

Institutional Account Name	Ticker	Company Name	Country	ESG Pillar	Proponent	Votable Proposal	Proposal Text	Vote Instruction	Vote Against Management
Thematics Safety	ADYEN	Adyen NV	Netherlands	G	Management	No	Open Meeting		No
Thematics Safety	ADYEN	Adyen NV	Netherlands	G	Management	No	Receive Report of Management Board and Supervisory Board (Non-Voting)		No
Thematics Safety	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Adopt Financial Statements and Statutory Reports	For	No
Thematics Safety	ADYEN	Adyen NV	Netherlands	G	Management	No	Receive Explanation on Company's Reserves and Dividend Policy		No
Thematics Safety	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Safety	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Approve Remuneration Policy for Management Board	For	No
Thematics Safety	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Approve Remuneration Policy for the Supervisory Board	For	No
Thematics Safety	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Approve Increase Cap on Variable Remuneration for Staff Members	For	No
Thematics Safety	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Approve Discharge of Management Board	For	No
Thematics Safety	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Safety	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Reelect Ingo Uytdehaage to Management Board as Co-Chief Executive Officer	For	No
Thematics Safety	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Reelect Mariette Swart to Management Board as Chief Risk and Compliance Officer	For	No
Thematics Safety	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Elect Brooke Nayden to Management Board as Chief Human Resources Officer	For	No
Thematics Safety	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Elect Ethan Tandowsky to Management Board as Chief Financial Officer	For	No
Thematics Safety	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Reelect Pamela Joseph to Supervisory Board	For	No
Thematics Safety	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Reelect Joep van Beurden to Supervisory Board	For	No
Thematics Safety	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Amend Articles of Association	For	No
Thematics Safety	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No

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

Thematics Safety	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No
Thematics Safety	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Safety	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Reappoint PwC as Auditors	For	No
Thematics Safety	ADYEN	Adyen NV	Netherlands	G	Management	No	Close Meeting		No
Thematics Safety	APG	APi Group Corporation	USA	G	Management	Yes	Elect Director Martin E. Franklin	For	No
Thematics Safety	APG	APi Group Corporation	USA	G	Management	Yes	Elect Director James E. Lillie	For	No
Thematics Safety	APG	APi Group Corporation	USA	G	Management	Yes	Elect Director Ian G.H. Ashken	Against	Yes
Thematics Safety	APG	APi Group Corporation	USA	G	Management	Yes	Elect Director Russell A. Becker	For	No
Thematics Safety	APG	APi Group Corporation	USA	G	Management	Yes	Elect Director David S. Blitzer	For	No
Thematics Safety	APG	APi Group Corporation	USA	G	Management	Yes	Elect Director Paula D. Loop	For	No
Thematics Safety	APG	APi Group Corporation	USA	G	Management	Yes	Elect Director Anthony E. Malkin	For	No
Thematics Safety	APG	APi Group Corporation	USA	G	Management	Yes	Elect Director Thomas V. Milroy	For	No
Thematics Safety	APG	APi Group Corporation	USA	G	Management	Yes	Elect Director Cyrus D. Walker	Against	Yes
Thematics Safety	APG	APi Group Corporation	USA	G	Management	Yes	Elect Director Carrie A. Wheeler	Against	Yes
Thematics Safety	APG	APi Group Corporation	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Safety	APG	APi Group Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Kevin P. Clark	For	No
Thematics Safety	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Richard L. (Rick) Clemmer	For	No
Thematics Safety	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Nancy E. Cooper	For	No

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

Thematics Safety	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Joseph L. (Jay) Hooley	For	No
Thematics Safety	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Merit E. Janow	For	No
Thematics Safety	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Sean O. Mahoney	For	No
Thematics Safety	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Paul M. Meister	For	No
Thematics Safety	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Robert K. (Kelly) Ortberg	For	No
Thematics Safety	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Colin J. Parris	For	No
Thematics Safety	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Ana G. Pinczuk	For	No
Thematics Safety	APTV	Aptiv PLC	Jersey	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Safety	APTV	Aptiv PLC	Jersey	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	AVTR	Avantor, Inc.	USA	G	Management	Yes	Elect Director Juan Andres	For	No
Thematics Safety	AVTR	Avantor, Inc.	USA	G	Management	Yes	Elect Director John Carethers	For	No
Thematics Safety	AVTR	Avantor, Inc.	USA	G	Management	Yes	Elect Director Lan Kang	For	No
Thematics Safety	AVTR	Avantor, Inc.	USA	G	Management	Yes	Elect Director Joseph Massaro	For	No
Thematics Safety	AVTR	Avantor, Inc.	USA	G	Management	Yes	Elect Director Mala Murthy	For	No
Thematics Safety	AVTR	Avantor, Inc.	USA	G	Management	Yes	Elect Director Jonathan Peacock	For	No
Thematics Safety	AVTR	Avantor, Inc.	USA	G	Management	Yes	Elect Director Michael Severino	For	No
Thematics Safety	AVTR	Avantor, Inc.	USA	G	Management	Yes	Elect Director Christi Shaw	For	No
Thematics Safety	AVTR	Avantor, Inc.	USA	G	Management	Yes	Elect Director Michael Stubblefield	For	No
Thematics Safety	AVTR	Avantor, Inc.	USA	G	Management	Yes	Elect Director Gregory Summe	For	No

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

Thematics Safety	AVTR	Avantor, Inc.	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Safety	AVTR	Avantor, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	AZTA	Azenta, Inc.	USA	G	Management	Yes	Elect Director Frank E. Casal	For	No
Thematics Safety	AZTA	Azenta, Inc.	USA	G	Management	Yes	Elect Director Robyn C. Davis	For	No
Thematics Safety	AZTA	Azenta, Inc.	USA	G	Management	Yes	Elect Director Joseph R. Martin	For	No
Thematics Safety	AZTA	Azenta, Inc.	USA	G	Management	Yes	Elect Director Erica J. McLaughlin	For	No
Thematics Safety	AZTA	Azenta, Inc.	USA	G	Management	Yes	Elect Director Tina S. Nova	For	No
Thematics Safety	AZTA	Azenta, Inc.	USA	G	Management	Yes	Elect Director Krishna G. Palepu	For	No
Thematics Safety	AZTA	Azenta, Inc.	USA	G	Management	Yes	Elect Director Dorothy E. Puhly	For	No
Thematics Safety	AZTA	Azenta, Inc.	USA	G	Management	Yes	Elect Director Michael Rosenblatt	For	No
Thematics Safety	AZTA	Azenta, Inc.	USA	G	Management	Yes	Elect Director Stephen S. Schwartz	For	No
Thematics Safety	AZTA	Azenta, Inc.	USA	G	Management	Yes	Elect Director Ellen M. Zane	For	No
Thematics Safety	AZTA	Azenta, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	AZTA	Azenta, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Safety	CTAS	Cintas Corporation	USA	G	Management	Yes	Elect Director Gerald S. Adolph	For	No
Thematics Safety	CTAS	Cintas Corporation	USA	G	Management	Yes	Elect Director John F. Barrett	For	No
Thematics Safety	CTAS	Cintas Corporation	USA	G	Management	Yes	Elect Director Melanie W. Barstad	For	No
Thematics Safety	CTAS	Cintas Corporation	USA	G	Management	Yes	Elect Director Karen L. Carnahan	For	No
Thematics Safety	CTAS	Cintas Corporation	USA	G	Management	Yes	Elect Director Robert E. Coletti	For	No

