

Institutional Account Name	Ticker	Company Name	Country	ESG Pillar	Proponent	Votable Proposal	Proposal Text	Vote Instruction	Vote Against Management
Thematics Meta	AOS	A. O. Smith Corporation	USA	G	Management	Yes	Elect Director Ronald D. Brown	Withhold	Yes
Thematics Meta	AOS	A. O. Smith Corporation	USA	G	Management	Yes	Elect Director Earl E. Exum	For	No
Thematics Meta	AOS	A. O. Smith Corporation	USA	G	Management	Yes	Elect Director Michael M. Larsen	For	No
Thematics Meta	AOS	A. O. Smith Corporation	USA	G	Management	Yes	Elect Director Idelle K. Wolf	For	No
Thematics Meta	AOS	A. O. Smith Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	AOS	A. O. Smith Corporation	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	AOS	A. O. Smith Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	AOS	A. O. Smith Corporation	USA	S	Shareholder	Yes	Report on Whether Company Policies Reinforce Racism in Company Culture	For	Yes
Thematics Meta	ATVI	Activision Blizzard, Inc.	USA	S	Shareholder	No	Report on Prevention of Harassment and Discrimination in the Workplace - Withdrawn		No
Thematics Meta	AALB	Aalberts NV	Netherlands	G	Management	No	Open Meeting		No
Thematics Meta	AALB	Aalberts NV	Netherlands	G	Management	Yes	Elect T. (Thessa) Menssen to Supervisory Board	For	No
Thematics Meta	AALB	Aalberts NV	Netherlands	G	Management	Yes	Elect F. (Frank) Melzer to Supervisory Board	For	No
Thematics Meta	AALB	Aalberts NV	Netherlands	G	Management	No	Other Business (Non-Voting)		No
Thematics Meta	AALB	Aalberts NV	Netherlands	G	Management	No	Close Meeting		No
Thematics Meta	AALB	Aalberts NV	Netherlands	G	Management	No	Open Meeting		No
Thematics Meta	AALB	Aalberts NV	Netherlands	G	Management	No	Receive Annual Report		No
Thematics Meta	AALB	Aalberts NV	Netherlands	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	AALB	Aalberts NV	Netherlands	G	Management	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	No

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

Thematics Meta	AALB	Aalberts NV	Netherlands	G	Management	No	Receive Explanation on Company's Reserves and Dividend Policy		No
Thematics Meta	AALB	Aalberts NV	Netherlands	G	Management	Yes	Approve Dividends	For	No
Thematics Meta	AALB	Aalberts NV	Netherlands	G	Management	Yes	Approve Discharge of Management Board	For	No
Thematics Meta	AALB	Aalberts NV	Netherlands	G	Management	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Meta	AALB	Aalberts NV	Netherlands	G	Management	Yes	Reelect J. Van Der Zouw to Supervisory Board	Against	Yes
Thematics Meta	AALB	Aalberts NV	Netherlands	G	Management	Yes	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No
Thematics Meta	AALB	Aalberts NV	Netherlands	G	Management	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No
Thematics Meta	AALB	Aalberts NV	Netherlands	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Meta	AALB	Aalberts NV	Netherlands	G	Management	Yes	Reappoint Deloitte Accountants B.V. as Auditors	For	No
Thematics Meta	AALB	Aalberts NV	Netherlands	G	Management	No	Other Business (Non-Voting)		No
Thematics Meta	AALB	Aalberts NV	Netherlands	G	Management	No	Close Meeting		No
Thematics Meta	AALB	Aalberts NV	Netherlands	G	Management	No	Open Meeting		No
Thematics Meta	AALB	Aalberts NV	Netherlands	G	Management	Yes	Elect S. (Stephane) Simonetta to Management Board	For	No
Thematics Meta	AALB	Aalberts NV	Netherlands	G	Management	Yes	Approve Discharge of W.A. (Wim) Pelsma as Member of the Management Board	For	No
Thematics Meta	AALB	Aalberts NV	Netherlands	G	Management	No	Other Business (Non-Voting)		No
Thematics Meta	AALB	Aalberts NV	Netherlands	G	Management	No	Close Meeting		No
Thematics Meta	ATVI	Activision Blizzard, Inc.	USA	G	Management	Yes	Elect Director Reveta Bowers	For	No
Thematics Meta	ATVI	Activision Blizzard, Inc.	USA	G	Management	Yes	Elect Director Kerry Carr	For	No
Thematics Meta	ATVI	Activision Blizzard, Inc.	USA	G	Management	Yes	Elect Director Robert Corti	For	No

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

Thematics Meta	ATVI	Activision Blizzard, Inc.	USA	G	Management	Yes	Elect Director Brian Kelly	For	No
Thematics Meta	ATVI	Activision Blizzard, Inc.	USA	G	Management	Yes	Elect Director Robert Kotick	For	No
Thematics Meta	ATVI	Activision Blizzard, Inc.	USA	G	Management	Yes	Elect Director Barry Meyer	For	No
Thematics Meta	ATVI	Activision Blizzard, Inc.	USA	G	Management	Yes	Elect Director Robert Morgado	For	No
Thematics Meta	ATVI	Activision Blizzard, Inc.	USA	G	Management	Yes	Elect Director Peter Nolan	For	No
Thematics Meta	ATVI	Activision Blizzard, Inc.	USA	G	Management	Yes	Elect Director Dawn Ostroff	For	No
Thematics Meta	ATVI	Activision Blizzard, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	ATVI	Activision Blizzard, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	ATVI	Activision Blizzard, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	ATVI	Activision Blizzard, Inc.	USA	G	Shareholder	Yes	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Yes
Thematics Meta	ATVI	Activision Blizzard, Inc.	USA	S	Shareholder	Yes	Adopt Policy on Freedom of Association and Collective Bargaining	For	Yes
Thematics Meta	ADBE	Adobe Inc.	USA	S	Shareholder	Yes	Report on Hiring of Persons with Arrest or Incarceration Records	For	Yes
Thematics Meta	AWK	American Water Works Company, Inc.	USA	S	Shareholder	Yes	Oversee and Report a Racial Equity Audit	For	Yes
Thematics Meta	CTAS	Cintas Corporation	USA	S	Shareholder	Yes	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For	Yes
Thematics Meta	DHR	Danaher Corporation	USA	S	Shareholder	Yes	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For	Yes
Thematics Meta	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Amy Banse	For	No
Thematics Meta	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Brett Biggs	For	No
Thematics Meta	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Melanie Boulden	For	No
Thematics Meta	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Frank Calderoni	For	No

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

Thematics Meta	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Laura Desmond	For	No
Thematics Meta	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Shantanu Narayen	For	No
Thematics Meta	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Spencer Neumann	For	No
Thematics Meta	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Kathleen Oberg	For	No
Thematics Meta	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Dheeraj Pandey	For	No
Thematics Meta	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director David Ricks	For	No
Thematics Meta	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Daniel Rosensweig	For	No
Thematics Meta	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director John Warnock	For	No
Thematics Meta	ADBE	Adobe Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	For	No
Thematics Meta	ADBE	Adobe Inc.	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Meta	ADBE	Adobe Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	ADBE	Adobe Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	DXCM	DexCom, Inc.	USA	S	Shareholder	Yes	Report on Median Gender/Racial Pay Gap	For	Yes
Thematics Meta	WMS	Advanced Drainage Systems, Inc.	USA	G	Management	Yes	Elect Director D. Scott Barbour	For	No
Thematics Meta	WMS	Advanced Drainage Systems, Inc.	USA	G	Management	Yes	Elect Director Anesa T. Chaibi	For	No
Thematics Meta	WMS	Advanced Drainage Systems, Inc.	USA	G	Management	Yes	Elect Director Michael B. Coleman	For	No
Thematics Meta	WMS	Advanced Drainage Systems, Inc.	USA	G	Management	Yes	Elect Director Robert M. Eversole	For	No
Thematics Meta	WMS	Advanced Drainage Systems, Inc.	USA	G	Management	Yes	Elect Director Alexander R. Fischer	For	No
Thematics Meta	WMS	Advanced Drainage Systems, Inc.	USA	G	Management	Yes	Elect Director Tanya D. Fratto	For	No

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

Thematics Meta	WMS	Advanced Drainage Systems, Inc.	USA	G	Management	Yes	Elect Director Kelly S. Gast	For	No
Thematics Meta	WMS	Advanced Drainage Systems, Inc.	USA	G	Management	Yes	Elect Director M.A. (Mark) Haney	For	No
Thematics Meta	WMS	Advanced Drainage Systems, Inc.	USA	G	Management	Yes	Elect Director Ross M. Jones	For	No
Thematics Meta	WMS	Advanced Drainage Systems, Inc.	USA	G	Management	Yes	Elect Director Manuel J. Perez de la Mesa	For	No
Thematics Meta	WMS	Advanced Drainage Systems, Inc.	USA	G	Management	Yes	Elect Director Carl A. Nelson, Jr.	For	No
Thematics Meta	WMS	Advanced Drainage Systems, Inc.	USA	G	Management	Yes	Elect Director Anil Seetharam	For	No
Thematics Meta	WMS	Advanced Drainage Systems, Inc.	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Meta	WMS	Advanced Drainage Systems, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	AMD	Advanced Micro Devices, Inc.	USA	G	Management	Yes	Elect Director Nora M. Denzel	For	No
Thematics Meta	AMD	Advanced Micro Devices, Inc.	USA	G	Management	Yes	Elect Director Mark Durcan	For	No
Thematics Meta	AMD	Advanced Micro Devices, Inc.	USA	G	Management	Yes	Elect Director Michael P. Gregoire	For	No
Thematics Meta	AMD	Advanced Micro Devices, Inc.	USA	G	Management	Yes	Elect Director Joseph A. Householder	For	No
Thematics Meta	AMD	Advanced Micro Devices, Inc.	USA	G	Management	Yes	Elect Director John W. Marren	For	No
Thematics Meta	AMD	Advanced Micro Devices, Inc.	USA	G	Management	Yes	Elect Director Jon A. Olson	For	No
Thematics Meta	AMD	Advanced Micro Devices, Inc.	USA	G	Management	Yes	Elect Director Lisa T. Su	For	No
Thematics Meta	AMD	Advanced Micro Devices, Inc.	USA	G	Management	Yes	Elect Director Abhi Y. Talwalkar	For	No
Thematics Meta	AMD	Advanced Micro Devices, Inc.	USA	G	Management	Yes	Elect Director Elizabeth W. Vanderslice	For	No
Thematics Meta	AMD	Advanced Micro Devices, Inc.	USA	G	Management	Yes	Approve Omnibus Stock Plan	For	No
Thematics Meta	AMD	Advanced Micro Devices, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No

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

Thematics Meta	AMD	Advanced Micro Devices, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	AMD	Advanced Micro Devices, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	ADYEN	Adyen NV	Netherlands	G	Management	No	Open Meeting		No
Thematics Meta	ADYEN	Adyen NV	Netherlands	G	Management	No	Receive Report of Management Board and Supervisory Board (Non-Voting)		No
Thematics Meta	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Adopt Financial Statements and Statutory Reports	For	No
Thematics Meta	ADYEN	Adyen NV	Netherlands	G	Management	No	Receive Explanation on Company's Reserves and Dividend Policy		No
Thematics Meta	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Approve Remuneration Policy for Management Board	For	No
Thematics Meta	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Approve Remuneration Policy for the Supervisory Board	For	No
Thematics Meta	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Approve Increase Cap on Variable Remuneration for Staff Members	For	No
Thematics Meta	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Approve Discharge of Management Board	For	No
Thematics Meta	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Meta	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Reelect Ingo Uytdehaage to Management Board as Co-Chief Executive Officer	For	No
Thematics Meta	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Reelect Mariette Swart to Management Board as Chief Risk and Compliance Officer	For	No
Thematics Meta	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Elect Brooke Nayden to Management Board as Chief Human Resources Officer	For	No
Thematics Meta	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Elect Ethan Tandowsky to Management Board as Chief Financial Officer	For	No
Thematics Meta	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Reelect Pamela Joseph to Supervisory Board	For	No
Thematics Meta	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Reelect Joep van Beurden to Supervisory Board	For	No
Thematics Meta	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Amend Articles of Association	For	No

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

Thematics Meta	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No
Thematics Meta	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No
Thematics Meta	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Meta	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Reappoint PwC as Auditors	For	No
Thematics Meta	ADYEN	Adyen NV	Netherlands	G	Management	No	Close Meeting		No
Thematics Meta	ACM	AECOM	USA	G	Management	Yes	Elect Director Bradley W. Buss	For	No
Thematics Meta	ACM	AECOM	USA	G	Management	Yes	Elect Director Lydia H. Kennard	For	No
Thematics Meta	ACM	AECOM	USA	G	Management	Yes	Elect Director Kristy Pipes	For	No
Thematics Meta	ACM	AECOM	USA	G	Management	Yes	Elect Director Troy Rudd	For	No
Thematics Meta	ACM	AECOM	USA	G	Management	Yes	Elect Director Douglas W. Stotlar	For	No
Thematics Meta	ACM	AECOM	USA	G	Management	Yes	Elect Director Daniel R. Tishman	For	No
Thematics Meta	ACM	AECOM	USA	G	Management	Yes	Elect Director Sander van't Noordende	For	No
Thematics Meta	ACM	AECOM	USA	G	Management	Yes	Elect Director Janet C. Wolfenbarger	For	No
Thematics Meta	ACM	AECOM	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	ACM	AECOM	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	ACM	AECOM	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	ALRM	Alarm.com Holdings, Inc.	USA	G	Management	Yes	Elect Director Donald Clarke	For	No
Thematics Meta	ALRM	Alarm.com Holdings, Inc.	USA	G	Management	Yes	Elect Director Stephen Evans	For	No
Thematics Meta	ALRM	Alarm.com Holdings, Inc.	USA	G	Management	Yes	Elect Director Timothy McAdam	For	No

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

Thematics Meta	ALRM	Alarm.com Holdings, Inc.	USA	G	Management	Yes	Elect Director Timothy J. Whall	For	No
Thematics Meta	ALRM	Alarm.com Holdings, Inc.	USA	G	Management	Yes	Elect Director Simone Wu	For	No
Thematics Meta	ALRM	Alarm.com Holdings, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	ALRM	Alarm.com Holdings, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	ALRM	Alarm.com Holdings, Inc.	USA	G	Shareholder	Yes	Amend Bylaws to Allow Time for Votes to be Casted or Changed After a Final Proposal is Presented at the Annual Meeting	Against	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Approve Discharge of Board and Senior Management	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Approve Allocation of Income and Dividends of CHF 0.21 per Share	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Approve Remuneration Report (Non-Binding)	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Approve Remuneration of Directors in the Amount of CHF 3.9 Million	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Approve Remuneration of Executive Committee in the Amount of CHF 41.9 Million	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Michael Ball as Director and Board Chair	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Lynn Bleil as Director	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Raquel Bono as Director	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Arthur Cummings as Director	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect David Endicott as Director	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Thomas Glanzmann as Director	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Keith Grossman as Director	Against	Yes
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Scott Maw as Director	For	No

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

Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Karen May as Director	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Ines Poeschel as Director	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Dieter Spaelti as Director	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reappoint Thomas Glanzmann as Member of the Compensation Committee	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reappoint Scott Maw as Member of the Compensation Committee	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reappoint Karen May as Member of the Compensation Committee	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reappoint Ines Poeschel as Member of the Compensation Committee	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Designate Hartmann Dreyer as Independent Proxy	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Ratify PricewaterhouseCoopers SA as Auditors	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Approve Creation of Capital Band within the Upper Limit of CHF 22 Million and the Lower Limit of CHF 19 Million with or without Exclusion of Preemptive Rights	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Approve Creation of CHF 2 Million Pool of Conditional Capital for Financings, Mergers and Acquisitions	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Amend Articles Re: Conversion of Shares; Subscription Rights	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Amend Articles Re: General Meetings	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Amend Articles Re: Board Meetings; Powers of the Board of Directors	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No
Thematics Meta	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Transact Other Business (Voting)	Against	Yes
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	No	Open Meeting		No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Elect Chairman of Meeting	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	No	Prepare and Approve List of Shareholders		No

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

Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Agenda of Meeting	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	No	Designate Inspector(s) of Minutes of Meeting		No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Acknowledge Proper Convening of Meeting	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	No	Receive CEO's Report		No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	No	Receive Financial Statements and Statutory Reports		No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Allocation of Income and Dividends of SEK 6 Per Share	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of CEO Tom Erixon	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Dennis Jonsson	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Finn Rausing	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Henrik Lange	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Jorn Rausing	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Lilian Fossum Biner	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Maria Moraeus Hanssen	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Ray Mauritsson	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Ulf Wiinberg	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Helene Mellquist	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Bror Garcia Lant	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Henrik Nielsen	For	No

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

Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Johan Ranhog	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Johnny Hulthen	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Stefan Sandell	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Leif Norkvist	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Determine Number of Directors (9) and Deputy Directors (0) of Board	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Fix Number of Auditors (2) and Deputy Auditors (2)	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Remuneration of Directors in the Amount of SEK 1.95 Million to the Chair and SEK 650,000 to Other Directors	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Remuneration of Committee Work	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Remuneration of Auditors	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Reelect Dennis Jonsson as Director	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Reelect Finn Rausing as Director	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Reelect Henrik Lange as Director	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Reelect Jorn Rausing as Director	Against	Yes
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Reelect Lilian Fossum Biner as Director	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Reelect Ray Mauritsson as Director	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Reelect Ulf Wiinberg as Director	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Elect Anna Muller as New Director	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Elect Nadine Crauwels as New Director	For	No

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

Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Elect Dennis Jonsson as Board Chair	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Ratify Karoline Tedevall as Auditor	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Ratify Andreas Troberg as Auditor	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Ratify Henrik Jonzen as Deputy Auditor	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Ratify Andreas Mast as Deputy Auditor	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve SEK 1.49 Million Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 1.49 Million for a Bonus Issue	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	No
Thematics Meta	ALFA	Alfa Laval AB	Sweden	G	Management	No	Close Meeting		No
Thematics Meta	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Elect Director Larry Page	For	No
Thematics Meta	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Elect Director Sergey Brin	For	No
Thematics Meta	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Elect Director Sundar Pichai	For	No
Thematics Meta	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Elect Director John L. Hennessy	Against	Yes
Thematics Meta	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Elect Director Frances H. Arnold	Against	Yes
Thematics Meta	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Elect Director R. Martin "Marty" Chavez	For	No
Thematics Meta	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Elect Director L. John Doerr	For	No
Thematics Meta	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Elect Director Roger W. Ferguson, Jr.	For	No
Thematics Meta	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Elect Director Ann Mather	For	No
Thematics Meta	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Elect Director K. Ram Shriram	For	No
Thematics Meta	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Elect Director Robin L. Washington	For	No

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

Thematics Meta	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	Against	Yes
Thematics Meta	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Meta	GOOGL	Alphabet Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	Yes
Thematics Meta	GOOGL	Alphabet Inc.	USA	S	Shareholder	Yes	Report on Lobbying Payments and Policy	For	Yes
Thematics Meta	GOOGL	Alphabet Inc.	USA	E,S	Shareholder	Yes	Publish Congruency Report on Partnerships with Globalist Organizations and Company Fiduciary Duties	Against	No
Thematics Meta	GOOGL	Alphabet Inc.	USA	E	Shareholder	Yes	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	For	Yes
Thematics Meta	GOOGL	Alphabet Inc.	USA	S	Shareholder	Yes	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For	Yes
Thematics Meta	GOOGL	Alphabet Inc.	USA	S	Shareholder	Yes	Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	For	Yes
Thematics Meta	GOOGL	Alphabet Inc.	USA	S	Shareholder	Yes	Publish Independent Human Rights Impact Assessment of Targeted Advertising Technology	For	Yes
Thematics Meta	GOOGL	Alphabet Inc.	USA	S	Shareholder	Yes	Disclose More Quantitative and Qualitative Information on Algorithmic Systems	For	Yes
Thematics Meta	GOOGL	Alphabet Inc.	USA	S	Shareholder	Yes	Report on Alignment of YouTube Policies With Online Safety Regulations	For	Yes
Thematics Meta	GOOGL	Alphabet Inc.	USA	E,S	Shareholder	Yes	Report on Content Governance and Censorship	Against	No
Thematics Meta	GOOGL	Alphabet Inc.	USA	E,S	Shareholder	Yes	Commission Independent Assessment of Effectiveness of Audit and Compliance Committee	For	Yes
Thematics Meta	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 Meta	GOOGL	Alphabet Inc.	USA	G	Shareholder	Yes	Adopt Share Retention Policy For Senior Executives	For	Yes
Thematics Meta	GOOGL	Alphabet Inc.	USA	G	Shareholder	Yes	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	Yes
Thematics Meta	ALTR	Altair Engineering Inc.	USA	G	Management	Yes	Elect Director James R. Scapa	Withhold	Yes
Thematics Meta	ALTR	Altair Engineering Inc.	USA	G	Management	Yes	Elect Director Stephen Earhart	Withhold	Yes

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

Thematics Meta	ALTR	Altair Engineering Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	ALTR	Altair Engineering Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	AWK	American Water Works Company, Inc.	USA	G	Management	Yes	Elect Director Jeffrey N. Edwards	For	No
Thematics Meta	AWK	American Water Works Company, Inc.	USA	G	Management	Yes	Elect Director Martha Clark Goss	For	No
Thematics Meta	AWK	American Water Works Company, Inc.	USA	G	Management	Yes	Elect Director M. Susan Hardwick	For	No
Thematics Meta	AWK	American Water Works Company, Inc.	USA	G	Management	Yes	Elect Director Kimberly J. Harris	For	No
Thematics Meta	AWK	American Water Works Company, Inc.	USA	G	Management	Yes	Elect Director Laurie P. Havanec	For	No
Thematics Meta	AWK	American Water Works Company, Inc.	USA	G	Management	Yes	Elect Director Julia L. Johnson	For	No
Thematics Meta	AWK	American Water Works Company, Inc.	USA	G	Management	Yes	Elect Director Patricia L. Kampling	For	No
Thematics Meta	AWK	American Water Works Company, Inc.	USA	G	Management	Yes	Elect Director Karl F. Kurz	For	No
Thematics Meta	AWK	American Water Works Company, Inc.	USA	G	Management	Yes	Elect Director Michael L. Marberry	For	No
Thematics Meta	AWK	American Water Works Company, Inc.	USA	G	Management	Yes	Elect Director James G. Stavridis	For	No
Thematics Meta	AWK	American Water Works Company, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	AWK	American Water Works Company, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	AWK	American Water Works Company, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	DLR	Digital Realty Trust, Inc.	USA	S	Shareholder	Yes	Report on Risks Associated with Use of Concealment Clauses	For	Yes
Thematics Meta	DLR	Digital Realty Trust, Inc.	USA	S	Shareholder	Yes	Report on Whether Company Policies Reinforce Racism in Company Culture	For	Yes
Thematics Meta	AMP	Amplifon SpA	Italy	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Meta	AMP	Amplifon SpA	Italy	G	Management	Yes	Approve Allocation of Income	For	No

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

Thematics Meta	AMP	Amplifon SpA	Italy	G	Management	Yes	Approve Remuneration of Directors	For	No
Thematics Meta	AMP	Amplifon SpA	Italy	G	Management	Yes	Approve Stock Grant Plan 2023-2028	Against	Yes
Thematics Meta	AMP	Amplifon SpA	Italy	G	Management	Yes	Approve Remuneration Policy	Against	Yes
Thematics Meta	AMP	Amplifon SpA	Italy	G	Management	Yes	Approve Second Section of the Remuneration Report	Against	Yes
Thematics Meta	AMP	Amplifon SpA	Italy	G	Management	Yes	Amend Co-Investment Plan	For	No
Thematics Meta	AMP	Amplifon SpA	Italy	G	Management	Yes	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against	Yes
Thematics Meta	ANSS	ANSYS, Inc.	USA	G	Management	Yes	Elect Director Robert M. Calderoni	For	No
Thematics Meta	ANSS	ANSYS, Inc.	USA	G	Management	Yes	Elect Director Glenda M. Dorchak	For	No
Thematics Meta	ANSS	ANSYS, Inc.	USA	G	Management	Yes	Elect Director Ajei S. Gopal	For	No
Thematics Meta	ANSS	ANSYS, Inc.	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Meta	ANSS	ANSYS, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	ANSS	ANSYS, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	ANSS	ANSYS, Inc.	USA	G	Management	Yes	Declassify the Board of Directors	For	No
Thematics Meta	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Meta	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Approve Final Dividend	For	No
Thematics Meta	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Elect Ding Shijia as Director and Authorize Board to Fix His Remuneration	For	No
Thematics Meta	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Elect Bi Mingwei as Director and Authorize Board to Fix His Remuneration	For	No
Thematics Meta	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Elect Yiu Kin Wah Stephen as Director and Authorize Board to Fix His Remuneration	For	No
Thematics Meta	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Elect Lai Hin Wing Henry Stephen as Director and Authorize Board to Fix His Remuneration	For	No

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

Thematics Meta	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Elect Wang Jiaqian as Director and Authorize Board to Fix Her Remuneration	For	No
Thematics Meta	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Elect Xia Lian as Director and Authorize Board to Fix Her Remuneration	For	No
Thematics Meta	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Authorize Board to Fix Remuneration of Directors	For	No
Thematics Meta	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	For	No
Thematics Meta	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Yes
Thematics Meta	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Authorize Repurchase of Issued Share Capital	For	No
Thematics Meta	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Authorize Reissuance of Repurchased Shares	Against	Yes
Thematics Meta	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Approve Termination of the 2017 Share Option Scheme and Adopt 2023 Share Option Scheme with the Scheme Mandate Limit	Against	Yes
Thematics Meta	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Approve Service Provider Sublimit under New Share Option Scheme	Against	Yes
Thematics Meta	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Adopt 2023 Share Award Scheme with the Scheme Mandate Limit	Against	Yes
Thematics Meta	2020	ANTA Sports Products Limited	Cayman Islands	G	Management	Yes	Approve Service Provider Sublimit under New Share Award Scheme	Against	Yes
Thematics Meta	APG	APi Group Corporation	USA	G	Management	Yes	Elect Director Martin E. Franklin	For	No
Thematics Meta	APG	APi Group Corporation	USA	G	Management	Yes	Elect Director James E. Lillie	For	No
Thematics Meta	APG	APi Group Corporation	USA	G	Management	Yes	Elect Director Ian G.H. Ashken	Against	Yes
Thematics Meta	APG	APi Group Corporation	USA	G	Management	Yes	Elect Director Russell A. Becker	For	No
Thematics Meta	APG	APi Group Corporation	USA	G	Management	Yes	Elect Director David S. Blitzer	For	No
Thematics Meta	APG	APi Group Corporation	USA	G	Management	Yes	Elect Director Paula D. Loop	For	No
Thematics Meta	APG	APi Group Corporation	USA	G	Management	Yes	Elect Director Anthony E. Malkin	For	No
Thematics Meta	APG	APi Group Corporation	USA	G	Management	Yes	Elect Director Thomas V. Milroy	For	No

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

Thematics Meta	APG	APi Group Corporation	USA	G	Management	Yes	Elect Director Cyrus D. Walker	Against	Yes
Thematics Meta	APG	APi Group Corporation	USA	G	Management	Yes	Elect Director Carrie A. Wheeler	Against	Yes
Thematics Meta	APG	APi Group Corporation	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Meta	APG	APi Group Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	AIT	Applied Industrial Technologies, Inc.	USA	G	Management	Yes	Elect Director Robert J. Pagano, Jr.	For	No
Thematics Meta	AIT	Applied Industrial Technologies, Inc.	USA	G	Management	Yes	Elect Director Neil A. Schrimsher	For	No
Thematics Meta	AIT	Applied Industrial Technologies, Inc.	USA	G	Management	Yes	Elect Director Peter C. Wallace	For	No
Thematics Meta	AIT	Applied Industrial Technologies, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	AIT	Applied Industrial Technologies, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	AIT	Applied Industrial Technologies, Inc.	USA	G	Management	Yes	Approve Omnibus Stock Plan	For	No
Thematics Meta	AIT	Applied Industrial Technologies, Inc.	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Meta	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Kevin P. Clark	For	No
Thematics Meta	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Richard L. (Rick) Clemmer	For	No
Thematics Meta	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Nancy E. Cooper	For	No
Thematics Meta	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Joseph L. (Jay) Hooley	For	No
Thematics Meta	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Merit E. Janow	For	No
Thematics Meta	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Sean O. Mahoney	For	No
Thematics Meta	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Paul M. Meister	For	No
Thematics Meta	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Robert K. (Kelly) Ortberg	For	No

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

Thematics Meta	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Colin J. Parris	For	No
Thematics Meta	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Ana G. Pinczuk	For	No
Thematics Meta	APTV	Aptiv PLC	Jersey	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	APTV	Aptiv PLC	Jersey	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	ASML	ASML Holding NV	Netherlands	G	Management	No	Open Meeting		No
Thematics Meta	ASML	ASML Holding NV	Netherlands	G	Management	No	Discuss the Company's Business, Financial Situation and Sustainability		No
Thematics Meta	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Adopt Financial Statements and Statutory Reports	For	No
Thematics Meta	ASML	ASML Holding NV	Netherlands	G	Management	No	Receive Explanation on Company's Reserves and Dividend Policy		No
Thematics Meta	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Approve Dividends	For	No
Thematics Meta	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Approve Discharge of Management Board	For	No
Thematics Meta	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Meta	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Approve Number of Shares for Management Board	For	No
Thematics Meta	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Amend Remuneration Policy for the Supervisory Board	For	No
Thematics Meta	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Amend Remuneration of the Members of the Supervisory Board	For	No
Thematics Meta	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 Meta	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Elect N.S. Andersen to Supervisory Board	For	No
Thematics Meta	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Elect J.P. de Kreij to Supervisory Board	For	No
Thematics Meta	ASML	ASML Holding NV	Netherlands	G	Management	No	Discuss Composition of the Supervisory Board		No

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

Thematics Meta	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	For	No
Thematics Meta	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 Meta	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No
Thematics Meta	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Meta	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Authorize Cancellation of Repurchased Shares	For	No
Thematics Meta	ASML	ASML Holding NV	Netherlands	G	Management	No	Other Business (Non-Voting)		No
Thematics Meta	ASML	ASML Holding NV	Netherlands	G	Management	No	Close Meeting		No
Thematics Meta	TEAM	Atlassian Corporation	USA	G	Management	Yes	Elect Director Shona L. Brown	For	No
Thematics Meta	TEAM	Atlassian Corporation	USA	G	Management	Yes	Elect Director Michael Cannon-Brookes	Against	Yes
Thematics Meta	TEAM	Atlassian Corporation	USA	G	Management	Yes	Elect Director Scott Farquhar	Against	Yes
Thematics Meta	TEAM	Atlassian Corporation	USA	G	Management	Yes	Elect Director Heather M. Fernandez	Against	Yes
Thematics Meta	TEAM	Atlassian Corporation	USA	G	Management	Yes	Elect Director Sasan Goodarzi	For	No
Thematics Meta	TEAM	Atlassian Corporation	USA	G	Management	Yes	Elect Director Jay Parikh	For	No
Thematics Meta	TEAM	Atlassian Corporation	USA	G	Management	Yes	Elect Director Enrique Salem	Against	Yes
Thematics Meta	TEAM	Atlassian Corporation	USA	G	Management	Yes	Elect Director Steven Sordello	For	No
Thematics Meta	TEAM	Atlassian Corporation	USA	G	Management	Yes	Elect Director Richard P. Wong	Against	Yes
Thematics Meta	TEAM	Atlassian Corporation	USA	G	Management	Yes	Elect Director Michelle Zatlyn	For	No
Thematics Meta	TEAM	Atlassian Corporation	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	TEAM	Atlassian Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No

