

Institutional Account Name	Ticker	Company Name	Country	ESG Pillar	Proponent	Votable Proposal	Proposal Text	Vote Instruction	Vote Against Management
Thematics Subscription Economy	ATVI	Activision Blizzard, Inc.	USA	G	Management	Yes	Elect Director Reveta Bowers	For	No
Thematics Subscription Economy	ATVI	Activision Blizzard, Inc.	USA	G	Management	Yes	Elect Director Kerry Carr	For	No
Thematics Subscription Economy	ATVI	Activision Blizzard, Inc.	USA	G	Management	Yes	Elect Director Robert Corti	For	No
Thematics Subscription Economy	ATVI	Activision Blizzard, Inc.	USA	G	Management	Yes	Elect Director Brian Kelly	For	No
Thematics Subscription Economy	ATVI	Activision Blizzard, Inc.	USA	G	Management	Yes	Elect Director Robert Kotick	For	No
Thematics Subscription Economy	ATVI	Activision Blizzard, Inc.	USA	G	Management	Yes	Elect Director Barry Meyer	For	No
Thematics Subscription Economy	ATVI	Activision Blizzard, Inc.	USA	G	Management	Yes	Elect Director Robert Morgado	For	No
Thematics Subscription Economy	ATVI	Activision Blizzard, Inc.	USA	G	Management	Yes	Elect Director Peter Nolan	For	No
Thematics Subscription Economy	ATVI	Activision Blizzard, Inc.	USA	G	Management	Yes	Elect Director Dawn Ostroff	For	No
Thematics Subscription Economy	ATVI	Activision Blizzard, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	ATVI	Activision Blizzard, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Subscription Economy	ATVI	Activision Blizzard, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Subscription Economy	ATVI	Activision Blizzard, Inc.	USA	G	Shareholder	Yes	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Yes
Thematics Subscription Economy	ATVI	Activision Blizzard, Inc.	USA	S	Shareholder	Yes	Adopt Policy on Freedom of Association and Collective Bargaining	For	Yes
Thematics Subscription Economy	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Amy Banse	For	No
Thematics Subscription Economy	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Brett Biggs	For	No
Thematics Subscription Economy	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Melanie Boulden	For	No
Thematics Subscription Economy	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Frank Calderoni	For	No

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

Thematics Subscription Economy	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Laura Desmond	For	No
Thematics Subscription Economy	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Shantanu Narayen	For	No
Thematics Subscription Economy	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Spencer Neumann	For	No
Thematics Subscription Economy	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Kathleen Oberg	For	No
Thematics Subscription Economy	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Dheeraj Pandey	For	No
Thematics Subscription Economy	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director David Ricks	For	No
Thematics Subscription Economy	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director Daniel Rosensweig	For	No
Thematics Subscription Economy	ADBE	Adobe Inc.	USA	G	Management	Yes	Elect Director John Warnock	For	No
Thematics Subscription Economy	ADBE	Adobe Inc.	USA	G	Management	Yes	Amend Omnibus Stock Plan	For	No
Thematics Subscription Economy	ADBE	Adobe Inc.	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Subscription Economy	ADBE	Adobe Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	ADBE	Adobe Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Subscription Economy	ALRM	Alarm.com Holdings, Inc.	USA	G	Management	Yes	Elect Director Donald Clarke	For	No
Thematics Subscription Economy	ALRM	Alarm.com Holdings, Inc.	USA	G	Management	Yes	Elect Director Stephen Evans	For	No
Thematics Subscription Economy	ALRM	Alarm.com Holdings, Inc.	USA	G	Management	Yes	Elect Director Timothy McAdam	For	No
Thematics Subscription Economy	ALRM	Alarm.com Holdings, Inc.	USA	G	Management	Yes	Elect Director Timothy J. Whall	For	No
Thematics Subscription Economy	ALRM	Alarm.com Holdings, Inc.	USA	G	Management	Yes	Elect Director Simone Wu	For	No
Thematics Subscription Economy	ALRM	Alarm.com Holdings, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Subscription Economy	ALRM	Alarm.com Holdings, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No