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

Thematics Safety	CTAS	Cintas Corporation	USA	G	Management	Yes	Elect Director Scott D. Farmer	For	No
Thematics Safety	CTAS	Cintas Corporation	USA	G	Management	Yes	Elect Director Martin Mucci	For	No
Thematics Safety	CTAS	Cintas Corporation	USA	G	Management	Yes	Elect Director Joseph Scaminace	For	No
Thematics Safety	CTAS	Cintas Corporation	USA	G	Management	Yes	Elect Director Todd M. Schneider	For	No
Thematics Safety	CTAS	Cintas Corporation	USA	G	Management	Yes	Elect Director Ronald W. Tysoe	For	No
Thematics Safety	CTAS	Cintas Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	CTAS	Cintas Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Safety	CTAS	Cintas Corporation	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Safety	CTAS	Cintas Corporation	USA	E	Shareholder	Yes	Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	For	Yes
Thematics Safety	CLH	Clean Harbors, Inc.	USA	G	Management	Yes	Elect Director Edward G. Galante	For	No
Thematics Safety	CLH	Clean Harbors, Inc.	USA	G	Management	Yes	Elect Director Alison A. Quirk	For	No
Thematics Safety	CLH	Clean Harbors, Inc.	USA	G	Management	Yes	Elect Director Shelley Stewart, Jr.	For	No
Thematics Safety	CLH	Clean Harbors, Inc.	USA	G	Management	Yes	Elect Director John R. Welch	For	No
Thematics Safety	CLH	Clean Harbors, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	CLH	Clean Harbors, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Safety	CLH	Clean Harbors, Inc.	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Safety	CRWD	CrowdStrike Holdings, Inc.	USA	G	Management	Yes	Elect Director Johanna Flower	For	No
Thematics Safety	CRWD	CrowdStrike Holdings, Inc.	USA	G	Management	Yes	Elect Director Denis J. O'Leary	Withhold	Yes
Thematics Safety	CRWD	CrowdStrike Holdings, Inc.	USA	G	Management	Yes	Elect Director Godfrey R. Sullivan	For	No

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

Thematics Safety	CRWD	CrowdStrike Holdings, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Safety	CYRX	CryoPort, Inc.	USA	G	Management	Yes	Elect Director Linda Baddour	For	No
Thematics Safety	CYRX	CryoPort, Inc.	USA	G	Management	Yes	Elect Director Richard Berman	For	No
Thematics Safety	CYRX	CryoPort, Inc.	USA	G	Management	Yes	Elect Director Daniel M. Hancock	For	No
Thematics Safety	CYRX	CryoPort, Inc.	USA	G	Management	Yes	Elect Director Robert Hariri	For	No
Thematics Safety	CYRX	CryoPort, Inc.	USA	G	Management	Yes	Elect Director Ram M. Jagannath	For	No
Thematics Safety	CYRX	CryoPort, Inc.	USA	G	Management	Yes	Elect Director Ramkumar Mandalam	For	No
Thematics Safety	CYRX	CryoPort, Inc.	USA	G	Management	Yes	Elect Director Jerrell W. Shelton	For	No
Thematics Safety	CYRX	CryoPort, Inc.	USA	G	Management	Yes	Elect Director Edward J. Zecchini	For	No
Thematics Safety	CYRX	CryoPort, Inc.	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Safety	CYRX	CryoPort, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	CYBR	CyberArk Software Ltd.	Israel	G	Management	Yes	Reelect Ron Gutler as Director	For	No
Thematics Safety	CYBR	CyberArk Software Ltd.	Israel	G	Management	Yes	Reelect Kim Perdikou as Director	For	No
Thematics Safety	CYBR	CyberArk Software Ltd.	Israel	G	Management	Yes	Reelect Ehud (Udi) Mokady as Director	For	No
Thematics Safety	CYBR	CyberArk Software Ltd.	Israel	G	Management	Yes	Reelect Matthew Cohen as Director	For	No
Thematics Safety	CYBR	CyberArk Software Ltd.	Israel	G	Management	Yes	Approve Employment Terms of Matthew Cohen, CEO	For	No
Thematics Safety	CYBR	CyberArk Software Ltd.	Israel	G	Management	Yes	Approve Employment Terms of Ehud (Udi) Mokady, Chairman	For	No
Thematics Safety	CYBR	CyberArk Software Ltd.	Israel	G	Management	Yes	Amend Articles	For	No
Thematics Safety	CYBR	CyberArk Software Ltd.	Israel	G	Management	Yes	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	For	No

Thematics AM 2023 Voting activities

Thematics Safety

January 1st, 2023 - December 31st, 2023

Thematics Safety	CYBR	CyberArk Software Ltd.	Israel	G	Management	No	Discuss Financial Statements and the Report of the Board		No
Thematics Safety	CTAS	Cintas Corporation	USA	S	Shareholder	Yes	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For	Yes
Thematics Safety	DXCM	DexCom, Inc.	USA	S	Shareholder	Yes	Report on Median Gender/Racial Pay Gap	For	Yes
Thematics Safety	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Steven R. Altman	For	No
Thematics Safety	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Richard A. Collins	For	No
Thematics Safety	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Karen Dahut	For	No
Thematics Safety	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Mark G. Foletta	For	No
Thematics Safety	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Barbara E. Kahn	For	No
Thematics Safety	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Kyle Malady	For	No
Thematics Safety	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Eric J. Topol	For	No
Thematics Safety	DXCM	DexCom, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Safety	DXCM	DexCom, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	DXCM	DexCom, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Safety	DLR	Digital Realty Trust, Inc.	USA	S	Shareholder	Yes	Report on Risks Associated with Use of Concealment Clauses	For	Yes
Thematics Safety	DLR	Digital Realty Trust, Inc.	USA	S	Shareholder	Yes	Report on Whether Company Policies Reinforce Racism in Company Culture	For	Yes
Thematics Safety	DLR	Digital Realty Trust, Inc.	USA	G	Management	Yes	Elect Director Alexis Black Bjorlin	For	No
Thematics Safety	DLR	Digital Realty Trust, Inc.	USA	G	Management	Yes	Elect Director VeraLinn 'Dash' Jamieson	For	No
Thematics Safety	DLR	Digital Realty Trust, Inc.	USA	G	Management	Yes	Elect Director Kevin J. Kennedy	For	No
Thematics Safety	DLR	Digital Realty Trust, Inc.	USA	G	Management	Yes	Elect Director William G. LaPerch	For	No

