CWM, LLC Proxy Voting Policy and Guidelines

The Policy reflects the voting records for each proposal type, based on the following rules:

Proposal Type: *Accept Consolidated Financial Statements and Statutory Reports- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Accept Financial Statements and Statutory Reports- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Accept Financial Statements and Statutory Reports- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Accept/Approve Corporate Social Responsibility Report- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Acknowledge Proper Convening of Meeting- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Acquire Certain Assets of Another Company- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Adjourn Meeting- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Adjust Executive Compensation Metrics for Share Buybacks- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Adjust/Remove Exclusive Venue Provision- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Adopt Anti Gross-up Policy- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Adopt a Policy on Ideological Board Diversity*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Adopt a Policy on Ideological Board Diversity- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Adopt Cumulative Voting for the Election of the Members of the Board of Directors at this Meeting- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Adopt Double Voting Rights for Long-Term Registered Shareholders- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Adopt Fair Price Provision- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Adopt Fee Shifting Bylaws- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Adopt Holy Land Principles- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Adopt Majority Voting for Uncontested Election of Directors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always Vote FOR	Global / Domestic	Always	For

Proposal Type: *Adopt New Articles of Association/Charter- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Adopt or Amend Board Powers/Procedures/Qualifications- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Adopt or Increase Supermajority Vote Requirement for Amendments- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Adopt or Increase Supermajority Vote Requirement for Mergers- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Adopt or Increase Supermajority Vote Requirement for Removal of Directors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Adopt Policy on 10b5-1 Trading Plans- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Adopt Policy on Bonus Banking- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Adopt Policy on Succession Planning- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Adopt Retention Ratio for Executives/Directors- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Adopt Sexual Orientation Anti-Bias Policy- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Adopt Transactions Policy- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Adopt, Renew or Amend NOL Rights Plan (NOL Pill)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Adopt/Amend Dividend Reinvestment Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Adopt/Amend Nomination Procedures for the Board- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Adopt/Implement CERES Principles- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Adult Entertaining- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Advisory Vote on Golden Parachutes- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Advisory Vote on Say on Pay Frequency- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Vote AGAINST more than 1 year	Domestic	The frequency with which an advisory vote for say on proposals Is Greater than or Equal to 2 Years	Against
2	Always VOTE 1 Year	Global / Domestic	Always	1 Year
3	Always Vote FOR	Global / Domestic	Always	For

Proposal Type: *Advisory Vote to Ratify Named Executive Officers' Compensation- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

