

Institutional Account Name	Ticker	Company Name	Country	ESG Pillar	Proponent	Votable Proposal	Proposal Text	Vote Instruction	Vote Against Management
Thematics Climate Selection	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Amy Banse	For	No
Thematics Climate Selection	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Brett Biggs	For	No
Thematics Climate Selection	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Melanie Boulden	For	No
Thematics Climate Selection	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Frank Calderoni	For	No
Thematics Climate Selection	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Laura Desmond	For	No
Thematics Climate Selection	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Shantanu Narayen	For	No
Thematics Climate Selection	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Spencer Neumann	For	No
Thematics Climate Selection	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Kathleen Oberg	For	No
Thematics Climate Selection	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Dheeraj Pandey	For	No
Thematics Climate Selection	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director David Ricks	For	No
Thematics Climate Selection	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Daniel Rosensweig	For	No
Thematics Climate Selection	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director John Warnock	For	No
Thematics Climate Selection	ADBE	Adobe Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	For	No
Thematics Climate Selection	ADBE	Adobe Inc.	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Climate Selection	ADBE	Adobe Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Climate Selection	ADBE	Adobe Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Climate Selection	AMD	Advanced Micro Devices, Inc.	USA	G	Management	Yes	Elect Director Nora M. Denzel	For	No
Thematics Climate Selection	AMD	Advanced Micro Devices, Inc.	USA	G	Management	Yes	Elect Director Mark Durcan	For	No

**Thematics AM 2023 Voting activities**
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Thematics Climate Selection	AMD	Advanced Micro Devices, Inc.	USA	G	Management	Yes	Elect Director Michael P. Gregoire	For	No
Thematics Climate Selection	AMD	Advanced Micro Devices, Inc.	USA	G	Management	Yes	Elect Director Joseph A. Householder	For	No
Thematics Climate Selection	AMD	Advanced Micro Devices, Inc.	USA	G	Management	Yes	Elect Director John W. Marren	For	No
Thematics Climate Selection	AMD	Advanced Micro Devices, Inc.	USA	G	Management	Yes	Elect Director Jon A. Olson	For	No
Thematics Climate Selection	AMD	Advanced Micro Devices, Inc.	USA	G	Management	Yes	Elect Director Lisa T. Su	For	No
Thematics Climate Selection	AMD	Advanced Micro Devices, Inc.	USA	G	Management	Yes	Elect Director Abhi Y. Talwalkar	For	No
Thematics Climate Selection	AMD	Advanced Micro Devices, Inc.	USA	G	Management	Yes	Elect Director Elizabeth W. Vanderslice	For	No
Thematics Climate Selection	AMD	Advanced Micro Devices, Inc.	USA	G	Management	Yes	Approve Omnibus Stock Plan	For	No
Thematics Climate Selection	AMD	Advanced Micro Devices, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Climate Selection	AMD	Advanced Micro Devices, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Climate Selection	AMD	Advanced Micro Devices, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Climate Selection	ACM	AECOM	USA	G	Management	Yes	Elect Director Bradley W. Buss	For	No
Thematics Climate Selection	ACM	AECOM	USA	G	Management	Yes	Elect Director Lydia H. Kennard	For	No
Thematics Climate Selection	ACM	AECOM	USA	G	Management	Yes	Elect Director Kristy Pipes	For	No
Thematics Climate Selection	ACM	AECOM	USA	G	Management	Yes	Elect Director Troy Rudd	For	No
Thematics Climate Selection	ACM	AECOM	USA	G	Management	Yes	Elect Director Douglas W. Stotlar	For	No
Thematics Climate Selection	ACM	AECOM	USA	G	Management	Yes	Elect Director Daniel R. Tishman	For	No
Thematics Climate Selection	ACM	AECOM	USA	G	Management	Yes	Elect Director Sander van't Noordende	For	No
Thematics Climate Selection	ACM	AECOM	USA	G	Management	Yes	Elect Director Janet C. Wolfenbarger	For	No

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Thematics Climate Selection	ACM	AECOM	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Climate Selection	ACM	AECOM	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Climate Selection	ACM	AECOM	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Elect Director Larry Page	For	No
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Elect Director Sergey Brin	For	No
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Elect Director Sundar Pichai	For	No
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Elect Director John L. Hennessy	Against	Yes
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Elect Director Frances H. Arnold	Against	Yes
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Elect Director R. Martin "Marty" Chavez	For	No
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Elect Director L. John Doerr	For	No
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Elect Director Roger W. Ferguson, Jr.	For	No
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Elect Director Ann Mather	For	No
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Elect Director K. Ram Shriram	For	No
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Elect Director Robin L. Washington	For	No
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	Against	Yes
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	Yes
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	S	Shareholder	Yes	Report on Lobbying Payments and Policy	For	Yes

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Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	E,S	Shareholder	Yes	Publish Congruency Report on Partnerships with Globalist Organizations and Company Fiduciary Duties	Against	No
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	E	Shareholder	Yes	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	For	Yes
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	S	Shareholder	Yes	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For	Yes
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	S	Shareholder	Yes	Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	For	Yes
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	S	Shareholder	Yes	Publish Independent Human Rights Impact Assessment of Targeted Advertising Technology	For	Yes
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	S	Shareholder	Yes	Disclose More Quantitative and Qualitative Information on Algorithmic Systems	For	Yes
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	S	Shareholder	Yes	Report on Alignment of YouTube Policies With Online Safety Regulations	For	Yes
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	E,S	Shareholder	Yes	Report on Content Governance and Censorship	Against	No
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	E,S	Shareholder	Yes	Commission Independent Assessment of Effectiveness of Audit and Compliance Committee	For	Yes
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	G	Shareholder	Yes	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against	No
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	G	Shareholder	Yes	Adopt Share Retention Policy For Senior Executives	For	Yes
Thematics Climate Selection	GOOGL	Alphabet Inc.	USA	G	Shareholder	Yes	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	Yes
Thematics Climate Selection	ASML	ASML Holding NV	Netherlands	G	Management	No	Open Meeting		No
Thematics Climate Selection	ASML	ASML Holding NV	Netherlands	G	Management	No	Discuss the Company's Business, Financial Situation and Sustainability		No
Thematics Climate Selection	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Climate Selection	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Adopt Financial Statements and Statutory Reports	For	No
Thematics Climate Selection	ASML	ASML Holding NV	Netherlands	G	Management	No	Receive Explanation on Company's Reserves and Dividend Policy		No
Thematics Climate Selection	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Approve Dividends	For	No
Thematics Climate Selection	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Approve Discharge of Management Board	For	No

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Thematics Climate Selection	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Climate Selection	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Approve Number of Shares for Management Board	For	No
Thematics Climate Selection	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Amend Remuneration Policy for the Supervisory Board	For	No
Thematics Climate Selection	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Amend Remuneration of the Members of the Supervisory Board	For	No
Thematics Climate Selection	ASML	ASML Holding NV	Netherlands	G	Management	No	Receive Information on the Composition of the Management Board and Announce Intention to Appoint W.R. Allan to Management Board		No
Thematics Climate Selection	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Elect N.S. Andersen to Supervisory Board	For	No
Thematics Climate Selection	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Elect J.P. de Kreij to Supervisory Board	For	No
Thematics Climate Selection	ASML	ASML Holding NV	Netherlands	G	Management	No	Discuss Composition of the Supervisory Board		No
Thematics Climate Selection	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	For	No
Thematics Climate Selection	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	For	No
Thematics Climate Selection	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No
Thematics Climate Selection	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Climate Selection	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Authorize Cancellation of Repurchased Shares	For	No
Thematics Climate Selection	ASML	ASML Holding NV	Netherlands	G	Management	No	Other Business (Non-Voting)		No
Thematics Climate Selection	ASML	ASML Holding NV	Netherlands	G	Management	No	Close Meeting		No
Thematics Climate Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Climate Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Climate Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No

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Thematics Climate Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Elect Matt Davies as Director	For	No
Thematics Climate Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Nathan Coe as Director	For	No
Thematics Climate Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect David Keens as Director	For	No
Thematics Climate Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Jill Easterbrook as Director	For	No
Thematics Climate Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Jeni Mundy as Director	For	No
Thematics Climate Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Catherine Faiers as Director	For	No
Thematics Climate Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Jamie Warner as Director	For	No
Thematics Climate Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Sigga Sigurdardottir as Director	For	No
Thematics Climate Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Jasvinder Gakhhal as Director	For	No
Thematics Climate Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Reappoint KPMG LLP as Auditors	For	No
Thematics Climate Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Climate Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Climate Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Climate Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	For	No
Thematics Climate Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Climate Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Climate Selection	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Elect Director Andrew Anagnost	For	No
Thematics Climate Selection	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Elect Director Karen Blasing	For	No