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

Thematics Meta	TEAM	Atlassian Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Meta	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Meta	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Elect Matt Davies as Director	For	No
Thematics Meta	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Nathan Coe as Director	For	No
Thematics Meta	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect David Keens as Director	For	No
Thematics Meta	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Jill Easterbrook as Director	For	No
Thematics Meta	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Jeni Mundy as Director	For	No
Thematics Meta	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Catherine Faiers as Director	For	No
Thematics Meta	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Jamie Warner as Director	For	No
Thematics Meta	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Sigga Sigurdardottir as Director	For	No
Thematics Meta	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Jasvinder Gakhal as Director	For	No
Thematics Meta	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Reappoint KPMG LLP as Auditors	For	No
Thematics Meta	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Meta	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Meta	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Meta	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 Meta	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No

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

Thematics Meta	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Meta	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Elect Director Andrew Anagnost	For	No
Thematics Meta	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Elect Director Karen Blasing	For	No
Thematics Meta	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Elect Director Reid French	For	No
Thematics Meta	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Elect Director Ayanna Howard	For	No
Thematics Meta	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Elect Director Blake Irving	For	No
Thematics Meta	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Elect Director Mary T. McDowell	For	No
Thematics Meta	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Elect Director Stephen Milligan	For	No
Thematics Meta	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Elect Director Lorrie M. Norrington	For	No
Thematics Meta	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Elect Director Elizabeth (Betsy) Rafael	For	No
Thematics Meta	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Elect Director Rami Rahim	For	No
Thematics Meta	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Elect Director Stacy J. Smith	For	No
Thematics Meta	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	ADSK	Autodesk, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	AUTO	AutoStore Holdings Ltd.	Bermuda	G	Management	Yes	Elect Chairman of Meeting	For	No
Thematics Meta	AUTO	AutoStore Holdings Ltd.	Bermuda	G	Management	Yes	Designate Inspector(s) of Minutes of Meeting	For	No
Thematics Meta	AUTO	AutoStore Holdings Ltd.	Bermuda	G	Management	Yes	Approve Notice of Meeting and Agenda	For	No
Thematics Meta	AUTO	AutoStore Holdings Ltd.	Bermuda	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No

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

Thematics Meta	AUTO	AutoStore Holdings Ltd.	Bermuda	G	Management	Yes	Approve Deloitte as Auditor and Authorize Board to Fix Their Remuneration	For	No
Thematics Meta	AUTO	AutoStore Holdings Ltd.	Bermuda	G	Management	No	Receive Company's Corporate Governance Statement		No
Thematics Meta	AUTO	AutoStore Holdings Ltd.	Bermuda	G	Management	Yes	Approve Remuneration Report	Against	Yes
Thematics Meta	AUTO	AutoStore Holdings Ltd.	Bermuda	G	Management	Yes	Confirmation of Acts	For	No
Thematics Meta	AUTO	AutoStore Holdings Ltd.	Bermuda	G	Management	Yes	Elect Chairman of Meeting	For	No
Thematics Meta	AUTO	AutoStore Holdings Ltd.	Bermuda	G	Management	Yes	Designate Inspector(s) of Minutes of Meeting	For	No
Thematics Meta	AUTO	AutoStore Holdings Ltd.	Bermuda	G	Management	Yes	Approve Notice of Meeting and Agenda	For	No
Thematics Meta	AUTO	AutoStore Holdings Ltd.	Bermuda	G	Management	Yes	Reelect Hege Skryseth and Viveka Ekberg as Directors; Elect Kjersti Wiklund as New Director	Against	Yes
Thematics Meta	AUTO	AutoStore Holdings Ltd.	Bermuda	G	Management	Yes	Approve Remuneration of Directors; Approve Remuneration of Chair of the Audit Committee	Against	Yes
Thematics Meta	AVTR	Avantor, Inc.	USA	G	Management	Yes	Elect Director Juan Andres	For	No
Thematics Meta	AVTR	Avantor, Inc.	USA	G	Management	Yes	Elect Director John Carethers	For	No
Thematics Meta	AVTR	Avantor, Inc.	USA	G	Management	Yes	Elect Director Lan Kang	For	No
Thematics Meta	AVTR	Avantor, Inc.	USA	G	Management	Yes	Elect Director Joseph Massaro	For	No
Thematics Meta	AVTR	Avantor, Inc.	USA	G	Management	Yes	Elect Director Mala Murthy	For	No
Thematics Meta	AVTR	Avantor, Inc.	USA	G	Management	Yes	Elect Director Jonathan Peacock	For	No
Thematics Meta	AVTR	Avantor, Inc.	USA	G	Management	Yes	Elect Director Michael Severino	For	No
Thematics Meta	AVTR	Avantor, Inc.	USA	G	Management	Yes	Elect Director Christi Shaw	For	No
Thematics Meta	AVTR	Avantor, Inc.	USA	G	Management	Yes	Elect Director Michael Stubblefield	For	No
Thematics Meta	AVTR	Avantor, Inc.	USA	G	Management	Yes	Elect Director Gregory Summe	For	No

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

Thematics Meta	AVTR	Avantor, Inc.	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Meta	AVTR	Avantor, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	AZTA	Azenta, Inc.	USA	G	Management	Yes	Elect Director Frank E. Casal	For	No
Thematics Meta	AZTA	Azenta, Inc.	USA	G	Management	Yes	Elect Director Robyn C. Davis	For	No
Thematics Meta	AZTA	Azenta, Inc.	USA	G	Management	Yes	Elect Director Joseph R. Martin	For	No
Thematics Meta	AZTA	Azenta, Inc.	USA	G	Management	Yes	Elect Director Erica J. McLaughlin	For	No
Thematics Meta	AZTA	Azenta, Inc.	USA	G	Management	Yes	Elect Director Tina S. Nova	For	No
Thematics Meta	AZTA	Azenta, Inc.	USA	G	Management	Yes	Elect Director Krishna G. Palepu	For	No
Thematics Meta	AZTA	Azenta, Inc.	USA	G	Management	Yes	Elect Director Dorothy E. Puhly	For	No
Thematics Meta	AZTA	Azenta, Inc.	USA	G	Management	Yes	Elect Director Michael Rosenblatt	For	No
Thematics Meta	AZTA	Azenta, Inc.	USA	G	Management	Yes	Elect Director Stephen S. Schwartz	For	No
Thematics Meta	AZTA	Azenta, Inc.	USA	G	Management	Yes	Elect Director Ellen M. Zane	For	No
Thematics Meta	AZTA	Azenta, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	AZTA	Azenta, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	BFIT	Basic-Fit NV	Netherlands	G	Management	No	Open Meeting		No
Thematics Meta	BFIT	Basic-Fit NV	Netherlands	G	Management	No	Receive Report of Management Board and Supervisory Board (Non-Voting)		No
Thematics Meta	BFIT	Basic-Fit NV	Netherlands	G	Management	No	Discussion on Company's Corporate Governance Structure		No
Thematics Meta	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Adopt Financial Statements and Statutory Reports	For	No

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

Thematics Meta	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Approve Discharge of Management Board	For	No
Thematics Meta	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Meta	BFIT	Basic-Fit NV	Netherlands	G	Management	No	Discuss Dividend Policy		No
Thematics Meta	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Elect Joelle Frijters to Supervisory Board	For	No
Thematics Meta	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Elect Jan van Nieuwenhuizen to Supervisory Board	For	No
Thematics Meta	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Reelect Herman Rutgers to Supervisory Board	Against	Yes
Thematics Meta	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Reelect Hans Willemse to Supervisory Board	For	No
Thematics Meta	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For	No
Thematics Meta	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No
Thematics Meta	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Meta	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Ratify Ernst & Young Accountants LLP as Auditors	For	No
Thematics Meta	BFIT	Basic-Fit NV	Netherlands	G	Management	No	Close Meeting		No
Thematics Meta	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	No	Open Meeting		No
Thematics Meta	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	No	Receive Annual Report (Non-Voting)		No
Thematics Meta	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	Yes	Adopt Financial Statements and Statutory Reports	For	No
Thematics Meta	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	No	Receive Explanation on Company's Reserves and Dividend Policy		No
Thematics Meta	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	Yes	Approve Dividends of EUR 2.85 Per Share	For	No
Thematics Meta	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	Yes	Approve Discharge of Management Board	For	No
Thematics Meta	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	Yes	Approve Discharge of Supervisory Board	For	No

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

Thematics Meta	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	Yes	Amend Remuneration Policy	For	No
Thematics Meta	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	Yes	Elect Richard Norbruis to Supervisory Board	For	No
Thematics Meta	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	Yes	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	For	No
Thematics Meta	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Meta	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	Yes	Approve Reduction in Share Capital through Cancellation of Shares	For	No
Thematics Meta	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	Yes	Amend Articles of Association	For	No
Thematics Meta	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	No	Other Business (Non-Voting)		No
Thematics Meta	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	No	Close Meeting		No
Thematics Meta	BJ	BJ's Wholesale Club Holdings, Inc.	USA	G	Management	Yes	Elect Director Chris Baldwin	For	No
Thematics Meta	BJ	BJ's Wholesale Club Holdings, Inc.	USA	G	Management	Yes	Elect Director Darryl Brown	For	No
Thematics Meta	BJ	BJ's Wholesale Club Holdings, Inc.	USA	G	Management	Yes	Elect Director Bob Eddy	For	No
Thematics Meta	BJ	BJ's Wholesale Club Holdings, Inc.	USA	G	Management	Yes	Elect Director Michelle Gloeckler	For	No
Thematics Meta	BJ	BJ's Wholesale Club Holdings, Inc.	USA	G	Management	Yes	Elect Director Maile Naylor (nee Clark)	For	No
Thematics Meta	BJ	BJ's Wholesale Club Holdings, Inc.	USA	G	Management	Yes	Elect Director Ken Parent	For	No
Thematics Meta	BJ	BJ's Wholesale Club Holdings, Inc.	USA	G	Management	Yes	Elect Director Chris Peterson	For	No
Thematics Meta	BJ	BJ's Wholesale Club Holdings, Inc.	USA	G	Management	Yes	Elect Director Rob Steele	For	No
Thematics Meta	BJ	BJ's Wholesale Club Holdings, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	BJ	BJ's Wholesale Club Holdings, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No

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

Thematics Meta	BNR	Brenntag SE	Germany	G	Management	No	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		No
Thematics Meta	BNR	Brenntag SE	Germany	G	Management	Yes	Approve Allocation of Income and Dividends of EUR 2.00 per Share	For	No
Thematics Meta	BNR	Brenntag SE	Germany	G	Management	Yes	Approve Discharge of Management Board for Fiscal Year 2022	For	No
Thematics Meta	BNR	Brenntag SE	Germany	G	Management	Yes	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No
Thematics Meta	BNR	Brenntag SE	Germany	G	Management	Yes	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023	For	No
Thematics Meta	BNR	Brenntag SE	Germany	G	Management	Yes	Approve Remuneration Policy for the Management Board	For	No
Thematics Meta	BNR	Brenntag SE	Germany	G	Management	Yes	Approve Remuneration Policy for the Supervisory Board	For	No
Thematics Meta	BNR	Brenntag SE	Germany	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	BNR	Brenntag SE	Germany	G	Management	Yes	Elect Richard Ridinger to the Supervisory Board	For	No
Thematics Meta	BNR	Brenntag SE	Germany	G	Management	Yes	Elect Sujatha Chandrasekaran to the Supervisory Board	For	No
Thematics Meta	BNR	Brenntag SE	Germany	G	Management	Yes	Approve Virtual-Only Shareholder Meetings Until 2025	For	No
Thematics Meta	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 Meta	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 Meta	BV	BrightView Holdings, Inc.	USA	G	Management	Yes	Elect Director James R. Abrahamson	Withhold	Yes
Thematics Meta	BV	BrightView Holdings, Inc.	USA	G	Management	Yes	Elect Director Jane Okun Bomba	Withhold	Yes
Thematics Meta	BV	BrightView Holdings, Inc.	USA	G	Management	Yes	Elect Director William Cornog	For	No
Thematics Meta	BV	BrightView Holdings, Inc.	USA	G	Management	Yes	Elect Director Frank Lopez	Withhold	Yes
Thematics Meta	BV	BrightView Holdings, Inc.	USA	G	Management	Yes	Elect Director Andrew V. Masterman	For	No

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

Thematics Meta	BV	BrightView Holdings, Inc.	USA	G	Management	Yes	Elect Director Paul E. Raether	Withhold	Yes
Thematics Meta	BV	BrightView Holdings, Inc.	USA	G	Management	Yes	Elect Director Richard W. Roedel	For	No
Thematics Meta	BV	BrightView Holdings, Inc.	USA	G	Management	Yes	Elect Director Mara Swan	Withhold	Yes
Thematics Meta	BV	BrightView Holdings, Inc.	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Meta	BV	BrightView Holdings, Inc.	USA	G	Management	Yes	Amend Certificate of Incorporation to Provide for the Elimination or Limitation of Monetary Liability of Specified Executive Officers for Breach of the Duty Care	For	No
Thematics Meta	CDNS	Cadence Design Systems, Inc.	USA	G	Management	Yes	Elect Director Mark W. Adams	For	No
Thematics Meta	CDNS	Cadence Design Systems, Inc.	USA	G	Management	Yes	Elect Director Ita Brennan	For	No
Thematics Meta	CDNS	Cadence Design Systems, Inc.	USA	G	Management	Yes	Elect Director Lewis Chew	For	No
Thematics Meta	CDNS	Cadence Design Systems, Inc.	USA	G	Management	Yes	Elect Director Anirudh Devgan	For	No
Thematics Meta	CDNS	Cadence Design Systems, Inc.	USA	G	Management	Yes	Elect Director ML Krakauer	For	No
Thematics Meta	CDNS	Cadence Design Systems, Inc.	USA	G	Management	Yes	Elect Director Julia Liuson	For	No
Thematics Meta	CDNS	Cadence Design Systems, Inc.	USA	G	Management	Yes	Elect Director James D. Plummer	For	No
Thematics Meta	CDNS	Cadence Design Systems, Inc.	USA	G	Management	Yes	Elect Director Alberto Sangiovanni-Vincentelli	For	No
Thematics Meta	CDNS	Cadence Design Systems, Inc.	USA	G	Management	Yes	Elect Director John B. Shoven	For	No
Thematics Meta	CDNS	Cadence Design Systems, Inc.	USA	G	Management	Yes	Elect Director Young K. Sohn	For	No
Thematics Meta	CDNS	Cadence Design Systems, Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	For	No
Thematics Meta	CDNS	Cadence Design Systems, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	CDNS	Cadence Design Systems, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	CDNS	Cadence Design Systems, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No

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

Thematics Meta	CDNS	Cadence Design Systems, Inc.	USA	G	Shareholder	Yes	Remove One-Year Holding Period Requirement to Call Special Meeting	Against	No
Thematics Meta	CWT	California Water Service Group	USA	G	Management	Yes	Elect Director Gregory E. Aliff	For	No
Thematics Meta	CWT	California Water Service Group	USA	G	Management	Yes	Elect Director Shelly M. Esque	For	No
Thematics Meta	CWT	California Water Service Group	USA	G	Management	Yes	Elect Director Martin A. Kropelnicki	For	No
Thematics Meta	CWT	California Water Service Group	USA	G	Management	Yes	Elect Director Thomas M. Krummel	For	No
Thematics Meta	CWT	California Water Service Group	USA	G	Management	Yes	Elect Director Yvonne (Bonnie) A. Maldonado	For	No
Thematics Meta	CWT	California Water Service Group	USA	G	Management	Yes	Elect Director Scott L. Morris	For	No
Thematics Meta	CWT	California Water Service Group	USA	G	Management	Yes	Elect Director Carol M. Pottenger	For	No
Thematics Meta	CWT	California Water Service Group	USA	G	Management	Yes	Elect Director Lester A. Snow	For	No
Thematics Meta	CWT	California Water Service Group	USA	G	Management	Yes	Elect Director Patricia K. Wagner	For	No
Thematics Meta	CWT	California Water Service Group	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	CWT	California Water Service Group	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	CWT	California Water Service Group	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Meta	CWT	California Water Service Group	USA	G	Management	Yes	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	No
Thematics Meta	CWT	California Water Service Group	USA	E	Shareholder	Yes	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For	Yes
Thematics Meta	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Elect Director W. Lance Conn	For	No
Thematics Meta	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Elect Director Kim C. Goodman	For	No
Thematics Meta	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Elect Director Craig A. Jacobson	For	No
Thematics Meta	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Elect Director Gregory B. Maffei	Against	Yes

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

Thematics Meta	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Elect Director John D. Markley, Jr.	For	No
Thematics Meta	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Elect Director David C. Merritt	For	No
Thematics Meta	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Elect Director James E. Meyer	For	No
Thematics Meta	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Elect Director Steven A. Miron	For	No
Thematics Meta	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Elect Director Balan Nair	For	No
Thematics Meta	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Elect Director Michael A. Newhouse	For	No
Thematics Meta	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Elect Director Mauricio Ramos	For	No
Thematics Meta	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Elect Director Thomas M. Rutledge	For	No
Thematics Meta	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Elect Director Eric L. Zinterhofer	For	No
Thematics Meta	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Meta	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	Yes
Thematics Meta	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Meta	CHTR	Charter Communications, Inc.	USA	S	Shareholder	Yes	Report on Lobbying Payments and Policy	For	Yes
Thematics Meta	CHGG	Chegg, Inc.	USA	G	Management	Yes	Elect Director Renee Budig	For	No
Thematics Meta	CHGG	Chegg, Inc.	USA	G	Management	Yes	Elect Director Dan Rosensweig	For	No
Thematics Meta	CHGG	Chegg, Inc.	USA	G	Management	Yes	Elect Director Ted Schlein	For	No
Thematics Meta	CHGG	Chegg, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	CHGG	Chegg, Inc.	USA	G	Management	Yes	Approve Omnibus Stock Plan	Against	Yes
Thematics Meta	CHGG	Chegg, Inc.	USA	G	Management	Yes	Amend Qualified Employee Stock Purchase Plan	For	No

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

Thematics Meta	CHGG	Chegg, Inc.	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Meta	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Albert S. Baldocchi	For	No
Thematics Meta	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Matthew A. Carey	For	No
Thematics Meta	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Gregg L. Engles	For	No
Thematics Meta	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Patricia Fili-Krushel	For	No
Thematics Meta	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Mauricio Gutierrez	For	No
Thematics Meta	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Robin Hickenlooper	For	No
Thematics Meta	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Scott Maw	For	No
Thematics Meta	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Brian Niccol	For	No
Thematics Meta	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Elect Director Mary Winston	For	No
Thematics Meta	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	CMG	Chipotle Mexican Grill, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	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 Meta	CMG	Chipotle Mexican Grill, Inc.	USA	S	Shareholder	Yes	Adopt Policy to Not Interfere with Freedom of Association Rights	For	Yes
Thematics Meta	CTAS	Cintas Corporation	USA	G	Management	Yes	Elect Director Gerald S. Adolph	For	No
Thematics Meta	CTAS	Cintas Corporation	USA	G	Management	Yes	Elect Director John F. Barrett	For	No
Thematics Meta	CTAS	Cintas Corporation	USA	G	Management	Yes	Elect Director Melanie W. Barstad	For	No
Thematics Meta	CTAS	Cintas Corporation	USA	G	Management	Yes	Elect Director Karen L. Carnahan	For	No

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

Thematics Meta	CTAS	Cintas Corporation	USA	G	Management	Yes	Elect Director Robert E. Coletti	For	No
Thematics Meta	CTAS	Cintas Corporation	USA	G	Management	Yes	Elect Director Scott D. Farmer	For	No
Thematics Meta	CTAS	Cintas Corporation	USA	G	Management	Yes	Elect Director Martin Mucci	For	No
Thematics Meta	CTAS	Cintas Corporation	USA	G	Management	Yes	Elect Director Joseph Scaminace	For	No
Thematics Meta	CTAS	Cintas Corporation	USA	G	Management	Yes	Elect Director Todd M. Schneider	For	No
Thematics Meta	CTAS	Cintas Corporation	USA	G	Management	Yes	Elect Director Ronald W. Tysoe	For	No
Thematics Meta	CTAS	Cintas Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	CTAS	Cintas Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	CTAS	Cintas Corporation	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	IEX	IDEX Corporation	USA	S	Shareholder	Yes	Report on Hiring of Persons with Arrest or Incarceration Records	For	Yes
Thematics Meta	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 Meta	ISRG	Intuitive Surgical, Inc.	USA	S	Shareholder	Yes	Report on Gender/Racial Pay Gap	For	Yes
Thematics Meta	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Andrew Snyder	For	No
Thematics Meta	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Jonathan Gear	For	No
Thematics Meta	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Valeria Alberola	For	No
Thematics Meta	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Michael Angelakis	For	No
Thematics Meta	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Jane Okun Bomba	For	No
Thematics Meta	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Usama N. Cortas	For	No
Thematics Meta	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Adam T. Levyn	For	No

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

Thematics Meta	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Anthony Munk	For	No
Thematics Meta	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Richard W. Roedel	For	No
Thematics Meta	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Saurabh Saha	For	No
Thematics Meta	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Wendell Pritchett	For	No
Thematics Meta	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	CLH	Clean Harbors, Inc.	USA	G	Management	Yes	Elect Director Edward G. Galante	For	No
Thematics Meta	CLH	Clean Harbors, Inc.	USA	G	Management	Yes	Elect Director Alison A. Quirk	For	No
Thematics Meta	CLH	Clean Harbors, Inc.	USA	G	Management	Yes	Elect Director Shelley Stewart, Jr.	For	No
Thematics Meta	CLH	Clean Harbors, Inc.	USA	G	Management	Yes	Elect Director John R. Welch	For	No
Thematics Meta	CLH	Clean Harbors, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	CLH	Clean Harbors, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	CLH	Clean Harbors, Inc.	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Meta	CGNX	Cognex Corporation	USA	G	Management	Yes	Elect Director Angelos Papadimitriou	For	No
Thematics Meta	CGNX	Cognex Corporation	USA	G	Management	Yes	Elect Director Dianne M. Parrotte	For	No
Thematics Meta	CGNX	Cognex Corporation	USA	G	Management	Yes	Elect Director John T.C. Lee	For	No
Thematics Meta	CGNX	Cognex Corporation	USA	G	Management	Yes	Approve Omnibus Stock Plan	For	No
Thematics Meta	CGNX	Cognex Corporation	USA	G	Management	Yes	Ratify Grant Thornton LLP as Auditors	For	No
Thematics Meta	CGNX	Cognex Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No

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

Thematics Meta	CGNX	Cognex Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Elect Directors	Against	Yes
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Against	No
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Abstain	No
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Percentage of Votes to Be Assigned - Elect Karla Bertocco Trindade as Board Chairman	Abstain	No
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Percentage of Votes to Be Assigned - Elect Nerylson Lima da Silva as Director	Abstain	No
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Percentage of Votes to Be Assigned - Elect Ines Maria dos Santos Coimbra de Almeida Prado as Director	Abstain	No
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Percentage of Votes to Be Assigned - Elect Jonatas Souza da Trindade as Director	Abstain	No
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Percentage of Votes to Be Assigned - Elect Anderson Marcio de Oliveira as Director	Abstain	No
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Percentage of Votes to Be Assigned - Elect Eduardo Person Pardini as Independent Director	Abstain	No
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Percentage of Votes to Be Assigned - Elect Mario Engler Pinto Junior as Independent Director	Abstain	No
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Percentage of Votes to Be Assigned - Elect Karolina Fonseca Lima as Independent Director	Abstain	No
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Percentage of Votes to Be Assigned - Elect Andre Gustavo Salcedo Teixeira Mendes as Director	Abstain	No
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Abstain	No
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Approve Classification of Eduardo Person Pardini as Independent Director	For	No

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

Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Approve Classification of Mario Engler Pinto Junior as Independent Director	For	No
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Approve Classification of Karolina Fonseca Lima as Independent Director	For	No
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Approve Remuneration of Company's Management, Fiscal Council, and Audit Committee	For	No
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Amend Articles	For	No
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Consolidate Bylaws	For	No
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Elect Eduardo Person Pardini, Mario Engler Pinto Junior, and Karolina Fonseca Lima as Audit Committee Members	For	No
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	For	No
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Approve Allocation of Income and Dividends	For	No
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Fix Number of Fiscal Council Members at Four	For	No
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Elect Fiscal Council Members	For	No
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Against	No
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Dismiss Jonatas Souza de Trindade as Director	For	No
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Elect Antonio Julio Castiglioni Neto as Director	Against	Yes
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Fix Number of Fiscal Council Members at Five	For	No

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

Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Elect Eduardo Alex Barbin Barbosa as Fiscal Council Member and Itamar Paulo de Souza Junior as Alternate	For	No
Thematics Meta	SBSP3	Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	Brazil	G	Management	Yes	Amend Remuneration of Company's Management, Fiscal Council, and Audit Committee	For	No
Thematics Meta	CNM	Core & Main, Inc.	USA	G	Management	Yes	Elect Director Bhavani Amirthalingam	For	No
Thematics Meta	CNM	Core & Main, Inc.	USA	G	Management	Yes	Elect Director Orvin T. Kimbrough	Withhold	Yes
Thematics Meta	CNM	Core & Main, Inc.	USA	G	Management	Yes	Elect Director Margaret M. Newman	For	No
Thematics Meta	CNM	Core & Main, Inc.	USA	G	Management	Yes	Elect Director Ian A. Rorick	For	No
Thematics Meta	CNM	Core & Main, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	CNM	Core & Main, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	CSGP	CoStar Group, Inc.	USA	G	Management	Yes	Elect Director Michael R. Klein	For	No
Thematics Meta	CSGP	CoStar Group, Inc.	USA	G	Management	Yes	Elect Director Andrew C. Florance	For	No
Thematics Meta	CSGP	CoStar Group, Inc.	USA	G	Management	Yes	Elect Director Michael J. Glosserman	For	No
Thematics Meta	CSGP	CoStar Group, Inc.	USA	G	Management	Yes	Elect Director John W. Hill	For	No
Thematics Meta	CSGP	CoStar Group, Inc.	USA	G	Management	Yes	Elect Director Laura Cox Kaplan	For	No
Thematics Meta	CSGP	CoStar Group, Inc.	USA	G	Management	Yes	Elect Director Robert W. Musslewhite	For	No
Thematics Meta	CSGP	CoStar Group, Inc.	USA	G	Management	Yes	Elect Director Christopher J. Nassetta	For	No
Thematics Meta	CSGP	CoStar Group, Inc.	USA	G	Management	Yes	Elect Director Louise S. Sams	For	No
Thematics Meta	CSGP	CoStar Group, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	CSGP	CoStar Group, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No

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

Thematics Meta	CSGP	CoStar Group, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	CSGP	CoStar Group, Inc.	USA	E	Shareholder	Yes	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For	Yes
Thematics Meta	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Elect Director Susan L. Decker	For	No
Thematics Meta	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Elect Director Kenneth D. Denman	For	No
Thematics Meta	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Elect Director Richard A. Galanti	For	No
Thematics Meta	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Elect Director Hamilton E. James	For	No
Thematics Meta	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Elect Director W. Craig Jelinek	For	No
Thematics Meta	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Elect Director Sally Jewell	For	No
Thematics Meta	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Elect Director Charles T. Munger	For	No
Thematics Meta	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Elect Director Jeffrey S. Raikes	For	No
Thematics Meta	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Elect Director John W. Stanton	For	No
Thematics Meta	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Elect Director Ron M. Vachris	For	No
Thematics Meta	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Elect Director Mary Agnes (Maggie) Wilderotter	For	No
Thematics Meta	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Meta	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	COST	Costco Wholesale Corporation	USA	S	Shareholder	Yes	Report on Risk Due to Restrictions on Reproductive Rights	For	Yes
Thematics Meta	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Approve Financial Statements and Allocation of Income	For	No
Thematics Meta	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Amend Articles of Incorporation	For	No

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

Thematics Meta	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Elect Bang Jun-hyeok as Inside Director	For	No
Thematics Meta	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Elect Seo Jang-won as Inside Director	For	No
Thematics Meta	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Elect Kim Soon-tae as Inside Director	For	No
Thematics Meta	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Elect Yoon Bu-hyeon as Outside Director	For	No
Thematics Meta	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Elect Kim Gyu-ho as Outside Director	For	No
Thematics Meta	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 Meta	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Elect Yoon Bu-hyeon as a Member of Audit Committee	For	No
Thematics Meta	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Elect Lee Gil-yeon as a Member of Audit Committee	For	No
Thematics Meta	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Approve Total Remuneration of Inside Directors and Outside Directors	For	No
Thematics Meta	CRWD	CrowdStrike Holdings, Inc.	USA	G	Management	Yes	Elect Director Johanna Flower	For	No
Thematics Meta	CRWD	CrowdStrike Holdings, Inc.	USA	G	Management	Yes	Elect Director Denis J. O'Leary	Withhold	Yes
Thematics Meta	CRWD	CrowdStrike Holdings, Inc.	USA	G	Management	Yes	Elect Director Godfrey R. Sullivan	For	No
Thematics Meta	CRWD	CrowdStrike Holdings, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	CYRX	CryoPort, Inc.	USA	G	Management	Yes	Elect Director Linda Baddour	For	No
Thematics Meta	CYRX	CryoPort, Inc.	USA	G	Management	Yes	Elect Director Richard Berman	For	No
Thematics Meta	CYRX	CryoPort, Inc.	USA	G	Management	Yes	Elect Director Daniel M. Hancock	For	No
Thematics Meta	CYRX	CryoPort, Inc.	USA	G	Management	Yes	Elect Director Robert Hariri	For	No
Thematics Meta	CYRX	CryoPort, Inc.	USA	G	Management	Yes	Elect Director Ram M. Jagannath	For	No
Thematics Meta	CYRX	CryoPort, Inc.	USA	G	Management	Yes	Elect Director Ramkumar Mandalam	For	No

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

Thematics Meta	CYRX	CryoPort, Inc.	USA	G	Management	Yes	Elect Director Jerrell W. Shelton	For	No
Thematics Meta	CYRX	CryoPort, Inc.	USA	G	Management	Yes	Elect Director Edward J. Zecchini	For	No
Thematics Meta	CYRX	CryoPort, Inc.	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Meta	CYRX	CryoPort, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Fernando Aguirre	For	No
Thematics Meta	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Jeffrey R. Balser	For	No
Thematics Meta	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director C. David Brown, II	For	No
Thematics Meta	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Alecia A. DeCoudreaux	For	No
Thematics Meta	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Nancy-Ann M. DeParle	For	No
Thematics Meta	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Roger N. Farah	For	No
Thematics Meta	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Anne M. Finucane	For	No
Thematics Meta	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Edward J. Ludwig	For	No
Thematics Meta	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Karen S. Lynch	For	No
Thematics Meta	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Jean-Pierre Millon	For	No
Thematics Meta	CVS	CVS Health Corporation	USA	G	Management	Yes	Elect Director Mary L. Schapiro	For	No
Thematics Meta	CVS	CVS Health Corporation	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	CVS	CVS Health Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	CVS	CVS Health Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	CVS	CVS Health Corporation	USA	S	Shareholder	Yes	Adopt a Paid Sick Leave Policy	For	Yes

