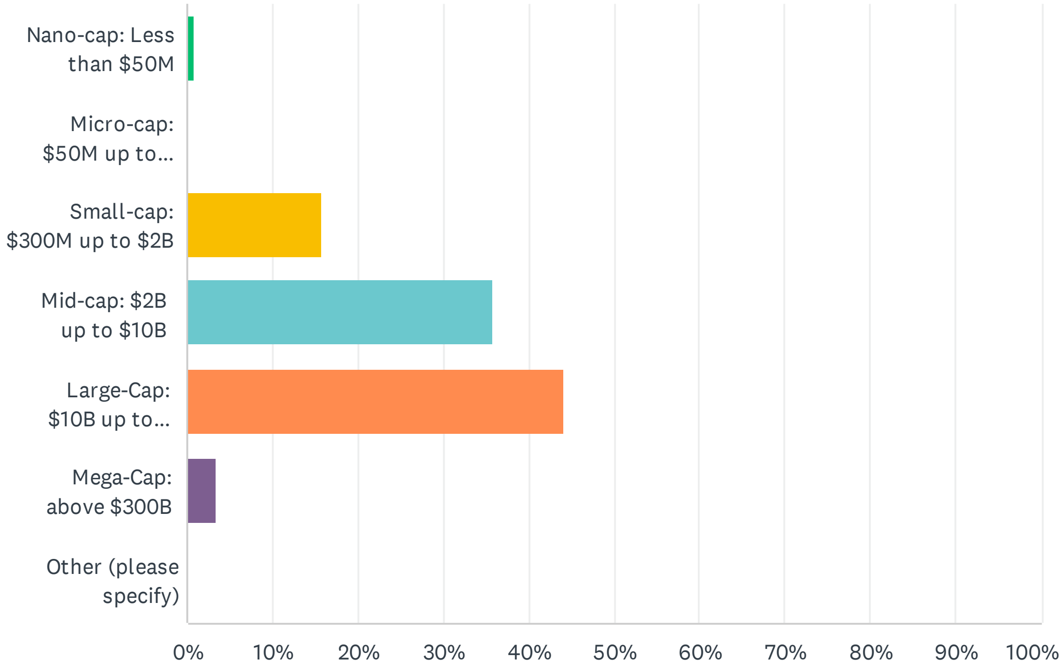
# Q1 What is your market cap?

