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#### 1a. Are you more or less optimistic about your country's economy compared to last quarter?

	RegionTotal				Regions				
	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
		A	В	C	D	E	F	G	Н
Total	1235	479	414	350	149	73	151	63	42
	100.0%	27.8%	24.1%	20.3%	8.7%	4.2%	8.8%	3.7%	2.4%
1=More optimistic	208	64	105	99	20	1	11	3	8
1 Wore optimistic	16.8%	13.4%	25.4%	28.3%	13.4%	1.4%	7.3%	4.8%	19.0%
		BCEf	ADEFG	ADEFG	BCE	ABCDH	aBCh	BCh	Efg
0=No change	131	52	39	36	16	9	20	12	4
Ü	10.6%	10.9%	9.4%	10.3%	10.7%	12.3%	13.2%	19.0%	9.5%
			g	g				bc	
-1=Less optimistic	896	363	270	215	113	63	120	48	30
•	72.6%	75.8%	65.2%	61.4%	75.8%	86.3%	79.5%	76.2%	71.4%
		BCe	AdEF	ADEFg	bC	aBC	BC	С	
Mean	-0.56	-0.62	-0.40	-0.33	-0.62	-0.85	-0.72	-0.71	-0.52
		BCE	ADEFG	ADEFG	BCe	ABCdH	ВС	ВС	Е

# 1b. Rate your optimism about your country's economy on a scale from 0-100, with 0 being the least optimistic and 100 being the most optimistic.

	RegionTotal				Regions				
Number Mean Median	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
	A	A	В	С	D	Е	F	G	Н
Number	1035	389	375	321	113	59	120	53	38
Percent	100.0%	26.5%	25.5%	21.9%	7.7%	4.0%	8.2%	3.6%	2.6%
Optimism rating	1035	389	375	321	113	59	120	53	38
	48.31	51.08	49.98	49.61	41.73	34.47	41.30	41.04	45.00
	50.00	50.00	50.00	50.00	40.00	30.00	40.00	42.50	45.00
		DEFG	DEFG	DEFg	ABCe	ABCdfh	ABCe	ABc	e

## 2a. Are you more or less optimistic about the financial prospects for your own company compared to last quarter?

	RegionTotal				Regions				
	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	1230	478	414	351	148	72	150	62	40
Total	100.0%	27.9%	24.1%	20.5%	8.6%	4.2%	8.7%	3.6%	2.3%
1=More optimistic	330	120	154	139	28	7	18	9	10
	26.8%	25.1%	37.2%	39.6%	18.9%	9.7%	12.0%	14.5%	25.0%
		BCEF	ADEFG	ADEFG	ВС	ABCh	ABCh	ВС	ef
0=No change	216	92	55	50	33	22	30	11	6
V 110 VIIII-80	17.6%	19.2%	13.3%	14.2%	22.3%	30.6%	20.0%	17.7%	15.0%
		be	aDEf	dE	Вс	aBC	b		
-1=Less optimistic	684	266	205	162	87	43	102	42	24
	55.6%	55.6%	49.5%	46.2%	58.8%	59.7%	68.0%	67.7%	60.0%
		CF	FG	AdeFG	c	с	ABC	ВС	
Mean	-0.29	-0.31	-0.12	-0.07	-0.40	-0.50	-0.56	-0.53	-0.35
		BCFg	ADEFG	ADEFG	BC	BC	ABC	aBC	

## 2b. Rate your optimism about the financial prospects for your own company on a scale from 0-100, with 0 being the least optimistic and 100 being the most optimistic.

	RegionTotal		Regions							
Number Mean Median	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa	
	A	A	В	С	D	Е	F	G	Н	
Number	1010	384	366	312	107	55	116	51	37	
Percent	100.0%	26.9%	25.6%	21.8%	7.5%	3.9%	8.1%	3.6%	2.6%	
Optimism rating	1010	384	366	312	107	55	116	51	37	
	57.03	59.80	59.20	58.90	49.13	45.29	48.84	49.65	55.38	
	60.00	60.00	60.00	60.00	50.00	40.00	50.00	50.00	52.50	
		DEFG	DEFG	DEFg	ABC	ABCh	ABC	ABc	e	

#### 3. Relative to 2020, what will be your company's PERCENTAGE CHANGE during 2020? [Unweighted - Winsorized]

	RegionTotal		Regions							
Number										
Mean	All		All Latin		All Asia		All Europe			
Median	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa	
	A	A	В	С	D	Е	F	G	Н	
Revenue	1122	449	382	324	122	49	134	59	35	
	5.69	4.35	9.07	10.52	4.81	3.42	1.75	3.74	4.27	
	5.00	4.00	10.00	10.00	3.50	1.00	1.00	2.50	5.00	
		BC	AdF	ADeFg	bC	С	BC	С		
Wages/Salaries	1074	442	360	304	113	44	126	57	33	
	3.64	3.16	4.28	4.63	4.55	1.76	2.70	4.00	3.46	
	3.00	3.00	4.00	4.00	3.00	1.00	2.00	2.00	5.00	
		c		aef		c	c			
Number of	1048	429	346	294	113	45	129	56	31	
domestic full-	3.41	1.88	4.70	5.20	5.90	4.80	3.17	8.03	1.97	
time employees	0.00	0.00	0.00	0.00	1.00	0.00	0.00	1.00	0.00	
		bCDG	a	A	A			A		
Capital	1006	420	322	271	115	44	118	47	31	
spending	2.66	0.95	5.11	6.20	2.65	1.87	0.98	0.80	6.76	
	0.00	0.00	3.00	3.50	2.00	0.00	0.00	0.00	4.50	
		BC	Af	Af			bc			

#### 3. Relative to 2020, what will be your company's PERCENTAGE CHANGE during 2020? [Unweighted - Winsorized]

	RegionTotal		Regions							
Number										
Mean	All		All Latin		All Asia		All Europe			
Median	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa	
	A	A	В	С	D	Е	F	G	Н	
Revenue	1122	449	382	324	122	49	134	59	35	
	5.69	4.35	9.07	10.52	4.81	3.42	1.75	3.74	4.27	
	5.00	4.00	10.00	10.00	3.50	1.00	1.00	2.50	5.00	
		BC	AdF	ADeFg	bC	С	BC	С		
Wages/Salaries	1074	442	360	304	113	44	126	57	33	
	3.64	3.16	4.28	4.63	4.55	1.76	2.70	4.00	3.46	
	3.00	3.00	4.00	4.00	3.00	1.00	2.00	2.00	5.00	
		c		aef		c	c			
Number of	1048	429	346	294	113	45	129	56	31	
domestic full-	3.41	1.88	4.70	5.20	5.90	4.80	3.17	8.03	1.97	
time employees	0.00	0.00	0.00	0.00	1.00	0.00	0.00	1.00	0.00	
		bCDG	a	A	A			A		
Capital	1006	420	322	271	115	44	118	47	31	
spending	2.66	0.95	5.11	6.20	2.65	1.87	0.98	0.80	6.76	
	0.00	0.00	3.00	3.50	2.00	0.00	0.00	0.00	4.50	
		BC	Af	Af			bc			

## 4. About how much financial flexibility would you say your company has right now?

	RegionTotal		Regions								
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa		
		A	В	С	D	Е	F	G	Н		
Total	1234	480	416	352	148	72	148	62	42		
	100.0%	27.9%	24.2%	20.5%	8.6%	4.2%	8.6%	3.6%	2.4%		
0=None	64	16	27	23	9	6	7	5	5		
	5.2%	3.3%	6.5%	6.5%	6.1%	8.3%	4.7%	8.1%	11.9%		
		bceH	a	a		a			A		
1=A little	201	81	79	65	12	7	23	8	6		
	16.3%	16.9%	19.0%	18.5%	8.1%	9.7%	15.5%	12.9%	14.3%		
		D	D	D	ABCf		d				
2	147	62	42	37	20	4	17	6	6		
	11.9%	12.9%	10.1%	10.5%	13.5%	5.6%	11.5%	9.7%	14.3%		
3=Moderate	470	171	164	137	62	26	56	25	17		
	38.1%	35.6%	39.4%	38.9%	41.9%	36.1%	37.8%	40.3%	40.5%		
4	225	93	72	62	28	19	28	13	4		
	18.2%	19.4%	17.3%	17.6%	18.9%	26.4%	18.9%	21.0%	9.5%		
						h			e		
5=A lot	127	57	32	28	17	10	17	5	4		
	10.3%	11.9%	7.7%	8.0%	11.5%	13.9%	11.5%	8.1%	9.5%		
		b	a								
Mean	2.79	2.86	2.65	2.66	2.94	3.04	2.85	2.77	2.50		
		bc	ade	ade	bc	bc					

## 4. About how much financial flexibility would you say your company has right now? RESPONDENTS WITH A CREDIT RATING

	RegionTotal				Regions				
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	239	107	66	52	37	21	24	4	5
	100.0%	33.9%	20.9%	16.5%	11.7%	6.6%	7.6%	1.3%	1.6%
0=None	8	3	2	2	2	0	0	0	1
	3.3%	2.8%	3.0%	3.8%	5.4%	0.0%	0.0%	0.0%	20.0%
		h				h	h		aef
1=A little	37	14	18	13	2	2	3	0	0
	15.5%	13.1%	27.3%	25.0%	5.4%	9.5%	12.5%	0.0%	0.0%
		b	aD	d	Вс				
2	24	10	4	4	5	1	3	0	2
	10.0%	9.3%	6.1%	7.7%	13.5%	4.8%	12.5%	0.0%	40.0%
		h	h	h		h			abce
3=Moderate	79	34	23	18	12	4	9	2	1
	33.1%	31.8%	34.8%	34.6%	32.4%	19.0%	37.5%	50.0%	20.0%
4	48	22	11	9	9	9	6	1	0
	20.1%	20.6%	16.7%	17.3%	24.3%	42.9%	25.0%	25.0%	0.0%
		e	e	e		abc			
5=A lot	43	24	8	6	7	5	3	1	1
	18.0%	22.4%	12.1%	11.5%	18.9%	23.8%	12.5%	25.0%	20.0%
Mean	3.05	3.21	2.71	2.71	3.22	3.67	3.13	3.75	2.40
		bc	aE	аE		BC			

#### 4. What are your company's 2019 value and year-end 2020 forecasted value for the following?

	RegionTotal				Regions				
Number Mean Median	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
Wicdian	A	A	В	С	D	Е	F	G	Н
					2		-	Ü	
Year-end 2019 v	alue: Long-term borrow	ing interest rate						·	
	827	352	278	226	88	42	82	30	27
	5.86	5.26	7.37	7.41	4.16	0.85	3.35	2.29	11.30
	5.00	4.50	7.00	7.00	2.50	0.60	2.00	1.75	10.00
		BCdEFGH	ADEFGH	ADEFGH	aBCEgH	ABCDFGH	ABCEH	ABCdEH	ABCDEFG
Year-end 2019 v	alue: Cash-to-total-asset	s ratio							
	896	382	285	236	113	56	85	30	31
	18.70	18.65	19.08	19.39	18.51	16.14	16.40	12.16	22.87
	11.00	10.00	12.00	12.00	15.00	12.00	10.00	7.00	10.00
								h	g
ANTICIPATED:	Long-term borrowing in	nterest rate							
	792	340	263	216	89	42	75	25	25
	5.66	4.88	7.25	7.23	3.91	0.88	3.86	2.88	11.27
	4.50	4.00	6.00	6.00	2.30	0.70	2.00	1.30	10.50
		BCdEfGH	ADEFGH	ADEFGH	aBCEH	ABCDFGH	aBCEH	ABCEH	ABCDEFG

## 5. We'd like to get a sense of possible variation in your 2020 revenue growth. Please enter the growth rate for each scenario:

	RegionTotal				Regions				
Number Mean Median	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
Wicdian	A	A	В	С	D	Е	F	G	Н
Very bad scenar	rio: There is a 1-in-10 change	ce that in 2020 real r	evenue growth w	rill be less than:					
	1072	111	266	211	100	52	107	5.4	20
	1073	444	366	311	108	53	127	54	28
	-2.27	-5.72	2.70	3.56	-1.46	-3.42	-6.31	-3.61	2.40
	0.00	0.00	1.00	1.50	0.00	-3.00	-0.50	0.00	2.00
		BC	AF	AF			BC		
Best Guess: I ex	xpect 2020 real revenue gro	owth will be:							
	1183	471	398	340	134	59	145	61	35
	10.89	7.61	17.76	20.48	9.59	5.35	4.49	8.20	8.30
	5.00	3.00	10.00	10.00	2.50	0.00	2.50	3.00	5.00
		BC	AF	AdeF	С	c	ВС		
Very good scens	ario: There is a 1-in-10 cha	nce that in 2020 real	revenue growth	will he greater tha	n·				
very good seem	ino. There is a 1 in 10 cma	nee that in 2020 real	revenue growm	will be greater tha					
	1062	443	359	307	106	52	126	54	28
	23.86	18.23	35.59	39.27	16.01	14.51	15.88	20.09	28.11
	10.00	8.00	15.00	15.00	6.00	5.00	9.00	5.00	10.00
		BC	AdF	ADeF	bC	c	BC		

## 4. Compared to the information you provided in March 2019, your financial flexibility appears to be higher now. How did your financial flexibility increase during the past year? (Choose all that apply)

	RegionTot-				Regions				
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
	·	A	В	С	D	E	F	G	Н
Total	59	22	18	16	9	6	8	5	2
Total	100.0%	37.3%	30.5%	27.1%	15.3%	10.2%	13.6%	8.5%	3.4%
Our firm took actions to increase our financial	29	12	9	8	2	2	4	3	2
flexibility.	49.2%	54.5%	50.0%	50.0%	22.2%	33.3%	50.0%	60.0%	100.0%
Our firm's operating / cash flow performance was strong enough to increase our	28	12	6	5	5	2	5	3	0
financial flexibility	47.5%	54.5%	33.3%	31.3%	55.6%	33.3%	62.5%	60.0%	0.0%
Market conditions changed in a way that increased our	12	5	6	6	0	0	1	0	0
financial flexibility	20.3%	22.7%	33.3%	37.5%	0.0%	0.0%	12.5%	0.0%	0.0%
				d	c				
Actually, our financial flexibility is not now higher than it was in	5	0	2	2	2	2	1	0	0
March 2019	8.5%	0.0%	11.1%	12.5%	22.2%	33.3%	12.5%	0.0%	0.0%
		dE			a	A			

## 4. Compared to the information you provided in March 2019, your financial flexibility appears to be lower now. Why did your flexibility decrease? Did you use/spend your flexibility? (Choose all that apply)

	RegionTot-								
	al				Regions				
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	130	55	46	37	11	5	15	6	3
	100.0%	42.3%	35.4%	28.5%	8.5%	3.8%	11.5%	4.6%	2.3%
Market conditions changed in a way that reduced our	75	32	29	22	4	2	8	3	
financial flexibility	57.7%	58.2%	63.0%	59.5%	36.4%	40.0%	53.3%	50.0%	66.7%
Our firm's operations or our cash flows led to a reduction in our	60	25	21	14	5	1	7	2	2
financial flexibility	46.2%	45.5%	45.7%	37.8%	45.5%	20.0%	46.7%	33.3%	66.7%
Our firm took actions that decreased our	20	13	4	3	2	0	1	1	0
financial flexibility.	15.4%	23.6%	8.7%	8.1%	18.2%	0.0%	6.7%	16.7%	0.0%
		b	a						
Actually, our financial flexibility is not now lower than it was in	11	2	4	4	3	2	1	0	
March 2019	8.5%	3.6%	8.7%	10.8%	27.3%	40.0%	6.7%	0.0%	33.3%
	0.070	DEh	e		A	Ab			8

## 2019 Summary of FORECAST of Wave2 Respondents

	RegionTotal				Regions				
Number					-				
Mean	All		All Latin		All Asia		All Europe		
Median	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	A	A	В	C	D	Е	F	G	Н
2019 R&D Spend	ding - Forecast								
	222	113	53	46	29	21	24	10	3
	233.70	24.97	9.31	10.26	1649.14	2245.24	7.83	0.23	185.00
	0.50	0.13	3.00	3.00	37.50	100.00	0.50	0.23	277.50
	0.30	DEh	DEH	DEH	ABCf	ABCf	deH	0.00	aBCF
		DEN	DEH	DEH	ABCI	ABCI	аен		авсг
2019 Dividends	- Forecast								
	240	114	69	61	29	21	25	10	3
	92.58	19.83	23.73	22.74	622.39	820.43	10.42	0.10	3.67
	0.25	0.00	2.00	2.10	185.00	320.00	0.00	0.00	5.50
		DE	DE	DE	ABCF	ABCFg	DE	eh	g
2019 Capital Exp	penditures - Forecast								
	321	145	90	76	47	31	34	14	5
	30.39	21.92	27.39	26.96	70.65	93.87	19.01	4.93	29.16
	5.00	1.25	5.00	5.00	100.00	100.00	5.00	5.00	19.50
		DE	DEg	DEg	ABCEFGh	ABCDFGH	DE	bcDEh	dEg
2010 Vear-end C	Cash/Assets - Forecast								
2017 Tear-cha C	ASII/ASSCIS - POICCASI								
	83	38	25	22	12	11	8	2	0
	14.66	10.51	23.90	25.59	11.08	11.27	10.89	10.00	
	10.00	5.00	16.00	17.00	10.00	10.50	10.00	1.00	
		BC	A	A					
2019 Repurchase	es - Forecast								
	194	106	45	40	18	11	23	10	2
	14.62	21.98	1.26	0.64	22.22	0.00	2.17	0.00	0.00
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00

## 2019 Summary of FORECAST of Wave2 Respondents

	RegionTotal				Regions				
Number								· T	
Mean	All		All Latin		All Asia		All Europe		
Median	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	A	A	В	C	D	Е	F	G	Н
2019 Revenue G	rowth - Forecast								
	455	194	145	127	52	35	58	30	
	13.67	12.07	19.29	20.00	7.32	5.28	11.45	12.73	6.1
	8.95	5.00	12.50	12.50	4.00	2.35	9.00	9.00	8.00
	8.93	BC	ADEf	ADEf	8C	BC		9.00	8.00
		ВС	ADEI	ADEI	ВС	ВС	be		
2019 Profit Marg	gin - Forecast								
	95	45	27	24	12	11	11	4	(
	11.92	13.41	16.06	16.81	-0.77	-1.52	9.55	10.75	
	10.00	10.00	12.00	12.00	3.60	3.30	6.50	8.00	
		de	de	de	abc	abc			
2019 Full-time d	omestic employment grow	th - Forecast							
	425	187	132	116	47	30	54	31	5
	6.58	5.24	10.04	10.04	4.91	1.41	5.02	5.68	-2.60
	2.00	2.00	5.00	5.00	1.00	1.00	2.00	2.50	0.00
			e	e		bcH			F
2019 Wage grow	<u>rth - Forecast</u>								
	440	192	140	122	47	30	55	29	(
	5.87	5.38	7.16	7.32	3.84	0.95	6.38	7.70	2.50
	3.60	3.00	5.00	5.00	1.50	0.00	3.00	4.00	6.00
	3.00	9.00 e	dE	dE	bce	aBCdfg	e e	e e	0.00
			QE.	QE.	360	ubcuig			
2019 Year-end lo	ong-term borrowing interes	t rate - Forecast							
	355	158	116	102	41	24	35	13	4
	5.83	5.54	7.76	7.61	3.52	0.93	2.80	1.45	10.14
	5.36	5.10	7.00	7.00	1.50	0.80	2.00	1.55	10.12
	3.30	BCDEFGH	ADEFG	ADEFG	ABCEH	ABCDFgH	ABCEH	ABCeH	ADEFC
		DCDLI GII	ADLIG	ADLIO	ABCLII	ADCDI gii	ADCLII	ADCCII	ADEIC

## 2019 Summary of FORECAST of Wave2 Respondents

	RegionTotal				Regions				
Number Mean Median	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
	A	A	В	C	D	Е	F	G	Н
2019 Patents - Fo	<u>precast</u>								
	250	122	77	66	21	10	27	13	3
	3.23	2.70	1.16	1.24	2.43	0.40	12.22	1.62	2.67
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.00
						h			e
2019 Trademarks	s - Forecast								
	257	124	81	71	21	9	28	13	3
	2.41	1.85	4.41	4.96	1.00	0.11	0.43	0.31	0.00
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

## 2019 Summary of ACTUAL of Wave2 Respondents

	RegionTotal				Regions				
Number					Ü			<u> </u>	
Mean	All		All Latin		All Asia		All Europe		
Median	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	A	A	В	С	D	Е	F	G	Н
2019 Dividends	<u>Actual</u>								
	240	114	69	61	29	21	25	10	3
	43.93	21.30	23.39	22.36	217.39	252.53	7.44	0.00	4.00
	0.09	0.00	1.48	2.00	14.00	31.50	0.00	0.00	6.00
	0.07	DE	DE	dE	ABc	ABC	0.00	h	
		DL	DL	ul.	ADC	ПВС		- 11	5
2019 R&D Spend	ing - Actual								
		110			•			10	
	222	113	53	46	29	21	24	10	3
	43.84	46.64	6.58	7.19	116.24	116.27	7.74	0.14	185.37
	0.50	0.13	1.75	2.00	4.00	2.50	0.50	0.00	278.05
			DEH	DeH	BC	Bc	Н		BCF
2019 Capital Expe	enditures - Actual								
	255	131	60	52	33	24	27	11	4
	23.05	16.91	29.49	29.57	44.17	49.46	11.44	3.32	31.71
	2.50	1.00	8.00	8.50	15.50	21.00	2.75	1.75	12.35
		bcDE	afg	afg	AFG	AFG	bcDE	bcDEh	g
201037 1.0	1/1 / 1 /								
2019 Year-end Cas	sh/Assets - Actual								
	367	168	107	96	44	30	42	21	6
	18.35	19.09	18.56	18.97	20.49	15.17	12.65	15.94	17.83
	11.00	10.00	15.00	15.00	15.00	13.00	10.00	8.50	10.00
			f	f	f		bcd		
2019 Repurchases	- Actual								
	194	106	45	40	18	11	23	10	2
	16.03	20.24	0.56	0.63	49.89	18.00	1.78	0.10	0.00
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00
	0.00	0.00	dE	E	b	BC	0.00	0.00	1.00

