

Institutional Account Name	Ticker	Company Name	Country	ESG Pillar	Proponent	Votable Proposal	Proposal Text	Vote Instruction	Vote Against Management
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Approve Discharge of Board and Senior Management	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Approve Allocation of Income and Dividends of CHF 0.21 per Share	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Approve Remuneration Report (Non-Binding)	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Approve Remuneration of Directors in the Amount of CHF 3.9 Million	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Approve Remuneration of Executive Committee in the Amount of CHF 41.9 Million	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Michael Ball as Director and Board Chair	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Lynn Bleil as Director	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Raquel Bono as Director	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Arthur Cummings as Director	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect David Endicott as Director	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Thomas Glanzmann as Director	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Keith Grossman as Director	Against	Yes
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Scott Maw as Director	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Karen May as Director	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Ines Poeschel as Director	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Dieter Spaelti as Director	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reappoint Thomas Glanzmann as Member of the Compensation Committee	For	No

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Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reappoint Scott Maw as Member of the Compensation Committee	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reappoint Karen May as Member of the Compensation Committee	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reappoint Ines Poeschel as Member of the Compensation Committee	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Designate Hartmann Dreyer as Independent Proxy	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Ratify PricewaterhouseCoopers SA as Auditors	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Approve Creation of Capital Band within the Upper Limit of CHF 22 Million and the Lower Limit of CHF 19 Million with or without Exclusion of Preemptive Rights	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Approve Creation of CHF 2 Million Pool of Conditional Capital for Financings, Mergers and Acquisitions	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Amend Articles Re: Conversion of Shares; Subscription Rights	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Amend Articles Re: General Meetings	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Amend Articles Re: Board Meetings; Powers of the Board of Directors	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No
Thematics Wellness	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Transact Other Business (Voting)	Against	Yes
Thematics Wellness	AMP	Amplifon SpA	Italy	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Wellness	AMP	Amplifon SpA	Italy	G	Management	Yes	Approve Allocation of Income	For	No
Thematics Wellness	AMP	Amplifon SpA	Italy	G	Management	Yes	Approve Remuneration of Directors	For	No
Thematics Wellness	AMP	Amplifon SpA	Italy	G	Management	Yes	Approve Stock Grant Plan 2023-2028	Against	Yes
Thematics Wellness	AMP	Amplifon SpA	Italy	G	Management	Yes	Approve Remuneration Policy	Against	Yes
Thematics Wellness	AMP	Amplifon SpA	Italy	G	Management	Yes	Approve Second Section of the Remuneration Report	Against	Yes
Thematics Wellness	AMP	Amplifon SpA	Italy	G	Management	Yes	Amend Co-Investment Plan	For	No

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Thematics Wellness	AMP	Amplifon SpA	Italy	G	Management	Yes	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against	Yes
Thematics Wellness	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Wellness	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Approve Final Dividend	For	No
Thematics Wellness	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Elect Ding Shijia as Director and Authorize Board to Fix His Remuneration	For	No
Thematics Wellness	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Elect Bi Mingwei as Director and Authorize Board to Fix His Remuneration	For	No
Thematics Wellness	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Elect Yiu Kin Wah Stephen as Director and Authorize Board to Fix His Remuneration	For	No
Thematics Wellness	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Elect Lai Hin Wing Henry Stephen as Director and Authorize Board to Fix His Remuneration	For	No
Thematics Wellness	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Elect Wang Jiaqian as Director and Authorize Board to Fix Her Remuneration	For	No
Thematics Wellness	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Elect Xia Lian as Director and Authorize Board to Fix Her Remuneration	For	No
Thematics Wellness	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Authorize Board to Fix Remuneration of Directors	For	No
Thematics Wellness	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	For	No
Thematics Wellness	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Yes
Thematics Wellness	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Authorize Repurchase of Issued Share Capital	For	No
Thematics Wellness	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Authorize Reissuance of Repurchased Shares	Against	Yes
Thematics Wellness	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Approve Termination of the 2017 Share Option Scheme and Adopt 2023 Share Option Scheme with the Scheme Mandate Limit	Against	Yes
Thematics Wellness	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Approve Service Provider Sublimit under New Share Option Scheme	Against	Yes
Thematics Wellness	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Adopt 2023 Share Award Scheme with the Scheme Mandate Limit	Against	Yes
Thematics Wellness	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Approve Service Provider Sublimit under New Share Award Scheme	Against	Yes
Thematics Wellness	BFIT	Basic-Fit NV	Netherlands	G	Management	No	Open Meeting		No

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Thematics Wellness	BFIT	Basic-Fit NV	Netherlands	G	Management	No	Receive Report of Management Board and Supervisory Board (Non-Voting)		No
Thematics Wellness	BFIT	Basic-Fit NV	Netherlands	G	Management	No	Discussion on Company's Corporate Governance Structure		No
Thematics Wellness	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Wellness	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Adopt Financial Statements and Statutory Reports	For	No
Thematics Wellness	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Approve Discharge of Management Board	For	No
Thematics Wellness	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Wellness	BFIT	Basic-Fit NV	Netherlands	G	Management	No	Discuss Dividend Policy		No
Thematics Wellness	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Elect Joelle Frijters to Supervisory Board	For	No
Thematics Wellness	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Elect Jan van Nieuwenhuizen to Supervisory Board	For	No
Thematics Wellness	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Reelect Herman Rutgers to Supervisory Board	Against	Yes
Thematics Wellness	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Reelect Hans Willemse to Supervisory Board	For	No
Thematics Wellness	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For	No
Thematics Wellness	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No
Thematics Wellness	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Wellness	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Ratify Ernst & Young Accountants LLP as Auditors	For	No
Thematics Wellness	BFIT	Basic-Fit NV	Netherlands	G	Management	No	Close Meeting		No
Thematics Wellness	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Albert S. Baldocchi	For	No
Thematics Wellness	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Matthew A. Carey	For	No
Thematics Wellness	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Gregg L. Engles	For	No

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Thematics Wellness	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Patricia Fili-Krushel	For	No
Thematics Wellness	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Mauricio Gutierrez	For	No
Thematics Wellness	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Robin Hickenlooper	For	No
Thematics Wellness	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Scott Maw	For	No
Thematics Wellness	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Brian Niccol	For	No
Thematics Wellness	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Mary Winston	For	No
Thematics Wellness	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Wellness	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Wellness	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Wellness	CMG	Chipotle Mexican Grill, Inc.	USA	G	Shareholder	Yes	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against	No
Thematics Wellness	CMG	Chipotle Mexican Grill, Inc.	USA	S	Shareholder	Yes	Adopt Policy to Not Interfere with Freedom of Association Rights	For	Yes
Thematics Wellness	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Fernando Aguirre	For	No
Thematics Wellness	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Jeffrey R. Balsler	For	No
Thematics Wellness	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director C. David Brown, II	For	No
Thematics Wellness	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Alecia A. DeCoudreaux	For	No
Thematics Wellness	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Nancy-Ann M. DeParle	For	No
Thematics Wellness	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Roger N. Farah	For	No
Thematics Wellness	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Anne M. Finucane	For	No
Thematics Wellness	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Edward J. Ludwig	For	No