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

Thematics Safety	DLR	Digital Realty Trust, Inc.	USA	G	Management	Yes	Elect Director Jean F.H.P. Mandeville	For	No
Thematics Safety	DLR	Digital Realty Trust, Inc.	USA	G	Management	Yes	Elect Director Afshin Mohebbi	For	No
Thematics Safety	DLR	Digital Realty Trust, Inc.	USA	G	Management	Yes	Elect Director Mark R. Patterson	For	No
Thematics Safety	DLR	Digital Realty Trust, Inc.	USA	G	Management	Yes	Elect Director Mary Hogan Preusse	For	No
Thematics Safety	DLR	Digital Realty Trust, Inc.	USA	G	Management	Yes	Elect Director Andrew P. Power	For	No
Thematics Safety	DLR	Digital Realty Trust, Inc.	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Safety	DLR	Digital Realty Trust, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	DLR	Digital Realty Trust, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Safety	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Shari L. Ballard	For	No
Thematics Safety	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Barbara J. Beck	For	No
Thematics Safety	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Christophe Beck	For	No
Thematics Safety	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Jeffrey M. Ettinger	For	No
Thematics Safety	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Eric M. Green	For	No
Thematics Safety	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Arthur J. Higgins	For	No
Thematics Safety	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Michael Larson	For	No
Thematics Safety	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director David W. MacLennan	For	No
Thematics Safety	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Tracy B. McKibben	For	No
Thematics Safety	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Lionel L. Nowell, III	For	No
Thematics Safety	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Victoria J. Reich	For	No

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

Thematics Safety	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Suzanne M. Vautrinot	For	No
Thematics Safety	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director John J. Zillmer	For	No
Thematics Safety	ECL	Ecolab Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Safety	ECL	Ecolab Inc.	USA	G	Management	Yes	Approve Omnibus Stock Plan	For	No
Thematics Safety	ECL	Ecolab Inc.	USA	G	Management	Yes	Amend Nonqualified Employee Stock Purchase Plan	For	No
Thematics Safety	ECL	Ecolab Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Safety	ECL	Ecolab Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Safety	ECL	Ecolab Inc.	USA	G	Shareholder	Yes	Require Independent Board Chair	For	Yes
Thematics Safety	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Nanci Caldwell	For	No
Thematics Safety	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Adaire Fox-Martin	For	No
Thematics Safety	EQIX	Equinix, Inc.	USA	G	Management	No	Elect Director Ron Guerrier - Withdrawn		No
Thematics Safety	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Gary Hromadko	For	No
Thematics Safety	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Charles Meyers	For	No
Thematics Safety	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Thomas Olinger	For	No
Thematics Safety	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Christopher Paisley	For	No
Thematics Safety	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Jeetu Patel	For	No
Thematics Safety	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Sandra Rivera	For	No
Thematics Safety	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Fidelma Russo	For	No
Thematics Safety	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Peter Van Camp	For	No

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

Thematics Safety	EQIX	Equinix, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	EQIX	Equinix, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Safety	EQIX	Equinix, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Safety	EQIX	Equinix, Inc.	USA	G	Shareholder	Yes	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	No
Thematics Safety	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Receive and Approve Board's Reports	For	No
Thematics Safety	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Receive and Approve Director's Special Report Re: Operations Carried Out Under the Authorized Capital Established	For	No
Thematics Safety	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Receive and Approve Auditor's Reports	For	No
Thematics Safety	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	No
Thematics Safety	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Approve Financial Statements	For	No
Thematics Safety	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Approve Allocation of Income	For	No
Thematics Safety	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Approve Discharge of Directors	For	No
Thematics Safety	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Approve Discharge of Auditors	For	No
Thematics Safety	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Approve Remuneration Policy	For	No
Thematics Safety	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Approve Remuneration Report	Against	Yes
Thematics Safety	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Reelect Ivo Rauh as Director	For	No
Thematics Safety	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Reelect Fereshteh Pouchantchi as Director	For	No
Thematics Safety	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Renew Appointment of Deloitte Audit as Auditor	For	No
Thematics Safety	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Approve Remuneration of Directors	For	No
Thematics Safety	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Acknowledge Information on Repurchase Program	For	No

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

Thematics Safety	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Authorize Filing of Required Documents and Other Formalities	For	No
Thematics Safety	EVBG	Everbridge, Inc.	USA	G	Management	Yes	Elect Director David Benjamin	For	No
Thematics Safety	EVBG	Everbridge, Inc.	USA	G	Management	Yes	Elect Director Richard D'Amore	For	No
Thematics Safety	EVBG	Everbridge, Inc.	USA	G	Management	Yes	Elect Director Alison Dean	For	No
Thematics Safety	EVBG	Everbridge, Inc.	USA	G	Management	Yes	Elect Director Rohit Ghai	For	No
Thematics Safety	EVBG	Everbridge, Inc.	USA	G	Management	Yes	Elect Director David Henshall	For	No
Thematics Safety	EVBG	Everbridge, Inc.	USA	G	Management	Yes	Elect Director Kent Mathy	For	No
Thematics Safety	EVBG	Everbridge, Inc.	USA	G	Management	Yes	Elect Director Simon Paris	For	No
Thematics Safety	EVBG	Everbridge, Inc.	USA	G	Management	Yes	Elect Director Sharon Rowlands	For	No
Thematics Safety	EVBG	Everbridge, Inc.	USA	G	Management	Yes	Elect Director David Wagner	For	No
Thematics Safety	EVBG	Everbridge, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Safety	EVBG	Everbridge, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	EXPN	Experian Plc	Jersey	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Safety	EXPN	Experian Plc	Jersey	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Safety	EXPN	Experian Plc	Jersey	G	Management	Yes	Approve Remuneration Policy	For	No
Thematics Safety	EXPN	Experian Plc	Jersey	G	Management	Yes	Elect Craig Boundy as Director	For	No
Thematics Safety	EXPN	Experian Plc	Jersey	G	Management	Yes	Elect Kathleen DeRose as Director	For	No
Thematics Safety	EXPN	Experian Plc	Jersey	G	Management	Yes	Elect Esther Lee as Director	For	No
Thematics Safety	EXPN	Experian Plc	Jersey	G	Management	Yes	Elect Louise Pentland as Director	For	No