## 2019 Summary of ACTUAL of Wave2 Respondents

	RegionTotal				Regions				
Number								·	
Mean	All		All Latin		All Asia		All Europe		
Median	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	A	A	В	C	D	Е	F	G	Н
201077									
2019 Year-end - A	<u>Actual</u>								
	176	91	48	40	13	8	21	7	
	12.12	10.67	11.35	10.46	16.07	18.96	15.61	7.14	27.33
	3.00	3.00	2.00	1.90	13.50	12.00	6.25	6.00	41.00
2019 Revenue G	rowth - Actual								
	380	172	111	98	20	27	53	28	
	9.75		111	15.19	38		9.46	11.66	2.54
		8.63	14.71		1.89	-2.97			2.55
	5.00	5.00	8.00	10.00	0.00	0.00	5.00	7.00	5.00
		bcE	aDE	aDE	BC	ABCFg	Е	e	
2019 Profit Marg	gin - Actual								
	77	39	20	18	8	8	10	3	(
	9.15	11.87	9.47	10.24	-2.98	-2.98	7.61	10.77	
	8.00	8.73	11.00	11.00	3.50	3.50	5.30	13.50	
2010 Van and la	ng-term borrowing interest	hasta Astasi							
2019 Year-end to	<u>ng-term borrowing interest</u>	rate - Actual							
	359	172	110	97	34	21	38	16	4
	5.27	5.01	6.66	6.59	3.40	0.86	3.26	1.95	11.40
	4.75	4.50	6.00	6.00	1.34	0.80	2.50	1.50	10.75
		BCdEFGH	ADEFGh	ADEFGH	аВСеН	ABCdFGH	ABCEH	ABCEH	AbCDEFC
2019 Wage grow	th - Actual								
	368	171	106	93	35	24	50	27	6
	5.16	4.43	7.42	8.04	2.41	0.38	4.72	4.06	5.88
	3.00	3.00	4.00	5.00	1.00	0.00	2.00	2.50	6.50
	5.00	BCe	ADE	ADE	BC	aBCfH	e e	2.30	
							-		
2019 Full-time de	omestic employment grow	th - Actual							
	254	162	101	00	25	2.1	50	20	
	354	163	101	90	35	24	50	29	5.00
	5.14	3.49	9.24	9.36	3.61	-0.08	4.37	3.64	-5.8

1.00	1.00	2.00	2.00	0.50	0.00	2.00	1.75	3.00
	BC	A	A					

## 2019 Summary of ACTUAL of Wave2 Respondents

	RegionTotal				Regions				
Number Mean Median	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
	A	A	В	С	D	Е	F	G	Н
2019 Trademarks	- Actual								
	202	106	56	48	14	6	25	11	1
	2.71	1.77	5.91	6.81	1.36	0.17	0.36	0.18	0.00
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2019 Patents - Ac	tual								
	196	105	52	43	14	7	23	11	2
	1.77	2.18	1.06	1.19	3.93	0.43	0.17	0.00	2.00
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00
							Н		F

## **2019 Summary of Average Differences between Actual and Forecast**

	RegionTotal				Regions				
Number								<u> </u>	
Mean	All		All Latin		All Asia		All Europe		
Median	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	A	A	В	C	D	Е	F	G	Н
Difference YrEn	ndCash Assets								
Difference_YTE	<u>iucasiiAssets</u>								
	71	34	21	19	8	8	8	2	(
	2.37	5.08	-6.01	-7.46	7.96	7.96	7.24	25.00	
	3.00	3.00	0.35	0.10	10.00	10.00	11.00	1.00	
		bcG	a	a	g	g		Ade	
Difference Repu	urahasa								
Difference_Repu	iicnase								
	194	106	45	40	18	11	23	10	2
	1.41	-1.74	-0.69	-0.01	27.67	18.00	-0.39	0.10	0.00
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00
		DE	dE	dE	Abc	ABCf	e		
Difference Veral	Fu dDalet								
Difference_Year	EngDebt								
	73	37	19	17	7	7	10	3	0
	0.85	-0.69	2.82	3.15	2.96	2.96	1.35	0.67	
	0.00	0.00	0.00	0.00	0.00	0.00	0.50	6.00	
Difference Trade	emarks								
21110101100 1144									
	202	106	56	48	14	6	25	11	1
	-0.10	-0.12	-0.07	-0.06	-0.07	0.00	-0.08	-0.09	0.00
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Difference Pater	nts								
							<u> </u>		
	196	105	52	43	14	7	23	11	2
	-0.14	0.00	-0.56	-0.60	0.43	-0.14	-0.26	-0.09	0.50
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00
		BCd	A	A	a				
Difference YrLT	BorrowingInterestRate								
	293	145	86	76	28	18	29	10	5
	-0.33	-0.40	-0.90	-1.04	0.44	-0.12	0.73	0.08	1.26

-0.28	-0.63	-0.60	-1.00	0.00	0.00	0.05	0.00	0.38
	f	f	df	c		abc		

## **2019 Summary of Average Differences between Actual and Forecast**

	RegionTotal				Regions				
Number									
Mean	All		All Latin		All Asia		All Europe		
Median	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	A	A	В	С	D	E	F	G	Н
Difference_Wage	eGrowth eGrowth								
	2(0	171	106	02	25	2.4	50	27	
	368	171	106	93	35	24	50	27	(
	-0.79	-0.76	-0.40	0.00	-1.13	-0.27	-1.97	-3.87	3.38
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		g	g	g	h	h		abc	de
Difference FTDo	omesticEmploymentGrowt	<u>                                     </u>							
	354	163	101	90	35	24	50	29	4
	-0.81	-0.52	-1.07	-0.57	-0.95	-1.42	-0.89	-2.22	-3.20
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.00
Difference Profit	t Margin								
Difference Profit	<u>uviaigiii</u>								
	77	39	20	18	8	8	10	3	(
	-2.83	-1.06	-7.68	-8.26	0.79	0.79	-2.89	-3.57	
	-0.25	0.00	-2.00	-2.00	0.40	0.40	-1.00	-0.35	
		bc	a	a				1111	
Difference Reve	nue								
	380	172	111	98	38	27	53	28	(
	-3.79	-2.54	-5.68	-5.86	-6.66	-8.79	-1.88	-1.20	-3.62
	-2.00	-1.00	-3.25	-3.00	-2.00	-2.00	-1.50	0.00	0.00
	2.00	1.00	3.23	5.00	2.00	2.00	1.50	0.00	0.00
Difference CapE	<u>Ex</u>								
	255	131	60	52	33	24	27	11	
	-4.55	-1.46	2.04	2.39	-31.35	-42.63	-1.89	0.23	-1.24
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		DE	DE	DE	ABCFg	ABCFG	DE	dE	
Difference Divid	lends								
	240	114	69	61	29	21	25	10	3
	-120.31	1.47	-0.34	-0.39	-998.10	-1386.94	-2.98	-0.10	0.33

0.00	0.00	0.00	0.00	-6.50	-59.50	0.00	0.00	0.50
	DE	dE	de	Abc	ABc			

## **2019 Summary of Average Differences between Actual and Forecast**

	RegionTotal				Regions				
Number	A 11		All Latin		A 11 A a.i.a		A 11 E		
Mean	All	LIC/CAN		D 11	All Asia	T	All Europe	F	A C.:
Median	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	A	A	В	C	D	Е	F	G	Н
Difference_R&DS	Spending _								
	222	113	53	46	29	21	24	10	3
	-397.08	21.67	-2.72	-3.07	-3119.11	-4319.44	-0.09	-0.09	0.37
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.55
		DE	de	e	Ab	Abc			

## 2019 Summary of Higher/Lower changes between Actual and Forecast

	RegionTotal				Regions				
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
		A	В	С	D	Е	F	G	Н
Revenue_Chang	e								
Higher	126	64	33	29	10	5	17	11	2
	33.2%	37.2%	29.7%	29.6%	26.3%	18.5%	32.1%	39.3%	33.3%
Lower	215	95	67	59	21	16	29	14	3
	56.6%	55.2%	60.4%	60.2%	55.3%	59.3%	54.7%	50.0%	50.0%
Same	39	13	11	10	7	6	7	3	1
	10.3%	7.6%	9.9%	10.2%	18.4%	22.2%	13.2%	10.7%	16.7%
		de			a	a			
FTDomesticEmp	oloymentGrowth_Change								
Higher	93	44	28	27	7	2	12	5	2
	26.3%	27.0%	27.7%	30.0%	20.0%	8.3%	24.0%	17.2%	40.0%
		e	e	e		abc			
Lower	130	55	42	37	14	9	18	11	1
	36.7%	33.7%	41.6%	41.1%	40.0%	37.5%	36.0%	37.9%	20.0%
Same	131	64	31	26	14	13	20	13	2
	37.0%	39.3%	30.7%	28.9%	40.0%	54.2%	40.0%	44.8%	40.0%
			e	e		bc			

## 2019 Summary of Higher/Lower changes between Actual and Forecast

	RegionTotal				Regions				
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
		A	В	С	D	Е	F	G	Н
WageGrowth_C	hange								
Higher	101	44	33	30	9	6	13	6	2
	27.4%	25.7%	31.1%	32.3%	25.7%	25.0%	26.0%	22.2%	33.3%
Lower	135	62	42	36	8	3	20	13	3
	36.7%	36.3%	39.6%	38.7%	22.9%	12.5%	40.0%	48.1%	50.0%
		e	e	e	g	abcfGh	e	dE	e
Same	132	65	31	27	18	15	17	8	1
	35.9%	38.0%	29.2%	29.0%	51.4%	62.5%	34.0%	29.6%	16.7%
		e	dE	dE	bc	aBCfg	e	e	
YrEndCashAsse	ets Change								
Higher	46	22	11	9	7	7	6	2	0
	64.8%	64.7%	52.4%	47.4%	87.5%	87.5%	75.0%	100.0%	0.0%
Lower	18	8	7	7	1	1	2	0	0
	25.4%	23.5%	33.3%	36.8%	12.5%	12.5%	25.0%	0.0%	0.0%
Same	7	4	3	3	0	0	0	0	0
	9.9%	11.8%	14.3%	15.8%	0.0%	0.0%	0.0%	0.0%	0.0%

## 2019 Summary of Higher/Lower changes between Actual and Forecast

	RegionTotal				Regions				
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
		A	В	С	D	Е	F	G	Н
YrLTBorrowing	InterestRate_Change								
Higher	76	26	23	19	11	6	14	4	2
<u> </u>	25.9%	17.9%	26.7%	25.0%	39.3%	33.3%	48.3%	40.0%	40.0%
		dF	f	f	a		Abc		
Lower	164	95	50	48	10	7	6	1	3
	56.0%	65.5%	58.1%	63.2%	35.7%	38.9%	20.7%	10.0%	60.0%
		DeFG	dFG	dFG	Abc	a	ABC	ABC	
Same	53	24	13	9	7	5	9	5	0
Sume	18.1%	16.6%	15.1%	11.8%	25.0%	27.8%	31.0%	50.0%	0.0%
		G	G	fG			С	ABC	
<u>ProfitMargin C</u>	hange_								
Higher	23	13	4	4	4	4	2	1	0
11.6	29.9%	33.3%	20.0%	22.2%	50.0%	50.0%	20.0%	33.3%	0.0%
Lower	40	19	12	11	3	3	6	2	0
	51.9%	48.7%	60.0%	61.1%	37.5%	37.5%	60.0%	66.7%	0.0%
Same	14	7	4	3	1	1	2	0	0
-	18.2%	17.9%	20.0%	16.7%	12.5%	12.5%	20.0%	0.0%	0.0%

## 2019 Summary of Higher/Lower changes between Actual and Forecast

	RegionTotal				Regions				
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
		A	В	С	D	Ē	F	G	Н
YearEndDebt_C	<u>hange</u>								
Higher	23	11	5	5	2	2	5	2	0
11181101	31.5%	29.7%	26.3%	29.4%	28.6%	28.6%	50.0%	66.7%	0.0%
Lower	18	14	2	2	1	1	1	1	0
	24.7%	37.8%	10.5%	11.8%	14.3%	14.3%	10.0%	33.3%	0.0%
		b	a						
Same	32	12	12	10	4	4	4	0	0
	43.8%	32.4% b	63.2%	58.8%	57.1%	57.1%	40.0%	0.0%	0.0%
		0	a						
<u>CapEx_Change</u>									
Higher	56	31	12	12	3	0	9	2	1
-	22.0%	23.7%	20.0%	23.1%	9.1%	0.0%	33.3%	18.2%	25.0%
		Е	e	e	f	AbcFgh	dE	e	e
Lower	99	53	22	18	13	11	9	3	2
	38.8%	40.5%	36.7%	34.6%	39.4%	45.8%	33.3%	27.3%	50.0%
Same	100	47	26	22	17	13	9	6	1
	39.2%	35.9%	43.3%	42.3%	51.5%	54.2%	33.3%	54.5%	25.0%

## 2019 Summary of Higher/Lower changes between Actual and Forecast

	RegionTotal				Regions				
Number	All		All Latin		All Asia		All Europe	· I	
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	E	F	G	Н
R&DSpending_0	Change								
Higher	44	24	10	10	5	0	4	1	1
	19.8%	21.2%	18.9%	21.7%	17.2%	0.0%	16.7%	10.0%	33.3%
		e	e	e		abch			e
Lower	64	20	26	23	11	10	7	2	0
	28.8%	17.7%	49.1%	50.0%	37.9%	47.6%	29.2%	20.0%	0.0%
		BCdE	A	A	a	A			
Same	114	69	17	13	13	11	13	7	2
	51.4%	61.1%	32.1%	28.3%	44.8%	52.4%	54.2%	70.0%	66.7%
		BC	Ag	Afg			С	bc	
Dividends Chan	ıge_								
Higher	37	17	12	12	5	2	2	2	1
	15.4%	14.9%	17.4%	19.7%	17.2%	9.5%	8.0%	20.0%	33.3%
Lower	62	15	24	23	17	15	6	1	0
	25.8%	13.2%	34.8%	37.7%	58.6%	71.4%	24.0%	10.0%	0.0%
		BCDE	AdE	AE	Abfg	ABCFGh	dE	dE	e
Same	141	82	33	26	7	4	17	7	2
	58.8%	71.9%	47.8%	42.6%	24.1%	19.0%	68.0%	70.0%	66.7%
		BCDE	Ade	Af	AbFg	AbFG	cDE	dE	

## 2019 Summary of Higher/Lower changes between Actual and Forecast

	RegionTotal				Regions				
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	1	A	В	С	D	Ē	F	G	Н
Repurchase Cha	nnaa								
<u>Repurchase_Cha</u>	<u>inge</u>								
Higher	13	6	2	2	4	3	1	1	0
	6.7%	5.7%	4.4%	5.0%	22.2%	27.3%	4.3%	10.0%	0.0%
		de	de	e	ab	abc			
Lower	14	7	6	3	0	0	1	0	0
Lower	7.2%	6.6%	13.3%	7.5%	0.0%	0.0%	4.3%	0.0%	0.0%
G	165	22	25	0.7			2.1		
Same	167	93	37	35	14	8	21	9	2
	86.1%	87.7%	82.2%	87.5%	77.8%	72.7%	91.3%	90.0%	100.0%
Patents Change	2								
Higher	11	7	1	0	2	0	0	0	1
	5.6%	6.7%	1.9%	0.0%	14.3%	0.0%	0.0%	0.0%	50.0%
		h	Н	dH	С		Н	h	aBCFg
Lower	23	9	11	7	1	1	2	1	0
Lowei	11.7%	8.6%	21.2%	16.3%	7.1%	14.3%	8.7%	9.1%	0.0%
	11./70	8.0% b	21.270 a	10.3%	7.170	14.570	8.770	9.170	0.076
Same	162	89	40	36	11	6	21	10	1
	82.7%	84.8%	76.9%	83.7%	78.6%	85.7%	91.3%	90.9%	50.0%
Trademarks_Cha	ange								
Higher	12	6	4	2	1	0	1	0	0
Triglici	5.9%	5.7%	7.1%	4.2%	7.1%	0.0%	4.0%	0.0%	0.0%
Lower	22	12	7	5	1	0	2	1	0
	10.9%	11.3%	12.5%	10.4%	7.1%	0.0%	8.0%	9.1%	0.0%
Same	168	88	45	41	12	6	22	10	1
	83.2%	83.0%	80.4%	85.4%	85.7%	100.0%	88.0%	90.9%	100.0%

## 7b. Considering the actuals vs. forecasts shown in the table above, for which items did the difference between actual and forecast have the biggest impact on your firm? (check up to two)

	RegionTotal				Regions				
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
		A	В	C	D	Е	F	G	Н
Total	388	179	114	101	38	27	50	26	7
10001	100.0%	46.1%	29.4%	26.0%	9.8%	7.0%	12.9%	6.7%	1.8%
Revenue	298	140	89	77	28	19	36	20	5
growth	76.8%	78.2%	78.1%	76.2%	73.7%	70.4%	72.0%	76.9%	71.4%
Wage growth	54	26	10	8	5	3	13	9	0
	13.9%	14.5%	8.8%	7.9%	13.2%	11.1%	26.0%	34.6%	0.0%
		g	FG	FG	g	g	BC	aBCde	
Capital	43	15	14	12	7	7	3	0	4
Expenditures	11.1%	8.4%	12.3%	11.9%	18.4%	25.9%	6.0%	0.0%	57.1%
		ЕН	Н	Н	gh	AfG	еН	dEH	ABCdFG
Full-time domestic	20	22			2	1	7		
employment	9.8%	12.3%	5.3%	4.0%	7.9%	3.7%	7 14.0%	19.2%	0.0%
growth	9.870	bc	3.5% ag	afG	7.9%	3.770	14.0% C	bC	0.070
Profit Margin	27	12	5	5	4	4	6	2	0
1 Torit Margin	7.0%	6.7%	4.4%	5.0%	10.5%	14.8%	12.0%	7.7%	0.0%
	7.070	0.770	e	3.070	10.570	b	12.070	7.770	0.070
Year-end long- term	21	7	11	11	0	0	3	0	0
borrowing interest rate	5.4%	3.9%	9.6%	10.9%	0.0%	0.0%	6.0%	0.0%	0.0%
interest rate	5.770	bc	ad	ad	bc	0.070	0.070	0.070	0.070

## 7b. Considering the actuals vs. forecasts shown in the table above, for which items did the difference between actual and forecast have the biggest impact on your firm? (check up to two)

	RegionTotal				Regions				
Number	All		All Latin		All Asia		All Europe	·	
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
R&D Spending	17	8	5	4	2	1	1	0	1
	4.4%	4.5%	4.4%	4.0%	5.3%	3.7%	2.0%	0.0%	14.3%
Dividends	14	4	6	6	3	1	1	1	(
	3.6%	2.2%	5.3%	5.9%	7.9%	3.7%	2.0%	3.8%	0.0%
Year-end DEBT_ MEASURE	9	5	2	2	1	1	1	1	(
RANKED	2.3%	2.8%	1.8%	2.0%	2.6%	3.7%	2.0%	3.8%	0.0%
Year-end	7	3	2	1	1	1	1	0	(
Cash/Assets	1.8%	1.7%	1.8%	1.0%	2.6%	3.7%	2.0%	0.0%	0.0%
Repurchases	6	1	2	2	2	2	1	0	(
	1.5%	0.6%	1.8%	2.0%	5.3%	7.4%	2.0%	0.0%	0.0%
		dE			a	A			
Trademarks	1	0	1	1	0	0	0	0	(
	0.3%	0.0%	0.9%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%

## 8a. Why was your actual revenue growth Higher/Lower than your forecasted revenue growth? (Check all that are applicable)

	RegionTotal				Regions				
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	263	131	74	65	22	14	31	18	5
	100.0%	49.8%	28.1%	24.7%	8.4%	5.3%	11.8%	6.8%	1.9%
Conditions for the overall market	151	69	48	40	15	10	18	12	1
changed	57.4%	52.7%	64.9%	61.5%	68.2%	71.4%	58.1%	66.7%	20.0%
			h						t
Conditions or actions specific to our	119	67	24	20	8	2	17	8	3
firm changed	45.2%	51.1%	32.4%	30.8%	36.4%	14.3%	54.8%	44.4%	60.0%
		bCE	af	Af		Af	bce		
Other explanation for why actual revenue growth	59	22	12	11	5	4	4	2	3
differed from	58	33	13	11	5	4	4	2	
forecast	22.1%	25.2%	17.6%	16.9%	22.7%	28.6%	12.9%	11.1%	60.0%
			h	h			h	h	bcfg

# 8b. As it became clear that 2019 actual revenue growth would differ from forecast, did your firm change any other plans/policies or take any actions to insulate profitability?

	RegionTotal				Regions				
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	260	130	72	64	22	14	31	18	5
	100.0%	36.5%	20.2%	18.0%	6.2%	3.9%	8.7%	5.1%	1.4%
No	97	55	17	15	10	6	12	7	3
	37.3%	42.3%	23.6%	23.4%	45.5%	42.9%	38.7%	38.9%	60.0%
		Bc	A	a					
Yes	148	68	53	47	9	6	16	10	2
	56.9%	52.3%	73.6%	73.4%	40.9%	42.9%	51.6%	55.6%	40.0%
		BC	ADef	ADef	BC	bc	bc		
Don't Know	15	7	2	2	3	2	3	1	0
	5.8%	5.4%	2.8%	3.1%	13.6%	14.3%	9.7%	5.6%	0.0%
			d		b				

# <u>9a. Why was your actual full-time domestic employee growth than your forecasted full-time domestic employee growth? (Check all that are applicable)</u>

	RegionTotal				Regions				
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	34	21	5	3	3	1	5	4	0
	100.0%	61.8%	14.7%	8.8%	8.8%	2.9%	14.7%	11.8%	0.0%
Conditions or actions specific to our	21	15	3	1	2	0	1	1	0
firm changed.	61.8%	71.4%	60.0%	33.3%	66.7%	0.0%	20.0%	25.0%	0.0%
		f					a		
Conditions for the overall	10	5	3	2	0	0	2	1	0
market	29.4%	23.8%	60.0%	66.7%	0.0%	0.0%	40.0%	25.0%	0.0%
Other explanation for why actual full- time domestic employee growth differed from forecast.	5 14.7%	2 9 5%	0	0	33.3%	1 100.0%	2 40.0%	2 50.0%	0.0%
torecast.	14.7%	9.5%	0.0%	0.0%	33.3%		40.0%	50.0%	0.0%
		e				a			

# 9b. As it became clear that 2019 actual full-time domestic employee growth would differ from forecast, did your firm change any other plans/policies or take any actions to insulate profitability?