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

Thematics Meta	CVS	CVS Health Corporation	USA	G	Shareholder	Yes	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	Yes
Thematics Meta	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 Meta	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 Meta	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 Meta	CYBR	CyberArk Software Ltd.	Israel	G	Management	Yes	Reelect Ron Gutler as Director	For	No
Thematics Meta	CYBR	CyberArk Software Ltd.	Israel	G	Management	Yes	Reelect Kim Perdikou as Director	For	No
Thematics Meta	CYBR	CyberArk Software Ltd.	Israel	G	Management	Yes	Reelect Ehud (Udi) Mokady as Director	For	No
Thematics Meta	CYBR	CyberArk Software Ltd.	Israel	G	Management	Yes	Reelect Matthew Cohen as Director	For	No
Thematics Meta	CYBR	CyberArk Software Ltd.	Israel	G	Management	Yes	Approve Employment Terms of Matthew Cohen, CEO	For	No
Thematics Meta	CYBR	CyberArk Software Ltd.	Israel	G	Management	Yes	Approve Employment Terms of Ehud (Udi) Mokady, Chairman	For	No
Thematics Meta	CYBR	CyberArk Software Ltd.	Israel	G	Management	Yes	Amend Articles	For	No
Thematics Meta	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 Meta	CYBR	CyberArk Software Ltd.	Israel	G	Management	No	Discuss Financial Statements and the Report of the Board		No
Thematics Meta	6383	Daifuku Co., Ltd.	Japan	G	Management	Yes	Amend Articles to Make Technical Changes	For	No
Thematics Meta	6383	Daifuku Co., Ltd.	Japan	G	Management	Yes	Elect Director Geshiro, Hiroshi	For	No
Thematics Meta	6383	Daifuku Co., Ltd.	Japan	G	Management	Yes	Elect Director Sato, Seiji	For	No
Thematics Meta	6383	Daifuku Co., Ltd.	Japan	G	Management	Yes	Elect Director Hayashi, Toshiaki	For	No
Thematics Meta	6383	Daifuku Co., Ltd.	Japan	G	Management	Yes	Elect Director Nobuta, Hiroshi	For	No
Thematics Meta	6383	Daifuku Co., Ltd.	Japan	G	Management	Yes	Elect Director Takubo, Hideaki	For	No

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

Thematics Meta	6383	Daifuku Co., Ltd.	Japan	G	Management	Yes	Elect Director Ozawa, Yoshiaki	For	No
Thematics Meta	6383	Daifuku Co., Ltd.	Japan	G	Management	Yes	Elect Director Sakai, Mineo	For	No
Thematics Meta	6383	Daifuku Co., Ltd.	Japan	G	Management	Yes	Elect Director Kato, Kaku	For	No
Thematics Meta	6383	Daifuku Co., Ltd.	Japan	G	Management	Yes	Elect Director Kaneko, Keiko	For	No
Thematics Meta	6383	Daifuku Co., Ltd.	Japan	G	Management	Yes	Elect Director Gideon Franklin	For	No
Thematics Meta	6383	Daifuku Co., Ltd.	Japan	G	Management	Yes	Appoint Statutory Auditor Wada, Nobuo	For	No
Thematics Meta	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director Rainer M. Blair	For	No
Thematics Meta	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director Feroz Dewan	For	No
Thematics Meta	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director Linda Filler	For	No
Thematics Meta	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director Teri List	Against	Yes
Thematics Meta	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director Walter G. Lohr, Jr.	For	No
Thematics Meta	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director Jessica L. Mega	For	No
Thematics Meta	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director Mitchell P. Rales	For	No
Thematics Meta	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director Steven M. Rales	For	No
Thematics Meta	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director Pardis C. Sabeti	For	No
Thematics Meta	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director A. Shane Sanders	Against	Yes
Thematics Meta	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director John T. Schwieters	Against	Yes
Thematics Meta	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director Alan G. Spoon	For	No
Thematics Meta	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director Raymond C. Stevens	Against	Yes

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

Thematics Meta	DHR	Danaher Corporation	USA	G	Management	Yes	Elect Director Elias A. Zerhouni	For	No
Thematics Meta	DHR	Danaher Corporation	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	DHR	Danaher Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	DHR	Danaher Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	DHR	Danaher Corporation	USA	G	Shareholder	Yes	Require Independent Board Chair	For	Yes
Thematics Meta	NKE	NIKE, Inc.	USA	S	Shareholder	Yes	Report on Median Gender/Racial Pay Gap	For	Yes
Thematics Meta	ORCL	Oracle Corporation	USA	S	Shareholder	Yes	Report on Median and Adjusted Gender/Racial Pay Gaps	For	Yes
Thematics Meta	UNH	UnitedHealth Group Incorporated	USA	S	Shareholder	Yes	Report on Third-Party Racial Equity Audit	For	Yes
Thematics Meta	DSY	Dassault Systemes SA	France	G	Management	Yes	Approve Financial Statements and Statutory Reports	For	No
Thematics Meta	DSY	Dassault Systemes SA	France	G	Management	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	No
Thematics Meta	DSY	Dassault Systemes SA	France	G	Management	Yes	Approve Allocation of Income and Dividends of EUR 0.21 per Share	For	No
Thematics Meta	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 Meta	DSY	Dassault Systemes SA	France	G	Management	Yes	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	For	No
Thematics Meta	DSY	Dassault Systemes SA	France	G	Management	Yes	Approve Remuneration Policy of Corporate Officers	Against	Yes
Thematics Meta	DSY	Dassault Systemes SA	France	G	Management	Yes	Approve Compensation of Charles Edelstenne, Chairman of the Board Until January 8, 2023	For	No
Thematics Meta	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 Meta	DSY	Dassault Systemes SA	France	G	Management	Yes	Approve Compensation Report of Corporate Officers	Against	Yes
Thematics Meta	DSY	Dassault Systemes SA	France	G	Management	Yes	Reelect Catherine Dassault as Director	For	No
Thematics Meta	DSY	Dassault Systemes SA	France	G	Management	Yes	Elect Genevieve Berger as Director	For	No

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

Thematics Meta	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize Repurchase of Up to 25 Million Issued Share Capital	For	No
Thematics Meta	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No
Thematics Meta	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 Meta	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 Meta	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 Meta	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 Meta	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 Meta	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 Meta	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 Meta	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 Meta	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No
Thematics Meta	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 Meta	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize Filing of Required Documents/Other Formalities	For	No
Thematics Meta	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Steven R. Altman	For	No
Thematics Meta	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Richard A. Collins	For	No
Thematics Meta	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Karen Dahut	For	No
Thematics Meta	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Mark G. Foletta	For	No
Thematics Meta	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Barbara E. Kahn	For	No

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

Thematics Meta	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Kyle Malady	For	No
Thematics Meta	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Eric J. Topol	For	No
Thematics Meta	DXCM	DexCom, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	DXCM	DexCom, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	DXCM	DexCom, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	DLR	Digital Realty Trust, Inc.	USA	G	Management	Yes	Elect Director Alexis Black Bjorlin	For	No
Thematics Meta	DLR	Digital Realty Trust, Inc.	USA	G	Management	Yes	Elect Director VeraLinn 'Dash' Jamieson	For	No
Thematics Meta	DLR	Digital Realty Trust, Inc.	USA	G	Management	Yes	Elect Director Kevin J. Kennedy	For	No
Thematics Meta	DLR	Digital Realty Trust, Inc.	USA	G	Management	Yes	Elect Director William G. LaPerch	For	No
Thematics Meta	DLR	Digital Realty Trust, Inc.	USA	G	Management	Yes	Elect Director Jean F.H.P. Mandeville	For	No
Thematics Meta	DLR	Digital Realty Trust, Inc.	USA	G	Management	Yes	Elect Director Afshin Mohebbi	For	No
Thematics Meta	DLR	Digital Realty Trust, Inc.	USA	G	Management	Yes	Elect Director Mark R. Patterson	For	No
Thematics Meta	DLR	Digital Realty Trust, Inc.	USA	G	Management	Yes	Elect Director Mary Hogan Preusse	For	No
Thematics Meta	DLR	Digital Realty Trust, Inc.	USA	G	Management	Yes	Elect Director Andrew P. Power	For	No
Thematics Meta	DLR	Digital Realty Trust, Inc.	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Meta	DLR	Digital Realty Trust, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	DLR	Digital Realty Trust, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	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 Meta	DSFIR	DSM-Firmenich AG	Switzerland	G	Management	Yes	Approve Dividends of EUR 1.60 per Share from Capital Contribution Reserves	For	No

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

Thematics Meta	DSFIR	DSM-Firmenich AG	Switzerland	G	Management	Yes	Approve Remuneration of Directors in the Amount of EUR 3.6 Million	For	No
Thematics Meta	DSFIR	DSM-Firmenich AG	Switzerland	G	Management	Yes	Approve Remuneration of Executive Committee in the Amount of EUR 37.9 Million	For	No
Thematics Meta	DSFIR	DSM-Firmenich AG	Switzerland	G	Management	Yes	Amend Articles Re: Consultative Vote for High Value Transactions	For	No
Thematics Meta	DSFIR	DSM-Firmenich AG	Switzerland	G	Management	Yes	Amend Articles Re: Information on the Identity of Shareholders	For	No
Thematics Meta	DSFIR	DSM-Firmenich AG	Switzerland	G	Management	Yes	Transact Other Business (Voting)	Against	Yes
Thematics Meta	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Shari L. Ballard	For	No
Thematics Meta	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Barbara J. Beck	For	No
Thematics Meta	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Christophe Beck	For	No
Thematics Meta	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Jeffrey M. Ettinger	For	No
Thematics Meta	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Eric M. Green	For	No
Thematics Meta	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Arthur J. Higgins	For	No
Thematics Meta	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Michael Larson	For	No
Thematics Meta	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director David W. MacLennan	For	No
Thematics Meta	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Tracy B. McKibben	For	No
Thematics Meta	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Lionel L. Nowell, III	For	No
Thematics Meta	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Victoria J. Reich	For	No
Thematics Meta	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director Suzanne M. Vautrinot	For	No
Thematics Meta	ECL	Ecolab Inc.	USA	G	Management	Yes	Elect Director John J. Zillmer	For	No
Thematics Meta	ECL	Ecolab Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No

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

Thematics Meta	ECL	Ecolab Inc.	USA	G	Management	Yes	Approve Omnibus Stock Plan	For	No
Thematics Meta	ECL	Ecolab Inc.	USA	G	Management	Yes	Amend Nonqualified Employee Stock Purchase Plan	For	No
Thematics Meta	ECL	Ecolab Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Meta	ECL	Ecolab Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	ECL	Ecolab Inc.	USA	G	Shareholder	Yes	Require Independent Board Chair	For	Yes
Thematics Meta	ELIS	Elis SA	France	G	Management	Yes	Approve Financial Statements and Statutory Reports	For	No
Thematics Meta	ELIS	Elis SA	France	G	Management	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	No
Thematics Meta	ELIS	Elis SA	France	G	Management	Yes	Approve Allocation of Income and Dividends of EUR 0.41 per Share	For	No
Thematics Meta	ELIS	Elis SA	France	G	Management	Yes	Approve Stock Dividend Program	For	No
Thematics Meta	ELIS	Elis SA	France	G	Management	Yes	Approve Transaction with Predica Re: Supplementary Pension Plan Insurance Agreement	For	No
Thematics Meta	ELIS	Elis SA	France	G	Management	Yes	Reelect Thierry Morin as Supervisory Board Member	For	No
Thematics Meta	ELIS	Elis SA	France	G	Management	Yes	Reelect Magali Chesse as Supervisory Board Member	For	No
Thematics Meta	ELIS	Elis SA	France	G	Management	Yes	Reelect Philippe Delleur as Supervisory Board Member	For	No
Thematics Meta	ELIS	Elis SA	France	G	Management	Yes	Elect Bpifrance Investissement as Supervisory Board Member	For	No
Thematics Meta	ELIS	Elis SA	France	G	Management	Yes	Ratify Appointment of Michel Plantevin as Supervisory Board Member	For	No
Thematics Meta	ELIS	Elis SA	France	G	Management	Yes	Approve Remuneration Policy of Chairman of the Supervisory Board	For	No
Thematics Meta	ELIS	Elis SA	France	G	Management	Yes	Approve Remuneration Policy of Supervisory Board Members	For	No
Thematics Meta	ELIS	Elis SA	France	G	Management	Yes	Approve Remuneration Policy of Chairman of the Management Board	For	No
Thematics Meta	ELIS	Elis SA	France	G	Management	Yes	Approve Remuneration Policy of Management Board Members	For	No

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

Thematics Meta	ELIS	Elis SA	France	G	Management	Yes	Approve Compensation Report of Corporate Officers	For	No
Thematics Meta	ELIS	Elis SA	France	G	Management	Yes	Approve Compensation of Thierry Morin, Chairman of the Supervisory Board	For	No
Thematics Meta	ELIS	Elis SA	France	G	Management	Yes	Approve Compensation of Xavier Martire, Chairman of the Management Board	For	No
Thematics Meta	ELIS	Elis SA	France	G	Management	Yes	Approve Compensation of Louis Guyot, Management Board Member	For	No
Thematics Meta	ELIS	Elis SA	France	G	Management	Yes	Approve Compensation of Matthieu Lecharny, Management Board Member	For	No
Thematics Meta	ELIS	Elis SA	France	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Meta	ELIS	Elis SA	France	G	Management	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No
Thematics Meta	ELIS	Elis SA	France	G	Management	Yes	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	No
Thematics Meta	ELIS	Elis SA	France	G	Management	Yes	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No
Thematics Meta	ELIS	Elis SA	France	G	Management	Yes	Authorize Filing of Required Documents/Other Formalities	For	No
Thematics Meta	EMR	Emerson Electric Co.	USA	G	Management	Yes	Elect Director Martin S. Craighead	For	No
Thematics Meta	EMR	Emerson Electric Co.	USA	G	Management	Yes	Elect Director Gloria A. Flach	For	No
Thematics Meta	EMR	Emerson Electric Co.	USA	G	Management	Yes	Elect Director Matthew S. Levatich	For	No
Thematics Meta	EMR	Emerson Electric Co.	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Meta	EMR	Emerson Electric Co.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	EMR	Emerson Electric Co.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Nanci Caldwell	For	No
Thematics Meta	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Adaire Fox-Martin	For	No
Thematics Meta	EQIX	Equinix, Inc.	USA	G	Management	No	Elect Director Ron Guerrier - Withdrawn		No

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

Thematics Meta	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Gary Hromadko	For	No
Thematics Meta	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Charles Meyers	For	No
Thematics Meta	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Thomas Olinger	For	No
Thematics Meta	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Christopher Paisley	For	No
Thematics Meta	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Jeetu Patel	For	No
Thematics Meta	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Sandra Rivera	For	No
Thematics Meta	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Fidelma Russo	For	No
Thematics Meta	EQIX	Equinix, Inc.	USA	G	Management	Yes	Elect Director Peter Van Camp	For	No
Thematics Meta	EQIX	Equinix, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	EQIX	Equinix, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	EQIX	Equinix, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	EQIX	Equinix, Inc.	USA	G	Shareholder	Yes	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	No
Thematics Meta	WTRG	Essential Utilities, Inc.	USA	G	Management	Yes	Elect Director Elizabeth B. Amato	For	No
Thematics Meta	WTRG	Essential Utilities, Inc.	USA	G	Management	Yes	Elect Director David A. Ciesinski	For	No
Thematics Meta	WTRG	Essential Utilities, Inc.	USA	G	Management	Yes	Elect Director Christopher H. Franklin	For	No
Thematics Meta	WTRG	Essential Utilities, Inc.	USA	G	Management	Yes	Elect Director Daniel J. Hilferty	For	No
Thematics Meta	WTRG	Essential Utilities, Inc.	USA	G	Management	Yes	Elect Director Edwina Kelly	For	No
Thematics Meta	WTRG	Essential Utilities, Inc.	USA	G	Management	Yes	Elect Director W. Bryan Lewis	For	No
Thematics Meta	WTRG	Essential Utilities, Inc.	USA	G	Management	Yes	Elect Director Ellen T. Ruff	For	No

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

Thematics Meta	WTRG	EssilorLuxottica SA	USA	G	Management	Yes	Elect Director Lee C. Stewart	For	No
Thematics Meta	WTRG	EssilorLuxottica SA	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	WTRG	EssilorLuxottica SA	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	WTRG	EssilorLuxottica SA	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Financial Statements and Statutory Reports	For	No
Thematics Meta	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	No
Thematics Meta	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Treatment of Losses and Dividends of EUR 3.23 per Share	For	No
Thematics Meta	EL	EssilorLuxottica SA	France	G	Management	Yes	Ratify Appointment of Mario Notari as Director	For	No
Thematics Meta	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Auditors' Special Report on Related-Party Transactions	For	No
Thematics Meta	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Compensation Report of Corporate Officers	For	No
Thematics Meta	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Compensation of Chairman of the Board from January 1, 2022 until June 27, 2022	For	No
Thematics Meta	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Compensation of Francesco Milleri, CEO until June 27, 2022 and Chairman and CEO since June 27, 2022	For	No
Thematics Meta	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Compensation of Paul du Saillant, Vice-CEO	For	No
Thematics Meta	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Remuneration Policy of Directors	For	No
Thematics Meta	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Remuneration Policy of Chairman and CEO	Against	Yes
Thematics Meta	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Remuneration Policy of Vice-CEO	For	No
Thematics Meta	EL	EssilorLuxottica SA	France	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Meta	EL	EssilorLuxottica SA	France	G	Management	Yes	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No
Thematics Meta	EL	EssilorLuxottica SA	France	G	Management	Yes	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	For	No

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

Thematics Meta	EL	EssilorLuxottica SA	France	G	Management	Yes	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Million	For	No
Thematics Meta	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4 Million	For	No
Thematics Meta	EL	EssilorLuxottica SA	France	G	Management	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No
Thematics Meta	EL	EssilorLuxottica SA	France	G	Management	Yes	Authorize Filing of Required Documents/Other Formalities	For	No
Thematics Meta	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Receive and Approve Board's Reports	For	No
Thematics Meta	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 Meta	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Receive and Approve Auditor's Reports	For	No
Thematics Meta	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	No
Thematics Meta	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Approve Financial Statements	For	No
Thematics Meta	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Approve Allocation of Income	For	No
Thematics Meta	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Approve Discharge of Directors	For	No
Thematics Meta	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Approve Discharge of Auditors	For	No
Thematics Meta	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Approve Remuneration Policy	For	No
Thematics Meta	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Approve Remuneration Report	Against	Yes
Thematics Meta	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Reelect Ivo Rauh as Director	For	No
Thematics Meta	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Reelect Fereshteh Pouchantchi as Director	For	No
Thematics Meta	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Renew Appointment of Deloitte Audit as Auditor	For	No
Thematics Meta	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Approve Remuneration of Directors	For	No

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

Thematics Meta	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Acknowledge Information on Repurchase Program	For	No
Thematics Meta	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Authorize Filing of Required Documents and Other Formalities	For	No
Thematics Meta	EVBG	Everbridge, Inc.	USA	G	Management	Yes	Elect Director David Benjamin	For	No
Thematics Meta	EVBG	Everbridge, Inc.	USA	G	Management	Yes	Elect Director Richard D'Amore	For	No
Thematics Meta	EVBG	Everbridge, Inc.	USA	G	Management	Yes	Elect Director Alison Dean	For	No
Thematics Meta	EVBG	Everbridge, Inc.	USA	G	Management	Yes	Elect Director Rohit Ghai	For	No
Thematics Meta	EVBG	Everbridge, Inc.	USA	G	Management	Yes	Elect Director David Henshall	For	No
Thematics Meta	EVBG	Everbridge, Inc.	USA	G	Management	Yes	Elect Director Kent Mathy	For	No
Thematics Meta	EVBG	Everbridge, Inc.	USA	G	Management	Yes	Elect Director Simon Paris	For	No
Thematics Meta	EVBG	Everbridge, Inc.	USA	G	Management	Yes	Elect Director Sharon Rowlands	For	No
Thematics Meta	EVBG	Everbridge, Inc.	USA	G	Management	Yes	Elect Director David Wagner	For	No
Thematics Meta	EVBG	Everbridge, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	EVBG	Everbridge, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	AQUA	Evoqua Water Technologies Corp.	USA	G	Management	Yes	Elect Director Ron C. Keating	Withhold	Yes
Thematics Meta	AQUA	Evoqua Water Technologies Corp.	USA	G	Management	Yes	Elect Director Martin J. Lamb	Withhold	Yes
Thematics Meta	AQUA	Evoqua Water Technologies Corp.	USA	G	Management	Yes	Elect Director Peter M. Wilver	Withhold	Yes
Thematics Meta	AQUA	Evoqua Water Technologies Corp.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	AQUA	Evoqua Water Technologies Corp.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	AQUA	Evoqua Water Technologies Corp.	USA	G	Management	Yes	Approve Merger Agreement	For	No

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

Thematics Meta	AQUA	Evoqua Water Technologies Corp.	USA	G	Management	Yes	Advisory Vote on Golden Parachutes	For	No
Thematics Meta	AQUA	Evoqua Water Technologies Corp.	USA	G	Management	Yes	Adjourn Meeting	For	No
Thematics Meta	EXAS	Exact Sciences Corporation	USA	G	Management	Yes	Elect Director D. Scott Coward	For	No
Thematics Meta	EXAS	Exact Sciences Corporation	USA	G	Management	Yes	Elect Director James Doyle	For	No
Thematics Meta	EXAS	Exact Sciences Corporation	USA	G	Management	Yes	Elect Director Freda Lewis-Hall	For	No
Thematics Meta	EXAS	Exact Sciences Corporation	USA	G	Management	Yes	Elect Director Kathleen Sebelius	For	No
Thematics Meta	EXAS	Exact Sciences Corporation	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	EXAS	Exact Sciences Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	EXAS	Exact Sciences Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	EXAS	Exact Sciences Corporation	USA	G	Management	Yes	Declassify the Board of Directors	For	No
Thematics Meta	EXAS	Exact Sciences Corporation	USA	G	Management	Yes	Amend Omnibus Stock Plan	For	No
Thematics Meta	EXPN	Experian Plc	Jersey	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Meta	EXPN	Experian Plc	Jersey	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	EXPN	Experian Plc	Jersey	G	Management	Yes	Approve Remuneration Policy	For	No
Thematics Meta	EXPN	Experian Plc	Jersey	G	Management	Yes	Elect Craig Boundy as Director	For	No
Thematics Meta	EXPN	Experian Plc	Jersey	G	Management	Yes	Elect Kathleen DeRose as Director	For	No
Thematics Meta	EXPN	Experian Plc	Jersey	G	Management	Yes	Elect Esther Lee as Director	For	No
Thematics Meta	EXPN	Experian Plc	Jersey	G	Management	Yes	Elect Louise Pentland as Director	For	No
Thematics Meta	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Alison Brittain as Director	For	No

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

Thematics Meta	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Brian Cassin as Director	For	No
Thematics Meta	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Caroline Donahue as Director	For	No
Thematics Meta	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Luiz Fleury as Director	For	No
Thematics Meta	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Jonathan Howell as Director	For	No
Thematics Meta	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Lloyd Pitchford as Director	For	No
Thematics Meta	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Mike Rogers as Director	For	No
Thematics Meta	EXPN	Experian Plc	Jersey	G	Management	Yes	Reappoint KPMG LLP as Auditors	For	No
Thematics Meta	EXPN	Experian Plc	Jersey	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Meta	EXPN	Experian Plc	Jersey	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Meta	EXPN	Experian Plc	Jersey	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Meta	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 Meta	EXPN	Experian Plc	Jersey	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Meta	EXPO	Exponent, Inc.	USA	G	Management	Yes	Elect Director George H. Brown	For	No
Thematics Meta	EXPO	Exponent, Inc.	USA	G	Management	Yes	Elect Director Catherine Ford Corrigan	For	No
Thematics Meta	EXPO	Exponent, Inc.	USA	G	Management	Yes	Elect Director Paul R. Johnston	For	No
Thematics Meta	EXPO	Exponent, Inc.	USA	G	Management	Yes	Elect Director Carol Lindstrom	For	No
Thematics Meta	EXPO	Exponent, Inc.	USA	G	Management	Yes	Elect Director Karen A. Richardson	For	No
Thematics Meta	EXPO	Exponent, Inc.	USA	G	Management	Yes	Elect Director Debra L. Zumwalt	For	No
Thematics Meta	EXPO	Exponent, Inc.	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No

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

Thematics Meta	EXPO	Exponent, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	EXPO	Exponent, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	FDS	FactSet Research Systems Inc.	USA	G	Management	Yes	Elect Director Robin A. Abrams	For	No
Thematics Meta	FDS	FactSet Research Systems Inc.	USA	G	Management	Yes	Elect Director Malcolm Frank	For	No
Thematics Meta	FDS	FactSet Research Systems Inc.	USA	G	Management	Yes	Elect Director Laurie Siegel	For	No
Thematics Meta	FDS	FactSet Research Systems Inc.	USA	G	Management	Yes	Elect Director Elisha Wiesel	For	No
Thematics Meta	FDS	FactSet Research Systems Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	FDS	FactSet Research Systems Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	FDS	FactSet Research Systems Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	6954	FANUC Corp.	Japan	G	Management	Yes	Approve Allocation of Income, with a Final Dividend of JPY 271.64	For	No
Thematics Meta	6954	FANUC Corp.	Japan	G	Management	Yes	Elect Director Inaba, Yoshiharu	For	No
Thematics Meta	6954	FANUC Corp.	Japan	G	Management	Yes	Elect Director Yamaguchi, Kenji	For	No
Thematics Meta	6954	FANUC Corp.	Japan	G	Management	Yes	Elect Director Sasuga, Ryuji	For	No
Thematics Meta	6954	FANUC Corp.	Japan	G	Management	Yes	Elect Director Michael J. Cicco	For	No
Thematics Meta	6954	FANUC Corp.	Japan	G	Management	Yes	Elect Director Yamazaki, Naoko	For	No
Thematics Meta	6954	FANUC Corp.	Japan	G	Management	Yes	Elect Director Uozumi, Hiroto	For	No
Thematics Meta	6954	FANUC Corp.	Japan	G	Management	Yes	Elect Director Takeda, Yoko	For	No
Thematics Meta	6954	FANUC Corp.	Japan	G	Management	Yes	Elect Director and Audit Committee Member Okada, Toshiya	For	No
Thematics Meta	6954	FANUC Corp.	Japan	G	Management	Yes	Elect Director and Audit Committee Member Yokoi, Hidetoshi	For	No

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

Thematics Meta	6954	FANUC Corp.	Japan	G	Management	Yes	Elect Director and Audit Committee Member Tomita, Mieko	For	No
Thematics Meta	6954	FANUC Corp.	Japan	G	Management	Yes	Elect Director and Audit Committee Member Igashima, Shigeo	For	No
Thematics Meta	FERG	Ferguson Plc	Jersey	G	Management	Yes	Elect Director Kelly Baker	For	No
Thematics Meta	FERG	Ferguson Plc	Jersey	G	Management	Yes	Elect Director Bill Brundage	For	No
Thematics Meta	FERG	Ferguson Plc	Jersey	G	Management	Yes	Elect Director Geoff Drabble	For	No
Thematics Meta	FERG	Ferguson Plc	Jersey	G	Management	Yes	Elect Director Catherine Halligan	For	No
Thematics Meta	FERG	Ferguson Plc	Jersey	G	Management	Yes	Elect Director Brian May	For	No
Thematics Meta	FERG	Ferguson Plc	Jersey	G	Management	Yes	Elect Director James S. Metcalf	For	No
Thematics Meta	FERG	Ferguson Plc	Jersey	G	Management	Yes	Elect Director Kevin Murphy	For	No
Thematics Meta	FERG	Ferguson Plc	Jersey	G	Management	Yes	Elect Director Alan Murray	For	No
Thematics Meta	FERG	Ferguson Plc	Jersey	G	Management	Yes	Elect Director Thomas Schmitt	For	No
Thematics Meta	FERG	Ferguson Plc	Jersey	G	Management	Yes	Elect Director Nadia Shouraboura	For	No
Thematics Meta	FERG	Ferguson Plc	Jersey	G	Management	Yes	Elect Director Suzanne Wood	For	No
Thematics Meta	FERG	Ferguson Plc	Jersey	G	Management	Yes	Reappoint Deloitte LLP as Statutory Auditor	For	No
Thematics Meta	FERG	Ferguson Plc	Jersey	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Meta	FERG	Ferguson Plc	Jersey	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Meta	FERG	Ferguson Plc	Jersey	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	FERG	Ferguson Plc	Jersey	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	FERG	Ferguson Plc	Jersey	G	Management	Yes	Approve Omnibus Stock Plan	For	No

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

Thematics Meta	FERG	Ferguson Plc	Jersey	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Meta	FERG	Ferguson Plc	Jersey	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Meta	FERG	Ferguson Plc	Jersey	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition, Financing, or Specified Capital Investment	For	No
Thematics Meta	FERG	Ferguson Plc	Jersey	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Meta	FERG	Ferguson Plc	Jersey	G	Management	Yes	Adopt New Articles of Association	For	No
Thematics Meta	FISV	Fiserv, Inc.	USA	G	Management	Yes	Elect Director Frank J. Bisignano	For	No
Thematics Meta	FISV	Fiserv, Inc.	USA	G	Management	Yes	Elect Director Henrique de Castro	For	No
Thematics Meta	FISV	Fiserv, Inc.	USA	G	Management	Yes	Elect Director Harry F. DiSimone	For	No
Thematics Meta	FISV	Fiserv, Inc.	USA	G	Management	Yes	Elect Director Dylan G. Haggart	For	No
Thematics Meta	FISV	Fiserv, Inc.	USA	G	Management	Yes	Elect Director Wafaa Mamilli	For	No
Thematics Meta	FISV	Fiserv, Inc.	USA	G	Management	Yes	Elect Director Heidi G. Miller	For	No
Thematics Meta	FISV	Fiserv, Inc.	USA	G	Management	Yes	Elect Director Doyle R. Simons	For	No
Thematics Meta	FISV	Fiserv, Inc.	USA	G	Management	Yes	Elect Director Kevin M. Warren	For	No
Thematics Meta	FISV	Fiserv, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	FISV	Fiserv, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	FISV	Fiserv, Inc.	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Meta	FISV	Fiserv, Inc.	USA	G	Shareholder	Yes	Require Independent Board Chairman	For	Yes
Thematics Meta	FDR	Fluidra SA	Spain	G	Management	Yes	Approve Consolidated and Standalone Financial Statements	For	No
Thematics Meta	FDR	Fluidra SA	Spain	E,S	Management	Yes	Approve Non-Financial Information Statement	For	No

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

Thematics Meta	FDR	Fluidra SA	Spain	G	Management	Yes	Approve Allocation of Income	For	No
Thematics Meta	FDR	Fluidra SA	Spain	G	Management	Yes	Approve Discharge of Board	For	No
Thematics Meta	FDR	Fluidra SA	Spain	G	Management	Yes	Approve Dividends Charged Against Reserves	For	No
Thematics Meta	FDR	Fluidra SA	Spain	G	Management	Yes	Amend Article 36 Re: Increase in Board Size to 13	For	No
Thematics Meta	FDR	Fluidra SA	Spain	G	Management	Yes	Elect Aedhmar Hynes as Director	For	No
Thematics Meta	FDR	Fluidra SA	Spain	G	Management	Yes	Elect Manuel Puig Rocha as Director	Against	Yes
Thematics Meta	FDR	Fluidra SA	Spain	G	Management	Yes	Reelect Jorge Valentin Constans Fernandez as Director	Against	Yes
Thematics Meta	FDR	Fluidra SA	Spain	G	Management	Yes	Advisory Vote on Remuneration Report	For	No
Thematics Meta	FDR	Fluidra SA	Spain	G	Management	Yes	Approve Stock-for-Salary Plan	For	No
Thematics Meta	FDR	Fluidra SA	Spain	G	Management	Yes	Authorize Board to Ratify and Execute Approved Resolutions	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Accept Consolidated Financial Statements and Statutory Reports	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Approve Allocation of Income and Dividends	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Approve Dividends	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Approve Discharge of Board and Senior Management	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Elect Director Jonathan C. Burrell	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Elect Director Joseph J. Hartnett	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Elect Director Min H. Kao	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Elect Director Catherine A. Lewis	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Elect Director Charles W. Pepper	For	No