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

Thematics Safety	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Alison Brittain as Director	For	No
Thematics Safety	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Brian Cassin as Director	For	No
Thematics Safety	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Caroline Donahue as Director	For	No
Thematics Safety	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Luiz Fleury as Director	For	No
Thematics Safety	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Jonathan Howell as Director	For	No
Thematics Safety	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Lloyd Pitchford as Director	For	No
Thematics Safety	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Mike Rogers as Director	For	No
Thematics Safety	EXPN	Experian Plc	Jersey	G	Management	Yes	Reappoint KPMG LLP as Auditors	For	No
Thematics Safety	EXPN	Experian Plc	Jersey	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Safety	EXPN	Experian Plc	Jersey	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Safety	EXPN	Experian Plc	Jersey	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Safety	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 Safety	EXPN	Experian Plc	Jersey	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Safety	FISV	Fiserv, Inc.	USA	G	Management	Yes	Elect Director Frank J. Bisignano	For	No
Thematics Safety	FISV	Fiserv, Inc.	USA	G	Management	Yes	Elect Director Henrique de Castro	For	No
Thematics Safety	FISV	Fiserv, Inc.	USA	G	Management	Yes	Elect Director Harry F. DiSimone	For	No
Thematics Safety	FISV	Fiserv, Inc.	USA	G	Management	Yes	Elect Director Dylan G. Haggart	For	No
Thematics Safety	FISV	Fiserv, Inc.	USA	G	Management	Yes	Elect Director Wafaa Mamilli	For	No
Thematics Safety	FISV	Fiserv, Inc.	USA	G	Management	Yes	Elect Director Heidi G. Miller	For	No

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

Thematics Safety	FISV	Fiserv, Inc.	USA	G	Management	Yes	Elect Director Doyle R. Simons	For	No
Thematics Safety	FISV	Fiserv, Inc.	USA	G	Management	Yes	Elect Director Kevin M. Warren	For	No
Thematics Safety	FISV	Fiserv, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	FISV	Fiserv, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Safety	FISV	Fiserv, Inc.	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Safety	FISV	Fiserv, Inc.	USA	G	Shareholder	Yes	Require Independent Board Chairman	For	Yes
Thematics Safety	GNTX	Gentex Corporation	USA	G	Management	Yes	Elect Director Joseph Anderson	For	No
Thematics Safety	GNTX	Gentex Corporation	USA	G	Management	Yes	Elect Director Leslie Brown	For	No
Thematics Safety	GNTX	Gentex Corporation	USA	G	Management	Yes	Elect Director Garth Deur	For	No
Thematics Safety	GNTX	Gentex Corporation	USA	G	Management	Yes	Elect Director Steve Downing	For	No
Thematics Safety	GNTX	Gentex Corporation	USA	G	Management	Yes	Elect Director Gary Goode	For	No
Thematics Safety	GNTX	Gentex Corporation	USA	G	Management	Yes	Elect Director Richard Schaum	For	No
Thematics Safety	GNTX	Gentex Corporation	USA	G	Management	Yes	Elect Director Kathleen Starkoff	For	No
Thematics Safety	GNTX	Gentex Corporation	USA	G	Management	Yes	Elect Director Brian Walker	For	No
Thematics Safety	GNTX	Gentex Corporation	USA	G	Management	Yes	Elect Director Ling Zang	For	No
Thematics Safety	GNTX	Gentex Corporation	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Safety	GNTX	Gentex Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	GNTX	Gentex Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Safety	GPN	Global Payments Inc.	USA	G	Management	Yes	Elect Director F. Thaddeus Arroyo	For	No

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

Thematics Safety	GPN	Global Payments Inc.	USA	G	Management	Yes	Elect Director Robert H.B. Baldwin, Jr.	For	No
Thematics Safety	GPN	Global Payments Inc.	USA	G	Management	Yes	Elect Director John G. Bruno	For	No
Thematics Safety	GPN	Global Payments Inc.	USA	G	Management	Yes	Elect Director Joia M. Johnson	For	No
Thematics Safety	GPN	Global Payments Inc.	USA	G	Management	Yes	Elect Director Ruth Ann Marshall	For	No
Thematics Safety	GPN	Global Payments Inc.	USA	G	Management	Yes	Elect Director Connie D. McDaniel	For	No
Thematics Safety	GPN	Global Payments Inc.	USA	G	Management	Yes	Elect Director Joseph H. Osnoss	For	No
Thematics Safety	GPN	Global Payments Inc.	USA	G	Management	Yes	Elect Director William B. Plummer	For	No
Thematics Safety	GPN	Global Payments Inc.	USA	G	Management	Yes	Elect Director Jeffrey S. Sloan	For	No
Thematics Safety	GPN	Global Payments Inc.	USA	G	Management	Yes	Elect Director John T. Turner	For	No
Thematics Safety	GPN	Global Payments Inc.	USA	G	Management	Yes	Elect Director M. Troy Woods	For	No
Thematics Safety	GPN	Global Payments Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	GPN	Global Payments Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Safety	GPN	Global Payments Inc.	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Safety	GPN	Global Payments Inc.	USA	G	Shareholder	Yes	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Yes
Thematics Safety	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Safety	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Safety	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Safety	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Elect Steve Gunning as Director	For	No
Thematics Safety	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Dame Louise Makin as Director	For	No

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

Thematics Safety	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Marc Ronchetti as Director	For	No
Thematics Safety	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Jennifer Ward as Director	For	No
Thematics Safety	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Carole Cran as Director	For	No
Thematics Safety	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Jo Harlow as Director	For	No
Thematics Safety	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Dharmash Mistry as Director	For	No
Thematics Safety	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Sharmila Nebhrajani as Director	For	No
Thematics Safety	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Tony Rice as Director	For	No
Thematics Safety	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Roy Twite as Director	For	No
Thematics Safety	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Reappoint PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Safety	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Safety	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Safety	HLMA	Halma Plc	United Kingdom	S	Management	Yes	Authorise UK Political Donations and Expenditure	For	No
Thematics Safety	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Safety	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 Safety	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Safety	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Safety	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Jean Blackwell	For	No
Thematics Safety	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Pierre Cohade	For	No
Thematics Safety	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Michael E. Daniels	For	No