	RegionTotal				Regions				
Number Col %	All	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
C01 76	Responses	A	B	C	D	Е	F	G	Н
Total	34	21	5	3	3	1	5	4	0
	100.0%	50.0%	11.9%	7.1%	7.1%	2.4%	11.9%	9.5%	0.0%
No.	19	11	4	2	1	0	3	2	0
	55.9%	52.4%	80.0%	66.7%	33.3%	0.0%	60.0%	50.0%	0.0%
Yes.	10	7	1	1	0	0	2	2	0
	29.4%	33.3%	20.0%	33.3%	0.0%	0.0%	40.0%	50.0%	0.0%
Don't know	5	3	0	0	2	1	0	0	0
	14.7%	14.3%	0.0%	0.0%	66.7%	100.0%	0.0%	0.0%	0.0%
		de			a	a			

# 10a. Why was your actual wage growth than your forecasted wage employee growth? (Check all that are applicable)

All esponses	US/CAN A	All Latin America B	Brazil C	All Asia Combined	Japan	All Europe combined		
43	A			Combined	Japan	combined	г.	
		В	C			comonica	France	Africa
				D	Е	F	G	Н
	22	7	6	3	3	11	7	0
100.0%	51.2%	16.3%	14.0%	7.0%	7.0%	25.6%	16.3%	0.0%
				1	1			0
51.2%	54.5%	28.6%	33.3%	33.3%	33.3%	63.6%	71.4%	0.0%
14	Q	3	3	2	2	1	0	0
						9 1%		0.0%
22.070	30.170	.2.5 / 0	20.070	g	g	7.170	de	0.070
11	5	2	1	0	0	4	2	0
			16 70/	0.00%	-	36.40/-		0.0%
	22 51.2% 14 32.6%	22 12 51.2% 54.5% 14 8 32.6% 36.4%	22     12     2       51.2%     54.5%     28.6%       14     8     3       32.6%     36.4%     42.9%       11     5     2	22     12     2     2       51.2%     54.5%     28.6%     33.3%       14     8     3     3       32.6%     36.4%     42.9%     50.0%       11     5     2     1	22     12     2     2     1       51.2%     54.5%     28.6%     33.3%     33.3%       14     8     3     3     2       32.6%     36.4%     42.9%     50.0%     66.7%       g	22     12     2     2     1     1       51.2%     54.5%     28.6%     33.3%     33.3%     33.3%       14     8     3     3     2     2       32.6%     36.4%     42.9%     50.0%     66.7%     66.7%       g     g       g     g       g     g       g     g	22     12     2     2     1     1     7       51.2%     54.5%     28.6%     33.3%     33.3%     33.3%     63.6%       14     8     3     3     2     2     1       32.6%     36.4%     42.9%     50.0%     66.7%     66.7%     9.1%       g     g       g     g       g     g       4     3     4	22     12     2     2     1     1     7     5       51.2%     54.5%     28.6%     33.3%     33.3%     33.3%     63.6%     71.4%       14     8     3     3     2     2     1     0       32.6%     36.4%     42.9%     50.0%     66.7%     66.7%     9.1%     0.0%       g     g     g     g     de

# 10b. As it became clear that 2019 actual wage growth would differ from forecast, did your firm change any other plans/policies or take any actions to insulate profitability?

	RegionTotal				Regions				
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	43	22	7	6	3	3	11	7	0
	100.0%	37.3%	11.9%	10.2%	5.1%	5.1%	18.6%	11.9%	0.0%
No.	18	10	0	0	2	2	6	5	0
	41.9%	45.5%	0.0%	0.0%	66.7%	66.7%	54.5%	71.4%	0.0%
		bc	adefg	afg	b	b	bc	bc	
Yes.	21	8	7	6	1	1	5	2	0
	48.8%	36.4%	100.0%	100.0%	33.3%	33.3%	45.5%	28.6%	0.0%
		Вс	Adefg	afg	b	b	bc	bc	
Don't know	4	4	0	0	0	0	0	0	0
	9.3%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

# 12a. Why was your actual borrowing rate at year-end 2019 than anticipated?

	RegionTot-				ъ :				
	al				Regions				
Number	All		All Latin		All Asia	_	All Europe	_	
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	200	107	62	57	9	4	17	3	5
	100.0%	53.5%	31.0%	28.5%	4.5%	2.0%	8.5%	1.5%	2.5%
Market interest rates	105	60	35	33	4	2	4	1	2
fell generally.	52.5%	56.1%	56.5%	57.9%	44.4%	50.0%	23.5%	33.3%	40.0%
ren generany.	32.370	f	f	f	11.170	30.070	abc	33.370	40.070
Our company's credit-	30	19	10	10	0	0	0	0	1
worthiness improved.	15.0%	17.8%	16.1%	17.5%	0.0%	0.0%	0.0%	0.0%	20.0%
Other factors that led to your interest rate being higher than	30	12	12	11	1	0	4	0	1
expected.	15.0%	11.2%	19.4%	19.3%	11.1%	0.0%	23.5%	0.0%	20.0%
Other factors that led to your interest rate being lower than	27	19	5	5	1	1	2	1	0
expected.	13.5%	17.8%	8.1%	8.8%	11.1%	25.0%	11.8%	33.3%	0.0%
Market interest rates	21	7	7	5	3	1	3	0	1
increased generally	10.5%	6.5%	11.3%	8.8%	33.3%	25.0%	17.6%	0.0%	20.0%
<i>5</i> ,		D		d	Ac				
Our company's credit-	16	6	3	2	1	1	6	1	0
worthiness decreased	8.0%	5.6%	4.8%	3.5%	11.1%	25.0%	35.3%	33.3%	0.0%
		F	Fg	Fg			ABC	bc	

# 12b. Has your company changed corporate investment (i.e., capital spending or R&D), or made any adjustments, due to experiencing a borrowing rate than expected?

	RegionTotal				Regions				
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	200	108	61	56	9	4	17	3	5
	100.0%	41.1%	23.2%	21.3%	3.4%	1.5%	6.5%	1.1%	1.9%
No.	151	90	38	37	6	4	12	2	5
	75.5%	83.3%	62.3%	66.1%	66.7%	100.0%	70.6%	66.7%	100.0%
		Вс	A	a					
Yes.	32	12	16	13	2	0	2	0	0
	16.0%	11.1%	26.2%	23.2%	22.2%	0.0%	11.8%	0.0%	0.0%
		bc	a	a					
Don't know	17	6	7	6	1	0	3	1	0
	8.5%	5.6%	11.5%	10.7%	11.1%	0.0%	17.6%	33.3%	0.0%

# 12c. Has your company changed any corporate policies other than corporate investment (i.e., other than capital spending or R&D), due to experiencing a borrowing rate than expected?

	RegionTotal				Regions				
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	200	108	61	56	9	4	17	3	5
Total	100.0%	41.1%	23.2%	21.3%	3.4%	1.5%	6.5%	1.1%	1.9%
No.	145	88	37	33	6	4	11	3	3
	72.5%	81.5%	60.7%	58.9%	66.7%	100.0%	64.7%	100.0%	60.0%
		BC	A	A					
Yes.	31	12	11	11	2	0	4	0	2
	15.5%	11.1%	18.0%	19.6%	22.2%	0.0%	23.5%	0.0%	40.0%
Don't know	24	8	13	12	1	0	2	0	0
Don't know			-	12	11.10/				Ü
	12.0%	7.4%	21.3%	21.4%	11.1%	0.0%	11.8%	0.0%	0.0%
		Bc	A	a					

# 13a. Why was your actual profit margin than your forecasted profit margin?

	RegionTotal				Regions				
Number	All	77010131	All Latin	<b>5</b>	All Asia		All Europe	-	
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	24	12	5	5	3	3	4	1	0
	100.0%	50.0%	20.8%	20.8%	12.5%	12.5%	16.7%	4.2%	0.0%
Conditions or actions specific to our	13	8	1	1	2	2	2	1	0
firm changed.	54.2%	66.7%	20.0%	20.0%	66.7%	66.7%	50.0%	100.0%	0.0%
Conditions for the overall market	12	5	3	3	1	1	3	0	0
changed	50.0%	41.7%	60.0%	60.0%	33.3%	33.3%	75.0%	0.0%	0.0%
Other explanation for why actual profit margin differed from	3	2	1	1	0	0	0	0	0
forecast.	12.5%	16.7%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%

# 13b. As it became clear that 2019 actual profit margin would differ from forecast, did your firm change any other plans/policies or take any actions to insulate profitability?

	RegionTotal				Regions				
Number	All		All Latin		All Asia	_	All Europe	_	
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	24	12	5	5	3	3	4	1	0
	100.0%	36.4%	15.2%	15.2%	9.1%	9.1%	12.1%	3.0%	0.0%
No.	9	4	2	2	3	3	0	0	0
	37.5%	33.3%	40.0%	40.0%	100.0%	100.0%	0.0%	0.0%	0.0%
					f	f	de		
Yes.	15	8	3	3	0	0	4	1	0
	62.5%	66.7%	60.0%	60.0%	0.0%	0.0%	100.0%	100.0%	0.0%
					f	f	de		

15a We'd like to understand why actual outcomes sometimes differ from initial plans / forecasts, with emphasis on what caused your actual 2019 capital spending to differ from the initial forecast. Did a change in any of the following variables cause your actual 2019 Capital Spending to differ from the initial forecast?

	RegionTot-								
	al				Regions				
Number	All		All Latin		All Asia	_	All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	123	66	30	26	6	0	17	4	4
Total	100.0%	53.7%	24.4%	21.1%	4.9%	0.0%	13.8%	3.3%	3.3%
	100.070	33.770	21.170	21.170	1.570	0.070	13.070	3.370	3.570
Demand for our	50	24	15	13	2	0	7	1	2
product	40.7%	36.4%	50.0%	50.0%	33.3%	0.0%	41.2%	25.0%	50.0%
Current profits	32	24	3	3	3	0	2	0	0
	26.0%	36.4%	10.0%	11.5%	50.0%	0.0%	11.8%	0.0%	0.0%
		Bc	Ad	ad	bc				
Expected future	30	18	5	5	1	0	5	1	1
profits	24.4%	27.3%	16.7%	19.2%	16.7%	0.0%	29.4%	25.0%	25.0%
Cash holdings	29	18	8	6	2	0	1	0	0
Cut actually.	23.6%	27.3%	26.7%	23.1%	33.3%	0.0%	5.9%	0.0%	0.0%
Economic	24	10	7	5	0	0	5	1	2
uncertainty	19.5%	15.2%	23.3%	19.2%	0.0%	0.0%	29.4%	25.0%	50.0%
Actions of	18	7	5	5	0	0	4	0	2
competitors	14.6%	10.6%	16.7%	19.2%	0.0%	0.0%	23.5%	0.0%	50.0%
competitors	11.070	h	10.770	17.270	0.070	0.070	23.370	0.070	a a
Access to borrowing	17	8	6	6	0	0	3	0	0
Access to bollowing	13.8%	12.1%	20.0%	23.1%	0.0%	0.0%	17.6%	0.0%	0.0%
Planned acquisition	16	7	5	5	1	0	2	1	1
or divestiture	13.0%	10.6%	16.7%	19.2%	16.7%	0.0%	11.8%	25.0%	25.0%
Domestic BDP	16	4	7	6	1	0	4	2	0
growth	13.0%	6.1%	23.3%	23.1%	16.7%	0.0%	23.5%	50.0%	0.0%
		bcfG	a	a			a	A	
Spending=Consumer	15	3	4	4	2	0	5	1	1
	12.2%	4.5%	13.3%	15.4%	33.3%	0.0%	29.4%	25.0%	25.0%
		DF			A		A		

# 15a We'd like to understand why actual outcomes sometimes differ from initial plans / forecasts, with emphasis on what caused your actual 2019 capital spending to differ from the initial forecast. Did a change in any of the following variables cause your actual 2019 Capital Spending to differ from the initial forecast?

			Region	Tot-					
			al					Regions	
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
		A	В	С	D	E	F	G	Н
Borrowing interest	14	4	8	6	0	0	2	0	(
rate	11.4%	6.1%	26.7%	23.1%	0.0%	0.0%	11.8%	0.0%	0.0%
		Вс	A	a					
Global GDP growth	11	3	3	2	2	0	3	1	C
	8.9%	4.5%	10.0%	7.7%	33.3%	0.0%	17.6%	25.0%	0.0%
		D			A				
Our current debt	11	6	2	2	0	0	3	1	0
level	8.9%	9.1%	6.7%	7.7%	0.0%	0.0%	17.6%	25.0%	0.0%
International trade/	11	9	2	2	0	0	0	0	C
tariffs	8.9%	13.6%	6.7%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Price/ availability of capital goods or	11	4	4	2	1	0	2	0	0
real estate.	8.9%	6.1%	13.3%	7.7%	16.7%	0.0%	11.8%	0.0%	0.0%
Political uncertainty	10	5	4	3	0	0	1	0	0
	8.1%	7.6%	13.3%	11.5%	0.0%	0.0%	5.9%	0.0%	0.0%
Commodity prices	8	3	2	2	0	0	2	0	1
P	6.5%	4.5%	6.7%	7.7%	0.0%	0.0%	11.8%	0.0%	25.0%
Spending=Go vernm-	8	3	2	2	1	0	1	0	1
ent	6.5%	4.5%	6.7%	7.7%	16.7%	0.0%	5.9%	0.0%	25.0%
Interest rates	7	1	5	4	0	0	1	0	(
interest rates	5.7%	1.5%	16.7%	15.4%	0.0%	0.0%	5.9%	0.0%	0.0%
		BC	A	A					

Exchange	7	0	5	4	0	0	0	0	2
rates									
	5.7%	0.0%	16.7%	15.4%	0.0%	0.0%	0.0%	0.0%	50.0%
		ВСН	A	A			Н		AF

# 15a We'd like to understand why actual outcomes sometimes differ from initial plans / forecasts, with emphasis on what caused your actual 2019 capital spending to differ from the initial forecast. Did a change in any of the following variables cause your actual 2019 Capital Spending to differ from the initial forecast?

			Regio a					Regions	
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	E	F	G	Н
Credit rating	3	3	0	0	0	0	0	0	0
considerations	2.4%	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Stock price	2	1	0	0	0	0	1	0	0
movements	1.6%	1.5%	0.0%	0.0%	0.0%	0.0%	5.9%	0.0%	0.0%

# 15b. As it became clear that actual 2019 capital spending would differ from forecast, did your firm change any other plans/policies or take any actions to insulate profitability?

			Region	Total				Regions	
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	175	95	33	29	25	19	18	4	4
	100.0%	41.9%	14.5%	12.8%	11.0%	8.4%	7.9%	1.8%	1.8%
No.	103	65	15	14	11	8	9	3	3
	58.9%	68.4%	45.5%	48.3%	44.0%	42.1%	50.0%	75.0%	75.0%
		bde	a		a	a			
Yes.	53	23	17	14	4	1	8	1	1
	30.3%	24.2%	51.5%	48.3%	16.0%	5.3%	44.4%	25.0%	25.0%
		Вс	ADE	adE	Bcf	BCF	dE		
Don't know	19	7	1	1	10	10	1	0	0
	10.9%	7.4%	3.0%	3.4%	40.0%	52.6%	5.6%	0.0%	0.0%
		DE	DE	DE	ABCf	ABCF	dE		

28. We'd like to understand how companies modify their funding choices as conditions change. Last year you indicated your largest sources of external funding in 2019 would be as shown in the table above. Did your firm's actual primary source of external funding in 2019 differ from your planned primary source (as indicated above)?

			Region	Total				Regions	
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	229	117	56	49	29	20	22	8	5
	100.0%	38.2%	18.3%	16.0%	9.5%	6.5%	7.2%	2.6%	1.6%
No	132	76	30	27	12	9	13	3	1
	57.6%	65.0%	53.6%	55.1%	41.4%	45.0%	59.1%	37.5%	20.0%
		dh			a				a
Yes, small	39	19	13	10	4	2	2	1	1
differences	17.0%	16.2%	23.2%	20.4%	13.8%	10.0%	9.1%	12.5%	20.0%
Yes, medium	22	10	4	4	3	2	3	3	2
differences	9.6%	8.5%	7.1%	8.2%	10.3%	10.0%	13.6%	37.5%	40.0%
		gh	gh	gh				abc	abc
Yes, large	33	11	9	8	8	5	4	1	1
differences	14.4%	9.4%	16.1%	16.3%	27.6%	25.0%	18.2%	12.5%	20.0%
		de			a	a			
Don't Know	3	1	0	0	2	2	0	0	0
	1.3%	0.9%	0.0%	0.0%	6.9%	10.0%	0.0%	0.0%	0.0%
		de	e	e	a	abc			

# 28. Why did your primary source of external funding differ from plan?

			Region al	Tot-				Regions	
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
	·	A	В	С	D	E	F	G	Н
Total	55 100.0%	21 38.2%	13 23.6%	12 21.8%	20.0%	7 12.7%	7	7.3%	3 5.5%
	100.0%	38.270	23.0%	21.870	20.076	12.770	12.770	7.376	3.370
Conditions specific	21	11	3	2	4	3	2	0	1
to our firm changed	38.2%	52.4%	23.1%	16.7%	36.4%	42.9%	28.6%	0.0%	33.3%
Market conditions	18	6	6	6	4	2	1	1	1
changed	32.7%	28.6%	46.2%	50.0%	36.4%	28.6%	14.3%	25.0%	33.3%
Other factor or action specific to our firm changed, leading us to use a different primary source of external	18	5	5	5	4	3	1	1	3
funding	32.7%	23.8%	38.5%	41.7%	36.4%	42.9%	14.3%	25.0%	100.0%
		h					h		af
Our investment	10	3	1	1	2	0	3	2	1
plans changed	18.2%	14.3%	7.7%	8.3%	18.2%	0.0%	42.9%	50.0%	33.3%

# 28. In March 2019 you indicated that the term/maturity of your primary source of external funding would be . Did the actual term/maturity change from ?

			Region	Total				Regions		
Number	All		All Latin		All Asia		All Europe			
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa	
		A	В	С	D	Е	F	G	Н	
Total	195	101	45	38	25	18	19	6	5	
	100.0%	39.3%	17.5%	14.8%	9.7%	7.0%	7.4%	2.3%	1.9%	
No	165	90	37	31	20	14	16	4	2	
	84.6%	89.1%	82.2%	81.6%	80.0%	77.8%	84.2%	66.7%	40.0%	
		Н	h	h					Abc	
Yes	27	10	8	7	3	2	3	2	3	
	13.8%	9.9%	17.8%	18.4%	12.0%	11.1%	15.8%	33.3%	60.0%	
		Н	h	h	h	h			Abcde	
Don't Know	3	1	0	0	2	2	0	0	0	
	1.5%	1.0%	0.0%	0.0%	8.0%	11.1%	0.0%	0.0%	0.0%	
		de	e	e	a	abc				

# 29. Last year you indicated your investment / R&D spending in 2019 would be as shown in the table above. Please reference these forecasts when answering the questions below. Was (or is) the actual after-tax RIOC of your largest 2019 capital spending project approximately %?