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Thematics Wellness	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Karen S. Lynch	For	No
Thematics Wellness	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Jean-Pierre Millon	For	No
Thematics Wellness	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Mary L. Schapiro	For	No
Thematics Wellness	CVS	CVS Health Corporation	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Wellness	CVS	CVS Health Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Wellness	CVS	CVS Health Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Wellness	CVS	CVS Health Corporation	USA	S	Shareholder	Yes	Adopt a Paid Sick Leave Policy	For	Yes
Thematics Wellness	CVS	CVS Health Corporation	USA	G	Shareholder	Yes	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	Yes
Thematics Wellness	CVS	CVS Health Corporation	USA	G	Shareholder	Yes	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against	No
Thematics Wellness	CVS	CVS Health Corporation	USA	S	Shareholder	Yes	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	For	Yes
Thematics Wellness	CVS	CVS Health Corporation	USA	G	Shareholder	Yes	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	Against	No
Thematics Wellness	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director Rainer M. Blair	For	No
Thematics Wellness	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director Feroz Dewan	For	No
Thematics Wellness	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director Linda Filler	For	No
Thematics Wellness	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director Teri List	Against	Yes
Thematics Wellness	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director Walter G. Lohr, Jr.	For	No
Thematics Wellness	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director Jessica L. Mega	For	No
Thematics Wellness	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director Mitchell P. Rales	For	No
Thematics Wellness	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director Steven M. Rales	For	No

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Thematics Wellness	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director Pardis C. Sabeti	For	No
Thematics Wellness	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director A. Shane Sanders	Against	Yes
Thematics Wellness	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director John T. Schwieters	Against	Yes
Thematics Wellness	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director Alan G. Spoon	For	No
Thematics Wellness	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director Raymond C. Stevens	Against	Yes
Thematics Wellness	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director Elias A. Zerhouni	For	No
Thematics Wellness	DHR	Danaher Corporation	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Wellness	DHR	Danaher Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Wellness	DHR	Danaher Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Wellness	DHR	Danaher Corporation	USA	G	Shareholder	Yes	Require Independent Board Chair	For	Yes
Thematics Wellness	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Steven R. Altman	For	No
Thematics Wellness	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Richard A. Collins	For	No
Thematics Wellness	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Karen Dahut	For	No
Thematics Wellness	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Mark G. Foletta	For	No
Thematics Wellness	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Barbara E. Kahn	For	No
Thematics Wellness	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Kyle Malady	For	No
Thematics Wellness	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Eric J. Topol	For	No
Thematics Wellness	DXCM	DexCom, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Wellness	DXCM	DexCom, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No

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Thematics Wellness	DXCM	DexCom, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Wellness	DSFIR	DSM-Firmenich AG	Switzerland	G	Management	Yes	Accept Financial Statements and Statutory Reports for the Period from Jan. 1, 2023 to May 8, 2023	For	No
Thematics Wellness	DSFIR	DSM-Firmenich AG	Switzerland	G	Management	Yes	Approve Dividends of EUR 1.60 per Share from Capital Contribution Reserves	For	No
Thematics Wellness	DSFIR	DSM-Firmenich AG	Switzerland	G	Management	Yes	Approve Remuneration of Directors in the Amount of EUR 3.6 Million	For	No
Thematics Wellness	DSFIR	DSM-Firmenich AG	Switzerland	G	Management	Yes	Approve Remuneration of Executive Committee in the Amount of EUR 37.9 Million	For	No
Thematics Wellness	DSFIR	DSM-Firmenich AG	Switzerland	G	Management	Yes	Amend Articles Re: Consultative Vote for High Value Transactions	For	No
Thematics Wellness	DSFIR	DSM-Firmenich AG	Switzerland	G	Management	Yes	Amend Articles Re: Information on the Identity of Shareholders	For	No
Thematics Wellness	DSFIR	DSM-Firmenich AG	Switzerland	G	Management	Yes	Transact Other Business (Voting)	Against	Yes
Thematics Wellness	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Financial Statements and Statutory Reports	For	No
Thematics Wellness	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	No
Thematics Wellness	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Treatment of Losses and Dividends of EUR 3.23 per Share	For	No
Thematics Wellness	EL	EssilorLuxottica SA	France	G	Management	Yes	Ratify Appointment of Mario Notari as Director	For	No
Thematics Wellness	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Auditors' Special Report on Related-Party Transactions	For	No
Thematics Wellness	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Compensation Report of Corporate Officers	For	No
Thematics Wellness	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Compensation of Chairman of the Board from January 1, 2022 until June 27, 2022	For	No
Thematics Wellness	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Compensation of Francesco Milleri, CEO until June 27, 2022 and Chairman and CEO since June 27, 2022	For	No
Thematics Wellness	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Compensation of Paul du Saillant, Vice-CEO	For	No
Thematics Wellness	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Remuneration Policy of Directors	For	No
Thematics Wellness	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Remuneration Policy of Chairman and CEO	Against	Yes

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Thematics Wellness	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Remuneration Policy of Vice-CEO	For	No
Thematics Wellness	EL	EssilorLuxottica SA	France	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Wellness	EL	EssilorLuxottica SA	France	G	Management	Yes	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No
Thematics Wellness	EL	EssilorLuxottica SA	France	G	Management	Yes	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	For	No
Thematics Wellness	EL	EssilorLuxottica SA	France	G	Management	Yes	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Million	For	No
Thematics Wellness	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4 Million	For	No
Thematics Wellness	EL	EssilorLuxottica SA	France	G	Management	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No
Thematics Wellness	EL	EssilorLuxottica SA	France	G	Management	Yes	Authorize Filing of Required Documents/Other Formalities	For	No
Thematics Wellness	EXAS	Exact Sciences Corporation	USA	G	Management	Yes	Elect Director D. Scott Coward	For	No
Thematics Wellness	EXAS	Exact Sciences Corporation	USA	G	Management	Yes	Elect Director James Doyle	For	No
Thematics Wellness	EXAS	Exact Sciences Corporation	USA	G	Management	Yes	Elect Director Freda Lewis-Hall	For	No
Thematics Wellness	EXAS	Exact Sciences Corporation	USA	G	Management	Yes	Elect Director Kathleen Sebelius	For	No
Thematics Wellness	EXAS	Exact Sciences Corporation	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Wellness	EXAS	Exact Sciences Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Wellness	EXAS	Exact Sciences Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Wellness	EXAS	Exact Sciences Corporation	USA	G	Management	Yes	Declassify the Board of Directors	For	No
Thematics Wellness	EXAS	Exact Sciences Corporation	USA	G	Management	Yes	Amend Omnibus Stock Plan	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Accept Consolidated Financial Statements and Statutory Reports	For	No

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Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Approve Allocation of Income and Dividends	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Approve Dividends	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Approve Discharge of Board and Senior Management	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Elect Director Jonathan C. Burrell	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Elect Director Joseph J. Hartnett	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Elect Director Min H. Kao	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Elect Director Catherine A. Lewis	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Elect Director Charles W. Peffer	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Elect Director Clifton A. Pemble	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Elect Min H. Kao as Board Chairman	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Appoint Jonathan C. Burrell as Member of the Compensation Committee	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Appoint Joseph J. Hartnett as Member of the Compensation Committee	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Appoint Catherine A. Lewis as Member of the Compensation Committee	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Appoint Charles W. Peffer as Member of the Compensation Committee	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Designate Wuersch & Gering LLP as Independent Proxy	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Ratify Ernst & Young LLP as Auditors and Ernst & Young Ltd as Statutory Auditor	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Advisory Vote on the Swiss Statutory Compensation Report	For	No

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Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Approve Fiscal Year 2024 Maximum Aggregate Compensation for the Executive Management	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2023 AGM and the 2024 AGM	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Cancel Repurchased Shares	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Amend Qualified Employee Stock Purchase Plan	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Amend Non-Employee Director Omnibus Stock Plan	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Approve Reduction of Par Value	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Approve Conversion of Currency of the Share Capital from CHF to USD	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Amend Articles to Reflect Changes in Capital	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Amend Articles Re: Addressing Shares, Shareholder Rights and General Meeting	For	No
Thematics Wellness	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Amend Articles Re: Addressing Board, Compensation and Related Matters	For	No
Thematics Wellness	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Wellness	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Wellness	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Approve Allocation of Income and Dividends of CHF 67 per Share	For	No
Thematics Wellness	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Approve Discharge of Board of Directors	For	No
Thematics Wellness	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Amend Articles Re: Annulment of the Conversion of Shares Clause	For	No
Thematics Wellness	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	For	No
Thematics Wellness	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No
Thematics Wellness	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Approve Creation of Capital Band within the Upper Limit of CHF 101.6 Million and the Lower Limit of CHF 92.3 Million with or without Exclusion of Preemptive Rights and Amend Conditional Capital Authorization	For	No

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Thematics Wellness	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reelect Victor Balli as Director	For	No
Thematics Wellness	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reelect Ingrid Deltenre as Director	For	No
Thematics Wellness	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reelect Olivier Filliol as Director	For	No
Thematics Wellness	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reelect Sophie Gasperment as Director	For	No
Thematics Wellness	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reelect Calvin Grieder as Director and Board Chair	Against	Yes
Thematics Wellness	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reelect Tom Knutzen as Director	Against	Yes
Thematics Wellness	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Elect Roberto Guidetti as Director	For	No
Thematics Wellness	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reappoint Ingrid Deltenre as Member of the Compensation Committee	For	No
Thematics Wellness	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reappoint Victor Balli as Member of the Compensation Committee	For	No
Thematics Wellness	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Appoint Olivier Filliol as Member of the Compensation Committee	For	No
Thematics Wellness	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Designate Manuel Isler as Independent Proxy	For	No
Thematics Wellness	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Ratify KPMG AG as Auditors	For	No
Thematics Wellness	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Approve Remuneration of Directors in the Amount of CHF 3 Million	For	No
Thematics Wellness	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 3.3 Million	For	No
Thematics Wellness	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.4 Million	For	No
Thematics Wellness	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Transact Other Business (Voting)	Against	Yes
Thematics Wellness	HOLX	Hologic, Inc.	USA	G	Management	Yes	Elect Director Stephen P. MacMillan	For	No
Thematics Wellness	HOLX	Hologic, Inc.	USA	G	Management	Yes	Elect Director Sally W. Crawford	For	No
Thematics Wellness	HOLX	Hologic, Inc.	USA	G	Management	Yes	Elect Director Charles J. Dockendorff	For	No

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Thematics Wellness	HOLX	Hologic, Inc.	USA	G	Management	Yes	Elect Director Scott T. Garrett	For	No
Thematics Wellness	HOLX	Hologic, Inc.	USA	G	Management	Yes	Elect Director Ludwig N. Hantson	For	No
Thematics Wellness	HOLX	Hologic, Inc.	USA	G	Management	Yes	Elect Director Namal Nawana	For	No
Thematics Wellness	HOLX	Hologic, Inc.	USA	G	Management	Yes	Elect Director Christiana Stamoulis	For	No
Thematics Wellness	HOLX	Hologic, Inc.	USA	G	Management	Yes	Elect Director Stacey D. Stewart	For	No
Thematics Wellness	HOLX	Hologic, Inc.	USA	G	Management	Yes	Elect Director Amy M. Wendell	For	No
Thematics Wellness	HOLX	Hologic, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Wellness	HOLX	Hologic, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Wellness	HOLX	Hologic, Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	For	No
Thematics Wellness	HOLX	Hologic, Inc.	USA	G	Management	Yes	Amend Qualified Employee Stock Purchase Plan	For	No
Thematics Wellness	HOLX	Hologic, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Wellness	IDXX	IDEXX Laboratories, Inc.	USA	G	Management	Yes	Elect Director Daniel M. Junius	For	No
Thematics Wellness	IDXX	IDEXX Laboratories, Inc.	USA	G	Management	Yes	Elect Director Lawrence D. Kingsley	For	No
Thematics Wellness	IDXX	IDEXX Laboratories, Inc.	USA	G	Management	Yes	Elect Director Sophie V. Vandebroek	For	No
Thematics Wellness	IDXX	IDEXX Laboratories, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Wellness	IDXX	IDEXX Laboratories, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Wellness	IDXX	IDEXX Laboratories, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Wellness	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Wellness	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Approve Final Dividend	For	No

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Thematics Wellness	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Elect Patrick Rohan as Director	For	No
Thematics Wellness	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Gerry Behan as Director	For	No
Thematics Wellness	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Hugh Brady as Director	For	No
Thematics Wellness	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Fiona Dawson as Director	For	No
Thematics Wellness	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Karin Dorrepaal as Director	For	No
Thematics Wellness	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Emer Gilvarry as Director	For	No
Thematics Wellness	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Michael Kerr as Director	For	No
Thematics Wellness	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Marguerite Larkin as Director	For	No
Thematics Wellness	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Tom Moran as Director	For	No
Thematics Wellness	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Christopher Rogers as Director	For	No
Thematics Wellness	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Edmond Scanlon as Director	For	No
Thematics Wellness	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Jinlong Wang as Director	For	No
Thematics Wellness	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Wellness	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Wellness	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Wellness	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Wellness	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Wellness	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	For	No
Thematics Wellness	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No