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

Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Elect Director Clifton A. Pemble	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Elect Min H. Kao as Board Chairman	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Appoint Jonathan C. Burrell as Member of the Compensation Committee	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Appoint Joseph J. Hartnett as Member of the Compensation Committee	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Appoint Catherine A. Lewis as Member of the Compensation Committee	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Appoint Charles W. Peffer as Member of the Compensation Committee	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Designate Wuersch & Gering LLP as Independent Proxy	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Ratify Ernst & Young LLP as Auditors and Ernst & Young Ltd as Statutory Auditor	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Advisory Vote on the Swiss Statutory Compensation Report	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Approve Fiscal Year 2024 Maximum Aggregate Compensation for the Executive Management	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2023 AGM and the 2024 AGM	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Cancel Repurchased Shares	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Amend Qualified Employee Stock Purchase Plan	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Amend Non-Employee Director Omnibus Stock Plan	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Approve Reduction of Par Value	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Approve Conversion of Currency of the Share Capital from CHF to USD	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Amend Articles to Reflect Changes in Capital	For	No

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

Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Amend Articles Re: Addressing Shares, Shareholder Rights and General Meeting	For	No
Thematics Meta	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Amend Articles Re: Addressing Board, Compensation and Related Matters	For	No
Thematics Meta	GNTX	Gentex Corporation	USA	G	Management	Yes	Elect Director Joseph Anderson	For	No
Thematics Meta	GNTX	Gentex Corporation	USA	G	Management	Yes	Elect Director Leslie Brown	For	No
Thematics Meta	GNTX	Gentex Corporation	USA	G	Management	Yes	Elect Director Garth Deur	For	No
Thematics Meta	GNTX	Gentex Corporation	USA	G	Management	Yes	Elect Director Steve Downing	For	No
Thematics Meta	GNTX	Gentex Corporation	USA	G	Management	Yes	Elect Director Gary Goode	For	No
Thematics Meta	GNTX	Gentex Corporation	USA	G	Management	Yes	Elect Director Richard Schaum	For	No
Thematics Meta	GNTX	Gentex Corporation	USA	G	Management	Yes	Elect Director Kathleen Starkoff	For	No
Thematics Meta	GNTX	Gentex Corporation	USA	G	Management	Yes	Elect Director Brian Walker	For	No
Thematics Meta	GNTX	Gentex Corporation	USA	G	Management	Yes	Elect Director Ling Zang	For	No
Thematics Meta	GNTX	Gentex Corporation	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	GNTX	Gentex Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	GNTX	Gentex Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	GTLB	GitLab Inc.	USA	G	Management	Yes	Elect Director Karen Blasing	For	No
Thematics Meta	GTLB	GitLab Inc.	USA	G	Management	Yes	Elect Director Merline Saintil	For	No
Thematics Meta	GTLB	GitLab Inc.	USA	G	Management	Yes	Elect Director Godfrey Sullivan	Withhold	Yes
Thematics Meta	GTLB	GitLab Inc.	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Meta	GTLB	GitLab Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No

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

Thematics Meta	GTLB	GitLab Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Meta	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Approve Allocation of Income and Dividends of CHF 67 per Share	For	No
Thematics Meta	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Approve Discharge of Board of Directors	For	No
Thematics Meta	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Amend Articles Re: Annulment of the Conversion of Shares Clause	For	No
Thematics Meta	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	For	No
Thematics Meta	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 Meta	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 Meta	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reelect Victor Balli as Director	For	No
Thematics Meta	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reelect Ingrid Deltenre as Director	For	No
Thematics Meta	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reelect Olivier Filliol as Director	For	No
Thematics Meta	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reelect Sophie Gasperment as Director	For	No
Thematics Meta	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reelect Calvin Grieder as Director and Board Chair	Against	Yes
Thematics Meta	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reelect Tom Knutzen as Director	Against	Yes
Thematics Meta	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Elect Roberto Guidetti as Director	For	No
Thematics Meta	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reappoint Ingrid Deltenre as Member of the Compensation Committee	For	No
Thematics Meta	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reappoint Victor Balli as Member of the Compensation Committee	For	No

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

Thematics Meta	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Appoint Olivier Filliol as Member of the Compensation Committee	For	No
Thematics Meta	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Designate Manuel Isler as Independent Proxy	For	No
Thematics Meta	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Ratify KPMG AG as Auditors	For	No
Thematics Meta	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Approve Remuneration of Directors in the Amount of CHF 3 Million	For	No
Thematics Meta	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 Meta	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 Meta	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Transact Other Business (Voting)	Against	Yes
Thematics Meta	GPN	Global Payments Inc.	USA	G	Management	Yes	Elect Director F. Thaddeus Arroyo	For	No
Thematics Meta	GPN	Global Payments Inc.	USA	G	Management	Yes	Elect Director Robert H.B. Baldwin, Jr.	For	No
Thematics Meta	GPN	Global Payments Inc.	USA	G	Management	Yes	Elect Director John G. Bruno	For	No
Thematics Meta	GPN	Global Payments Inc.	USA	G	Management	Yes	Elect Director Joia M. Johnson	For	No
Thematics Meta	GPN	Global Payments Inc.	USA	G	Management	Yes	Elect Director Ruth Ann Marshall	For	No
Thematics Meta	GPN	Global Payments Inc.	USA	G	Management	Yes	Elect Director Connie D. McDaniel	For	No
Thematics Meta	GPN	Global Payments Inc.	USA	G	Management	Yes	Elect Director Joseph H. Osness	For	No
Thematics Meta	GPN	Global Payments Inc.	USA	G	Management	Yes	Elect Director William B. Plummer	For	No
Thematics Meta	GPN	Global Payments Inc.	USA	G	Management	Yes	Elect Director Jeffrey S. Sloan	For	No
Thematics Meta	GPN	Global Payments Inc.	USA	G	Management	Yes	Elect Director John T. Turner	For	No
Thematics Meta	GPN	Global Payments Inc.	USA	G	Management	Yes	Elect Director M. Troy Woods	For	No
Thematics Meta	GPN	Global Payments Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No

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

Thematics Meta	GPN	Global Payments Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	GPN	Global Payments Inc.	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Meta	GPN	Global Payments Inc.	USA	G	Shareholder	Yes	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Yes
Thematics Meta	GDDY	GoDaddy Inc.	USA	G	Management	Yes	Elect Director Mark Garrett	For	No
Thematics Meta	GDDY	GoDaddy Inc.	USA	G	Management	Yes	Elect Director Srinivas (Srini) Tallapragada	For	No
Thematics Meta	GDDY	GoDaddy Inc.	USA	G	Management	Yes	Elect Director Sigal Zarmi	For	No
Thematics Meta	GDDY	GoDaddy Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	GDDY	GoDaddy Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Meta	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Meta	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Elect Steve Gunning as Director	For	No
Thematics Meta	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Dame Louise Makin as Director	For	No
Thematics Meta	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Marc Ronchetti as Director	For	No
Thematics Meta	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Jennifer Ward as Director	For	No
Thematics Meta	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Carole Cran as Director	For	No
Thematics Meta	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Jo Harlow as Director	For	No
Thematics Meta	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Dharmash Mistry as Director	For	No
Thematics Meta	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Sharmila Nebhrajani as Director	For	No

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

Thematics Meta	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Tony Rice as Director	For	No
Thematics Meta	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Roy Twite as Director	For	No
Thematics Meta	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Reappoint PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Meta	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Meta	HLMA	Halma Plc	United Kingdom	S	Management	Yes	Authorise UK Political Donations and Expenditure	For	No
Thematics Meta	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Meta	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 Meta	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Meta	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Meta	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Elect Director Robert Selander	For	No
Thematics Meta	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Elect Director Jon Kessler	For	No
Thematics Meta	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Elect Director Stephen Neeleman	For	No
Thematics Meta	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Elect Director Paul Black	For	No
Thematics Meta	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Elect Director Frank Corvino	For	No
Thematics Meta	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Elect Director Adrian Dillon	For	No
Thematics Meta	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Elect Director Evelyn Dilsaver	For	No
Thematics Meta	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Elect Director Debra McCowan	For	No
Thematics Meta	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Elect Director Rajesh Natarajan	For	No

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

Thematics Meta	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Elect Director Stuart Parker	For	No
Thematics Meta	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Elect Director Gayle Wellborn	For	No
Thematics Meta	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	HLIO	Helios Technologies, Inc.	USA	G	Management	Yes	Elect Director Laura Dempsey Brown	For	No
Thematics Meta	HLIO	Helios Technologies, Inc.	USA	G	Management	Yes	Elect Director Cariappa Chenanda	For	No
Thematics Meta	HLIO	Helios Technologies, Inc.	USA	G	Management	Yes	Elect Director Alexander Schuetz	For	No
Thematics Meta	HLIO	Helios Technologies, Inc.	USA	G	Management	Yes	Ratify Grant Thornton LLP as Auditors	For	No
Thematics Meta	HLIO	Helios Technologies, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	HLIO	Helios Technologies, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Meta	HLIO	Helios Technologies, Inc.	USA	G	Management	Yes	Approve Omnibus Stock Plan	For	No
Thematics Meta	HFG	HelloFresh SE	Germany	G	Management	No	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		No
Thematics Meta	HFG	HelloFresh SE	Germany	G	Management	Yes	Approve Allocation of Income and Omission of Dividends	For	No
Thematics Meta	HFG	HelloFresh SE	Germany	G	Management	Yes	Approve Discharge of Management Board for Fiscal Year 2022	For	No
Thematics Meta	HFG	HelloFresh SE	Germany	G	Management	Yes	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No
Thematics Meta	HFG	HelloFresh SE	Germany	G	Management	Yes	Ratify KPMG AG as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for the Fiscal Year 2023 and for the Review of Interim Financial Statements Until 2024 AGM	For	No
Thematics Meta	HFG	HelloFresh SE	Germany	G	Management	Yes	Elect John Rittenhouse to the Supervisory Board	For	No

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

Thematics Meta	HFG	HelloFresh SE	Germany	G	Management	Yes	Elect Ursula Radeke-Pietsch to the Supervisory Board	For	No
Thematics Meta	HFG	HelloFresh SE	Germany	G	Management	Yes	Elect Susanne Schroeter-Crossan to the Supervisory Board	For	No
Thematics Meta	HFG	HelloFresh SE	Germany	G	Management	Yes	Elect Stefan Smalla to the Supervisory Board	For	No
Thematics Meta	HFG	HelloFresh SE	Germany	G	Management	Yes	Elect Derek Zissman to the Supervisory Board	For	No
Thematics Meta	HFG	HelloFresh SE	Germany	G	Management	Yes	Approve Remuneration Report	Against	Yes
Thematics Meta	HFG	HelloFresh SE	Germany	G	Management	Yes	Amend Articles Re: Supervisory Board Term of Office	Against	Yes
Thematics Meta	HFG	HelloFresh SE	Germany	G	Management	Yes	Approve Virtual-Only Shareholder Meetings Until 2025	For	No
Thematics Meta	HFG	HelloFresh SE	Germany	G	Management	Yes	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	No	Open Meeting		No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Elect Chairman of Meeting	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Prepare and Approve List of Shareholders	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Agenda of Meeting	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	No	Designate Inspector(s) of Minutes of Meeting		No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Acknowledge Proper Convening of Meeting	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	No	Receive President's Report		No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	No	Receive Financial Statements and Statutory Reports		No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	No	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management		No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	No	Receive the Board's Dividend Proposal		No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No

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

Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Allocation of Income and Dividends of EUR 0.12 Per Share	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Discharge of Gun Nilsson	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Discharge of Marta Schorling Andreen	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Discharge of John Brandon	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Discharge of Sofia Schorling Hogberg	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Discharge of Ulrika Francke	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Discharge of Henrik Henriksson	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Discharge of Patrick Soderlund	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Discharge of Brett Watson	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Discharge of Erik Huggers	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Discharge of CEO Ola Rollen	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Determine Number of Members (7) and Deputy Members (0) of Board	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Remuneration of Directors in the Amount of SEK 2.2 Million for Chair and SEK 690,000 for Other Directors	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Remuneration of Auditors	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Reelect Marta Schorling Andreen as Director	Against	Yes
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Reelect John Brandon as Director	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Reelect Sofia Schorling Hogberg as Director	Against	Yes
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Reelect Ola Rollen as Director	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Reelect Gun Nilsson as Director	Against	Yes

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

Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Reelect Brett Watson as Director	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Reelect Erik Huggers as Director	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Elect Ola Rollen as Board Chair	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Ratify PricewaterhouseCoopers AB as Auditors	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Reelect Mikael Ekdahl (Chair), Jan Dworsky and Liselott Ledin as Members of Nominating Committee; Elect Brett Watson as New Member of Nominating Committee	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Performance Share Program 2023/2026 for Key Employees	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	For	No
Thematics Meta	HEXA.B	Hexagon AB	Sweden	G	Management	No	Close Meeting		No
Thematics Meta	HOLX	Hologic, Inc.	USA	G	Management	Yes	Elect Director Stephen P. MacMillan	For	No
Thematics Meta	HOLX	Hologic, Inc.	USA	G	Management	Yes	Elect Director Sally W. Crawford	For	No
Thematics Meta	HOLX	Hologic, Inc.	USA	G	Management	Yes	Elect Director Charles J. Dockendorff	For	No
Thematics Meta	HOLX	Hologic, Inc.	USA	G	Management	Yes	Elect Director Scott T. Garrett	For	No
Thematics Meta	HOLX	Hologic, Inc.	USA	G	Management	Yes	Elect Director Ludwig N. Hantson	For	No
Thematics Meta	HOLX	Hologic, Inc.	USA	G	Management	Yes	Elect Director Namal Nawana	For	No
Thematics Meta	HOLX	Hologic, Inc.	USA	G	Management	Yes	Elect Director Christiana Stamoulis	For	No
Thematics Meta	HOLX	Hologic, Inc.	USA	G	Management	Yes	Elect Director Stacey D. Stewart	For	No
Thematics Meta	HOLX	Hologic, Inc.	USA	G	Management	Yes	Elect Director Amy M. Wendell	For	No

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

Thematics Meta	HOLX	Hologic, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	HOLX	Hologic, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	HOLX	Hologic, Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	For	No
Thematics Meta	HOLX	Hologic, Inc.	USA	G	Management	Yes	Amend Qualified Employee Stock Purchase Plan	For	No
Thematics Meta	HOLX	Hologic, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	HUBS	HubSpot, Inc.	USA	G	Management	Yes	Elect Director Nick Caldwell	For	No
Thematics Meta	HUBS	HubSpot, Inc.	USA	G	Management	Yes	Elect Director Claire Hughes Johnson	Against	Yes
Thematics Meta	HUBS	HubSpot, Inc.	USA	G	Management	Yes	Elect Director Jay Simons	For	No
Thematics Meta	HUBS	HubSpot, Inc.	USA	G	Management	Yes	Elect Director Yamini Rangan	For	No
Thematics Meta	HUBS	HubSpot, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	HUBS	HubSpot, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	HUBS	HubSpot, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	IEX	IDEX Corporation	USA	G	Management	Yes	Elect Director Katrina L. Helmkamp	For	No
Thematics Meta	IEX	IDEX Corporation	USA	G	Management	Yes	Elect Director Mark A. Beck	For	No
Thematics Meta	IEX	IDEX Corporation	USA	G	Management	Yes	Elect Director Carl R. Christenson	For	No
Thematics Meta	IEX	IDEX Corporation	USA	G	Management	Yes	Elect Director Alejandro Quiroz Centeno	For	No
Thematics Meta	IEX	IDEX Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	IEX	IDEX Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	IEX	IDEX Corporation	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No

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

Thematics Meta	IDXX	IDEXX Laboratories, Inc.	USA	G	Management	Yes	Elect Director Daniel M. Junius	For	No
Thematics Meta	IDXX	IDEXX Laboratories, Inc.	USA	G	Management	Yes	Elect Director Lawrence D. Kingsley	For	No
Thematics Meta	IDXX	IDEXX Laboratories, Inc.	USA	G	Management	Yes	Elect Director Sophie V. Vandebroek	For	No
Thematics Meta	IDXX	IDEXX Laboratories, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	IDXX	IDEXX Laboratories, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	IDXX	IDEXX Laboratories, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Eve Burton	For	No
Thematics Meta	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Scott D. Cook	For	No
Thematics Meta	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Richard L. Dalzell	For	No
Thematics Meta	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Sasan K. Goodarzi	For	No
Thematics Meta	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Deborah Liu	For	No
Thematics Meta	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Tekedra Mawakana	For	No
Thematics Meta	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Suzanne Nora Johnson	For	No
Thematics Meta	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Thomas Szkutak	For	No
Thematics Meta	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Raul Vazquez	For	No
Thematics Meta	INTU	Intuit Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	INTU	Intuit Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	INTU	Intuit Inc.	USA	G	Management	Yes	Amend Qualified Employee Stock Purchase Plan	For	No
Thematics Meta	ISRG	Intuitive Surgical, Inc.	USA	G	Management	Yes	Elect Director Craig H. Barratt	For	No

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

Thematics Meta	ISRG	Intuitive Surgical, Inc.	USA	G	Management	Yes	Elect Director Joseph C. Beery	For	No
Thematics Meta	ISRG	Intuitive Surgical, Inc.	USA	G	Management	Yes	Elect Director Gary S. Guthart	For	No
Thematics Meta	ISRG	Intuitive Surgical, Inc.	USA	G	Management	Yes	Elect Director Amal M. Johnson	For	No
Thematics Meta	ISRG	Intuitive Surgical, Inc.	USA	G	Management	Yes	Elect Director Don R. Kania	For	No
Thematics Meta	ISRG	Intuitive Surgical, Inc.	USA	G	Management	Yes	Elect Director Amy L. Ladd	For	No
Thematics Meta	ISRG	Intuitive Surgical, Inc.	USA	G	Management	Yes	Elect Director Keith R. Leonard, Jr.	For	No
Thematics Meta	ISRG	Intuitive Surgical, Inc.	USA	G	Management	Yes	Elect Director Alan J. Levy	For	No
Thematics Meta	ISRG	Intuitive Surgical, Inc.	USA	G	Management	Yes	Elect Director Jami Dover Nachtsheim	For	No
Thematics Meta	ISRG	Intuitive Surgical, Inc.	USA	G	Management	Yes	Elect Director Monica P. Reed	For	No
Thematics Meta	ISRG	Intuitive Surgical, Inc.	USA	G	Management	Yes	Elect Director Mark J. Rubash	For	No
Thematics Meta	ISRG	Intuitive Surgical, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	ISRG	Intuitive Surgical, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	ISRG	Intuitive Surgical, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	IOS	IONOS Group SE	Germany	G	Management	No	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		No
Thematics Meta	IOS	IONOS Group SE	Germany	G	Management	Yes	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for Fiscal Year 2023 and the First Quarter of Fiscal Year 2024	For	No
Thematics Meta	IOS	IONOS Group SE	Germany	G	Management	Yes	Approve Remuneration Policy	Against	Yes
Thematics Meta	IOS	IONOS Group SE	Germany	G	Management	Yes	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 650 Million; Approve Creation of EUR 20 Million Pool of Capital to Guarantee Conversion Rights	Against	Yes
Thematics Meta	JBT	John Bean Technologies Corporation	USA	G	Management	Yes	Elect Director Barbara L. Brasier	For	No

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

Thematics Meta	JBT	John Bean Technologies Corporation	USA	G	Management	Yes	Elect Director Brian A. Deck	For	No
Thematics Meta	JBT	John Bean Technologies Corporation	USA	G	Management	Yes	Elect Director Polly B. Kawalek	For	No
Thematics Meta	JBT	John Bean Technologies Corporation	USA	G	Management	Yes	Declassify the Board of Directors	For	No
Thematics Meta	JBT	John Bean Technologies Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	JBT	John Bean Technologies Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	JBT	John Bean Technologies Corporation	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLC as Auditors	For	No
Thematics Meta	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Jean Blackwell	For	No
Thematics Meta	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Pierre Cohade	For	No
Thematics Meta	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Michael E. Daniels	For	No
Thematics Meta	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director W. Roy Dunbar	For	No
Thematics Meta	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Gretchen R. Haggerty	For	No
Thematics Meta	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Ayesha Khanna	For	No
Thematics Meta	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Simone Menne	For	No
Thematics Meta	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director George R. Oliver	For	No
Thematics Meta	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Jurgen Tinggren	For	No
Thematics Meta	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Mark Vergnano	For	No
Thematics Meta	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director John D. Young	For	No
Thematics Meta	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Authorize Board to Fix Remuneration of Auditors	For	No

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

Thematics Meta	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Authorize Market Purchases of Company Shares	For	No
Thematics Meta	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Determine Price Range for Reissuance of Treasury Shares	For	No
Thematics Meta	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Approve the Directors' Authority to Allot Shares	For	No
Thematics Meta	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Approve the Disapplication of Statutory Pre-Emption Rights	For	No
Thematics Meta	KARN	Kardex Holding AG	Switzerland	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Meta	KARN	Kardex Holding AG	Switzerland	G	Management	Yes	Approve Remuneration Report (Non-Binding)	For	No
Thematics Meta	KARN	Kardex Holding AG	Switzerland	G	Management	Yes	Approve Allocation of Income and Dividends of CHF 3.50 per Share	For	No
Thematics Meta	KARN	Kardex Holding AG	Switzerland	G	Management	Yes	Approve Discharge of Board and Senior Management	For	No
Thematics Meta	KARN	Kardex Holding AG	Switzerland	G	Management	Yes	Reelect Philipp Buhofer as Director	For	No
Thematics Meta	KARN	Kardex Holding AG	Switzerland	G	Management	Yes	Reelect Eugen Elmiger as Director	For	No
Thematics Meta	KARN	Kardex Holding AG	Switzerland	G	Management	Yes	Reelect Andreas Haeberli as Director	For	No
Thematics Meta	KARN	Kardex Holding AG	Switzerland	G	Management	Yes	Reelect Ulrich Looser as Director	Against	Yes
Thematics Meta	KARN	Kardex Holding AG	Switzerland	G	Management	Yes	Reelect Jennifer Maag as Director	For	No
Thematics Meta	KARN	Kardex Holding AG	Switzerland	G	Management	Yes	Elect Maria Vacalli as Director	For	No
Thematics Meta	KARN	Kardex Holding AG	Switzerland	G	Management	Yes	Reelect Felix Thoeni as Director	For	No
Thematics Meta	KARN	Kardex Holding AG	Switzerland	G	Management	Yes	Reelect Felix Thoeni as Board Chair	For	No
Thematics Meta	KARN	Kardex Holding AG	Switzerland	G	Management	Yes	Reappoint Philipp Buhofer as Member of the Compensation and Nomination Committee	For	No

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

Thematics Meta	KARN	Kardex Holding AG	Switzerland	G	Management	Yes	Reappoint Ulrich Looser as Member of the Compensation and Nomination Committee	Against	Yes
Thematics Meta	KARN	Kardex Holding AG	Switzerland	G	Management	Yes	Appoint Maria Vacalli as Member of the Compensation and Nomination Committee	For	No
Thematics Meta	KARN	Kardex Holding AG	Switzerland	G	Management	Yes	Designate Wenger Vieli AG as Independent Proxy	For	No
Thematics Meta	KARN	Kardex Holding AG	Switzerland	G	Management	Yes	Ratify PricewaterhouseCoopers AG as Auditors	For	No
Thematics Meta	KARN	Kardex Holding AG	Switzerland	G	Management	Yes	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	For	No
Thematics Meta	KARN	Kardex Holding AG	Switzerland	G	Management	Yes	Approve Remuneration of Executive Committee in the Amount of CHF 5.5 Million	For	No
Thematics Meta	KARN	Kardex Holding AG	Switzerland	G	Management	Yes	Amend Corporate Purpose	For	No
Thematics Meta	KARN	Kardex Holding AG	Switzerland	G	Management	Yes	Amend Articles Re: Annulment of the Opting Up Clause	For	No
Thematics Meta	KARN	Kardex Holding AG	Switzerland	G	Management	Yes	Approve Virtual-Only Shareholder Meetings	For	No
Thematics Meta	KARN	Kardex Holding AG	Switzerland	G	Management	Yes	Amend Articles of Association	Against	Yes
Thematics Meta	KARN	Kardex Holding AG	Switzerland	G	Management	Yes	Transact Other Business (Voting)	Against	Yes
Thematics Meta	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Meta	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Approve Final Dividend	For	No
Thematics Meta	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Elect Patrick Rohan as Director	For	No
Thematics Meta	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Gerry Behan as Director	For	No
Thematics Meta	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Hugh Brady as Director	For	No
Thematics Meta	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Fiona Dawson as Director	For	No
Thematics Meta	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Karin Dorrepaal as Director	For	No
Thematics Meta	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Emer Gilvarry as Director	For	No

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

Thematics Meta	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Michael Kerr as Director	For	No
Thematics Meta	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Marguerite Larkin as Director	For	No
Thematics Meta	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Tom Moran as Director	For	No
Thematics Meta	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Christopher Rogers as Director	For	No
Thematics Meta	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Edmond Scanlon as Director	For	No
Thematics Meta	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Jinlong Wang as Director	For	No
Thematics Meta	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Meta	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Meta	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Meta	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Meta	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	For	No
Thematics Meta	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Meta	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Approve Employee Share Plan	For	No
Thematics Meta	6861	KEYENCE Corp.	Japan	G	Management	Yes	Approve Allocation of Income, with a Final Dividend of JPY 150	For	No
Thematics Meta	6861	KEYENCE Corp.	Japan	G	Management	Yes	Elect Director Takizaki, Takemitsu	For	No
Thematics Meta	6861	KEYENCE Corp.	Japan	G	Management	Yes	Elect Director Nakata, Yu	For	No
Thematics Meta	6861	KEYENCE Corp.	Japan	G	Management	Yes	Elect Director Yamaguchi, Akiji	For	No
Thematics Meta	6861	KEYENCE Corp.	Japan	G	Management	Yes	Elect Director Yamamoto, Hiroaki	For	No

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

Thematics Meta	6861	KEYENCE Corp.	Japan	G	Management	Yes	Elect Director Nakano, Tetsuya	For	No
Thematics Meta	6861	KEYENCE Corp.	Japan	G	Management	Yes	Elect Director Yamamoto, Akinori	For	No
Thematics Meta	6861	KEYENCE Corp.	Japan	G	Management	Yes	Elect Director Taniguchi, Seiichi	For	No
Thematics Meta	6861	KEYENCE Corp.	Japan	G	Management	Yes	Elect Director Suenaga, Kumiko	For	No
Thematics Meta	6861	KEYENCE Corp.	Japan	G	Management	Yes	Elect Director Yoshioka, Michifumi	For	No
Thematics Meta	6861	KEYENCE Corp.	Japan	G	Management	Yes	Appoint Statutory Auditor Komura, Koichiro	For	No
Thematics Meta	6861	KEYENCE Corp.	Japan	G	Management	Yes	Appoint Alternate Statutory Auditor Yamamoto, Masaharu	For	No
Thematics Meta	KLAC	KLA Corporation	USA	G	Management	Yes	Elect Director Robert Calderoni	For	No
Thematics Meta	KLAC	KLA Corporation	USA	G	Management	Yes	Elect Director Jeneanne Hanley	For	No
Thematics Meta	KLAC	KLA Corporation	USA	G	Management	Yes	Elect Director Emiko Higashi	For	No
Thematics Meta	KLAC	KLA Corporation	USA	G	Management	Yes	Elect Director Kevin Kennedy	For	No
Thematics Meta	KLAC	KLA Corporation	USA	G	Management	Yes	Elect Director Michael McMullen	For	No
Thematics Meta	KLAC	KLA Corporation	USA	G	Management	Yes	Elect Director Gary Moore	For	No
Thematics Meta	KLAC	KLA Corporation	USA	G	Management	Yes	Elect Director Marie Myers	For	No
Thematics Meta	KLAC	KLA Corporation	USA	G	Management	Yes	Elect Director Victor Peng	For	No
Thematics Meta	KLAC	KLA Corporation	USA	G	Management	Yes	Elect Director Robert Rango	For	No
Thematics Meta	KLAC	KLA Corporation	USA	G	Management	Yes	Elect Director Richard Wallace	For	No
Thematics Meta	KLAC	KLA Corporation	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	KLAC	KLA Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No

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

Thematics Meta	KLAC	KLA Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	KLAC	KLA Corporation	USA	G	Management	Yes	Approve Omnibus Stock Plan	For	No
Thematics Meta	DSM	Koninklijke DSM NV	Netherlands	G	Management	No	Open Meeting		No
Thematics Meta	DSM	Koninklijke DSM NV	Netherlands	G	Management	No	Presentation on the Transaction		No
Thematics Meta	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 Meta	DSM	Koninklijke DSM NV	Netherlands	G	Management	Yes	Approve Discharge of Management Board	For	No
Thematics Meta	DSM	Koninklijke DSM NV	Netherlands	G	Management	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Meta	DSM	Koninklijke DSM NV	Netherlands	G	Management	No	Close Meeting		No
Thematics Meta	6370	Kurita Water Industries Ltd.	Japan	G	Management	Yes	Approve Allocation of Income, with a Final Dividend of JPY 39	For	No
Thematics Meta	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 Meta	6370	Kurita Water Industries Ltd.	Japan	G	Management	Yes	Elect Director Kadota, Michiya	For	No
Thematics Meta	6370	Kurita Water Industries Ltd.	Japan	G	Management	Yes	Elect Director Ejiri, Hirohiko	For	No
Thematics Meta	6370	Kurita Water Industries Ltd.	Japan	G	Management	Yes	Elect Director Shirode, Shuji	For	No
Thematics Meta	6370	Kurita Water Industries Ltd.	Japan	G	Management	Yes	Elect Director Muto, Yukihiro	For	No
Thematics Meta	6370	Kurita Water Industries Ltd.	Japan	G	Management	Yes	Elect Director Kobayashi, Kenjiro	For	No
Thematics Meta	6370	Kurita Water Industries Ltd.	Japan	G	Management	Yes	Elect Director Tanaka, Keiko	For	No
Thematics Meta	6370	Kurita Water Industries Ltd.	Japan	G	Management	Yes	Elect Director Miyazaki, Masahiro	For	No

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

Thematics Meta	6370	Kurita Water Industries Ltd.	Japan	G	Management	Yes	Elect Director Takayama, Yoshiko	For	No
Thematics Meta	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Meta	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Approve Final Dividend	For	No
Thematics Meta	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Elect Sean Harrington as Director	For	No
Thematics Meta	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Elect Thomas Levilion as Director	For	No
Thematics Meta	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Elect Christele Hiss Holliger as Director	For	No
Thematics Meta	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Elect Charles Mark Broadley as Director	For	No
Thematics Meta	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Elect Jackson Chik Sum Ng as Director	For	No
Thematics Meta	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Elect Laurent Marteau as Director	For	No
Thematics Meta	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Yes
Thematics Meta	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Authorize Repurchase of Issued Share Capital	For	No
Thematics Meta	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Authorize Reissuance of Repurchased Shares	Against	Yes
Thematics Meta	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Approve PricewaterhouseCoopers as Statutory Auditor	For	No
Thematics Meta	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Approve PricewaterhouseCoopers as External Auditor	For	No
Thematics Meta	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Authorize Board to Fix Remuneration of Directors	For	No
Thematics Meta	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Approve Discharge of Directors	For	No
Thematics Meta	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Approve Discharge of Statutory Auditor	For	No
Thematics Meta	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Approve PricewaterhouseCoopers' Remuneration as Statutory Auditor	For	No
Thematics Meta	OR	L'Oreal SA	France	G	Management	Yes	Approve Financial Statements and Statutory Reports	For	No

Thematics AM 2023 Voting activities

Thematics Meta

January 1st, 2023 - December 31st, 2023

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

Thematics Meta	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 Meta	OR	L'Oreal SA	France	G	Management	Yes	Authorize Filing of Required Documents/Other Formalities	For	No
Thematics Meta	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Elect Director Kerri B. Anderson	For	No
Thematics Meta	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Elect Director Jean-Luc Belingard	For	No
Thematics Meta	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Elect Director Jeffrey A. Davis	For	No
Thematics Meta	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Elect Director D. Gary Gilliland	For	No
Thematics Meta	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Elect Director Kirsten M. Kliphouse	For	No
Thematics Meta	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Elect Director Garheng Kong	For	No
Thematics Meta	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Elect Director Peter M. Neupert	For	No
Thematics Meta	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Elect Director Richelle P. Parham	For	No
Thematics Meta	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Elect Director Adam H. Schechter	For	No
Thematics Meta	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Elect Director Kathryn E. Wengel	For	No
Thematics Meta	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Elect Director R. Sanders Williams	For	No
Thematics Meta	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	LH	Laboratory Corporation of America Holdings	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Meta	LH	Laboratory Corporation of America Holdings	USA	G	Shareholder	Yes	Require Independent Board Chair	For	Yes
Thematics Meta	LH	Laboratory Corporation of America Holdings	USA	S	Shareholder	Yes	Report on Transport of Nonhuman Primates Within the U.S.	Against	No
Thematics Meta	LH	Laboratory Corporation of America Holdings	USA	S	Shareholder	Yes	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For	Yes