			Region	Total				Regions	
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	181	97	42	36	18	12	19	6	5
	100.0%	41.3%	17.9%	15.3%	7.7%	5.1%	8.1%	2.6%	2.1%
Yes	98	52	24	21	7	4	12	4	3
	54.1%	53.6%	57.1%	58.3%	38.9%	33.3%	63.2%	66.7%	60.0%
No	23	9	4	2	3	1	5	1	2
	12.7%	9.3%	9.5%	5.6%	16.7%	8.3%	26.3%	16.7%	40.0%
		fh		fh			ac		ac
Did not calculate the actual ROIC for our largest 2019 capital spending	60	36	14	13	8	7	2	1	0
project	33.1%	37.1%	33.3%	36.1%	44.4%	58.3%	10.5%	16.7%	0.0%
		f		f	f	Fh	acdE		e

# 29. Did you Invest in the specific capital spending projects you had anticipated? (choose all that apply)

			Region					Regions	
Number Col %	All Responses	US/CAN A	All Latin America	Brazil C	All Asia Combined D	Japan E	All Europe combined F	France G	Africa H
		71	В	C	В	L	1	0	
Total	235	125	51	45	28	20	26	10	5
	100.0%	53.2%	21.7%	19.1%	11.9%	8.5%	11.1%	4.3%	2.1%
We invested									
in the projects we had	150	81	23	20	23	17	20	8	3
anticipated	63.8%	64.8%	45.1%	44.4%	82.1%	85.0%	76.9%	80.0%	60.0%
		bc	aDEFg	aDEFg	BC	ВС	ВС	bc	
We did not invest at all in some projects that we had anticipated	58	31	22	19	0	0	4	0	1
spending on	24.7%	24.8%	43.1%	42.2%	0.0%	0.0%	15.4%	0.0%	20.0%
		bcDe	aDEfg	aDEfg	ABCfh	aBC	bcd	bc	d
We invested in some new projects that we had not	50	26	9	9	7	4	7	4	1
anticipated	21.3%	20.8%	17.6%	20.0%	25.0%	20.0%	26.9%	40.0%	20.0%
Other comments explaining actual vs. planned capital	16	10	2	2	2	2	0	0	2
spending	6.8%	8.0%	3.9%	4.4%	7.1%	10.0%	0.0%	0.0%	40.0%
		h	Н	Н	h		Н		aBCdF

# 29. What was the pace of spending on capital spending projects?

			Region	Total				Regions	
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
	·	A	В	С	D	Ë	F	G	Н
Total	139	76	20	17	21	15	20	8	2
	100.0%	42.5%	11.2%	9.5%	11.7%	8.4%	11.2%	4.5%	1.1%
At about the									
anticipated	98	58	12	9	13	8	13	3	2
pace	70.5%	76.3%	60.0%	52.9%	61.9%	53.3%	65.0%	37.5%	100.0%
		g						a	
But									
generally at a slower	38	15	8	8	8	7	7	5	0
pace	27.3%	19.7%	40.0%	47.1%	38.1%	46.7%	35.0%	62.5%	0.0%
		ceG		a		a		A	
_									
But generally	3	3	0	0	0	0	0	0	0
at a faster pace	2.2%	3.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

# 29. Was (or is) the after-tax RIOC of your largest 2019 R&D project approximately %?

			Region	nTotal				Regions	
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
	·	A	В	С	D	Ē	F	G	Н
Total	131	73	30	25	10	5	14	3	4
	100.0%	44.5%	18.3%	15.2%	6.1%	3.0%	8.5%	1.8%	2.4%
Yes	59	38	9	9	4	1	7	1	1
	45.0%	52.1%	30.0%	36.0%	40.0%	20.0%	50.0%	33.3%	25.0%
		b	a						
No	19	7	6	4	1	0	3	1	2
	14.5%	9.6%	20.0%	16.0%	10.0%	0.0%	21.4%	33.3%	50.0%
		h							a
We did not calculate the actual ROIC for our largest	53	28	15	12	5	4	4	1	1
2019 R&D									
project	40.5%	38.4%	50.0%	48.0%	50.0%	80.0%	28.6%	33.3%	25.0%

# 29. Did you invest in the specific R&D projects you had anticipated? (choose all that apply)

			Region					Regions	
Number Col %	All Responses	US/CAN A	All Latin America	Brazil C	All Asia Combined D	Japan E	All Europe combined F	France G	Africa H
Total	196	106	44	39	22	15	20	6	4
	100.0%	54.1%	22.4%	19.9%	11.2%	7.7%	10.2%	3.1%	2.0%
We invested in the projects we had	110	60	17	14	16	11	14	4	3
anticipated	56.1%	56.6%	38.6%	35.9%	72.7%	73.3%	70.0%	66.7%	75.0%
umorpatea	50.170	bc	adef	aDef	bC	bc	bc	30.770	72.070
We invested in some new projects that we had not anticipated	23.0%	20.8%	27.3%	30.8%	18.2%	13.3%	25.0%	50.0%	50.0%
We did not invest at all in some projects that we had anticipated	45	19	19	17	3	2	4	2	0
spending on	23.0%	17.9%	43.2%	43.6%	13.6%	13.3%	20.0%	33.3%	0.0%
		BC	Ade	Ade	bc	bc			
Other comments explaining actual vs. planned capital	26	20	2	2	3	2	1	0	0
spending	13.3%	18.9%	4.5%	5.1%	13.6%	13.3%	5.0%	0.0%	0.0%
		bc	a	a					

# 29. What was the pace of spending on R&D projects?

			Region	ıTotal				Regions	
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	97	53	13	11	16	11	13	4	2
	100.0%	43.1%	10.6%	8.9%	13.0%	8.9%	10.6%	3.3%	1.6%
At about the anticipated	82	44	11	9	13	9	12	3	2
pace	84.5%	83.0%	84.6%	81.8%	81.3%	81.8%	92.3%	75.0%	100.0%
But generally at a slower	12	7	1	1	3	2	1	1	0
pace	12.4%	13.2%	7.7%	9.1%	18.8%	18.2%	7.7%	25.0%	0.0%
But generally	3	2	1	1	0	0	0	0	0
at a faster pace	3.1%	3.8%	7.7%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%

# 30. How frequently does your firm use the following techniques when deciding which projects or acquisition to pursue?

(0=Never) (1=1) (2=2) (3=3) (4=Always)

			Region al	Γot-				Regions	
Number Mean	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
	A	A	В	С	D	E	F	G	Н
Payback period / Break	even analysis								
	1049	426	342	286	123	59	119	46	39
	2.76	2.78	2.94	2.95	2.54	2.29	2.38	2.24	2.90
		dEFG	DEFG	DEFG	aBC	ABCh	ABCh	ABCh	efg
Sensitivity or scenario	analysis ('downside', 'upside') for specif	fic project							
	1028	420	339	286	116	54	118	45	35
	2.47	2.35	2.76	2.72	2.16	1.80	2.32	1.91	2.60
	2.47	BCEg	ADEFG	ADEFG	BC	ABCfH	BCe	aBCh	Eg
		BCLg	ADLIG	ADLIG	ВС	ABCIII	ВСС	авсп	LE
Return on Invested Cap	pital (ROIC)								
	1030	419	335	283	119	57	118	45	39
	2.28	2.13	2.63	2.60	1.98	1.47	2.08	1.53	2.44
		BCEG	ADEFG	ADEFG	BCe	ABCdfH	BCeg	ABCfH	EG
Internal Rate of Return	(IRR) / Hurdle Rate								
	1010				120		110		
	1040 2.27	423 2.08	342 2.70	288 2.68	120 2.13	56 1.79	118 1.88	45 1.49	37 2.22
	2.21	BCg	ADEFGh	ADEFG	BCg	BC	BC	aBCdh	2.22 bg
		БС	ADEFOII	ADETG	всв	ВС	ВС	abcuii	Ug
Net Present Value (NP	V) / Discounted Cash Flow (DCF)								
	1038	423	336	282	121	58	121	46	37
	2.18	1.99	2.52	2.54	2.26	2.10	1.86	1.20	1.95
	2.10	BCG	AeFGh	AeFGh	G	bcG	BCg	ABCDEfh	bcg
Profitability Index: PV	of future cashflows divided by initial cos	st							
<u> </u>									
	1014	412	330	278	119	57	118	47	35
	1.93	1.56	2.55	2.55	1.92	1.89	1.52	1.17	1.89
		BCd	ADEFGH	ADEFGH	aBCfG	BCg	BCd	BCDeh	BCg
Multiples approach (e.g	g., earnings or sales multiples)								
	1010	410	334	283	114	54	113	45	39
	1.91	1.90	1.95	1.89	1.82	1.31	1.88	1.60	2.03

		Е	E	E	e	ABCdfh	e	e

### 30. How frequently does your firm use the following techniques when deciding which projects or acquisition to pursue?

(0=Never) (1=1) (2=2) (3=3) (4=Always)

			Region al	Tot-				Regions	
Number Mean	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
	A	A	В	С	D	Е	F	G	Н
We incorporate the "r	real options" of a project when evaluating i	i e							
	989	407	324	272	112	53	114	45	32
	1.83	1.91	1.89	1.88	1.36	0.64	1.78	2.33	2.09
		DE	DE	DE	ABCEfGH	ABCDFGH	dEg	DEf	DE
Value-at-Risk or othe	r simulation analysis								
	1007	411	337	284	112	53	113	44	34
	1.61	1.21	2.44	2.52	1.19	0.89	1.17	0.84	1.24
		BC	ADEFGH	ADEFGH	ВС	BC	ВС	BC	ВС
Other									
	112	57	25	20	14	5	13	7	3
	1.54	1.35	2.00	1.70	2.07	0.80	1.00	1.00	1.00
Adjusted Present Valu	ue (APV); separately determine NPV of dit	ferent aspects of project,	then add up the sep	arate NPV's.					
	1004	410	328	276	119	56	115	44	32
	1.36	0.99	1.85	1.78	1.43	1.29	1.27	0.93	1.28
		BCDf	ADEFGh	AdeFG	ABcg	Bc	aBC	BCd	b

# 31. Does your firm estimate the cost of equity capital?

			Region	nTotal				Regions	3
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	1035	422	330	275	122	59	121	48	40
	100.0%	29.8%	23.3%	19.4%	8.6%	4.2%	8.5%	3.4%	2.8%
Yes	396	127	144	119	64	33	43	12	18
	38.3%	30.1%	43.6%	43.3%	52.5%	55.9%	35.5%	25.0%	45.0%
		BCDE	Ag	Ag	AFG	AfG	De	bcDE	
No	639	295	186	156	58	26	78	36	22
	61.7%	69.9%	56.4%	56.7%	47.5%	44.1%	64.5%	75.0%	55.0%
		BCDE	Ag	Ag	AFG	AfG	De	bcDE	

# 31. How do you determine your firm's cost of equity capital?

(0=Never) (1=1) (2=2) (3=3) (4=Always)

			Region	Total				Regions	
Number	All		All Latin		All Asia		All Europe		
Mean	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	A	A	В	C	D	Е	F	G	Н
Using the Capital As	set Pricing Model (CAPM, the 'bet	ta approach')							
	339	113	126	105	54	29	36	11	10
	2.46	2.11	2.70	2.70	2.52	2.79	2.81	2.55	2.00
		BCef	A	A		a	a		
Using the CAPM but	including some extra "risk factors	<u>" (i.e., a multi-factor m</u>	<u>odel)</u>						
						-			
	318	103	121	103	49	25	34	11	11
	2.00	1.84	2.15	2.22	1.86	1.32	2.06	2.27	2.18
			e	e		bc			
A cost of equity estin	nate that we have not changed in m	nany years							
	201	110	110	20		2.5	2.5	- 11	
	324	110	118	98	50	26	35	11	11
	1.69	1.25	2.08	1.99	1.74	1.38	1.71	2.00	1.64
		BCd	Ae	A	a	b			
****	( 11 11 1								
Whatever our investor	ors/owners tell us they require								
	317	110	117	97	49	26	32	11	
						2.23		0.82	1.22
	1.41	1.13	1.55	1.40	1.96		1.09		1.22
		bDE	ae	de	Acfg	AbcFG	dE	dE	
The overall return on	the steel medicat								
The overall return on	the stock market								
	311	109	109	93	49	25	33	11	11
	1.20	1.06	0.97	0.98	1.76	1.64	1.33	1.09	1.91
	1.20	Dh	Deh	Deh	ABC	bc	1.33	1.09	abo
		Dii	Dell	Deli	ABC	UC .			auc
With average historic	cal returns on common stock								
vviui average mistorie	car retains on common stock								
	313	107	113	94	49	26	32	11	12
	1.18	1.22	1.03	0.87	1.41	1.19	1.13	0.82	1.42

# 31. How do you determine your firm's cost of equity capital?

(0=Never) (1=1) (2=2) (3=3) (4=Always)

			Regio	nTotal				Regions	
Number	All		All Latin		All Asia		All Europe		
Mean	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	A	A	В	С	D	Е	F	G	Н
Other approach to es	stimating the cost of equity								
	93	41	33	31	8	3	9	2	2
	1.15	1.29	0.97	0.94	1.25	1.00	1.11	0.00	1.00
By regulatory decisi	ons		I						
	308	106	114	97	47	26	32	11	9
	1.02	0.89	1.08	1.05	1.32	0.85	0.75	0.91	1.22
		d			af		d		
Back out from disco	unted dividend/earnings model. E.g., p	<u>orice = dividend / (co</u>	ost of equity - gr	owth)					
	299	104	109	94	46	25	31	10	9
	0.91	0.80	0.87	0.83	1.13	0.64	0.87	0.70	1.56

# 32. In whose interests do you think a company should be run?

					Regio	ıTotal				Regions	3
Number				-							
Mean		All			All Latin		All Asia		All Europ	e	
Median		Responses		US/CAN	America	Brazil	Combined	Japan	combined	I France	Africa
		A		A	В	C	D	Е	F	G	Н
Number		910		355	298	250	109	58	1	11 46	37
Percent		100.0%		28.1%	23.6%	19.8%	8.6%	4.6%	8.8	% 3.6%	2.9%
In whose inter	ests do you thinl	k a company sho	uld be run? (0=	Only sharehold	ers - 50=Balance	<u>d - 100=Only ot</u>	her constiuents a	and other stakeh	olders)		
		910		355	298	250	109	58	1	11 46	37
		44.88		43.83	44.19	44.04	49.96	51.72	45.3	50.80	44.03
		50.00		50.00	50.00	50.00	50.00	50.00	50.0	00 50.00	50.00
				DEg	DEg	DEg	ABC	ABCfh		e abch	eg

# 32. In whose interests do you think a company should be run? PUBLIC FIRMS ONLY

					Regio	nTotal				Regions	;
Number				-			-				
Mean		All			All Latin		All Asia		All Europ	e	
Median		Responses		US/CAN	America	Brazil	Combined	Japan	combined	l France	Africa
		A		A	В	C	D	Е	F	G	Н
Number		188		67	37	32	54	40		23 3	7
Percent		100.0%		25.5%	14.1%	12.2%	20.5%	15.2%	8.7	% 1.1%	2.7%
In whose inter	ests do you thinl	<u>ca company sho</u>	uld be run? (0=	Only sharehold	ers - 50=Balance	<u>d - 100=Only ot</u>	her constiuents a	and other stakeh	olders)		
		188		67	37	32	54	40		23 3	7
		45.12		41.37	45.95	45.44	50.06	51.33	43.	65 49.67	43.29
		50.00		49.00	50.00	50.00	50.00	50.00	50.	00 55.50	45.00
				DE			A	A			

### 32. Which (if any) constituents / stakeholders do you think should be ranked above shareholders?

			Region al	Tot-				Regions		
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa	
		A	В	С	D	Е	F	G	Н	
T 4 1	(22	222	205	160	0.4	4.6	72	24	27	
Total	622	233	205	168	84	46	73	34	27	
	100.0%	37.5%	33.0%	27.0%	13.5%	7.4%	11.7%	5.5%	4.3%	
Employees	401	148	138	113	56	31	45	20	14	
• •	64.5%	63.5%	67.3%	67.3%	66.7%	67.4%	61.6%	58.8%	51.9%	
Customers	348	121	133	112	53	30	31	13	10	
	55.9%	51.9%	64.9%	66.7%	63.1%	65.2%	42.5%	38.2%	37.0%	
	20.570	BC	AFGH	AFGH	fgh	fgh	BCde	BCde	BCde	
Environment	231	58	102	85	29	15	33	13	9	
Environment	37.1%	24.9%	49.8%	50.6%	34.5%	32.6%	45.2%	38.2%	33.3%	
	37.170	BCF	Ade	Ade	bc	bc	A	30.270	33.370	
Local	183	52	76	65	26	13	19	4	10	
community	29.4%	22.3%	37.1%	38.7%	31.0%	28.3%	26.0%	11.8%	37.0%	
		BC	AG	AG	g			BCdh	g	
Creditors	126	45	44	38	13	3	16	2	8	
	20.3%	19.3%	21.5%	22.6%	15.5%	6.5%	21.9%	5.9%	29.6%	
		e	eg	eg		abcfH	eg	bcfh	Eg	
Suppliers	124	30	60	47	9	4	18	7	7	
Suppliers	19.9%	12.9%	29.3%	28.0%	10.7%	8.7%	24.7%	20.6%	25.9%	
	13.370	BCf	ADE	ADE	BCf	BCf	ade	20.070	23.970	
None of the	99	39	30	26	9	6	13	6	8	
above	15.9%	16.7%	14.6%	15.5%	10.7%	13.0%	17.8%	17.6%	29.6%	
			h		h				bd	
Government	96	19	45	37	16	4	12	5	4	
	15.4%	8.2%	22.0%	22.0%	19.0%	8.7%	16.4%	14.7%	14.8%	
		BCDf	Ae	Ae	A	bc	a			
Other	23	15	4	4	1	0	1	1	2	
	3.7%	6.4%	2.0%	2.4%	1.2%	0.0%	1.4%	2.9%	7.4%	
		b	a							

# 33. Has your firm seriously considered issuing or issued common stock?

			Region	Total				Regions	
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	206	79	42	36	54	40	26	4	5
	100.0%	27.6%	14.7%	12.6%	18.9%	14.0%	9.1%	1.4%	1.7%
Yes	61	32	11	7	11	8	6	0	1
	29.6%	40.5%	26.2%	19.4%	20.4%	20.0%	23.1%	0.0%	20.0%
		cde		a	a	a			
No	145	47	31	29	43	32	20	4	4
	70.4%	59.5%	73.8%	80.6%	79.6%	80.0%	76.9%	100.0%	80.0%
		cde		a	a	a			

# 33. What factors affect your firms decisions about issuing common stock?

(0=Not Important) - (4=Very Important)

			Region						
			al					Regions	
Number	All	TIG/GAN	All Latin	ъ п	All Asia	*	All Europe		4.6.
Mean	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	A	A	В	С	D	Е	F	G	Н
Maintaining a target ca	pital structure or debt-to-equity ratio								
THE THE TENE	Jum strature of theories espaint ratio								
	50	29	8	6	7	6	5	0	1
	2.66	2.66	3.13	3.00	2.57	2.50	1.80		4.00
The amount by which o	our stock is undervalued or overvalued by	ay the market							
The amount by which c	stock is undervarued or overvarued t	y the market							
	50	29	8	6	7	6	5	0	1
	2.52	2.76	2.13	2.17	2.57	2.67	1.40		4.00
Earnings per share dilu	<u>tion</u>								
	51	29	7	-	0	7		0	
	2.43	2.48	1.43	5 1.20	3.00	3.14	2.33	0	4.00
	2.43	2.40	e e	e e	3.00	bc	2.33		4.00
			-	v		50			
If our stock price has re	cently risen, the price at which we can	ssue is "high"							
	50	20							
	50	28	8	6	8	7	5	0	2.00
	2.24	2.25	2.00	2.33	3.00	3.14	1.40		2.00
Providing shares to em	ployee bonus / stock option plans								
<u></u>									
	52	29	7	5	9	7	6	0	1
	2.13	2.17	1.29	1.80	2.78	2.57	2.17		1.00
D'1 (' 41 1 11'	6 4 1 1 1 1								
Diluting the holdings o	r certain snarenoiders								
	48	27	7	5	8	7	5	0	
	2.04	2.19	1.00	1.20	2.50	2.43	1.60		4.00
	2.0 1	2.17	de	1.20	b	b	1.00		
Whether our recent pro	fits have been insufficient to fund our a	ctivities							
	40	20		-	7			0	
	1.73	28	2.17	2.00	7	6	2.17	0	4.00
	1./3	de	2.17	2.00	2.71 a	2.83 a	2.1/		4.00
		de			u	u			
Other									

	9	5	1	1	1	1	2	0	0
	1.56	1.20	2.00	2.00	0.00	0.00	3.00		

#### 33. What factors affect your firms decisions about issuing common stock?

(0=Not Important) - (4=Very Important)

			Region al	Tot-				Regions	
Number	All		All Latin		All Asia		All Europe		
Mean	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	A	A	В	С	D	Е	F	G	Н
Stock is our "least risk	xy" source of funds								
	48	27	8	6	7	6	5	0	1
	1.52	1.59	1.38	1.33	1.57	1.33	1.40		1.00
Inability to obtain fund	ds using debt, convertibles, or other source	<u>es</u>							
		20		-		-			
	51	29	7	5	8	7	6	0	I
	1.49	1.38	0.71	0.80	1.63	1.71	2.33		4.00
Using a similar amoun	nt of equity as is used by other firms in our	<u>industry</u>							
	46	26	8	6	7	6	5	0	0
	1.15	1.19	1.13	1.33	1.14	1.00	1.00		
The capital gains tax r	rates faced by our investors (relative to tax	rates on dividends or int	erest income)						
	47	27	7	5	7	6	5	0	1
	0.96	0.81	1.14	1.20	1.86	2.17	0.40		0.00
		dE			a	Af	e		

## 34. Please indicate the priority of the following items as your firm allocates capital:

(1=Not Important) - (4=Top Priority)

			Region	Total				Regions	
Number	All		All Latin		All Asia		All Europe		
Mean	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	A	A	В	C	D	Е	F	G	Н
Fund existing capita	l expenditures / projects								
	901	380	276	225	105	46	111	46	29
	3.06	3.14	2.99	3.04	2.92	2.57	2.96	3.07	3.45
		bdE	aEh	Eh	aeH	ABCdfgH	еН	e	bcDEF
						-			
Fund new capital ex	penditures / projects								
	905	383	280	229	102	45	111	46	29
	2.98	2.98	2.94						
	2.98	2.98		2.97	3.00	2.73	2.98	3.17	3.31 bE
			h			gH		e	UE
Increase cash holdin	σς								
mercase cash holam	192								
	910	379	292	243	107	48	104	40	28
	2.79	2.65	3.01	3.04	2.76	2.23	2.67	2.78	2.93
		BCE	AdEF	AdEF	bcE	ABCDfgH	BCe	e	Е
Pay down debt									
	010	2.47	250	211	00	40	0.4	20	20
	819	347	259	211	90	40	94	39	29
	2.76	2.62	2.95	2.96	2.77	2.58	2.59	2.56	3.31
		ВСН	AeFg	AeFg	h	bcH	ВСН	bcH	AdEFG
Fund R&D									
Tuna RCCD									
	812	329	254	208	101	46	102	44	26
	2.52	2.46	2.51	2.52	2.59	2.59	2.66	2.89	2.62
		g	g	g				abc	
Acquire another firm	n or assets								
	011	227	250	211	25	4-	0.5	27	
	811	337	258	211	97	45	95	37	24
	2.32	2.15	2.36	2.40	2.56	2.67	2.54	2.54	2.38
		bCDEFg	a	A	A	A	A	a	

### 34. Please indicate the priority of the following items as your firm allocates capital:

(1=Not Important) - (4=Top Priority)