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Thematics Climate Selection	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Elect Director Reid French	For	No
Thematics Climate Selection	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Elect Director Ayanna Howard	For	No
Thematics Climate Selection	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Elect Director Blake Irving	For	No
Thematics Climate Selection	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Elect Director Mary T. McDowell	For	No
Thematics Climate Selection	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Elect Director Stephen Milligan	For	No
Thematics Climate Selection	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Elect Director Lorrie M. Norrington	For	No
Thematics Climate Selection	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Elect Director Elizabeth (Betsy) Rafael	For	No
Thematics Climate Selection	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Elect Director Rami Rahim	For	No
Thematics Climate Selection	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Elect Director Stacy J. Smith	For	No
Thematics Climate Selection	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Climate Selection	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Climate Selection	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Climate Selection	BNR	Brenntag SE	Germany	G	Management	No	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		No
Thematics Climate Selection	BNR	Brenntag SE	Germany	G	Management	Yes	Approve Allocation of Income and Dividends of EUR 2.00 per Share	For	No
Thematics Climate Selection	BNR	Brenntag SE	Germany	G	Management	Yes	Approve Discharge of Management Board for Fiscal Year 2022	For	No
Thematics Climate Selection	BNR	Brenntag SE	Germany	G	Management	Yes	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No
Thematics Climate Selection	BNR	Brenntag SE	Germany	G	Management	Yes	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023	For	No
Thematics Climate Selection	BNR	Brenntag SE	Germany	G	Management	Yes	Approve Remuneration Policy for the Management Board	For	No
Thematics Climate Selection	BNR	Brenntag SE	Germany	G	Management	Yes	Approve Remuneration Policy for the Supervisory Board	For	No

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Thematics Climate Selection	BNR	Brenntag SE	Germany	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Climate Selection	BNR	Brenntag SE	Germany	G	Management	Yes	Elect Richard Ridinger to the Supervisory Board	For	No
Thematics Climate Selection	BNR	Brenntag SE	Germany	G	Management	Yes	Elect Sujatha Chandrasekaran to the Supervisory Board	For	No
Thematics Climate Selection	BNR	Brenntag SE	Germany	G	Management	Yes	Approve Virtual-Only Shareholder Meetings Until 2025	For	No
Thematics Climate Selection	BNR	Brenntag SE	Germany	G	Management	Yes	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	For	No
Thematics Climate Selection	BNR	Brenntag SE	Germany	G	Management	Yes	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Against	No
Thematics Climate Selection	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Albert S. Baldocchi	For	No
Thematics Climate Selection	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Matthew A. Carey	For	No
Thematics Climate Selection	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Gregg L. Engles	For	No
Thematics Climate Selection	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Patricia Fili-Krushel	For	No
Thematics Climate Selection	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Mauricio Gutierrez	For	No
Thematics Climate Selection	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Robin Hickenlooper	For	No
Thematics Climate Selection	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Scott Maw	For	No
Thematics Climate Selection	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Brian Niccol	For	No
Thematics Climate Selection	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Mary Winston	For	No
Thematics Climate Selection	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Climate Selection	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Climate Selection	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No



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Thematics Climate Selection	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 Climate Selection	CMG	Chipotle Mexican Grill, Inc.	USA	S	Shareholder	Yes	Adopt Policy to Not Interfere with Freedom of Association Rights	For	Yes
Thematics Climate Selection	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Approve Financial Statements and Allocation of Income	For	No
Thematics Climate Selection	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Amend Articles of Incorporation	For	No
Thematics Climate Selection	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Elect Bang Jun-hyeok as Inside Director	For	No
Thematics Climate Selection	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Elect Seo Jang-won as Inside Director	For	No
Thematics Climate Selection	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Elect Kim Soon-tae as Inside Director	For	No
Thematics Climate Selection	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Elect Yoon Bu-hyeon as Outside Director	For	No
Thematics Climate Selection	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Elect Kim Gyu-ho as Outside Director	For	No
Thematics Climate Selection	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Elect Kim Jin-bae as Outside Director to Serve as an Audit Committee Member	For	No
Thematics Climate Selection	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Elect Yoon Bu-hyeon as a Member of Audit Committee	For	No
Thematics Climate Selection	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Elect Lee Gil-yeon as a Member of Audit Committee	For	No
Thematics Climate Selection	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Approve Total Remuneration of Inside Directors and Outside Directors	For	No
Thematics Climate Selection	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Fernando Aguirre	For	No
Thematics Climate Selection	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Jeffrey R. Balsler	For	No
Thematics Climate Selection	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director C. David Brown, II	For	No
Thematics Climate Selection	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Alecia A. DeCoudreaux	For	No
Thematics Climate Selection	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Nancy-Ann M. DeParle	For	No
Thematics Climate Selection	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Roger N. Farah	For	No

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Thematics Climate Selection	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Anne M. Finucane	For	No
Thematics Climate Selection	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Edward J. Ludwig	For	No
Thematics Climate Selection	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Karen S. Lynch	For	No
Thematics Climate Selection	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Jean-Pierre Millon	For	No
Thematics Climate Selection	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Mary L. Schapiro	For	No
Thematics Climate Selection	CVS	CVS Health Corporation	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Climate Selection	CVS	CVS Health Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Climate Selection	CVS	CVS Health Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Climate Selection	CVS	CVS Health Corporation	USA	S	Shareholder	Yes	Adopt a Paid Sick Leave Policy	For	Yes
Thematics Climate Selection	CVS	CVS Health Corporation	USA	G	Shareholder	Yes	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	Yes
Thematics Climate Selection	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 Climate Selection	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 Climate Selection	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 Climate Selection	6383	Daifuku Co., Ltd.	Japan	G	Management	Yes	Amend Articles to Make Technical Changes	For	No
Thematics Climate Selection	6383	Daifuku Co., Ltd.	Japan	G	Management	Yes	Elect Director Geshiro, Hiroshi	For	No
Thematics Climate Selection	6383	Daifuku Co., Ltd.	Japan	G	Management	Yes	Elect Director Sato, Seiji	For	No
Thematics Climate Selection	6383	Daifuku Co., Ltd.	Japan	G	Management	Yes	Elect Director Hayashi, Toshiaki	For	No
Thematics Climate Selection	6383	Daifuku Co., Ltd.	Japan	G	Management	Yes	Elect Director Nobuta, Hiroshi	For	No

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Thematics Climate Selection	6383	Daifuku Co., Ltd.	Japan	G	Management	Yes	Elect Director Takubo, Hideaki	For	No
Thematics Climate Selection	6383	Daifuku Co., Ltd.	Japan	G	Management	Yes	Elect Director Ozawa, Yoshiaki	For	No
Thematics Climate Selection	6383	Daifuku Co., Ltd.	Japan	G	Management	Yes	Elect Director Sakai, Mineo	For	No
Thematics Climate Selection	6383	Daifuku Co., Ltd.	Japan	G	Management	Yes	Elect Director Kato, Kaku	For	No
Thematics Climate Selection	6383	Daifuku Co., Ltd.	Japan	G	Management	Yes	Elect Director Kaneko, Keiko	For	No
Thematics Climate Selection	6383	Daifuku Co., Ltd.	Japan	G	Management	Yes	Elect Director Gideon Franklin	For	No
Thematics Climate Selection	6383	Daifuku Co., Ltd.	Japan	G	Management	Yes	Appoint Statutory Auditor Wada, Nobuo	For	No
Thematics Climate Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Approve Financial Statements and Statutory Reports	For	No
Thematics Climate Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	No
Thematics Climate Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Approve Allocation of Income and Dividends of EUR 0.21 per Share	For	No
Thematics Climate Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No
Thematics Climate Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	For	No
Thematics Climate Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Approve Remuneration Policy of Corporate Officers	Against	Yes
Thematics Climate Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Approve Compensation of Charles Edelstenne, Chairman of the Board Until January 8, 2023	For	No
Thematics Climate Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO Until January 8, 2023	For	No
Thematics Climate Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Approve Compensation Report of Corporate Officers	Against	Yes
Thematics Climate Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Reelect Catherine Dassault as Director	For	No
Thematics Climate Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Elect Genevieve Berger as Director	For	No
Thematics Climate Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize Repurchase of Up to 25 Million Issued Share Capital	For	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
**January 1st, 2023 - December 31st, 2023**

Thematics Climate Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No
Thematics Climate Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	For	No
Thematics Climate Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	For	No
Thematics Climate Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 12 Million	For	No
Thematics Climate Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16	For	No
Thematics Climate Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize Capitalization of Reserves of Up to EUR 12 Million for Bonus Issue or Increase in Par Value	For	No
Thematics Climate Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	No
Thematics Climate Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	No
Thematics Climate Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	For	No
Thematics Climate Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No
Thematics Climate Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	No
Thematics Climate Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize Filing of Required Documents/Other Formalities	For	No
Thematics Climate Selection	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 Climate Selection	DSFIR	DSM-Firmenich AG	Switzerland	G	Management	Yes	Approve Dividends of EUR 1.60 per Share from Capital Contribution Reserves	For	No
Thematics Climate Selection	DSFIR	DSM-Firmenich AG	Switzerland	G	Management	Yes	Approve Remuneration of Directors in the Amount of EUR 3.6 Million	For	No
Thematics Climate Selection	DSFIR	DSM-Firmenich AG	Switzerland	G	Management	Yes	Approve Remuneration of Executive Committee in the Amount of EUR 37.9 Million	For	No
Thematics Climate Selection	DSFIR	DSM-Firmenich AG	Switzerland	G	Management	Yes	Amend Articles Re: Consultative Vote for High Value Transactions	For	No
Thematics Climate Selection	DSFIR	DSM-Firmenich AG	Switzerland	G	Management	Yes	Amend Articles Re: Information on the Identity of Shareholders	For	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
**January 1st, 2023 - December 31st, 2023**

Thematics Climate Selection	DSFIR	DSM-Firmenich AG	Switzerland	G	Management	Yes	Transact Other Business (Voting)	Against	Yes
Thematics Climate Selection	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Shari L. Ballard	For	No
Thematics Climate Selection	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Barbara J. Beck	For	No
Thematics Climate Selection	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Christophe Beck	For	No
Thematics Climate Selection	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Jeffrey M. Ettinger	For	No
Thematics Climate Selection	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Eric M. Green	For	No
Thematics Climate Selection	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Arthur J. Higgins	For	No
Thematics Climate Selection	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Michael Larson	For	No
Thematics Climate Selection	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director David W. MacLennan	For	No
Thematics Climate Selection	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Tracy B. McKibben	For	No
Thematics Climate Selection	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Lionel L. Nowell, III	For	No
Thematics Climate Selection	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Victoria J. Reich	For	No
Thematics Climate Selection	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Suzanne M. Vautrinot	For	No
Thematics Climate Selection	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director John J. Zillmer	For	No
Thematics Climate Selection	ECL	Ecolab Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Climate Selection	ECL	Ecolab Inc.	USA	G	Management	Yes	Approve Omnibus Stock Plan	For	No
Thematics Climate Selection	ECL	Ecolab Inc.	USA	G	Management	Yes	Amend Nonqualified Employee Stock Purchase Plan	For	No
Thematics Climate Selection	ECL	Ecolab Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Climate Selection	ECL	Ecolab Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
**January 1st, 2023 - December 31st, 2023**

Thematics Climate Selection	ECL	Ecolab Inc.	USA	G	Shareholder	Yes	Require Independent Board Chair	For	Yes
Thematics Climate Selection	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Nanci Caldwell	For	No
Thematics Climate Selection	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Adaire Fox-Martin	For	No
Thematics Climate Selection	EQIX	Equinix, Inc.	USA	G	Management	No	Elect Director Ron Guerrier - Withdrawn		No
Thematics Climate Selection	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Gary Hromadko	For	No
Thematics Climate Selection	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Charles Meyers	For	No
Thematics Climate Selection	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Thomas Olinger	For	No
Thematics Climate Selection	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Christopher Paisley	For	No
Thematics Climate Selection	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Jeetu Patel	For	No
Thematics Climate Selection	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Sandra Rivera	For	No
Thematics Climate Selection	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Fidelma Russo	For	No
Thematics Climate Selection	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Peter Van Camp	For	No
Thematics Climate Selection	EQIX	Equinix, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Climate Selection	EQIX	Equinix, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Climate Selection	EQIX	Equinix, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Climate Selection	EQIX	Equinix, Inc.	USA	G	Shareholder	Yes	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	No
Thematics Climate Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Climate Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Climate Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Approve Remuneration Policy	For	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
**January 1st, 2023 - December 31st, 2023**

Thematics Climate Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Elect Craig Boundy as Director	For	No
Thematics Climate Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Elect Kathleen DeRose as Director	For	No
Thematics Climate Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Elect Esther Lee as Director	For	No
Thematics Climate Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Elect Louise Pentland as Director	For	No
Thematics Climate Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Alison Brittain as Director	For	No
Thematics Climate Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Brian Cassin as Director	For	No
Thematics Climate Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Caroline Donahue as Director	For	No
Thematics Climate Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Luiz Fleury as Director	For	No
Thematics Climate Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Jonathan Howell as Director	For	No
Thematics Climate Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Lloyd Pitchford as Director	For	No
Thematics Climate Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Mike Rogers as Director	For	No
Thematics Climate Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Reappoint KPMG LLP as Auditors	For	No
Thematics Climate Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Climate Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Climate Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Climate Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No
Thematics Climate Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Climate Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Climate Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Approve Remuneration Report	For	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
**January 1st, 2023 - December 31st, 2023**

Thematics Climate Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Approve Allocation of Income and Dividends of CHF 67 per Share	For	No
Thematics Climate Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Approve Discharge of Board of Directors	For	No
Thematics Climate Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Amend Articles Re: Annulment of the Conversion of Shares Clause	For	No
Thematics Climate Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	For	No
Thematics Climate Selection	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 Climate Selection	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
Thematics Climate Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reelect Victor Balli as Director	For	No
Thematics Climate Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reelect Ingrid Deltenre as Director	For	No
Thematics Climate Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reelect Olivier Filliol as Director	For	No
Thematics Climate Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reelect Sophie Gasperment as Director	For	No
Thematics Climate Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reelect Calvin Grieder as Director and Board Chair	Against	Yes
Thematics Climate Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reelect Tom Knutzen as Director	Against	Yes
Thematics Climate Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Elect Roberto Guidetti as Director	For	No
Thematics Climate Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reappoint Ingrid Deltenre as Member of the Compensation Committee	For	No
Thematics Climate Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reappoint Victor Balli as Member of the Compensation Committee	For	No
Thematics Climate Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Appoint Olivier Filliol as Member of the Compensation Committee	For	No
Thematics Climate Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Designate Manuel Isler as Independent Proxy	For	No
Thematics Climate Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Ratify KPMG AG as Auditors	For	No



**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
**January 1st, 2023 - December 31st, 2023**

Thematics Climate Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Approve Remuneration of Directors in the Amount of CHF 3 Million	For	No
Thematics Climate Selection	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 Climate Selection	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 Climate Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Transact Other Business (Voting)	Against	Yes
Thematics Climate Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Climate Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Climate Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Climate Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Elect Steve Gunning as Director	For	No
Thematics Climate Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Dame Louise Makin as Director	For	No
Thematics Climate Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Marc Ronchetti as Director	For	No
Thematics Climate Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Jennifer Ward as Director	For	No
Thematics Climate Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Carole Cran as Director	For	No
Thematics Climate Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Jo Harlow as Director	For	No
Thematics Climate Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Dharmash Mistry as Director	For	No
Thematics Climate Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Sharmila Nebhrajani as Director	For	No
Thematics Climate Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Tony Rice as Director	For	No
Thematics Climate Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Roy Twite as Director	For	No
Thematics Climate Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Reappoint PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Climate Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
**January 1st, 2023 - December 31st, 2023**

Thematics Climate Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Climate Selection	HLMA	Halma Plc	United Kingdom	S	Management	Yes	Authorise UK Political Donations and Expenditure	For	No
Thematics Climate Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Climate Selection	HLMA	Halma 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 Climate Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Climate Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Climate Selection	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Eve Burton	For	No
Thematics Climate Selection	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Scott D. Cook	For	No
Thematics Climate Selection	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Richard L. Dalzell	For	No
Thematics Climate Selection	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Sasan K. Goodarzi	For	No
Thematics Climate Selection	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Deborah Liu	For	No
Thematics Climate Selection	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Tekedra Mawakana	For	No
Thematics Climate Selection	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Suzanne Nora Johnson	For	No
Thematics Climate Selection	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Thomas Szkutak	For	No
Thematics Climate Selection	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Raul Vazquez	For	No
Thematics Climate Selection	INTU	Intuit Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Climate Selection	INTU	Intuit Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Climate Selection	INTU	Intuit Inc.	USA	G	Management	Yes	Amend Qualified Employee Stock Purchase Plan	For	No
Thematics Climate Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Jean Blackwell	For	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
**January 1st, 2023 - December 31st, 2023**

Thematics Climate Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Pierre Cohade	For	No
Thematics Climate Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Michael E. Daniels	For	No
Thematics Climate Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director W. Roy Dunbar	For	No
Thematics Climate Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Gretchen R. Haggerty	For	No
Thematics Climate Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Ayesha Khanna	For	No
Thematics Climate Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Simone Menne	For	No
Thematics Climate Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director George R. Oliver	For	No
Thematics Climate Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Jurgen Tinggren	For	No
Thematics Climate Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Mark Vergnano	For	No
Thematics Climate Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director John D. Young	For	No
Thematics Climate Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Climate Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Authorize Board to Fix Remuneration of Auditors	For	No
Thematics Climate Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Authorize Market Purchases of Company Shares	For	No
Thematics Climate Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Determine Price Range for Reissuance of Treasury Shares	For	No
Thematics Climate Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Climate Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Climate Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Approve the Directors' Authority to Allot Shares	For	No
Thematics Climate Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Approve the Disapplication of Statutory Pre-Emption Rights	For	No
Thematics Climate Selection	DSM	Koninklijke DSM NV	Netherlands	G	Management	No	Open Meeting		No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
**January 1st, 2023 - December 31st, 2023**

Thematics Climate Selection	DSM	Koninklijke DSM NV	Netherlands	G	Management	No	Presentation on the Transaction		No
Thematics Climate Selection	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 Climate Selection	DSM	Koninklijke DSM NV	Netherlands	G	Management	Yes	Approve Discharge of Management Board	For	No
Thematics Climate Selection	DSM	Koninklijke DSM NV	Netherlands	G	Management	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Climate Selection	DSM	Koninklijke DSM NV	Netherlands	G	Management	No	Close Meeting		No
Thematics Climate Selection	6370	Kurita Water Industries Ltd.	Japan	G	Management	Yes	Approve Allocation of Income, with a Final Dividend of JPY 39	For	No
Thematics Climate Selection	6370	Kurita Water Industries Ltd.	Japan	G	Management	Yes	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles - Indemnify Directors	For	No
Thematics Climate Selection	6370	Kurita Water Industries Ltd.	Japan	G	Management	Yes	Elect Director Kadota, Michiya	For	No
Thematics Climate Selection	6370	Kurita Water Industries Ltd.	Japan	G	Management	Yes	Elect Director Ejiri, Hirohiko	For	No
Thematics Climate Selection	6370	Kurita Water Industries Ltd.	Japan	G	Management	Yes	Elect Director Shirode, Shuji	For	No
Thematics Climate Selection	6370	Kurita Water Industries Ltd.	Japan	G	Management	Yes	Elect Director Muto, Yukihiro	For	No
Thematics Climate Selection	6370	Kurita Water Industries Ltd.	Japan	G	Management	Yes	Elect Director Kobayashi, Kenjiro	For	No
Thematics Climate Selection	6370	Kurita Water Industries Ltd.	Japan	G	Management	Yes	Elect Director Tanaka, Keiko	For	No
Thematics Climate Selection	6370	Kurita Water Industries Ltd.	Japan	G	Management	Yes	Elect Director Miyazaki, Masahiro	For	No
Thematics Climate Selection	6370	Kurita Water Industries Ltd.	Japan	G	Management	Yes	Elect Director Takayama, Yoshiko	For	No
Thematics Climate Selection	OR	L'Oreal SA	France	G	Management	Yes	Approve Financial Statements and Statutory Reports	For	No
Thematics Climate Selection	OR	L'Oreal SA	France	G	Management	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
**January 1st, 2023 - December 31st, 2023**

Thematics Climate Selection	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 Climate Selection	OR	L'Oreal SA	France	G	Management	Yes	Reelect Sophie Bellon as Director	For	No
Thematics Climate Selection	OR	L'Oreal SA	France	G	Management	Yes	Reelect Fabienne Dulac as Director	For	No
Thematics Climate Selection	OR	L'Oreal SA	France	G	Management	Yes	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million	For	No
Thematics Climate Selection	OR	L'Oreal SA	France	G	Management	Yes	Approve Compensation Report of Corporate Officers	Against	Yes
Thematics Climate Selection	OR	L'Oreal SA	France	G	Management	Yes	Approve Compensation of Jean-Paul Agon, Chairman of the Board	For	No
Thematics Climate Selection	OR	L'Oreal SA	France	G	Management	Yes	Approve Compensation of Nicolas Hieronimus, CEO	For	No
Thematics Climate Selection	OR	L'Oreal SA	France	G	Management	Yes	Approve Remuneration Policy of Directors	For	No
Thematics Climate Selection	OR	L'Oreal SA	France	G	Management	Yes	Approve Remuneration Policy of Chairman of the Board	For	No
Thematics Climate Selection	OR	L'Oreal SA	France	G	Management	Yes	Approve Remuneration Policy of CEO	For	No
Thematics Climate Selection	OR	L'Oreal SA	France	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Climate Selection	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 Climate Selection	OR	L'Oreal SA	France	G	Management	Yes	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For	No
Thematics Climate Selection	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 Climate Selection	OR	L'Oreal SA	France	G	Management	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No
Thematics Climate Selection	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 Climate Selection	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 Climate Selection	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 AM 2023 Voting activities**
**Thematics Climate Selection**
**January 1st, 2023 - December 31st, 2023**

Thematics Climate Selection	OR	L'Oreal SA	France	G	Management	Yes	Authorize Filing of Required Documents/Other Formalities	For	No
Thematics Climate Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Climate Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Climate Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Climate Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Policy	For	No
Thematics Climate Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Dominic Blakemore as Director	For	No
Thematics Climate Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Martin Brand as Director	For	No
Thematics Climate Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Kathleen DeRose as Director	For	No
Thematics Climate Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Tsega Gebreyes as Director	For	No
Thematics Climate Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Cressida Hogg as Director	For	No
Thematics Climate Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Anna Manz as Director	For	No
Thematics Climate Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Val Rahmani as Director	For	No
Thematics Climate Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Don Robert as Director	For	No
Thematics Climate Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect David Schwimmer as Director	For	No
Thematics Climate Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Douglas Steenland as Director	For	No
Thematics Climate Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Ashok Vaswani as Director	For	No
Thematics Climate Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Elect Scott Guthrie as Director	For	No
Thematics Climate Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Elect William Vereker as Director	For	No
Thematics Climate Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Reappoint Ernst & Young LLP as Auditors	For	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
**January 1st, 2023 - December 31st, 2023**

Thematics Climate Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Climate Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Climate Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	S	Management	Yes	Authorise UK Political Donations and Expenditure	For	No
Thematics Climate Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Climate Selection	LSEG	London Stock Exchange 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 Climate Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Climate Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Authorise Off-Market Purchase of Shares from ConsortiumShareholders	For	No
Thematics Climate Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Climate Selection	LULU	lululemon athletica inc.	USA	G	Management	Yes	Elect Director Michael Casey	For	No
Thematics Climate Selection	LULU	lululemon athletica inc.	USA	G	Management	Yes	Elect Director Glenn Murphy	For	No
Thematics Climate Selection	LULU	lululemon athletica inc.	USA	G	Management	Yes	Elect Director David Mussafer	For	No
Thematics Climate Selection	LULU	lululemon athletica inc.	USA	G	Management	Yes	Elect Director Isabel Mahe	For	No
Thematics Climate Selection	LULU	lululemon athletica inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Climate Selection	LULU	lululemon athletica inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Climate Selection	LULU	lululemon athletica inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Climate Selection	LULU	lululemon athletica inc.	USA	G	Management	Yes	Approve Omnibus Stock Plan	For	No
Thematics Climate Selection	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Douglas M. Baker, Jr.	For	No
Thematics Climate Selection	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Mary Ellen Coe	For	No
Thematics Climate Selection	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Pamela J. Craig	For	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
**January 1st, 2023 - December 31st, 2023**

Thematics Climate Selection	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Robert M. Davis	For	No
Thematics Climate Selection	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Thomas H. Glocer	For	No
Thematics Climate Selection	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Risa J. Lavizzo-Mourey	For	No
Thematics Climate Selection	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Stephen L. Mayo	For	No
Thematics Climate Selection	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Paul B. Rothman	For	No
Thematics Climate Selection	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Patricia F. Russo	For	No
Thematics Climate Selection	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Christine E. Seidman	For	No
Thematics Climate Selection	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Inge G. Thulin	For	No
Thematics Climate Selection	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Kathy J. Warden	For	No
Thematics Climate Selection	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Peter C. Wendell	For	No
Thematics Climate Selection	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Climate Selection	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Climate Selection	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Climate Selection	MRK	Merck & Co., Inc.	USA	S	Shareholder	Yes	Report on Risks Related to Operations in China	Against	No
Thematics Climate Selection	MRK	Merck & Co., Inc.	USA	S	Shareholder	Yes	Report on Access to COVID-19 Products	For	Yes
Thematics Climate Selection	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 Climate Selection	MRK	Merck & Co., Inc.	USA	S	Shareholder	Yes	Report on Impact of Extended Patent Exclusivities on Product Access	For	Yes
Thematics Climate Selection	MRK	Merck & Co., Inc.	USA	E,S	Shareholder	Yes	Publish a Congruency Report of Partnerships with Globalist Organizations	Against	No
Thematics Climate Selection	MRK	Merck & Co., Inc.	USA	G	Shareholder	Yes	Require Independent Board Chair	For	Yes



**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
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Thematics Climate Selection	MTD	Mettler-Toledo International Inc.	USA	G	Management	Yes	Elect Director Robert F. Spoerry	For	No
Thematics Climate Selection	MTD	Mettler-Toledo International Inc.	USA	G	Management	Yes	Elect Director Roland Diggelmann	For	No
Thematics Climate Selection	MTD	Mettler-Toledo International Inc.	USA	G	Management	Yes	Elect Director Domitille Doat-Le Bigot	For	No
Thematics Climate Selection	MTD	Mettler-Toledo International Inc.	USA	G	Management	Yes	Elect Director Elisha W. Finney	For	No
Thematics Climate Selection	MTD	Mettler-Toledo International Inc.	USA	G	Management	Yes	Elect Director Richard Francis	For	No
Thematics Climate Selection	MTD	Mettler-Toledo International Inc.	USA	G	Management	Yes	Elect Director Michael A. Kelly	For	No
Thematics Climate Selection	MTD	Mettler-Toledo International Inc.	USA	G	Management	Yes	Elect Director Thomas P. Salice	For	No
Thematics Climate Selection	MTD	Mettler-Toledo International Inc.	USA	G	Management	Yes	Elect Director Ingrid Zhang	For	No
Thematics Climate Selection	MTD	Mettler-Toledo International Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Climate Selection	MTD	Mettler-Toledo International Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Climate Selection	MTD	Mettler-Toledo International Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Climate Selection	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Henry A. Fernandez	For	No
Thematics Climate Selection	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Robert G. Ashe	For	No
Thematics Climate Selection	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Wayne Edmunds	For	No
Thematics Climate Selection	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Catherine R. Kinney	For	No
Thematics Climate Selection	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Robin L. Matlock	For	No
Thematics Climate Selection	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Jacques P. Perold	For	No
Thematics Climate Selection	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director C.D. Baer Pettit	For	No
Thematics Climate Selection	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Sandy C. Rattray	For	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
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Thematics Climate Selection	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Linda H. Riefler	For	No
Thematics Climate Selection	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Marcus L. Smith	For	No
Thematics Climate Selection	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Rajat Taneja	For	No
Thematics Climate Selection	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Paula Volent	For	No
Thematics Climate Selection	MSCI	MSCI Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Climate Selection	MSCI	MSCI Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Climate Selection	MSCI	MSCI Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Climate Selection	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Elect Director Melissa M. Arnoldi	For	No
Thematics Climate Selection	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Elect Director Charlene T. Begley	For	No
Thematics Climate Selection	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Elect Director Steven D. Black	For	No
Thematics Climate Selection	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Elect Director Adena T. Friedman	For	No
Thematics Climate Selection	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Elect Director Essa Kazim	For	No
Thematics Climate Selection	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Elect Director Thomas A. Kloet	For	No
Thematics Climate Selection	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Elect Director Michael R. Splinter	For	No
Thematics Climate Selection	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Elect Director Johan Torgeby	For	No
Thematics Climate Selection	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Elect Director Toni Townes-Whitley	For	No
Thematics Climate Selection	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Elect Director Jeffery W. Yabuki	For	No
Thematics Climate Selection	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Elect Director Alfred W. Zollar	For	No
Thematics Climate Selection	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
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Thematics Climate Selection	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Climate Selection	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Climate Selection	NDAQ	Nasdaq, Inc.	USA	G	Shareholder	Yes	Require Independent Board Chair	For	Yes
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Approve Discharge of Board and Senior Management	For	No
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Approve Allocation of Income and Dividends of CHF 2.95 per Share	For	No
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Paul Bulcke as Director and Board Chair	For	No
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Ulf Schneider as Director	For	No
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Henri de Castries as Director	Against	Yes
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Renato Fassbind as Director	For	No
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Pablo Isla as Director	For	No
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Patrick Aebischer as Director	For	No
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Kimberly Ross as Director	For	No
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Dick Boer as Director	For	No
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Dinesh Paliwal as Director	For	No
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Hanne Jimenez de Mora as Director	For	No
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Lindiwe Sibanda as Director	For	No
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Chris Leong as Director	For	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
**January 1st, 2023 - December 31st, 2023**

Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Luca Maestri as Director	For	No
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Elect Rainer Blair as Director	For	No
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Elect Marie-Gabrielle Ineichen-Fleisch as Director	For	No
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Reappoint Pablo Isla as Member of the Compensation Committee	For	No
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Reappoint Patrick Aebischer as Member of the Compensation Committee	For	No
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Reappoint Dick Boer as Member of the Compensation Committee	For	No
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Reappoint Dinesh Paliwal as Member of the Compensation Committee	For	No
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Ratify Ernst & Young AG as Auditors	For	No
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Designate Hartmann Dreyer as Independent Proxy	For	No
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Approve Remuneration of Directors in the Amount of CHF 10.5 Million	For	No
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Approve Remuneration of Executive Committee in the Amount of CHF 72 Million	For	No
Thematics Climate Selection	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 Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Amend Articles Re: General Meeting (Incl. Virtual-Only or Hybrid Shareholder Meetings)	For	No
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Amend Articles of Association	For	No
Thematics Climate Selection	NESN	Nestle SA	Switzerland	G	Management	Yes	Transact Other Business (Voting)	Against	No
Thematics Climate Selection	NKE	NIKE, Inc.	USA	G	Management	Yes	Elect Director Cathleen Benko	For	No
Thematics Climate Selection	NKE	NIKE, Inc.	USA	G	Management	Yes	Elect Director Alan B. Graf, Jr.	For	No
Thematics Climate Selection	NKE	NIKE, Inc.	USA	G	Management	Yes	Elect Director John Rogers, Jr.	Withhold	Yes

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
**January 1st, 2023 - December 31st, 2023**

Thematics Climate Selection	NKE	NIKE, Inc.	USA	G	Management	Yes	Elect Director Robert Swan	For	No
Thematics Climate Selection	NKE	NIKE, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Climate Selection	NKE	NIKE, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Climate Selection	NKE	NIKE, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Climate Selection	NKE	NIKE, Inc.	USA	S	Shareholder	Yes	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	For	Yes
Thematics Climate Selection	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Elect Director Robert K. Burgess	For	No
Thematics Climate Selection	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Elect Director Tench Coxe	For	No
Thematics Climate Selection	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Elect Director John O. Dabiri	For	No
Thematics Climate Selection	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Elect Director Persis S. Drell	For	No
Thematics Climate Selection	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Elect Director Jen-Hsun Huang	For	No
Thematics Climate Selection	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Elect Director Dawn Hudson	For	No
Thematics Climate Selection	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Elect Director Harvey C. Jones	For	No
Thematics Climate Selection	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Elect Director Michael G. McCaffery	For	No
Thematics Climate Selection	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Elect Director Stephen C. Neal	For	No
Thematics Climate Selection	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Elect Director Mark L. Perry	For	No
Thematics Climate Selection	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Elect Director A. Brooke Seawell	For	No
Thematics Climate Selection	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Elect Director Aarti Shah	For	No
Thematics Climate Selection	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Elect Director Mark A. Stevens	For	No
Thematics Climate Selection	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
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Thematics Climate Selection	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Climate Selection	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Climate Selection	6645	OMRON Corp.	Japan	G	Management	Yes	Approve Allocation of Income, with a Final Dividend of JPY 49	For	No
Thematics Climate Selection	6645	OMRON Corp.	Japan	G	Management	Yes	Elect Director Yamada, Yoshihito	For	No
Thematics Climate Selection	6645	OMRON Corp.	Japan	G	Management	Yes	Elect Director Tsujinaga, Junta	For	No
Thematics Climate Selection	6645	OMRON Corp.	Japan	G	Management	Yes	Elect Director Miyata, Kiichiro	For	No
Thematics Climate Selection	6645	OMRON Corp.	Japan	G	Management	Yes	Elect Director Tomita, Masahiko	For	No
Thematics Climate Selection	6645	OMRON Corp.	Japan	G	Management	Yes	Elect Director Yukumoto, Shizuto	For	No
Thematics Climate Selection	6645	OMRON Corp.	Japan	G	Management	Yes	Elect Director Kamigama, Takehiro	For	No
Thematics Climate Selection	6645	OMRON Corp.	Japan	G	Management	Yes	Elect Director Kobayashi, Izumi	For	No
Thematics Climate Selection	6645	OMRON Corp.	Japan	G	Management	Yes	Elect Director Suzuki, Yoshihisa	For	No
Thematics Climate Selection	6645	OMRON Corp.	Japan	G	Management	Yes	Appoint Statutory Auditor Hosoi, Toshio	For	No
Thematics Climate Selection	6645	OMRON Corp.	Japan	G	Management	Yes	Appoint Alternate Statutory Auditor Watanabe, Toru	For	No
Thematics Climate Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Climate Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Climate Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Climate Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Policy	For	No
Thematics Climate Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Elect Dorothy Burwell as Director	For	No
Thematics Climate Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Elect Loraine Woodhouse as Director	For	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
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Thematics Climate Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Re-elect Gill Rider as Director	For	No
Thematics Climate Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Re-elect Susan Davy as Director	For	No
Thematics Climate Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Re-elect Paul Boote as Director	For	No
Thematics Climate Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Re-elect Jon Butterworth as Director	For	No
Thematics Climate Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Re-elect Neil Cooper as Director	For	No
Thematics Climate Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Re-elect Iain Evans as Director	For	No
Thematics Climate Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Re-elect Claire Ighodaro as Director	For	No
Thematics Climate Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Reappoint Ernst & Young LLP as Auditors	For	No
Thematics Climate Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No
Thematics Climate Selection	PNN	Pennon Group Plc	United Kingdom	S	Management	Yes	Authorise UK Political Donations and Expenditure	For	No
Thematics Climate Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Climate Selection	PNN	Pennon Group Plc	United Kingdom	E	Management	Yes	Approve Climate-Related Financial Disclosures	For	No
Thematics Climate Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Climate Selection	PNN	Pennon 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 Climate Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Climate Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Climate Selection	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Climate Selection	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Climate Selection	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Policy	For	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
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Thematics Climate Selection	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Climate Selection	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Re-elect Lyssa McGowan as Director	For	No
Thematics Climate Selection	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Re-elect Mike Iddon as Director	For	No
Thematics Climate Selection	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Re-elect Ian Burke as Director	For	No
Thematics Climate Selection	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Re-elect Zarin Patel as Director	For	No
Thematics Climate Selection	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Re-elect Dennis Millard as Director	For	No
Thematics Climate Selection	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Re-elect Susan Dawson as Director	For	No
Thematics Climate Selection	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Elect Roger Burnley as Director	For	No
Thematics Climate Selection	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Elect Natalie-Jane Macdonald as Director	For	No
Thematics Climate Selection	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Reappoint KPMG LLP as Auditors	For	No
Thematics Climate Selection	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Climate Selection	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Climate Selection	PETS	Pets At Home Group Plc	United Kingdom	S	Management	Yes	Authorise UK Political Donations and Expenditure	For	No
Thematics Climate Selection	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Climate Selection	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 Climate Selection	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Climate Selection	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 Climate Selection	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Marco Alvera	For	No
Thematics Climate Selection	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Jacques Esculier	For	No



**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
**January 1st, 2023 - December 31st, 2023**

Thematics Climate Selection	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Gay Huey Evans	For	No
Thematics Climate Selection	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director William D. Green	For	No
Thematics Climate Selection	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Stephanie C. Hill	For	No
Thematics Climate Selection	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Rebecca Jacoby	For	No
Thematics Climate Selection	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Robert P. Kelly	For	No
Thematics Climate Selection	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Ian Paul Livingston	For	No
Thematics Climate Selection	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Deborah D. McWhinney	For	No
Thematics Climate Selection	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Maria R. Morris	For	No
Thematics Climate Selection	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Douglas L. Peterson	For	No
Thematics Climate Selection	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Richard E. Thornburgh	For	No
Thematics Climate Selection	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Gregory Washington	For	No
Thematics Climate Selection	SPGI	S&P Global Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Climate Selection	SPGI	S&P Global Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Climate Selection	SPGI	S&P Global Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Climate Selection	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Susan L. Bostrom	For	No
Thematics Climate Selection	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Teresa Briggs	For	No
Thematics Climate Selection	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Jonathan C. Chadwick	For	No
Thematics Climate Selection	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Paul E. Chamberlain	For	No
Thematics Climate Selection	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Lawrence J. Jackson, Jr.	For	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
**January 1st, 2023 - December 31st, 2023**

Thematics Climate Selection	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Frederic B. Luddy	For	No
Thematics Climate Selection	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director William R. McDermott	For	No
Thematics Climate Selection	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Jeffrey A. Miller	For	No
Thematics Climate Selection	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Joseph 'Larry' Quinlan	For	No
Thematics Climate Selection	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Anita M. Sands	For	No
Thematics Climate Selection	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Climate Selection	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Climate Selection	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	For	No
Thematics Climate Selection	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Deborah Black	For	No
Thematics Climate Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Climate Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Climate Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Climate Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Re-elect Kevin Beeston as Director	For	No
Thematics Climate Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Re-elect John Coghlan as Director	For	No
Thematics Climate Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Re-elect Tom Delay as Director	For	No
Thematics Climate Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Re-elect Liv Garfield as Director	For	No
Thematics Climate Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Re-elect Christine Hodgson as Director	For	No
Thematics Climate Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Elect Sarah Legg as Director	For	No
Thematics Climate Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Elect Helen Miles as Director	For	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
**January 1st, 2023 - December 31st, 2023**

Thematics Climate Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Re-elect Sharmila Nebhrajani as Director	For	No
Thematics Climate Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Re-elect Gillian Sheldon as Director	For	No
Thematics Climate Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Reappoint Deloitte LLP as Auditors	For	No
Thematics Climate Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	No
Thematics Climate Selection	SVT	Severn Trent Plc	United Kingdom	S	Management	Yes	Authorise UK Political Donations and Expenditure	For	No
Thematics Climate Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Climate Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Climate Selection	SVT	Severn Trent 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 Climate Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Climate Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Climate Selection	7701	Shimadzu Corp.	Japan	G	Management	Yes	Approve Allocation of Income, With a Final Dividend of JPY 32	For	No
Thematics Climate Selection	7701	Shimadzu Corp.	Japan	G	Management	Yes	Elect Director Ueda, Teruhisa	For	No
Thematics Climate Selection	7701	Shimadzu Corp.	Japan	G	Management	Yes	Elect Director Yamamoto, Yasunori	For	No
Thematics Climate Selection	7701	Shimadzu Corp.	Japan	G	Management	Yes	Elect Director Watanabe, Akira	For	No
Thematics Climate Selection	7701	Shimadzu Corp.	Japan	G	Management	Yes	Elect Director Maruyama, Shuzo	For	No
Thematics Climate Selection	7701	Shimadzu Corp.	Japan	G	Management	Yes	Elect Director Wada, Hiroko	For	No
Thematics Climate Selection	7701	Shimadzu Corp.	Japan	G	Management	Yes	Elect Director Hanai, Nobuo	For	No
Thematics Climate Selection	7701	Shimadzu Corp.	Japan	G	Management	Yes	Elect Director Nakanishi, Yoshiyuki	For	No
Thematics Climate Selection	7701	Shimadzu Corp.	Japan	G	Management	Yes	Elect Director Hamada, Nami	For	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
**January 1st, 2023 - December 31st, 2023**

Thematics Climate Selection	7701	Shimadzu Corp.	Japan	G	Management	Yes	Appoint Statutory Auditor Koyazaki, Makoto	For	No
Thematics Climate Selection	7701	Shimadzu Corp.	Japan	G	Management	Yes	Appoint Statutory Auditor Hayashi, Yuka	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	No	Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting)		No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Allocation of Income and Dividends of EUR 4.25 per Share	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2021/22	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2021/22	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2021/22	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2021/22	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2021/22	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2021/22	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2021/22	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2021/22	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2021/22	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2021/22	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2021/22	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2021/22	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2021/22	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2021/22	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2021/22	For	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
**January 1st, 2023 - December 31st, 2023**

Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2021/22	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2021/22	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Kasper Roersted for Fiscal Year 2021/22	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Nemat Shafik for Fiscal Year 2021/22	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2021/22	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal Year 2021/22	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2021/22	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2021/22	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2021/22	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal Year 2021/22	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022/23	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Elect Werner Brandt to the Supervisory Board	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Elect Regina Dugan to the Supervisory Board	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Elect Keryn Lee James to the Supervisory Board	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Elect Martina Merz to the Supervisory Board	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Elect Benoit Potier to the Supervisory Board	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Elect Nathalie von Siemens to the Supervisory Board	For	No
Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Elect Matthias Zachert to the Supervisory Board	For	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
**January 1st, 2023 - December 31st, 2023**

Thematics Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Approve Virtual-Only Shareholder Meetings Until 2025	For	No
Thematics Climate Selection	SIE	Siemens AG	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 Climate Selection	SIE	Siemens AG	Germany	G	Management	Yes	Amend Articles Re: Registration in the Share Register	For	No
Thematics Climate Selection	LIGHT	Signify NV	Netherlands	G	Management	No	Presentation by CEO		No
Thematics Climate Selection	LIGHT	Signify NV	Netherlands	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Climate Selection	LIGHT	Signify NV	Netherlands	G	Management	No	Receive Explanation on Company's Reserves and Dividend Policy		No
Thematics Climate Selection	LIGHT	Signify NV	Netherlands	G	Management	Yes	Adopt Financial Statements	For	No
Thematics Climate Selection	LIGHT	Signify NV	Netherlands	G	Management	Yes	Approve Dividends	For	No
Thematics Climate Selection	LIGHT	Signify NV	Netherlands	G	Management	Yes	Approve Discharge of Management Board	For	No
Thematics Climate Selection	LIGHT	Signify NV	Netherlands	G	Management	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Climate Selection	LIGHT	Signify NV	Netherlands	G	Management	Yes	Elect Harshavardhan Chitale to Management Board	For	No
Thematics Climate Selection	LIGHT	Signify NV	Netherlands	G	Management	Yes	Elect Sophie Bechu to Supervisory Board	For	No
Thematics Climate Selection	LIGHT	Signify NV	Netherlands	G	Management	Yes	Reappoint Ernst & Young Accountants LLP as Auditors	For	No
Thematics Climate Selection	LIGHT	Signify NV	Netherlands	G	Management	Yes	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No
Thematics Climate Selection	LIGHT	Signify NV	Netherlands	G	Management	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No
Thematics Climate Selection	LIGHT	Signify NV	Netherlands	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Climate Selection	LIGHT	Signify NV	Netherlands	G	Management	Yes	Approve Cancellation of Repurchased Shares	For	No
Thematics Climate Selection	LIGHT	Signify NV	Netherlands	G	Management	No	Other Business (Non-Voting)		No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
**January 1st, 2023 - December 31st, 2023**

Thematics Climate Selection	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Yoshida, Kenichiro	For	No
Thematics Climate Selection	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Totoki, Hiroki	For	No
Thematics Climate Selection	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Hatanaka, Yoshihiko	For	No
Thematics Climate Selection	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Oka, Toshiko	For	No
Thematics Climate Selection	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Akiyama, Sakie	For	No
Thematics Climate Selection	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Wendy Becker	For	No
Thematics Climate Selection	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Kishigami, Keiko	For	No
Thematics Climate Selection	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Joseph A. Kraft Jr	For	No
Thematics Climate Selection	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Neil Hunt	For	No
Thematics Climate Selection	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director William Morrow	For	No
Thematics Climate Selection	6758	Sony Group Corp.	Japan	G	Management	Yes	Approve Stock Option Plan	For	No
Thematics Climate Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Climate Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Approve Remuneration Policy	For	No
Thematics Climate Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Climate Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Climate Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Reappoint Deloitte LLP as Auditors	For	No
Thematics Climate Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Climate Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Jamie Pike as Director	For	No
Thematics Climate Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Nicholas Anderson as Director	For	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
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Thematics Climate Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Nimesh Patel as Director	For	No
Thematics Climate Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Angela Archon as Director	For	No
Thematics Climate Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Peter France as Director	For	No
Thematics Climate Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Richard Gillingwater as Director	For	No
Thematics Climate Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Caroline Johnstone as Director	For	No
Thematics Climate Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Jane Kingston as Director	For	No
Thematics Climate Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Kevin Thompson as Director	For	No
Thematics Climate Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Climate Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Approve Scrip Dividend Program	For	No
Thematics Climate Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Approve Performance Share Plan	For	No
Thematics Climate Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Climate Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Climate Selection	STN	Stantec Inc.	Canada	G	Management	Yes	Elect Director Douglas K. Ammerman	For	No
Thematics Climate Selection	STN	Stantec Inc.	Canada	G	Management	Yes	Elect Director Martin A. a Porta	For	No
Thematics Climate Selection	STN	Stantec Inc.	Canada	G	Management	Yes	Elect Director Shelley A. M. Brown	For	No
Thematics Climate Selection	STN	Stantec Inc.	Canada	G	Management	Yes	Elect Director Angeline G. Chen	For	No
Thematics Climate Selection	STN	Stantec Inc.	Canada	G	Management	Yes	Elect Director Patricia D. Galloway	For	No
Thematics Climate Selection	STN	Stantec Inc.	Canada	G	Management	Yes	Elect Director Robert (Bob) J. Gomes	For	No
Thematics Climate Selection	STN	Stantec Inc.	Canada	G	Management	Yes	Elect Director Gordon (Gord) A. Johnston	For	No



**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
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Thematics Climate Selection	STN	Stantec Inc.	Canada	G	Management	Yes	Elect Director Donald (Don) J. Lowry	For	No
Thematics Climate Selection	STN	Stantec Inc.	Canada	G	Management	Yes	Elect Director Marie-Lucie Morin	For	No
Thematics Climate Selection	STN	Stantec Inc.	Canada	G	Management	Yes	Elect Director Celina J. Wang Doka	For	No
Thematics Climate Selection	STN	Stantec Inc.	Canada	G	Management	Yes	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No
Thematics Climate Selection	STN	Stantec Inc.	Canada	G	Management	Yes	Advisory Vote on Executive Compensation Approach	For	No
Thematics Climate Selection	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Andre Almeida	Withhold	Yes
Thematics Climate Selection	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Marcelo Claure	Withhold	Yes
Thematics Climate Selection	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Srikant M. Datar	For	No
Thematics Climate Selection	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Srinivasan Gopalan	Withhold	Yes
Thematics Climate Selection	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Timotheus Hottges	Withhold	Yes
Thematics Climate Selection	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Christian P. Illek	Withhold	Yes
Thematics Climate Selection	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Raphael Kubler	Withhold	Yes
Thematics Climate Selection	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Thorsten Langheim	Withhold	Yes
Thematics Climate Selection	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Dominique Leroy	Withhold	Yes
Thematics Climate Selection	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Letitia A. Long	For	No
Thematics Climate Selection	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director G. Michael Sievert	Withhold	Yes
Thematics Climate Selection	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Teresa A. Taylor	For	No
Thematics Climate Selection	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Kelvin R. Westbrook	For	No
Thematics Climate Selection	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
**January 1st, 2023 - December 31st, 2023**

Thematics Climate Selection	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Climate Selection	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	Yes
Thematics Climate Selection	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Approve Omnibus Stock Plan	For	No
Thematics Climate Selection	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Amend Qualified Employee Stock Purchase Plan	For	No
Thematics Climate Selection	2330	Taiwan Semiconductor Manufacturing Co., Ltd.	Taiwan	G	Management	Yes	Approve Business Operations Report and Financial Statements	For	No
Thematics Climate Selection	2330	Taiwan Semiconductor Manufacturing Co., Ltd.	Taiwan	G	Management	Yes	Approve Issuance of Restricted Stocks	For	No
Thematics Climate Selection	2330	Taiwan Semiconductor Manufacturing Co., Ltd.	Taiwan	G	Management	Yes	Amend Procedures for Endorsement and Guarantees	Against	Yes
Thematics Climate Selection	2330	Taiwan Semiconductor Manufacturing Co., Ltd.	Taiwan	G	Management	Yes	Amend the Name of Audit Committee in the Policies (I)Procedures for Acquisition or Disposal of Assets (II)Procedures for Financial Derivatives Transactions (III)Procedures for Lending Funds to Other Parties (IV)Procedures for Endorsement and Guarantee	For	No
Thematics Climate Selection	EL	The Estee Lauder Companies Inc.	USA	G	Management	Yes	Elect Director Charlene Barshefsky	Withhold	Yes
Thematics Climate Selection	EL	The Estee Lauder Companies Inc.	USA	G	Management	Yes	Elect Director Angela Wei Dong	For	No
Thematics Climate Selection	EL	The Estee Lauder Companies Inc.	USA	G	Management	Yes	Elect Director Fabrizio Freda	Withhold	Yes
Thematics Climate Selection	EL	The Estee Lauder Companies Inc.	USA	G	Management	Yes	Elect Director Gary M. Lauder	Withhold	Yes
Thematics Climate Selection	EL	The Estee Lauder Companies Inc.	USA	G	Management	Yes	Elect Director Jane Lauder	Withhold	Yes
Thematics Climate Selection	EL	The Estee Lauder Companies Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Climate Selection	EL	The Estee Lauder Companies Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Climate Selection	EL	The Estee Lauder Companies Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Climate Selection	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Marc N. Casper	For	No
Thematics Climate Selection	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Nelson J. Chai	For	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
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Thematics Climate Selection	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Ruby R. Chandy	For	No
Thematics Climate Selection	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director C. Martin Harris	For	No
Thematics Climate Selection	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Tyler Jacks	For	No
Thematics Climate Selection	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director R. Alexandra Keith	For	No
Thematics Climate Selection	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director James C. Mullen	For	No
Thematics Climate Selection	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Lars R. Sorensen	For	No
Thematics Climate Selection	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Debora L. Spar	For	No
Thematics Climate Selection	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Scott M. Sperling	For	No
Thematics Climate Selection	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Dion J. Weisler	For	No
Thematics Climate Selection	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Climate Selection	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Climate Selection	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Climate Selection	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	For	No
Thematics Climate Selection	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Approve Qualified Employee Stock Purchase Plan	For	No
Thematics Climate Selection	ADBE	Adobe Inc.	USA	S	Shareholder	Yes	Report on Hiring of Persons with Arrest or Incarceration Records	For	Yes
Thematics Climate Selection	NKE	NIKE, Inc.	USA	S	Shareholder	Yes	Report on Median Gender/Racial Pay Gap	For	Yes
Thematics Climate Selection	V	Visa Inc.	USA	G	Management	Yes	Elect Director Lloyd A. Carney	For	No
Thematics Climate Selection	V	Visa Inc.	USA	G	Management	Yes	Elect Director Kermit R. Crawford	For	No
Thematics Climate Selection	V	Visa Inc.	USA	G	Management	Yes	Elect Director Francisco Javier Fernandez-Carbajal	For	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
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Thematics Climate Selection	V	Visa Inc.	USA	G	Management	Yes	Elect Director Alfred F. Kelly, Jr.	For	No
Thematics Climate Selection	V	Visa Inc.	USA	G	Management	Yes	Elect Director Ramon Laguarta	For	No
Thematics Climate Selection	V	Visa Inc.	USA	G	Management	Yes	Elect Director Teri L. List	For	No
Thematics Climate Selection	V	Visa Inc.	USA	G	Management	Yes	Elect Director John F. Lundgren	For	No
Thematics Climate Selection	V	Visa Inc.	USA	G	Management	Yes	Elect Director Denise M. Morrison	For	No
Thematics Climate Selection	V	Visa Inc.	USA	G	Management	Yes	Elect Director Linda J. Rendle	For	No
Thematics Climate Selection	V	Visa Inc.	USA	G	Management	Yes	Elect Director Maynard G. Webb, Jr.	For	No
Thematics Climate Selection	V	Visa Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Climate Selection	V	Visa Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Climate Selection	V	Visa Inc.	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Climate Selection	V	Visa Inc.	USA	G	Shareholder	Yes	Require Independent Board Chair	For	Yes
Thematics Climate Selection	WM	Waste Management, Inc.	USA	G	Management	Yes	Elect Director Bruce E. Chinn	For	No
Thematics Climate Selection	WM	Waste Management, Inc.	USA	G	Management	Yes	Elect Director James C. Fish, Jr.	For	No
Thematics Climate Selection	WM	Waste Management, Inc.	USA	G	Management	Yes	Elect Director Andres R. Gluski	For	No
Thematics Climate Selection	WM	Waste Management, Inc.	USA	G	Management	Yes	Elect Director Victoria M. Holt	For	No
Thematics Climate Selection	WM	Waste Management, Inc.	USA	G	Management	Yes	Elect Director Kathleen M. Mazzarella	For	No
Thematics Climate Selection	WM	Waste Management, Inc.	USA	G	Management	Yes	Elect Director Sean E. Menke	For	No
Thematics Climate Selection	WM	Waste Management, Inc.	USA	G	Management	Yes	Elect Director William B. Plummer	For	No
Thematics Climate Selection	WM	Waste Management, Inc.	USA	G	Management	Yes	Elect Director John C. Pope	For	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
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Thematics Climate Selection	WM	Waste Management, Inc.	USA	G	Management	Yes	Elect Director Maryrose T. Sylvester	For	No
Thematics Climate Selection	WM	Waste Management, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Climate Selection	WM	Waste Management, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Climate Selection	WM	Waste Management, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Climate Selection	WM	Waste Management, Inc.	USA	G	Management	Yes	Approve Omnibus Stock Plan	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Financial Statements and Statutory Reports	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Allocation of Income and Absence of Dividends	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Reelect Bernard Bourigeaud as Director	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Reelect Gilles Grapinet as Director	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Reelect Gilles Arditti as Director	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Reelect Aldo Cardoso as Director	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Reelect Giulia Fitzpatrick as Director	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Reelect Thierry Sommelet as Director	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Compensation Report of Corporate Officers	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Compensation of Bernard Bourigeaud, Chairman of the Board	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Compensation of Gilles Grapinet, CEO	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Compensation of Marc-Henri Desportes, Vice-CEO	For	No

**Thematics AM 2023 Voting activities**
**Thematics Climate Selection**
**January 1st, 2023 - December 31st, 2023**

Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Remuneration Policy of Chairman of the Board	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Remuneration Policy of CEO	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Remuneration Policy of Vice-CEO	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Remuneration Policy of Non-Executive Directors	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights Up to 50 Percent of Issued Capital	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With a Binding Priority Right Up to 10 Percent of Issued Capital	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Issuance of Equity or Equity-Linked Securities for Up to 10 Percent of Issued Capital Per Year for Private Placements	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21-23	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	No
Thematics Climate Selection	WLN	Worldline 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 Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 270,000	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Authorize up to 0.7 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	For	No

Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Amend Article 19 of Bylaws Re: Age Limit of Chairman of the Board	For	No
Thematics Climate Selection	WLN	Worldline SA	France	G	Management	Yes	Authorize Filing of Required Documents/Other Formalities	For	No