Answered: 120 Skipped: 0

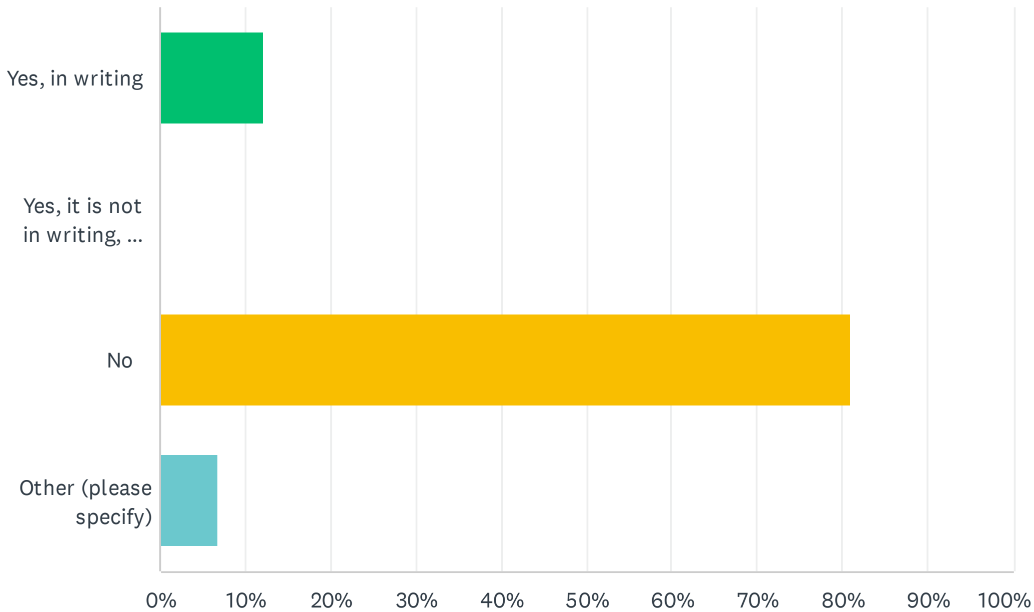



| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| Nano-cap: Less than $50M | 0.83% | 1 |
| Micro-cap: $50M up to $300M | 0.00% | 0 |
| Small-cap: $300M up to $2B | 15.83% | 19 |
| Mid-cap: $2B up to $10B | 35.83% | 43 |
| Large-Cap: $10B up to $300B | 44.17% | 53 |
| Mega-Cap: above $300B | 3.33% | 4 |
| Other (please specify) | 0.00% | 0 |
| TOTAL | | 120 |

| # | OTHER (PLEASE SPECIFY) | DATE |
|---|---|---|
