



Rapport de Vote

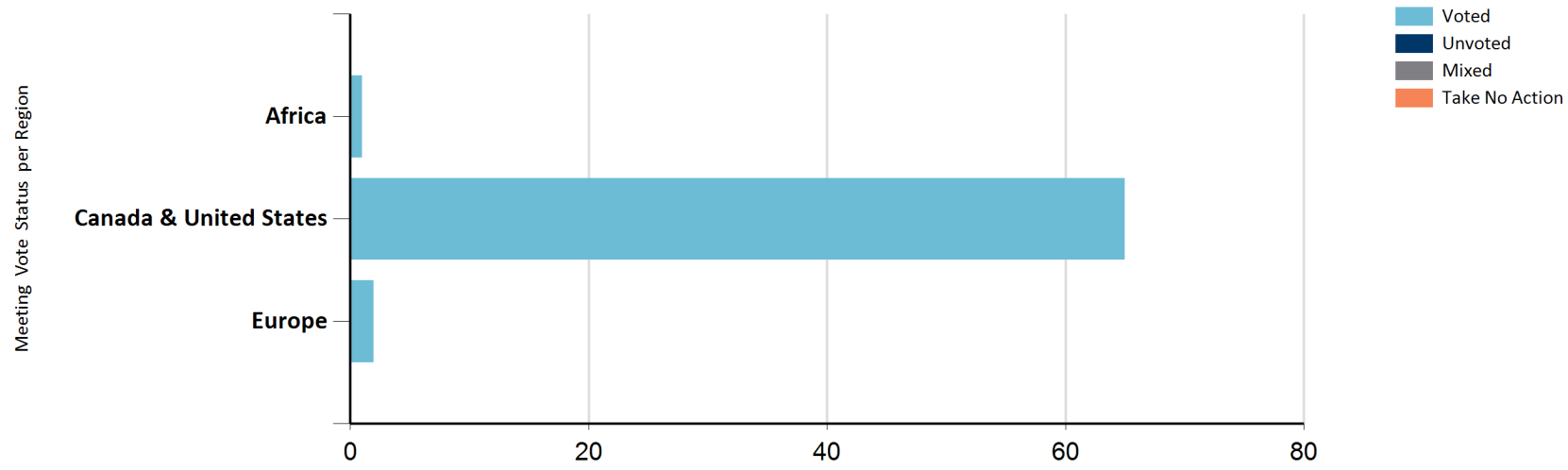
Arkéa Indiciel PAB US

Janvier 2026 (sur l'exercice 2025)

Meeting Statistics Report

From 1/1/2025 to 12/31/2025

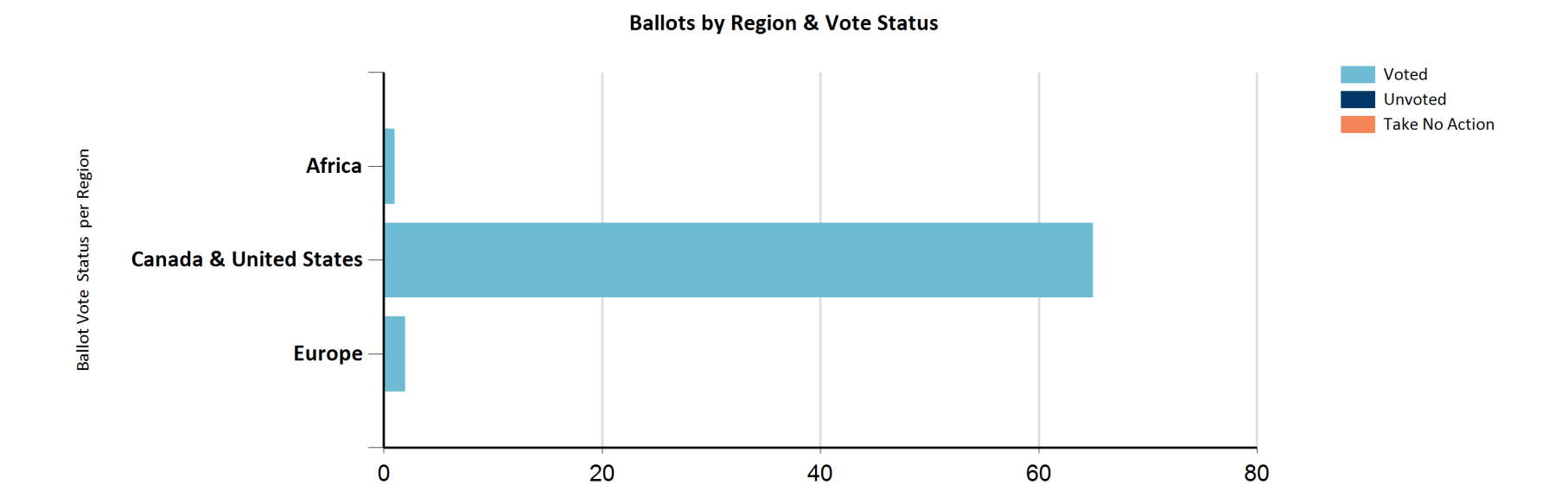
Meetings by Region & Vote Status



Region	Country Of Origin	Voted	Unvoted	Mixed	Take No Action	Total
Total for all Regions		68	0	0	0	68
Africa		1	0	0	0	1
	Liberia	1	0	0	0	1
Canada & United States		65	0	0	0	65
	United States	65	0	0	0	65
Europe		2	0	0	0	2
	Ireland	1	0	0	0	1
	Jersey	1	0	0	0	1