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

Thematics Safety	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director W. Roy Dunbar	For	No
Thematics Safety	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Gretchen R. Haggerty	For	No
Thematics Safety	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Ayesha Khanna	For	No
Thematics Safety	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Simone Menne	For	No
Thematics Safety	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director George R. Oliver	For	No
Thematics Safety	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Jurgen Tinggren	For	No
Thematics Safety	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Mark Vergnano	For	No
Thematics Safety	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director John D. Young	For	No
Thematics Safety	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Safety	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Authorize Board to Fix Remuneration of Auditors	For	No
Thematics Safety	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Authorize Market Purchases of Company Shares	For	No
Thematics Safety	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Determine Price Range for Reissuance of Treasury Shares	For	No
Thematics Safety	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Safety	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Approve the Directors' Authority to Allot Shares	For	No
Thematics Safety	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Approve the Disapplication of Statutory Pre-Emption Rights	For	No
Thematics Safety	LFUS	Littelfuse, Inc.	USA	G	Management	Yes	Elect Director Kristina A. Cerniglia	For	No
Thematics Safety	LFUS	Littelfuse, Inc.	USA	G	Management	Yes	Elect Director Tzau-Jin Chung	For	No
Thematics Safety	LFUS	Littelfuse, Inc.	USA	G	Management	Yes	Elect Director Cary T. Fu	For	No

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

Thematics Safety	LFUS	Littelfuse, Inc.	USA	G	Management	Yes	Elect Director Maria C. Green	For	No
Thematics Safety	LFUS	Littelfuse, Inc.	USA	G	Management	Yes	Elect Director Anthony Grillo	For	No
Thematics Safety	LFUS	Littelfuse, Inc.	USA	G	Management	Yes	Elect Director David W. Heinzmann	For	No
Thematics Safety	LFUS	Littelfuse, Inc.	USA	G	Management	Yes	Elect Director Gordon Hunter	For	No
Thematics Safety	LFUS	Littelfuse, Inc.	USA	G	Management	Yes	Elect Director William P. Noglows	For	No
Thematics Safety	LFUS	Littelfuse, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	LFUS	Littelfuse, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Safety	LFUS	Littelfuse, Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	For	No
Thematics Safety	LFUS	Littelfuse, Inc.	USA	G	Management	Yes	Ratify Grant Thornton LLP as Auditors	For	No
Thematics Safety	MSA	MSA SAFETY INCORPORATED	USA	G	Management	Yes	Elect Director William M. Lambert	For	No
Thematics Safety	MSA	MSA SAFETY INCORPORATED	USA	G	Management	Yes	Elect Director Diane M. Pearse	For	No
Thematics Safety	MSA	MSA SAFETY INCORPORATED	USA	G	Management	Yes	Elect Director Nishan J. Vartanian	For	No
Thematics Safety	MSA	MSA SAFETY INCORPORATED	USA	G	Management	Yes	Approve Omnibus Stock Plan	For	No
Thematics Safety	MSA	MSA SAFETY INCORPORATED	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditor	For	No
Thematics Safety	MSA	MSA SAFETY INCORPORATED	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	MSA	MSA SAFETY INCORPORATED	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Safety	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Sherry A. Aaholm	For	No
Thematics Safety	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Jerry W. Burriss	For	No
Thematics Safety	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Susan M. Cameron	For	No

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

Thematics Safety	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Michael L. Ducker	For	No
Thematics Safety	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Randall J. Hogan	For	No
Thematics Safety	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Danita K. Ostling	For	No
Thematics Safety	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Nicola Palmer	For	No
Thematics Safety	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Herbert K. Parker	For	No
Thematics Safety	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Greg Scheu	For	No
Thematics Safety	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Beth A. Wozniak	For	No
Thematics Safety	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No
Thematics Safety	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Authorize Board to Issue of Shares under Irish Law	For	No
Thematics Safety	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	For	No
Thematics Safety	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Authorize Price Range for Reissuance of Treasury Shares	For	No
Thematics Safety	OKTA	Okta, Inc.	USA	G	Management	Yes	Elect Director Shellye Archambeau	Withhold	Yes
Thematics Safety	OKTA	Okta, Inc.	USA	G	Management	Yes	Elect Director Robert L. Dixon, Jr.	Withhold	Yes
Thematics Safety	OKTA	Okta, Inc.	USA	G	Management	Yes	Elect Director Benjamin Horowitz	Withhold	Yes
Thematics Safety	OKTA	Okta, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Safety	OKTA	Okta, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	OSIS	OSI Systems, Inc.	USA	G	Management	Yes	Elect Director Deepak Chopra	For	No
Thematics Safety	OSIS	OSI Systems, Inc.	USA	G	Management	Yes	Elect Director William F. Ballhaus, Jr.	For	No

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

Thematics Safety	OSIS	OSI Systems, Inc.	USA	G	Management	Yes	Elect Director Kelli Bernard	For	No
Thematics Safety	OSIS	OSI Systems, Inc.	USA	G	Management	Yes	Elect Director Gerald Chizever	For	No
Thematics Safety	OSIS	OSI Systems, Inc.	USA	G	Management	Yes	Elect Director James B. Hawkins	For	No
Thematics Safety	OSIS	OSI Systems, Inc.	USA	G	Management	Yes	Elect Director Meyer Luskin	For	No
Thematics Safety	OSIS	OSI Systems, Inc.	USA	G	Management	Yes	Ratify Grant Thornton LLP as Auditors	For	No
Thematics Safety	OSIS	OSI Systems, Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	For	No
Thematics Safety	OSIS	OSI Systems, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	OSIS	OSI Systems, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Safety	PANW	Palo Alto Networks, Inc.	USA	G	Management	Yes	Elect Director Nikesh Arora	For	No
Thematics Safety	PANW	Palo Alto Networks, Inc.	USA	G	Management	Yes	Elect Director Aparna Bawa	For	No
Thematics Safety	PANW	Palo Alto Networks, Inc.	USA	G	Management	Yes	Elect Director Carl Eschenbach	For	No
Thematics Safety	PANW	Palo Alto Networks, Inc.	USA	G	Management	Yes	Elect Director Lorraine Twohill	For	No
Thematics Safety	PANW	Palo Alto Networks, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Safety	PANW	Palo Alto Networks, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Safety	PANW	Palo Alto Networks, Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	Against	Yes
Thematics Safety	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Elect Director Rodney C. Adkins	For	No
Thematics Safety	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Elect Director Jonathan Christodoro	For	No
Thematics Safety	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Elect Director John J. Donahoe	For	No
Thematics Safety	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Elect Director David W. Dorman	For	No