			Region	Total				Regions	
Number	All		All Latin		All Asia	_	All Europe	_	
Mean	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	A	A	В	С	D	Е	F	G	Н
Increase dividends p	per share								
	670	250	208	171	103	50	87	33	22
	2.07	1.82	2.13	2.15	2.45	2.68	2.02	1.85	2.73
	2.07	BCDEH	AdEh	AdEh	AbcFG	ABCFG	DEH	DEH	AbcFG
Maintain historic le	vel of dividends per share / Fully fund	the current level of c	lividends per shar	<u>·e</u>					
	(27	242	100	152	102	50	0.1	31	23
	637	242	189	153	102	50	81		
	2.06	2.06	1.85	1.85	2.41	2.56	1.98	1.71	2.70
		dEh	DEH	DEH	aBCfG	ABCFG	dEH	DEH	aBCFG
Other									
	45	27	6	5	7	3	5	2	0
	1.87	1.93	2.33	2.60	1.86	1.67	1.00	1.00	
Danurahaga sharas									
Repurchase shares									
	618	241	186	152	97	48	74	29	20
	1.55	1.50	1.49	1.51	1.81	1.92	1.42	1.34	1.75
		DE	DE	DE	ABCFg	ABCFG	DE	dE	

## 34. Please indicate the priority of the following items as your firm allocates capital: PAY DIVIDENDS

(4=Top priority) (3=Important, do if possible) (2=Like to do but only moderately) (1=Not important)

		RegionTotal							
Number Mean SD	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
	A	A	В	С	D	Е	F	G	Н
Maintain	281	88	86	71	62	38	34	14	11
historic level	2.47	2.97	1.79	1.77	2.71	2.68	2.32	2.21	3.00
of dividends per share / Fully fund the current level of dividends per share	1.15	1.06	1.00	1.02	1.05	1.09	1.20	1.19	0.89
F		BCFg	ADEfH	ADEfH	BC	BC	Abc	a	BC
Increase	300	89	98	82	64	39	38	14	11
dividends	2.51	2.53	2.40	2.39	2.69	2.77	2.37	2.29	2.82
per									
share	1.09	1.09	1.18	1.21	0.94	0.93	1.13	1.14	0.75
Repurchase	268	84	84	70	59	38	31	12	10
shares	1.73	1.79	1.57	1.63	1.95	1.97	1.58	1.67	1.70
	0.95	1.01	0.91	0.95	0.97	0.97	0.76	0.78	1.06
			de		b	b			
Fund existing	324	93	116	97	61	37	44	16	10
capital	2.99	3.15	2.95	3.01	2.79	2.54	2.93	3.06	3.40
expenditures / projects	0.95	0.92	0.92	0.90	0.95	0.93	1.07	1.06	0.70
		dE	e	Е	a	AbCH			Е
Fund new	325	93	116	97	60	36	44	16	12
capital	2.95	2.96	2.94	2.96	2.85	2.72	3.02	3.38	3.33
expenditures	0.90	0.94	0.93	0.90	0.84	0.91	0.90	0.81	0.65
/ projects	0.90	0.94	0.93	0.90	0.84	0.91	0.90	0.81	0.03
y - y					g	gh		de	e

#### 34. Please indicate the priority of the following items as your firm allocates capital: PAY DIVIDENDS

(4=Top priority) (3=Important, do if possible) (2=Like to do but only moderately) (1=Not important)

			Region	ıTotal				Regions	
Number Mean SD	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
	A	A	В	С	D	Е	F	G	Н
Fund R&D	304	86	107	90	58	37	41	16	12
	2.56	2.40	2.53	2.58	2.67	2.59	2.78	3.19	2.67
	1.07	1.15	1.08	1.08	1.00	1.04	1.01	0.91	0.89
		g	g	g				abc	
Acquire	307	87	112	93	56	35	41	14	11
another firm	2.42	2.10	2.47	2.49	2.70	2.77	2.56	2.79	2.45
or assets	1.02	1.01	0.98	0.97	0.99	0.91	1.05	0.97	1.13
		BCDEfg	A	A	A	A	a	a	
Pay down	297	92	103	86	52	30	39	15	11
debt	2.75	2.59	2.84	2.83	2.71	2.67	2.74	2.60	3.36
	1.07	1.03	1.07	1.12	1.11	1.12	1.09	0.99	0.81
		h						h	ag
Increase cash	322	92	116	99	62	38	41	13	11
holdings	2.66	2.46	2.93	3.00	2.48	2.18	2.61	2.46	2.73
	1.08	1.09	0.96	0.93	1.18	1.06	1.05	1.13	1.27
		BC	ADE	ADEf	BC	ВС	c		
Other	12	5	1	1	2	1	4	2	0
Other	13	5	1 1 00	1	3	1 00	4	2	0
	1.77	2.00	4.00	4.00	1.67	1.00	1.00	1.00	
	1.24	1.41			1.15		0.00	0.00	

## 34. Please indicate the priority of the following items as your firm allocates capital: REPURCHASE SHARES

(4=Top priority) (3=Important, do if possible) (2=Like to do but only moderately) (1=Not important)

			Region	Total				Regions	
Number Mean SD	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
	A	A	В	C	D	E	F	G	Н
Maintain	80	41	14	9	15	12	9	4	1
historic level	2.59	2.76	1.57	1.89	2.73	3.00	3.00	3.00	4.00
of dividends per share / Fully fund the current level of dividends per share	1.21	1.24	0.85	0.93	1.03	0.95	1.12	1.41	
p or a state of		В	ADEFg	ef	В	Вс	Вс	b	
Increase	86	44	14	10	17	13	9	4	2
dividends	2.47	2.20	2.29	2.50	2.94	3.08	3.11	3.00	2.50
per									
share	1.12	1.11	1.14	1.18	1.03	0.95	1.05	1.41	0.71
		def			a	a	a		
Repurchase	92	48	17	12	17	13	8	3	2
shares	2.58	2.52	2.35	2.92	2.88	2.69	2.75	2.67	2.50
	1.04	1.05	1.27	1.08	0.99	1.03	0.46	0.58	0.71
Fund existing	90	46	17	12	16	13	9	4	2
capital	3.04	3.28	2.71	2.92	2.56	2.46	3.33	4.00	3.00
expenditures / projects	0.95	0.91	0.99	0.90	0.89	0.88	0.87	0.00	0.00
		bDE	a		Af	Af	de		
Fund new	89	47	16	11	15	12	9	4	2
capital	3.11	3.23	2.88	3.00	2.93	2.92	3.22	3.75	3.00
expenditures /	0.80	0.84	0.89	0.77	0.70	0.79	0.67	0.50	0.00
projects					~			d	
					g			u	

#### 34. Please indicate the priority of the following items as your firm allocates capital: REPURCHASE SHARES

(4=Top priority) (3=Important, do if possible) (2=Like to do but only moderately) (1=Not important)

			Region	nTotal				Regions	
Number Mean SD	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
	A	A	В	C	D	Е	F	G	Н
Fund R&D	84	44	15	10	14	12	9	4	2
	2.79 1.10	2.73 1.21	2.60 1.06	2.80 1.03	2.86 1.03	2.75 1.06	3.22 0.67	3.75 0.50	3.00 1.41
				1.00				0.00	
Acquire	86	46	16	11	13	11	9	4	2
another firm	2.81	2.72	2.75	2.91	3.23	3.18	2.89	3.50	2.50
or assets	1.00	0.96	1.13	1.22	0.73	0.75	1.17	0.58	2.12
Pay down	83	44	16	11	12	9	9	4	2
debt	2.63	2.64	2.38	2.18	2.92	2.67	2.56	3.00	3.00
	0.98	0.92	1.09	0.98	1.08	1.12	1.13	0.82	0.00
Increase	89	46	17	12	15	12	9	4	2
holdings	2.39	2.37	2.65	2.75	1.87	1.67	3.11	3.50	1.50
	1.09	1.12	1.11	0.97	0.99	0.78	0.60	0.58	0.71
		e	de	dE	bcFG	abCFG	DEH	DEh	Fg
Other	5	3	0	0	1	1	1	0	0
	1.60	2.00			1.00	1.00	1.00		
	1.34	1.73							

## 35a. Do you pay dividends?

			Region	ıTotal				Regions	S
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	C	D	E	F	G	Н
Total	1283	488	437	369	159	76	156	65	43
	100.0%	27.2%	24.4%	20.6%	8.9%	4.2%	8.7%	3.6%	2.4%
Yes	239	54	96	75	42	20	36	13	11
	39.1%	23.1%	45.9%	45.7%	53.8%	69.0%	57.1%	65.0%	39.3%
		BCDEFG	Ae	Ae	A	Abch	A	. A	e
No	373	180	113	89	36	9	27	7	17
	60.9%	76.9%	54.1%	54.3%	46.2%	31.0%	42.9%	35.0%	60.7%
		BCDEFG	Ae	Ae	A	Abch	A	. A	e

# 35b. How high would the after-tax return on invested capital (ROIC) on a new investment project need to be for your company to cut your dividend to provide funds to pay for the project?

			Region	Total				Regions	
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
	·	A	В	С	D	Ē	F	G	Н
Total	412	106	160	135	82	49	51	17	13
	100.0%	17.3%	26.1%	22.0%	13.4%	8.0%	8.3%	2.8%	2.1%
Write-in	140	28	71	53	18	3	15	4	8
	42.7%	28.9%	60.7%	54.1%	30.5%	9.1%	34.9%	30.8%	66.7%
		ВСеН	ADEFg	ADEf	BCeh	aBCdfH	Bce	b	AdE
We would not cut our dividend to fund new investment, even if the new investment had a very high ROIC.	24.7%	44 45.4% BCDefg	9.4% Adef	11 11.2% Ad	14 23.7% Abc	8 24.2% ab	23.3% ab	7.7% a	16.7%
Other	15	5	3	3	4	2	3	0	0
	4.6%	5.2%	2.6%	3.1%	6.8%	6.1%	7.0%	0.0%	0.0%
Not applicable	92	20	32	31	23	20	15	8	2
	28.0%	20.6%	27.4%	31.6%	39.0%	60.6%	34.9%	61.5%	16.7%
		dEG	Eg	Eg	ae	ABCdfh	e	Abch	eg

# 35b. How high would the after-tax return on invested capital (ROIC) on a new investment project need to be for your company to cut your dividend to provide funds to pay for the project? WRITE IN

			Region	nTotal				Regions	
Number Mean SD	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
	A	A	В	С	D	Е	F	G	Н
Number	139	28	70	52	18	3	15	4	8
Percent	100.0%	14.1%	35.4%	26.3%	9.1%	1.5%	7.6%	2.0%	4.0%
Write-in:		·							
	139	28	70	52	18	3	15	4	8
	18.78	18.71	19.86	21.00	13.39	13.33	16.27	11.50	26.38
	12.81	7.24	15.47	17.58	5.33	2.89	7.57	6.56	18.02
		d			аН				D

### 36a. Do you repurchase shares?

			Region	ıTotal				Regions	
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	607	234	203	159	80	30	62	19	28
Total	100.0%	28.7%	24.9%	19.5%	9.8%	3.7%	7.6%	2.3%	3.4%
Yes	69	33	12	9	15	11	7	3	2
	11.4%	14.1%	5.9%	5.7%	18.8%	36.7%	11.3%	15.8%	7.1%
		BCE	ADE	ADE	BC	ABCFH	Е		Е
No	538	201	191	150	65	19	55	16	26
- 10	88.6%	85.9%	94.1%	94.3%	81.3%	63.3%	88.7%	84.2%	92.9%
		BCE	ADE	ADE	BC	ABCFH	Е		Е

# 36b. How high would the after-tax return on invested capital (ROIC) on a new investment project need to be for your company to reduce planned repurchases to provide funds to pay for the project?

			Region	Total				Regions	
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	90	49	15	10	16	12	8	3	2
10141	100.0%	42.6%	13.0%	8.7%	13.9%	10.4%	7.0%	2.6%	1.7%
	100.076	42.070	13.076	0.770	13.970	10.470	7.076	2.070	1.7/0
Write-in	36	24	4	2	4	2	2	1	2
	40.0%	49.0%	26.7%	20.0%	25.0%	16.7%	25.0%	33.3%	100.0%
		e			h	ah			de
We would not reduce our repurchases to fund new investment, even if the new investment had a very high ROIC	15	7 14.3%	3 20.0%	1 10.0%	2 12.5%	2 16.7%	37.5%	0.0%	0.0%
nign kOiC	10.7%	14.3%	20.0%	10.0%	12.5%	10.7%	37.5%	0.0%	0.0%
Other	5	3	0	0	2	1	0	0	0
	5.6%	6.1%	0.0%	0.0%	12.5%	8.3%	0.0%	0.0%	0.0%
Not applicable	34	15	8	7	8	7	3	2	0
	37.8%	30.6%	53.3%	70.0%	50.0%	58.3%	37.5%	66.7%	0.0%
		c		a					

# 36b. How high would the after-tax return on invested capital (ROIC) on a new investment project need to be for your company to reduce planned Repurchases to provide funds to pay for the project? Write-in:

				Region	nTotal				Regions	3
Number	A 11			A 11 T - 41 -		A 11 A		A 11 T		
Mean	All			All Latin		All Asia	_	All Europe	_	
Median	Responses	US/	CAN	America	Brazil	Combined	Japan	combined	France	Africa
	A		A	В	С	D	Е	F	G	Н
Number	36		24	4	2	4	2	2	1	2
Percent	100.0%		58.5%	9.8%	4.9%	9.8%	4.9%	4.9%	2.4%	4.9%
77 1:1 11.1		1 (2000)			1 1 0			1		2 1
	ne after-tax return on invested	<u>d capital (ROIC) on a n</u>	new inves	<u>stment project ne</u>	ed to be for you	r company to re	duce planned rep	ourchases to pro	ovide funds to pay	<u>y for the</u>
<u>project? Write-In</u>										
	36		24	4	2	4	2	2	1	2
	17.08		17.63	15.00	17.50	16.75	17.50	20.00	20.00	12.50
	18.00		18.00	15.00	1.00	20.00	1.00	1.00	20.00	1.00

#### 43. What percentage of your Total Assets could be used as collateral to support your Total Borrowing?

					Region	nTotal				Regions	S
Number		-		_					-		
Mean		All			All Latin		All Asia		All Europe		
Median		Responses		US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A		A	В	C	D	Е	F	G	Н
Number		898		377	300	250	108	49	86	30	27
Percent		100.0%		30.7%	24.4%	20.4%	8.8%	4.0%	7.0%	2.4%	2.2%
We'd like to k	now whether you	ır firm's assets c	ould serve as co	llateral to borro	w against. What	percentage of yo	our Total Assets	could be used as	s collateral to s	upport your Total	Borrowing?
		898		377	300	250	108	49	86	30	27
		40.10		48.39	34.60	33.73	34.39	29.80	28.36	17.53	45.56
		30.00		50.00	25.00	20.00	30.00	21.00	20.00	10.00	50.00
				BCDEFG	AG	AG	AG	Agh	AH	ABCDeH	eFG

#### 44. Over the next 3 years, we expect our firm's growth will be...

(-2=Much slower than others) (-1=Slower than others) (0=About the same as others) (1=Faster than others) (2=Much faster than others)

			Regio	nTotal				Regions	S
Number Mean	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
	A	A	В	С	D	Е	F	G	Н
Over the next 3 year	ars, we expect our firm's growth will be	<u>)</u>							
	999	410	323	269	123	62	114	46	29
	0.57	0.48	0.76	0.78	0.32	0.23	0.61	0.65	0.52
		BCde	ADE	ADE	aBCFg	aBCFG	DE	dE	

### 45. What was your earnings per share (EPS) over the most recent fiscal year? DilutedGAAP - US

				Region	nTotal				Region	S
Number		-						-		
Mean		All		All Latin		All Asia		All Europe		
Median		Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	A	В	C	D	Е	F	G	Н
Number		40	40	0	0	0	0	C	0	0
Percent		100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
D.1. 1.6.1.D	(7.10)									
Diluted GAAP:	(US)									
		40	40	0	0	0	0		0	0
		3.36	3.36							
		2.48	2.48							

### 45. What was your earnings per share (EPS) over the most recent fiscal year? DilutedNONGAAP - US

			Regio	nTotal				Regions	3
Number Mean Median	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
	A	A	В	C	D	Е	F	G	Н
Number	35	3	5 0	0	0	0	0	0	0
Percent	100.0%	100.0%	6 0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Diluted NON-GAA	<u>AP: (US)</u>								
	35	3.	5 0	0	0	0	0	0	0
	3.22	3.2	2						
	2.79	2.7							

### 46. Did you Earnings Per Share (EPS) meet company / analyst expectations?

			Region	Total				Regions	
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
	· ·	A	В	С	D	E	F	G	Н
Total	818	343	254	209	96	48	98	38	27
	100.0%	30.8%	22.8%	18.8%	8.6%	4.3%	8.8%	3.4%	2.4%
No	143	37	64	49	18	9	14	4	10
	17.5%	10.8%	25.2%	23.4%	18.8%	18.8%	14.3%	10.5%	37.0%
		BCdH	Afg	A	ah		bH	bh	AdFg
Yes	315	131	112	98	37	13	30	9	5
	38.5%	38.2%	44.1%	46.9%	38.5%	27.1%	30.6%	23.7%	18.5%
		ch	efgh	aeFGH		bc	bC	bC	abC
Don't Know	360	175	78	62	41	26	54	25	12
	44.0%	51.0%	30.7%	29.7%	42.7%	54.2%	55.1%	65.8%	44.4%
		BC	AdEFG	AdEFG	bcg	BC	BC	BCd	

#### 51. Does your firm's ability to access external capital limit your ability to pursue attractive investment projects?

			Region	Total				Regions	
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	881	380	271	225	100	51	102	40	28
	100.0%	31.7%	22.6%	18.8%	8.4%	4.3%	8.5%	3.3%	2.3%
No	478	213	131	112	70	45	51	20	13
	54.3%	56.1%	48.3%	49.8%	70.0%	88.2%	50.0%	50.0%	46.4%
		dE	DE	DE	aBCeFgh	ABCdFGH	DE	dE	dE
Yes, a small	175	82	54	48	11	1	23	8	5
amount	19.9%	21.6%	19.9%	21.3%	11.0%	2.0%	22.5%	20.0%	17.9%
		dE	dE	dE	abcf	ABCFGh	dE	Е	e
Yes, a									
moderate	134	52	47	32	12	5	19	6	4
amount	15.2%	13.7%	17.3%	14.2%	12.0%	9.8%	18.6%	15.0%	14.3%
Yes, a large	94	33	39	33	7	0	9	6	6
amount	10.7%	8.7%	14.4%	14.7%	7.0%	0.0%	8.8%	15.0%	21.4%
		bceh	аE	аE	h	aBCfGH	e	Е	adE

#### 52. To what extent is your company's financial well-being exposed to China-related risk? (trade wars, tariffs, geopolitical)

			Region	Total				Regions	
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	890	382	271	225	103	53	106	41	28
	100.0%	31.6%	22.4%	18.6%	8.5%	4.4%	8.8%	3.4%	2.3%
No exposure	366	164	100	86	38	19	51	22	13
to China risk	41.1%	42.9%	36.9%	38.2%	36.9%	35.8%	48.1%	53.7%	46.4%
to Cillia lisk	41.170	42.970		36.270	30.970	33.670	40.170 b	33.776 b	40.470
			fg				U	U	
Small China	278	137	86	67	25	11	24	6	6
risk	31.2%	35.9%	31.7%	29.8%	24.3%	20.8%	22.6%	14.6%	21.4%
		defG	g	g	a	a	a	Abc	
Medium	141	43	49	41	25	15	20	7	4
China risk	15.8%	11.3%	18.1%	18.2%	24.3%	28.3%	18.9%	17.1%	14.3%
		bcDEf	a	a	A	A	a		
Large China	74	30	23	19	10	5	7	3	4
risk	8.3%	7.9%	8.5%	8.4%	9.7%	9.4%	6.6%	7.3%	14.3%
DK/NA	31	8	13	12	5	3	4	3	1
DINITI	3.5%	2.1%	4.8%	5.3%	4.9%	5.7%	3.8%	7.3%	3.6%
		cg		a				a	

### 52. In 2020: To what extent is your company's financial well-being exposed to Coronavirus-related risk?

			Region	Total				Regions	
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
		A	В	С	D	Ē	F	G	Н
Total	880	372	273	227	104	53	103	39	28
	100.0%	31.0%	22.8%	18.9%	8.7%	4.4%	8.6%	3.3%	2.3%
No financial									
exposure to	87	35	21	17	20	16	8	0	3
Coronavirus	9.9%	9.4%	7.7%	7.5%	19.2%	30.2%	7.8%	0.0%	10.7%
		DEg	DE	DE	ABCfG	ABCFG	dE	aDEh	g
Small									
Coronavirus	204	102	69	55	19	8	12	4	2
risk	23.2%	27.4%	25.3%	24.2%	18.3%	15.1%	11.7%	10.3%	7.1%
		Fgh	Fgh	Fh			ABC	ab	abc
Medium									
Coronavirus	321	133	113	95	28	9	42	17	5
risk	36.5%	35.8%	41.4%	41.9%	26.9%	17.0%	40.8%	43.6%	17.9%
		Е	DEh	DEh	BCf	ABCFG	dEh	Eh	bcfg
Large									
Coronavirus	245	91	66	56	32	15	39	17	17
risk	27.8%	24.5%	24.2%	24.7%	30.8%	28.3%	37.9%	43.6%	60.7%
		FgH	FgH	fgH	Н	Н	ABch	abc	ABCDEf
Don't know									
or not	23	11	4	4	5	5	2	1	1
applicable	2.6%	3.0%	1.5%	1.8%	4.8%	9.4%	1.9%	2.6%	3.6%
		e	Е	Е		aBCf	e		

### 53a. Is your stock currently...

			Region	nTotal				Regions	
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
	·	A	В	С	D	Ē	F	G	Н
Total	161	62	29	24	44	34	21	2	5
	100.0%	28.1%	13.1%	10.9%	19.9%	15.4%	9.5%	0.9%	2.3%
Undervalued	82	38	6	2	21	15	13	0	4
O Hadr yarada	50.9%	61.3%	20.7%	8.3%	47.7%	44.1%	61.9%	0.0%	80.0%
		BC	AdFh	ADEFH	bC	С	BC		bC
Overvalued	1	1	0	0	0	0	0	0	0
	0.6%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Correctly	36	11	14	13	6	5	4	0	1
valued	22.4%	17.7%	48.3%	54.2%	13.6%	14.7%	19.0%	0.0%	20.0%
		BC	ADEf	ADEf	ВС	ВС	bc		
Don't Know	42	12	9	9	17	14	4	2	0
	26.1%	19.4%	31.0%	37.5%	38.6%	41.2%	19.0%	100.0%	0.0%
		deG			a	a	g	Afh	g

# 53b. What approach does your company use to conclude that your stock is undervalued/overvalued or that your stock price is low / high? (Check all that are applicable)

			Region	Total				Regions	
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	110	46	18	13	25	18	17	0	4
1000	100.0%	41.8%	16.4%	11.8%	22.7%	16.4%	15.5%	0.0%	3.6%
Current									
price	40	24	0	4	10	10	7		0
relative to historic	49	24	8	4	10	10	7	0	0
highs									
and lows	44.5%	52.2%	44.4%	30.8%	40.0%	55.6%	41.2%	0.0%	0.0%
A valuation performed by advisors to	38	22	5	4	4	1	6	0	1
our firm	34.5%	47.8%	27.8%	30.8%	16.0%	5.6%	35.3%	0.0%	25.0%
		DE			A	Af	e		
The views of our management	38	20	4	3	6	6	7	0	1
team	34.5%	43.5%	22.2%	23.1%	24.0%	33.3%	41.2%	0.0%	25.0%
Our recent stock return relative to	30	14	2	1	10	10	4	0	0
peer firms	27.3%	30.4%	11.1%	7.7%	40.0%	55.6%	23.5%	0.0%	0.0%
F	2,13,7	2 3.170	dE	de	bc	Bc	20.070	3.370	3.070

# 53b. What approach does your company use to conclude that your stock is undervalued/overvalued or that your stock price is low / high? (Check all that are applicable)

			Region	nTotal				Regions	
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
C01 70	Responses	A	В	С	D	Е	F	G	Н
An internal valuation/ calculation performed by	29	19	3	2	5	3	2	0	0
our company	26.4%	41.3%	16.7%	15.4%	20.0%	16.7%	11.8%	0.0%	0.0%
		f					a		
A valuation performed by outsiders or	29	11	4	3	6	4	6	0	2
activists	26.4%	23.9%	22.2%	23.1%	24.0%	22.2%	35.3%	0.0%	50.0%
Other	2	2	0	0	0	0	0	0	0
	1.8%	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

# 58. Have you observed highly levered firms make sub-optimal decisions due to their heavy debt loads? (Choose all that apply). Have you observed these highly levered firms...