| 1 | Always vote FOR | Global / Domestic | Always | For |

Proposal Type: *Advisory Vote to Ratify Named Executive Officers' Compensation- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Allow Board to Appoint Additional Directors Between Annual Meetings- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Allow Board to Change the Investment Objective Without Shareholder Approval- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Allow Board to Use All Outstanding Capital Authorizations in the Event of a Public Tender Offer or S- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Allow Directors to Engage in Commercial Transactions with the Company and/or Be Involved with Other Companies- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Allow Directors to Engage in Commercial Transactions with the Company and/or Be Involved with Other Companies- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Allow Electronic Distribution of Company Communications- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Allow Questions- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Allow Shareholder Meetings to be Held in Virtual-Only Format- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Allow Shareholder Meetings to be Held in Virtual-Only Format- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Amend Articles Board-Related- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Amend Articles Board-Related- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Amend Articles of Association Regarding Party Committee- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Amend Articles to: (Japan)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Amend Articles/Bylaws/Charter - Call Special Meetings- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Amend Articles/Bylaws/Charter - Filling Vacancies- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Amend Articles/Bylaws/Charter -- Non-Routine- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Amend Articles/Bylaws/Charter -- Non-Routine- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Amend Articles/Bylaws/Charter -- Organization-Related- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Amend Articles/Bylaws/Charter - Removal of Directors- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Amend Articles/Bylaws/Charter – Routine- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Amend Articles/Bylaws/Charter – Routine- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Amend Articles/Bylaws/Charter - SPAC Extension*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Amend Articles/Bylaws/Charter to Include Antitakeover Provision(s)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Amend Articles/Bylaws/Charter to Remove Antitakeover Provision(s)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Amend Articles/Bylaws/Charter to Remove Antitakeover Provisions- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Amend Articles/Charter Compensation-Related- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Amend Articles/Charter Equity-Related- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Amend Articles/Charter Equity-Related- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Amend Articles/Charter Governance-Related- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Amend Articles/Charter to Reflect Changes in Capital- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Amend Asset Manager Agreement- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Amend Bonus Matching Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Amend Certificate of Incorporation to Add Federal Forum Selection Provision- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Amend Corporate Purpose- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Amend Director/Officer Indemnification/Liability Provisions- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Amend Equity Compensation Plan (Italy)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Amend Executive Share Option Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Amend Investment Advisory Agreement- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Amend Meeting Procedures- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Amend Non-Employee Director Omnibus Stock Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Amend Non-Employee Director Restricted Stock Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Amend Non-Employee Director Stock Option Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Amend Non-Qualified Employee Stock Purchase Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Amend Omnibus Stock Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Amend Ordinary Business Items- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Amend Proxy Access Right- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Amend Qualified Employee Stock Purchase Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Amend Quorum Requirements- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Amend Restricted Stock Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Amend Right to Call Special Meeting- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Amend Share Appreciation Rights/Amend Phantom Option Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Amend Terms of Outstanding Options- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Amend Vote Requirements to Amend Articles/Bylaws/Charter- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Amend Votes Per Share of Existing Stock- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Animal Slaughter Methods- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Animal Testing- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Animal Welfare- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Announce Vacancies on the Board- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Anti-Discrimination Miscellaneous- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Anti-Social Proposal- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Appoint Alternate Internal Statutory Auditor(s) Nominated by Preferred Shareholders [and Approve Auditor's/Auditors' Remuneration]- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Appoint Appraiser/Special Auditor/Liquidator- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Appoint as Auditor for Sustainability Reporting*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Appoint Auditor for Sustainability Reporting and Approve Their Remuneration*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Appoint Auditors and Deputy Auditors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Appoint Censor(s)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Appoint Chairman of Internal Statutory Auditor(s) [and Approve His/Her Remuneration]- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Appoint Corporate Governance Compliance Auditors for Fiscal Year 20XX and/or Authorize Board to Fix Their remuneration- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Appoint Firm to Evaluate Performance of Directors and Fix the Firm's Fees- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Appoint Internal Statutory Auditor(s) Nominated by Preferred Shareholders [and Approve Auditor's/Auditors' Remuneration]- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Appoint Internal Statutory Auditors (Bundled) [and Approve Auditors' Remuneration]- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Accounting Treatment of Merger, Absorption, or Similar Transaction- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Acquisition OR Issue Shares in Connection with Acquisition- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Acquisition or Sale of Assets via Cash or Issuance of Shares or Major Asset Restructure Plan- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Additional Income Allocation/Distribution- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Approve Affiliation Agreements with Subsidiaries- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Allocation of Income and Class Share Dividends- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Allocation of Income and Dividends- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Allocation of Income/Distribution Policy- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Alternative Equity Plan Financing- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Alternative Income Allocation/Distribution Policy- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Approve Amendments to Lending Procedures and Caps- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Annual Bonus Payment for Directors and Statutory Auditors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Appointment of Auditors/ Approve Appointment of Auditors and to Fix Their Remuneration- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote CASE-BY-CASE	Global / Domestic	Always	Case-by-Case

Proposal Type: *Approve Asset Manager Agreement- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Audited Annual Report for the Fund- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Auditors and Authorize Board to Fix Their Remuneration Auditors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