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

Thematics Safety	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Elect Director Belinda J. Johnson	For	No
Thematics Safety	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Elect Director Enrique Lores	For	No
Thematics Safety	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Elect Director Gail J. McGovern	For	No
Thematics Safety	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Elect Director Deborah M. Messemer	For	No
Thematics Safety	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Elect Director David M. Moffett	For	No
Thematics Safety	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Elect Director Ann M. Sarnoff	For	No
Thematics Safety	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Elect Director Daniel H. Schulman	For	No
Thematics Safety	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Elect Director Frank D. Yeary	For	No
Thematics Safety	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	For	No
Thematics Safety	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Safety	PYPL	PayPal Holdings, Inc.	USA	S	Shareholder	Yes	Adopt a Policy on Services in Conflict Zones	Against	No
Thematics Safety	PYPL	PayPal Holdings, Inc.	USA	S	Shareholder	Yes	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For	Yes
Thematics Safety	PYPL	PayPal Holdings, Inc.	USA	S	Shareholder	No	Report on PayPal's Nondiscriminatory Provision of Financial Services - Withdrawn		No
Thematics Safety	PYPL	PayPal Holdings, Inc.	USA	E,S	Shareholder	Yes	Report on Ensuring Respect for Civil Liberties	Against	No
Thematics Safety	PYPL	PayPal Holdings, Inc.	USA	G	Shareholder	Yes	Adopt Majority Vote Standard for Director Elections	Against	No
Thematics Safety	RPD	Rapid7, Inc.	USA	G	Management	Yes	Elect Director Michael Berry	For	No
Thematics Safety	RPD	Rapid7, Inc.	USA	G	Management	Yes	Elect Director Marc Brown	For	No
Thematics Safety	RPD	Rapid7, Inc.	USA	G	Management	Yes	Elect Director Judy Bruner	For	No

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

Thematics Safety	RPD	Rapid7, Inc.	USA	G	Management	Yes	Elect Director Benjamin Holzman	For	No
Thematics Safety	RPD	Rapid7, Inc.	USA	G	Management	Yes	Elect Director Christina Kosmowski	For	No
Thematics Safety	RPD	Rapid7, Inc.	USA	G	Management	Yes	Elect Director J. Benjamin Nye	For	No
Thematics Safety	RPD	Rapid7, Inc.	USA	G	Management	Yes	Elect Director Tom Schodorf	For	No
Thematics Safety	RPD	Rapid7, Inc.	USA	G	Management	Yes	Elect Director Reeny Sondhi	For	No
Thematics Safety	RPD	Rapid7, Inc.	USA	G	Management	Yes	Elect Director Corey Thomas	For	No
Thematics Safety	RPD	Rapid7, Inc.	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Safety	RPD	Rapid7, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Safety	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Safety	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Approve Restricted Share Plan	For	No
Thematics Safety	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Approve Deferred Bonus Plan	For	No
Thematics Safety	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Safety	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Elect David Frear as Director	For	No
Thematics Safety	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Elect Sally Johnson as Director	For	No
Thematics Safety	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Re-elect Stuart Ingall-Tombs as Director	For	No
Thematics Safety	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Re-elect Sarosh Mistry as Director	For	No
Thematics Safety	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Re-elect John Pettigrew as Director	For	No
Thematics Safety	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Re-elect Andy Ransom as Director	For	No

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

Thematics Safety	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Re-elect Richard Solomons as Director	For	No
Thematics Safety	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Re-elect Cathy Turner as Director	For	No
Thematics Safety	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Re-elect Linda Yueh as Director	For	No
Thematics Safety	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Reappoint PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Safety	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Safety	RTO	Rentokil Initial Plc	United Kingdom	S	Management	Yes	Authorise UK Political Donations and Expenditure	For	No
Thematics Safety	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Safety	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Safety	RTO	Rentokil Initial 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 Safety	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Safety	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Safety	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Adopt New Articles of Association	For	No
Thematics Safety	ROL	Rollins, Inc.	USA	G	Management	Yes	Elect Director Jerry E. Gahlhoff, Jr.	For	No
Thematics Safety	ROL	Rollins, Inc.	USA	G	Management	Yes	Elect Director Patrick J. Gunning	For	No
Thematics Safety	ROL	Rollins, Inc.	USA	G	Management	Yes	Elect Director Gregory B. Morrison	For	No
Thematics Safety	ROL	Rollins, Inc.	USA	G	Management	Yes	Elect Director Jerry W. Nix	For	No
Thematics Safety	ROL	Rollins, Inc.	USA	G	Management	Yes	Elect Director P. Russell Hardin	For	No
Thematics Safety	ROL	Rollins, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	ROL	Rollins, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	Yes

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

Thematics Safety	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Susan L. Bostrom	For	No
Thematics Safety	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Teresa Briggs	For	No
Thematics Safety	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Jonathan C. Chadwick	For	No
Thematics Safety	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Paul E. Chamberlain	For	No
Thematics Safety	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Lawrence J. Jackson, Jr.	For	No
Thematics Safety	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Frederic B. Luddy	For	No
Thematics Safety	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director William R. McDermott	For	No
Thematics Safety	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Jeffrey A. Miller	For	No
Thematics Safety	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Joseph 'Larry' Quinlan	For	No
Thematics Safety	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Anita M. Sands	For	No
Thematics Safety	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Safety	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Safety	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	For	No
Thematics Safety	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Deborah Black	For	No
Thematics Safety	SPLK	Splunk Inc.	USA	G	Management	Yes	Elect Director Patricia Morrison	For	No
Thematics Safety	SPLK	Splunk Inc.	USA	G	Management	Yes	Elect Director David Tunnell	For	No
Thematics Safety	SPLK	Splunk Inc.	USA	G	Management	Yes	Elect Director Dennis L. Via	For	No
Thematics Safety	SPLK	Splunk Inc.	USA	G	Management	Yes	Elect Director Luis Visoso	For	No
Thematics Safety	SPLK	Splunk Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No

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

Thematics Safety	SPLK	Splunk Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Safety	SPLK	Splunk Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	Against	Yes
Thematics Safety	SPLK	Splunk Inc.	USA	G	Management	Yes	Approve Merger Agreement	For	No
Thematics Safety	SPLK	Splunk Inc.	USA	G	Management	Yes	Advisory Vote on Golden Parachutes	For	No
Thematics Safety	SPLK	Splunk Inc.	USA	G	Management	Yes	Adjourn Meeting	For	No
Thematics Safety	SRCL	Stericycle, Inc.	USA	G	Management	Yes	Elect Director Robert S. Murley	For	No
Thematics Safety	SRCL	Stericycle, Inc.	USA	G	Management	Yes	Elect Director Cindy J. Miller	For	No
Thematics Safety	SRCL	Stericycle, Inc.	USA	G	Management	Yes	Elect Director Brian P. Anderson	For	No
Thematics Safety	SRCL	Stericycle, Inc.	USA	G	Management	Yes	Elect Director Lynn D. Bleil	For	No
Thematics Safety	SRCL	Stericycle, Inc.	USA	G	Management	Yes	Elect Director Thomas F. Chen	For	No
Thematics Safety	SRCL	Stericycle, Inc.	USA	G	Management	Yes	Elect Director Victoria L. Dolan	For	No
Thematics Safety	SRCL	Stericycle, Inc.	USA	G	Management	Yes	Elect Director Naren K. Gursahaney	For	No
Thematics Safety	SRCL	Stericycle, Inc.	USA	G	Management	Yes	Elect Director J. Joel Hackney, Jr.	For	No
Thematics Safety	SRCL	Stericycle, Inc.	USA	G	Management	Yes	Elect Director Stephen C. Hooley	For	No
Thematics Safety	SRCL	Stericycle, Inc.	USA	G	Management	Yes	Elect Director James L. Welch	For	No
Thematics Safety	SRCL	Stericycle, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	SRCL	Stericycle, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Safety	SRCL	Stericycle, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Safety	SRCL	Stericycle, Inc.	USA	S	Shareholder	Yes	Report on Political Contributions	For	Yes