			Region	Tot-					
			al					Regions	
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	487	200	155	124	59	20	52	14	21
Total	100.0%	41.1%	31.8%	25.5%	12.1%	4.1%	10.7%	2.9%	4.3%
Pass up value-	210	90	78	64	20	7	14	1	8
creating projects	43.1%	45.0%	50.3%	51.6%	33.9%	35.0%	26.9%	7.1%	38.1%
		fG	dFG	dFG	bc		aBC	ABCh	g
No, I have not observed highly levered firms make	201	76	57	44	27	13	31	7	10
suboptimal decisions	41.3%	38.0%	36.8%	35.5%	45.8%	65.0%	59.6%	50.0%	47.6%
		eF	eF	eF		abc	ABC		
Cut corners in	86	56	15	11	9	0	5	2	1
operations	17.7%	28.0%	9.7%	8.9%	15.3%	0.0%	9.6%	14.3%	4.8%
		BCdEFh	A	A	a	A	Α		a
Issue equity even though it is	77	27	28	21	11	0	6	2	5
undervalued	15.8%	13.5%	18.1%	16.9%	18.6%	0.0%	11.5%	14.3%	23.8%
			e	e	e	bcdh			e
Roll the dice' and pursue very risky	56	27	19	17	5	0	5	4	(
projects	11.5%	13.5%	12.3%	13.7%	8.5%	0.0%	9.6%	28.6%	0.0%
					g	g		deh	g

# 59. US ONLY Has the low interest rate regime of the Federal Reserve Bank led your company to increase business investment (relative to a regime in which the Fed had not reduced interest rates)?

			Region	nTotal				Regions	S
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	C	D	Е	F	G	Н
Total	368	368	0	0	0	0	0	0	0
	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
No	330	330	0	0	0	0	0	0	0
	89.7%	89.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Yes	38	38	0	0	0	0	0	0	0
	10.3%	10.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

# <u>60. US ONLY When you hear that the Federal Reserve Bank will implement monetary easing (low interest rates, quantitative easing, or forward guidance), does this affect your view on future economic conditions? (Choose the best answer)</u>

			Regio a					Regions	
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	369	369	0	0	0	0	0	0	C
	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
When I hear news about monetary easing, I expect that economic conditions will be continuously weak (e.g., low economic	157	157	0	0	0	0	0	0	C
growth, low inflation)	42.5%	42.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
When I hear news about monetary easing, I expect that economic conditions	67	67	0	0	0	0	0	0	C
will remain unchanged	18.2%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
When I hear news about monetary easing, I expect that economic conditions will improve (e.g., higher economic growth, higher	107	107	0	0	0	0	0	0	C
inflation)	29.0%	29.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other	38	38	0	0	0	0	0		(

10.3%	10.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

# 61. JAPAN ONLY Did the introduction of negative interest rates by the Bank of Japan (BoJ) in January 2016 make banks more or less willing to lend to Japanese businesses?

			Region	Total				Regions	
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	49	0	0	0	49	49	0	0	0
	100.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%
Banks are less willing to lend since January	4	0	0	0	4	4	0	0	0
2016	8.2%	0.0%	0.0%	0.0%	8.2%	8.2%	0.0%	0.0%	0.0%
No Change	27 55.1%	0 0.0%	0.0%	0.0%	27 55.1%	27 55.1%	0.0%	0.0%	0.0%
Banks are more willing to lend since January 2016	20.4%	0.0%	0.0%	0.0%	10 20.4%	10 20.4%	0.0%	0.0%	0.0%
Don't Know	8 16.3%	0 0.0%	0	0	8 16.3%	8 16.3%	0.0%	0 0.0%	0.0%

### 62. JAPAN ONLY Has the negative interest rate regime of the BoJ improved the availability or cost funding for your company?

			Region	ıTotal				Regions	S
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
		A	В	С	D	Ē	F	G	Н
Total	48	0	0	0	48	48	0	0	0
	100.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%
No	19	0	0	0	19	19	0	0	0
	39.6%	0.0%	0.0%	0.0%	39.6%	39.6%	0.0%	0.0%	0.0%
Yes, please	13	0	0	0	13	13	0	0	0
explain	27.1%	0.0%	0.0%	0.0%	27.1%	27.1%	0.0%	0.0%	0.0%
Don't Know	16	0	0	0	16	16	0	0	0
	33.3%	0.0%	0.0%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%

# 63. JAPAN ONLY Has the negative interest rate regime of the BoJ led your company to increase business investment (relative to a regime in which the BoJ had not reduced interest rates)?

			Region	nTotal				Regions	S
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	C	D	Е	F	G	Н
Total	47	0	0	0	47	47	0	0	0
	100.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%
No	43	0	0	0	43	43	0	0	0
	91.5%	0.0%	0.0%	0.0%	91.5%	91.5%	0.0%	0.0%	0.0%
Yes, please	4	0	0	0	4	4	0	0	0
explain	8.5%	0.0%	0.0%	0.0%	8.5%	8.5%	0.0%	0.0%	0.0%

### 64. JAPAN ONLY Do you expect that your company will receive negative nominal interest rates on your bank deposits?

			Region	nTotal				Regions	
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	49	0	0	0	49	49	0	0	0
	100.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%
No	24	0	0	0	24	24	0	0	0
	49.0%	0.0%	0.0%	0.0%	49.0%	49.0%	0.0%	0.0%	0.0%
Yes, we currently receive negative nominal interest rates on our bank deposits	1 2.0%	0 0.0%	0	0	1 2.0%	1 2.0%	0	0	0.0%
Yes, we expect to receive negative nominal interest rates on our bank deposits in	10	0	0	0	10	10	0	0	0
the near future	20.4%	0.0%	0.0%	0.0%	20.4%	20.4%	0.0%	0.0%	0.0%
Don't Know	14	0	0	0	14	14	0	0	0
	28.6%	0.0%	0.0%	0.0%	28.6%	28.6%	0.0%	0.0%	0.0%

# 65. JAPAN ONLY Would receiving negative nominal interest rates on your bank deposits affect how your company handles cash holdings? The effect of negative nominal interest rates on our deposits on the amount of cash we hold is that we will:

			Region	nTotal				Regions	
Number	All		All Latin		All Asia		All Europe	-	
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	49	0	0	0	49	49	0	0	0
	100.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%
Decrease cash	14	0	0	0	14	14	0	0	0
holdings	28.6%	0.0%	0.0%	0.0%	28.6%	28.6%	0.0%	0.0%	0.0%
No Change	20	0	0	0	20	20	0	0	0
	40.8%	0.0%	0.0%	0.0%	40.8%	40.8%	0.0%	0.0%	0.0%
Increase cash	1	0	0	0	1	1	0	0	0
holdings	2.0%	0.0%	0.0%	0.0%	2.0%	2.0%	0.0%	0.0%	0.0%
Don't Know	14	0	0	0	14	14	0	0	0
	28.6%	0.0%	0.0%	0.0%	28.6%	28.6%	0.0%	0.0%	0.0%

# 66. JAPAN ONLY When you hear that the BoJ will implement monetary easing (negative interest rates, quantitative easing, or forward guidance), does this affect your view on future economic conditions? (Choose the best answer)

			Regio a					Regions	
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
		A	В	С	D	E	F	G	Н
Total	48	0	0	0	48	48	0	0	C
	100.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%
When I hear news about monetary easing, I expect that economic conditions will be continuously weak (e.g., low economic	22	0	0	0	22	22	0	0	(
growth, low inflation)	45.8%	0.0%	0.0%	0.0%	45.8%	45.8%	0.0%	0.0%	0.0%
When I hear news about monetary easing, I expect that economic conditions	11	0	0	0	11	11	0	0	C
will remain unchanged	22.9%	0.0%	0.0%	0.0%	22.9%	22.9%	0.0%	0.0%	0.0%
When I hear news about monetary easing, I expect that economic conditions will improve (e.g., higher economic growth, higher	5	0	0	0	5	5	0	0	C
inflation)	10.4%	0.0%	0.0%	0.0%	10.4%	10.4%	0.0%	0.0%	0.0%
Don't know	10	0	0	0	10	10	0	0	(

20.8%	0.0%	0.0%	0.0%	20.8%	20.8%	0.0%	0.0%	0.0%

## 67. BRAZIL ONLY Which tax regime is applicable for your firm?

			Region	nTotal				Regions	
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	C	D	Е	F	G	Н
Total	224	0	224	224	0	0	0	0	0
10111	100.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Simples	20	0	20	20	0	0	0	0	0
	8.9%	0.0%	8.9%	8.9%	0.0%	0.0%	0.0%	0.0%	0.0%
Lucro	33	0	33	33	0	0	0	0	0
Presumido	14.7%	0.0%	14.7%	14.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Lucro Real	162	0	162	162	0	0	0	0	0
	72.3%	0.0%	72.3%	72.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Other	9	0	9	9	0	0	0	0	0
Other	4.0%	0.0%	4.0%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%

## 68. BRAZIL ONLY Where is your company headquartered?

			Region	Total				Regions	
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	·	A	В	С	D	Ē	F	G	Н
Total	224	0	224	224	0	0	0	0	0
Total	100.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SP	164	0	164	164	0	0	0	0	0
SP		0			0	0 00/	0	0	0.007
	73.2%	0.0%	73.2%	73.2%	0.0%	0.0%	0.0%	0.0%	0.0%
RJ	13	0	13	13	0	0	0	0	0
	5.8%	0.0%	5.8%	5.8%	0.0%	0.0%	0.0%	0.0%	0.0%
MG	9	0	9	9	0	0	0	0	0
	4.0%	0.0%	4.0%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PR	8	0	8	8	0	0	0	0	0
TK	3.6%	0.0%	3.6%	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%
D.C.	0	0	0	0		0	0		0
RS	3.6%	0.0%	3.6%	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%
	3.070	0.070	3.070	3.070	0.070	0.070	0.076	0.070	0.070
DF	4	0	4	4	0	0	0	0	0
	1.8%	0.0%	1.8%	1.8%	0.0%	0.0%	0.0%	0.0%	0.0%
PE	3	0	3	3	0	0	0	0	0
	1.3%	0.0%	1.3%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%
SC	3	0	3	3	0	0	0	0	0
SC .	1.3%	0.0%	1.3%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%
MT	2	0	2	2	0	0	0	0	0
IVI I	0.9%	0.0%	0.9%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%
BA	2	0 000/	2	2	0	0.007	0 00/	0	0.00/
	0.9%	0.0%	0.9%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%

## 68. BRAZIL ONLY Where is your company headquartered?

			Region	ıTotal				Regions	
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
		A	В	С	D	Ē	F	G	Н
ES	2	0	2	2	0	0	0	0	0
	0.9%	0.0%	0.9%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%
AM	2	0	2	2	0	0	0	0	0
	0.9%	0.0%	0.9%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%
RR	1	0	1	1	0	0	0	0	0
	0.4%	0.0%	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%
GO	1	0	1	1	0	0	0	0	0
	0.4%	0.0%	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%
MS	1	0	1	1	0	0	0	0	0
IVIS	0.4%	0.0%	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%
CE	1	0	1	1	0	0	0	0	0
CE	0.4%	0.0%	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%
	0.4%	0.0%	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%

#### 69. Please indicate where your sales occur within Brazil. (Check all regions that apply)

			Region	nTotal				Regions	
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
		A	В	C	D	E	F	G	Н
Total	226	0	226	226	0	0	0	0	0
	100.0%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Southeast	212	0	212	212	0	0	0	0	0
	93.8%	0.0%	93.8%	93.8%	0.0%	0.0%	0.0%	0.0%	0.0%
South	140	0	140	140	0	0	0	0	0
	61.9%	0.0%	61.9%	61.9%	0.0%	0.0%	0.0%	0.0%	0.0%
Central- West	129	0	129	129	0	0	0	0	0
	57.1%	0.0%	57.1%	57.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Northeast	124	0	124	124	0	0	0	0	0
	54.9%	0.0%	54.9%	54.9%	0.0%	0.0%	0.0%	0.0%	0.0%
North	107	0	107	107	0	0	0	0	0
	47.3%	0.0%	47.3%	47.3%	0.0%	0.0%	0.0%	0.0%	0.0%

## 70a. BRAZIL ONLY Does your company set a minimum dividend payout in your bylaws?

			Region	nTotal				Regions	S
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	C	D	Е	F	G	Н
Total	225	0	225	225	0	0	0	0	0
	100.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%
No	144	0	144	144	0	0	0	0	0
	64.0%	0.0%	64.0%	64.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Yes	81	0	81	81	0	0	0	0	0
	36.0%	0.0%	36.0%	36.0%	0.0%	0.0%	0.0%	0.0%	0.0%

#### 70b. BRAZIL ONLY What is the minimum percentage dividend payout stated in your bylaws, stated as a percentage of earnings?

				Regio	nTotal				Regions	S
Number Mean Median	All Responses		US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
	A		A	В	C	D	Е	F	G	Н
Number	61	2	214	216	193	63	29	93	44	26
Percent	100.0%	Ď.	24.4%	24.6%	22.0%	7.2%	3.3%	10.6%	5.0%	3.0%
What is the mini	<u>imum percentage dividend p</u>	<u>ayout stated in you</u>	<u>ır bylaws, stated</u>	as a percentage	of earnings?					
	2	3	0	23	23	0	0	0	0	0
	25.2	2		25.22	25.22					
	25.0	)		25.00	25.00					

#### 70c. BRAZIL ONLY Because of your company's commitment to a minimum dividend payout, does your company ever...

			Regio	nTotal				Regions	S
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	C	D	Е	F	G	Н
Total	22	0	22	22	0	0	0	0	0
	100.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%
No	17	0	17	17	0	0	0	0	0
	81.0%	0.0%	81.0%	81.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Yes	4	0	4	4	0	0	0	0	0
	19.0%	0.0%	19.0%	19.0%	0.0%	0.0%	0.0%	0.0%	0.0%

#### 70c. BRAZIL ONLY Because of your company's commitment to a minimum dividend payout, does your company ever...

			Regio	nTotal				Regions	S
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	C	D	Е	F	G	Н
Total	22	0	22	22	0	0	0	0	0
	100.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%
No	16	0	16	16	0	0	0	0	0
	80.0%	0.0%	80.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Yes	4	0	4	4	0	0	0	0	0
	20.0%	0.0%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%

#### 70c. BRAZIL ONLY Because of your company's commitment to a minimum dividend payout, does your company ever...

			Regio	nTotal				Regions	3
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
T 1	22		22	22	0	0	0	0	
Total	22	0	22	22	0	0	0	0	0
	100.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%
No	18	0	18	18	0	0	0	0	0
	85.7%	0.0%	85.7%	85.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Yes	3	0	3	3	0	0	0	0	0
	14.3%	0.0%	14.3%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%

#### 70c. BRAZIL ONLY Because of your company's commitment to a minimum dividend payout, does your company ever...

			Region	nTotal				Regions	3
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	22	0	22	22	0	0	0	0	0
	100.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	2			2					
No	2	0	2	2	0	0	0	0	0
	66.7%	0.0%	66.7%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Yes	1	0	1	1	0	0	0	0	0
	33.3%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%

#### 70e. BRAZIL Is your company required by law to set a minimum dividend payout in your bylaws?

			Region	nTotal				Region	S
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
CO1 70	responses	A	В	C	D	Е	F	G	Н
Total	612	214	216	193	63	29	93	44	26
	100.0%	24.4%	24.6%	22.0%	7.2%	3.3%	10.6%	5.0%	3.0%
No	9	0	9	9	0	0	(	0	0
	39.1%	0.0%	39.1%	39.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Yes	12	0	12	12	0	0	(	0	0
	52.2%	0.0%	52.2%	52.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Don't Know	2	0	2	2	0	0	(	0	0
	8.7%	0.0%	8.7%	8.7%	0.0%	0.0%	0.0%	0.0%	0.0%

## 54. How important are the following factors to your company's decisions? DIVIDENDS

(-2=Not at all important) (-1=-1) (0=0) (1=1) (2=Very Important)

			Region	Total				Regions	
Number	All		All Latin		All Asia		All Europe		
Mean	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	A	A	В	С	D	Е	F	G	Н
Number	256	80	80	64	50	30	35	8	11
Percent	100.0%	22.3%	22.3%	17.9%	14.0%	8.4%	9.8%	2.2%	3.1%
Percent	100.0%	22.370	22.370	17.9%	14.070	8.470	9.870	2.270	3.170
Stability of future ea	rnings								
	2.10				10	20	22		
	248	76	79	64	49	30	33	7	11
	1.20	1.04	1.25	1.20	1.27	1.17	1.24	1.43	1.55
A sustainable change	e in earnings								
	246	77	77	64	49	30	33	7	10
	1.11	0.86	1.18	1.11	1.22	1.27	1.27	1.43	1.40
		bf	a				a		
T1									
Ine preferences of o	ur investors / owners								
	250	78	77	63	49	30	35	8	11
	0.85	0.83	0.86	0.86	0.73	0.37	1.17	0.88	0.36
		e	e	e		abcF	Е		
TT : 1 /1		1 1 11							
Having extra cash / I	iquid assets, relative to our desired o	eash holdings							
	246	75	78	64	49	30	33	7	11
	0.63	0.52	0.85	0.86	0.51	0.10	0.61	0.71	0.36
	0.02	0.32	E	E	0.51	BC	0.01	0.71	0.50
The availability of g	ood investment opportunities for our	firm to persue							
	249	76	78	63	50	30	34	8	11
	0.49	0.16	0.90	0.87	0.42	-0.17	0.44	0.50	0.36
	0.49	BC	AdEf	AdE	bce	BCdf	be	0.30	0.30
		BC	Auli	AuE	bee	DCul	DC		
A temporary change	in earnings								
	250	70	70		40	20	2.1		10
	250	78	79	64	49	30	34	8	10
	0.07	-0.63	0.73	0.73	-0.08	-0.17	0.26	0.13	0.40

BCdFh	ADEf	ADEf	aBC	BC	Abc	a

## 54. How important are the following factors to your company's decisions? DIVIDENDS

(-2=Not at all important) (-1=-1) (0=0) (1=1) (2=Very Important)

			Region	nTotal				Regions	
Number Mean	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
	A	A	В	С	D	Ē	F	G	Н
Personal taxes our ste	ockholders pay when receiving divid	lends / repurchases							
	247	77	77	63	49	30	33	7	11
	-0.34	-0.31	-0.21	-0.25	-0.47	-0.63	-0.36	0.00	-0.91
7.1	1.00	1 1 1 1 1 1	1 \						
Market price of our s	stock (if our stock is a good investme	ent, relative to its true	value)						
	243	77	76	62	48	29	31	5	11
	-0.59	-1.05	-0.57	-0.66	0.19	0.31	-0.52	-1.80	-1.18
		bDE	aDEg	DE	ABCfGH	ABCfGH	de	bDE	DE
The dividend / repure	chase policies of competitors or othe	r companies in our in	<u>dustry</u>						
	249	77	79	64	49	30	33	7	11
	-0.70	-1.05	-0.52	-0.63	-0.18	-0.27	-0.97	-0.71	-1.00
	0.70	bcDE	a	a	AF	Af	De	0.71	1.00

## 54. How important are the following factors to your company's decisions? Repurchases

(-2=Not at all important) (-1=-1) (0=0) (1=1) (2=Very Important)