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

Thematics Subscription Economy	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 Subscription Economy	TEAM	Atlassian Corporation	USA	G	Management	Yes	Elect Director Shona L. Brown	For	No
Thematics Subscription Economy	TEAM	Atlassian Corporation	USA	G	Management	Yes	Elect Director Michael Cannon-Brookes	Against	Yes
Thematics Subscription Economy	TEAM	Atlassian Corporation	USA	G	Management	Yes	Elect Director Scott Farquhar	Against	Yes
Thematics Subscription Economy	TEAM	Atlassian Corporation	USA	G	Management	Yes	Elect Director Heather M. Fernandez	Against	Yes
Thematics Subscription Economy	TEAM	Atlassian Corporation	USA	G	Management	Yes	Elect Director Sasan Goodarzi	For	No
Thematics Subscription Economy	TEAM	Atlassian Corporation	USA	G	Management	Yes	Elect Director Jay Parikh	For	No
Thematics Subscription Economy	TEAM	Atlassian Corporation	USA	G	Management	Yes	Elect Director Enrique Salem	Against	Yes
Thematics Subscription Economy	TEAM	Atlassian Corporation	USA	G	Management	Yes	Elect Director Steven Sordello	For	No
Thematics Subscription Economy	TEAM	Atlassian Corporation	USA	G	Management	Yes	Elect Director Richard P. Wong	Against	Yes
Thematics Subscription Economy	TEAM	Atlassian Corporation	USA	G	Management	Yes	Elect Director Michelle Zatlyn	For	No
Thematics Subscription Economy	TEAM	Atlassian Corporation	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Subscription Economy	TEAM	Atlassian Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	TEAM	Atlassian Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Subscription Economy	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Subscription Economy	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Subscription Economy	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Subscription Economy	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Elect Matt Davies as Director	For	No
Thematics Subscription Economy	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Nathan Coe as Director	For	No

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

Thematics Subscription Economy	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect David Keens as Director	For	No
Thematics Subscription Economy	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Jill Easterbrook as Director	For	No
Thematics Subscription Economy	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Jeni Mundy as Director	For	No
Thematics Subscription Economy	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Catherine Faiers as Director	For	No
Thematics Subscription Economy	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Jamie Warner as Director	For	No
Thematics Subscription Economy	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Sigga Sigurdardottir as Director	For	No
Thematics Subscription Economy	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Jasvinder Gakhal as Director	For	No
Thematics Subscription Economy	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Reappoint KPMG LLP as Auditors	For	No
Thematics Subscription Economy	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Subscription Economy	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Subscription Economy	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Subscription Economy	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 Subscription Economy	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Subscription Economy	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Subscription Economy	BFIT	Basic-Fit NV	Netherlands	G	Management	No	Open Meeting		No
Thematics Subscription Economy	BFIT	Basic-Fit NV	Netherlands	G	Management	No	Receive Report of Management Board and Supervisory Board (Non-Voting)		No
Thematics Subscription Economy	BFIT	Basic-Fit NV	Netherlands	G	Management	No	Discussion on Company's Corporate Governance Structure		No
Thematics Subscription Economy	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Subscription Economy	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Adopt Financial Statements and Statutory Reports	For	No

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

Thematics Subscription Economy	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Approve Discharge of Management Board	For	No
Thematics Subscription Economy	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Subscription Economy	BFIT	Basic-Fit NV	Netherlands	G	Management	No	Discuss Dividend Policy		No
Thematics Subscription Economy	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Elect Joelle Frijters to Supervisory Board	For	No
Thematics Subscription Economy	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Elect Jan van Nieuwenhuizen to Supervisory Board	For	No
Thematics Subscription Economy	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Reelect Herman Rutgers to Supervisory Board	Against	Yes
Thematics Subscription Economy	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Reelect Hans Willemse to Supervisory Board	For	No
Thematics Subscription Economy	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For	No
Thematics Subscription Economy	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No
Thematics Subscription Economy	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Subscription Economy	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Ratify Ernst & Young Accountants LLP as Auditors	For	No
Thematics Subscription Economy	BFIT	Basic-Fit NV	Netherlands	G	Management	No	Close Meeting		No
Thematics Subscription Economy	BJ	BJ's Wholesale Club Holdings, Inc.	USA	G	Management	Yes	Elect Director Chris Baldwin	For	No
Thematics Subscription Economy	BJ	BJ's Wholesale Club Holdings, Inc.	USA	G	Management	Yes	Elect Director Darryl Brown	For	No
Thematics Subscription Economy	BJ	BJ's Wholesale Club Holdings, Inc.	USA	G	Management	Yes	Elect Director Bob Eddy	For	No
Thematics Subscription Economy	BJ	BJ's Wholesale Club Holdings, Inc.	USA	G	Management	Yes	Elect Director Michelle Gloeckler	For	No
Thematics Subscription Economy	BJ	BJ's Wholesale Club Holdings, Inc.	USA	G	Management	Yes	Elect Director Maile Naylor (nee Clark)	For	No
Thematics Subscription Economy	BJ	BJ's Wholesale Club Holdings, Inc.	USA	G	Management	Yes	Elect Director Ken Parent	For	No
Thematics Subscription Economy	BJ	BJ's Wholesale Club Holdings, Inc.	USA	G	Management	Yes	Elect Director Chris Peterson	For	No