| 1 | Always vote FOR | Global / Domestic | Always | For |

Proposal Type: *Approve Bond Repurchase- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Cancellation of Capital Authorization- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Capital Raising- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Change in Investment Objective- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Change of Fundamental Investment Policy- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Change-of-Control Clause- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Charitable Donations- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Classification of Independent Directors (Bundled)/Approve Classification of Independent Directors*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Commitment of Directors, Supervisors, Senior Managers and/or Controlling Shareholders in Connection with the Company's Business- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Company's Membership in an Association/Organization- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Compensation for Employees- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Continuation of Company as Investment Trust- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Control Share Acquisition- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Conversion from Closed-End to Open-End Fund- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Conversion to Series of Delaware Business Trust- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Cost Auditors and Authorize Board to Fix Their Remuneration- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Criteria for Measurement of Performance of the Board of Directors [and Sub-Committees]- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Decrease in Size of Board- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Delisting of Shares from Stock Exchange- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Director Performance Evaluation Report- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Director/Officer Liability and Indemnification- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Discharge – Miscellaneous- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Discharge of Auditors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Discharge of Board and President- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Discharge of Directors and Auditors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Discharge of Management and Supervisory Board- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Discharge of Management Board Member XXX/Executive Director XXX - Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Discharge of Management Board- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX - Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Discharge of Supervisory Board- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Dispute Settlement with (Former) Director(s)/(Internal) Auditors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Distribution Agreement- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Dividend Distribution Policy- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Dividends- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Early Termination of Powers of Audit Commission- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Employee Share Purchase Plan- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Equity Compensation Plan (Italy)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Equity Plan Financing- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Exchange of Debt for Equity- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Executive Appointment- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Executive Appointment- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Executive Share Option Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Financial Statements, Allocation of Income, and Discharge Directors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Formation of Holding Company- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Increase in Aggregate Compensation Ceiling for Directors and Statutory Auditors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Increase in Aggregate Compensation Ceiling for Directors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Increase in Aggregate Compensation Ceiling for Statutory Auditors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Increase in Borrowing Powers- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Increase in Limit on Foreign Shareholdings- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Increase in Size of Board- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Investment Advisory Agreement- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Investment and Financing Policy- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Investment in Another Company- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Investment Plans/Joint Venture Agreements- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Issuance of Convertible Bonds- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Issuance of Preferred Stock without Preemptive Rights- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Issuance of Securities Convertible into Debt- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Issuance of Shares Below Net Asset Value (NAV)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Issuance of Shares for a Private Placement- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Issuance of Warrants/Convertible Debentures- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Joint Venture Agreement- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Large-Scale Transaction with Right of Withdrawal- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

	1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Listing of Shares on a Secondary Exchange- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Loan Agreement- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Loan Agreement- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Meeting Procedures- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Merger Agreement- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote CASE-BY-CASE	Global / Domestic	Always	Case-by-Case

Proposal Type: *Approve Merger by Absorption- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote CASE-BY-CASE	Global / Domestic	Always	Case-by-Case

Proposal Type: *Approve Merger of Funds- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Minutes of Previous Meeting- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Modification in Share Ownership Disclosure Threshold- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Multi-Manager Structure- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Non-Employee Director Omnibus Stock Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Non-Employee Director Restricted Stock Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Non-Employee Director Stock Option Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Non-Qualified Employee Stock Purchase Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Omnibus Stock Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve or Amend Option Plan for Overseas Employees- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve or Amend Severance Agreements/Change-in-Control Agreements- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Outside Director Stock Awards/Options in Lieu of Cash- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Participation in Fund Establishment*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Plan of Liquidation- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Pledging of Assets for Debt- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Political Donations- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Private Placement of Shares- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote CASE-BY-CASE	Global / Domestic	Always	Case-by-Case

Proposal Type: *Approve Procurement of Legal Services- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Provision for Asset Impairment- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Provision of Guarantee- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Provisionary Budget and Strategy for Fiscal Year 20XX- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Public Offering of Shares in Subsidiary- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Publication of Information in English- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Qualified Employee Stock Purchase Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Vote AGAINST if purchase price is less than 85% of market value	Domestic	Exercise Price as percentage of Fair Market Value Is Less than 85 Percent	Against
2	Vote AGAINST if more than 10% of outstanding shares	Domestic	Potential Voting Power Dilution Percentage Is Greater than 10 Percent	Against
3	Vote FOR if all other rules pass	Global / Domestic	Always	For

Proposal Type: *Approve Recapitalization Plan for all Stock to Have One-vote- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Recapitalization Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Reduction in Share Capital- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Reduction/Cancellation of Share Premium Account- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Related Party Transaction- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote CASE-BY-CASE	Global / Domestic	Always	Case-by-Case

Proposal Type: *Approve Remuneration of Auditor for Sustainability Reporting*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Remuneration of Directors, Supervisors and Senior Management Members- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Remuneration of Directors and Auditors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Remuneration of Directors and/or Committee Members- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Remuneration of Executive Directors and/or Non-Executive Directors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Remuneration of Members of Audit Commission- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Remuneration Policy- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Reorganization/Restructuring Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Repricing of Options- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Repurchase and Cancellation of Performance Shares/Repurchased Shares/Stock Option- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Request for Bankruptcy Protection- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Restricted Stock Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Retirement Bonuses for Directors and Statutory Auditors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Approve Retirement Bonuses for Directors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Retirement Bonuses for Statutory Auditors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Approve Reverse Stock Split- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Sale of Company Assets- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Scheme of Arrangement- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Share Appreciation Rights/Approve Phantom Option Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Share Plan Grant- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Shares Issued for a Private Placement to a Director or Executive- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve SPAC Transaction- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Special Auditors' Report Regarding Related-Party Transactions- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Special Bonus for Family of Deceased Director- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Special Bonus for Family of Deceased Statutory Auditor- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Special Bonuses for Families of Deceased Directors and Statutory Auditors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Special Payments to Continuing Directors in Connection with Abolition of Retirement Bonus System- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Approve Special/Interim Dividends- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Spin-Off Agreement- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Squeeze-Out of Minority Shareholders by the Majority Shareholder- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Standard Accounting Transfers- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Statutory Appointments- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Stock Dividend Program- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Stock Option Plan for Directors and Statutory Auditors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Stock Option Plan Grants- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Stock Split- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Stock/Cash Award to Executive- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Supervisory Board Remuneration Policy- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Suspension of Shares from Trading- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Tender Offer- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

| 1 | Always vote WITH MANAGEMENT (Minimal Data) | Global / Domestic | Always | With Management |

Proposal Type: *Approve the Destruction of Proxies- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve the Spill Resolution- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Approve Transaction with a Related Party- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Treatment of Net Loss- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Unlimited Capital Authorization- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve Use of Proceeds from Fund Raising Activities- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve Use of Proceeds from Fund Raising- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve X as Trustee of the Trust- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve XX XXX, 20XX, as Record Date for Effectiveness of This Meeting's Resolutions- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve/Amend All Employee Option Schemes- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve/Amend All Employee Share Schemes- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve/Amend Board Committee Policy/Charter/Regulations- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve/Amend Bonus Matching Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve/Amend Bundled Remuneration Plans- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve/Amend Conversion of Securities- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve/Amend Corporate Social Responsibility Charter/Policy- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve/Amend Deferred Share Bonus Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve/Amend Employee Share Ownership Trust- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve/Amend Employment Agreements- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve/Amend Executive Incentive Bonus Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve/Amend Executive/Director Loans- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve/Amend Investment in Project- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve/Amend Investment or Operation Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve/Amend Issuance of Warrants Reserved for Founders- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Approve/Amend Loan Guarantee to Subsidiary- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve/Amend Non-Employee Director Deferred Share Unit Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve/Amend Profit Sharing Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve/Amend Regulations on Audit Commission- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve/Amend Regulations on Board of Directors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve/Amend Regulations on General Meetings- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve/Amend Regulations on Management- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve/Amend Retirement Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve/Amend Securities Transfer Restrictions- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve/Amend Stock Ownership Limitations- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve/Amend Stock-for-Salary/Bonus Plan- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Approve/Amend Subadvisory Agreement- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve/Amend Terms of Poison Pill- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Approve/Re-Approve Performance Metrics for Qualification under the Provisions of Section 162(m)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *As a Preferred Shareholder, request a separate minority election of a member of the Fiscal Council under the Brazilian Corporate Law- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *As a Preferred Shareholder, request a separate minority election of a member of the Board of Directors under the Brazilian Corporate Law- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *As an Ordinary Shareholder, request a separate minority Election of a Member of the Board of Directors under the Brazilian Corporate Law- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *As an Ordinary Shareholder, request a separate minority Election of a Member of the Fiscal Council under the Brazilian Corporate Law- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Auditor Rotation- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Authorize a New Class of Common Stock- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Authorize Board Chairman to Serve as CEO- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Authorize Board to Fill Vacancies- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Authorize Board to Fix Remuneration of External Auditor(s)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Authorize Board to Fix Remuneration of Internal Statutory Auditor(s)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above-Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Authorize Board to Ratify and Execute Approved Resolutions- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Authorize Board to Repurchase Shares in the Event of a Public Tender Offer or Share Exchange Offer- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Authorize Board to Set Terms of Preferred- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Authorize Capital Increase for Future Share Exchange Offers- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Authorize Company Subsidiary to Purchase Shares in Parent- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Authorize Directed Share Repurchase Program- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Authorize Filing of Required Documents/Other Formalities- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Authorize Issuance of Bonds/Debentures- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Authorize Issuance of Bonds/Debentures- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Authorize Issuance of Investment Certificates- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Authorize Issuance of Preferred Stock with Preemptive Rights- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Preemptive Rights- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Authorize Management Board Not to Disclose Individualized Remuneration of its Members- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Authorize New Class of Preferred Stock- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Authorize Reissuance of Repurchased Shares- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Authorize Repurchase of Debt Instruments and Reissuance of Repurchased Debt Instruments- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Authorize Share Repurchase Program and Cancellation of Repurchased Shares- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Authorize Share Repurchase Program and Reissuance of Repurchased Shares- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Authorize Share Repurchase Program- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Authorize the Company to Call EGM with Two Weeks Notice- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Authorize Use of Financial Derivatives- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Avoid Support of Abortion-Related Activities- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Black Economic Empowerment(BEE)Transactions(South Africa)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Board Diversity- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Bondholder Proposal- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Bundled Say on Pay/Golden Parachute Advisory Vote- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Burma – Related- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Call the Meeting to Order- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Change Company Name- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Change Date/Location of Annual Meeting- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Change Date/Time of Annual Meeting- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Change Fiscal Year End- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Change Jurisdiction of Incorporation- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Change Location of Registered Office/Headquarters- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Change of Corporate Form- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Change Range for Size of the Board- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Change Size of Board of Directors- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Charitable Contributions- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *China Principles- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Classify Board and Elect Directors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Classify the Board of Directors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Claw-back Statements under Restatements- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Climate Change- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Climate Change Action- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Climate Change Lobbying- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Close Meeting- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Community - Environment Impact- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Company Specific - Equity Related- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Company Specific Organization Related- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Company Specific--Board-Related- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Company-Specific – Miscellaneous- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Company-Specific -- Shareholder Miscellaneous- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Company-Specific Board-Related- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Company-Specific Compensation-Related- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Company-Specific--Compensation-Related- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Company-Specific--Governance-Related- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Company-Specific--Organization-Related- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Consent to Amended Bond Indenture- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Consider Measures to Address the Decline in the Company's Net Asset Value Relative to Its Capital- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Consider Non-Financial Effects of Mergers- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Conversion Rights for SPAC- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Convert Closed-End Fund to Open-End Fund- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Convert Multiple Voting Shares to Common Shares- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Country-by-Country Tax Reporting- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Death Benefits / Golden Coffins- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Declassify the Board of Directors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Declassify the Board of Directors- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Deliberations on Possible Legal Action Against Directors/(Internal) Auditors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Deliberations on Possible Legal Action Against Directors/(Internal) Auditors- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or Vote Tabulation- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Designate Newspaper to Publish Meeting Announcements- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Designate Risk Assessment Companies- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Designate X as Independent Proxy- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Disclose Information on Compensation Consultant- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Disclosure of Fossil Fuel Financing- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Disclose Prior Government Service- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Discuss/Approve Company's Corporate Governance Structure/Statement- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Discussion of Supervisory Board Profile- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Dismiss/Remove Director(s)/Auditor(s) (Non-contentious)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Dismiss/Remove Directors (Contentious)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Dismiss/Remove Statutory Auditor(s)- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Do you wish to request installation of a Fiscal Council, under the terms of Article 161 of the Brazilian Corporate Law- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Elect a Shareholder-Nominee to the Board (Non-Proxy-Access Nominee)- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Elect a Shareholder-Nominee to the Board- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Elect a Shareholder-Nominee to the Supervisory Board- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Elect Alternate Director Nominated by Preferred Shareholders- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Elect Alternate/Deputy Directors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Elect Board Chairman/Vice-Chairman- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Elect Board Chair(s) and/or Vice-Chair(s)*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Elect Board of Directors and Auditors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Elect Board Representative for Holders of Savings Shares and Fix His/Her Remuneration- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Elect Chairman of Meeting- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Elect Company Clerk/Secretary- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Elect Director (Cumulative Voting or More Nominees Than Board Seats)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Elect Director (Cumulative Voting or More Nominees Than Board Seats)- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Elect Director (Not Cumulative Voting but more candidates than board seats)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Elect Director (Not Cumulative Voting but more candidates than board seats)- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Elect Director and Approve Director's Remuneration- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Elect Director- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Vote AGAINST if did not attend more than 75% Meetings	Domestic	Director DID NOT attend at least 75% of meetings last year	Against
2	Vote AGAINST if majority of board is not independent	Domestic	Majority of Board is NOT Independent	Against
3	Vote WITHHOLD if did not attend more than 75% Meetings	Domestic	Director DID NOT attend at least 75% of meetings last year	Withhold
4	Vote WITHHOLD if majority of board is not independent	Domestic	Majority of Board is NOT Independent	Withhold
5	Vote FOR if all other rules pass	Global / Domestic	Always	For

Proposal Type: *Elect Directors (Bundled Management Slate)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Elect Directors (Bundled Opposition Slate)- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Elect Directors (Bundled) and Approve Their Remuneration- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Elect Directors (Bundled)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Elect Directors (Management Slate)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Elect Directors (Opposition Slate)- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Elect Financial Consumer Representative and Alternate, Fix Their Remuneration, and Approve Report*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Elect Member(s) of X Committee- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Elect Members and Deputy Members of Corporate Assembly and/or Committee of Representatives- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Elect Members of Audit Committee (Bundled)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Elect Members of Audit Committee- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Elect Members of Nominating Committee- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Elect Members of Nominating Committee (Bundled)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Elect Members of Remuneration Committee (Bundled)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Elect Members of Remuneration Committee- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Elect Members of X Committee (Bundled)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Elect Minority Representative under Majority Board Election- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Elect Minority Representative under Majority Fiscal Council Election- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Elect Preferred Stock Director- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Elect Representative of Employee Shareholders to the Board- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Elect Subsidiary Director- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Elect Supervisory Board Member- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Elect Supervisory Board Members (Bundled)- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Elect Supervisory Board Members (Bundled)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Eliminate Class of Common Stock- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Eliminate Class of Preferred Stock- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Eliminate Cumulative Voting- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Eliminate Cumulative Voting- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Eliminate Discretionary Voting of Unmarked Proxies- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

	1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Eliminate or Restrict Severance Agreements (Change-in-Control)- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Eliminate or Restrict Shareholder Rights Plan (Poison Pill)- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Eliminate Preemptive Rights- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Eliminate/Adjust Par Value of Common Stock- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Eliminate/Restrict Right to Act by Written Consent- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Eliminate/Restrict Right to Call a Special Meeting- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Employ Financial Advisor to Explore Alternatives to Maximize Value- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Employment Contract- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *End Production of Tobacco Products- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Energy Efficiency- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Environmental - Related (Japan)- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Establish a Compensation Committee- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Establish a Nominating Committee- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Establish Director Stock Ownership Requirement- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Establish Environmental/Social Issue Board Committee- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Establish Mandatory Retirement Age for Directors- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Establish Other Board Committee- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Establish Range for Board Size- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Establish SERP Policy- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Establish Shareholder Advisory Committee- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Establish Term Limits for Directors- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Establish/Alter Mandatory Retirement Policy for Directors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Facility Safety- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Fix Board Terms for Directors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Fix Maximum Variable Compensation Ratio- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Fix Number of and Elect Directors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Fix Number of Auditors*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Fix Number of Directors and Auditors*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Fix Number of Directors and/or Auditors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Gender Pay Gap- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Genetically Modified Organisms (GMO)- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *GHG Emissions- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Glass Ceiling- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Going Dark Transaction- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Grant Authority to Board to Implement Antitakeover Measures During a Takeover- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Grant Equity Award to Third Party- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Human Rights Risk Assessment- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Hydraulic Fracturing- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Identifying a Controlling Shareholder- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Identifying a Senior Officer- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Identifying an institutional investor as defined in the Supervision Financial Services Regulations 2009 or Joint Investment Trust Law 1994- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *If Cumulative Voting Is adopted, do you wish to equally distribute your votes to all nominees OR equally distribute for each supported nominee- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *If neither class of shares reaches the minimum quorum to elect board representative, use your votes to elect the candidate with more votes for both- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *If one of the nominees leaves the fiscal council slate due to a separate minority election, may your votes still be counted for the proposed slate- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Improve Human Rights Standards or Policies- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *In Case of a Minority Separate Election, Would You Like to Cast Votes to the Minority Board Nominee Who Individually Obtains the Largest No of Votes- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

	1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *In Case of a Minority Separate Election, Would You Like to Cast Votes to the Minority Fiscal Council Nominee Who Ind Obtains the Largest No of Votes- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *In case there is any change to the Board Slate Composition, may your votes still be counted for the proposed slate- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *In the Event of a Second Call, the Voting Instructions Contained in this Proxy Card may also be Considered for the Second Call- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Income Inequality- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Increase Authorized Common Stock and Authorize New Class of Common Stock- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Increase Authorized Common Stock and Authorize New Class of Preferred Stock- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Increase Authorized Common Stock- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Increase Authorized Preferred and Common Stock- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Increase Authorized Preferred Stock- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Increase Authorized Stock and Issue Equity or Equity-linked Securities with or without Preemptive Rights- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Increase Disclosure of Executive Compensation- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Indicate Personal Interest in Proposed Agenda Item- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Indicate That You Do Not Have Personal Interest in Proposed Agenda Item- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Indicate X as Independent Board Member- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Initiate Share Repurchase Program- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Install and/or Fix Size of Fiscal Council- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Internet Censorship- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Inverse Controlling Shareholder Statement- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Investment in Financial Products- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Limit Auditor from Providing Non-Audit Services- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Limit Composition of Committee(s) to Independent Directors- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Limit Executive Compensation- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Limit/Prohibit Accelerated Vesting of Awards- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Limit/Prohibit Executive Stock-Based Awards- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Limited Partnership/Limited Liability Corporation- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Link Executive Pay to Social Criteria- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Liquidate Company Assets and Distribute Proceeds- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *MacBride Principles- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Management Climate-Related Proposal- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Mandatory Arbitration on Employment Related Claims- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Miscellaneous -- Equity Related- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Miscellaneous Mutual Fund - Company-Specific- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Miscellaneous Proposal: Environmental- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Miscellaneous Proposal: Social- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Miscellaneous Proposal: Company-Specific- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Miscellaneous Subsidiary Related - Company-Specific- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Non-Employee Director Compensation- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Open Meeting- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Operations in High Risk Countries- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Operations in Protected Areas- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Opt Out of State's Control Share Acquisition Law- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Other Business- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Pay for Superior Performance- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Performance-Based and/or Time-Based Equity Awards- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Permit Board to Amend Bylaws Without Shareholder Consent- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Phase Out Nuclear Facilities- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Plant Closures and Outsourcing- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Political Activities and Action- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Political Contributions and Lobbying- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Political Lobbying Disclosure- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Political Spending Congruency- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Preferred Proposal- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Prepare and Approve List of Shareholders- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Prepare Report on Health Care Reform- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Prepare Tobacco-Related Report- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Private Company- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Product Toxicity and Safety- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Provide Directors May Only Be Removed for Cause- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Provide for Confidential Vote Tally- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Provide for Confidential Voting- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Provide Proxy Access Right- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

1	Vote AGAINST if less than 3% of total shareholder ownership	Domestic	Shareholder ownership requirement Is Less than 3 Percent	Against
2	Vote AGAINST if Minimum holding period is less than 3 years	Domestic	Holding Period Is Less than 3 Years	Against
3	Vote AGAINST if Board Percentage is more than 25%	Domestic	Maximum percentage of board nomination Is Greater than 25 Percent	Against
4	Vote FOR if all other rules pass	Global / Domestic	Always	For

Proposal Type: *Provide Right to Act by Written Consent- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Provide Right to Act by Written Consent- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Provide Right to Call Special Meeting- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Proxy Access- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Vote AGAINST if less than 3% of total shareholder ownership	Domestic	Shareholder ownership requirement Is Less than 3 Percent	Against
2	Vote AGAINST if Minimum holding period is less than 3 years	Domestic	Holding Period Is Less than 3 Years	Against

3	Vote AGAINST if Board Percentage is more than 25%	Domestic	Maximum percentage of board nomination Is Greater than 25 Percent	Against
4	Vote FOR if all other rules pass	Global / Domestic	Always	For