			Region	Total				Regions	
Number	All		All Latin		All Asia		All Europe		
Mean	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	A	A	В	С	D	E	F	G	Н
Number	88	47	13	9	19	15	7	1	2
Percent	100.0%	41.6%	11.5%	8.0%	16.8%	13.3%	6.2%	0.9%	1.8%
Stability of future ea	<u>rnings</u>								
	83	45	11	8	18	15	7	1	2
	0.49	0.58	0.36	0.13	0.33	0.07	0.71	2.00	0.00
	0.49	0.38	0.30	0.13	0.33	0.07	0.71	2.00	0.00
Having extra cash / 1	iquid assets, relative to our desired	cash holdings							
	83	44	12	8	19	15	6	1	2
	0.48	0.70	0.25	0.13	0.37	0.20	0.17	2.00	-1.00
Market price of our s	stock (if our stock is a good investm	ent, relative to its true	value)						
	82	45	11	8	18	15	6	1	2
	0.46	0.51	0.36	0.25	0.33	0.47	0.33	2.00	1.50
The availability of go	ood investment opportunities for ou	r firm to persue							
<u> </u>	portunities for ou	- Imm to persue							
	82	46	11	8	17	14	6	1	2
	0.45	0.54	0.45	0.38	0.65	0.71	-0.67	1.00	0.00
					f	f	de		
A sustainable change	e in earnings								
	85	46	12	8	18	15	7	1	2
	0.33	0.30	0.17	0.13	0.28	0.00	0.71	2.00	1.00
The preferences of o	ur investors / owners								
The preferences of o	ur mvestors / owners								
	83	46	11	8	18	15	6	1	2
	0.27	0.30	0.18	0.13	0.22	0.27	0.33	2.00	0.00

## 54. How important are the following factors to your company's decisions? Repurchases

(-2=Not at all important) (-1=-1) (0=0) (1=1) (2=Very Important)

			Regio	nTotal				Regions	
Number	All		All Latin		All Asia		All Europe		
Mean	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	A	A	В	С	D	Е	F	G	Н
A temporary change i	n earnings								
	85	46	12	8	18	15	7	1	2
	-0.39	-0.59	-0.42	-0.13	0.06	-0.13	-0.43	-1.00	0.50
Dansanal tarras arm eta	ckholders pay when receiving divide	- 4- /							
Personal taxes our sto	cknoiders pay when receiving divide	nus / repurchases							
	83	46	11	8	18	15	6	1	2
	-0.64	-1.00	0.36	0.38	-0.39	-0.47	-0.33	2.00	-1.00
		BC	A	A					
The dividend / repure	hase policies of competitors or other	companies in our in	<u>dustry</u>						
	84	46	12	9	18	15	6	1	2
	-0.86	-1.09	-0.33	0.00	-0.78	-0.80	-0.50	2.00	-0.50
		bC	a	A					

## 55. Do these statements agree with your company's views? DIVIDENDS

(-2=Strongly Disagree) (-1=-1) (0=0) (1=1) (2=Strongly Agree)

			Region	Total				Regions	
Number	All		All Latin		All Asia		All Europe		
Mean	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	A	A	В	С	D	Е	F	G	Н
N1	250	78	79	63	49	29	34	7	10
Number								7	10
Percent	100.0%	22.3%	22.6%	18.1%	14.0%	8.3%	9.7%	2.0%	2.9%
We make dividend /	repurchase decisions after our inves	tment plans are determ	ined						
	217				10	20	22	_	
	247	78	77	63	49	29	33	7	10
	0.49	0.17	0.97	0.97	0.43	-0.07	0.12	0.29	0.90
		BC	AdEF	AdEF	bc	BCh	BC		e
Dividend / repurcha	se decisions convey information abo	ut out company to inve	estors						
		<u></u>							
	243	76	76	62	48	29	33	7	10
	0.49	0.25	0.57	0.60	0.79	0.59	0.58	1.00	-0.10
		d			ah				d
		, 1							
There are negative of	consequences to reducing dividends	repurchases							
	241	77	74	62	48	29	32	7	10
	0.40	0.66	0.00	0.06	0.58	0.83	0.50	1.14	0.10
		BC	ADEfG	ADEg	BC	BCh	b	Вс	e
Rather than reducin	g dividends / repurchases, we would	raise new funds to und	lertake a profitab	<u>le project</u>					
	242	77	76	63	48	29	31	6	10
	0.04	-0.13	0.00	-0.11	0.46	0.62	0.10	0.83	-0.50
	0.04	-0.13	de	dE	abch	abCh	0.10	0.63	-0.50 de
Paying dividends / r	repurchasing makes a firm's stock les	ss risky (vs. retaining e	arnings)						
	240	7.	7.4	(1	40	20	22		10
	240	76	74	61	48	29	32	6	10
	-0.12	-0.30	-0.14	-0.15	0.15	0.03	0.00	1.17	-0.20
		dG	G	G	ag	G	g	ABCdEfh	g

## 55. Do these statements agree with your company's views? DIVIDENDS

(-2=Strongly Disagree) (-1=-1) (0=0) (1=1) (2=Strongly Agree)

			Regio	nTotal				Regions	
Number Mean	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
	A	A	В	С	D	E	F	G	Н
We use our divide	end / repurchase policy as one too	ool to attain a desired credit ra	<u>ting</u>						
	240	76	75	61	48	29	32	6	9
	-0.50	-0.91	-0.33	-0.36	-0.29	-0.45	-0.13	0.67	-1.00
		BcDFG	A	a	Agh	g	A	Adeh	dg
We use our divide	end / repurchase policy to make	us look better than our comp	etitors						
	239	76	74	61	48	29	32	7	9
	-0.63	-0.99	-0.66	-0.75	-0.31	-0.55	0.00	0.71	-1.33
		DFG	fG	fG	AgH	Gh	Abch	ABCdEH	DefG

## 55. Do these statements agree with your company's views? Repurchases

(-2=Strongly Disagree) (-1=-1) (0=0) (1=1) (2=Strongly Agree)

			Region	Total				Regions	
Number	All	TIG/GIN	All Latin	D '1	All Asia	<b>.</b>	All Europe	Б.	
Mean	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	A	A	В	С	D	Е	F	G	Н
Number	82	46	10	7	18	14	6	1	2
Percent	100.0%	44.2%	9.6%	6.7%	17.3%	13.5%	5.8%	1.0%	1.9%
D: :1 1/									
<u>Dividend / repurcha</u>	se decisions convey information abo	at out company to inve	estors						
	80	45	10	7	17	14	6	1	2
	0.66	0.67	0.50	0.43	0.53	0.71	1.17	2.00	1.00
We make dividend /	repurchase decisions after our inves	ment plans are determ	<u>iined</u>						
	80	46	10	7	16	13	6	1	2
	0.64	0.70	0.50	0.29	0.31	0.23	0.83	2.00	2.00
Paying dividends / r	epurchasing makes a firm's stock les	s risky (vs. retaining e	arnings)						
	80	45	10	7	17	14	6	1	2
	-0.13	-0.33	-0.20	0.14	0.35	0.36	0.50	2.00	-1.00
		d			a				
Rather than reducing	g dividends / repurchases, we would	raise new funds to und	<u>lertake a profitab</u>	<u>le project</u>					
	80	46	10	7	16	14	6	1	2
	-0.14	-0.48	0.40	0.29	0.38	0.29	0.33	2.00	-0.50
		bde	a		a	a			
TPI .:		1							
There are negative c	onsequences to reducing dividends /	repurchases							
	80	45	10	7	17	14	6	1	2
	-0.21	-0.40	-0.40	-0.14	0.06	0.00	0.67	2.00	0.00
		f					a		
We use our dividend	/ repurchase policy as one tool to at	tain a desired credit re	ting						
we use our dividend	17 repurchase policy as one tool to at	tam a desired credit fa	<u>ung</u>						
	79	45	10	7	16	14	6	1	2
	-0.56	-0.78	-0.10	0.00	-0.50	-0.57	0.17	0.00	-0.50

## 55. Do these statements agree with your company's views? Repurchases

(-2=Strongly Disagree) (-1=-1) (0=0) (1=1) (2=Strongly Agree)

				Regio	nTotal				Regions	S
Number	A	11		All Latin		All Asia		All Europe		
Mean	Respo	onses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	A	1	A	В	С	D	Е	F	G	Н
We use our div	<u>vidend / repurchase polic</u>	cy to make us loo	k better than our comp	<u>oetitors</u>						
		79	46	9	6	16	14	6	1	2
		-0.72	-0.83	-0.67	-0.33	-0.75	-0.86	0.17	0.00	-1.00
			f					a		

#### 56. Do these statements describe factors that affect your company's dividend decisions?

(-2=Strongly Disagree) (-1=-1) (0=0) (1=1) (2=Strongly Agree)

			Region	Total				Regions	
Number	All		All Latin		All Asia		All Europe		
Mean	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	A	A	В	С	D	Е	F	G	Н
Number	252	79	77	61	50	30	36	9	10
Percent	100.0%	22.4%	21.9%	17.3%	14.2%	8.5%	10.2%	2.6%	2.8%
337	4 1: 1 1 4 6								
We try to maintain a	a smooth dividend stream from year-t	to-year							
	251	79	76	61	50	30	36	9	10
	0.97	0.94	0.80	0.70	1.34	1.47	0.92	0.67	0.80
		de	DE	DE	aBC	aBC			
We try to avoid red	ucing dividends per share								
<u></u>	demg dividends per share								
	245	78	73	59	50	30	34	7	10
	0.73	0.96	0.45	0.39	0.94	1.13	0.53	0.29	0.50
		bC	adE	AdE	bc	ВС			
We pay dividends to	o attract investors that can only own s	stocks that pay dividen	<u>ds</u>						
	244	78	74	59	49	29	33	8	10
	-0.65	-0.79	-0.77	-0.81	-0.24	-0.34	-0.52	-1.00	-1.10
		d	d	d	abch		7.72		d

## 57. How important are the following factors to your company's share repurchase decisions?

(-2=Not at all important) (-1=-1) (0=0) (1=1) (2=Very Important)

			Region	Total				Regions	
Number	All		All Latin		All Asia		All Europe		
Mean	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	A	A	В	С	D	Е	F	G	Н
Number	63	37	8	4	11	9	5	1	2
Percent	100.0%	48.1%	10.4%	5.2%	14.3%	11.7%	6.5%	1.3%	2.6%
Whether our stock is	a good investment relative to other	available investments							
	62	37	7	4	11	9	5	1	2
	0.55	0.57	0.14	0.75	0.18	0.11	1.40	2.00	1.50
	0.55	0.57	0.14	0.73	f	f	de	2.00	1.50
Increasing earnings	<u>per share</u>								
	63	37	8	4	11	9	5	1	2
	0.32	0.27	-0.75	-0.25	0.55	0.44	1.40	2.00	1.50
	0.32	0.27	deFh	-0.23	b	b	B	2.00	b
							_		
The float or overall 1	iquidity of our stock								
		27	0	4	11	0	-	1	2
	-0.06	-0.35	-0.63	-0.50	0.64	0.44	1.00	2.00	1.00
	-0.00	-0.33	Def	-0.30	aB	b	ab	2.00	1.00
						-			
Investors paying low	er taxes on repurchases relative to o	<u>ividends</u>							
	63	37	8	4	11	9	5	1	2
	-0.08	-0.38	0.50	0.25	-0.18	-0.33	1.00	2.00	1.00
	-0.08	-0.38	0.50	0.23	f	-0.55 F	adE	2.00	1.00
Offsetting the dilution	nary effect of stock option plans or	other stock programs							
	(2)	37	0	4	11	0	-	1	
	-0.19	-0.24	-0.63	-0.50	-0.27	-0.44	0.60	1.00	1.00
	-0.17	-0.24	-0.03	-0.30	-0.27	-0.44	b	1.00	1.00

## 57. How important are the following factors to your company's share repurchase decisions?

(-2=Not at all important) (-1=-1) (0=0) (1=1) (2=Very Important)

			Regio	nTotal				Regions	
Number	All		All Latin		All Asia		All Europe		
Mean	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	A	A	В	С	D	Е	F	G	Н
Changing our capita	l structure ratio so it is closer to our d	esired debt ratio							
	63	37	8	4	11	9	5	1	2
			-			,	3	1	
	-0.24	-0.51	-0.50	-0.25	0.18	0.00	0.80	1.00	1.00
		f	f				ab		
Accumulating share:	s to increase the chance of resisting a	takeover bid							
	63	37	8	4	11	9	5	1	2
	-0.84	-1.24	-0.88	-1.00	-0.18	-0.33	0.00	1.00	1.00
		DefH			A	a	a		A

## What is your company's sales revenue? (In millions) (Weighted average given when not answered)

			Region	nTotal				Regions	:
Number							-		
Mean	All		All Latin		All Asia		All Europe		
Median	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	A	A	В	С	D	Е	F	G	Н
		122			1.70				
Number	1283	488	437	369	159	76	156	65	43
Percent	100.0%	27.2%	24.4%	20.6%	8.9%	4.2%	8.7%	3.6%	2.4%
What is your co	ompany's sales revenue?								
	1101	488	255	210	159	76	156	65	43
	525.83	583.50	67.41	69.16	681.00	780.39	908.76	763.52	626.88
	85.00	62.00	100.00	100.00	100.00	100.00	62.00	51.00	62.00
		BC	ADEFGH	ADEFGH	BC	ВС	ВС	BC	ВС

# What gender do you identify as:

			Region	Total				Regions	
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	1283	488	437	369	159	76	156	65	43
	100.0%	27.2%	24.4%	20.6%	8.9%	4.2%	8.7%	3.6%	2.4%
Male	769	335	235	192	87	48	88	31	24
111010	88.4%	88.4%	90.0%	88.1%	87.0%	94.1%	87.1%	75.6%	82.8%
		g	G	g		g		aBce	
Female	92	37	25	25	12	3	13	10	5
	10.6%	9.8%	9.6%	11.5%	12.0%	5.9%	12.9%	24.4%	17.2%
		G	G	g		g		ABce	
Other	2	2	0	0	0	0	0	0	0
	0.2%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Prefer not to	7	5	1	1	1	0	0	0	0
answer	, ,		_	1	1				
	0.8%	1.3%	0.4%	0.5%	1.0%	0.0%	0.0%	0.0%	0.0%

## What is your highest level of education?

			Region	Total				Regions	
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	1283	488	437	369	159	76	156	65	43
Total	100.0%	27.2%	24.4%	20.6%	8.9%	4.2%	8.7%	3.6%	2.4%
TT: 1 0 1 1				1	2	2	1		
High-School	9	3	2	1	3	3	1 00/	0	0
	1.0%	0.8%	0.8%	0.5%	3.0%	6.1%	1.0%	0.0%	0.0%
		E	Е	Е		ABC			
Undergradua te	194	119	27	21	40	36	3	0	5
	22.3%	31.5%	10.3%	9.6%	40.4%	73.5%	2.9%	0.0%	17.2%
		BCEFG	ADEfg	ADEfg	BCEFGh	ABCDFGH	AbcDEH	AbcDEH	dEFG
MBA	415	190	153	130	31	6	33	5	8
	47.6%	50.3%	58.6%	59.6%	31.3%	12.2%	31.7%	12.2%	27.6%
	.,,,,,,	bcDEFGh	aDEFGH	aDEFGH	ABCeg	ABCdf	ABCeg	ABCdf	aBC
Non-MBA Master	142	36	56	50	14	3	28	18	8
	16.3%	9.5%	21.5%	22.9%	14.1%	6.1%	26.9%	43.9%	27.6%
		BCFGH	AeG	AEG	fG	bCFGh	AdEg	ABCDEf	Ae
Degree higher than	111	30	23	16	11	1	39	18	8
Master	12.7%	7.9%	8.8%	7.3%	11.1%	2.0%	37.5%	43.9%	27.6%
		FGH	FGH	FGH	FGh	FGH	ABCDE	ABCDE	ABCdE

# What is your age?

			Region	Total				Regions	
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
CO1 70	Responses	A	В	С	D	Е	F	G	Н
Total	1283	488	437	369	159	76	156	65	43
	100.0%	27.2%	24.4%	20.6%	8.9%	4.2%	8.7%	3.6%	2.4%
Up to 39	118	19	66	62	8	4	18	11	7
•	13.6%	5.0%	25.2%	28.3%	8.0%	8.0%	17.6%	26.8%	25.0%
		BCFGH	ADE	ADEf	BCfGh	BCgh	Acd	ADe	Ade
40-49	230	63	94	82	27	14	35	12	11
	26.4%	16.7%	35.9%	37.4%	27.0%	28.0%	34.3%	29.3%	39.3%
		BCdFgH	A	A	a		A	a	A
50-59	312	138	79	64	48	26	41	15	6
	35.9%	36.5%	30.2%	29.2%	48.0%	52.0%	40.2%	36.6%	21.4%
		de	DE	DE	aBCh	aBCh			de
60+	210	158	23	11	17	6	8	3	4
	24.1%	41.8%	8.8%	5.0%	17.0%	12.0%	7.8%	7.3%	14.3%
		BCDEFGH	Ad	AD	AbCf	A	Ad	A	A

## <u>How many years have you held your current position?</u>

			Region	nTotal				Regions	
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	1283	488	437	369	159	76	156	65	43
Total	100.0%	27.2%	24.4%	20.6%	8.9%	4.2%	8.7%	3.6%	2.4%
<4 years	307	122	99	96	39	26	35	15	12
	35.3%	32.4%	37.8%	43.8%	39.0%	52.0%	34.0%	36.6%	41.4%
		CE		A		Af	e		
4-9 years	262	102	91	76	33	15	29	12	7
, , , , , , , , , , , , , , , , , , , ,	30.1%	27.1%	34.7%	34.7%	33.0%	30.0%	28.2%	29.3%	24.1%
		b	a						
10+ years	301	152	72	47	28	9	39	14	10
10+ years					-	-			
	34.6%	40.4%	27.5%	21.5%	28.0%	18.0%	37.9%	34.1%	34.5%
		BCdE	A	AF	a	Af	Ce		

# <u>Industry</u>

			Region	Total				Regions	
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
	-100p -1000	A	В	C	D	E	F	G	Н
Total	1283	488	437	369	159	76	156	65	43
	100.0%	27.2%	24.4%	20.6%	8.9%	4.2%	8.7%	3.6%	2.4%
Manufac-	231	91	63	45	40	28	31	13	6
turing	18.0%	18.6%	14.4%	12.2% aDEf	25.2% BC	36.8%	19.9% cE	20.0%	14.0%
		cE	DE	aDEf	BC	ABCFgH	CE	e	Е
Service Consult-	181	67	58	47	19	6	35	18	2
ing	14.1%	13.7%	13.3%	12.7%	11.9%	7.9%	22.4%	27.7%	4.7%
		FG	FG	FG	fG	FG	ABCdEH	ABCDEH	FG
Other Industry	172	71	64	55	15	2	15	6	7
	13.4%	14.5%	14.6%	14.9%	9.4%	2.6%	9.6%	9.2%	16.3%
		E	Е	Е		ABCH			Е
Bank/Fin Insur Real	162	68	47	44	24	8	15	3	8
Estate	12.6%	13.9%	10.8%	11.9%	15.1%	10.5%	9.6%	4.6%	18.6%
		g			g			adh	g
Retail/ Whole-	123	40	51	44	14	7	10	5	8
sale	9.6%	8.2%	11.7%	11.9%	8.8%	9.2%	6.4%	7.7%	18.6%
		h					h		af
Tech Soft- Hardware	106	42	40	35	12	4	11	5	1
Bio	8.3%	8.6%	9.2%	9.5%	7.5%	5.3%	7.1%	7.7%	2.3%
Health-	87	37	34	30	4	1	11	5	1
care Pharm	6.8%	7.6%	7.8%	8.1%	2.5%	1.3%	7.1%	7.7%	2.3%
		de	de	de	abc	abc			
Mining Construc-	63	16	26	21	13	8	4	2	4
tion	4.9%	3.3%	5.9%	5.7%	8.2%	10.5%	2.6%	3.1%	9.3%

DEh	Af Af	deh	af

## **Industry**

			Region	Total				Regions	
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
	•	A	В	С	D	E	F	G	Н
Energy	46	17	18	15	4	3	7	2	0
	3.6%	3.5%	4.1%	4.1%	2.5%	3.9%	4.5%	3.1%	0.0%
Trans- portation Pub.	43	16	12	11	8	7	6	2	1
Util	3.4%	3.3%	2.7%	3.0%	5.0%	9.2%	3.8%	3.1%	2.3%
		e	Е	e		aBc			
Agr, Pub Admin	39	12	19	18	0	0	4	1	4
	3.0%	2.5%	4.3%	4.9%	0.0%	0.0%	2.6%	1.5%	9.3%
		dh	D	De	aBCfH	сН	dh		aDEf
Commun-	30	11	5	4	6	2	7	3	1
ications Media	2.3%	2.3%	1.1%	1.1%	3.8%	2.6%	4.5%	4.6%	2.3%
			dfg	dfg	bc		bc	bc	

## **Everywhere but Latam Sales Revenue**

		Region	nTotal			Regi	ons
Number	All		All Asia		All Europe		
Col %	Responses	US/CAN	Combined	Japan	combined	France	Africa
	· ·	A	В	Ĉ	D	Е	F
Less than \$25 million	278	164	36	9	56	29	22
	32.9%	33.6%	22.6%	11.8%	35.9%	44.6%	51.2%
		BCf	AdEF	ADEF	bC	BC	aBC
\$25-99 million	176	115	28	8	25	11	8
	20.8%	23.6%	17.6%	10.5%	16.0%	16.9%	18.6%
		cd		a	a		
\$100-499 million	166	91	37	22	32	14	6
	19.6%	18.6%	23.3%	28.9%	20.5%	21.5%	14.0%
		c		a			
\$500-999 million	51	25	13	7	12	2	1
	6.0%	5.1%	8.2%	9.2%	7.7%	3.1%	2.3%
\$1-4.9 billion	82	48	20	12	10	4	4
\$1-4.9 UIIIOII	9.7%	9.8%	12.6%	15.8%	6.4%	6.2%	9.3%
	9.770	7.070	12.070	d	с	0.270	7.570
					-		
\$5-9.9 billion	26	13	9	6	3	1	1
	3.1%	2.7%	5.7%	7.9%	1.9%	1.5%	2.3%
		c		ad	С		
More							
than \$10	67	32	16	12	18	4	1
billion	7.9%	6.6%	10.1%	15.8%	11.5%	6.2%	2.3%
		Cd		Af	a		c