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

Thematics Subscription Economy	BJ	BJ's Wholesale Club Holdings, Inc.	USA	G	Management	Yes	Elect Director Rob Steele	For	No
Thematics Subscription Economy	BJ	BJ's Wholesale Club Holdings, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	BJ	BJ's Wholesale Club Holdings, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Subscription Economy	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Elect Director W. Lance Conn	For	No
Thematics Subscription Economy	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Elect Director Kim C. Goodman	For	No
Thematics Subscription Economy	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Elect Director Craig A. Jacobson	For	No
Thematics Subscription Economy	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Elect Director Gregory B. Maffei	Against	Yes
Thematics Subscription Economy	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Elect Director John D. Markley, Jr.	For	No
Thematics Subscription Economy	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Elect Director David C. Merritt	For	No
Thematics Subscription Economy	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Elect Director James E. Meyer	For	No
Thematics Subscription Economy	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Elect Director Steven A. Miron	For	No
Thematics Subscription Economy	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Elect Director Balan Nair	For	No
Thematics Subscription Economy	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Elect Director Michael A. Newhouse	For	No
Thematics Subscription Economy	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Elect Director Mauricio Ramos	For	No
Thematics Subscription Economy	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Elect Director Thomas M. Rutledge	For	No
Thematics Subscription Economy	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Elect Director Eric L. Zinterhofer	For	No
Thematics Subscription Economy	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Subscription Economy	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	Yes
Thematics Subscription Economy	CHTR	Charter Communications, Inc.	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No

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

Thematics Subscription Economy	CHTR	Charter Communications, Inc.	USA	S	Shareholder	Yes	Report on Lobbying Payments and Policy	For	Yes
Thematics Subscription Economy	CHGG	Chegg, Inc.	USA	G	Management	Yes	Elect Director Renee Budig	For	No
Thematics Subscription Economy	CHGG	Chegg, Inc.	USA	G	Management	Yes	Elect Director Dan Rosensweig	For	No
Thematics Subscription Economy	CHGG	Chegg, Inc.	USA	G	Management	Yes	Elect Director Ted Schlein	For	No
Thematics Subscription Economy	CHGG	Chegg, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	CHGG	Chegg, Inc.	USA	G	Management	Yes	Approve Omnibus Stock Plan	Against	Yes
Thematics Subscription Economy	CHGG	Chegg, Inc.	USA	G	Management	Yes	Amend Qualified Employee Stock Purchase Plan	For	No
Thematics Subscription Economy	CHGG	Chegg, Inc.	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Subscription Economy	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Andrew Snyder	For	No
Thematics Subscription Economy	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Jonathan Gear	For	No
Thematics Subscription Economy	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Valeria Alberola	For	No
Thematics Subscription Economy	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Michael Angelakis	For	No
Thematics Subscription Economy	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Jane Okun Bomba	For	No
Thematics Subscription Economy	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Usama N. Cortas	For	No
Thematics Subscription Economy	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Adam T. Levyn	For	No
Thematics Subscription Economy	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Anthony Munk	For	No
Thematics Subscription Economy	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Richard W. Roedel	For	No
Thematics Subscription Economy	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Saurabh Saha	For	No
Thematics Subscription Economy	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Wendell Pritchett	For	No