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

Thematics Meta	LFUS	Littelfuse, Inc.	USA	G	Management	Yes	Elect Director Kristina A. Cerniglia	For	No
Thematics Meta	LFUS	Littelfuse, Inc.	USA	G	Management	Yes	Elect Director Tzau-Jin Chung	For	No
Thematics Meta	LFUS	Littelfuse, Inc.	USA	G	Management	Yes	Elect Director Cary T. Fu	For	No
Thematics Meta	LFUS	Littelfuse, Inc.	USA	G	Management	Yes	Elect Director Maria C. Green	For	No
Thematics Meta	LFUS	Littelfuse, Inc.	USA	G	Management	Yes	Elect Director Anthony Grillo	For	No
Thematics Meta	LFUS	Littelfuse, Inc.	USA	G	Management	Yes	Elect Director David W. Heinzmann	For	No
Thematics Meta	LFUS	Littelfuse, Inc.	USA	G	Management	Yes	Elect Director Gordon Hunter	For	No
Thematics Meta	LFUS	Littelfuse, Inc.	USA	G	Management	Yes	Elect Director William P. Noglows	For	No
Thematics Meta	LFUS	Littelfuse, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	LFUS	Littelfuse, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	LFUS	Littelfuse, Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	For	No
Thematics Meta	LFUS	Littelfuse, Inc.	USA	G	Management	Yes	Ratify Grant Thornton LLP as Auditors	For	No
Thematics Meta	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Meta	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Meta	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Policy	For	No
Thematics Meta	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Dominic Blakemore as Director	For	No
Thematics Meta	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Martin Brand as Director	For	No
Thematics Meta	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Kathleen DeRose as Director	For	No

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

Thematics Meta	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Tsega Gebreyes as Director	For	No
Thematics Meta	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Cressida Hogg as Director	For	No
Thematics Meta	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Anna Manz as Director	For	No
Thematics Meta	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Val Rahmani as Director	For	No
Thematics Meta	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Don Robert as Director	For	No
Thematics Meta	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect David Schwimmer as Director	For	No
Thematics Meta	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Douglas Steenland as Director	For	No
Thematics Meta	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Ashok Vaswani as Director	For	No
Thematics Meta	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Elect Scott Guthrie as Director	For	No
Thematics Meta	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Elect William Vereker as Director	For	No
Thematics Meta	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Reappoint Ernst & Young LLP as Auditors	For	No
Thematics Meta	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Meta	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Meta	LSEG	London Stock Exchange Group Plc	United Kingdom	S	Management	Yes	Authorise UK Political Donations and Expenditure	For	No
Thematics Meta	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Meta	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 Meta	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Meta	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Authorise Off-Market Purchase of Shares from Consortium Shareholders	For	No
Thematics Meta	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 AM 2023 Voting activities
Thematics Meta
January 1st, 2023 - December 31st, 2023

Thematics Meta	LULU	lululemon athletica inc.	USA	G	Management	Yes	Elect Director Michael Casey	For	No
Thematics Meta	LULU	lululemon athletica inc.	USA	G	Management	Yes	Elect Director Glenn Murphy	For	No
Thematics Meta	LULU	lululemon athletica inc.	USA	G	Management	Yes	Elect Director David Mussafer	For	No
Thematics Meta	LULU	lululemon athletica inc.	USA	G	Management	Yes	Elect Director Isabel Mahe	For	No
Thematics Meta	LULU	lululemon athletica inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	LULU	lululemon athletica inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	LULU	lululemon athletica inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	LULU	lululemon athletica inc.	USA	G	Management	Yes	Approve Omnibus Stock Plan	For	No
Thematics Meta	MAS	Masco Corporation	USA	G	Management	Yes	Elect Director Keith J. Allman	For	No
Thematics Meta	MAS	Masco Corporation	USA	G	Management	Yes	Elect Director Aine L. Denari	For	No
Thematics Meta	MAS	Masco Corporation	USA	G	Management	Yes	Elect Director Christopher A. O'Herlihy	For	No
Thematics Meta	MAS	Masco Corporation	USA	G	Management	Yes	Elect Director Charles K. Stevens, III	For	No
Thematics Meta	MAS	Masco Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	MAS	Masco Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	MAS	Masco Corporation	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	MTCH	Match Group, Inc.	USA	G	Management	Yes	Elect Director Sharmistha Dubey	For	No
Thematics Meta	MTCH	Match Group, Inc.	USA	G	Management	Yes	Elect Director Ann L. McDaniel	For	No
Thematics Meta	MTCH	Match Group, Inc.	USA	G	Management	Yes	Elect Director Thomas J. McInerney	For	No
Thematics Meta	MTCH	Match Group, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes

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

Thematics Meta	MTCH	Match Group, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Craig Arnold	For	No
Thematics Meta	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Scott C. Donnelly	For	No
Thematics Meta	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Lidia L. Fonseca	For	No
Thematics Meta	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Andrea J. Goldsmith	For	No
Thematics Meta	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Randall J. Hogan, III	For	No
Thematics Meta	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Gregory P. Lewis	For	No
Thematics Meta	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Kevin E. Lofton	For	No
Thematics Meta	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Geoffrey S. Martha	For	No
Thematics Meta	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Elizabeth G. Nabel	For	No
Thematics Meta	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Denise M. O'Leary	For	No
Thematics Meta	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Kendall J. Powell	For	No
Thematics Meta	MDT	Medtronic plc	Ireland	G	Management	Yes	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No
Thematics Meta	MDT	Medtronic plc	Ireland	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	MDT	Medtronic plc	Ireland	G	Management	Yes	Approve Employee Stock Purchase Plan	For	No
Thematics Meta	MDT	Medtronic plc	Ireland	G	Management	Yes	Renew the Board's Authority to Issue Shares Under Irish Law	For	No
Thematics Meta	MDT	Medtronic plc	Ireland	G	Management	Yes	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	For	No
Thematics Meta	MDT	Medtronic plc	Ireland	G	Management	Yes	Authorize Overseas Market Purchases of Ordinary Shares	For	No
Thematics Meta	7780	Menicon Co., Ltd.	Japan	G	Management	Yes	Elect Director Tanaka, Hidenari	For	No

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

Thematics Meta	7780	Menicon Co., Ltd.	Japan	G	Management	Yes	Elect Director Takino, Yoshiyuki	For	No
Thematics Meta	7780	Menicon Co., Ltd.	Japan	G	Management	Yes	Elect Director Moriyama, Hisashi	For	No
Thematics Meta	7780	Menicon Co., Ltd.	Japan	G	Management	Yes	Elect Director Horinishi, Yoshimi	For	No
Thematics Meta	7780	Menicon Co., Ltd.	Japan	G	Management	Yes	Elect Director Watanabe, Shingo	For	No
Thematics Meta	7780	Menicon Co., Ltd.	Japan	G	Management	Yes	Elect Director Miyake, Yozo	For	No
Thematics Meta	7780	Menicon Co., Ltd.	Japan	G	Management	Yes	Elect Director Honda, Ryutaro	For	No
Thematics Meta	7780	Menicon Co., Ltd.	Japan	G	Management	Yes	Elect Director Yanagawa, Katsuhiko	For	No
Thematics Meta	7780	Menicon Co., Ltd.	Japan	G	Management	Yes	Elect Director Takehana, Kazushige	For	No
Thematics Meta	7780	Menicon Co., Ltd.	Japan	G	Management	Yes	Approve Deep Discount Stock Option Plan	For	No
Thematics Meta	7780	Menicon Co., Ltd.	Japan	G	Management	Yes	Approve Deep Discount Stock Option Plan	For	No
Thematics Meta	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Douglas M. Baker, Jr.	For	No
Thematics Meta	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Mary Ellen Coe	For	No
Thematics Meta	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Pamela J. Craig	For	No
Thematics Meta	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Robert M. Davis	For	No
Thematics Meta	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Thomas H. Glocer	For	No
Thematics Meta	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Risa J. Lavizzo-Mourey	For	No
Thematics Meta	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Stephen L. Mayo	For	No
Thematics Meta	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Paul B. Rothman	For	No
Thematics Meta	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Patricia F. Russo	For	No

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

Thematics Meta	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Christine E. Seidman	For	No
Thematics Meta	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Inge G. Thulin	For	No
Thematics Meta	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Kathy J. Warden	For	No
Thematics Meta	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Elect Director Peter C. Wendell	For	No
Thematics Meta	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	MRK	Merck & Co., Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	MRK	Merck & Co., Inc.	USA	S	Shareholder	Yes	Report on Risks Related to Operations in China	Against	No
Thematics Meta	MRK	Merck & Co., Inc.	USA	S	Shareholder	Yes	Report on Access to COVID-19 Products	For	Yes
Thematics Meta	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 Meta	MRK	Merck & Co., Inc.	USA	S	Shareholder	Yes	Report on Impact of Extended Patent Exclusivities on Product Access	For	Yes
Thematics Meta	MRK	Merck & Co., Inc.	USA	E,S	Shareholder	Yes	Publish a Congruency Report of Partnerships with Globalist Organizations	Against	No
Thematics Meta	MRK	Merck & Co., Inc.	USA	G	Shareholder	Yes	Require Independent Board Chair	For	Yes
Thematics Meta	MTD	Mettler-Toledo International Inc.	USA	G	Management	Yes	Elect Director Robert F. Spoerry	For	No
Thematics Meta	MTD	Mettler-Toledo International Inc.	USA	G	Management	Yes	Elect Director Roland Diggelmann	For	No
Thematics Meta	MTD	Mettler-Toledo International Inc.	USA	G	Management	Yes	Elect Director Domitille Doat-Le Bigot	For	No
Thematics Meta	MTD	Mettler-Toledo International Inc.	USA	G	Management	Yes	Elect Director Elisha W. Finney	For	No
Thematics Meta	MTD	Mettler-Toledo International Inc.	USA	G	Management	Yes	Elect Director Richard Francis	For	No
Thematics Meta	MTD	Mettler-Toledo International Inc.	USA	G	Management	Yes	Elect Director Michael A. Kelly	For	No

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

Thematics Meta	MTD	Mettler-Toledo International Inc.	USA	G	Management	Yes	Elect Director Thomas P. Salice	For	No
Thematics Meta	MTD	Mettler-Toledo International Inc.	USA	G	Management	Yes	Elect Director Ingrid Zhang	For	No
Thematics Meta	MTD	Mettler-Toledo International Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	MTD	Mettler-Toledo International Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	MTD	Mettler-Toledo International Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	MSFT	Microsoft Corporation	USA	G	Management	Yes	Elect Director Reid G. Hoffman	For	No
Thematics Meta	MSFT	Microsoft Corporation	USA	G	Management	Yes	Elect Director Hugh F. Johnston	For	No
Thematics Meta	MSFT	Microsoft Corporation	USA	G	Management	Yes	Elect Director Teri L. List	For	No
Thematics Meta	MSFT	Microsoft Corporation	USA	G	Management	Yes	Elect Director Catherine MacGregor	For	No
Thematics Meta	MSFT	Microsoft Corporation	USA	G	Management	Yes	Elect Director Mark A. L. Mason	For	No
Thematics Meta	MSFT	Microsoft Corporation	USA	G	Management	Yes	Elect Director Satya Nadella	For	No
Thematics Meta	MSFT	Microsoft Corporation	USA	G	Management	Yes	Elect Director Sandra E. Peterson	For	No
Thematics Meta	MSFT	Microsoft Corporation	USA	G	Management	Yes	Elect Director Penny S. Pritzker	For	No
Thematics Meta	MSFT	Microsoft Corporation	USA	G	Management	Yes	Elect Director Carlos A. Rodriguez	For	No
Thematics Meta	MSFT	Microsoft Corporation	USA	G	Management	Yes	Elect Director Charles W. Scharf	For	No
Thematics Meta	MSFT	Microsoft Corporation	USA	G	Management	Yes	Elect Director John W. Stanton	For	No
Thematics Meta	MSFT	Microsoft Corporation	USA	G	Management	Yes	Elect Director Emma N. Walmsley	For	No
Thematics Meta	MSFT	Microsoft Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	MSFT	Microsoft Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No

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

Thematics Meta	MSFT	Microsoft Corporation	USA	G	Management	Yes	Ratify Deloitte and & Touche as Auditors	For	No
Thematics Meta	MSFT	Microsoft Corporation	USA	E,S	Shareholder	Yes	Report on Gender-Based Compensation and Benefits Inequities	Against	No
Thematics Meta	MSFT	Microsoft Corporation	USA	E,S	Shareholder	Yes	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against	No
Thematics Meta	MSFT	Microsoft Corporation	USA	E,S	Shareholder	Yes	Report on Government Take Down Requests	Against	No
Thematics Meta	MSFT	Microsoft Corporation	USA	S	Shareholder	Yes	Report on Risks of Weapons Development	For	Yes
Thematics Meta	MSFT	Microsoft Corporation	USA	E	Shareholder	Yes	Report on Climate Risk in Retirement Plan Options	For	Yes
Thematics Meta	MSFT	Microsoft Corporation	USA	S	Shareholder	Yes	Publish a Tax Transparency Report	For	Yes
Thematics Meta	MSFT	Microsoft Corporation	USA	S	Shareholder	Yes	Report on Risks of Operating in Countries with Significant Human Rights Concerns	For	Yes
Thematics Meta	MSFT	Microsoft Corporation	USA	S	Shareholder	Yes	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	Against	No
Thematics Meta	MSFT	Microsoft Corporation	USA	S	Shareholder	Yes	Report on Risks Related to AI Generated Misinformation and Disinformation	For	Yes
Thematics Meta	MSA	MSA SAFETY INCORPORATED	USA	G	Management	Yes	Elect Director William M. Lambert	For	No
Thematics Meta	MSA	MSA SAFETY INCORPORATED	USA	G	Management	Yes	Elect Director Diane M. Pearse	For	No
Thematics Meta	MSA	MSA SAFETY INCORPORATED	USA	G	Management	Yes	Elect Director Nishan J. Vartanian	For	No
Thematics Meta	MSA	MSA SAFETY INCORPORATED	USA	G	Management	Yes	Approve Omnibus Stock Plan	For	No
Thematics Meta	MSA	MSA SAFETY INCORPORATED	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditor	For	No
Thematics Meta	MSA	MSA SAFETY INCORPORATED	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	MSA	MSA SAFETY INCORPORATED	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Henry A. Fernandez	For	No
Thematics Meta	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Robert G. Ashe	For	No

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

Thematics Meta	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Wayne Edmunds	For	No
Thematics Meta	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Catherine R. Kinney	For	No
Thematics Meta	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Robin L. Matlock	For	No
Thematics Meta	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Jacques P. Perold	For	No
Thematics Meta	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director C.D. Baer Pettit	For	No
Thematics Meta	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Sandy C. Rattray	For	No
Thematics Meta	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Linda H. Riefler	For	No
Thematics Meta	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Marcus L. Smith	For	No
Thematics Meta	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Rajat Taneja	For	No
Thematics Meta	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Paula Volent	For	No
Thematics Meta	MSCI	MSCI Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	MSCI	MSCI Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	MSCI	MSCI Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Elect Director Melissa M. Arnoldi	For	No
Thematics Meta	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Elect Director Charlene T. Begley	For	No
Thematics Meta	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Elect Director Steven D. Black	For	No
Thematics Meta	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Elect Director Adena T. Friedman	For	No
Thematics Meta	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Elect Director Essa Kazim	For	No
Thematics Meta	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Elect Director Thomas A. Kloet	For	No

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

Thematics Meta	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Elect Director Michael R. Splinter	For	No
Thematics Meta	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Elect Director Johan Torgeby	For	No
Thematics Meta	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Elect Director Toni Townes-Whitley	For	No
Thematics Meta	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Elect Director Jeffery W. Yabuki	For	No
Thematics Meta	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Elect Director Alfred W. Zollar	For	No
Thematics Meta	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	NDAQ	Nasdaq, Inc.	USA	G	Shareholder	Yes	Require Independent Board Chair	For	Yes
Thematics Meta	NTRA	Natera, Inc.	USA	G	Management	Yes	Elect Director Rowan Chapman	Withhold	Yes
Thematics Meta	NTRA	Natera, Inc.	USA	G	Management	Yes	Elect Director Herm Rosenman	Withhold	Yes
Thematics Meta	NTRA	Natera, Inc.	USA	G	Management	Yes	Elect Director Jonathan Sheena	Withhold	Yes
Thematics Meta	NTRA	Natera, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	NTRA	Natera, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Approve Discharge of Board and Senior Management	For	No
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Approve Allocation of Income and Dividends of CHF 2.95 per Share	For	No
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Paul Bulcke as Director and Board Chair	For	No

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

Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Ulf Schneider as Director	For	No
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Henri de Castries as Director	Against	Yes
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Renato Fassbind as Director	For	No
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Pablo Isla as Director	For	No
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Patrick Aebischer as Director	For	No
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Kimberly Ross as Director	For	No
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Dick Boer as Director	For	No
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Dinesh Paliwal as Director	For	No
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Hanne Jimenez de Mora as Director	For	No
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Lindiwe Sibanda as Director	For	No
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Chris Leong as Director	For	No
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Reelect Luca Maestri as Director	For	No
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Elect Rainer Blair as Director	For	No
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Elect Marie-Gabrielle Ineichen-Fleisch as Director	For	No
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Reappoint Pablo Isla as Member of the Compensation Committee	For	No
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Reappoint Patrick Aebischer as Member of the Compensation Committee	For	No
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Reappoint Dick Boer as Member of the Compensation Committee	For	No
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Reappoint Dinesh Paliwal as Member of the Compensation Committee	For	No
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Ratify Ernst & Young AG as Auditors	For	No

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

Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Designate Hartmann Dreyer as Independent Proxy	For	No
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Approve Remuneration of Directors in the Amount of CHF 10.5 Million	For	No
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Approve Remuneration of Executive Committee in the Amount of CHF 72 Million	For	No
Thematics Meta	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 Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Amend Articles Re: General Meeting (Incl. Virtual-Only or Hybrid Shareholder Meetings)	For	No
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Amend Articles of Association	For	No
Thematics Meta	NESN	Nestle SA	Switzerland	G	Management	Yes	Transact Other Business (Voting)	Against	No
Thematics Meta	NFLX	Netflix, Inc.	USA	G	Management	Yes	Elect Director Mathias Dopfner	For	No
Thematics Meta	NFLX	Netflix, Inc.	USA	G	Management	Yes	Elect Director Reed Hastings	For	No
Thematics Meta	NFLX	Netflix, Inc.	USA	G	Management	Yes	Elect Director Jay C. Hoag	For	No
Thematics Meta	NFLX	Netflix, Inc.	USA	G	Management	Yes	Elect Director Ted Sarandos	For	No
Thematics Meta	NFLX	Netflix, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	NFLX	Netflix, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Meta	NFLX	Netflix, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	NFLX	Netflix, Inc.	USA	G	Shareholder	Yes	Amend Right to Call Special Meeting	For	Yes
Thematics Meta	NFLX	Netflix, Inc.	USA	G	Shareholder	Yes	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	Against	No
Thematics Meta	NFLX	Netflix, Inc.	USA	E	Shareholder	Yes	Report on Climate Risk in Retirement Plan Options	For	Yes
Thematics Meta	NFLX	Netflix, Inc.	USA	S	Shareholder	Yes	Adopt and Disclose a Freedom of Association and Collective Bargaining Policy	For	Yes
Thematics Meta	NKE	NIKE, Inc.	USA	G	Management	Yes	Elect Director Cathleen Benko	For	No

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

Thematics Meta	NKE	NIKE, Inc.	USA	G	Management	Yes	Elect Director Alan B. Graf, Jr.	For	No
Thematics Meta	NKE	NIKE, Inc.	USA	G	Management	Yes	Elect Director John Rogers, Jr.	Withhold	Yes
Thematics Meta	NKE	NIKE, Inc.	USA	G	Management	Yes	Elect Director Robert Swan	For	No
Thematics Meta	NKE	NIKE, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	NKE	NIKE, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	NKE	NIKE, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	NKE	NIKE, Inc.	USA	S	Shareholder	Yes	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	For	Yes
Thematics Meta	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Sherry A. Aaholm	For	No
Thematics Meta	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Jerry W. Burris	For	No
Thematics Meta	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Susan M. Cameron	For	No
Thematics Meta	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Michael L. Ducker	For	No
Thematics Meta	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Randall J. Hogan	For	No
Thematics Meta	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Danita K. Ostling	For	No
Thematics Meta	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Nicola Palmer	For	No
Thematics Meta	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Herbert K. Parker	For	No
Thematics Meta	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Greg Scheu	For	No
Thematics Meta	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Beth A. Wozniak	For	No
Thematics Meta	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No

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

Thematics Meta	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Authorize Board to Issue of Shares under Irish Law	For	No
Thematics Meta	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 Meta	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Authorize Price Range for Reissuance of Treasury Shares	For	No
Thematics Meta	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Elect Director Robert K. Burgess	For	No
Thematics Meta	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Elect Director Tench Coxe	For	No
Thematics Meta	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Elect Director John O. Dabiri	For	No
Thematics Meta	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Elect Director Persis S. Drell	For	No
Thematics Meta	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Elect Director Jen-Hsun Huang	For	No
Thematics Meta	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Elect Director Dawn Hudson	For	No
Thematics Meta	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Elect Director Harvey C. Jones	For	No
Thematics Meta	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Elect Director Michael G. McCaffery	For	No
Thematics Meta	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Elect Director Stephen C. Neal	For	No
Thematics Meta	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Elect Director Mark L. Perry	For	No
Thematics Meta	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Elect Director A. Brooke Seawell	For	No
Thematics Meta	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Elect Director Aarti Shah	For	No
Thematics Meta	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Elect Director Mark A. Stevens	For	No
Thematics Meta	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	NVDA	NVIDIA Corporation	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No

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

Thematics Meta	OKTA	Okta, Inc.	USA	G	Management	Yes	Elect Director Shellye Archambeau	Withhold	Yes
Thematics Meta	OKTA	Okta, Inc.	USA	G	Management	Yes	Elect Director Robert L. Dixon, Jr.	Withhold	Yes
Thematics Meta	OKTA	Okta, Inc.	USA	G	Management	Yes	Elect Director Benjamin Horowitz	Withhold	Yes
Thematics Meta	OKTA	Okta, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	OKTA	Okta, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	OMCL	OmniceLL, Inc.	USA	G	Management	Yes	Elect Director Joanne B. Bauer	For	No
Thematics Meta	OMCL	OmniceLL, Inc.	USA	G	Management	Yes	Elect Director Robin G. Seim	Withhold	Yes
Thematics Meta	OMCL	OmniceLL, Inc.	USA	G	Management	Yes	Elect Director Sara J. White	For	No
Thematics Meta	OMCL	OmniceLL, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	OMCL	OmniceLL, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	OMCL	OmniceLL, Inc.	USA	G	Management	Yes	Amend Qualified Employee Stock Purchase Plan	For	No
Thematics Meta	OMCL	OmniceLL, Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	For	No
Thematics Meta	OMCL	OmniceLL, Inc.	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Meta	6645	OMRON Corp.	Japan	G	Management	Yes	Approve Allocation of Income, with a Final Dividend of JPY 49	For	No
Thematics Meta	6645	OMRON Corp.	Japan	G	Management	Yes	Elect Director Yamada, Yoshihito	For	No
Thematics Meta	6645	OMRON Corp.	Japan	G	Management	Yes	Elect Director Tsujinaga, Junta	For	No
Thematics Meta	6645	OMRON Corp.	Japan	G	Management	Yes	Elect Director Miyata, Kiichiro	For	No
Thematics Meta	6645	OMRON Corp.	Japan	G	Management	Yes	Elect Director Tomita, Masahiko	For	No
Thematics Meta	6645	OMRON Corp.	Japan	G	Management	Yes	Elect Director Yukumoto, Shizuto	For	No

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

Thematics Meta	6645	OMRON Corp.	Japan	G	Management	Yes	Elect Director Kamigama, Takehiro	For	No
Thematics Meta	6645	OMRON Corp.	Japan	G	Management	Yes	Elect Director Kobayashi, Izumi	For	No
Thematics Meta	6645	OMRON Corp.	Japan	G	Management	Yes	Elect Director Suzuki, Yoshihisa	For	No
Thematics Meta	6645	OMRON Corp.	Japan	G	Management	Yes	Appoint Statutory Auditor Hosoi, Toshio	For	No
Thematics Meta	6645	OMRON Corp.	Japan	G	Management	Yes	Appoint Alternate Statutory Auditor Watanabe, Toru	For	No
Thematics Meta	ON	ON Semiconductor Corporation	USA	G	Management	Yes	Elect Director Atsushi Abe	For	No
Thematics Meta	ON	ON Semiconductor Corporation	USA	G	Management	Yes	Elect Director Alan Campbell	For	No
Thematics Meta	ON	ON Semiconductor Corporation	USA	G	Management	Yes	Elect Director Susan K. Carter	For	No
Thematics Meta	ON	ON Semiconductor Corporation	USA	G	Management	Yes	Elect Director Thomas L. Deitrich	For	No
Thematics Meta	ON	ON Semiconductor Corporation	USA	G	Management	Yes	Elect Director Hassane El-Khoury	For	No
Thematics Meta	ON	ON Semiconductor Corporation	USA	G	Management	Yes	Elect Director Bruce E. Kiddoo	For	No
Thematics Meta	ON	ON Semiconductor Corporation	USA	G	Management	Yes	Elect Director Paul A. Mascarenas	For	No
Thematics Meta	ON	ON Semiconductor Corporation	USA	G	Management	Yes	Elect Director Gregory Waters	For	No
Thematics Meta	ON	ON Semiconductor Corporation	USA	G	Management	Yes	Elect Director Christine Y. Yan	For	No
Thematics Meta	ON	ON Semiconductor Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	ON	ON Semiconductor Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	ON	ON Semiconductor Corporation	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director Awo Ablo	Withhold	Yes
Thematics Meta	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director Jeffrey S. Berg	Withhold	Yes

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

Thematics Meta	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director Michael J. Boskin	Withhold	Yes
Thematics Meta	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director Safra A. Catz	Withhold	Yes
Thematics Meta	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director Bruce R. Chizen	Withhold	Yes
Thematics Meta	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director George H. Conrades	Withhold	Yes
Thematics Meta	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director Lawrence J. Ellison	Withhold	Yes
Thematics Meta	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director Rona A. Fairhead	Withhold	Yes
Thematics Meta	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director Jeffrey O. Henley	Withhold	Yes
Thematics Meta	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director Renee J. James	Withhold	Yes
Thematics Meta	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director Charles W. Moorman	Withhold	Yes
Thematics Meta	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director Leon E. Panetta	Withhold	Yes
Thematics Meta	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director William G. Parrett	Withhold	Yes
Thematics Meta	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director Naomi O. Seligman	Withhold	Yes
Thematics Meta	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director Vishal Sikka	Withhold	Yes
Thematics Meta	ORCL	Oracle Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Meta	ORCL	Oracle Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	ORCL	Oracle Corporation	USA	G	Management	Yes	Amend Omnibus Stock Plan	Against	Yes
Thematics Meta	ORCL	Oracle Corporation	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	ORCL	Oracle Corporation	USA	G	Shareholder	Yes	Require Independent Board Chair	For	Yes
Thematics Meta	OSIS	OSI Systems, Inc.	USA	G	Management	Yes	Elect Director Deepak Chopra	For	No

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

Thematics Meta	OSIS	OSI Systems, Inc.	USA	G	Management	Yes	Elect Director William F. Ballhaus, Jr.	For	No
Thematics Meta	OSIS	OSI Systems, Inc.	USA	G	Management	Yes	Elect Director Kelli Bernard	For	No
Thematics Meta	OSIS	OSI Systems, Inc.	USA	G	Management	Yes	Elect Director Gerald Chizever	For	No
Thematics Meta	OSIS	OSI Systems, Inc.	USA	G	Management	Yes	Elect Director James B. Hawkins	For	No
Thematics Meta	OSIS	OSI Systems, Inc.	USA	G	Management	Yes	Elect Director Meyer Luskin	For	No
Thematics Meta	OSIS	OSI Systems, Inc.	USA	G	Management	Yes	Ratify Grant Thornton LLP as Auditors	For	No
Thematics Meta	OSIS	OSI Systems, Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	For	No
Thematics Meta	OSIS	OSI Systems, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	OSIS	OSI Systems, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	PANW	Palo Alto Networks, Inc.	USA	G	Management	Yes	Elect Director Nikesh Arora	For	No
Thematics Meta	PANW	Palo Alto Networks, Inc.	USA	G	Management	Yes	Elect Director Aparna Bawa	For	No
Thematics Meta	PANW	Palo Alto Networks, Inc.	USA	G	Management	Yes	Elect Director Carl Eschenbach	For	No
Thematics Meta	PANW	Palo Alto Networks, Inc.	USA	G	Management	Yes	Elect Director Lorraine Twohill	For	No
Thematics Meta	PANW	Palo Alto Networks, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	PANW	Palo Alto Networks, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Meta	PANW	Palo Alto Networks, Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	Against	Yes
Thematics Meta	PAYC	Paycom Software, Inc.	USA	G	Management	Yes	Elect Director Sharen J. Turney	Withhold	Yes
Thematics Meta	PAYC	Paycom Software, Inc.	USA	G	Management	Yes	Elect Director J.C. Watts, Jr.	Withhold	Yes
Thematics Meta	PAYC	Paycom Software, Inc.	USA	G	Management	Yes	Ratify Grant Thornton LLP as Auditors	For	No

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

Thematics Meta	PAYC	Paycom Software, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Meta	PAYC	Paycom Software, Inc.	USA	G	Management	Yes	Approve Omnibus Stock Plan	For	No
Thematics Meta	PAYC	Paycom Software, Inc.	USA	G	Management	Yes	Amend Certificate of Incorporation to Limit the Personal Liability of Certain Officers	For	No
Thematics Meta	PAYC	Paycom Software, Inc.	USA	G	Shareholder	Yes	Require a Majority Vote for the Election of Directors	For	Yes
Thematics Meta	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Elect Director Rodney C. Adkins	For	No
Thematics Meta	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Elect Director Jonathan Christodoro	For	No
Thematics Meta	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Elect Director John J. Donahoe	For	No
Thematics Meta	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Elect Director David W. Dorman	For	No
Thematics Meta	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Elect Director Belinda J. Johnson	For	No
Thematics Meta	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Elect Director Enrique Lores	For	No
Thematics Meta	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Elect Director Gail J. McGovern	For	No
Thematics Meta	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Elect Director Deborah M. Messemer	For	No
Thematics Meta	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Elect Director David M. Moffett	For	No
Thematics Meta	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Elect Director Ann M. Sarnoff	For	No
Thematics Meta	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Elect Director Daniel H. Schulman	For	No
Thematics Meta	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Elect Director Frank D. Yearly	For	No
Thematics Meta	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	For	No
Thematics Meta	PYPL	PayPal Holdings, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No

