

2020 SAY-ON-PAY VOTING RESULTS

As of December 31, 2020

	Sample Size	# of Companies		Fail Rate	Average Vote*			% of Sample by "For" Vote Result*			
		Pass	Fail		For	Against	Abstain	>90%	70% - 90%	50% - 70%	<50%
Total Sample	3,093	3,028	65	2.1%	90%	9%	1%	70%	22%	6%	2%
Passed Say-on-Pay	3,028				91%	8%	1%	71%	22%	6%	0%
Failed Say-on-Pay	65				37%	60%	3%	-	-	-	100%
Revenue											
Less than \$1B	1,721	1,686	35	2%	89%	9%	2%	66%	24%	8%	2%
\$1B - \$2B	408	399	9	2%	92%	8%	1%	77%	18%	3%	2%
\$2B - \$5B	427	417	10	2%	91%	9%	1%	74%	19%	4%	2%
\$5B - \$10B	222	219	3	1%	91%	8%	1%	77%	18%	5%	1%
Greater than \$10B	315	307	8	3%	88%	11%	1%	70%	20%	7%	3%
Market Cap (as of 12/31/2019)											
Less than \$1B	1,400	1,367	33	2%	88%	10%	2%	62%	27%	8%	3%
\$1B - \$2B	383	381	2	1%	92%	8%	1%	74%	21%	5%	1%
\$2B - \$5B	519	506	13	3%	91%	8%	1%	78%	15%	4%	3%
\$5B - \$10B	283	280	3	1%	92%	8%	1%	79%	15%	5%	1%
Greater than \$10B	508	494	14	3%	89%	10%	1%	74%	18%	5%	3%

* Rounded