Ballot Statistics Report

From 1/1/2025 to 12/31/2025

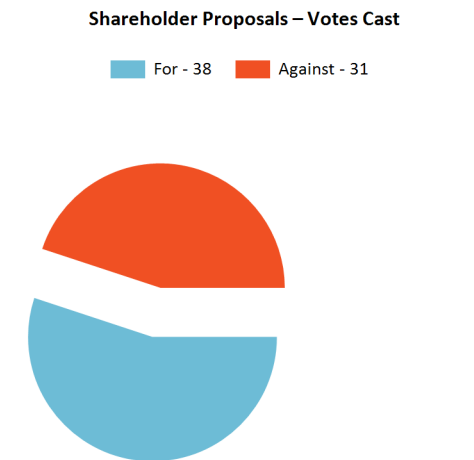
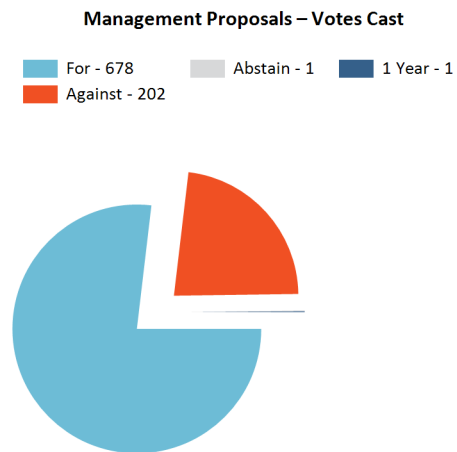


Region	Country Of Origin	Voted	Unvoted	Take No Action	Total
Total for all Regions		68	0	0	68
Africa		1	0	0	1
	Liberia	1	0	0	1
Canada & United States		65	0	0	65
	United States	65	0	0	65
Europe		2	0	0	2
	Ireland	1	0	0	1
	Jersey	1	0	0	1

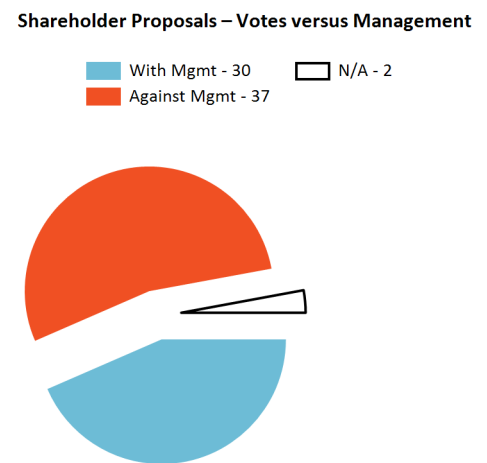
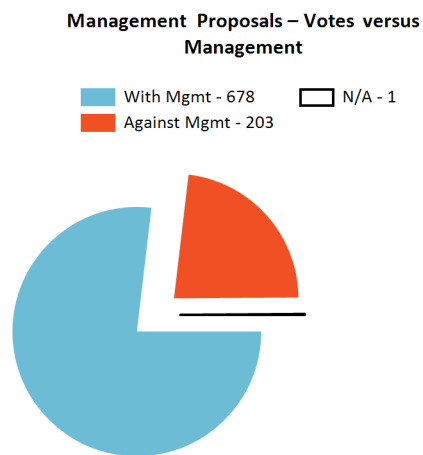
Proposal Statistics Report

From 1/1/2025 to 12/31/2025

	Mgmt Proposals	SHP Proposals	Total Proposals
For	678	38	716
Against	202	31	233
Abstain	1	0	1
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	0	0	0
Totals	882	69	951



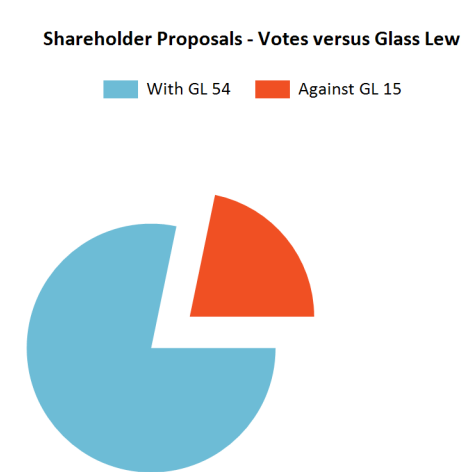
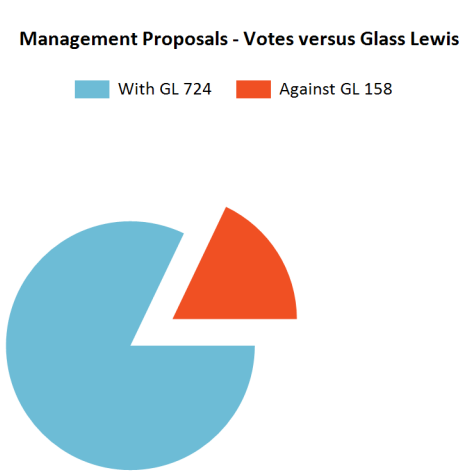
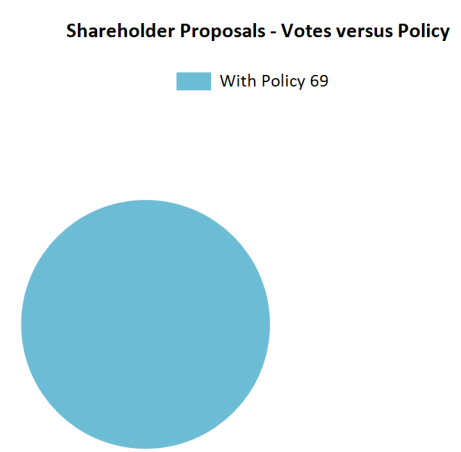
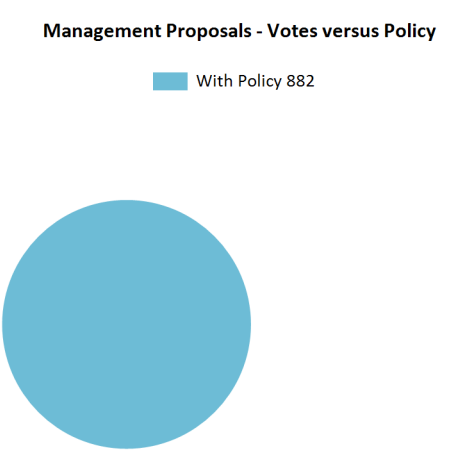
	Mgmt Proposals	SHP Proposals	Total Proposals
With Management	678	30	708
Against Management	203	37	240
N/A	1	2	3
Mixed	0	0	0
Take No Action	0	0	0
Unvoted	0	0	0
Totals	882	69	951