| | There are no responses. | |

# Q2 Does your company have a mandatory term limit or rotation requirement for your Lead Independent Director or Independent Chair, whether in writing or understood?

Answered: 116 Skipped: 4

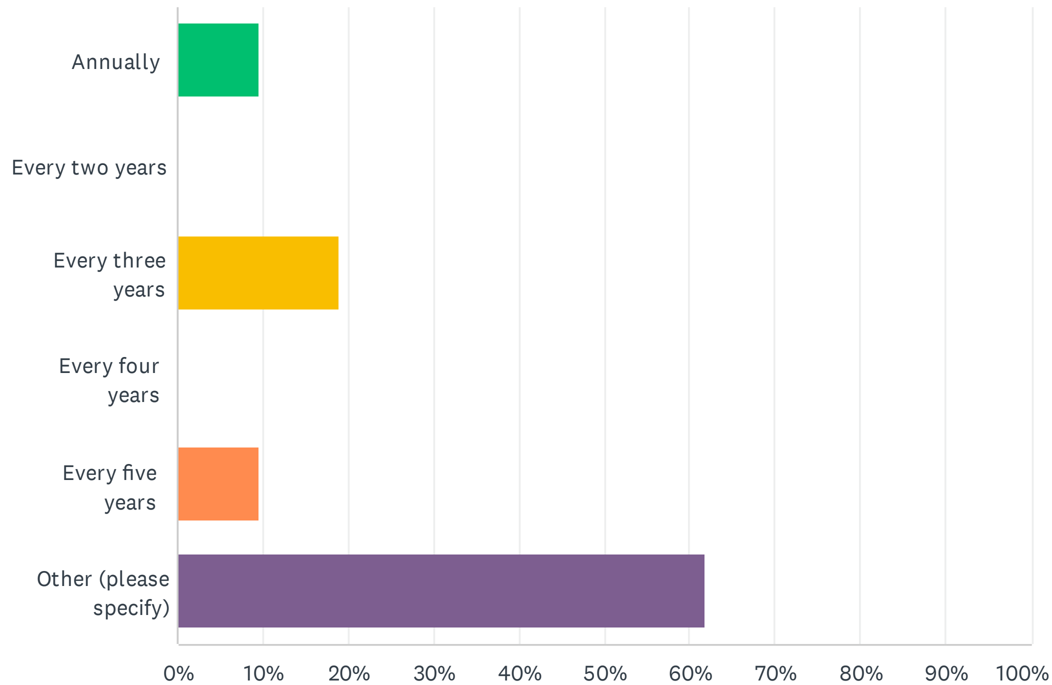



| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| Yes, in writing | 12.07% | 14 |
| Yes, it is not in writing, but it is understood | 0.00% | 0 |
| No | 81.03% | 94 |
| Other (please specify) | 6.90% | 8 |
| TOTAL | | 116 |