Proposal Type: *Proxy Voting Disclosure- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Publish Two Degree Scenario Analysis- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Put Repricing of Stock Options to Shareholder Vote- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Racial Equity and/or Civil Rights Audit*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Ratify Alternate Auditor- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Ratify Auditors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Vote AGAINST if Audit Fees do not exceed Non Audit Fees	Domestic	Audit Fees Percentage Is Less than or Equal to 50 Percent	Against
2	Vote FOR if all other rules pass	Global / Domestic	Always	For

Proposal Type: *Ratify Changes in the Composition of the Board- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Ratify Past Allocation of Income and Dividends- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Ratify Past Issuance of Shares- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Receive Financial Statements and Statutory Reports (Non-Voting)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Receive/Approve Report/Announcement- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Receive/Approve Special Report- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Recycling- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Redeem Shareholder Rights Plan (Poison Pill)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Reduce Authorized Common and/or Preferred Stock- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Reduce Supermajority Vote Requirement- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Reduce Supermajority Vote Requirement- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Reduce Tobacco Harm to Health- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Reimburse Proxy Contest Expenses- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Reimburse Proxy Contest Expenses- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Reincorporate in Another State [ ]- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Removal of Existing Board Directors- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Remove Age Restriction for Directors- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Remove Double-Voting Rights for Long-Term Registered Shareholders- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Renumeration-Related- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Renew Partial Takeover Provision- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Renewable Energy- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Report on Coffee Sourcing Policies- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Report on EEO- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Report on Environmental Policies- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Report on Just Transition- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Report on Pay Disparity- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Reporting on Climate Transition Plan*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Request Cancellation of Treasury Shares- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Require a Majority Vote for the Election of Directors- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Require Advance Notice for Shareholder Proposals/Nominations- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Require Director Nominee Qualifications- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Require Directors Fees to be Paid in Stock- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Require Environmental/Social Issue Qualifications for Direct- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Require Independent Board Chairman- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Require Majority of Independent Directors on Board- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Require More Director Nominations Than Open Seats- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Rescind Fair Price Provision- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Restore or Provide for Cumulative Voting- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Restore/Strengthen Shareholder Authority to Vote on Income Allocation- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Restrict Spending on Climate Change-Related Analysis or Actions- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Restriction of Fossil Fuel Financing- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Review Drug Pricing or Distribution- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Review Fair Lending Policy- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Review Foreign Military Sales- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Review Impact of Pandemics- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Review Tobacco Marketing- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Rotate Annual Meeting Location- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Seek Sale of Company/Assets- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT	Global / Domestic	Always	With Management

Proposal Type: *Set Global Limit for Capital Increase to Result From All Issuance Requests- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Sever Links with Tobacco Industry- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Share Buyback Holding Period- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Share Re-registration Consent- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Social Proposal- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Stock Retention/Holding Period- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Submit SERP to Shareholder Vote- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Submit Severance Agreement (Change-in-Control) to Shareholder Vote- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Submit Shareholder Rights Plan (Poison Pill) to Shareholder Vote- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Sustainability Activities and Action- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Sustainability Report- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *TARP Related Compensation- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction

| 1 | Always vote WITH MANAGEMENT (Minimal Data) | Global / Domestic | Always | With Management |

Proposal Type: *The Undersigned Hereby Certifies that the Shares Represented by this Proxy are Owned and Controlled by a @ Citizen-Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Toxic Emissions- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Transact Other Business (Non-Voting)- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Use GAAP for Executive Compensation Metrics- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Verifying Eligibility to Vote- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Waive Control Share Acquisition Provision- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Waive Requirement for Mandatory Offer to All Shareholders- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote FOR	Global / Domestic	Always	For

Proposal Type: *Weapons Related- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote AGAINST	Global / Domestic	Always	Against

Proposal Type: *Withhold/Postpone Discharge of Supervisory Board, Management Board, Board of Directors, Senior Management*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Wood Procurement- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Workplace Sexual Harassment- Shareholder Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management

Proposal Type: *Written Consent- Management Proposal*

Priorities	Policy Rules Name	Region	Condition	Vote Instruction
1	Always vote WITH MANAGEMENT (Minimal Data)	Global / Domestic	Always	With Management