	Mgmt Proposals	SHP Proposals	Total Proposals
With Policy	882	69	951
Against Policy	0	0	0
Manual	0	0	0
N/A	0	0	0
Mixed	0	0	0
Take No Action	0	0	0
Unvoted	0	0	0

Totals	882	69	951
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	Mgmt Proposals	SHP Proposals	Total Proposals
With Glass Lewis	724	54	778
Against Glass Lewis	158	15	173
N/A	0	0	0
Mixed	0	0	0
Take No Action	0	0	0
Unvoted	0	0	0
Totals	882	69	951



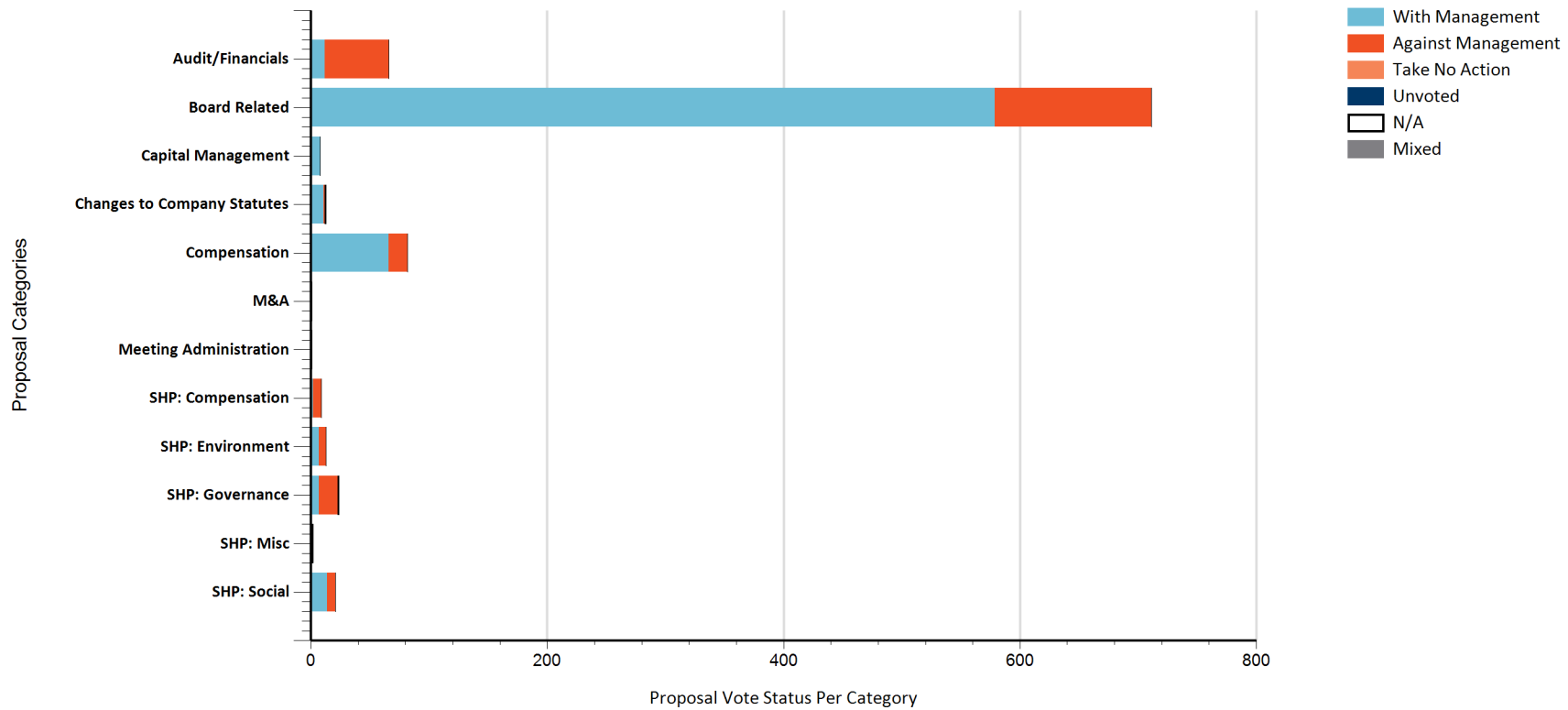
Proposal Category Report

From 1/1/2025 to 12/31/2025

Proposal Categories - All Votes

Proposal Category Type	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total
Totals	716	233	1	0	0	0	1	0	0	951
Audit/Financials	12	54	0	0	0	0	0	0	0	66
Board Related	579	132	0	0	0	0	0	0	0	711
Capital Management	8	0	0	0	0	0	0	0	0	8
Changes to Company Statutes	12	0	1	0	0	0	0	0	0	13
Compensation	65	16	0	0	0	0	1	0	0	82
M&A	1	0	0	0	0	0	0	0	0	1
Meeting Administration	1	0	0	0	0	0	0	0	0	1
SHP: Compensation	7	2	0	0	0	0	0	0	0	9
SHP: Environment	6	7	0	0	0	0	0	0	0	13
SHP: Governance	17	7	0	0	0	0	0	0	0	24
SHP: Misc	1	1	0	0	0	0	0	0	0	2
SHP: Social	7	14	0	0	0	0	0	0	0	21

Proposal Categories - Votes versus Management

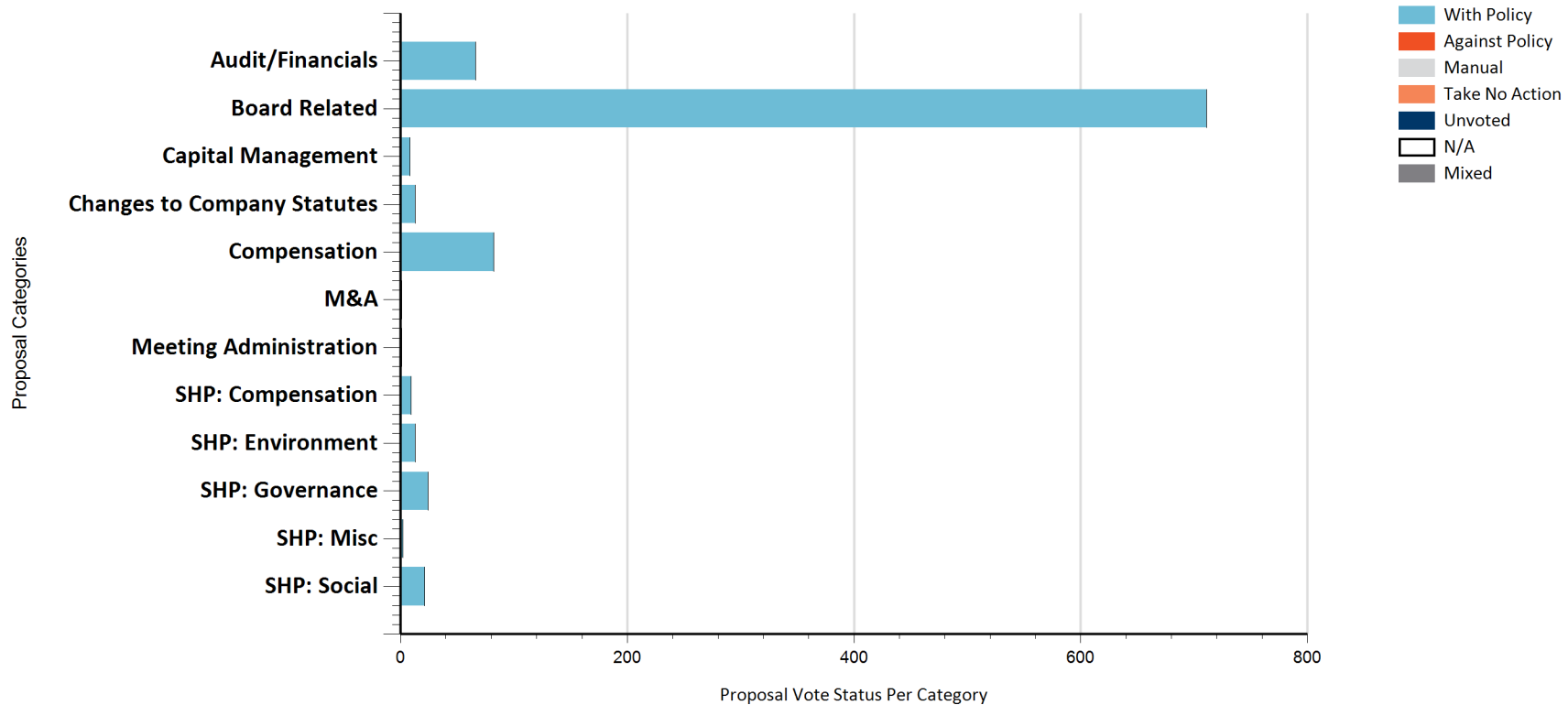


Proposal Categories - Votes versus Management

Proposal Category Type	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Totals	708	240	0	0	3	0	951
Audit/Financials	12	54	0	0	0	0	66
Board Related	579	132	0	0	0	0	711
Capital Management	8	0	0	0	0	0	8
Changes to Company Statutes	11	1	0	0	1	0	13
Compensation	66	16	0	0	0	0	82
M&A	1	0	0	0	0	0	1

Proposal Category Type	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Meeting Administration	1	0	0	0	0	0	1
SHP: Compensation	2	7	0	0	0	0	9
SHP: Environment	7	6	0	0	0	0	13
SHP: Governance	7	16	0	0	1	0	24
SHP: Misc	0	1	0	0	1	0	2
SHP: Social	14	7	0	0	0	0	21

Proposal Categories - Votes versus Policy

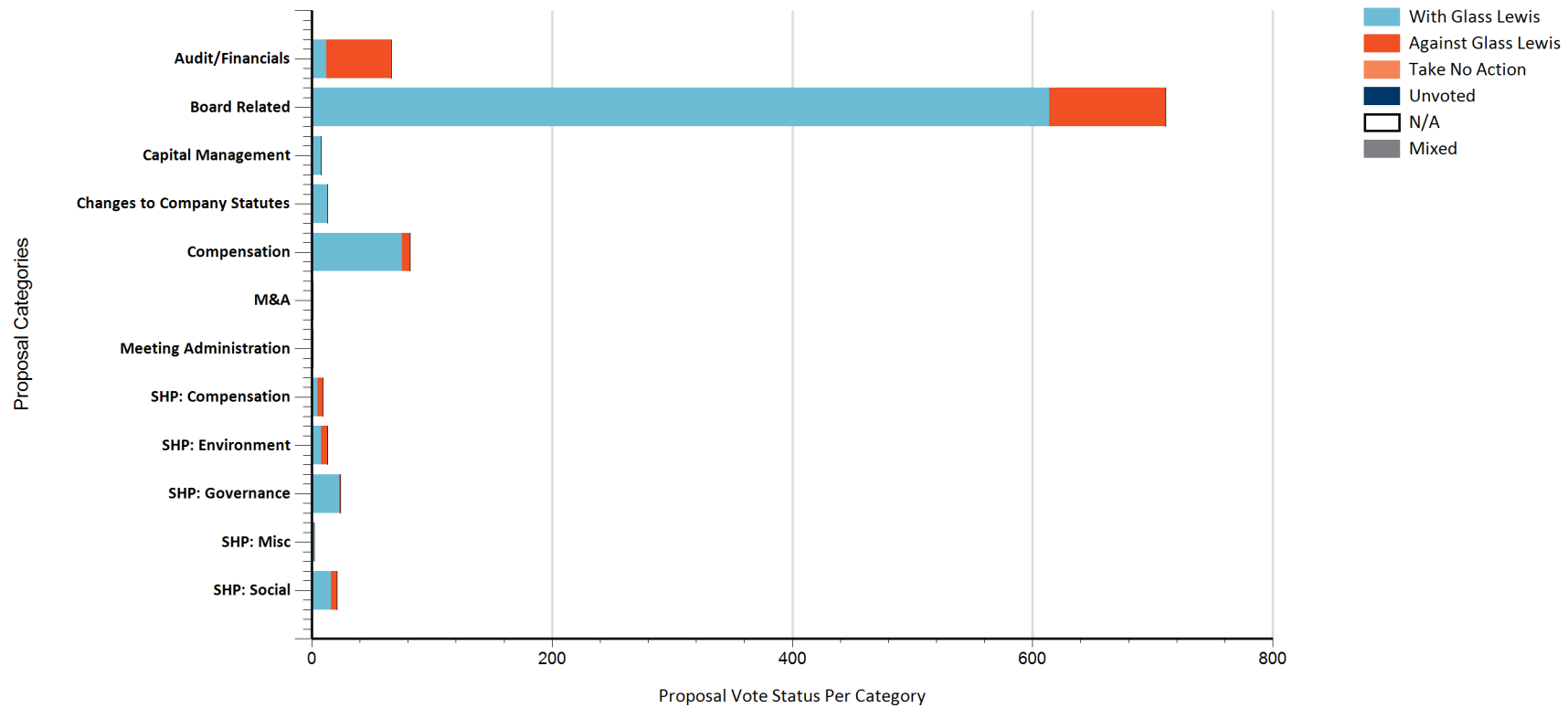


Proposal Categories - Votes versus Policy

Proposal Category Type	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
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Totals	951	0	0	0	0	0	0	951
Audit/Financials	66	0	0	0	0	0	0	66
Board Related	711	0	0	0	0	0	0	711
Capital Management	8	0	0	0	0	0	0	8
Changes to Company Statutes	13	0	0	0	0	0	0	13
Compensation	82	0	0	0	0	0	0	82
M&A	1	0	0	0	0	0	0	1
Meeting Administration	1	0	0	0	0	0	0	1
SHP: Compensation	9	0	0	0	0	0	0	9
SHP: Environment	13	0	0	0	0	0	0	13
SHP: Governance	24	0	0	0	0	0	0	24
SHP: Misc	2	0	0	0	0	0	0	2
SHP: Social	21	0	0	0	0	0	0	21

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	778	173	0	0	0	0	951
Audit/Financials	12	54	0	0	0	0	66
Board Related	614	97	0	0	0	0	711
Capital Management	8	0	0	0	0	0	8
Changes to Company Statutes	13	0	0	0	0	0	13
Compensation	75	7	0	0	0	0	82
M&A	1	0	0	0	0	0	1

Proposal Category Type	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
Meeting Administration	1	0	0	0	0	0	1
SHP: Compensation	5	4	0	0	0	0	9
SHP: Environment	8	5	0	0	0	0	13
SHP: Governance	23	1	0	0	0	0	24
SHP: Misc	2	0	0	0	0	0	2
SHP: Social	16	5	0	0	0	0	21

Issue Code	Category	Issue Short Text	For	Against	Abstain	Take No		Mixed	1 Year	2 Years	3 Years	Total
						Action	Unvoted					
		Change in State of Incorporation	1	0	0	0	0	0	0	0	0	1
		Elimination of Supermajority Requirement	9	0	0	0	0	0	0	0	0	9
		Restoration of Right to Call a Special Meeting	0	0	1	0	0	0	0	0	0	1
		Restoration of Written Consent	1	0	0	0	0	0	0	0	0	1
Compensation			65	16	0	0	0	0	1	0	0	82
		Adoption of Equity Compensation Plan	3	0	0	0	0	0	0	0	0	3
		Advisory Vote on Executive Compensation	51	13	0	0	0	0	0	0	0	64
		Advisory Vote on Severance	0	1	0	0	0	0	0	0	0	1
		Amendment to Employee Stock Purchase Plan	2	0	0	0	0	0	0	0	0	2
		Amendment to Equity Compensation Plan	9	1	0	0	0	0	0	0	0	10
		Say When on Pay	0	0	0	0	0	0	1	0	0	1
		Stock Option Grants	0	1	0	0	0	0	0	0	0	1
M&A			1	0	0	0	0	0	0	0	0	1
		Merger/Acquisition	1	0	0	0	0	0	0	0	0	1
Meeting Administration			1	0	0	0	0	0	0	0	0	1
		Right to Adjourn Meeting	1	0	0	0	0	0	0	0	0	1
SHP: Compensation			7	2	0	0	0	0	0	0	0	9
		SHP Recoupment of Unearned Bonuses (Clawback)	2	0	0	0	0	0	0	0	0	2
		SHP Regarding Golden Parachutes	3	0	0	0	0	0	0	0	0	3
		SHP Regarding Linking Executive Pay to Social Criteria	1	2	0	0	0	0	0	0	0	3
		SHP Regarding Report on Ratio Between CEO and Employee Pay	1	0	0	0	0	0	0	0	0	1
SHP: Environment			6	7	0	0	0	0	0	0	0	13

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

Proposal Types – Votes Versus Management

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories		708	240	0	0	3	0	951
Audit/Financials		12	54	0	0	0	0	66
	Appointment of Auditor	0	1	0	0	0	0	1
	Ratification of Auditor	12	53	0	0	0	0	65
Board Related		579	132	0	0	0	0	711
	Director & Officer Liability/Indemnification	0	4	0	0	0	0	4
	Election of Directors	579	128	0	0	0	0	707
Capital Management		8	0	0	0	0	0	8
	Authority to Issue Shares w/ Preemptive Rights	1	0	0	0	0	0	1
	Authority to Issue Shares w/o Preemptive Rights	1	0	0	0	0	0	1
	Authority to Repurchase Shares	1	0	0	0	0	0	1
	Increase in Authorized Common Stock	1	0	0	0	0	0	1
	Reduction in Share Premium Account	1	0	0	0	0	0	1
	Reverse Stock Split	1	0	0	0	0	0	1
	Stock Split	1	0	0	0	0	0	1

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Use/Transfer of Reserves	1	0	0	0	0	0	1
Changes to Company Statutes		11	1	0	0	1	0	13
	Amendments to Articles, Constitution, Bylaws	1	0	0	0	0	0	1
	Change in State of Incorporation	1	0	0	0	0	0	1
	Elimination of Supermajority Requirement	8	0	0	0	1	0	9
	Restoration of Right to Call a Special Meeting	0	1	0	0	0	0	1
	Restoration of Written Consent	1	0	0	0	0	0	1
Compensation		66	16	0	0	0	0	82
	Adoption of Equity Compensation Plan	3	0	0	0	0	0	3
	Advisory Vote on Executive Compensation	51	13	0	0	0	0	64
	Advisory Vote on Severance	0	1	0	0	0	0	1
	Amendment to Employee Stock Purchase Plan	2	0	0	0	0	0	2
	Amendment to Equity Compensation Plan	9	1	0	0	0	0	10
	Say When on Pay	1	0	0	0	0	0	1
	Stock Option Grants	0	1	0	0	0	0	1
M&A		1	0	0	0	0	0	1
	Merger/Acquisition	1	0	0	0	0	0	1
Meeting Administration		1	0	0	0	0	0	1
	Right to Adjourn Meeting	1	0	0	0	0	0	1
SHP: Compensation		2	7	0	0	0	0	9
	SHP Recoupment of Unearned Bonuses (Clawback)	0	2	0	0	0	0	2
	SHP Regarding Golden Parachutes	0	3	0	0	0	0	3

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
SHP: Environment	SHP Regarding Linking Executive Pay to Social Criteria	2	1	0	0	0	0	3
	SHP Regarding Report on Ratio Between CEO and Employee Pay	0	1	0	0	0	0	1
		7	6	0	0	0	0	13
SHP: Governance	SHP Regarding Climate Lobbying	1	0	0	0	0	0	1
	SHP Regarding Environmental Report	2	2	0	0	0	0	4
	SHP Regarding Formation of Environmental/Social Committee of the Board	1	0	0	0	0	0	1
	SHP Regarding Misc. Energy/Environmental Issues	1	0	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	2	3	0	0	0	0	5
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	0	1	0	0	0	0	1
		7	16	0	0	1	0	24
SHP: Misc	SHP Regarding Eliminating Supermajority Provisions	1	1	0	0	1	0	3
	SHP Regarding Independent Board Chairman/Separation of Chair and CEO	1	3	0	0	0	0	4
	SHP Regarding Majority Vote for Election of Directors	0	1	0	0	0	0	1
	SHP Regarding Misc. Board/Shareholder Rights Issue	1	3	0	0	0	0	4
	SHP Regarding Recapitalization	0	1	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent	1	0	0	0	0	0	1
	SHP Regarding Right to Call a Special Meeting	3	6	0	0	0	0	9
	SHP Regarding the Declassification of the Board	0	1	0	0	0	0	1
		0	1	0	0	1	0	2
SHP: Social	SHP: Misc. Issues	0	1	0	0	1	0	2
		14	7	0	0	0	0	21
	SHP Regarding Misc. Human Capital Management	4	0	0	0	0	0	4

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Misc. Social Issue	7	1	0	0	0	0	8
	SHP Regarding Pregnancy/Abortion Issues	0	1	0	0	0	0	1
	SHP Regarding Report on EEO	0	1	0	0	0	0	1
	SHP Regarding Reporting on Company's Compliance with International Human Rights Standards	2	1	0	0	0	0	3
	SHP Regarding Reviewing Charitable Spending	1	0	0	0	0	0	1
	SHP Regarding Reviewing Political Spending or Lobbying	0	2	0	0	0	0	2
	SHP Regarding Tobacco/Alcohol	0	1	0	0	0	0	1

Proposal Types – Votes Versus Policy

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories		951	0	0	0	0	0	0	951
<i>Audit/Financials</i>		66	0	0	0	0	0	0	66
	Appointment of Auditor	1	0	0	0	0	0	0	1
	Ratification of Auditor	65	0	0	0	0	0	0	65
<i>Board Related</i>		711	0	0	0	0	0	0	711
	Director & Officer Liability/Indemnification	4	0	0	0	0	0	0	4
	Election of Directors	707	0	0	0	0	0	0	707
<i>Capital Management</i>		8	0	0	0	0	0	0	8
	Authority to Issue Shares w/ Preemptive Rights	1	0	0	0	0	0	0	1
	Authority to Issue Shares w/o Preemptive Rights	1	0	0	0	0	0	0	1
	Authority to Repurchase Shares	1	0	0	0	0	0	0	1
	Increase in Authorized Common Stock	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
	Reduction in Share Premium Account	1	0	0	0	0	0	0	1
	Reverse Stock Split	1	0	0	0	0	0	0	1
	Stock Split	1	0	0	0	0	0	0	1
	Use/Transfer of Reserves	1	0	0	0	0	0	0	1
Changes to Company Statutes		13	0	0	0	0	0	0	13
	Amendments to Articles, Constitution, Bylaws	1	0	0	0	0	0	0	1
	Change in State of Incorporation	1	0	0	0	0	0	0	1
	Elimination of Supermajority Requirement	9	0	0	0	0	0	0	9
	Restoration of Right to Call a Special Meeting	1	0	0	0	0	0	0	1
	Restoration of Written Consent	1	0	0	0	0	0	0	1
Compensation		82	0	0	0	0	0	0	82
	Adoption of Equity Compensation Plan	3	0	0	0	0	0	0	3
	Advisory Vote on Executive Compensation	64	0	0	0	0	0	0	64
	Advisory Vote on Severance	1	0	0	0	0	0	0	1
	Amendment to Employee Stock Purchase Plan	2	0	0	0	0	0	0	2
	Amendment to Equity Compensation Plan	10	0	0	0	0	0	0	10
	Say When on Pay	1	0	0	0	0	0	0	1
	Stock Option Grants	1	0	0	0	0	0	0	1
M&A		1	0	0	0	0	0	0	1
	Merger/Acquisition	1	0	0	0	0	0	0	1
Meeting Administration		1	0	0	0	0	0	0	1
	Right to Adjourn Meeting	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: Compensation		9	0	0	0	0	0	0	9
	SHP Recoupment of Unearned Bonuses (Clawback)	2	0	0	0	0	0	0	2
	SHP Regarding Golden Parachutes	3	0	0	0	0	0	0	3
	SHP Regarding Linking Executive Pay to Social Criteria	3	0	0	0	0	0	0	3
	SHP Regarding Report on Ratio Between CEO and Employee Pay	1	0	0	0	0	0	0	1
SHP: Environment		13	0	0	0	0	0	0	13
	SHP Regarding Climate Lobbying	1	0	0	0	0	0	0	1
	SHP Regarding Environmental Report	4	0	0	0	0	0	0	4
	SHP Regarding Formation of Environmental/Social Committee of the Board	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Energy/Environmental Issues	1	0	0	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	5	0	0	0	0	0	0	5
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	1	0	0	0	0	0	0	1
SHP: Governance		24	0	0	0	0	0	0	24
	SHP Regarding Eliminating Supermajority Provisions	3	0	0	0	0	0	0	3
	SHP Regarding Independent Board Chairman/Separation of Chair and CEO	4	0	0	0	0	0	0	4
	SHP Regarding Majority Vote for Election of Directors	1	0	0	0	0	0	0	1
	SHP Regarding Misc. Board/Shareholder Rights Issue	4	0	0	0	0	0	0	4
	SHP Regarding Recapitalization	1	0	0	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent	1	0	0	0	0	0	0	1
	SHP Regarding Right to Call a Special Meeting	9	0	0	0	0	0	0	9
	SHP Regarding the Declassification of the Board	1	0	0	0	0	0	0	1
SHP: Misc		2	0	0	0	0	0	0	2

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP: Misc. Issues	2	0	0	0	0	0	0	2
<i>SHP: Social</i>		21	0	0	0	0	0	0	21
	SHP Regarding Misc. Human Capital Management	4	0	0	0	0	0	0	4
	SHP Regarding Misc. Social Issue	8	0	0	0	0	0	0	8
	SHP Regarding Pregnancy/Abortion Issues	1	0	0	0	0	0	0	1
	SHP Regarding Report on EEO	1	0	0	0	0	0	0	1
	SHP Regarding Reporting on Company's Compliance with International Human Rights Standards	3	0	0	0	0	0	0	3
	SHP Regarding Reviewing Charitable Spending	1	0	0	0	0	0	0	1
	SHP Regarding Reviewing Political Spending or Lobbying	2	0	0	0	0	0	0	2
	SHP Regarding Tobacco/Alcohol	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		778		173	0	0	0	951
<i>Audit/Financials</i>		12		54	0	0	0	66
	Appointment of Auditor	0		1	0	0	0	1
	Ratification of Auditor	12		53	0	0	0	65
<i>Board Related</i>		614		97	0	0	0	711
	Director & Officer Liability/Indemnification	4		0	0	0	0	4
	Election of Directors	610		97	0	0	0	707
<i>Capital Management</i>		8		0	0	0	0	8
	Authority to Issue Shares w/ Preemptive Rights	1		0	0	0	0	1

Issue Code Category	Issue Code Description	With		Take No		N/A	Mixed	Total
		Glass Lewis	Against Glass Lewis	Action	Unvoted			
	Authority to Issue Shares w/o Preemptive Rights	1	0	0	0	0	0	1
	Authority to Repurchase Shares	1	0	0	0	0	0	1
	Increase in Authorized Common Stock	1	0	0	0	0	0	1
	Reduction in Share Premium Account	1	0	0	0	0	0	1
	Reverse Stock Split	1	0	0	0	0	0	1
	Stock Split	1	0	0	0	0	0	1
	Use/Transfer of Reserves	1	0	0	0	0	0	1
Changes to Company Statutes		13	0	0	0	0	0	13
	Amendments to Articles, Constitution, Bylaws	1	0	0	0	0	0	1
	Change in State of Incorporation	1	0	0	0	0	0	1
	Elimination of Supermajority Requirement	9	0	0	0	0	0	9
	Restoration of Right to Call a Special Meeting	1	0	0	0	0	0	1
	Restoration of Written Consent	1	0	0	0	0	0	1
Compensation		75	7	0	0	0	0	82
	Adoption of Equity Compensation Plan	3	0	0	0	0	0	3
	Advisory Vote on Executive Compensation	57	7	0	0	0	0	64
	Advisory Vote on Severance	1	0	0	0	0	0	1
	Amendment to Employee Stock Purchase Plan	2	0	0	0	0	0	2
	Amendment to Equity Compensation Plan	10	0	0	0	0	0	10
	Say When on Pay	1	0	0	0	0	0	1
	Stock Option Grants	1	0	0	0	0	0	1
M&A		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			
	Merger/Acquisition	1	0	0	0	0	0	1
	Meeting Administration	1	0	0	0	0	0	1
	Right to Adjourn Meeting	1	0	0	0	0	0	1
SHP: Compensation		5	4	0	0	0	0	9
	SHP Recoupment of Unearned Bonuses (Clawback)	0	2	0	0	0	0	2
	SHP Regarding Golden Parachutes	3	0	0	0	0	0	3
	SHP Regarding Linking Executive Pay to Social Criteria	2	1	0	0	0	0	3
	SHP Regarding Report on Ratio Between CEO and Employee Pay	0	1	0	0	0	0	1
SHP: Environment		8	5	0	0	0	0	13
	SHP Regarding Climate Lobbying	1	0	0	0	0	0	1
	SHP Regarding Environmental Report	2	2	0	0	0	0	4
	SHP Regarding Formation of Environmental/Social Committee of the Board	1	0	0	0	0	0	1
	SHP Regarding Misc. Energy/Environmental Issues	1	0	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	2	3	0	0	0	0	5
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	1	0	0	0	0	0	1
SHP: Governance		23	1	0	0	0	0	24
	SHP Regarding Eliminating Supermajority Provisions	3	0	0	0	0	0	3
	SHP Regarding Independent Board Chairman/Separation of Chair and CEO	3	1	0	0	0	0	4
	SHP Regarding Majority Vote for Election of Directors	1	0	0	0	0	0	1
	SHP Regarding Misc. Board/Shareholder Rights Issue	4	0	0	0	0	0	4
	SHP Regarding Recapitalization	1	0	0	0	0	0	1
	SHP Regarding Right to Act by Written Consent	1	0	0	0	0	0	1

Issue Code Category	Issue Code Description	With		Take No		N/A	Mixed	Total
		Glass	Lewis	Against	Glass			
	SHP Regarding Right to Call a Special Meeting	9	0	0	0	0	0	9
	SHP Regarding the Declassification of the Board	1	0	0	0	0	0	1
<i>SHP: Misc</i>		2	0	0	0	0	0	2
	SHP: Misc. Issues	2	0	0	0	0	0	2
<i>SHP: Social</i>		16	5	0	0	0	0	21
	SHP Regarding Misc. Human Capital Management	4	0	0	0	0	0	4
	SHP Regarding Misc. Social Issue	6	2	0	0	0	0	8
	SHP Regarding Pregnancy/Abortion Issues	0	1	0	0	0	0	1
	SHP Regarding Report on EEO	1	0	0	0	0	0	1
	SHP Regarding Reporting on Company's Compliance with International Human Rights Standards	2	1	0	0	0	0	3
	SHP Regarding Reviewing Charitable Spending	1	0	0	0	0	0	1
	SHP Regarding Reviewing Political Spending or Lobbying	2	0	0	0	0	0	2
	SHP Regarding Tobacco/Alcohol	0	1	0	0	0	0	1