| # | OTHER (PLEASE SPECIFY) | DATE |
|---|---|---|
| 1 | We have a retirement age applicable to all independent directors, but no term limit | 1/29/2024 3:53 PM |
| 2 | We have a loose guideline of considering rotation every 3-5 years in our CGGs, but the Board can determine not to rotate (and has not rotated) | 1/28/2024 3:32 PM |
| 3 | Age cutoff at 72 | 1/26/2024 7:45 AM |
| 4 | No mandatory term, but the position is subject to annual election. | 1/22/2024 3:45 PM |
| 5 | No. We review the position annually and appoint the LID annually, but we rarely rotate. | 1/19/2024 5:35 PM |
| 6 | Every three years the Board considers whether a new Chair should be appointed. So it is not a mandatory term limit or rotation requirement, but is a time when a new Chair could be identified. | 1/18/2024 7:24 PM |
| 7 | the retirement age for all Directors | 1/18/2024 1:57 PM |
| 8 | 5 year term for LID, but can be extended. | 1/18/2024 1:02 PM |

# Q3 What is the term limit or rotation requirement for your company's Lead Independent Director or Independent Chair, under your written or understood policy?

Answered: 21 Skipped: 99



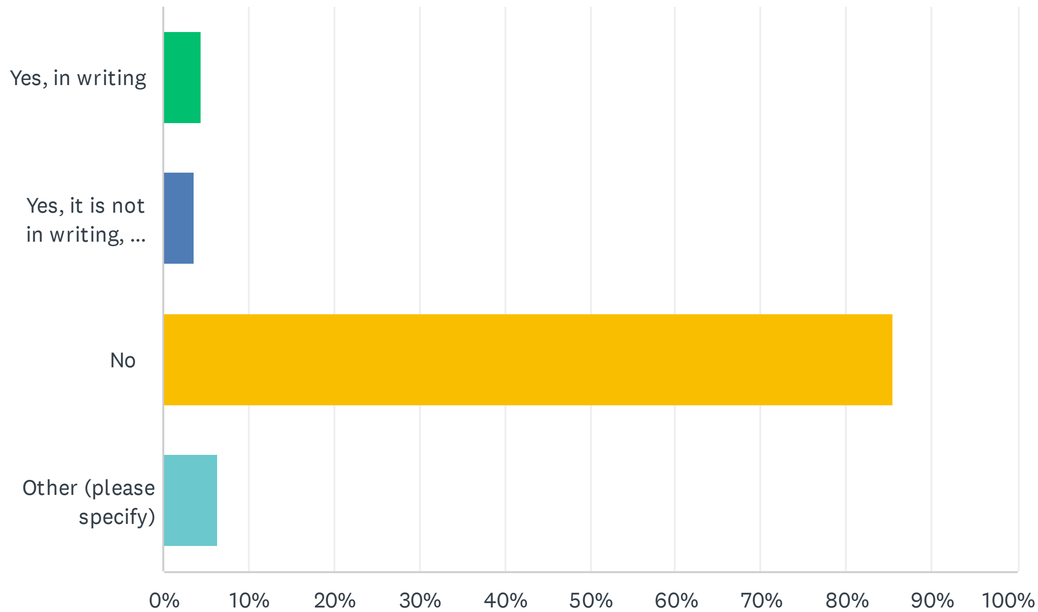

| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| Annually | 9.52% | 2 |
| Every two years | 0.00% | 0 |
| Every three years | 19.05% | 4 |
| Every four years | 0.00% | 0 |
| Every five years | 9.52% | 2 |
| Other (please specify) | 61.90% | 13 |
| TOTAL | | 21 |

| # | OTHER (PLEASE SPECIFY) | DATE |
|---|---|---|
| 1 | no rotation or term limit, retirement age of annual general shareholders meeting following 75th birthday | 1/29/2024 3:53 PM |
| 2 | see prior response | 1/28/2024 3:32 PM |
| 3 | No term limit; appointed and elected annually | 1/26/2024 7:45 AM |
| 4 | No term limit but subject to annual election. | 1/22/2024 3:45 PM |
| 5 | N/A | 1/19/2024 5:35 PM |

| | | |
|---|---|---|
| 6 | No less than 3 years | 1/18/2024 9:02 PM |
| 7 | 3-year terms, allowing max of 2 continuous 3-year terms. | 1/18/2024 2:22 PM |
| 8 | age 72 | 1/18/2024 1:58 PM |
| 9 | We have a 15 year retirement policy for all directors but not a specific term limit for the Lead Director or Independent Chait. | 1/18/2024 1:45 PM |
| 10 | We do not have term limits for directors, including the Lead Director. | 1/18/2024 1:31 PM |
| 11 | Annually but no more than 8 terms | 1/18/2024 1:02 PM |
| 12 | Again, five years but it can be renewed/extended. | 1/18/2024 1:02 PM |
| 13 | 6 year term limit | 1/18/2024 12:58 PM |

# Q4 Do you have term limits or rotation requirements for your committee chairs, whether in writing or understood?

Answered: 111 Skipped: 9




| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| Yes, in writing | 4.50% | 5 |
| Yes, it is not in writing, but it is understood | 3.60% | 4 |
| No | 85.59% | 95 |
| Other (please specify) | 6.31% | 7 |
| TOTAL | | 111 |

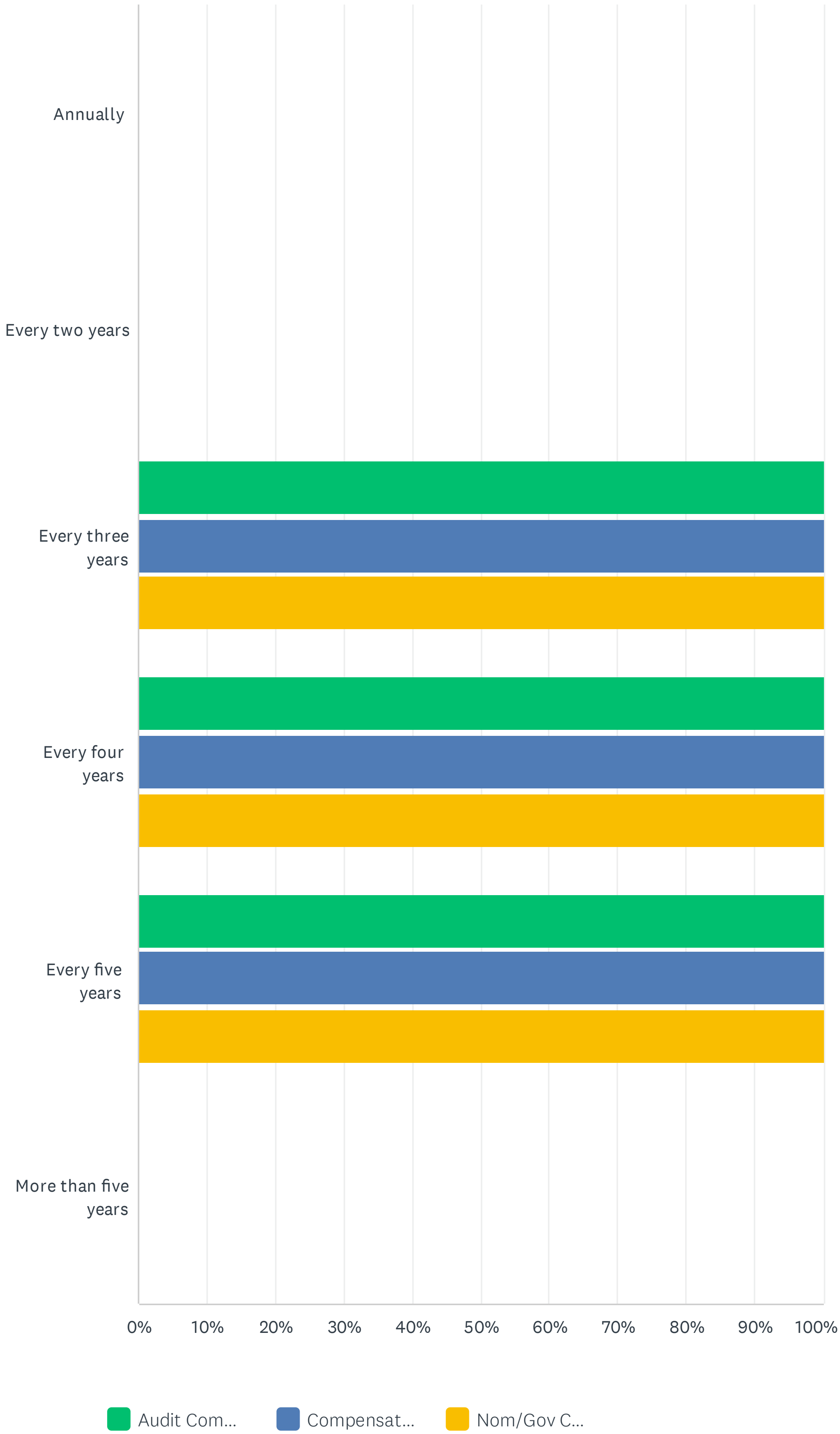
| # | OTHER (PLEASE SPECIFY) | DATE |
|---|---|---|
| 1 | Committee chair rotation is stated as a guideline and expectation, not a requirement | 1/29/2024 1:36 PM |
| 2 | same as for Lead Director - loose guideline in the CGGs to consider rotation every 3-5 years - so far, only changes have occurred when a chair has left the board | 1/28/2024 3:33 PM |
| 3 | We have not formalized term limits for committee members. Our Governance Committee evaluates annually. Terms are dependent upon a variety of factors and decisions are based on what is best for the Committee, the organization and/or the Director.. | 1/26/2024 1:43 PM |
| 4 | There is a written goal of rotating chairs approximately every 5 years | 1/19/2024 3:43 PM |
| 5 | Our governance guidelines provide that each committee member and chair should be considered for rotation after five consecutive years of service on a particular committee, but it is not required. | 1/18/2024 1:59 PM |
| 6 | We do not and have found that organic turnover occurs with ordinary board succession and changing needs of the company. Our committee membership and leadership is reviewed at least annually and more frequently as needed. | 1/18/2024 1:05 PM |

| | | |
|---|---|---|
| 7 | Same as with our LID | 1/18/2024 1:02 PM |

# Q5 What are the term limits or rotation requirements for your committee chairs under your written or understood policy?

Answered: 12 Skipped: 108

Quick Survey: Board Leadership Selection & Term

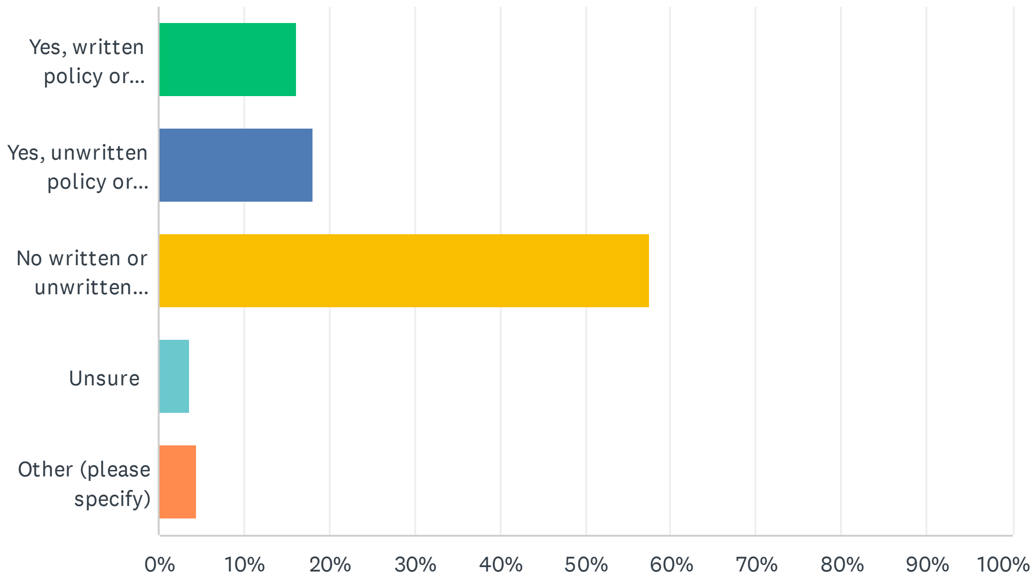


| | AUDIT COMMITTEE | COMPENSATION COMMITTEE | NOM/GOV COMMITTEE | TOTAL RESPONDENTS |
|---|---|---|---|---|
| Annually | 0.00%<br>0 | 0.00%<br>0 | 0.00%<br>0 | 0 |
| Every two years | 0.00%<br>0 | 0.00%<br>0 | 0.00%<br>0 | 0 |
| Every three years | 100.00%<br>1 | 100.00%<br>1 | 100.00%<br>1 | 1 |
| Every four years | 100.00%<br>2 | 100.00%<br>2 | 100.00%<br>2 | 2 |
| Every five years | 100.00%<br>9 | 100.00%<br>9 | 100.00%<br>9 | 9 |
| More than five years | 0.00%<br>0 | 0.00%<br>0 | 0.00%<br>0 | 0 |

| # | OTHER (PLEASE SPECIFY) | DATE |
|---|---|---|
| 1 | see prior response | 1/28/2024 3:33 PM |
| 2 | n/a | 1/26/2024 1:43 PM |
| 3 | We have 4 board committees and 1 chairperson rotates each year. | 1/25/2024 2:44 PM |
| 4 | Every 3 years although they may be reappointed for one more 3-year term if no suitable replacement. | 1/19/2024 5:43 PM |
| 5 | also includes an obligation for the incumbent to stay on the committee for another 2 years to assist the new committee chair | 1/18/2024 2:17 PM |
| 6 | It's not exactly five years but we do try to rotate chairs periodically; there are varying factors that contribute just as retiring directors | 1/18/2024 1:57 PM |
| 7 | Do not have any | 1/18/2024 1:05 PM |
| 8 | See above | 1/18/2024 1:03 PM |

# Q6 Does your board of directors have a policy or process for selection of the non-executive chair or lead director?

Answered: 111 Skipped: 9




| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| Yes, written policy or process | 16.22% | 18 |
| Yes, unwritten policy or process | 18.02% | 20 |
| No written or unwritten policy or process | 57.66% | 64 |
| Unsure | 3.60% | 4 |
| Other (please specify) | 4.50% | 5 |
| TOTAL | | 111 |

| # | OTHER (PLEASE SPECIFY) | DATE |
|---|---|---|
| 1 | In accordance with our Corporate Governance Guidelines, our Board is provided flexibility to appoint a Board Chair and/or a Lead Director. A lead director would be required in the case a non-independent director is appointed to the chair position. | 1/26/2024 1:45 PM |
| 2 | Considered annually by the Board as part of its evaluation of its leadership structure - the requirement is outlined in our Governance Principles but no formal process as to how it is conducted | 1/25/2024 3:22 PM |
| 3 | The Nominating Committee reviews qualifications, makes a suggestions and then a vote is taken, with the nominee outside the meeting. | 1/25/2024 3:21 PM |
| 4 | Yes, but it's very general, i.e. the NCG Committee reviews everyone and makes a recommendation | 1/19/2024 3:44 PM |
| 5 | The Nom Gov Committee develops a process when considering a new independent chair | 1/18/2024 1:24 PM |

# Q7 Please describe your board's written or unwritten policy or process for selection of the non-executive chair or lead director.