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

Thematics Safety	SRCL	Stericycle, Inc.	USA	G	Shareholder	Yes	Limit Accelerated Vesting of Equity Awards Upon a Change in Control	For	Yes
Thematics Safety	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Esther M. Alegria	For	No
Thematics Safety	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Richard C. Breeden	For	No
Thematics Safety	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Daniel A. Carestio	For	No
Thematics Safety	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Cynthia L. Feldmann	For	No
Thematics Safety	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Christopher S. Holland	For	No
Thematics Safety	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Jacqueline B. Kosecoff	For	No
Thematics Safety	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Paul E. Martin	For	No
Thematics Safety	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Nirav R. Shah	For	No
Thematics Safety	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Mohsen M. Sohi	For	No
Thematics Safety	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Richard M. Steeves	For	No
Thematics Safety	STE	STERIS plc	Ireland	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Safety	STE	STERIS plc	Ireland	G	Management	Yes	Appoint Ernst & Young Chartered Accountants as Irish Statutory Auditor	For	No
Thematics Safety	STE	STERIS plc	Ireland	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Safety	STE	STERIS plc	Ireland	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	STE	STERIS plc	Ireland	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Safety	STE	STERIS plc	Ireland	G	Management	Yes	Renew the Board's Authority to Issue Shares Under Irish Law	For	No
Thematics Safety	STE	STERIS plc	Ireland	G	Management	Yes	Renew the Board's Authority to Opt-Out of Statutory Pre-emption Rights Under Irish Law	For	No
Thematics Safety	SNPS	Synopsys, Inc.	USA	G	Management	Yes	Elect Director Aart J. de Geus	For	No

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

Thematics Safety	SNPS	Synopsys, Inc.	USA	G	Management	Yes	Elect Director Luis Borgen	For	No
Thematics Safety	SNPS	Synopsys, Inc.	USA	G	Management	Yes	Elect Director Marc N. Casper	For	No
Thematics Safety	SNPS	Synopsys, Inc.	USA	G	Management	Yes	Elect Director Janice D. Chaffin	For	No
Thematics Safety	SNPS	Synopsys, Inc.	USA	G	Management	Yes	Elect Director Bruce R. Chizen	For	No
Thematics Safety	SNPS	Synopsys, Inc.	USA	G	Management	Yes	Elect Director Mercedes Johnson	For	No
Thematics Safety	SNPS	Synopsys, Inc.	USA	G	Management	Yes	Elect Director Jeannine P. Sargent	For	No
Thematics Safety	SNPS	Synopsys, Inc.	USA	G	Management	Yes	Elect Director John G. Schwarz	For	No
Thematics Safety	SNPS	Synopsys, Inc.	USA	G	Management	Yes	Elect Director Roy Vallee	For	No
Thematics Safety	SNPS	Synopsys, Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	For	No
Thematics Safety	SNPS	Synopsys, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Safety	SNPS	Synopsys, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	SNPS	Synopsys, Inc.	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Safety	SNPS	Synopsys, Inc.	USA	G	Shareholder	Yes	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	Yes
Thematics Safety	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Marc N. Casper	For	No
Thematics Safety	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Nelson J. Chai	For	No
Thematics Safety	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Ruby R. Chandy	For	No
Thematics Safety	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director C. Martin Harris	For	No
Thematics Safety	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Tyler Jacks	For	No
Thematics Safety	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director R. Alexandra Keith	For	No

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

Thematics Safety	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director James C. Mullen	For	No
Thematics Safety	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Lars R. Sorensen	For	No
Thematics Safety	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Debora L. Spar	For	No
Thematics Safety	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Scott M. Sperling	For	No
Thematics Safety	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Dion J. Weisler	For	No
Thematics Safety	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Safety	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Safety	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	For	No
Thematics Safety	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Approve Qualified Employee Stock Purchase Plan	For	No
Thematics Safety	TRU	TransUnion	USA	G	Management	Yes	Elect Director George M. Awad	For	No
Thematics Safety	TRU	TransUnion	USA	G	Management	Yes	Elect Director William P. (Billy) Bosworth	For	No
Thematics Safety	TRU	TransUnion	USA	G	Management	Yes	Elect Director Christopher A. Cartwright	For	No
Thematics Safety	TRU	TransUnion	USA	G	Management	Yes	Elect Director Suzanne P. Clark	For	No
Thematics Safety	TRU	TransUnion	USA	G	Management	Yes	Elect Director Hamidou Dia	For	No
Thematics Safety	TRU	TransUnion	USA	G	Management	Yes	Elect Director Russell P. Fradin	For	No
Thematics Safety	TRU	TransUnion	USA	G	Management	Yes	Elect Director Charles E. Gottdiener	For	No
Thematics Safety	TRU	TransUnion	USA	G	Management	Yes	Elect Director Pamela A. Joseph	For	No
Thematics Safety	TRU	TransUnion	USA	G	Management	Yes	Elect Director Thomas L. Monahan, III	For	No