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

Thematics Meta	PYPL	PayPal Holdings, Inc.	USA	S	Shareholder	Yes	Adopt a Policy on Services in Conflict Zones	Against	No
Thematics Meta	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 Meta	PYPL	PayPal Holdings, Inc.	USA	S	Shareholder	No	Report on PayPal's Nondiscriminatory Provision of Financial Services - Withdrawn		No
Thematics Meta	PYPL	PayPal Holdings, Inc.	USA	E,S	Shareholder	Yes	Report on Ensuring Respect for Civil Liberties	Against	No
Thematics Meta	PYPL	PayPal Holdings, Inc.	USA	G	Shareholder	Yes	Adopt Majority Vote Standard for Director Elections	Against	No
Thematics Meta	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Meta	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Meta	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Policy	For	No
Thematics Meta	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Elect Dorothy Burwell as Director	For	No
Thematics Meta	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Elect Loraine Woodhouse as Director	For	No
Thematics Meta	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Re-elect Gill Rider as Director	For	No
Thematics Meta	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Re-elect Susan Davy as Director	For	No
Thematics Meta	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Re-elect Paul Boote as Director	For	No
Thematics Meta	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Re-elect Jon Butterworth as Director	For	No
Thematics Meta	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Re-elect Neil Cooper as Director	For	No
Thematics Meta	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Re-elect Iain Evans as Director	For	No
Thematics Meta	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Re-elect Claire Ighodaro as Director	For	No
Thematics Meta	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Reappoint Ernst & Young LLP as Auditors	For	No

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

Thematics Meta	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No
Thematics Meta	PNN	Pennon Group Plc	United Kingdom	S	Management	Yes	Authorise UK Political Donations and Expenditure	For	No
Thematics Meta	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Meta	PNN	Pennon Group Plc	United Kingdom	E	Management	Yes	Approve Climate-Related Financial Disclosures	For	No
Thematics Meta	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Meta	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 Meta	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Meta	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Meta	PNR	Pentair plc	Ireland	G	Management	Yes	Elect Director Mona Abutaleb Stephenson	For	No
Thematics Meta	PNR	Pentair plc	Ireland	G	Management	Yes	Elect Director Melissa Barra	For	No
Thematics Meta	PNR	Pentair plc	Ireland	G	Management	Yes	Elect Director T. Michael Glenn	For	No
Thematics Meta	PNR	Pentair plc	Ireland	G	Management	Yes	Elect Director Theodore L. Harris	For	No
Thematics Meta	PNR	Pentair plc	Ireland	G	Management	Yes	Elect Director David A. Jones	For	No
Thematics Meta	PNR	Pentair plc	Ireland	G	Management	Yes	Elect Director Gregory E. Knight	For	No
Thematics Meta	PNR	Pentair plc	Ireland	G	Management	Yes	Elect Director Michael T. Speetzen	For	No
Thematics Meta	PNR	Pentair plc	Ireland	G	Management	Yes	Elect Director John L. Stauch	For	No
Thematics Meta	PNR	Pentair plc	Ireland	G	Management	Yes	Elect Director Billie I. Williamson	For	No
Thematics Meta	PNR	Pentair plc	Ireland	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	PNR	Pentair plc	Ireland	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No

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

Thematics Meta	PNR	Pentair plc	Ireland	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors and Authorise Their Remuneration	For	No
Thematics Meta	PNR	Pentair plc	Ireland	G	Management	Yes	Renew the Board's Authority to Issue Shares Under Irish Law	For	No
Thematics Meta	PNR	Pentair plc	Ireland	G	Management	Yes	Renew the Board's Authority to Opt-Out of Statutory Preemption Rights Under Irish Law	For	No
Thematics Meta	PNR	Pentair plc	Ireland	G	Management	Yes	Determine Price Range for Reissuance of Treasury Shares	For	No
Thematics Meta	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Meta	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Policy	For	No
Thematics Meta	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Meta	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Re-elect Lyssa McGowan as Director	For	No
Thematics Meta	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Re-elect Mike Iddon as Director	For	No
Thematics Meta	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Re-elect Ian Burke as Director	For	No
Thematics Meta	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Re-elect Zarin Patel as Director	For	No
Thematics Meta	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Re-elect Dennis Millard as Director	For	No
Thematics Meta	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Re-elect Susan Dawson as Director	For	No
Thematics Meta	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Elect Roger Burnley as Director	For	No
Thematics Meta	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Elect Natalie-Jane Macdonald as Director	For	No
Thematics Meta	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Reappoint KPMG LLP as Auditors	For	No
Thematics Meta	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Meta	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No

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

Thematics Meta	PETS	Pets At Home Group Plc	United Kingdom	S	Management	Yes	Authorise UK Political Donations and Expenditure	For	No
Thematics Meta	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Meta	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 Meta	PETS	Pets At Home Group Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Meta	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 Meta	PLNT	Planet Fitness, Inc.	USA	G	Management	Yes	Elect Director Enshalla Anderson	For	No
Thematics Meta	PLNT	Planet Fitness, Inc.	USA	G	Management	Yes	Elect Director Stephen Spinelli, Jr.	Withhold	Yes
Thematics Meta	PLNT	Planet Fitness, Inc.	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Meta	PLNT	Planet Fitness, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	POOL	Pool Corporation	USA	G	Management	Yes	Elect Director Peter D. Arvan	For	No
Thematics Meta	POOL	Pool Corporation	USA	G	Management	Yes	Elect Director Martha "Marty" S. Gervasi	For	No
Thematics Meta	POOL	Pool Corporation	USA	G	Management	Yes	Elect Director James "Jim" D. Hope	For	No
Thematics Meta	POOL	Pool Corporation	USA	G	Management	Yes	Elect Director Debra S. Oler	For	No
Thematics Meta	POOL	Pool Corporation	USA	G	Management	Yes	Elect Director Manuel J. Perez de la Mesa	For	No
Thematics Meta	POOL	Pool Corporation	USA	G	Management	Yes	Elect Director Carlos A. Sabater	For	No
Thematics Meta	POOL	Pool Corporation	USA	G	Management	Yes	Elect Director Robert C. Sledd	For	No
Thematics Meta	POOL	Pool Corporation	USA	G	Management	Yes	Elect Director John E. Stokely	For	No
Thematics Meta	POOL	Pool Corporation	USA	G	Management	Yes	Elect Director David G. Whalen	For	No
Thematics Meta	POOL	Pool Corporation	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No

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

Thematics Meta	POOL	Pool Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	POOL	Pool Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	PRMW	Primo Water Corporation	Canada	G	Management	Yes	Elect Director Britta Bomhard	For	No
Thematics Meta	PRMW	Primo Water Corporation	Canada	G	Management	Yes	Elect Director Susan E. Cates	For	No
Thematics Meta	PRMW	Primo Water Corporation	Canada	G	Management	Yes	Elect Director Eric J. Foss	For	No
Thematics Meta	PRMW	Primo Water Corporation	Canada	G	Management	Yes	Elect Director Jerry Fowden	For	No
Thematics Meta	PRMW	Primo Water Corporation	Canada	G	Management	Yes	Elect Director Thomas J. Harrington	For	No
Thematics Meta	PRMW	Primo Water Corporation	Canada	G	Management	Yes	Elect Director Derek R. Lewis	For	No
Thematics Meta	PRMW	Primo Water Corporation	Canada	G	Management	Yes	Elect Director Lori T. Marcus	For	No
Thematics Meta	PRMW	Primo Water Corporation	Canada	G	Management	Yes	Elect Director Billy D. Prim	For	No
Thematics Meta	PRMW	Primo Water Corporation	Canada	G	Management	Yes	Elect Director Archana Singh	For	No
Thematics Meta	PRMW	Primo Water Corporation	Canada	G	Management	Yes	Elect Director Steven P. Stanbrook	For	No
Thematics Meta	PRMW	Primo Water Corporation	Canada	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	PRMW	Primo Water Corporation	Canada	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	PRMW	Primo Water Corporation	Canada	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	PRMW	Primo Water Corporation	Canada	G	Management	Yes	Amend Bylaws	For	No
Thematics Meta	TLKM	PT Telkom Indonesia (Persero) Tbk	Indonesia	G	Management	Yes	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	For	No
Thematics Meta	TLKM	PT Telkom Indonesia (Persero) Tbk	Indonesia	G	Management	Yes	Approve Allocation of Income	For	No
Thematics Meta	TLKM	PT Telkom Indonesia (Persero) Tbk	Indonesia	G	Management	Yes	Approve Remuneration of Directors and Commissioners for the Financial Year 2023 and Bonus for the Financial Year 2022	For	No

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

Thematics Meta	TLKM	PT Telkom Indonesia (Persero) Tbk	Indonesia	G	Management	Yes	Appoint Auditors of the Company and the Micro and Small Business Funding Program	For	No
Thematics Meta	TLKM	PT Telkom Indonesia (Persero) Tbk	Indonesia	G	Management	Yes	Approve Company's Proposed Business Spin-Off in Relation to Affiliated Transaction and Material Transaction	For	No
Thematics Meta	TLKM	PT Telkom Indonesia (Persero) Tbk	Indonesia	G	Management	Yes	Approve Company's Proposed Business Spin-Off for the Fulfillment of Law No. 40 of 2007 on Limited Liability Companies	For	No
Thematics Meta	TLKM	PT Telkom Indonesia (Persero) Tbk	Indonesia	G	Management	Yes	Approval of Special Assignment to the Company by the President of the Republic of Indonesia	Against	Yes
Thematics Meta	TLKM	PT Telkom Indonesia (Persero) Tbk	Indonesia	G	Management	Yes	Approve Ratification of State-Owned Enterprises Regulations	For	No
Thematics Meta	TLKM	PT Telkom Indonesia (Persero) Tbk	Indonesia	G	Management	Yes	Approve Changes in the Boards of the Company	Against	Yes
Thematics Meta	PTC	PTC Inc.	USA	G	Management	Yes	Elect Director Mark Benjamin	For	No
Thematics Meta	PTC	PTC Inc.	USA	G	Management	Yes	Elect Director Janice Chaffin	For	No
Thematics Meta	PTC	PTC Inc.	USA	G	Management	Yes	Elect Director Amar Hanspal	For	No
Thematics Meta	PTC	PTC Inc.	USA	G	Management	Yes	Elect Director James Heppelmann	For	No
Thematics Meta	PTC	PTC Inc.	USA	G	Management	Yes	Elect Director Michal Katz	For	No
Thematics Meta	PTC	PTC Inc.	USA	G	Management	Yes	Elect Director Paul Lacy	For	No
Thematics Meta	PTC	PTC Inc.	USA	G	Management	Yes	Elect Director Corinna Lathan	For	No
Thematics Meta	PTC	PTC Inc.	USA	G	Management	Yes	Elect Director Blake Moret	For	No
Thematics Meta	PTC	PTC Inc.	USA	G	Management	Yes	Elect Director Robert Schechter	For	No
Thematics Meta	PTC	PTC Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	For	No
Thematics Meta	PTC	PTC Inc.	USA	G	Management	Yes	Amend Qualified Employee Stock Purchase Plan	For	No
Thematics Meta	PTC	PTC Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	PTC	PTC Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No

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

Thematics Meta	PTC	PTC Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	PUM	PUMA SE	Germany	G	Management	No	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		No
Thematics Meta	PUM	PUMA SE	Germany	G	Management	Yes	Approve Allocation of Income and Dividends of EUR 0.82 per Share	For	No
Thematics Meta	PUM	PUMA SE	Germany	G	Management	Yes	Approve Discharge of Management Board for Fiscal Year 2022	For	No
Thematics Meta	PUM	PUMA SE	Germany	G	Management	Yes	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No
Thematics Meta	PUM	PUMA SE	Germany	G	Management	Yes	Ratify KPMG AG as Auditors for Fiscal Year 2023	For	No
Thematics Meta	PUM	PUMA SE	Germany	G	Management	Yes	Approve Remuneration Report	Against	Yes
Thematics Meta	PUM	PUMA SE	Germany	G	Management	Yes	Elect Heloise Temple-Boyer to the Supervisory Board	Against	Yes
Thematics Meta	PUM	PUMA SE	Germany	G	Management	Yes	Elect Thore Ohlsson to the Supervisory Board	Against	Yes
Thematics Meta	PUM	PUMA SE	Germany	G	Management	Yes	Elect Jean-Marc Duplaix to the Supervisory Board	Against	Yes
Thematics Meta	PUM	PUMA SE	Germany	G	Management	Yes	Elect Fiona May to the Supervisory Board	For	No
Thematics Meta	PUM	PUMA SE	Germany	G	Management	Yes	Elect Martin Koeppel as Employee Representative to the Supervisory Board	For	No
Thematics Meta	PUM	PUMA SE	Germany	G	Management	Yes	Elect Bernd Illig as Employee Representative to the Supervisory Board	For	No
Thematics Meta	PUM	PUMA SE	Germany	G	Management	Yes	Approve Remuneration Policy for the Supervisory Board	For	No
Thematics Meta	PUM	PUMA SE	Germany	G	Management	Yes	Approve Virtual-Only Shareholder Meetings Until 2028	For	No
Thematics Meta	PUM	PUMA SE	Germany	G	Management	Yes	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	No
Thematics Meta	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Adopt Financial Statements and Statutory Reports	For	No
Thematics Meta	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Approve Discharge of Management Board	For	No

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

Thematics Meta	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Meta	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Reelect Metin Colpan to Supervisory Board	For	No
Thematics Meta	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Reelect Toralf Haag to Supervisory Board	For	No
Thematics Meta	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Reelect Ross L. Levine to Supervisory Board	For	No
Thematics Meta	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Reelect Elaine Mardis to Supervisory Board	For	No
Thematics Meta	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Reelect Eva Pisa to Supervisory Board	For	No
Thematics Meta	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Reelect Lawrence A. Rosen to Supervisory Board	Against	Yes
Thematics Meta	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Reelect Stephen H. Rusckowski to Supervisory Board	For	No
Thematics Meta	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Reelect Elizabeth E. Tallett to Supervisory Board	For	No
Thematics Meta	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Reelect Thierry Bernard to Management Board	For	No
Thematics Meta	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Reelect Roland Sackers to Management Board	For	No
Thematics Meta	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Reappoint KPMG Accountants N.V. as Auditors	For	No
Thematics Meta	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Grant Supervisory Board Authority to Issue Shares	For	No
Thematics Meta	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances	For	No
Thematics Meta	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Authorize Repurchase of Shares	For	No
Thematics Meta	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Approve Discretionary Rights for the Managing Board to Implement Capital Repayment by Means of Synthetic Share Repurchase	For	No
Thematics Meta	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Approve Cancellation of Shares	For	No
Thematics Meta	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Approve QIAGEN N.V. 2023 Stock Plan	For	No
Thematics Meta	RPD	Rapid7, Inc.	USA	G	Management	Yes	Elect Director Michael Berry	For	No

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

Thematics Meta	RPD	Rapid7, Inc.	USA	G	Management	Yes	Elect Director Marc Brown	For	No
Thematics Meta	RPD	Rapid7, Inc.	USA	G	Management	Yes	Elect Director Judy Bruner	For	No
Thematics Meta	RPD	Rapid7, Inc.	USA	G	Management	Yes	Elect Director Benjamin Holzman	For	No
Thematics Meta	RPD	Rapid7, Inc.	USA	G	Management	Yes	Elect Director Christina Kosmowski	For	No
Thematics Meta	RPD	Rapid7, Inc.	USA	G	Management	Yes	Elect Director J. Benjamin Nye	For	No
Thematics Meta	RPD	Rapid7, Inc.	USA	G	Management	Yes	Elect Director Tom Schodorf	For	No
Thematics Meta	RPD	Rapid7, Inc.	USA	G	Management	Yes	Elect Director Reeny Sondhi	For	No
Thematics Meta	RPD	Rapid7, Inc.	USA	G	Management	Yes	Elect Director Corey Thomas	For	No
Thematics Meta	RPD	Rapid7, Inc.	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Meta	RPD	Rapid7, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Meta	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Meta	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Andrew Bonfield as Director	For	No
Thematics Meta	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Olivier Bohuon as Director	For	No
Thematics Meta	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Jeff Carr as Director	For	No
Thematics Meta	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Margherita Della Valle as Director	For	No
Thematics Meta	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Nicandro Durante as Director	For	No
Thematics Meta	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Mary Harris as Director	For	No

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

Thematics Meta	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Mehmood Khan as Director	For	No
Thematics Meta	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Pam Kirby as Director	For	No
Thematics Meta	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Chris Sinclair as Director	For	No
Thematics Meta	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Elane Stock as Director	For	No
Thematics Meta	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Alan Stewart as Director	For	No
Thematics Meta	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Elect Jeremy Darroch as Director	For	No
Thematics Meta	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Elect Tamara Ingram as Director	For	No
Thematics Meta	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Reappoint KPMG LLP as Auditors	For	No
Thematics Meta	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No
Thematics Meta	RKT	Reckitt Benckiser Group Plc	United Kingdom	S	Management	Yes	Authorise UK Political Donations and Expenditure	For	No
Thematics Meta	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Meta	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Meta	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No
Thematics Meta	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Meta	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Meta	REL	RELX Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Meta	REL	RELX Plc	United Kingdom	G	Management	Yes	Approve Remuneration Policy	For	No
Thematics Meta	REL	RELX Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	REL	RELX Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No

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

Thematics Meta	REL	RELX Plc	United Kingdom	G	Management	Yes	Reappoint Ernst & Young LLP as Auditors	For	No
Thematics Meta	REL	RELX Plc	United Kingdom	G	Management	Yes	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No
Thematics Meta	REL	RELX Plc	United Kingdom	G	Management	Yes	Elect Alistair Cox as Director	For	No
Thematics Meta	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect Paul Walker as Director	For	No
Thematics Meta	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect June Felix as Director	For	No
Thematics Meta	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect Erik Engstrom as Director	For	No
Thematics Meta	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect Charlotte Hogg as Director	For	No
Thematics Meta	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect Marike van Lier Lels as Director	For	No
Thematics Meta	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect Nick Luff as Director	For	No
Thematics Meta	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect Robert MacLeod as Director	For	No
Thematics Meta	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect Andrew Sukawaty as Director	For	No
Thematics Meta	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect Suzanne Wood as Director	For	No
Thematics Meta	REL	RELX Plc	United Kingdom	G	Management	Yes	Approve Long-Term Incentive Plan	For	No
Thematics Meta	REL	RELX Plc	United Kingdom	G	Management	Yes	Approve Executive Share Ownership Scheme	For	No
Thematics Meta	REL	RELX Plc	United Kingdom	G	Management	Yes	Approve Sharesave Plan	For	No
Thematics Meta	REL	RELX Plc	United Kingdom	G	Management	Yes	Approve Employee Share Purchase Plan	For	No
Thematics Meta	REL	RELX Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Meta	REL	RELX Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Meta	REL	RELX 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 AM 2023 Voting activities
Thematics Meta
January 1st, 2023 - December 31st, 2023

Thematics Meta	REL	RELX Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Meta	REL	RELX Plc	United Kingdom	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Meta	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Meta	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Approve Restricted Share Plan	For	No
Thematics Meta	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Approve Deferred Bonus Plan	For	No
Thematics Meta	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Meta	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Elect David Frear as Director	For	No
Thematics Meta	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Elect Sally Johnson as Director	For	No
Thematics Meta	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Re-elect Stuart Ingall-Tombs as Director	For	No
Thematics Meta	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Re-elect Sarosh Mistry as Director	For	No
Thematics Meta	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Re-elect John Pettigrew as Director	For	No
Thematics Meta	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Re-elect Andy Ransom as Director	For	No
Thematics Meta	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Re-elect Richard Solomons as Director	For	No
Thematics Meta	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Re-elect Cathy Turner as Director	For	No
Thematics Meta	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Re-elect Linda Yueh as Director	For	No
Thematics Meta	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Reappoint PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Meta	RTO	Rentokil Initial Plc	United Kingdom	S	Management	Yes	Authorise UK Political Donations and Expenditure	For	No

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

Thematics Meta	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Meta	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Meta	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 Meta	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Meta	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Meta	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Adopt New Articles of Association	For	No
Thematics Meta	ROK	Rockwell Automation, Inc.	USA	G	Management	Yes	Elect Director William P. Gipson	For	No
Thematics Meta	ROK	Rockwell Automation, Inc.	USA	G	Management	Yes	Elect Director Pam Murphy	For	No
Thematics Meta	ROK	Rockwell Automation, Inc.	USA	G	Management	Yes	Elect Director Donald R. Parfet	For	No
Thematics Meta	ROK	Rockwell Automation, Inc.	USA	G	Management	Yes	Elect Director Robert W. Soderbery	For	No
Thematics Meta	ROK	Rockwell Automation, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	ROK	Rockwell Automation, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	ROK	Rockwell Automation, Inc.	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Meta	ROL	Rollins, Inc.	USA	G	Management	Yes	Elect Director Jerry E. Gahlhoff, Jr.	For	No
Thematics Meta	ROL	Rollins, Inc.	USA	G	Management	Yes	Elect Director Patrick J. Gunning	For	No
Thematics Meta	ROL	Rollins, Inc.	USA	G	Management	Yes	Elect Director Gregory B. Morrison	For	No
Thematics Meta	ROL	Rollins, Inc.	USA	G	Management	Yes	Elect Director Jerry W. Nix	For	No
Thematics Meta	ROL	Rollins, Inc.	USA	G	Management	Yes	Elect Director P. Russell Hardin	For	No
Thematics Meta	ROL	Rollins, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No

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

Thematics Meta	ROL	Rollins, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	Yes
Thematics Meta	ROP	Roper Technologies, Inc.	USA	G	Management	Yes	Elect Director Shellye L. Archambeau	For	No
Thematics Meta	ROP	Roper Technologies, Inc.	USA	G	Management	Yes	Elect Director Amy Woods Brinkley	For	No
Thematics Meta	ROP	Roper Technologies, Inc.	USA	G	Management	Yes	Elect Director Irene M. Esteves	For	No
Thematics Meta	ROP	Roper Technologies, Inc.	USA	G	Management	Yes	Elect Director L. Neil Hunn	For	No
Thematics Meta	ROP	Roper Technologies, Inc.	USA	G	Management	Yes	Elect Director Robert D. Johnson	For	No
Thematics Meta	ROP	Roper Technologies, Inc.	USA	G	Management	Yes	Elect Director Thomas P. Joyce, Jr.	For	No
Thematics Meta	ROP	Roper Technologies, Inc.	USA	G	Management	Yes	Elect Director Laura G. Thatcher	For	No
Thematics Meta	ROP	Roper Technologies, Inc.	USA	G	Management	Yes	Elect Director Richard F. Wallman	For	No
Thematics Meta	ROP	Roper Technologies, Inc.	USA	G	Management	Yes	Elect Director Christopher Wright	For	No
Thematics Meta	ROP	Roper Technologies, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	ROP	Roper Technologies, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	ROP	Roper Technologies, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	ROP	Roper Technologies, Inc.	USA	G	Management	Yes	Amend Certificate of Incorporation to Permit the Exculpation of Officers	For	No
Thematics Meta	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Marco Alvera	For	No
Thematics Meta	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Jacques Esculier	For	No
Thematics Meta	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Gay Huey Evans	For	No
Thematics Meta	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director William D. Green	For	No
Thematics Meta	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Stephanie C. Hill	For	No

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

Thematics Meta	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Rebecca Jacoby	For	No
Thematics Meta	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Robert P. Kelly	For	No
Thematics Meta	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Ian Paul Livingston	For	No
Thematics Meta	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Deborah D. McWhinney	For	No
Thematics Meta	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Maria R. Morris	For	No
Thematics Meta	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Douglas L. Peterson	For	No
Thematics Meta	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Richard E. Thornburgh	For	No
Thematics Meta	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Gregory Washington	For	No
Thematics Meta	SPGI	S&P Global Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	SPGI	S&P Global Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	SPGI	S&P Global Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Approve Financial Statements and Discharge Directors	For	No
Thematics Meta	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	No
Thematics Meta	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Approve Allocation of Income and Dividends of EUR 1.44 per Share	For	No
Thematics Meta	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No
Thematics Meta	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 325,800	For	No
Thematics Meta	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Approve Compensation Report of Corporate Officers	For	No
Thematics Meta	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Approve Compensation of Joachim Kreuzburg, Chairman and CEO	For	No
Thematics Meta	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Approve Remuneration Policy of Chairman and CEO	For	No

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

Thematics Meta	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Approve Compensation of Rene Faber, Vice-CEO	For	No
Thematics Meta	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Approve Remuneration Policy of Vice-CEO	For	No
Thematics Meta	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Meta	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Authorize Filing of Required Documents/Other Formalities	For	No
Thematics Meta	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 133,980	For	No
Thematics Meta	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No
Thematics Meta	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against	No
Thematics Meta	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Authorize Filing of Required Documents/Other Formalities	For	No
Thematics Meta	G24	Scout24 SE	Germany	G	Management	No	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		No
Thematics Meta	G24	Scout24 SE	Germany	G	Management	Yes	Approve Allocation of Income and Dividends of EUR 1.00 per Share	For	No
Thematics Meta	G24	Scout24 SE	Germany	G	Management	Yes	Approve Discharge of Management Board for Fiscal Year 2022	For	No
Thematics Meta	G24	Scout24 SE	Germany	G	Management	Yes	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No
Thematics Meta	G24	Scout24 SE	Germany	G	Management	Yes	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements until 2024 AGM	For	No
Thematics Meta	G24	Scout24 SE	Germany	G	Management	Yes	Approve Remuneration Report	Against	Yes
Thematics Meta	G24	Scout24 SE	Germany	G	Management	Yes	Elect Maya Miteva to the Supervisory Board	For	No
Thematics Meta	G24	Scout24 SE	Germany	G	Management	Yes	Elect Sohaila Ouffata to the Supervisory Board	For	No
Thematics Meta	G24	Scout24 SE	Germany	G	Management	Yes	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	No

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

Thematics Meta	G24	Scout24 SE	Germany	G	Management	Yes	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million; Approve Creation of EUR 7.5 Million Pool of Capital to Guarantee Conversion Rights	For	No
Thematics Meta	G24	Scout24 SE	Germany	G	Management	Yes	Approve Virtual-Only Shareholder Meetings Until 2025; Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	No
Thematics Meta	G24	Scout24 SE	Germany	G	Management	Yes	Amend Articles Re: Registration in the Share Register	For	No
Thematics Meta	SDIP.B	Sdipotech AB	Sweden	G	Management	No	Open Meeting		No
Thematics Meta	SDIP.B	Sdipotech AB	Sweden	G	Management	Yes	Elect Chairman of Meeting	For	No
Thematics Meta	SDIP.B	Sdipotech AB	Sweden	G	Management	Yes	Prepare and Approve List of Shareholders	For	No
Thematics Meta	SDIP.B	Sdipotech AB	Sweden	G	Management	Yes	Designate Inspector(s) of Minutes of Meeting	For	No
Thematics Meta	SDIP.B	Sdipotech AB	Sweden	G	Management	Yes	Acknowledge Proper Convening of Meeting	For	No
Thematics Meta	SDIP.B	Sdipotech AB	Sweden	G	Management	Yes	Approve Agenda of Meeting	For	No
Thematics Meta	SDIP.B	Sdipotech AB	Sweden	G	Management	No	Receive Financial Statements and Statutory Reports		No
Thematics Meta	SDIP.B	Sdipotech AB	Sweden	G	Management	No	Receive President's Report		No
Thematics Meta	SDIP.B	Sdipotech AB	Sweden	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Meta	SDIP.B	Sdipotech AB	Sweden	G	Management	Yes	Approve Allocation of Income and Dividends of SEK 8 Per Preference Share; Approve Omission of Dividends for Ordinary Shares	For	No
Thematics Meta	SDIP.B	Sdipotech AB	Sweden	G	Management	Yes	Approve Discharge of Board and President	For	No
Thematics Meta	SDIP.B	Sdipotech AB	Sweden	G	Management	Yes	Determine Number of Members (5) and Deputy Members (0) of Board	For	No
Thematics Meta	SDIP.B	Sdipotech AB	Sweden	G	Management	Yes	Approve Remuneration of Directors in the Amount of SEK 830,000 for Chairman and SEK 290,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	For	No

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

Thematics Meta	SDIP.B	Sdipotech AB	Sweden	G	Management	Yes	Reelect Johnny Alvarsson, Jan Samuelson, Birgitta Henriksson, Urban Doverholtand Eola Anggard Runsten as Directors	Against	Yes
Thematics Meta	SDIP.B	Sdipotech AB	Sweden	G	Management	Yes	Reelect Jan Samuelson as Board Chairman	For	No
Thematics Meta	SDIP.B	Sdipotech AB	Sweden	G	Management	Yes	Ratify PricewaterhouseCoopers as Auditors	For	No
Thematics Meta	SDIP.B	Sdipotech AB	Sweden	G	Management	Yes	Authorize Chairman of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	For	No
Thematics Meta	SDIP.B	Sdipotech AB	Sweden	G	Management	Yes	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	No
Thematics Meta	SDIP.B	Sdipotech AB	Sweden	G	Management	Yes	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	For	No
Thematics Meta	SDIP.B	Sdipotech AB	Sweden	G	Management	Yes	Approve Warrant Plan for Key Employees	For	No
Thematics Meta	SDIP.B	Sdipotech AB	Sweden	G	Management	No	Close Meeting		No
Thematics Meta	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Susan L. Bostrom	For	No
Thematics Meta	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Teresa Briggs	For	No
Thematics Meta	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Jonathan C. Chadwick	For	No
Thematics Meta	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Paul E. Chamberlain	For	No
Thematics Meta	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Lawrence J. Jackson, Jr.	For	No
Thematics Meta	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Frederic B. Luddy	For	No
Thematics Meta	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director William R. McDermott	For	No
Thematics Meta	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Jeffrey A. Miller	For	No
Thematics Meta	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Joseph 'Larry' Quinlan	For	No
Thematics Meta	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Anita M. Sands	For	No

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

Thematics Meta	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Meta	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	For	No
Thematics Meta	NOW	ServiceNow, Inc.	USA	G	Management	Yes	Elect Director Deborah Black	For	No
Thematics Meta	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Meta	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Meta	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Re-elect Kevin Beeston as Director	For	No
Thematics Meta	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Re-elect John Coghlan as Director	For	No
Thematics Meta	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Re-elect Tom Delay as Director	For	No
Thematics Meta	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Re-elect Liv Garfield as Director	For	No
Thematics Meta	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Re-elect Christine Hodgson as Director	For	No
Thematics Meta	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Elect Sarah Legg as Director	For	No
Thematics Meta	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Elect Helen Miles as Director	For	No
Thematics Meta	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Re-elect Sharmila Nebhrajani as Director	For	No
Thematics Meta	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Re-elect Gillian Sheldon as Director	For	No
Thematics Meta	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Reappoint Deloitte LLP as Auditors	For	No
Thematics Meta	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	No
Thematics Meta	SVT	Severn Trent Plc	United Kingdom	S	Management	Yes	Authorise UK Political Donations and Expenditure	For	No

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

Thematics Meta	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Meta	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Meta	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 Meta	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Meta	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Meta	7701	Shimadzu Corp.	Japan	G	Management	Yes	Approve Allocation of Income, With a Final Dividend of JPY 32	For	No
Thematics Meta	7701	Shimadzu Corp.	Japan	G	Management	Yes	Elect Director Ueda, Teruhisa	For	No
Thematics Meta	7701	Shimadzu Corp.	Japan	G	Management	Yes	Elect Director Yamamoto, Yasunori	For	No
Thematics Meta	7701	Shimadzu Corp.	Japan	G	Management	Yes	Elect Director Watanabe, Akira	For	No
Thematics Meta	7701	Shimadzu Corp.	Japan	G	Management	Yes	Elect Director Maruyama, Shuzo	For	No
Thematics Meta	7701	Shimadzu Corp.	Japan	G	Management	Yes	Elect Director Wada, Hiroko	For	No
Thematics Meta	7701	Shimadzu Corp.	Japan	G	Management	Yes	Elect Director Hanai, Nobuo	For	No
Thematics Meta	7701	Shimadzu Corp.	Japan	G	Management	Yes	Elect Director Nakanishi, Yoshiyuki	For	No
Thematics Meta	7701	Shimadzu Corp.	Japan	G	Management	Yes	Elect Director Hamada, Nami	For	No
Thematics Meta	7701	Shimadzu Corp.	Japan	G	Management	Yes	Appoint Statutory Auditor Koyazaki, Makoto	For	No
Thematics Meta	7701	Shimadzu Corp.	Japan	G	Management	Yes	Appoint Statutory Auditor Hayashi, Yuka	For	No
Thematics Meta	7309	Shimano, Inc.	Japan	G	Management	Yes	Approve Allocation of Income, with a Final Dividend of JPY 142.5	For	No
Thematics Meta	7309	Shimano, Inc.	Japan	G	Management	Yes	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	No
Thematics Meta	7309	Shimano, Inc.	Japan	G	Management	Yes	Elect Director Chia Chin Seng	For	No

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

Thematics Meta	7309	Shimano, Inc.	Japan	G	Management	Yes	Elect Director Ichijo, Kazuo	For	No
Thematics Meta	7309	Shimano, Inc.	Japan	G	Management	Yes	Elect Director Katsumaru, Mitsuhiro	For	No
Thematics Meta	7309	Shimano, Inc.	Japan	G	Management	Yes	Elect Director Sakakibara, Sadayuki	For	No
Thematics Meta	7309	Shimano, Inc.	Japan	G	Management	Yes	Elect Director Wada, Hiromi	For	No
Thematics Meta	7309	Shimano, Inc.	Japan	G	Management	Yes	Approve Restricted Stock Plan	For	No
Thematics Meta	SIE	Siemens AG	Germany	G	Management	No	Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting)		No
Thematics Meta	SIE	Siemens AG	Germany	G	Management	Yes	Approve Allocation of Income and Dividends of EUR 4.25 per Share	For	No
Thematics Meta	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2021/22	For	No
Thematics Meta	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2021/22	For	No
Thematics Meta	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2021/22	For	No
Thematics Meta	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2021/22	For	No
Thematics Meta	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2021/22	For	No
Thematics Meta	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2021/22	For	No
Thematics Meta	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2021/22	For	No
Thematics Meta	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2021/22	For	No
Thematics Meta	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2021/22	For	No
Thematics Meta	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2021/22	For	No
Thematics Meta	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2021/22	For	No
Thematics Meta	SIE	Siemens AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2021/22	For	No

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

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

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

Thematics Meta	SIE	Siemens AG	Germany	G	Management	Yes	Elect Benoit Potier to the Supervisory Board	For	No
Thematics Meta	SIE	Siemens AG	Germany	G	Management	Yes	Elect Nathalie von Siemens to the Supervisory Board	For	No
Thematics Meta	SIE	Siemens AG	Germany	G	Management	Yes	Elect Matthias Zachert to the Supervisory Board	For	No
Thematics Meta	SIE	Siemens AG	Germany	G	Management	Yes	Approve Virtual-Only Shareholder Meetings Until 2025	For	No
Thematics Meta	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 Meta	SIE	Siemens AG	Germany	G	Management	Yes	Amend Articles Re: Registration in the Share Register	For	No
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	No	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		No
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Allocation of Income and Dividends of EUR 0.95 per Share	For	No
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2022	For	No
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2022	For	No
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2022	For	No
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Management Board Member Elisabeth Staudinger-Leibrecht (since Dec. 1, 2021) for Fiscal Year 2022	For	No
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Management Board Member Christoph Zindel (until March 31, 2022) for Fiscal Year 2022	For	No
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2022	For	No
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Norbert Gaus for Fiscal Year 2022	For	No
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2022	For	No
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2022	For	No
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Andreas Hoffmann for Fiscal Year 2022	For	No
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Philipp Roesler for Fiscal Year 2022	For	No

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

Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2022	For	No
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022	For	No
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Gregory Sorensen for Fiscal Year 2022	For	No
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2022	For	No
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023	For	No
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Elect Ralf Thomas to the Supervisory Board	Against	Yes
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Elect Veronika Bienert to the Supervisory Board	Against	Yes
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Elect Marion Helmes to the Supervisory Board	For	No
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Elect Peter Koerte to the Supervisory Board	Against	Yes
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Elect Sarena Lin to the Supervisory Board	Against	Yes
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Elect Nathalie von Siemens to the Supervisory Board	Against	Yes
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Elect Karl-Heinz Streibich to the Supervisory Board	For	No
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Elect Dow Wilson to the Supervisory Board	Against	Yes
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Remuneration of Supervisory Board	For	No
Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Virtual-Only Shareholder Meetings Until 2028	Against	Yes
Thematics Meta	SHL	Siemens Healthineers 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 Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Amend Articles Re: Participation of Supervisory Board Members in the Virtual General Meeting by Means of Audio and Video Transmission	For	No

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

Thematics Meta	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Affiliation Agreement with Siemens Healthineers Holding I GmbH	For	No
Thematics Meta	LIGHT	Signify NV	Netherlands	G	Management	No	Presentation by CEO		No
Thematics Meta	LIGHT	Signify NV	Netherlands	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	LIGHT	Signify NV	Netherlands	G	Management	No	Receive Explanation on Company's Reserves and Dividend Policy		No
Thematics Meta	LIGHT	Signify NV	Netherlands	G	Management	Yes	Adopt Financial Statements	For	No
Thematics Meta	LIGHT	Signify NV	Netherlands	G	Management	Yes	Approve Dividends	For	No
Thematics Meta	LIGHT	Signify NV	Netherlands	G	Management	Yes	Approve Discharge of Management Board	For	No
Thematics Meta	LIGHT	Signify NV	Netherlands	G	Management	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Meta	LIGHT	Signify NV	Netherlands	G	Management	Yes	Elect Harshavardhan Chitale to Management Board	For	No
Thematics Meta	LIGHT	Signify NV	Netherlands	G	Management	Yes	Elect Sophie Bechu to Supervisory Board	For	No
Thematics Meta	LIGHT	Signify NV	Netherlands	G	Management	Yes	Reappoint Ernst & Young Accountants LLP as Auditors	For	No
Thematics Meta	LIGHT	Signify NV	Netherlands	G	Management	Yes	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No
Thematics Meta	LIGHT	Signify NV	Netherlands	G	Management	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No
Thematics Meta	LIGHT	Signify NV	Netherlands	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Meta	LIGHT	Signify NV	Netherlands	G	Management	Yes	Approve Cancellation of Repurchased Shares	For	No
Thematics Meta	LIGHT	Signify NV	Netherlands	G	Management	No	Other Business (Non-Voting)		No
Thematics Meta	SJW	SJW Group	USA	G	Management	Yes	Elect Director Carl Guardino	For	No
Thematics Meta	SJW	SJW Group	USA	G	Management	Yes	Elect Director Mary Ann Hanley	For	No
Thematics Meta	SJW	SJW Group	USA	G	Management	Yes	Elect Director Heather Hunt	For	No

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

Thematics Meta	SJW	SJW Group	USA	G	Management	Yes	Elect Director Rebecca A. Klein	For	No
Thematics Meta	SJW	SJW Group	USA	G	Management	Yes	Elect Director Gregory P. Landis	For	No
Thematics Meta	SJW	SJW Group	USA	G	Management	Yes	Elect Director Daniel B. More	For	No
Thematics Meta	SJW	SJW Group	USA	G	Management	Yes	Elect Director Eric W. Thornburg	For	No
Thematics Meta	SJW	SJW Group	USA	G	Management	Yes	Elect Director Carol P. Wallace	For	No
Thematics Meta	SJW	SJW Group	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	SJW	SJW Group	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	SJW	SJW Group	USA	G	Management	Yes	Approve Omnibus Stock Plan	For	No
Thematics Meta	SJW	SJW Group	USA	G	Management	Yes	Approve Qualified Employee Stock Purchase Plan	For	No
Thematics Meta	SJW	SJW Group	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Meta	SNOW	Snowflake Inc.	USA	G	Management	Yes	Elect Director Teresa Briggs	Withhold	Yes
Thematics Meta	SNOW	Snowflake Inc.	USA	G	Management	Yes	Elect Director Jeremy Burton	Withhold	Yes
Thematics Meta	SNOW	Snowflake Inc.	USA	G	Management	Yes	Elect Director Mark D. McLaughlin	For	No
Thematics Meta	SNOW	Snowflake Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	SNOW	Snowflake Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	SHCO	Soho House & Co Inc.	USA	G	Management	Yes	Elect Director Mark Ein	Withhold	Yes
Thematics Meta	SHCO	Soho House & Co Inc.	USA	G	Management	Yes	Elect Director Yusef D. Jackson	For	No
Thematics Meta	SHCO	Soho House & Co Inc.	USA	G	Management	Yes	Elect Director Ben Schwerin	For	No
Thematics Meta	SHCO	Soho House & Co Inc.	USA	G	Management	Yes	Elect Director Bippy Siegal	Withhold	Yes

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

Thematics Meta	SHCO	Soho House & Co Inc.	USA	G	Management	Yes	Elect Director Alice Delahunt	Withhold	Yes
Thematics Meta	SHCO	Soho House & Co Inc.	USA	G	Management	Yes	Ratify BDO LLP as Auditors	For	No
Thematics Meta	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Yoshida, Kenichiro	For	No
Thematics Meta	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Totoki, Hiroki	For	No
Thematics Meta	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Hatanaka, Yoshihiko	For	No
Thematics Meta	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Oka, Toshiko	For	No
Thematics Meta	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Akiyama, Sakie	For	No
Thematics Meta	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Wendy Becker	For	No
Thematics Meta	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Kishigami, Keiko	For	No
Thematics Meta	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Joseph A. Kraft Jr	For	No
Thematics Meta	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Neil Hunt	For	No
Thematics Meta	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director William Morrow	For	No
Thematics Meta	6758	Sony Group Corp.	Japan	G	Management	Yes	Approve Stock Option Plan	For	No
Thematics Meta	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Meta	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Approve Remuneration Policy	For	No
Thematics Meta	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Meta	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Reappoint Deloitte LLP as Auditors	For	No
Thematics Meta	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No

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

Thematics Meta	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Jamie Pike as Director	For	No
Thematics Meta	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Nicholas Anderson as Director	For	No
Thematics Meta	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Nimesh Patel as Director	For	No
Thematics Meta	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Angela Archon as Director	For	No
Thematics Meta	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Peter France as Director	For	No
Thematics Meta	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Richard Gillingwater as Director	For	No
Thematics Meta	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Caroline Johnstone as Director	For	No
Thematics Meta	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Jane Kingston as Director	For	No
Thematics Meta	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Kevin Thompson as Director	For	No
Thematics Meta	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Meta	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Approve Scrip Dividend Program	For	No
Thematics Meta	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Approve Performance Share Plan	For	No
Thematics Meta	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Meta	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Meta	SPLK	Splunk Inc.	USA	G	Management	Yes	Elect Director Patricia Morrison	For	No
Thematics Meta	SPLK	Splunk Inc.	USA	G	Management	Yes	Elect Director David Tunnell	For	No
Thematics Meta	SPLK	Splunk Inc.	USA	G	Management	Yes	Elect Director Dennis L. Via	For	No
Thematics Meta	SPLK	Splunk Inc.	USA	G	Management	Yes	Elect Director Luis Visoso	For	No
Thematics Meta	SPLK	Splunk Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No

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

Thematics Meta	SPLK	Splunk Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Meta	SPLK	Splunk Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	Against	Yes
Thematics Meta	SPLK	Splunk Inc.	USA	G	Management	Yes	Approve Merger Agreement	For	No
Thematics Meta	SPLK	Splunk Inc.	USA	G	Management	Yes	Advisory Vote on Golden Parachutes	For	No
Thematics Meta	SPLK	Splunk Inc.	USA	G	Management	Yes	Adjourn Meeting	For	No
Thematics Meta	SFM	Sprouts Farmers Market, Inc.	USA	G	Management	Yes	Elect Director Joel D. Anderson	For	No
Thematics Meta	SFM	Sprouts Farmers Market, Inc.	USA	G	Management	Yes	Elect Director Terri Funk Graham	For	No
Thematics Meta	SFM	Sprouts Farmers Market, Inc.	USA	G	Management	Yes	Elect Director Doug G. Rauch	For	No
Thematics Meta	SFM	Sprouts Farmers Market, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	SFM	Sprouts Farmers Market, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	SPSC	SPS Commerce, Inc.	USA	G	Management	Yes	Elect Director Archie Black	For	No
Thematics Meta	SPSC	SPS Commerce, Inc.	USA	G	Management	Yes	Elect Director James Ramsey	For	No
Thematics Meta	SPSC	SPS Commerce, Inc.	USA	G	Management	Yes	Elect Director Marty Reaume	For	No
Thematics Meta	SPSC	SPS Commerce, Inc.	USA	G	Management	Yes	Elect Director Tami Reller	For	No
Thematics Meta	SPSC	SPS Commerce, Inc.	USA	G	Management	Yes	Elect Director Philip Soran	For	No
Thematics Meta	SPSC	SPS Commerce, Inc.	USA	G	Management	Yes	Elect Director Anne Sempowski Ward	For	No
Thematics Meta	SPSC	SPS Commerce, Inc.	USA	G	Management	Yes	Elect Director Sven Wehrwein	For	No
Thematics Meta	SPSC	SPS Commerce, Inc.	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Meta	SPSC	SPS Commerce, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No

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

Thematics Meta	STN	Stantec Inc.	Canada	G	Management	Yes	Elect Director Douglas K. Ammerman	For	No
Thematics Meta	STN	Stantec Inc.	Canada	G	Management	Yes	Elect Director Martin A. a Porta	For	No
Thematics Meta	STN	Stantec Inc.	Canada	G	Management	Yes	Elect Director Shelley A. M. Brown	For	No
Thematics Meta	STN	Stantec Inc.	Canada	G	Management	Yes	Elect Director Angeline G. Chen	For	No
Thematics Meta	STN	Stantec Inc.	Canada	G	Management	Yes	Elect Director Patricia D. Galloway	For	No
Thematics Meta	STN	Stantec Inc.	Canada	G	Management	Yes	Elect Director Robert (Bob) J. Gomes	For	No
Thematics Meta	STN	Stantec Inc.	Canada	G	Management	Yes	Elect Director Gordon (Gord) A. Johnston	For	No
Thematics Meta	STN	Stantec Inc.	Canada	G	Management	Yes	Elect Director Donald (Don) J. Lowry	For	No
Thematics Meta	STN	Stantec Inc.	Canada	G	Management	Yes	Elect Director Marie-Lucie Morin	For	No
Thematics Meta	STN	Stantec Inc.	Canada	G	Management	Yes	Elect Director Celina J. Wang Doka	For	No
Thematics Meta	STN	Stantec Inc.	Canada	G	Management	Yes	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No
Thematics Meta	STN	Stantec Inc.	Canada	G	Management	Yes	Advisory Vote on Executive Compensation Approach	For	No
Thematics Meta	SRCL	Stericycle, Inc.	USA	G	Management	Yes	Elect Director Robert S. Murley	For	No
Thematics Meta	SRCL	Stericycle, Inc.	USA	G	Management	Yes	Elect Director Cindy J. Miller	For	No
Thematics Meta	SRCL	Stericycle, Inc.	USA	G	Management	Yes	Elect Director Brian P. Anderson	For	No
Thematics Meta	SRCL	Stericycle, Inc.	USA	G	Management	Yes	Elect Director Lynn D. Bleil	For	No
Thematics Meta	SRCL	Stericycle, Inc.	USA	G	Management	Yes	Elect Director Thomas F. Chen	For	No
Thematics Meta	SRCL	Stericycle, Inc.	USA	G	Management	Yes	Elect Director Victoria L. Dolan	For	No
Thematics Meta	SRCL	Stericycle, Inc.	USA	G	Management	Yes	Elect Director Naren K. Gursahaney	For	No

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

Thematics Meta	SRCL	Stericycle, Inc.	USA	G	Management	Yes	Elect Director J. Joel Hackney, Jr.	For	No
Thematics Meta	SRCL	Stericycle, Inc.	USA	G	Management	Yes	Elect Director Stephen C. Hooley	For	No
Thematics Meta	SRCL	Stericycle, Inc.	USA	G	Management	Yes	Elect Director James L. Welch	For	No
Thematics Meta	SRCL	Stericycle, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	SRCL	Stericycle, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	SRCL	Stericycle, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	SRCL	Stericycle, Inc.	USA	S	Shareholder	Yes	Report on Political Contributions	For	Yes
Thematics Meta	SRCL	Stericycle, Inc.	USA	G	Shareholder	Yes	Limit Accelerated Vesting of Equity Awards Upon a Change in Control	For	Yes
Thematics Meta	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Esther M. Alegria	For	No
Thematics Meta	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Richard C. Breeden	For	No
Thematics Meta	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Daniel A. Carestio	For	No
Thematics Meta	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Cynthia L. Feldmann	For	No
Thematics Meta	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Christopher S. Holland	For	No
Thematics Meta	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Jacqueline B. Kosecoff	For	No
Thematics Meta	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Paul E. Martin	For	No
Thematics Meta	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Nirav R. Shah	For	No
Thematics Meta	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Mohsen M. Sohi	For	No
Thematics Meta	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Richard M. Steeves	For	No
Thematics Meta	STE	STERIS plc	Ireland	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No

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

Thematics Meta	STE	STERIS plc	Ireland	G	Management	Yes	Appoint Ernst & Young Chartered Accountants as Irish Statutory Auditor	For	No
Thematics Meta	STE	STERIS plc	Ireland	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Meta	STE	STERIS plc	Ireland	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	STE	STERIS plc	Ireland	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	STE	STERIS plc	Ireland	G	Management	Yes	Renew the Board's Authority to Issue Shares Under Irish Law	For	No
Thematics Meta	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 Meta	SNPS	Synopsys, Inc.	USA	G	Management	Yes	Elect Director Aart J. de Geus	For	No
Thematics Meta	SNPS	Synopsys, Inc.	USA	G	Management	Yes	Elect Director Luis Borgen	For	No
Thematics Meta	SNPS	Synopsys, Inc.	USA	G	Management	Yes	Elect Director Marc N. Casper	For	No
Thematics Meta	SNPS	Synopsys, Inc.	USA	G	Management	Yes	Elect Director Janice D. Chaffin	For	No
Thematics Meta	SNPS	Synopsys, Inc.	USA	G	Management	Yes	Elect Director Bruce R. Chizen	For	No
Thematics Meta	SNPS	Synopsys, Inc.	USA	G	Management	Yes	Elect Director Mercedes Johnson	For	No
Thematics Meta	SNPS	Synopsys, Inc.	USA	G	Management	Yes	Elect Director Jeannine P. Sargent	For	No
Thematics Meta	SNPS	Synopsys, Inc.	USA	G	Management	Yes	Elect Director John G. Schwarz	For	No
Thematics Meta	SNPS	Synopsys, Inc.	USA	G	Management	Yes	Elect Director Roy Vallee	For	No
Thematics Meta	SNPS	Synopsys, Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	For	No
Thematics Meta	SNPS	Synopsys, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	SNPS	Synopsys, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	SNPS	Synopsys, Inc.	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No

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

Thematics Meta	SNPS	Synopsys, Inc.	USA	G	Shareholder	Yes	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	Yes
Thematics Meta	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Andre Almeida	Withhold	Yes
Thematics Meta	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Marcelo Claure	Withhold	Yes
Thematics Meta	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Srikant M. Datar	For	No
Thematics Meta	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Srinivasan Gopalan	Withhold	Yes
Thematics Meta	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Timotheus Hottges	Withhold	Yes
Thematics Meta	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Christian P. Illek	Withhold	Yes
Thematics Meta	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Raphael Kubler	Withhold	Yes
Thematics Meta	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Thorsten Langheim	Withhold	Yes
Thematics Meta	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Dominique Leroy	Withhold	Yes
Thematics Meta	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Letitia A. Long	For	No
Thematics Meta	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director G. Michael Sievert	Withhold	Yes
Thematics Meta	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Teresa A. Taylor	For	No
Thematics Meta	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Kelvin R. Westbrook	For	No
Thematics Meta	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Meta	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	Yes
Thematics Meta	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Approve Omnibus Stock Plan	For	No
Thematics Meta	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Amend Qualified Employee Stock Purchase Plan	For	No

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

Thematics Meta	2330	Taiwan Semiconductor Manufacturing Co., Ltd.	Taiwan	G	Management	Yes	Approve Business Operations Report and Financial Statements	For	No
Thematics Meta	2330	Taiwan Semiconductor Manufacturing Co., Ltd.	Taiwan	G	Management	Yes	Approve Issuance of Restricted Stocks	For	No
Thematics Meta	2330	Taiwan Semiconductor Manufacturing Co., Ltd.	Taiwan	G	Management	Yes	Amend Procedures for Endorsement and Guarantees	Against	Yes
Thematics Meta	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 Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Elect Director Jean-Pierre Clamadieu	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Elect Director Terrence R. Curtin	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Elect Director Carol A. (John) Davidson	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Elect Director Lynn A. Dugle	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Elect Director William A. Jeffrey	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Elect Director Syaru Shirley Lin	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Elect Director Thomas J. Lynch	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Elect Director Heath A. Mitts	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Elect Director Abhijit Y. Talwalkar	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Elect Director Mark C. Trudeau	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Elect Director Dawn C. Willoughby	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Elect Director Laura H. Wright	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Elect Board Chairman Thomas J. Lynch	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	For	No

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

Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Designate Rene Schwarzenbach as Independent Proxy	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Accept Annual Report for Fiscal Year Ended September 30, 2022	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Accept Statutory Financial Statements for Fiscal Year Ended September 30, 2022	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Approve Consolidated Financial Statements for Fiscal Year Ended September 30, 2022	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Approve Discharge of Board and Senior Management	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Ratify Deloitte & Touche LLP as Independent Registered Public Accounting Firm for Fiscal Year 2023	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Ratify Deloitte AG as Swiss Registered Auditors	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Ratify PricewaterhouseCoopers AG as Special Auditors	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Approve Remuneration of Executive Management in the Amount of USD 53.5 Million	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Approve Remuneration of Board of Directors in the Amount of USD 4.1 Million	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Approve Allocation of Available Earnings at September 30, 2022	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Approve Declaration of Dividend	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Authorize Share Repurchase Program	For	No
Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Approve Reduction in Share Capital via Cancellation of Shares	For	No

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

Thematics Meta	TEL	TE Connectivity Ltd.	Switzerland	G	Management	Yes	Amend Articles to Reflect Changes in Capital	For	No
Thematics Meta	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Meta	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Approve Allocation of Income and Dividends of CHF 1.45 per Share	For	No
Thematics Meta	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Approve Dividends of CHF 1.45 per Share from Capital Contribution Reserves	For	No
Thematics Meta	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Approve Discharge of Board and Senior Management	For	No
Thematics Meta	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Elect Matthias Gillner as Director	For	No
Thematics Meta	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Reelect Lukas Braunschweiler as Director	For	No
Thematics Meta	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Reelect Myra Eskes as Director	For	No
Thematics Meta	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Reelect Oliver Fetzter as Director	For	No
Thematics Meta	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Reelect Karen Huebscher as Director	For	No
Thematics Meta	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Reelect Christa Kreuzburg as Director	For	No
Thematics Meta	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Reelect Daniel Marshak as Director	For	No
Thematics Meta	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Reelect Lukas Braunschweiler as Board Chair	For	No
Thematics Meta	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Reappoint Myra Eskes as Member of the Compensation Committee	For	No
Thematics Meta	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Reappoint Oliver Fetzter as Member of the Compensation Committee	For	No
Thematics Meta	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Reappoint Christa Kreuzburg as Member of the Compensation Committee	For	No
Thematics Meta	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Reappoint Daniel Marshak as Member of the Compensation Committee	For	No
Thematics Meta	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Ratify Ernst & Young AG as Auditors	For	No
Thematics Meta	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Designate Proxy Voting Services GmbH as Independent Proxy	For	No

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

Thematics Meta	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Approve Remuneration Report (Non-Binding)	For	No
Thematics Meta	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	For	No
Thematics Meta	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	For	No
Thematics Meta	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Transact Other Business (Voting)	Against	Yes
Thematics Meta	TGYM	Technogym SpA	Italy	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Meta	TGYM	Technogym SpA	Italy	G	Management	Yes	Approve Allocation of Income	For	No
Thematics Meta	TGYM	Technogym SpA	Italy	G	Management	Yes	Approve Remuneration Policy	Against	Yes
Thematics Meta	TGYM	Technogym SpA	Italy	G	Management	Yes	Approve Second Section of the Remuneration Report	Against	Yes
Thematics Meta	TGYM	Technogym SpA	Italy	G	Management	Yes	Adjust Remuneration of External Auditors	For	No
Thematics Meta	TGYM	Technogym SpA	Italy	G	Management	Yes	Approve 2023-2025 Performance Share Plan	Against	Yes
Thematics Meta	TGYM	Technogym SpA	Italy	G	Management	Yes	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against	Yes
Thematics Meta	TGYM	Technogym SpA	Italy	G	Management	Yes	Authorize Board to Increase Capital to Service 2023-2025 Performance Share Plan	Against	Yes
Thematics Meta	TGYM	Technogym SpA	Italy	G	Management	Yes	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	No
Thematics Meta	TER	Teradyne, Inc.	USA	G	Management	Yes	Elect Director Timothy E. Guertin	For	No
Thematics Meta	TER	Teradyne, Inc.	USA	G	Management	Yes	Elect Director Peter Herweck	For	No
Thematics Meta	TER	Teradyne, Inc.	USA	G	Management	Yes	Elect Director Mercedes Johnson	For	No
Thematics Meta	TER	Teradyne, Inc.	USA	G	Management	Yes	Elect Director Ernest E. Maddock	For	No
Thematics Meta	TER	Teradyne, Inc.	USA	G	Management	Yes	Elect Director Marilyn Matz	For	No
Thematics Meta	TER	Teradyne, Inc.	USA	G	Management	Yes	Elect Director Gregory S. Smith	For	No

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

Thematics Meta	TER	Teradyne, Inc.	USA	G	Management	Yes	Elect Director Ford Tamer	For	No
Thematics Meta	TER	Teradyne, Inc.	USA	G	Management	Yes	Elect Director Paul J. Tufano	For	No
Thematics Meta	TER	Teradyne, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	TER	Teradyne, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	TER	Teradyne, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	TTEK	Tetra Tech, Inc.	USA	G	Management	Yes	Elect Director Dan L. Batrack	For	No
Thematics Meta	TTEK	Tetra Tech, Inc.	USA	G	Management	Yes	Elect Director Gary R. Birkenbeuel	For	No
Thematics Meta	TTEK	Tetra Tech, Inc.	USA	G	Management	Yes	Elect Director Prashant Gandhi	For	No
Thematics Meta	TTEK	Tetra Tech, Inc.	USA	G	Management	Yes	Elect Director Joanne M. Maguire	For	No
Thematics Meta	TTEK	Tetra Tech, Inc.	USA	G	Management	Yes	Elect Director Christiana Obiaya	For	No
Thematics Meta	TTEK	Tetra Tech, Inc.	USA	G	Management	Yes	Elect Director Kimberly E. Ritrievi	For	No
Thematics Meta	TTEK	Tetra Tech, Inc.	USA	G	Management	Yes	Elect Director J. Kenneth Thompson	For	No
Thematics Meta	TTEK	Tetra Tech, Inc.	USA	G	Management	Yes	Elect Director Kirsten M. Volpi	For	No
Thematics Meta	TTEK	Tetra Tech, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	TTEK	Tetra Tech, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	TTEK	Tetra Tech, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	DSG	The Descartes Systems Group Inc.	Canada	G	Management	Yes	Elect Director Deepak Chopra	For	No
Thematics Meta	DSG	The Descartes Systems Group Inc.	Canada	G	Management	Yes	Elect Director Deborah Close	For	No
Thematics Meta	DSG	The Descartes Systems Group Inc.	Canada	G	Management	Yes	Elect Director Eric A. Demirian	For	No

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

Thematics Meta	DSG	The Descartes Systems Group Inc.	Canada	G	Management	Yes	Elect Director Sandra Hanington	For	No
Thematics Meta	DSG	The Descartes Systems Group Inc.	Canada	G	Management	Yes	Elect Director Kelley Irwin	For	No
Thematics Meta	DSG	The Descartes Systems Group Inc.	Canada	G	Management	Yes	Elect Director Dennis Maple	For	No
Thematics Meta	DSG	The Descartes Systems Group Inc.	Canada	G	Management	Yes	Elect Director Chris Muntwyler	For	No
Thematics Meta	DSG	The Descartes Systems Group Inc.	Canada	G	Management	Yes	Elect Director Jane O'Hagan	For	No
Thematics Meta	DSG	The Descartes Systems Group Inc.	Canada	G	Management	Yes	Elect Director Edward J. Ryan	For	No
Thematics Meta	DSG	The Descartes Systems Group Inc.	Canada	G	Management	Yes	Elect Director John J. Walker	For	No
Thematics Meta	DSG	The Descartes Systems Group Inc.	Canada	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Meta	DSG	The Descartes Systems Group Inc.	Canada	G	Management	Yes	Re-approve Shareholder Rights Plan	For	No
Thematics Meta	DSG	The Descartes Systems Group Inc.	Canada	G	Management	Yes	Advisory Vote on Executive Compensation Approach	For	No
Thematics Meta	EL	The Estee Lauder Companies Inc.	USA	G	Management	Yes	Elect Director Charlene Barshefsky	Withhold	Yes
Thematics Meta	EL	The Estee Lauder Companies Inc.	USA	G	Management	Yes	Elect Director Angela Wei Dong	For	No
Thematics Meta	EL	The Estee Lauder Companies Inc.	USA	G	Management	Yes	Elect Director Fabrizio Freda	Withhold	Yes
Thematics Meta	EL	The Estee Lauder Companies Inc.	USA	G	Management	Yes	Elect Director Gary M. Lauder	Withhold	Yes
Thematics Meta	EL	The Estee Lauder Companies Inc.	USA	G	Management	Yes	Elect Director Jane Lauder	Withhold	Yes
Thematics Meta	EL	The Estee Lauder Companies Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	EL	The Estee Lauder Companies Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Meta	EL	The Estee Lauder Companies Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	NYT	The New York Times Company	USA	G	Management	Yes	Elect Director Beth Brooke	For	No

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

Thematics Meta	NYT	The New York Times Company	USA	G	Management	Yes	Elect Director Rachel Glaser	For	No
Thematics Meta	NYT	The New York Times Company	USA	G	Management	Yes	Elect Director Brian P. McAndrews	For	No
Thematics Meta	NYT	The New York Times Company	USA	G	Management	Yes	Elect Director John W. Rogers, Jr.	For	No
Thematics Meta	NYT	The New York Times Company	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	NYT	The New York Times Company	USA	G	Management	Yes	Approve Qualified Employee Stock Purchase Plan	For	No
Thematics Meta	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director B. Marc Allen	For	No
Thematics Meta	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director Brett Biggs	For	No
Thematics Meta	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director Sheila Bonini	For	No
Thematics Meta	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director Angela F. Braly	Against	Yes
Thematics Meta	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director Amy L. Chang	For	No
Thematics Meta	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director Joseph Jimenez	Against	Yes
Thematics Meta	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director Christopher Kempczinski	For	No
Thematics Meta	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director Debra L. Lee	For	No
Thematics Meta	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director Terry J. Lundgren	For	No
Thematics Meta	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director Christine M. McCarthy	For	No
Thematics Meta	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director Jon R. Moeller	Against	Yes
Thematics Meta	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director Robert J. Portman	For	No
Thematics Meta	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director Rajesh Subramaniam	For	No
Thematics Meta	PG	The Procter & Gamble Company	USA	G	Management	Yes	Elect Director Patricia A. Woertz	Against	Yes

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

Thematics Meta	PG	The Procter & Gamble Company	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Meta	PG	The Procter & Gamble Company	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	PG	The Procter & Gamble Company	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	PG	The Procter & Gamble Company	USA	E,S	Shareholder	Yes	Report on Third-Party Civil Rights Audit of Reverse Discrimination	Against	No
Thematics Meta	PG	The Procter & Gamble Company	USA	S	Shareholder	Yes	Report on Risks Related to Operations in China	Against	No
Thematics Meta	PG	The Procter & Gamble Company	USA	G	Shareholder	Yes	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	For	Yes
Thematics Meta	TTC	The Toro Company	USA	G	Management	Yes	Elect Director Jeffrey M. Ettinger	For	No
Thematics Meta	TTC	The Toro Company	USA	G	Management	Yes	Elect Director Eric P. Hansotia	For	No
Thematics Meta	TTC	The Toro Company	USA	G	Management	Yes	Elect Director D. Christian Koch	For	No
Thematics Meta	TTC	The Toro Company	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Meta	TTC	The Toro Company	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	TTC	The Toro Company	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	DIS	The Walt Disney Company	USA	G	Management	Yes	Elect Director Mary T. Barra	For	No
Thematics Meta	DIS	The Walt Disney Company	USA	G	Management	Yes	Elect Director Safra A. Catz	For	No
Thematics Meta	DIS	The Walt Disney Company	USA	G	Management	Yes	Elect Director Amy L. Chang	For	No
Thematics Meta	DIS	The Walt Disney Company	USA	G	Management	Yes	Elect Director Francis A. deSouza	For	No
Thematics Meta	DIS	The Walt Disney Company	USA	G	Management	Yes	Elect Director Carolyn N. Everson	For	No
Thematics Meta	DIS	The Walt Disney Company	USA	G	Management	Yes	Elect Director Michael B.G. Froman	For	No
Thematics Meta	DIS	The Walt Disney Company	USA	G	Management	Yes	Elect Director Robert A. Iger	For	No

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

Thematics Meta	DIS	The Walt Disney Company	USA	G	Management	Yes	Elect Director Maria Elena Lagomasino	For	No
Thematics Meta	DIS	The Walt Disney Company	USA	G	Management	Yes	Elect Director Calvin R. McDonald	For	No
Thematics Meta	DIS	The Walt Disney Company	USA	G	Management	Yes	Elect Director Mark G. Parker	For	No
Thematics Meta	DIS	The Walt Disney Company	USA	G	Management	Yes	Elect Director Derica W. Rice	For	No
Thematics Meta	DIS	The Walt Disney Company	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	DIS	The Walt Disney Company	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	DIS	The Walt Disney Company	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	DIS	The Walt Disney Company	USA	S	Shareholder	Yes	Report on Risks Related to Operations in China	Against	No
Thematics Meta	DIS	The Walt Disney Company	USA	S	Shareholder	Yes	Report on Charitable Contributions	Against	No
Thematics Meta	DIS	The Walt Disney Company	USA	S	Shareholder	Yes	Report on Political Expenditures	For	Yes
Thematics Meta	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Marc N. Casper	For	No
Thematics Meta	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Nelson J. Chai	For	No
Thematics Meta	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Ruby R. Chandy	For	No
Thematics Meta	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director C. Martin Harris	For	No
Thematics Meta	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Tyler Jacks	For	No
Thematics Meta	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director R. Alexandra Keith	For	No
Thematics Meta	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director James C. Mullen	For	No
Thematics Meta	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Lars R. Sorensen	For	No
Thematics Meta	TMO	Thermo Fisher Scientific Inc.	USA	G	Management	Yes	Elect Director Debora L. Spar	For	No

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

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

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

Thematics Meta	MODG	Topgolf Callaway Brands Corp.	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Meta	MODG	Topgolf Callaway Brands Corp.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	MODG	Topgolf Callaway Brands Corp.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	TSCO	Tractor Supply Company	USA	G	Management	Yes	Elect Director Joy Brown	For	No
Thematics Meta	TSCO	Tractor Supply Company	USA	G	Management	Yes	Elect Director Ricardo Cardenas	For	No
Thematics Meta	TSCO	Tractor Supply Company	USA	G	Management	Yes	Elect Director Andre Hawaux	For	No
Thematics Meta	TSCO	Tractor Supply Company	USA	G	Management	Yes	Elect Director Denise L. Jackson	For	No
Thematics Meta	TSCO	Tractor Supply Company	USA	G	Management	Yes	Elect Director Ramkumar Krishnan	For	No
Thematics Meta	TSCO	Tractor Supply Company	USA	G	Management	Yes	Elect Director Edna K. Morris	For	No
Thematics Meta	TSCO	Tractor Supply Company	USA	G	Management	Yes	Elect Director Mark J. Weikel	For	No
Thematics Meta	TSCO	Tractor Supply Company	USA	G	Management	Yes	Elect Director Harry A. Lawton, III	For	No
Thematics Meta	TSCO	Tractor Supply Company	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	TSCO	Tractor Supply Company	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	TSCO	Tractor Supply Company	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	TRU	TransUnion	USA	G	Management	Yes	Elect Director George M. Awad	For	No
Thematics Meta	TRU	TransUnion	USA	G	Management	Yes	Elect Director William P. (Billy) Bosworth	For	No
Thematics Meta	TRU	TransUnion	USA	G	Management	Yes	Elect Director Christopher A. Cartwright	For	No
Thematics Meta	TRU	TransUnion	USA	G	Management	Yes	Elect Director Suzanne P. Clark	For	No
Thematics Meta	TRU	TransUnion	USA	G	Management	Yes	Elect Director Hamidou Dia	For	No

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

Thematics Meta	TRU	TransUnion	USA	G	Management	Yes	Elect Director Russell P. Fradin	For	No
Thematics Meta	TRU	TransUnion	USA	G	Management	Yes	Elect Director Charles E. Gottdiener	For	No
Thematics Meta	TRU	TransUnion	USA	G	Management	Yes	Elect Director Pamela A. Joseph	For	No
Thematics Meta	TRU	TransUnion	USA	G	Management	Yes	Elect Director Thomas L. Monahan, III	For	No
Thematics Meta	TRU	TransUnion	USA	G	Management	Yes	Elect Director Ravi Kumar Singiseti	For	No
Thematics Meta	TRU	TransUnion	USA	G	Management	Yes	Elect Director Linda K. Zukauckas	For	No
Thematics Meta	TRU	TransUnion	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	TRU	TransUnion	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	TYL	Tyler Technologies, Inc.	USA	G	Management	Yes	Elect Director Glenn A. Carter	For	No
Thematics Meta	TYL	Tyler Technologies, Inc.	USA	G	Management	Yes	Elect Director Brenda A. Cline	For	No
Thematics Meta	TYL	Tyler Technologies, Inc.	USA	G	Management	Yes	Elect Director Ronnie D. Hawkins, Jr.	For	No
Thematics Meta	TYL	Tyler Technologies, Inc.	USA	G	Management	Yes	Elect Director Mary L. Landrieu	For	No
Thematics Meta	TYL	Tyler Technologies, Inc.	USA	G	Management	Yes	Elect Director John S. Marr, Jr.	For	No
Thematics Meta	TYL	Tyler Technologies, Inc.	USA	G	Management	Yes	Elect Director H. Lynn Moore, Jr.	For	No
Thematics Meta	TYL	Tyler Technologies, Inc.	USA	G	Management	Yes	Elect Director Daniel M. Pope	For	No
Thematics Meta	TYL	Tyler Technologies, Inc.	USA	G	Management	Yes	Elect Director Dustin R. Womble	For	No
Thematics Meta	TYL	Tyler Technologies, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	TYL	Tyler Technologies, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	TYL	Tyler Technologies, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No

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

Thematics Meta	UNH	UnitedHealth Group Incorporated	USA	G	Management	Yes	Elect Director Timothy Flynn	For	No
Thematics Meta	UNH	UnitedHealth Group Incorporated	USA	G	Management	Yes	Elect Director Paul Garcia	For	No
Thematics Meta	UNH	UnitedHealth Group Incorporated	USA	G	Management	Yes	Elect Director Kristen Gil	For	No
Thematics Meta	UNH	UnitedHealth Group Incorporated	USA	G	Management	Yes	Elect Director Stephen Hemsley	For	No
Thematics Meta	UNH	UnitedHealth Group Incorporated	USA	G	Management	Yes	Elect Director Michele Hooper	For	No
Thematics Meta	UNH	UnitedHealth Group Incorporated	USA	G	Management	Yes	Elect Director F. William McNabb, III	For	No
Thematics Meta	UNH	UnitedHealth Group Incorporated	USA	G	Management	Yes	Elect Director Valerie Montgomery Rice	For	No
Thematics Meta	UNH	UnitedHealth Group Incorporated	USA	G	Management	Yes	Elect Director John Noseworthy	For	No
Thematics Meta	UNH	UnitedHealth Group Incorporated	USA	G	Management	Yes	Elect Director Andrew Witty	For	No
Thematics Meta	UNH	UnitedHealth Group Incorporated	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	UNH	UnitedHealth Group Incorporated	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	UNH	UnitedHealth Group Incorporated	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Meta	UNH	UnitedHealth Group Incorporated	USA	S	Shareholder	Yes	Report on Congruency of Political Spending with Company Values and Priorities	For	Yes
Thematics Meta	UNH	UnitedHealth Group Incorporated	USA	G	Shareholder	Yes	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Yes
Thematics Meta	MTN	Vail Resorts, Inc.	USA	G	Management	Yes	Elect Director Susan L. Decker	For	No
Thematics Meta	MTN	Vail Resorts, Inc.	USA	G	Management	Yes	Elect Director Robert A. Katz	For	No
Thematics Meta	MTN	Vail Resorts, Inc.	USA	G	Management	Yes	Elect Director Kirsten A. Lynch	For	No
Thematics Meta	MTN	Vail Resorts, Inc.	USA	G	Management	Yes	Elect Director Nadia Rawlinson	For	No
Thematics Meta	MTN	Vail Resorts, Inc.	USA	G	Management	Yes	Elect Director John T. Redmond	For	No

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

Thematics Meta	MTN	Vail Resorts, Inc.	USA	G	Management	Yes	Elect Director Michele Romanow	For	No
Thematics Meta	MTN	Vail Resorts, Inc.	USA	G	Management	Yes	Elect Director Hilary A. Schneider	For	No
Thematics Meta	MTN	Vail Resorts, Inc.	USA	G	Management	Yes	Elect Director D. Bruce Sewell	For	No
Thematics Meta	MTN	Vail Resorts, Inc.	USA	G	Management	Yes	Elect Director John F. Sorte	For	No
Thematics Meta	MTN	Vail Resorts, Inc.	USA	G	Management	Yes	Elect Director Peter A. Vaughn	For	No
Thematics Meta	MTN	Vail Resorts, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	MTN	Vail Resorts, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	MTN	Vail Resorts, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	VRNS	Varonis Systems, Inc.	USA	G	Management	Yes	Elect Director Yakov Faitelson	For	No
Thematics Meta	VRNS	Varonis Systems, Inc.	USA	G	Management	Yes	Elect Director Thomas F. Mendoza	For	No
Thematics Meta	VRNS	Varonis Systems, Inc.	USA	G	Management	Yes	Elect Director Avrohom J. Kess	For	No
Thematics Meta	VRNS	Varonis Systems, Inc.	USA	G	Management	Yes	Elect Director Ohad Korkus	For	No
Thematics Meta	VRNS	Varonis Systems, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	VRNS	Varonis Systems, Inc.	USA	G	Management	Yes	Ratify Kost Forer Gabbay & Kasierer as Auditors	For	No
Thematics Meta	VRNS	Varonis Systems, Inc.	USA	G	Management	Yes	Approve Omnibus Stock Plan	For	No
Thematics Meta	VIE	Veolia Environnement SA	France	G	Management	Yes	Approve Financial Statements and Statutory Reports	For	No
Thematics Meta	VIE	Veolia Environnement SA	France	G	Management	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	No
Thematics Meta	VIE	Veolia Environnement SA	France	G	Management	Yes	Approve Non-Deductible Expenses	For	No
Thematics Meta	VIE	Veolia Environnement SA	France	G	Management	Yes	Approve Allocation of Income and Dividends of EUR 1.12 per Share	For	No

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

Thematics Meta	VIE	Veolia Environnement SA	France	G	Management	Yes	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No
Thematics Meta	VIE	Veolia Environnement SA	France	G	Management	Yes	Reelect Maryse Aulagnon as Director	For	No
Thematics Meta	VIE	Veolia Environnement SA	France	G	Management	Yes	Elect Olivier Andries as Director	For	No
Thematics Meta	VIE	Veolia Environnement SA	France	G	Management	Yes	Elect Veronique Bedague-Hamilius as Director	For	No
Thematics Meta	VIE	Veolia Environnement SA	France	G	Management	Yes	Elect Francisco Reynes as Director	For	No
Thematics Meta	VIE	Veolia Environnement SA	France	G	Management	Yes	Renew Appointment of Ernst & Young et Autres as Auditor	For	No
Thematics Meta	VIE	Veolia Environnement SA	France	G	Management	Yes	Approve Compensation of Antoine Frerot, Chairman and CEO from January 1, 2022 until June 30, 2022	For	No
Thematics Meta	VIE	Veolia Environnement SA	France	G	Management	Yes	Approve Compensation of Antoine Frerot, Chairman of the Board from July 1, 2022 until December 31, 2022	For	No
Thematics Meta	VIE	Veolia Environnement SA	France	G	Management	Yes	Approve Compensation of Estelle Brachlianoff, CEO from July 1, 2022 until December 31, 2022	For	No
Thematics Meta	VIE	Veolia Environnement SA	France	G	Management	Yes	Approve Compensation Report of Corporate Officers	For	No
Thematics Meta	VIE	Veolia Environnement SA	France	G	Management	Yes	Approve Remuneration Policy of Chairman of the Board	For	No
Thematics Meta	VIE	Veolia Environnement SA	France	G	Management	Yes	Approve Remuneration Policy of CEO	For	No
Thematics Meta	VIE	Veolia Environnement SA	France	G	Management	Yes	Approve Remuneration Policy of Directors	For	No
Thematics Meta	VIE	Veolia Environnement SA	France	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Meta	VIE	Veolia Environnement SA	France	G	Management	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No
Thematics Meta	VIE	Veolia Environnement 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 Meta	VIE	Veolia Environnement SA	France	G	Management	Yes	Authorize up to 0.35 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	For	No
Thematics Meta	VIE	Veolia Environnement SA	France	G	Management	Yes	Amend Article 15 of Bylaws Re: Corporate Purpose	Against	Yes

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

Thematics Meta	VIE	Veolia Environnement SA	France	G	Management	Yes	Authorize Filing of Required Documents/Other Formalities	For	No
Thematics Meta	V	Visa Inc.	USA	G	Management	Yes	Elect Director Lloyd A. Carney	For	No
Thematics Meta	V	Visa Inc.	USA	G	Management	Yes	Elect Director Kermit R. Crawford	For	No
Thematics Meta	V	Visa Inc.	USA	G	Management	Yes	Elect Director Francisco Javier Fernandez-Carbajal	For	No
Thematics Meta	V	Visa Inc.	USA	G	Management	Yes	Elect Director Alfred F. Kelly, Jr.	For	No
Thematics Meta	V	Visa Inc.	USA	G	Management	Yes	Elect Director Ramon Laguarta	For	No
Thematics Meta	V	Visa Inc.	USA	G	Management	Yes	Elect Director Teri L. List	For	No
Thematics Meta	V	Visa Inc.	USA	G	Management	Yes	Elect Director John F. Lundgren	For	No
Thematics Meta	V	Visa Inc.	USA	G	Management	Yes	Elect Director Denise M. Morrison	For	No
Thematics Meta	V	Visa Inc.	USA	G	Management	Yes	Elect Director Linda J. Rendle	For	No
Thematics Meta	V	Visa Inc.	USA	G	Management	Yes	Elect Director Maynard G. Webb, Jr.	For	No
Thematics Meta	V	Visa Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	V	Visa Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	V	Visa Inc.	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Meta	V	Visa Inc.	USA	G	Shareholder	Yes	Require Independent Board Chair	For	Yes
Thematics Meta	WBA	Walgreens Boots Alliance, Inc.	USA	G	Management	Yes	Elect Director Janice M. Babiak	For	No
Thematics Meta	WBA	Walgreens Boots Alliance, Inc.	USA	G	Management	Yes	Elect Director Inderpal S. Bhandari	For	No
Thematics Meta	WBA	Walgreens Boots Alliance, Inc.	USA	G	Management	Yes	Elect Director Rosalind G. Brewer	For	No
Thematics Meta	WBA	Walgreens Boots Alliance, Inc.	USA	G	Management	Yes	Elect Director Ginger L. Graham	For	No

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

Thematics Meta	WBA	Walgreens Boots Alliance, Inc.	USA	G	Management	Yes	Elect Director Bryan C. Hanson	For	No
Thematics Meta	WBA	Walgreens Boots Alliance, Inc.	USA	G	Management	Yes	Elect Director Valerie B. Jarrett	For	No
Thematics Meta	WBA	Walgreens Boots Alliance, Inc.	USA	G	Management	Yes	Elect Director John A. Lederer	For	No
Thematics Meta	WBA	Walgreens Boots Alliance, Inc.	USA	G	Management	Yes	Elect Director Dominic P. Murphy	For	No
Thematics Meta	WBA	Walgreens Boots Alliance, Inc.	USA	G	Management	Yes	Elect Director Stefano Pessina	For	No
Thematics Meta	WBA	Walgreens Boots Alliance, Inc.	USA	G	Management	Yes	Elect Director Nancy M. Schlichting	For	No
Thematics Meta	WBA	Walgreens Boots Alliance, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	WBA	Walgreens Boots Alliance, Inc.	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Meta	WBA	Walgreens Boots Alliance, Inc.	USA	S	Shareholder	Yes	Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	Against	No
Thematics Meta	WBA	Walgreens Boots Alliance, Inc.	USA	G	Shareholder	Yes	Require Independent Board Chair	For	Yes
Thematics Meta	WCN	Waste Connections, Inc.	Canada	G	Management	Yes	Elect Director Andrea E. Bertone	For	No
Thematics Meta	WCN	Waste Connections, Inc.	Canada	G	Management	Yes	Elect Director Edward E. "Ned" Guillet	For	No
Thematics Meta	WCN	Waste Connections, Inc.	Canada	G	Management	Yes	Elect Director Michael W. Harlan	For	No
Thematics Meta	WCN	Waste Connections, Inc.	Canada	G	Management	Yes	Elect Director Larry S. Hughes	For	No
Thematics Meta	WCN	Waste Connections, Inc.	Canada	G	Management	No	Elect Director Worthing F. Jackman *Withdrawn Resolution*		No
Thematics Meta	WCN	Waste Connections, Inc.	Canada	G	Management	Yes	Elect Director Elise L. Jordan	For	No
Thematics Meta	WCN	Waste Connections, Inc.	Canada	G	Management	Yes	Elect Director Susan "Sue" Lee	For	No
Thematics Meta	WCN	Waste Connections, Inc.	Canada	G	Management	Yes	Elect Director Ronald J. Mittelstaedt	For	No
Thematics Meta	WCN	Waste Connections, Inc.	Canada	G	Management	Yes	Elect Director William J. Razzouk	For	No

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

Thematics Meta	WCN	Waste Connections, Inc.	Canada	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	WCN	Waste Connections, Inc.	Canada	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	WCN	Waste Connections, Inc.	Canada	G	Management	Yes	Approve Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No
Thematics Meta	WM	Waste Management, Inc.	USA	G	Management	Yes	Elect Director Bruce E. Chinn	For	No
Thematics Meta	WM	Waste Management, Inc.	USA	G	Management	Yes	Elect Director James C. Fish, Jr.	For	No
Thematics Meta	WM	Waste Management, Inc.	USA	G	Management	Yes	Elect Director Andres R. Gluski	For	No
Thematics Meta	WM	Waste Management, Inc.	USA	G	Management	Yes	Elect Director Victoria M. Holt	For	No
Thematics Meta	WM	Waste Management, Inc.	USA	G	Management	Yes	Elect Director Kathleen M. Mazzarella	For	No
Thematics Meta	WM	Waste Management, Inc.	USA	G	Management	Yes	Elect Director Sean E. Menke	For	No
Thematics Meta	WM	Waste Management, Inc.	USA	G	Management	Yes	Elect Director William B. Plummer	For	No
Thematics Meta	WM	Waste Management, Inc.	USA	G	Management	Yes	Elect Director John C. Pope	For	No
Thematics Meta	WM	Waste Management, Inc.	USA	G	Management	Yes	Elect Director Maryrose T. Sylvester	For	No
Thematics Meta	WM	Waste Management, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	WM	Waste Management, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	WM	Waste Management, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	WM	Waste Management, Inc.	USA	G	Management	Yes	Approve Omnibus Stock Plan	For	No
Thematics Meta	WAB	Westinghouse Air Brake Technologies Corporation	USA	G	Management	Yes	Elect Director Rafael Santana	For	No
Thematics Meta	WAB	Westinghouse Air Brake Technologies Corporation	USA	G	Management	Yes	Elect Director Lee C. Banks	For	No
Thematics Meta	WAB	Westinghouse Air Brake Technologies Corporation	USA	G	Management	Yes	Elect Director Byron S. Foster	For	No

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

Thematics Meta	WAB	Westinghouse Air Brake Technologies Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	WAB	Westinghouse Air Brake Technologies Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	WAB	Westinghouse Air Brake Technologies Corporation	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	WIX	Wix.com Ltd.	Israel	G	Management	Yes	Reelect Deirdre Bigley as Director	For	No
Thematics Meta	WIX	Wix.com Ltd.	Israel	G	Management	Yes	Reelect Allon Bloch as Director	For	No
Thematics Meta	WIX	Wix.com Ltd.	Israel	G	Management	Yes	Reelect Ferran Soriano as Director	For	No
Thematics Meta	WIX	Wix.com Ltd.	Israel	G	Management	Yes	Approve Compensation of CEO	For	No
Thematics Meta	WIX	Wix.com Ltd.	Israel	G	Management	Yes	Approve Amended Compensation Policy for the Directors and Officers of the Company	For	No
Thematics Meta	WIX	Wix.com Ltd.	Israel	G	Management	Yes	Ratify Appointment and Compensation of Kost, Forer, Gabbay & Kasierer, as Auditors and Authorize Board to Fix Their Remuneration	For	No
Thematics Meta	WIX	Wix.com Ltd.	Israel	G	Management	Yes	Vote FOR if you are NOT a controlling shareholder and do NOT have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. If you vote AGAINST, please provide an explanation to your account manager	For	No
Thematics Meta	WKL	Wolters Kluwer NV	Netherlands	G	Management	No	Open Meeting		No
Thematics Meta	WKL	Wolters Kluwer NV	Netherlands	G	Management	No	Receive Report of Executive Board (Non-Voting)		No
Thematics Meta	WKL	Wolters Kluwer NV	Netherlands	G	Management	No	Receive Report of Supervisory Board (Non-Voting)		No
Thematics Meta	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Meta	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Adopt Financial Statements and Statutory Reports	For	No
Thematics Meta	WKL	Wolters Kluwer NV	Netherlands	G	Management	No	Receive Explanation on Company's Dividend Policy		No
Thematics Meta	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Approve Dividends	For	No
Thematics Meta	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Approve Discharge of Executive Board	For	No

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

Thematics Meta	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Meta	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Reelect Chris Vogelzang to Supervisory Board	For	No
Thematics Meta	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No
Thematics Meta	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No
Thematics Meta	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Meta	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Approve Cancellation of Shares	For	No
Thematics Meta	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Approve KPMG Accountants N.V as Auditors	For	No
Thematics Meta	WKL	Wolters Kluwer NV	Netherlands	G	Management	No	Other Business (Non-Voting)		No
Thematics Meta	WKL	Wolters Kluwer NV	Netherlands	G	Management	No	Close Meeting		No
Thematics Meta	WLN	Worldline SA	France	G	Management	Yes	Approve Financial Statements and Statutory Reports	For	No
Thematics Meta	WLN	Worldline SA	France	G	Management	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	No
Thematics Meta	WLN	Worldline SA	France	G	Management	Yes	Approve Allocation of Income and Absence of Dividends	For	No
Thematics Meta	WLN	Worldline SA	France	G	Management	Yes	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No
Thematics Meta	WLN	Worldline SA	France	G	Management	Yes	Reelect Bernard Bourigeaud as Director	For	No
Thematics Meta	WLN	Worldline SA	France	G	Management	Yes	Reelect Gilles Grapinet as Director	For	No
Thematics Meta	WLN	Worldline SA	France	G	Management	Yes	Reelect Gilles Arditti as Director	For	No
Thematics Meta	WLN	Worldline SA	France	G	Management	Yes	Reelect Aldo Cardoso as Director	For	No
Thematics Meta	WLN	Worldline SA	France	G	Management	Yes	Reelect Giulia Fitzpatrick as Director	For	No
Thematics Meta	WLN	Worldline SA	France	G	Management	Yes	Reelect Thierry Sommelet as Director	For	No

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

Thematics Meta	WLN	Worldline SA	France	G	Management	Yes	Approve Compensation Report of Corporate Officers	For	No
Thematics Meta	WLN	Worldline SA	France	G	Management	Yes	Approve Compensation of Bernard Bourigeaud, Chairman of the Board	For	No
Thematics Meta	WLN	Worldline SA	France	G	Management	Yes	Approve Compensation of Gilles Grapinet, CEO	For	No
Thematics Meta	WLN	Worldline SA	France	G	Management	Yes	Approve Compensation of Marc-Henri Desportes, Vice-CEO	For	No
Thematics Meta	WLN	Worldline SA	France	G	Management	Yes	Approve Remuneration Policy of Chairman of the Board	For	No
Thematics Meta	WLN	Worldline SA	France	G	Management	Yes	Approve Remuneration Policy of CEO	For	No
Thematics Meta	WLN	Worldline SA	France	G	Management	Yes	Approve Remuneration Policy of Vice-CEO	For	No
Thematics Meta	WLN	Worldline SA	France	G	Management	Yes	Approve Remuneration Policy of Non-Executive Directors	For	No
Thematics Meta	WLN	Worldline SA	France	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Meta	WLN	Worldline SA	France	G	Management	Yes	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No
Thematics Meta	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 Meta	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 Meta	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 Meta	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 Meta	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 Meta	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 Meta	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 Meta	WLN	Worldline SA	France	G	Management	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No

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

Thematics Meta	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 Meta	WLN	Worldline SA	France	G	Management	Yes	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	For	No
Thematics Meta	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 Meta	WLN	Worldline SA	France	G	Management	Yes	Amend Article 19 of Bylaws Re: Age Limit of Chairman of the Board	For	No
Thematics Meta	WLN	Worldline SA	France	G	Management	Yes	Authorize Filing of Required Documents/Other Formalities	For	No
Thematics Meta	XYL	Xylem Inc.	USA	G	Management	Yes	Issue Shares in Connection with Acquisition	For	No
Thematics Meta	XYL	Xylem Inc.	USA	G	Management	Yes	Adjourn Meeting	For	No
Thematics Meta	XYL	Xylem Inc.	USA	G	Management	Yes	Elect Director Jeanne Beliveau-Dunn	For	No
Thematics Meta	XYL	Xylem Inc.	USA	G	Management	Yes	Elect Director Patrick K. Decker	For	No
Thematics Meta	XYL	Xylem Inc.	USA	G	Management	Yes	Elect Director Earl R. Ellis	For	No
Thematics Meta	XYL	Xylem Inc.	USA	G	Management	Yes	Elect Director Robert F. Friel	For	No
Thematics Meta	XYL	Xylem Inc.	USA	G	Management	Yes	Elect Director Victoria D. Harker	For	No
Thematics Meta	XYL	Xylem Inc.	USA	G	Management	Yes	Elect Director Steven R. Loranger	For	No
Thematics Meta	XYL	Xylem Inc.	USA	G	Management	Yes	Elect Director Mark D. Morelli	For	No
Thematics Meta	XYL	Xylem Inc.	USA	G	Management	Yes	Elect Director Jerome A. Peribere	For	No
Thematics Meta	XYL	Xylem Inc.	USA	G	Management	Yes	Elect Director Lila Tretikov	For	No
Thematics Meta	XYL	Xylem Inc.	USA	G	Management	Yes	Elect Director Uday Yadav	For	No
Thematics Meta	XYL	Xylem Inc.	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No

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

Thematics Meta	XYL	Xylem Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	XYL	Xylem Inc.	USA	G	Shareholder	Yes	Require Independent Board Chair	For	Yes
Thematics Meta	YETI	YETI Holdings, Inc.	USA	G	Management	Yes	Elect Director Mary Lou Kelley	Withhold	Yes
Thematics Meta	YETI	YETI Holdings, Inc.	USA	G	Management	Yes	Elect Director Dustan E. McCoy	For	No
Thematics Meta	YETI	YETI Holdings, Inc.	USA	G	Management	Yes	Elect Director Robert K. Shearer	Withhold	Yes
Thematics Meta	YETI	YETI Holdings, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	YETI	YETI Holdings, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	ZBRA	Zebra Technologies Corporation	USA	G	Management	Yes	Elect Director William J. Burns	For	No
Thematics Meta	ZBRA	Zebra Technologies Corporation	USA	G	Management	Yes	Elect Director Linda M. Connly	For	No
Thematics Meta	ZBRA	Zebra Technologies Corporation	USA	G	Management	Yes	Elect Director Anders Gustafsson	For	No
Thematics Meta	ZBRA	Zebra Technologies Corporation	USA	G	Management	Yes	Elect Director Janice M. Roberts	For	No
Thematics Meta	ZBRA	Zebra Technologies Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	ZBRA	Zebra Technologies Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Meta	ZBRA	Zebra Technologies Corporation	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Meta	ZTS	Zoetis Inc.	USA	G	Management	Yes	Elect Director Paul M. Bisaro	For	No
Thematics Meta	ZTS	Zoetis Inc.	USA	G	Management	Yes	Elect Director Vanessa Broadhurst	For	No
Thematics Meta	ZTS	Zoetis Inc.	USA	G	Management	Yes	Elect Director Frank A. D'Amelio	For	No
Thematics Meta	ZTS	Zoetis Inc.	USA	G	Management	Yes	Elect Director Michael B. McCallister	For	No
Thematics Meta	ZTS	Zoetis Inc.	USA	G	Management	Yes	Elect Director Gregory Norden	For	No

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

Thematics Meta	ZTS	Zoetis Inc.	USA	G	Management	Yes	Elect Director Louise M. Parent	For	No
Thematics Meta	ZTS	Zoetis Inc.	USA	G	Management	Yes	Elect Director Kristin C. Peck	For	No
Thematics Meta	ZTS	Zoetis Inc.	USA	G	Management	Yes	Elect Director Robert W. Scully	For	No
Thematics Meta	ZTS	Zoetis Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	ZTS	Zoetis Inc.	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Meta	ZTS	Zoetis Inc.	USA	G	Management	Yes	Provide Right to Call Special Meeting	For	No
Thematics Meta	ZTS	Zoetis Inc.	USA	G	Shareholder	Yes	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For	Yes
Thematics Meta	ZS	Zscaler, Inc.	USA	G	Management	Yes	Elect Director Andrew Brown	Withhold	Yes
Thematics Meta	ZS	Zscaler, Inc.	USA	G	Management	Yes	Elect Director Scott Darling	Withhold	Yes
Thematics Meta	ZS	Zscaler, Inc.	USA	G	Management	Yes	Elect Director David Schneider	Withhold	Yes
Thematics Meta	ZS	Zscaler, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Meta	ZS	Zscaler, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Meta	ZWS	Zurn Elkay Water Solutions Corporation	USA	G	Management	Yes	Elect Director Thomas D. Christopoul	For	No
Thematics Meta	ZWS	Zurn Elkay Water Solutions Corporation	USA	G	Management	Yes	Elect Director Emma M. McTague	For	No
Thematics Meta	ZWS	Zurn Elkay Water Solutions Corporation	USA	G	Management	Yes	Elect Director Peggy N. Troy	For	No
Thematics Meta	ZWS	Zurn Elkay Water Solutions Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Meta	ZWS	Zurn Elkay Water Solutions Corporation	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No