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Thematics Wellness	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Approve Employee Share Plan	For	No
Thematics Wellness	DSM	Koninklijke DSM NV	Netherlands	G	Management	No	Open Meeting		No
Thematics Wellness	DSM	Koninklijke DSM NV	Netherlands	G	Management	No	Presentation on the Transaction		No
Thematics Wellness	DSM	Koninklijke DSM NV	Netherlands	G	Management	Yes	Approve Transaction, the Exchange Offer, Conditional Statutory Triangular Merger and Authorize Managing Board to Repurchase the DSM Preference Shares A and Conditional Cancellation of the DSM Preference Shares A	For	No
Thematics Wellness	DSM	Koninklijke DSM NV	Netherlands	G	Management	Yes	Approve Discharge of Management Board	For	No
Thematics Wellness	DSM	Koninklijke DSM NV	Netherlands	G	Management	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Wellness	DSM	Koninklijke DSM NV	Netherlands	G	Management	No	Close Meeting		No
Thematics Wellness	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Wellness	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Approve Final Dividend	For	No
Thematics Wellness	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Elect Sean Harrington as Director	For	No
Thematics Wellness	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Elect Thomas Levilion as Director	For	No
Thematics Wellness	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Elect Christele Hiss Holliger as Director	For	No
Thematics Wellness	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Elect Charles Mark Broadley as Director	For	No
Thematics Wellness	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Elect Jackson Chik Sum Ng as Director	For	No
Thematics Wellness	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Elect Laurent Marteau as Director	For	No
Thematics Wellness	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Yes
Thematics Wellness	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Authorize Repurchase of Issued Share Capital	For	No
Thematics Wellness	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Authorize Reissuance of Repurchased Shares	Against	Yes

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Thematics Wellness	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Approve PricewaterhouseCoopers as Statutory Auditor	For	No
Thematics Wellness	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Approve PricewaterhouseCoopers as External Auditor	For	No
Thematics Wellness	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Authorize Board to Fix Remuneration of Directors	For	No
Thematics Wellness	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Approve Discharge of Directors	For	No
Thematics Wellness	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Approve Discharge of Statutory Auditor	For	No
Thematics Wellness	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Approve PricewaterhouseCoopers' Remuneration as Statutory Auditor	For	No
Thematics Wellness	OR	L'Oreal SA	France	G	Management	Yes	Approve Financial Statements and Statutory Reports	For	No
Thematics Wellness	OR	L'Oreal SA	France	G	Management	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	No
Thematics Wellness	OR	L'Oreal SA	France	G	Management	Yes	Approve Allocation of Income and Dividends of EUR 6 per Share and an Extra of EUR 0.60 per Share to Long Term Registered Shares	For	No
Thematics Wellness	OR	L'Oreal SA	France	G	Management	Yes	Reelect Sophie Bellon as Director	For	No
Thematics Wellness	OR	L'Oreal SA	France	G	Management	Yes	Reelect Fabienne Dulac as Director	For	No
Thematics Wellness	OR	L'Oreal SA	France	G	Management	Yes	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million	For	No
Thematics Wellness	OR	L'Oreal SA	France	G	Management	Yes	Approve Compensation Report of Corporate Officers	Against	Yes
Thematics Wellness	OR	L'Oreal SA	France	G	Management	Yes	Approve Compensation of Jean-Paul Agon, Chairman of the Board	For	No
Thematics Wellness	OR	L'Oreal SA	France	G	Management	Yes	Approve Compensation of Nicolas Hieronimus, CEO	For	No
Thematics Wellness	OR	L'Oreal SA	France	G	Management	Yes	Approve Remuneration Policy of Directors	For	No
Thematics Wellness	OR	L'Oreal SA	France	G	Management	Yes	Approve Remuneration Policy of Chairman of the Board	For	No
Thematics Wellness	OR	L'Oreal SA	France	G	Management	Yes	Approve Remuneration Policy of CEO	For	No
Thematics Wellness	OR	L'Oreal SA	France	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No

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Thematics Wellness	OR	L'Oreal SA	France	G	Management	Yes	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.36	For	No
Thematics Wellness	OR	L'Oreal SA	France	G	Management	Yes	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For	No
Thematics Wellness	OR	L'Oreal SA	France	G	Management	Yes	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	For	No
Thematics Wellness	OR	L'Oreal SA	France	G	Management	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No
Thematics Wellness	OR	L'Oreal SA	France	G	Management	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	No
Thematics Wellness	OR	L'Oreal SA	France	G	Management	Yes	Approve Contribution in Kind of 25,383,118 Shares from Affaires Marche France et Domaines d'Excellence and Luxury of Retail, their Valuation and Remuneration	For	No
Thematics Wellness	OR	L'Oreal SA	France	G	Management	Yes	Approve Contribution in Kind of 1,277,836 Shares from l'Oreal International Distribution, its Valuation and Remuneration	For	No
Thematics Wellness	OR	L'Oreal SA	France	G	Management	Yes	Authorize Filing of Required Documents/Other Formalities	For	No
Thematics Wellness	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Elect Director Kerri B. Anderson	For	No
Thematics Wellness	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Elect Director Jean-Luc Belingard	For	No
Thematics Wellness	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Elect Director Jeffrey A. Davis	For	No
Thematics Wellness	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Elect Director D. Gary Gilliland	For	No
Thematics Wellness	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Elect Director Kirsten M. Kliphouse	For	No
Thematics Wellness	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Elect Director Garheng Kong	For	No
Thematics Wellness	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Elect Director Peter M. Neupert	For	No
Thematics Wellness	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Elect Director Richelle P. Parham	For	No
Thematics Wellness	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Elect Director Adam H. Schechter	For	No
Thematics Wellness	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Elect Director Kathryn E. Wengel	For	No

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Thematics Wellness	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Elect Director R. Sanders Williams	For	No
Thematics Wellness	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Wellness	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Wellness	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Wellness	LH	Laboratory Corporation of America Holdings	USA	G	Shareholder	Yes	Require Independent Board Chair	For	Yes
Thematics Wellness	LH	Laboratory Corporation of America Holdings	USA	S	Shareholder	Yes	Report on Transport of Nonhuman Primates Within the U.S.	Against	No
Thematics Wellness	LH	Laboratory Corporation of America Holdings	USA	S	Shareholder	Yes	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For	Yes
Thematics Wellness	LULU	lululemon athletica inc.	USA	G	Management	Yes	Elect Director Michael Casey	For	No
Thematics Wellness	LULU	lululemon athletica inc.	USA	G	Management	Yes	Elect Director Glenn Murphy	For	No
Thematics Wellness	LULU	lululemon athletica inc.	USA	G	Management	Yes	Elect Director David Mussafer	For	No
Thematics Wellness	LULU	lululemon athletica inc.	USA	G	Management	Yes	Elect Director Isabel Mahe	For	No
Thematics Wellness	LULU	lululemon athletica inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Wellness	LULU	lululemon athletica inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Wellness	LULU	lululemon athletica inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Wellness	LULU	lululemon athletica inc.	USA	G	Management	Yes	Approve Omnibus Stock Plan	For	No
Thematics Wellness	MTCH	Match Group, Inc.	USA	G	Management	Yes	Elect Director Sharmistha Dubey	For	No
Thematics Wellness	MTCH	Match Group, Inc.	USA	G	Management	Yes	Elect Director Ann L. McDaniel	For	No
Thematics Wellness	MTCH	Match Group, Inc.	USA	G	Management	Yes	Elect Director Thomas J. McInerney	For	No
Thematics Wellness	MTCH	Match Group, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes

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Thematics Wellness	MTCH	Match Group, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Wellness	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Craig Arnold	For	No
Thematics Wellness	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Scott C. Donnelly	For	No
Thematics Wellness	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Lidia L. Fonseca	For	No
Thematics Wellness	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Andrea J. Goldsmith	For	No
Thematics Wellness	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Randall J. Hogan, III	For	No
Thematics Wellness	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Gregory P. Lewis	For	No
Thematics Wellness	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Kevin E. Lofton	For	No
Thematics Wellness	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Geoffrey S. Martha	For	No
Thematics Wellness	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Elizabeth G. Nabel	For	No
Thematics Wellness	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Denise M. O'Leary	For	No
Thematics Wellness	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Kendall J. Powell	For	No
Thematics Wellness	MDT	Medtronic plc	Ireland	G	Management	Yes	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No
Thematics Wellness	MDT	Medtronic plc	Ireland	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Wellness	MDT	Medtronic plc	Ireland	G	Management	Yes	Approve Employee Stock Purchase Plan	For	No
Thematics Wellness	MDT	Medtronic plc	Ireland	G	Management	Yes	Renew the Board's Authority to Issue Shares Under Irish Law	For	No
Thematics Wellness	MDT	Medtronic plc	Ireland	G	Management	Yes	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	For	No
Thematics Wellness	MDT	Medtronic plc	Ireland	G	Management	Yes	Authorize Overseas Market Purchases of Ordinary Shares	For	No
Thematics Wellness	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Douglas M. Baker, Jr.	For	No

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Thematics Wellness	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Mary Ellen Coe	For	No
Thematics Wellness	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Pamela J. Craig	For	No
Thematics Wellness	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Robert M. Davis	For	No
Thematics Wellness	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Thomas H. Glocer	For	No
Thematics Wellness	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Risa J. Lavizzo-Mourey	For	No
Thematics Wellness	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Stephen L. Mayo	For	No
Thematics Wellness	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Paul B. Rothman	For	No
Thematics Wellness	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Patricia F. Russo	For	No
Thematics Wellness	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Christine E. Seidman	For	No
Thematics Wellness	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Inge G. Thulin	For	No
Thematics Wellness	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Kathy J. Warden	For	No
Thematics Wellness	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Peter C. Wendell	For	No
Thematics Wellness	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Wellness	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Wellness	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Wellness	MRK	Merck & Co., Inc.	USA	S	Shareholder	Yes	Report on Risks Related to Operations in China	Against	No
Thematics Wellness	MRK	Merck & Co., Inc.	USA	S	Shareholder	Yes	Report on Access to COVID-19 Products	For	Yes
Thematics Wellness	MRK	Merck & Co., Inc.	USA	S	Shareholder	Yes	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	Against	No
Thematics Wellness	MRK	Merck & Co., Inc.	USA	S	Shareholder	Yes	Report on Impact of Extended Patent Exclusivities on Product Access	For	Yes

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Thematics Wellness	MRK	Merck & Co., Inc.	USA	E,S	Shareholder	Yes	Publish a Congruency Report of Partnerships with Globalist Organizations	Against	No
Thematics Wellness	MRK	Merck & Co., Inc.	USA	G	Shareholder	Yes	Require Independent Board Chair	For	Yes
Thematics Wellness	NTRA	Natera, Inc.	USA	G	Management	Yes	Elect Director Rowan Chapman	Withhold	Yes
Thematics Wellness	NTRA	Natera, Inc.	USA	G	Management	Yes	Elect Director Herm Rosenman	Withhold	Yes
Thematics Wellness	NTRA	Natera, Inc.	USA	G	Management	Yes	Elect Director Jonathan Sheena	Withhold	Yes
Thematics Wellness	NTRA	Natera, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Wellness	NTRA	Natera, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Approve Discharge of Board and Senior Management	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Approve Allocation of Income and Dividends of CHF 2.95 per Share	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Paul Bulcke as Director and Board Chair	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Ulf Schneider as Director	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Henri de Castries as Director	Against	Yes
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Renato Fassbind as Director	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Pablo Isla as Director	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Patrick Aebischer as Director	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Kimberly Ross as Director	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Dick Boer as Director	For	No

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Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Dinesh Paliwal as Director	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Hanne Jimenez de Mora as Director	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Lindiwe Sibanda as Director	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Chris Leong as Director	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Luca Maestri as Director	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Elect Rainer Blair as Director	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Elect Marie-Gabrielle Ineichen-Fleisch as Director	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Reappoint Pablo Isla as Member of the Compensation Committee	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Reappoint Patrick Aebischer as Member of the Compensation Committee	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Reappoint Dick Boer as Member of the Compensation Committee	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Reappoint Dinesh Paliwal as Member of the Compensation Committee	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Ratify Ernst & Young AG as Auditors	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Designate Hartmann Dreyer as Independent Proxy	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Approve Remuneration of Directors in the Amount of CHF 10.5 Million	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Approve Remuneration of Executive Committee in the Amount of CHF 72 Million	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Approve CHF 8 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Amend Articles Re: General Meeting (Incl. Virtual-Only or Hybrid Shareholder Meetings)	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Amend Articles of Association	For	No
Thematics Wellness	NESN	Nestle SA	Switzerland	G	Management	Yes	Transact Other Business (Voting)	Against	No

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Thematics Wellness	DHR	Danaher Corporation	USA	S	Shareholder	Yes	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For	Yes
Thematics Wellness	NKE	NIKE, Inc.	USA	G	Management	Yes	Elect Director Cathleen Benko	For	No
Thematics Wellness	NKE	NIKE, Inc.	USA	G	Management	Yes	Elect Director Alan B. Graf, Jr.	For	No
Thematics Wellness	NKE	NIKE, Inc.	USA	G	Management	Yes	Elect Director John Rogers, Jr.	Withhold	Yes
Thematics Wellness	NKE	NIKE, Inc.	USA	G	Management	Yes	Elect Director Robert Swan	For	No
Thematics Wellness	NKE	NIKE, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Wellness	NKE	NIKE, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Wellness	NKE	NIKE, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Wellness	DXCM	DexCom, Inc.	USA	S	Shareholder	Yes	Report on Median Gender/Racial Pay Gap	For	Yes
Thematics Wellness	NKE	NIKE, Inc.	USA	S	Shareholder	Yes	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	For	Yes
Thematics Wellness	NKE	NIKE, Inc.	USA	S	Shareholder	Yes	Report on Median Gender/Racial Pay Gap	For	Yes
Thematics Wellness	UNH	UnitedHealth Group Incorporated	USA	S	Shareholder	Yes	Report on Third-Party Racial Equity Audit	For	Yes
Thematics Wellness	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Wellness	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Wellness	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Policy	For	No
Thematics Wellness	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Wellness	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Re-elect Lyssa McGowan as Director	For	No
Thematics Wellness	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Re-elect Mike Iddon as Director	For	No
Thematics Wellness	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Re-elect Ian Burke as Director	For	No

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Thematics Wellness	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Re-elect Zarin Patel as Director	For	No
Thematics Wellness	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Re-elect Dennis Millard as Director	For	No
Thematics Wellness	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Re-elect Susan Dawson as Director	For	No
Thematics Wellness	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Elect Roger Burnley as Director	For	No
Thematics Wellness	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Elect Natalie-Jane Macdonald as Director	For	No
Thematics Wellness	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Reappoint KPMG LLP as Auditors	For	No
Thematics Wellness	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Wellness	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Wellness	PETS	Pets At Home Group Plc	United Kingdom	S	Management	Yes	Authorise UK Political Donations and Expenditure	For	No
Thematics Wellness	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Wellness	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No
Thematics Wellness	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Wellness	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Wellness	PLNT	Planet Fitness, Inc.	USA	G	Management	Yes	Elect Director Enshalla Anderson	For	No
Thematics Wellness	PLNT	Planet Fitness, Inc.	USA	G	Management	Yes	Elect Director Stephen Spinelli, Jr.	Withhold	Yes
Thematics Wellness	PLNT	Planet Fitness, Inc.	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Wellness	PLNT	Planet Fitness, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Wellness	PUM	PUMA SE	Germany	G	Management	No	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		No
Thematics Wellness	PUM	PUMA SE	Germany	G	Management	Yes	Approve Allocation of Income and Dividends of EUR 0.82 per Share	For	No

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Thematics Wellness	PUM	PUMA SE	Germany	G	Management	Yes	Approve Discharge of Management Board for Fiscal Year 2022	For	No
Thematics Wellness	PUM	PUMA SE	Germany	G	Management	Yes	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No
Thematics Wellness	PUM	PUMA SE	Germany	G	Management	Yes	Ratify KPMG AG as Auditors for Fiscal Year 2023	For	No
Thematics Wellness	PUM	PUMA SE	Germany	G	Management	Yes	Approve Remuneration Report	Against	Yes
Thematics Wellness	PUM	PUMA SE	Germany	G	Management	Yes	Elect Heloise Temple-Boyer to the Supervisory Board	Against	Yes
Thematics Wellness	PUM	PUMA SE	Germany	G	Management	Yes	Elect Thore Ohlsson to the Supervisory Board	Against	Yes
Thematics Wellness	PUM	PUMA SE	Germany	G	Management	Yes	Elect Jean-Marc Duplaix to the Supervisory Board	Against	Yes
Thematics Wellness	PUM	PUMA SE	Germany	G	Management	Yes	Elect Fiona May to the Supervisory Board	For	No
Thematics Wellness	PUM	PUMA SE	Germany	G	Management	Yes	Elect Martin Koepfel as Employee Representative to the Supervisory Board	For	No
Thematics Wellness	PUM	PUMA SE	Germany	G	Management	Yes	Elect Bernd Illig as Employee Representative to the Supervisory Board	For	No
Thematics Wellness	PUM	PUMA SE	Germany	G	Management	Yes	Approve Remuneration Policy for the Supervisory Board	For	No
Thematics Wellness	PUM	PUMA SE	Germany	G	Management	Yes	Approve Virtual-Only Shareholder Meetings Until 2028	For	No
Thematics Wellness	PUM	PUMA SE	Germany	G	Management	Yes	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	No
Thematics Wellness	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Wellness	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Wellness	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Wellness	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Andrew Bonfield as Director	For	No
Thematics Wellness	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Olivier Bohuon as Director	For	No
Thematics Wellness	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Jeff Carr as Director	For	No

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Thematics Wellness	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Margherita Della Valle as Director	For	No
Thematics Wellness	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Nicandro Durante as Director	For	No
Thematics Wellness	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Mary Harris as Director	For	No
Thematics Wellness	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Mehmood Khan as Director	For	No
Thematics Wellness	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Pam Kirby as Director	For	No
Thematics Wellness	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Chris Sinclair as Director	For	No
Thematics Wellness	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Elane Stock as Director	For	No
Thematics Wellness	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Alan Stewart as Director	For	No
Thematics Wellness	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Elect Jeremy Darroch as Director	For	No
Thematics Wellness	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Elect Tamara Ingram as Director	For	No
Thematics Wellness	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Reappoint KPMG LLP as Auditors	For	No
Thematics Wellness	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No
Thematics Wellness	RKT	Reckitt Benckiser Group Plc	United Kingdom	S	Management	Yes	Authorise UK Political Donations and Expenditure	For	No
Thematics Wellness	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Wellness	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Wellness	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No
Thematics Wellness	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Wellness	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Wellness	7309	Shimano, Inc.	Japan	G	Management	Yes	Approve Allocation of Income, with a Final Dividend of JPY 142.5	For	No

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Thematics Wellness	7309	Shimano, Inc.	Japan	G	Management	Yes	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	No
Thematics Wellness	7309	Shimano, Inc.	Japan	G	Management	Yes	Elect Director Chia Chin Seng	For	No
Thematics Wellness	7309	Shimano, Inc.	Japan	G	Management	Yes	Elect Director Ichijo, Kazuo	For	No
Thematics Wellness	7309	Shimano, Inc.	Japan	G	Management	Yes	Elect Director Katsumaru, Mitsuhiro	For	No
Thematics Wellness	7309	Shimano, Inc.	Japan	G	Management	Yes	Elect Director Sakakibara, Sadayuki	For	No
Thematics Wellness	7309	Shimano, Inc.	Japan	G	Management	Yes	Elect Director Wada, Hiromi	For	No
Thematics Wellness	7309	Shimano, Inc.	Japan	G	Management	Yes	Approve Restricted Stock Plan	For	No
Thematics Wellness	SFM	Sprouts Farmers Market, Inc.	USA	G	Management	Yes	Elect Director Joel D. Anderson	For	No
Thematics Wellness	SFM	Sprouts Farmers Market, Inc.	USA	G	Management	Yes	Elect Director Terri Funk Graham	For	No
Thematics Wellness	SFM	Sprouts Farmers Market, Inc.	USA	G	Management	Yes	Elect Director Doug G. Rauch	For	No
Thematics Wellness	SFM	Sprouts Farmers Market, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Wellness	SFM	Sprouts Farmers Market, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Wellness	TGYM	Technogym SpA	Italy	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Wellness	TGYM	Technogym SpA	Italy	G	Management	Yes	Approve Allocation of Income	For	No
Thematics Wellness	TGYM	Technogym SpA	Italy	G	Management	Yes	Approve Remuneration Policy	Against	Yes
Thematics Wellness	TGYM	Technogym SpA	Italy	G	Management	Yes	Approve Second Section of the Remuneration Report	Against	Yes
Thematics Wellness	TGYM	Technogym SpA	Italy	G	Management	Yes	Adjust Remuneration of External Auditors	For	No
Thematics Wellness	TGYM	Technogym SpA	Italy	G	Management	Yes	Approve 2023-2025 Performance Share Plan	Against	Yes
Thematics Wellness	TGYM	Technogym SpA	Italy	G	Management	Yes	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against	Yes

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Thematics Wellness	TGYM	Technogym SpA	Italy	G	Management	Yes	Authorize Board to Increase Capital to Service 2023-2025 Performance Share Plan	Against	Yes
Thematics Wellness	TGYM	Technogym SpA	Italy	G	Management	Yes	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	No
Thematics Wellness	EL	The Estee Lauder Companies Inc.	USA	G	Management	Yes	Elect Director Charlene Barshefsky	Withhold	Yes
Thematics Wellness	EL	The Estee Lauder Companies Inc.	USA	G	Management	Yes	Elect Director Angela Wei Dong	For	No
Thematics Wellness	EL	The Estee Lauder Companies Inc.	USA	G	Management	Yes	Elect Director Fabrizio Freda	Withhold	Yes
Thematics Wellness	EL	The Estee Lauder Companies Inc.	USA	G	Management	Yes	Elect Director Gary M. Lauder	Withhold	Yes
Thematics Wellness	EL	The Estee Lauder Companies Inc.	USA	G	Management	Yes	Elect Director Jane Lauder	Withhold	Yes
Thematics Wellness	EL	The Estee Lauder Companies Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Wellness	EL	The Estee Lauder Companies Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Wellness	EL	The Estee Lauder Companies Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Wellness	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director B. Marc Allen	For	No
Thematics Wellness	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director Brett Biggs	For	No
Thematics Wellness	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director Sheila Bonini	For	No
Thematics Wellness	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director Angela F. Braly	Against	Yes
Thematics Wellness	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director Amy L. Chang	For	No
Thematics Wellness	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director Joseph Jimenez	Against	Yes
Thematics Wellness	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director Christopher Kempczinski	For	No
Thematics Wellness	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director Debra L. Lee	For	No
Thematics Wellness	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director Terry J. Lundgren	For	No

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Thematics Wellness	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director Christine M. McCarthy	For	No
Thematics Wellness	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director Jon R. Moeller	Against	Yes
Thematics Wellness	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director Robert J. Portman	For	No
Thematics Wellness	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director Rajesh Subramaniam	For	No
Thematics Wellness	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director Patricia A. Woertz	Against	Yes
Thematics Wellness	PG	The Procter & Gamble Company	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Wellness	PG	The Procter & Gamble Company	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Wellness	PG	The Procter & Gamble Company	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Wellness	PG	The Procter & Gamble Company	USA	E,S	Shareholder	Yes	Report on Third-Party Civil Rights Audit of Reverse Discrimination	Against	No
Thematics Wellness	PG	The Procter & Gamble Company	USA	S	Shareholder	Yes	Report on Risks Related to Operations in China	Against	No
Thematics Wellness	PG	The Procter & Gamble Company	USA	G	Shareholder	Yes	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	For	Yes
Thematics Wellness	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Marc N. Casper	For	No
Thematics Wellness	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Nelson J. Chai	For	No
Thematics Wellness	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Ruby R. Chandy	For	No
Thematics Wellness	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director C. Martin Harris	For	No
Thematics Wellness	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Tyler Jacks	For	No
Thematics Wellness	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director R. Alexandra Keith	For	No
Thematics Wellness	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director James C. Mullen	For	No
Thematics Wellness	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Lars R. Sorensen	For	No

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Thematics Wellness	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Debora L. Spar	For	No
Thematics Wellness	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Scott M. Sperling	For	No
Thematics Wellness	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Dion J. Weisler	For	No
Thematics Wellness	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Wellness	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Wellness	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Wellness	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	For	No
Thematics Wellness	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Approve Qualified Employee Stock Purchase Plan	For	No
Thematics Wellness	MODG	Topgolf Callaway Brands Corp.	USA	G	Management	Yes	Elect Director Oliver G. (Chip) Brewer, III	For	No
Thematics Wellness	MODG	Topgolf Callaway Brands Corp.	USA	G	Management	Yes	Elect Director Erik J Anderson	For	No
Thematics Wellness	MODG	Topgolf Callaway Brands Corp.	USA	G	Management	Yes	Elect Director Laura J. Flanagan	For	No
Thematics Wellness	MODG	Topgolf Callaway Brands Corp.	USA	G	Management	Yes	Elect Director Russell L. Fleischer	For	No
Thematics Wellness	MODG	Topgolf Callaway Brands Corp.	USA	G	Management	Yes	Elect Director Bavan M. Holloway	For	No
Thematics Wellness	MODG	Topgolf Callaway Brands Corp.	USA	G	Management	Yes	Elect Director John F. Lundgren	For	No
Thematics Wellness	MODG	Topgolf Callaway Brands Corp.	USA	G	Management	Yes	Elect Director Scott M. Marimow	For	No
Thematics Wellness	MODG	Topgolf Callaway Brands Corp.	USA	G	Management	Yes	Elect Director Adebayo O. Ogunlesi	For	No
Thematics Wellness	MODG	Topgolf Callaway Brands Corp.	USA	G	Management	Yes	Elect Director Varsha R. Rao	For	No
Thematics Wellness	MODG	Topgolf Callaway Brands Corp.	USA	G	Management	Yes	Elect Director Linda B. Segre	For	No
Thematics Wellness	MODG	Topgolf Callaway Brands Corp.	USA	G	Management	Yes	Elect Director Anthony S. Thornley	For	No

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Thematics Wellness	MODG	Topgolf Callaway Brands Corp.	USA	G	Management	Yes	Elect Director C. Matthew Turney	For	No
Thematics Wellness	MODG	Topgolf Callaway Brands Corp.	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Wellness	MODG	Topgolf Callaway Brands Corp.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Wellness	MODG	Topgolf Callaway Brands Corp.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Wellness	TSCO	Tractor Supply Company	USA	G	Management	Yes	Elect Director Joy Brown	For	No
Thematics Wellness	TSCO	Tractor Supply Company	USA	G	Management	Yes	Elect Director Ricardo Cardenas	For	No
Thematics Wellness	TSCO	Tractor Supply Company	USA	G	Management	Yes	Elect Director Andre Hawaux	For	No
Thematics Wellness	TSCO	Tractor Supply Company	USA	G	Management	Yes	Elect Director Denise L. Jackson	For	No
Thematics Wellness	TSCO	Tractor Supply Company	USA	G	Management	Yes	Elect Director Ramkumar Krishnan	For	No
Thematics Wellness	TSCO	Tractor Supply Company	USA	G	Management	Yes	Elect Director Edna K. Morris	For	No
Thematics Wellness	TSCO	Tractor Supply Company	USA	G	Management	Yes	Elect Director Mark J. Weikel	For	No
Thematics Wellness	TSCO	Tractor Supply Company	USA	G	Management	Yes	Elect Director Harry A. Lawton, III	For	No
Thematics Wellness	TSCO	Tractor Supply Company	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Wellness	TSCO	Tractor Supply Company	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Wellness	TSCO	Tractor Supply Company	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Wellness	UNH	UnitedHealth Group Incorporated	USA	G	Management	Yes	Elect Director Timothy Flynn	For	No
Thematics Wellness	UNH	UnitedHealth Group Incorporated	USA	G	Management	Yes	Elect Director Paul Garcia	For	No
Thematics Wellness	UNH	UnitedHealth Group Incorporated	USA	G	Management	Yes	Elect Director Kristen Gil	For	No
Thematics Wellness	UNH	UnitedHealth Group Incorporated	USA	G	Management	Yes	Elect Director Stephen Hemsley	For	No

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Thematics Wellness	UNH	UnitedHealth Group Incorporated	USA	G	Management	Yes	Elect Director Michele Hooper	For	No
Thematics Wellness	UNH	UnitedHealth Group Incorporated	USA	G	Management	Yes	Elect Director F. William McNabb, III	For	No
Thematics Wellness	UNH	UnitedHealth Group Incorporated	USA	G	Management	Yes	Elect Director Valerie Montgomery Rice	For	No
Thematics Wellness	UNH	UnitedHealth Group Incorporated	USA	G	Management	Yes	Elect Director John Noseworthy	For	No
Thematics Wellness	UNH	UnitedHealth Group Incorporated	USA	G	Management	Yes	Elect Director Andrew Witty	For	No
Thematics Wellness	UNH	UnitedHealth Group Incorporated	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Wellness	UNH	UnitedHealth Group Incorporated	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Wellness	UNH	UnitedHealth Group Incorporated	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Wellness	UNH	UnitedHealth Group Incorporated	USA	S	Shareholder	Yes	Report on Congruency of Political Spending with Company Values and Priorities	For	Yes
Thematics Wellness	UNH	UnitedHealth Group Incorporated	USA	G	Shareholder	Yes	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Yes
Thematics Wellness	WBA	Walgreens Boots Alliance, Inc.	USA	G	Management	Yes	Elect Director Janice M. Babiak	For	No
Thematics Wellness	WBA	Walgreens Boots Alliance, Inc.	USA	G	Management	Yes	Elect Director Inderpal S. Bhandari	For	No
Thematics Wellness	WBA	Walgreens Boots Alliance, Inc.	USA	G	Management	Yes	Elect Director Rosalind G. Brewer	For	No
Thematics Wellness	WBA	Walgreens Boots Alliance, Inc.	USA	G	Management	Yes	Elect Director Ginger L. Graham	For	No
Thematics Wellness	WBA	Walgreens Boots Alliance, Inc.	USA	G	Management	Yes	Elect Director Bryan C. Hanson	For	No
Thematics Wellness	WBA	Walgreens Boots Alliance, Inc.	USA	G	Management	Yes	Elect Director Valerie B. Jarrett	For	No
Thematics Wellness	WBA	Walgreens Boots Alliance, Inc.	USA	G	Management	Yes	Elect Director John A. Lederer	For	No
Thematics Wellness	WBA	Walgreens Boots Alliance, Inc.	USA	G	Management	Yes	Elect Director Dominic P. Murphy	For	No
Thematics Wellness	WBA	Walgreens Boots Alliance, Inc.	USA	G	Management	Yes	Elect Director Stefano Pessina	For	No

Thematics AM 2023 Voting activities
Thematics Wellness
January 1st, 2023 - December 31st, 2023

Thematics Wellness	WBA	Walgreens Boots Alliance, Inc.	USA	G	Management	Yes	Elect Director Nancy M. Schlichting	For	No
Thematics Wellness	WBA	Walgreens Boots Alliance, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Wellness	WBA	Walgreens Boots Alliance, Inc.	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Wellness	WBA	Walgreens Boots Alliance, Inc.	USA	S	Shareholder	Yes	Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	Against	No
Thematics Wellness	WBA	Walgreens Boots Alliance, Inc.	USA	G	Shareholder	Yes	Require Independent Board Chair	For	Yes
Thematics Wellness	YETI	YETI Holdings, Inc.	USA	G	Management	Yes	Elect Director Mary Lou Kelley	Withhold	Yes
Thematics Wellness	YETI	YETI Holdings, Inc.	USA	G	Management	Yes	Elect Director Dustan E. McCoy	For	No
Thematics Wellness	YETI	YETI Holdings, Inc.	USA	G	Management	Yes	Elect Director Robert K. Shearer	Withhold	Yes
Thematics Wellness	YETI	YETI Holdings, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Wellness	YETI	YETI Holdings, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Wellness	ZTS	Zoetis Inc.	USA	G	Management	Yes	Elect Director Paul M. Bisaro	For	No
Thematics Wellness	ZTS	Zoetis Inc.	USA	G	Management	Yes	Elect Director Vanessa Broadhurst	For	No
Thematics Wellness	ZTS	Zoetis Inc.	USA	G	Management	Yes	Elect Director Frank A. D'Amelio	For	No
Thematics Wellness	ZTS	Zoetis Inc.	USA	G	Management	Yes	Elect Director Michael B. McCallister	For	No
Thematics Wellness	ZTS	Zoetis Inc.	USA	G	Management	Yes	Elect Director Gregory Norden	For	No
Thematics Wellness	ZTS	Zoetis Inc.	USA	G	Management	Yes	Elect Director Louise M. Parent	For	No
Thematics Wellness	ZTS	Zoetis Inc.	USA	G	Management	Yes	Elect Director Kristin C. Peck	For	No
Thematics Wellness	ZTS	Zoetis Inc.	USA	G	Management	Yes	Elect Director Robert W. Scully	For	No
Thematics Wellness	ZTS	Zoetis Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No

Thematics Wellness	ZTS	Zoetis Inc.	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Wellness	ZTS	Zoetis Inc.	USA	G	Management	Yes	Provide Right to Call Special Meeting	For	No
Thematics Wellness	ZTS	Zoetis Inc.	USA	G	Shareholder	Yes	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For	Yes