Answered: 32 Skipped: 88

| # | RESPONSES | DATE |
|---|---|---|
| 1 | Discussed by Nominating Committee for recommendation to and approval by the Board. | 1/29/2024 1:38 PM |
| 2 | In accordance with our Corporate Governance Guidelines, our Board is provided flexibility to appoint the Board Chair and/or a Lead Director. In the case a non-dependent director is appointed Chair, the Board must further appoint a Lead Director. The Board takes into consideration the needs of the Company and the individuals available for these roles, which may dictate different outcomes at different times. We currently operate with an independent Board Chair with no Lead Director and have done so for many years. | 1/26/2024 1:48 PM |
| 3 | Job description and qualities of the position; nominated by the Nominating and Governance Committee following an interview process. | 1/25/2024 5:39 PM |
| 4 | The governance committee reviews the position annually and makes a reommendation to the Board with respect to reappointment or replacement | 1/25/2024 3:37 PM |
| 5 | The Nominating Committee reviews qualifications, makes a suggestions and then a vote is taken, with the nominee outside the meeting. | 1/25/2024 3:21 PM |
| 6 | Leader director is chosen by independent directors from among them. N&G Committee manages the process. Lead Director cannot also serve as a Committee chair | 1/25/2024 2:55 PM |
| 7 | The independent directors meet and review the skills of the directors considered for the independent chairperson position. | 1/25/2024 2:45 PM |
| 8 | The independent directors select the lead independent director annually. | 1/25/2024 2:37 PM |
| 9 | The Board is responsible for selecting the Chair of the Board and the CEO in any way it considers in the best interests of the Company and periodically evaluates whether or not the roles should be separate or combined. If the individual appointed as Chair of the Board is not an independent director, the independent directors will appoint a Lead Independent Director. | 1/25/2024 2:27 PM |
| 10 | The non-executive directors vote/choose from among themselves who should be the next/new LID. | 1/19/2024 5:45 PM |
| 11 | Annual election of the Lead Director. | 1/19/2024 3:49 PM |
| 12 | See prior response | 1/19/2024 3:44 PM |
| 13 | Lead director is selected by the N&G committee. Candidate must be on the board for at least 1 year. | 1/19/2024 12:45 PM |
| 14 | The independent directors select the lead independent director. | 1/18/2024 9:34 PM |
| 15 | As part of Board's assessment each year in advance of choosing slate for annual meeting, the Nom/Gov Cttee also reviews the candidates for Lead Director and makes a reco to full Board. | 1/18/2024 7:23 PM |
| 16 | There is a job description and simple process outlined for Board decision making. | 1/18/2024 5:53 PM |
| 17 | Election by the directors. | 1/18/2024 4:58 PM |
| 18 | Chairman (who is also CEO) chooses the candidate for lead director and if mutually agreed, that candidate is nominated by the governance committee to the fully board. | 1/18/2024 2:26 PM |
| 19 | Lead Director – If the Board does not have an independent non-executive Chair, at the Board meeting associated with the Annual Meeting of Shareholders each year (the "Annual Board Meeting"), the Board will designate a lead director of the Board (the "Lead Director") to serve until the next Annual Board Meeting. The Lead Director shall be chosen by the independent members of the Board from among the independent directors. | 1/18/2024 2:18 PM |

| | | |
|---|---|---|
| 20 | The Board selects the chair in accordance with the bylaws and the best interests of the company. | 1/18/2024 2:00 PM |
| 21 | . | 1/18/2024 1:59 PM |
| 22 | The Board must evaluate and select the Chair of the Board and in the event the Chair is not a non-exec Chair the Board must select a lead independent director. | 1/18/2024 1:53 PM |
| 23 | The Corporate Governance & Nominating Committee reviews and then the board approves. | 1/18/2024 1:46 PM |
| 24 | Lead director rotates annually among the Chairs of the 3 major Board committees (Audit, Comp, NomGov) | 1/18/2024 1:36 PM |
| 25 | lead director appointed in November, and performance is assessed the following July | 1/18/2024 1:33 PM |
| 26 | A documented selection process in association with the Nominating and Governance committee. | 1/18/2024 1:32 PM |
| 27 | The Lead Independent Director is reviewed and approved by independent directors on an annual basis. This policy is documented in our Corporate Governance Guidelines. | 1/18/2024 1:15 PM |
| 28 | The executive chairman has asked if that individual would be willing to serve - - and then the board votes. There is no rotation so as long as that person is on the board and is willing to serve. | 1/18/2024 1:09 PM |
| 29 | annual review | 1/18/2024 1:02 PM |
| 30 | It is reviewed each year by the Governance Committee who recommends the Chair for election by the Board. | 1/18/2024 12:52 PM |
| 31 | outgoing chair and governance committee chair interview each other board member about interest in chair position and opinions on who should be chair | 1/18/2024 12:49 PM |
| 32 | requires annual review, board discussion and re-appointment on an annual basis | 1/18/2024 12:48 PM |