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

Thematics Safety	TRU	TransUnion	USA	G	Management	Yes	Elect Director Ravi Kumar Singiseti	For	No
Thematics Safety	TRU	TransUnion	USA	G	Management	Yes	Elect Director Linda K. Zukauckas	For	No
Thematics Safety	TRU	TransUnion	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Safety	TRU	TransUnion	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	VRNS	Varonis Systems, Inc.	USA	G	Management	Yes	Elect Director Yakov Faitelson	For	No
Thematics Safety	VRNS	Varonis Systems, Inc.	USA	G	Management	Yes	Elect Director Thomas F. Mendoza	For	No
Thematics Safety	VRNS	Varonis Systems, Inc.	USA	G	Management	Yes	Elect Director Avrohom J. Kess	For	No
Thematics Safety	VRNS	Varonis Systems, Inc.	USA	G	Management	Yes	Elect Director Ohad Korkus	For	No
Thematics Safety	VRNS	Varonis Systems, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	VRNS	Varonis Systems, Inc.	USA	G	Management	Yes	Ratify Kost Forer Gabbay & Kasierer as Auditors	For	No
Thematics Safety	VRNS	Varonis Systems, Inc.	USA	G	Management	Yes	Approve Omnibus Stock Plan	For	No
Thematics Safety	V	Visa Inc.	USA	G	Management	Yes	Elect Director Lloyd A. Carney	For	No
Thematics Safety	V	Visa Inc.	USA	G	Management	Yes	Elect Director Kermit R. Crawford	For	No
Thematics Safety	V	Visa Inc.	USA	G	Management	Yes	Elect Director Francisco Javier Fernandez-Carbajal	For	No
Thematics Safety	V	Visa Inc.	USA	G	Management	Yes	Elect Director Alfred F. Kelly, Jr.	For	No
Thematics Safety	V	Visa Inc.	USA	G	Management	Yes	Elect Director Ramon Laguarta	For	No
Thematics Safety	V	Visa Inc.	USA	G	Management	Yes	Elect Director Teri L. List	For	No
Thematics Safety	V	Visa Inc.	USA	G	Management	Yes	Elect Director John F. Lundgren	For	No
Thematics Safety	V	Visa Inc.	USA	G	Management	Yes	Elect Director Denise M. Morrison	For	No

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

Thematics Safety	V	Visa Inc.	USA	G	Management	Yes	Elect Director Linda J. Rendle	For	No
Thematics Safety	V	Visa Inc.	USA	G	Management	Yes	Elect Director Maynard G. Webb, Jr.	For	No
Thematics Safety	V	Visa Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	V	Visa Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Safety	V	Visa Inc.	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Safety	V	Visa Inc.	USA	G	Shareholder	Yes	Require Independent Board Chair	For	Yes
Thematics Safety	WAB	Westinghouse Air Brake Technologies Corporation	USA	G	Management	Yes	Elect Director Rafael Santana	For	No
Thematics Safety	WAB	Westinghouse Air Brake Technologies Corporation	USA	G	Management	Yes	Elect Director Lee C. Banks	For	No
Thematics Safety	WAB	Westinghouse Air Brake Technologies Corporation	USA	G	Management	Yes	Elect Director Byron S. Foster	For	No
Thematics Safety	WAB	Westinghouse Air Brake Technologies Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	WAB	Westinghouse Air Brake Technologies Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Safety	WAB	Westinghouse Air Brake Technologies Corporation	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Safety	WLN	Worldline SA	France	G	Management	Yes	Approve Financial Statements and Statutory Reports	For	No
Thematics Safety	WLN	Worldline SA	France	G	Management	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	No
Thematics Safety	WLN	Worldline SA	France	G	Management	Yes	Approve Allocation of Income and Absence of Dividends	For	No
Thematics Safety	WLN	Worldline SA	France	G	Management	Yes	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No
Thematics Safety	WLN	Worldline SA	France	G	Management	Yes	Reelect Bernard Bourigeaud as Director	For	No
Thematics Safety	WLN	Worldline SA	France	G	Management	Yes	Reelect Gilles Grapinet as Director	For	No
Thematics Safety	WLN	Worldline SA	France	G	Management	Yes	Reelect Gilles Arditti as Director	For	No

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

Thematics Safety	WLN	Worldline SA	France	G	Management	Yes	Reelect Aldo Cardoso as Director	For	No
Thematics Safety	WLN	Worldline SA	France	G	Management	Yes	Reelect Giulia Fitzpatrick as Director	For	No
Thematics Safety	WLN	Worldline SA	France	G	Management	Yes	Reelect Thierry Sommelet as Director	For	No
Thematics Safety	WLN	Worldline SA	France	G	Management	Yes	Approve Compensation Report of Corporate Officers	For	No
Thematics Safety	WLN	Worldline SA	France	G	Management	Yes	Approve Compensation of Bernard Bourigeaud, Chairman of the Board	For	No
Thematics Safety	WLN	Worldline SA	France	G	Management	Yes	Approve Compensation of Gilles Grapinet, CEO	For	No
Thematics Safety	WLN	Worldline SA	France	G	Management	Yes	Approve Compensation of Marc-Henri Desportes, Vice-CEO	For	No
Thematics Safety	WLN	Worldline SA	France	G	Management	Yes	Approve Remuneration Policy of Chairman of the Board	For	No
Thematics Safety	WLN	Worldline SA	France	G	Management	Yes	Approve Remuneration Policy of CEO	For	No
Thematics Safety	WLN	Worldline SA	France	G	Management	Yes	Approve Remuneration Policy of Vice-CEO	For	No
Thematics Safety	WLN	Worldline SA	France	G	Management	Yes	Approve Remuneration Policy of Non-Executive Directors	For	No
Thematics Safety	WLN	Worldline SA	France	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Safety	WLN	Worldline SA	France	G	Management	Yes	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No
Thematics Safety	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 Safety	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 Safety	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 Safety	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 Safety	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 AM 2023 Voting activities
Thematics Safety
January 1st, 2023 - December 31st, 2023

Thematics Safety	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 Safety	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 Safety	WLN	Worldline SA	France	G	Management	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No
Thematics Safety	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 Safety	WLN	Worldline SA	France	G	Management	Yes	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	For	No
Thematics Safety	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 Safety	WLN	Worldline SA	France	G	Management	Yes	Amend Article 19 of Bylaws Re: Age Limit of Chairman of the Board	For	No
Thematics Safety	WLN	Worldline SA	France	G	Management	Yes	Authorize Filing of Required Documents/Other Formalities	For	No
Thematics Safety	ZBRA	Zebra Technologies Corporation	USA	G	Management	Yes	Elect Director William J. Burns	For	No
Thematics Safety	ZBRA	Zebra Technologies Corporation	USA	G	Management	Yes	Elect Director Linda M. Connly	For	No
Thematics Safety	ZBRA	Zebra Technologies Corporation	USA	G	Management	Yes	Elect Director Anders Gustafsson	For	No
Thematics Safety	ZBRA	Zebra Technologies Corporation	USA	G	Management	Yes	Elect Director Janice M. Roberts	For	No
Thematics Safety	ZBRA	Zebra Technologies Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Safety	ZBRA	Zebra Technologies Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Safety	ZBRA	Zebra Technologies Corporation	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Safety	ZS	Zscaler, Inc.	USA	G	Management	Yes	Elect Director Andrew Brown	Withhold	Yes
Thematics Safety	ZS	Zscaler, Inc.	USA	G	Management	Yes	Elect Director Scott Darling	Withhold	Yes
Thematics Safety	ZS	Zscaler, Inc.	USA	G	Management	Yes	Elect Director David Schneider	Withhold	Yes

Thematics AM 2023 Voting activities

Thematics Safety

January 1st, 2023 - December 31st, 2023

Thematics Safety	ZS	Zscaler, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Safety	ZS	Zscaler, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes