	0	0	0	1
		Election of Supervisory Board	54	4	0	0	0	0	0	0	0	58
		Election of the Chair of Statutory Auditors	1	0	0	0	0	0	0	0	0	1
		Indemnification of Directors/Officers	2	0	0	0	0	0	0	0	0	2
		Misc. Management Proposal Regarding Board	1	0	0	0	0	0	0	0	0	1
		Post-Employment /Severance Agreements	1	0	0	0	0	0	0	0	0	1
		Ratification of Board Acts - Legal	114	3	0	1	1	0	0	0	0	119
		Ratification of Co-Option of a Director	23	1	0	0	0	0	0	0	0	24
		Ratification of Management Acts - Legal	43	0	0	0	1	0	0	0	0	44
		Related Party Transactions	2	0	0	0	0	0	0	0	0	2
		Retention as Independent Director	5	0	0	0	0	0	0	0	0	5
Capital Management			264	4	0	0	1	0	0	0	0	269

Issue Code	Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Misc. Proposal Regarding Capital	1	0	0	0	0	0	0	0	0	1
		Use/Transfer of Reserves	4	0	0	0	0	0	0	0	0	4
Changes to Company Statutes			67	8	0	0	2	0	0	0	0	77
		Adoption of New Articles	2	0	0	0	0	0	0	0	0	2
		Amend Articles, Constitution, Bylaws - Bundled	15	2	0	0	0	0	0	0	0	17
		Amendments to Articles (Technical)	14	0	0	0	0	0	0	0	0	14
		Amendments to Articles, Constitution, Bylaws	24	5	0	0	1	0	0	0	0	30
		Approval of Exclusive Forum Provisions	0	1	0	0	0	0	0	0	0	1
		Authority to Set General Meeting Notice Period at 14 Days	9	0	0	0	0	0	0	0	0	9
		Misc. Proposal Regarding Antitakeover Devices	2	0	0	0	1	0	0	0	0	3
		Waiving of Mandatory Takeover Requirement	1	0	0	0	0	0	0	0	0	1
Compensation			327	71	0	1	6	0	0	0	0	405
		Adoption of Short Term Incentive Plan	1	0	0	0	0	0	0	0	0	1
		Advisory Vote on Executive Compensation	7	0	0	0	2	0	0	0	0	9
		Amendment to Equity Compensation Plan	1	1	0	0	1	0	0	0	0	3
		Amendment to Stock Option Plan	2	0	0	0	0	0	0	0	0	2
		Capital Proposal to Implement Equity Compensation Plan	23	3	0	0	0	0	0	0	0	26
		Directors' Fees	13	1	0	0	0	0	0	0	0	14
		Misc. Proposal Regarding Compensation	14	1	0	0	0	0	0	0	0	15
		Non-Executive Remuneration Policy (Forward-Looking)	66	1	0	0	0	0	0	0	0	67
		Remuneration Policy (Forward-Looking)	50	24	0	0	1	0	0	0	0	75
		Remuneration Report (Retrospective)	102	35	0	1	1	0	0	0	0	139

Issue Code	Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Say When on Pay	0	0	0	0	1	0	0	0	0	1
		Statutory Auditors' Fees	1	0	0	0	0	0	0	0	0	1
		Stock Option Plan	15	5	0	0	0	0	0	0	0	20
		Stock Purchase Plan	29	0	0	0	0	0	0	0	0	29
		Supervisory Board/ Corp Assembly Fees	3	0	0	0	0	0	0	0	0	3
M&A			5	0	0	0	0	0	0	0	0	5
		Divestiture/Spin-off	2	0	0	0	0	0	0	0	0	2
		Intra-company Contracts/Control Agreements	3	0	0	0	0	0	0	0	0	3
Meeting Administration			79	2	0	1	1	0	0	0	0	83
		Appointment of Independent Proxy (Switzerland)	3	0	0	0	0	0	0	0	0	3
		Authorization of Legal Formalities	62	0	0	1	1	0	0	0	0	64
		Right to Adjourn Meeting	1	0	0	0	0	0	0	0	0	1
		Routine Meeting Item	13	0	0	0	0	0	0	0	0	13
		Transact Other Business	0	2	0	0	0	0	0	0	0	2
Other			16	2	3	0	0	0	0	0	0	18
		Approval of Political Donation	8	1	0	0	0	0	0	0	0	9
		Authorization of Charitable Donations	1	0	0	0	0	0	0	0	0	1
		Management Proposal on Say on Climate	5	1	3	0	0	0	0	0	0	9
		Management Proposal Regarding ESG Issues	1	0	0	0	0	0	0	0	0	1
		Misc. Management Proposal	1	0	0	0	0	0	0	0	0	1
SHP: Compensation			0	4	0	0	0	0	0	0	0	4
		SHP regarding Change/ Opposition to Director Compensation	0	1	0	0	0	0	0	0	0	1

Issue Code	Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		SHP Regarding Golden Parachutes	0	1	0	0	0	0	0	0	0	1
		SHP Regarding Race and/or Gender Pay Equity Report	0	2	0	0	0	0	0	0	0	2
SHP: Environment			1	7	0	0	1	0	0	0	0	9
		SHP Regarding Climate Lobbying	0	1	0	0	0	0	0	0	0	1
		SHP Regarding Environmental Report	0	1	0	0	0	0	0	0	0	1
		SHP Regarding Formation of Environmental/Social Committee of the B	0	3	0	0	0	0	0	0	0	3
		SHP Regarding Misc. Energy/Environmental Issues	0	0	0	0	1	0	0	0	0	1
		SHP Regarding Report/Action on Climate Change	1	0	0	0	0	0	0	0	0	1
		SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	0	2	0	0	0	0	0	0	0	2
SHP: Governance			7	0	1	0	0	0	0	0	0	7
		SHP Regarding Additional or Amended Shareholder Proposals	0	0	1	0	0	0	0	0	0	1
		SHP Regarding Eliminating Supermajority Provisions	1	0	0	0	0	0	0	0	0	1
		SHP Regarding Majority Vote for Election of Directors	1	0	0	0	0	0	0	0	0	1
		SHP Regarding Misc. Board/Shareholder Rights Issue	3	0	0	0	0	0	0	0	0	3
		SHP Regarding Recapitalization	2	0	0	0	0	0	0	0	0	2
SHP: Misc			0	4	0	0	2	0	0	0	0	6
		SHP: Misc. Issues	0	4	0	0	2	0	0	0	0	6
SHP: Social			13	11	0	0	4	0	0	0	0	28
		SHP Regarding Military Contracts/Sales	0	0	0	0	1	0	0	0	0	1
		SHP Regarding Misc. Human Capital Management	1	1	0	0	0	0	0	0	0	2
		SHP Regarding Misc. Human/Political Rights Policies	0	1	0	0	0	0	0	0	0	1
		SHP Regarding Misc. Social Issue	3	5	0	0	3	0	0	0	0	11

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
					Action	Unvoted					
	SHP Regarding Pregnancy/Abortion Issues	1	0	0	0	0	0	0	0	0	1
	SHP Regarding Reporting on Company's Compliance with International Human Rig	6	1	0	0	0	0	0	0	0	7
	SHP Regarding Reviewing Charitable Spending	0	1	0	0	0	0	0	0	0	1
	SHP Regarding Reviewing Political Spending or Lobbying	2	2	0	0	0	0	0	0	0	4

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		1980	156	7	40	6	0	2189
Audit/Financials		428	1	3	6	0	0	438
	Accounts and Reports (Bundled Issues)	19	0	1	0	0	0	20
	Allocation of Profits/Dividends	104	0	0	1	0	0	105
	Appointment of Auditor	63	0	0	1	0	0	64
	Appointment of Auditor and Authority to Set Fees	2	1	0	0	0	0	3
	Appointment of Special Auditor	35	0	1	1	0	0	37
	Approval of Non-Financial Reports	45	0	0	0	0	0	45
	Authority to Set Auditor's Fees	15	0	0	0	0	0	15
	Bonus Dividend/Bonus Share Issue	12	0	0	1	0	0	13
	Financial Statements	111	0	0	0	0	0	111
	Ratification of Alternate Auditor	2	0	0	0	0	0	2
	Ratification of Auditor	10	0	0	2	0	0	12
	Ratification of Auditor's Acts	2	0	1	0	0	0	3
	Stock Dividend/Dividend Reinvestment	8	0	0	0	0	0	8

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Board Related		768	47	2	17	2	0	836
	Approval of Committee Guidelines/Appointment of Committee	3	0	0	0	0	0	3
	Approve Special Auditor’s Report	14	1	0	0	0	0	15
	Board Size	16	0	0	0	0	0	16
	Director & Officer Liability/Indemnification	0	2	0	0	0	0	2
	Election of Board Committee Members	15	0	0	0	0	0	15
	Election of Directors	460	34	1	15	0	0	510
	Election of Directors (Management Board)	2	0	0	0	0	0	2
	Election of Directors (Slate)	4	1	0	0	0	0	5
	Election of Non-Management Nominee	5	0	0	0	0	0	5
	Election of Non-Principal Members (Chairman, alternates)	0	1	0	0	0	0	1
	Election of Shareholder or Institutional Investor Slate	1	0	0	0	0	0	1
	Election of Shareholder Representatives	3	0	0	0	0	0	3
	Election of Statutory Auditor Slate	0	0	0	0	1	0	1
	Election of Supervisory Board	54	4	0	0	0	0	58
	Election of the Chair of Statutory Auditors	0	0	0	0	1	0	1
	Indemnification of Directors/Officers	2	0	0	0	0	0	2
	Misc. Management Proposal Regarding Board	1	0	0	0	0	0	1
	Post-Employment /Severance Agreements	1	0	0	0	0	0	1
	Ratification of Board Acts - Legal	114	3	1	1	0	0	119
	Ratification of Co-Option of a Director	23	1	0	0	0	0	24
	Ratification of Management Acts - Legal	43	0	0	1	0	0	44

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Capital Management	Related Party Transactions	2	0	0	0	0	0	2
	Retention as Independent Director	5	0	0	0	0	0	5
		264	4	0	1	0	0	269
Capital Management	Amendment to Authorized Common Stock	1	0	0	0	0	0	1
	Amendment to Par Value	2	0	0	0	0	0	2
	Authority to Give Guarantees	0	0	0	1	0	0	1
	Authority to Increase Capital in Case of Exchange Offers (France)	2	1	0	0	0	0	3
	Authority to Increase Capital in Consideration for Contributions in Kind (France)	8	1	0	0	0	0	9
	Authority to Issue Shares and Convertible Debt w or w/o Preemptive Rights	3	0	0	0	0	0	3
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	7	0	0	0	0	0	7
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	17	2	0	0	0	0	19
	Authority to Issue Shares w/ Preemptive Rights	17	0	0	0	0	0	17
	Authority to Issue Shares w/o Preemptive Rights	26	0	0	0	0	0	26
	Authority to Issue Stock w/ or w/out Preemptive Rights	16	0	0	0	0	0	16
	Authority to Repurchase and Re-Issue Shares	38	0	0	0	0	0	38
	Authority to Repurchase Shares	37	0	0	0	0	0	37
	Authority to Set Offering Price of Shares	4	0	0	0	0	0	4
	Authority to Trade in Company Stock	1	0	0	0	0	0	1
	Authorize Overallotment/Greenshoe	7	0	0	0	0	0	7
	Cancellation of Authorized Stock	45	0	0	0	0	0	45
Capital Management	Increase in Authorized Capital	12	0	0	0	0	0	12
	Issuance of Convertible Debt Instruments	8	0	0	0	0	0	8

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Issuance of Repurchased Shares	1	0	0	0	0	0	1
	Issuance of Stock w/out Preemptive Rights	1	0	0	0	0	0	1
	Limit to Capital Increase	6	0	0	0	0	0	6
	Misc. Proposal Regarding Capital	1	0	0	0	0	0	1
	Use/Transfer of Reserves	4	0	0	0	0	0	4
Changes to Company Statutes		67	8	0	2	0	0	77
	Adoption of New Articles	2	0	0	0	0	0	2
	Amend Articles, Constitution, Bylaws - Bundled	15	2	0	0	0	0	17
	Amendments to Articles (Technical)	14	0	0	0	0	0	14
	Amendments to Articles, Constitution, Bylaws	24	5	0	1	0	0	30
	Approval of Exclusive Forum Provisions	0	1	0	0	0	0	1
	Authority to Set General Meeting Notice Period at 14 Days	9	0	0	0	0	0	9
	Misc. Proposal Regarding Antitakeover Devices	2	0	0	1	0	0	3
	Waiving of Mandatory Takeover Requirement	1	0	0	0	0	0	1
Compensation		327	71	1	6	0	0	405
	Adoption of Short Term Incentive Plan	1	0	0	0	0	0	1
	Advisory Vote on Executive Compensation	7	0	0	2	0	0	9
	Amendment to Equity Compensation Plan	1	1	0	1	0	0	3
	Amendment to Stock Option Plan	2	0	0	0	0	0	2
	Capital Proposal to Implement Equity Compensation Plan	23	3	0	0	0	0	26
	Directors' Fees	13	1	0	0	0	0	14
	Misc. Proposal Regarding Compensation	14	1	0	0	0	0	15

Issue Code	Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Non-Executive Remuneration Policy (Forward-Looking)	66	1	0	0	0	0	67
		Remuneration Policy (Forward-Looking)	50	24	0	1	0	0	75
		Remuneration Report (Retrospective)	102	35	1	1	0	0	139
		Say When on Pay	0	0	0	1	0	0	1
		Statutory Auditors' Fees	1	0	0	0	0	0	1
		Stock Option Plan	15	5	0	0	0	0	20
		Stock Purchase Plan	29	0	0	0	0	0	29
		Supervisory Board/ Corp Assembly Fees	3	0	0	0	0	0	3
M&A			5	0	0	0	0	0	5
		Divestiture/Spin-off	2	0	0	0	0	0	2
		Intra-company Contracts/Control Agreements	3	0	0	0	0	0	3
Meeting Administration			79	0	1	1	2	0	83
		Appointment of Independent Proxy (Switzerland)	3	0	0	0	0	0	3
		Authorization of Legal Formalities	62	0	1	1	0	0	64
		Right to Adjourn Meeting	1	0	0	0	0	0	1
		Routine Meeting Item	13	0	0	0	0	0	13
		Transact Other Business	0	0	0	0	2	0	2
Other			16	5	0	0	0	0	21
		Approval of Political Donation	8	1	0	0	0	0	9
		Authorization of Charitable Donations	1	0	0	0	0	0	1
		Management Proposal on Say on Climate	5	4	0	0	0	0	9
		Management Proposal Regarding ESG Issues	1	0	0	0	0	0	1

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Misc. Management Proposal	1	0	0	0	0	0	1
<i>SHP: Compensation</i>		4	0	0	0	0	0	4
	SHP regarding Change/ Opposition to Director Compensation	1	0	0	0	0	0	1
	SHP Regarding Golden Parachutes	1	0	0	0	0	0	1
	SHP Regarding Race and/or Gender Pay Equity Report	2	0	0	0	0	0	2
<i>SHP: Environment</i>		7	1	0	1	0	0	9
	SHP Regarding Climate Lobbying	1	0	0	0	0	0	1
	SHP Regarding Environmental Report	1	0	0	0	0	0	1
	SHP Regarding Formation of Environmental/Social Committee of the Board	3	0	0	0	0	0	3
	SHP Regarding Misc. Energy/Environmental Issues	0	0	0	1	0	0	1
	SHP Regarding Report/Action on Climate Change	0	1	0	0	0	0	1
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	2	0	0	0	0	0	2
<i>SHP: Governance</i>		0	6	0	0	2	0	8
	SHP Regarding Additional or Amended Shareholder Proposals	0	0	0	0	1	0	1
	SHP Regarding Eliminating Supermajority Provisions	0	0	0	0	1	0	1
	SHP Regarding Majority Vote for Election of Directors	0	1	0	0	0	0	1
	SHP Regarding Misc. Board/Shareholder Rights Issue	0	3	0	0	0	0	3
	SHP Regarding Recapitalization	0	2	0	0	0	0	2
<i>SHP: Misc</i>		4	0	0	2	0	0	6
	SHP: Misc. Issues	4	0	0	2	0	0	6
<i>SHP: Social</i>		11	13	0	4	0	0	28
	SHP Regarding Military Contracts/Sales	0	0	0	1	0	0	1

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Misc. Human Capital Management	1	1	0	0	0	0	2
	SHP Regarding Misc. Human/Political Rights Policies	1	0	0	0	0	0	1
	SHP Regarding Misc. Social Issue	5	3	0	3	0	0	11
	SHP Regarding Pregnancy/Abortion Issues	0	1	0	0	0	0	1
	SHP Regarding Reporting on Company's Compliance with International Human Rights Standards	1	6	0	0	0	0	7
	SHP Regarding Reviewing Charitable Spending	1	0	0	0	0	0	1
	SHP Regarding Reviewing Political Spending or Lobbying	2	2	0	0	0	0	4

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		2141	1	0	7	40	0	0	2189
<i>Audit/Financials</i>		429	0	0	3	6	0	0	438
	Accounts and Reports (Bundled Issues)	19	0	0	1	0	0	0	20
	Allocation of Profits/Dividends	104	0	0	0	1	0	0	105
	Appointment of Auditor	63	0	0	0	1	0	0	64
	Appointment of Auditor and Authority to Set Fees	3	0	0	0	0	0	0	3
	Appointment of Special Auditor	35	0	0	1	1	0	0	37
	Approval of Non-Financial Reports	45	0	0	0	0	0	0	45
	Authority to Set Auditor's Fees	15	0	0	0	0	0	0	15
	Bonus Dividend/Bonus Share Issue	12	0	0	0	1	0	0	13
	Financial Statements	111	0	0	0	0	0	0	111
	Ratification of Alternate Auditor	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
Board Related	Ratification of Auditor	10	0	0	0	2	0	0	12
	Ratification of Auditor's Acts	2	0	0	1	0	0	0	3
	Stock Dividend/Dividend Reinvestment	8	0	0	0	0	0	0	8
		816	1	0	2	17	0	0	836
	Approval of Committee Guidelines/Appointment of Committee	3	0	0	0	0	0	0	3
	Approve Special Auditor's Report	15	0	0	0	0	0	0	15
	Board Size	16	0	0	0	0	0	0	16
	Director & Officer Liability/Indemnification	2	0	0	0	0	0	0	2
	Election of Board Committee Members	15	0	0	0	0	0	0	15
	Election of Directors	493	1	0	1	15	0	0	510
	Election of Directors (Management Board)	2	0	0	0	0	0	0	2
	Election of Directors (Slate)	5	0	0	0	0	0	0	5
	Election of Non-Management Nominee	5	0	0	0	0	0	0	5
	Election of Non-Principal Members (Chairman, alternates)	1	0	0	0	0	0	0	1
	Election of Shareholder or Institutional Investor Slate	1	0	0	0	0	0	0	1
	Election of Shareholder Representatives	3	0	0	0	0	0	0	3
	Election of Statutory Auditor Slate	1	0	0	0	0	0	0	1
	Election of Supervisory Board	58	0	0	0	0	0	0	58
	Election of the Chair of Statutory Auditors	1	0	0	0	0	0	0	1
	Indemnification of Directors/Officers	2	0	0	0	0	0	0	2
	Misc. Management Proposal Regarding Board	1	0	0	0	0	0	0	1
	Post-Employment /Severance Agreements	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
	Ratification of Board Acts - Legal	117	0	0	1	1	0	0	119
	Ratification of Co-Option of a Director	24	0	0	0	0	0	0	24
	Ratification of Management Acts - Legal	43	0	0	0	1	0	0	44
	Related Party Transactions	2	0	0	0	0	0	0	2
	Retention as Independent Director	5	0	0	0	0	0	0	5
Capital Management		268	0	0	0	1	0	0	269
	Amendment to Authorized Common Stock	1	0	0	0	0	0	0	1
	Amendment to Par Value	2	0	0	0	0	0	0	2
	Authority to Give Guarantees	0	0	0	0	1	0	0	1
	Authority to Increase Capital in Case of Exchange Offers (France)	3	0	0	0	0	0	0	3
	Authority to Increase Capital in Consideration for Contributions in Kind (France)	9	0	0	0	0	0	0	9
	Authority to Issue Shares and Convertible Debt w or w/o Preemptive Rights	3	0	0	0	0	0	0	3
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	7	0	0	0	0	0	0	7
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	19	0	0	0	0	0	0	19
	Authority to Issue Shares w/ Preemptive Rights	17	0	0	0	0	0	0	17
	Authority to Issue Shares w/o Preemptive Rights	26	0	0	0	0	0	0	26
	Authority to Issue Stock w/ or w/out Preemptive Rights	16	0	0	0	0	0	0	16
	Authority to Repurchase and Re-Issue Shares	38	0	0	0	0	0	0	38
	Authority to Repurchase Shares	37	0	0	0	0	0	0	37
	Authority to Set Offering Price of Shares	4	0	0	0	0	0	0	4
	Authority to Trade in Company Stock	1	0	0	0	0	0	0	1
	Authorize Overallotment/Greenshoe	7	0	0	0	0	0	0	7

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Cancellation of Authorized Stock	45	0	0	0	0	0	0	45
	Increase in Authorized Capital	12	0	0	0	0	0	0	12
	Issuance of Convertible Debt Instruments	8	0	0	0	0	0	0	8
	Issuance of Repurchased Shares	1	0	0	0	0	0	0	1
	Issuance of Stock w/out Preemptive Rights	1	0	0	0	0	0	0	1
	Limit to Capital Increase	6	0	0	0	0	0	0	6
	Misc. Proposal Regarding Capital	1	0	0	0	0	0	0	1
	Use/Transfer of Reserves	4	0	0	0	0	0	0	4
Changes to Company Statutes		75	0	0	0	2	0	0	77
	Adoption of New Articles	2	0	0	0	0	0	0	2
	Amend Articles, Constitution, Bylaws - Bundled	17	0	0	0	0	0	0	17
	Amendments to Articles (Technical)	14	0	0	0	0	0	0	14
	Amendments to Articles, Constitution, Bylaws	29	0	0	0	1	0	0	30
	Approval of Exclusive Forum Provisions	1	0	0	0	0	0	0	1
	Authority to Set General Meeting Notice Period at 14 Days	9	0	0	0	0	0	0	9
	Misc. Proposal Regarding Antitakeover Devices	2	0	0	0	1	0	0	3
	Waiving of Mandatory Takeover Requirement	1	0	0	0	0	0	0	1
Compensation		398	0	0	1	6	0	0	405
	Adoption of Short Term Incentive Plan	1	0	0	0	0	0	0	1
	Advisory Vote on Executive Compensation	7	0	0	0	2	0	0	9
	Amendment to Equity Compensation Plan	2	0	0	0	1	0	0	3
	Amendment to Stock Option 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
	Capital Proposal to Implement Equity Compensation Plan	26	0	0	0	0	0	0	26
	Directors' Fees	14	0	0	0	0	0	0	14
	Misc. Proposal Regarding Compensation	15	0	0	0	0	0	0	15
	Non-Executive Remuneration Policy (Forward-Looking)	67	0	0	0	0	0	0	67
	Remuneration Policy (Forward-Looking)	74	0	0	0	1	0	0	75
	Remuneration Report (Retrospective)	137	0	0	1	1	0	0	139
	Say When on Pay	0	0	0	0	1	0	0	1
	Statutory Auditors' Fees	1	0	0	0	0	0	0	1
	Stock Option Plan	20	0	0	0	0	0	0	20
	Stock Purchase Plan	29	0	0	0	0	0	0	29
	Supervisory Board/ Corp Assembly Fees	3	0	0	0	0	0	0	3
M&A		5	0	0	0	0	0	0	5
	Divestiture/Spin-off	2	0	0	0	0	0	0	2
	Intra-company Contracts/Control Agreements	3	0	0	0	0	0	0	3
Meeting Administration		81	0	0	1	1	0	0	83
	Appointment of Independent Proxy (Switzerland)	3	0	0	0	0	0	0	3
	Authorization of Legal Formalities	62	0	0	1	1	0	0	64
	Right to Adjourn Meeting	1	0	0	0	0	0	0	1
	Routine Meeting Item	13	0	0	0	0	0	0	13
	Transact Other Business	2	0	0	0	0	0	0	2
Other		21	0	0	0	0	0	0	21
	Approval of Political Donation	9	0	0	0	0	0	0	9

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Authorization of Charitable Donations	1	0	0	0	0	0	0	1
	Management Proposal on Say on Climate	9	0	0	0	0	0	0	9
	Management Proposal Regarding ESG Issues	1	0	0	0	0	0	0	1
	Misc. Management Proposal	1	0	0	0	0	0	0	1
<i>SHP: Compensation</i>		4	0	0	0	0	0	0	4
	SHP regarding Change/ Opposition to Director Compensation	1	0	0	0	0	0	0	1
	SHP Regarding Golden Parachutes	1	0	0	0	0	0	0	1
	SHP Regarding Race and/or Gender Pay Equity Report	2	0	0	0	0	0	0	2
<i>SHP: Environment</i>		8	0	0	0	1	0	0	9
	SHP Regarding Climate Lobbying	1	0	0	0	0	0	0	1
	SHP Regarding Environmental Report	1	0	0	0	0	0	0	1
	SHP Regarding Formation of Environmental/Social Committee of the Board	3	0	0	0	0	0	0	3
	SHP Regarding Misc. Energy/Environmental Issues	0	0	0	0	1	0	0	1
	SHP Regarding Report/Action on Climate Change	1	0	0	0	0	0	0	1
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	2	0	0	0	0	0	0	2
<i>SHP: Governance</i>		8	0	0	0	0	0	0	8
	SHP Regarding Additional or Amended Shareholder Proposals	1	0	0	0	0	0	0	1
	SHP Regarding Eliminating Supermajority Provisions	1	0	0	0	0	0	0	1
	SHP Regarding Majority Vote for Election of Directors	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Board/Shareholder Rights Issue	3	0	0	0	0	0	0	3
	SHP Regarding Recapitalization	2	0	0	0	0	0	0	2
<i>SHP: Misc</i>		4	0	0	0	2	0	0	6

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP: Misc. Issues	4	0	0	0	2	0	0	6
<i>SHP: Social</i>		24	0	0	0	4	0	0	28
	SHP Regarding Military Contracts/Sales	0	0	0	0	1	0	0	1
	SHP Regarding Misc. Human Capital Management	2	0	0	0	0	0	0	2
	SHP Regarding Misc. Human/Political Rights Policies	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Social Issue	8	0	0	0	3	0	0	11
	SHP Regarding Pregnancy/Abortion Issues	1	0	0	0	0	0	0	1
	SHP Regarding Reporting on Company's Compliance with International Human Rights Standards	7	0	0	0	0	0	0	7
	SHP Regarding Reviewing Charitable Spending	1	0	0	0	0	0	0	1
	SHP Regarding Reviewing Political Spending or Lobbying	4	0	0	0	0	0	0	4

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		2141	1	7	40	0	0	2189
Audit/Financials		429	0	3	6	0	0	438
	Accounts and Reports (Bundled Issues)	19	0	1	0	0	0	20
	Allocation of Profits/Dividends	104	0	0	1	0	0	105
	Appointment of Auditor	63	0	0	1	0	0	64
	Appointment of Auditor and Authority to Set Fees	3	0	0	0	0	0	3
	Appointment of Special Auditor	35	0	1	1	0	0	37
	Approval of Non-Financial Reports	45	0	0	0	0	0	45
	Authority to Set Auditor's Fees	15	0	0	0	0	0	15

Issue Code Category	Issue Code Description	With	Against Glass Lewis	Take No		N/A	Mixed	Total
		Glass Lewis		Action	Unvoted			
	Bonus Dividend/Bonus Share Issue	12	0	0	1	0	0	13
	Financial Statements	111	0	0	0	0	0	111
	Ratification of Alternate Auditor	2	0	0	0	0	0	2
	Ratification of Auditor	10	0	0	2	0	0	12
	Ratification of Auditor's Acts	2	0	1	0	0	0	3
	Stock Dividend/Dividend Reinvestment	8	0	0	0	0	0	8
Board Related		816	1	2	17	0	0	836
	Approval of Committee Guidelines/Appointment of Committee	3	0	0	0	0	0	3
	Approve Special Auditor's Report	15	0	0	0	0	0	15
	Board Size	16	0	0	0	0	0	16
	Director & Officer Liability/Indemnification	2	0	0	0	0	0	2
	Election of Board Committee Members	15	0	0	0	0	0	15
	Election of Directors	493	1	1	15	0	0	510
	Election of Directors (Management Board)	2	0	0	0	0	0	2
	Election of Directors (Slate)	5	0	0	0	0	0	5
	Election of Non-Management Nominee	5	0	0	0	0	0	5
	Election of Non-Principal Members (Chairman, alternates)	1	0	0	0	0	0	1
	Election of Shareholder or Institutional Investor Slate	1	0	0	0	0	0	1
	Election of Shareholder Representatives	3	0	0	0	0	0	3
	Election of Statutory Auditor Slate	1	0	0	0	0	0	1
	Election of Supervisory Board	58	0	0	0	0	0	58
	Election of the Chair of Statutory Auditors	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			
	Indemnification of Directors/Officers	2	0	0	0	0	0	2
	Misc. Management Proposal Regarding Board	1	0	0	0	0	0	1
	Post-Employment /Severance Agreements	1	0	0	0	0	0	1
	Ratification of Board Acts - Legal	117	0	1	1	0	0	119
	Ratification of Co-Option of a Director	24	0	0	0	0	0	24
	Ratification of Management Acts - Legal	43	0	0	1	0	0	44
	Related Party Transactions	2	0	0	0	0	0	2
	Retention as Independent Director	5	0	0	0	0	0	5
Capital Management		268	0	0	1	0	0	269
	Amendment to Authorized Common Stock	1	0	0	0	0	0	1
	Amendment to Par Value	2	0	0	0	0	0	2
	Authority to Give Guarantees	0	0	0	1	0	0	1
	Authority to Increase Capital in Case of Exchange Offers (France)	3	0	0	0	0	0	3
	Authority to Increase Capital in Consideration for Contributions in Kind (France)	9	0	0	0	0	0	9
	Authority to Issue Shares and Convertible Debt w or w/o Preemptive Rights	3	0	0	0	0	0	3
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	7	0	0	0	0	0	7
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	19	0	0	0	0	0	19
	Authority to Issue Shares w/ Preemptive Rights	17	0	0	0	0	0	17
	Authority to Issue Shares w/o Preemptive Rights	26	0	0	0	0	0	26
	Authority to Issue Stock w/ or w/out Preemptive Rights	16	0	0	0	0	0	16
	Authority to Repurchase and Re-Issue Shares	38	0	0	0	0	0	38
	Authority to Repurchase Shares	37	0	0	0	0	0	37

Issue Code Category	Issue Code Description	With	Against	Take No		N/A	Mixed	Total
		Glass Lewis		Action	Unvoted			
	Authority to Set Offering Price of Shares	4	0	0	0	0	0	4
	Authority to Trade in Company Stock	1	0	0	0	0	0	1
	Authorize Overallotment/Greenshoe	7	0	0	0	0	0	7
	Cancellation of Authorized Stock	45	0	0	0	0	0	45
	Increase in Authorized Capital	12	0	0	0	0	0	12
	Issuance of Convertible Debt Instruments	8	0	0	0	0	0	8
	Issuance of Repurchased Shares	1	0	0	0	0	0	1
	Issuance of Stock w/out Preemptive Rights	1	0	0	0	0	0	1
	Limit to Capital Increase	6	0	0	0	0	0	6
	Misc. Proposal Regarding Capital	1	0	0	0	0	0	1
	Use/Transfer of Reserves	4	0	0	0	0	0	4
Changes to Company Statutes		75	0	0	2	0	0	77
	Adoption of New Articles	2	0	0	0	0	0	2
	Amend Articles, Constitution, Bylaws - Bundled	17	0	0	0	0	0	17
	Amendments to Articles (Technical)	14	0	0	0	0	0	14
	Amendments to Articles, Constitution, Bylaws	29	0	0	1	0	0	30
	Approval of Exclusive Forum Provisions	1	0	0	0	0	0	1
	Authority to Set General Meeting Notice Period at 14 Days	9	0	0	0	0	0	9
	Misc. Proposal Regarding Antitakeover Devices	2	0	0	1	0	0	3
	Waiving of Mandatory Takeover Requirement	1	0	0	0	0	0	1
Compensation		398	0	1	6	0	0	405
	Adoption of Short Term Incentive Plan	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			
		Advisory Vote on Executive Compensation	7	0	0	2	0	0	9
		Amendment to Equity Compensation Plan	2	0	0	1	0	0	3
		Amendment to Stock Option Plan	2	0	0	0	0	0	2
		Capital Proposal to Implement Equity Compensation Plan	26	0	0	0	0	0	26
		Directors' Fees	14	0	0	0	0	0	14
		Misc. Proposal Regarding Compensation	15	0	0	0	0	0	15
		Non-Executive Remuneration Policy (Forward-Looking)	67	0	0	0	0	0	67
		Remuneration Policy (Forward-Looking)	74	0	0	1	0	0	75
		Remuneration Report (Retrospective)	137	0	1	1	0	0	139
		Say When on Pay	0	0	0	1	0	0	1
		Statutory Auditors' Fees	1	0	0	0	0	0	1
		Stock Option Plan	20	0	0	0	0	0	20
		Stock Purchase Plan	29	0	0	0	0	0	29
		Supervisory Board/ Corp Assembly Fees	3	0	0	0	0	0	3
M&A			5	0	0	0	0	0	5
		Divestiture/Spin-off	2	0	0	0	0	0	2
		Intra-company Contracts/Control Agreements	3	0	0	0	0	0	3
Meeting Administration			81	0	1	1	0	0	83
		Appointment of Independent Proxy (Switzerland)	3	0	0	0	0	0	3
		Authorization of Legal Formalities	62	0	1	1	0	0	64
		Right to Adjourn Meeting	1	0	0	0	0	0	1
		Routine Meeting Item	13	0	0	0	0	0	13

Issue Code Category	Issue Code Description	With	Against Glass Lewis	Take No		N/A	Mixed	Total
		Glass Lewis		Action	Unvoted			
Other	Transact Other Business	2	0	0	0	0	0	2
		21	0	0	0	0	0	21
	Approval of Political Donation	9	0	0	0	0	0	9
SHP: Compensation	Authorization of Charitable Donations	1	0	0	0	0	0	1
	Management Proposal on Say on Climate	9	0	0	0	0	0	9
	Management Proposal Regarding ESG Issues	1	0	0	0	0	0	1
	Misc. Management Proposal	1	0	0	0	0	0	1
		4	0	0	0	0	0	4
	SHP regarding Change/ Opposition to Director Compensation	1	0	0	0	0	0	1
	SHP Regarding Golden Parachutes	1	0	0	0	0	0	1
SHP: Environment	SHP Regarding Race and/or Gender Pay Equity Report	2	0	0	0	0	0	2
		8	0	0	1	0	0	9
	SHP Regarding Climate Lobbying	1	0	0	0	0	0	1
	SHP Regarding Environmental Report	1	0	0	0	0	0	1
	SHP Regarding Formation of Environmental/Social Committee of the Board	3	0	0	0	0	0	3
	SHP Regarding Misc. Energy/Environmental Issues	0	0	0	1	0	0	1
	SHP Regarding Report/Action on Climate Change	1	0	0	0	0	0	1
SHP: Governance	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	2	0	0	0	0	0	2
		8	0	0	0	0	0	8
	SHP Regarding Additional or Amended Shareholder Proposals	1	0	0	0	0	0	1
	SHP Regarding Eliminating Supermajority Provisions	1	0	0	0	0	0	1
	SHP Regarding Majority Vote for Election of Directors	1	0	0	0	0	0	1

Issue Code Category	Issue Code Description	With	Against	Glass Lewis	Take No	Action	Unvoted	N/A	Mixed	Total
		Glass Lewis								
	SHP Regarding Misc. Board/Shareholder Rights Issue	3		0		0	0	0	0	3
	SHP Regarding Recapitalization	2		0		0	0	0	0	2
<i>SHP: Misc</i>		4		0		0	2	0	0	6
	SHP: Misc. Issues	4		0		0	2	0	0	6
<i>SHP: Social</i>		24		0		0	4	0	0	28
	SHP Regarding Military Contracts/Sales	0		0		0	1	0	0	1
	SHP Regarding Misc. Human Capital Management	2		0		0	0	0	0	2
	SHP Regarding Misc. Human/Political Rights Policies	1		0		0	0	0	0	1
	SHP Regarding Misc. Social Issue	8		0		0	3	0	0	11
	SHP Regarding Pregnancy/Abortion Issues	1		0		0	0	0	0	1
	SHP Regarding Reporting on Company's Compliance with International Human Rights Standards	7		0		0	0	0	0	7
	SHP Regarding Reviewing Charitable Spending	1		0		0	0	0	0	1
	SHP Regarding Reviewing Political Spending or Lobbying	4		0		0	0	0	0	4