### **Latam only Sales Revenue**

	RegionTotal		Regions
Number	All	All Latin	
Col %	Responses	America	Brazil
	-	A	В
Less than \$100,000 USD	19	1	9 15
	4.3%	4.39	4.1%
From \$100,000 to \$1,000,	60	6	0 51
000 USD	13.7%	13.79	/₀ 13.8%
From \$1,000,000 - \$25,000,	117	11	7 95
000 USD	26.8%	26.89	25.7%
From \$25,000,000 - \$99,000,	99	9	9 86
000 USD	22.7%	22.79	23.3%
From \$100,000,000 - \$279,	57	5	7 50
000,000 USD	13.0%	13.09	/₀ 13.6%
More than \$280,000,000	85	8	5 72
USD	19.5%	19.5%	6 19.5%

## **Number of Employees**

			Region	Total				Regions	
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Ē	F	G	Н
T-4-1	1202	400	427	2(0	150	7.0	156	65	42
Total	1283	488	437	369	159	76	156	65	43
	100.0%	27.2%	24.4%	20.6%	8.9%	4.2%	8.7%	3.6%	2.4%
1	21	8	5	5	1	1	6	4	1
	1.6%	1.6%	1.1%	1.4%	0.6%	1.3%	3.8%	6.2%	2.3%
		g	fG	g	g		b	aBcd	
2-99	428	183	148	119	34	14	48	23	15
	33.4%	37.5%	33.9%	32.2%	21.4%	18.4%	30.8%	35.4%	34.9%
		DE	DE	de	ABcg	ABcfgh	e	de	e
100-	327	126	120	104	39	15	32	12	10
499	25.5%	25.8%	27.5%	28.2%	24.5%	19.7%	20.5%	18.5%	23.3%
500-	136	40	53	45	18	7	17	11	8
999	10.6%	8.2%	12.1%	12.2%	11.3%	9.2%	10.9%	16.9%	18.6%
999	10.0%			12.270	11.570	9.270	10.9%		
		bgh	a					a	a
1000-	193	68	72	63	28	15	23	6	2
4999	15.0%	13.9%	16.5%	17.1%	17.6%	19.7%	14.7%	9.2%	4.7%
			h	h	h	h			bcde
5000-	48	14	15	13	11	5	5	3	3
9999	3.7%	2.9%	3.4%	3.5%	6.9%	6.6%	3.2%	4.6%	7.0%
7773	3.170	2.970 d	3.4/0	3.370	0.976 a	0.070	3.270	4.070	7.070
More									
than	130	49	24	20	28	19	25	6	4
10,000	10.1%	10.0%	5.5%	5.4%	17.6%	25.0%	16.0%	9.2%	9.3%
		bcdEf	aDEF	aDEF	aBC	ABCgh	aBC	e	e

## (Weighted average given when not answered)

			Regio	nTotal				Regions	S
Number Mean Median	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa
	A	A	В	С	D	Е	F	G	Н
Number	1283	48	8 437	369	159	76	156	65	43
Percent	100.0%	27.29	6 24.4%	20.6%	8.9%	4.2%	8.7%	3.6%	2.4%
How many full-tir	me employees work at your c	ompany?							
	1283	48	8 437	369	159	76	156	65	43
	15308.75	7003.9	1 30144.19	35433.97	8870.21	9446.07	9898.71	9129.54	2224.16
	240.00	180.0	0 250.00	250.00	572.00	1000.00	230.00	210.00	165.00

### Where are you personally located?

			Region	Total				Regions	
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	·	A	В	C	D	E	F	G	Н
Total	1283	488	437	369	159	76	156	65	43
	100.0%	27.2%	24.4%	20.6%	8.9%	4.2%	8.7%	3.6%	2.4%
Northeast U.S.	123	123	0	0	0	0	0	0	0
	25.2%	25.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Midwest U.S.	112	112	0	0	0	0	0	0	0
	23.0%	23.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
South U.S.	103	103	0	0	0	0	0	0	0
South C.S.	21.1%	21.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
South Atlantic U.S.	58	58	0	0	0	0	0	0	0
	11.9%	11.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Pacific US	46	46	0	0	0	0	0	0	0
	9.4%	9.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Mountain U.S.	23	23	0	0	0	0	0	0	0
	4.7%	4.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Canada	19	19	0	0	0	0	0	0	0
	3.9%	3.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other	4	4	0	0	0	0	0	0	0
	0.8%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

## <u>Ownership</u>

			Region	Total			Regions			
Number Col %	All Responses	US/CAN	All Latin America	Brazil	All Asia Combined	Japan	All Europe combined	France	Africa	
CO1 70	Responses	A	В	С	D	Е	F	G	Н	
Total	1283	488	437	369	159	76	156	65	43	
	100.0%	27.2%	24.4%	20.6%	8.9%	4.2%	8.7%	3.6%	2.4%	
Private	909	330	362	304	80	23	109	49	28	
	70.8%	67.6%	82.8%	82.4%	50.3%	30.3%	69.9%	75.4%	65.1%	
		BCDE	ADEFH	ADEFH	ABCEFG	ABCDFGH	BCDE	DE	BCE	
Public (NYSE, NASDAQ, BOVESPA, CAC, JSE, SSE, TSE, or other public stock	273	97	56	48	75	53	38	9	7	
exchange)	21.3%	19.9%	12.8%	13.0%	47.2%	69.7%	24.4%	13.8%	16.3%	
		BCDE	ADEF	ADEF	ABCEFGH	ABCDFGH	BCDE	DE	DE	
Nonprofit	67	46	12	10	4	0	4	3	1	
	5.2%	9.4%	2.7%	2.7%	2.5%	0.0%	2.6%	4.6%	2.3%	
		BCDEF	A	A	A	A	A			
Govern- ment	34	15	7	7	0	0	5	4	7	
	2.7%	3.1%	1.6%	1.9%	0.0%	0.0%	3.2%	6.2%	16.3%	
		dH	gH	gH	afGH	gH	dH	bcDe	ABCDEF	

## What is your primary role in your organization?

			Tota	ıl				Regions	
Number	<u> </u>		All Latin		All Asia		All Europe		
Col %		US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Ē	F	G	Н
Total	1283	488	437	369	159	76	156	65	43
	100.0%	38.0%	34.1%	28.8%	12.4%	5.9%	12.2%	5.1%	3.4%
CFO	584	245	217	191	38	15	64	27	20
	45.5%	50.2%	49.7%	51.8%	23.9%	19.7%	41.0%	41.5%	46.5%
		DEf	DE	DEf	ABCFGH	ABCFGH	acDE	DE	DE
0	207	(2)	0.5	72	11	2	20	0	11
Owner or	207 16.1%	62	95	72	6.9%	2.6%	28 17.9%	12.20/	25 (0)
Partner	16.1%	12.7%	21.7%	19.5%				12.3%	25.6%
		BCdeh	ADE	ADE	aBCFH	aBCFgH	DE	e	aDE
Director/VP	159	66	46	39	29	14	17	6	1
of Finance	12.4%	13.5%	10.5%	10.6%	18.2%	18.4%	10.9%	9.2%	2.3%
		h	de	d	bcH	bh			aDe
								_	
Controller	107	33	35	34	27	19	11	5	1
	8.3%	6.8%	8.0%	9.2%	17.0%	25.0%	7.1%	7.7%	2.3%
		DE	DE	dE	ABcFh	ABCFGH	DE	Е	dE
Other	102	26	28	22	26	14	17	7	5
	8.0%	5.3%	6.4%	6.0%	16.4%	18.4%	10.9%	10.8%	11.6%
		DEf	DE	DEf	ABC	ABC	ac		
CEO	93	29	37	32	10	0	15	6	2
CEO	7.2%	5.9%	8.5%	8.7%	6.3%	0.0%	9.6%	9.2%	4.7%
	7.270	3.970 e	E	E	e	aBCdFG	E	E	4.770
						ub cur o			
Other									
Director/									
Manager or Other									
Decision Decision									
Maker in the	92	27	29	22	15	6	14	7	7
Finance	7.2%	5.5%	6.6%	6.0%	9.4%	7.9%	9.0%	10.8%	16.3%
		Н	h	h					Abc

## What is your primary role in your organization?

				Tot	al				Region	S
Number				All Latin		All Asia		All Europe	;	
Col %		US/CA	AΝ	America	Brazil	Combined	Japan	combined	France	Africa
		A		В	С	D	Е	F	G	Н
President/	44		22	10	9	2	0		9 6	1
										2.20/
Chairperson	3.4%		4.5%	2.3%	2.4%	1.3%	0.0%	5.89		2.3%
				fG	G	fG	fG	bd	e BCDE	
Treasurer	33		9	14	11	9	9		1 0	0
	2.6%		1.8%	3.2%	3.0%	5.7%	11.8%	0.69	6 0.0%	0.0%
			dЕ	Е	Е	af	ABCFGh	d	E E	e
Would	15		2	3	3	5	4		3 2	2
prefer										
not to	1.2%		0.4%	0.7%	0.8%	3.1%	5.3%	1.99	3.1%	4.7%
answer										
		D	EgH	dEh	dEh	Abc	ABC		a	Abc

# How old is your company?

				Region	nTotal				Region	S
Number		-	-			-				
Mean		All		All Latin		All Asia		All Europ	e	
Median		Responses	US/CAN	America	Brazil	Combined	Japan	combine	d France	Africa
		A	A	В	C	D	Е	F	G	Н
Number		1283	488	437	369	159	76	1	56 65	43
Percent		100.0%	27.2%	24.4%	20.6%	8.9%	4.2%	8.7	3.6%	2.4%
How old is yo	ur company?									
		00.4	2.70	250	22.5	101			00	20
		884	378	270	225	104	53		02 41	30
		42.60	48.20	31.49	31.69	47.38	61.25	47.	68 35.12	38.07
		30.00	35.00	20.00	20.00	36.00	68.50	34.	00 29.50	27.00
			BCe	ADEF	ADEF	BCe	aBCdGh	I	BC E	e

## What is your company's sales revenue? (Currency)

			Region	nTotal				Regions		
Number	All		All Latin		All Asia		All Europe			
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa	
		A	В	С	D	Е	F	G	Н	
Total	1283	488	437	369	159	76	156	65	43	
	100.0%	27.2%	24.4%	20.6%	8.9%	4.2%	8.7%	3.6%	2.4%	
USD	483	367	63	26	33	0	15	2	5	
	50.9%	96.3%	20.3%	10.0%	26.6%	0.0%	14.2%	4.8%	17.9%	
		BCDEFGH	ACEg	ABDE	ACEfG	ABCDFH	AdE	AbD	AE	
BRL	225	1	224	223	0	0	0	0	0	
DKL	23.7%	0.3%	72.3%	86.1%	0.0%	0.0%	0.0%	0.0%	0.0%	
	23.170	BC	ACDEFGH	ABDEFGH	BC	BC	BC	BC	BC	
EUR	98	2	9	9	4	0	82	39	1	
	10.3%	0.5%	2.9%	3.5%	3.2%	0.0%	77.4%	92.9%	3.6%	
		bCdFG	aFG	AFG	aFG	FG	ABCDEgH	ABCDEfH	FG	
JPY	66	0	0	0	66	64	0	0	0	
	7.0%	0.0%	0.0%	0.0%	53.2%	100.0%	0.0%	0.0%	0.0%	
	11070	DE	DE	DE	ABCEFGH	ABCDFGH	DE	DE	DE	
ZAR	19	0	0	0	0	0	0	0	19	
	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	67.9%	
		Н	Н	Н	Н	Н	Н	Н	ABCDEFG	
CAD	10	10	0	0	0	0	0	0	0	
	1.1%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
		BC	A	A						
INR	8	0	0	0	8	0	0	0	0	
IINIX	0.8%	0.0%	0.0%	0.0%	6.5%	0.0%	0.0%	0.0%	0.0%	
	U.O/0	D.076	0.0% D	0.0% D	ABCeF	0.0% d	0.0% D	0.076	0.076	
GBP	7	0	0	0	0	0	7	0	0	
	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	6.6%	0.0%	0.0%	
		F	F	F	F	f	ABCDe			

#### What is your company's sales revenue? (Currency)

			Region	Total				Regions		
Number	All		All Latin		All Asia		All Europe			
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa	
	•	A	В	C	D	E	F	G	Н	
MXN	5	0	5	0	0	0	0	0	0	
	0.5%	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
		b	ac	b						
CLP	4	0	4	0	0	0	0	0	0	
	0.4%	0.0%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
		b	a							
PEN	1	0	4	0	0	0	0	0	0	
PEN	0.4%	0.0%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	0.4%	b		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
		D	a							
AUD	4	0	0	0	4	0	0	0	0	
1102	0.4%	0.0%	0.0%	0.0%	3.2%	0.0%	0.0%	0.0%	0.0%	
	0.170	D	D	D	ABC	0.070	0.070	0.070	0.070	
		_								
NGN	3	0	0	0	0	0	0	0	3	
	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.7%	
		Н	Н	Н	Н	Н	Н	h	ABCDEFg	
PHP	3	0	0	0	3	0	0	0	0	
	0.3%	0.0%	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%	0.0%	
		D	D	d	ABc					
D) (D	2	0	1	1	2	0	0	0		
RMB	0.3%	0 000/	1	1	2	0.00/	0.0%	0.0%	0.00/	
	0.3%	0.0%	0.3%	0.4%	1.6%	0.0%	0.0%	0.0%	0.0%	
		d			a					
THB	2	0	0	0	2	0	0	0	0	
1110	0.2%	0.0%	0.0%	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%	
	0.270	d	d	d d	abc	0.070	0.070	0.070	0.070	
		u	u	u	auc					
MYR	2	0	0	0	2	0	0	0	0	
	0.2%	0.0%	0.0%	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%	
		d	d	d	abc					

## What is your company's sales revenue? (Currency)

			Region	nTotal				Regions	S
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	C	D	Е	F	G	Н
Bitcoin /	1	1	0	0	0	0	0	0	0
Cryptocurre	0.1%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ncy									
Ruble	1	0	0	0	0	0	1	0	0
	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%	0.0%	0.0%
CHF	1	0	0	0	0	0	1	1	0
	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%	2.4%	0.0%
		G	G	g				ABc	

## Foreign Sales

			Region	Total				Regions	
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	1283	488	437	369	159	76	156	65	43
	100.0%	27.2%	24.4%	20.6%	8.9%	4.2%	8.7%	3.6%	2.4%
0%	475	200	189	169	47	23	31	13	8
	47.3%	49.1%	58.3%	62.8%	36.4%	34.3%	26.7%	28.3%	27.6%
		bCdeFGh	aDEFGH	ADEFGH	aBC	aBC	ABC	ABC	aBC
1-24%	319	141	88	68	42	19	35	18	13
	31.7%	34.6%	27.2%	25.3%	32.6%	28.4%	30.2%	39.1%	44.8%
		bc	ah	ah					bc
25-50%	88	43	11	7	16	12	16	5	2
	8.8%	10.6%	3.4%	2.6%	12.4%	17.9%	13.8%	10.9%	6.9%
		BC	ADEFg	ADEFG	BC	ВС	BC	bC	
More than 50%	123	23	36	25	24	13	34	10	6
	12.2%	5.7%	11.1%	9.3%	18.6%	19.4%	29.3%	21.7%	20.7%
		BDEFGH	AdFg	DeFg	AbC	Ac	ABC	Abc	A

## <u>In what region of the world are most of your foreign sales?</u>

			Region	Total				Regions	
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	530	207	135	100	82	44	85	33	21
Total	100.0%	29.3%	19.1%	14.1%	11.6%	6.2%	12.0%	4.7%	3.0%
	100.0%	29.3%	19.1%	14.1%	11.0%	0.2%	12.0%	4.7%	3.0%
Europe	188	88	24	22	6	3	65	23	5
	38.5%	45.6%	18.8%	23.4%	9.2%	9.4%	79.3%	71.9%	25.0%
		BCDEFG	AFG	AdFG	AcFG	AFG	ABCDEH	ABCDEH	FG
Asia/Pacific Basin	93	35	11	11	34	17	8	3	5
	19.1%	18.1%	8.6%	11.7%	52.3%	53.1%	9.8%	9.4%	25.0%
		bDE	aDEh	DE	ABCFGh	ABCFG	DE	DE	bd
United States/ Canada	93	36	31	19	23	11	3	2	0
	19.1%	18.7%	24.2%	20.2%	35.4%	34.4%	3.7%	6.3%	0.0%
		DeFh	Fgh	dFh	AcFGH	aFGH	ABCDE	bDE	abcDE
Latin America	88	26	60	40	1	1	0	0	1
	18.0%	13.5%	46.9%	42.6%	1.5%	3.1%	0.0%	0.0%	5.0%
		BCDFg	ADEFGH	ADEFGH	ABC	ВС	ABCh	aBC	BCf
Africa	25	7	2	2	1	0	6	4	9
	5.1%	3.6%	1.6%	2.1%	1.5%	0.0%	7.3%	12.5%	45.0%
		gH	fGH	gH	gH	gH	bH	aBcdeh	ABCDEFg
Canada	1	1	0	0	0	0	0	0	0
Canada	0.2%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	0.2%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

## What is your company's credit rating?

			Region	Total				Regions	
Number	All		All Latin		All Asia		All Europe		
Col %	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
		A	В	С	D	Е	F	G	Н
Total	635	302	168	132	75	44	74	23	16
Total	100.0%	36.2%	20.1%	15.8%	9.0%	5.3%	8.9%	2.8%	1.9%
AAA	77	41	24	18	3	0	9	2	0
	12.1%	13.6%	14.3%	13.6%	4.0%	0.0%	12.2%	8.7%	0.0%
		dE	dE	de	abc	ABcf	e		
AA+	72	30	27	22	8	1	5	1	2
	11.3%	9.9%	16.1%	16.7%	10.7%	2.3%	6.8%	4.3%	12.5%
		c	ef	aef		bc	bc		
AA	57	31	15	10	6	2	4	0	1
1111	9.0%	10.3%	8.9%	7.6%	8.0%	4.5%	5.4%	0.0%	6.3%
AA-	24	9	9	7	4	3	2	1	0
	3.8%	3.0%	5.4%	5.3%	5.3%	6.8%	2.7%	4.3%	0.0%
A+	65	29	13	13	11	8	11	9	1
	10.2%	9.6%	7.7%	9.8%	14.7%	18.2%	14.9%	39.1%	6.3%
		G	eG	G	g	b	g	ABCdfh	g
A	54	26	11	8	12	7	2	2	3
	8.5%	8.6%	6.5%	6.1%	16.0%	15.9%	2.7%	8.7%	18.8%
			de	de	bcF	bcf	Deh		f
A-	42	23	9	7	6	6	3	1	1
	6.6%	7.6%	5.4%	5.3%	8.0%	13.6%	4.1%	4.3%	6.3%
BBB+	45	14	14	11	9	3	8	2	0
דמממ	7.1%	4.6%	8.3%	8.3%	12.0%	6.8%	10.8%	8.7%	0.0%
	7.170	4.0%	0.570	0.570	a	0.070	a	0.770	0.070
DDD	44	22	11	7	-		4	0	
BBB	6.9%	7.6%	11	7	5	5 11.4%	5.4%	0.0%	1
	0.9%	/.6%	6.5%	5.3%	6.7%	11.4%	5.4%	0.0%	6.3%

## What is your company's credit rating?

Number Col %	. 11		Region	1 Ottal				Regions	
Cal 9/	All		All Latin		All Asia		All Europe		
C01 70	Responses	US/CAN	America	Brazil	Combined	Japan	combined	France	Africa
	i i	A	В	С	D	E	F	G	Н
BBB-	16	7	3	2	1	1	5	1	0
	2.5%	2.3%	1.8%	1.5%	1.3%	2.3%	6.8%	4.3%	0.0%
			f	f			bc		
BB+	18	10	5	4	0	0	1	0	2
	2.8%	3.3%	3.0%	3.0%	0.0%	0.0%	1.4%	0.0%	12.5%
					Н	h	h		Def
BB	24	16	3	2	1	1	4	0	0
	3.8%	5.3%	1.8%	1.5%	1.3%	2.3%	5.4%	0.0%	0.0%
BB-	15	7	5	4	0	0	2	0	1
	2.4%	2.3%	3.0%	3.0%	0.0%	0.0%	2.7%	0.0%	6.3%
					h				d
B+	22	10	4	4	3	3	5	2	0
	3.5%	3.3%	2.4%	3.0%	4.0%	6.8%	6.8%	8.7%	0.0%
В	21	10	5	4	3	2	2	1	1
В	3.3%	3.3%	3.0%	3.0%	4.0%	4.5%	2.7%	4.3%	6.3%
	3.370	3.370	3.070	3.070	4.070	7.370	2.770	4.570	0.570
B-	13	5	2	2	1	1	3	0	2
	2.0%	1.7%	1.2%	1.5%	1.3%	2.3%	4.1%	0.0%	12.5%
		Н	Н	h	h				ABcd
CCC	12	2	8	7	1	1	1	0	0
	1.9%	0.7%	4.8%	5.3%	1.3%	2.3%	1.4%	0.0%	0.0%
		BC	A	A					
CC	5	2	0	0	1	0	2	1	0
	0.8%	0.7%	0.0%	0.0%	1.3%	0.0%	2.7%	4.3%	0.0%
			fG	g		,	b	Вс	
D		7	0	0	0	0	1	0	4
D	9 1.4%	7	0.0%	0 00/	0.09/	0.09/	1.4%	0.0%	1
	1.4%	2.3% b	0.0% aH	0.0% H	0.0% h	0.0%	1.4%	0.0%	6.3% BCd