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

Thematics Subscription Economy	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Subscription Economy	CSGP	CoStar Group, Inc.	USA	G	Management	Yes	Elect Director Michael R. Klein	For	No
Thematics Subscription Economy	CSGP	CoStar Group, Inc.	USA	G	Management	Yes	Elect Director Andrew C. Florance	For	No
Thematics Subscription Economy	CSGP	CoStar Group, Inc.	USA	G	Management	Yes	Elect Director Michael J. Glosserman	For	No
Thematics Subscription Economy	CSGP	CoStar Group, Inc.	USA	G	Management	Yes	Elect Director John W. Hill	For	No
Thematics Subscription Economy	CSGP	CoStar Group, Inc.	USA	G	Management	Yes	Elect Director Laura Cox Kaplan	For	No
Thematics Subscription Economy	CSGP	CoStar Group, Inc.	USA	G	Management	Yes	Elect Director Robert W. Musslewhite	For	No
Thematics Subscription Economy	CSGP	CoStar Group, Inc.	USA	G	Management	Yes	Elect Director Christopher J. Nassetta	For	No
Thematics Subscription Economy	CSGP	CoStar Group, Inc.	USA	G	Management	Yes	Elect Director Louise S. Sams	For	No
Thematics Subscription Economy	CSGP	CoStar Group, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Subscription Economy	CSGP	CoStar Group, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	CSGP	CoStar Group, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Subscription Economy	CSGP	CoStar Group, Inc.	USA	E	Shareholder	Yes	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	For	Yes
Thematics Subscription Economy	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Elect Director Susan L. Decker	For	No
Thematics Subscription Economy	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Elect Director Kenneth D. Denman	For	No
Thematics Subscription Economy	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Elect Director Richard A. Galanti	For	No
Thematics Subscription Economy	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Elect Director Hamilton E. James	For	No
Thematics Subscription Economy	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Elect Director W. Craig Jelinek	For	No

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

Thematics Subscription Economy	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Elect Director Sally Jewell	For	No
Thematics Subscription Economy	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Elect Director Charles T. Munger	For	No
Thematics Subscription Economy	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Elect Director Jeffrey S. Raikes	For	No
Thematics Subscription Economy	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Elect Director John W. Stanton	For	No
Thematics Subscription Economy	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Elect Director Ron M. Vachris	For	No
Thematics Subscription Economy	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Elect Director Mary Agnes (Maggie) Wilderotter	For	No
Thematics Subscription Economy	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Subscription Economy	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	COST	Costco Wholesale Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Subscription Economy	COST	Costco Wholesale Corporation	USA	S	Shareholder	Yes	Report on Risk Due to Restrictions on Reproductive Rights	For	Yes
Thematics Subscription Economy	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Approve Financial Statements and Allocation of Income	For	No
Thematics Subscription Economy	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Amend Articles of Incorporation	For	No
Thematics Subscription Economy	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Elect Bang Jun-hyeok as Inside Director	For	No
Thematics Subscription Economy	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Elect Seo Jang-won as Inside Director	For	No
Thematics Subscription Economy	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Elect Kim Soon-tae as Inside Director	For	No
Thematics Subscription Economy	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Elect Yoon Bu-hyeon as Outside Director	For	No
Thematics Subscription Economy	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Elect Kim Gyu-ho as Outside Director	For	No
Thematics Subscription Economy	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 Subscription Economy	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Elect Yoon Bu-hyeon as a Member of Audit Committee	For	No

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

Thematics Subscription Economy	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Elect Lee Gil-yeon as a Member of Audit Committee	For	No
Thematics Subscription Economy	021240	COWAY Co., Ltd.	South Korea	G	Management	Yes	Approve Total Remuneration of Inside Directors and Outside Directors	For	No
Thematics Subscription Economy	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Steven R. Altman	For	No
Thematics Subscription Economy	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Richard A. Collins	For	No
Thematics Subscription Economy	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Karen Dahut	For	No
Thematics Subscription Economy	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Mark G. Foletta	For	No
Thematics Subscription Economy	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Barbara E. Kahn	For	No
Thematics Subscription Economy	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Kyle Malady	For	No
Thematics Subscription Economy	DXCM	DexCom, Inc.	USA	G	Management	Yes	Elect Director Eric J. Topol	For	No
Thematics Subscription Economy	DXCM	DexCom, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Subscription Economy	DXCM	DexCom, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	DXCM	DexCom, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Subscription Economy	ATVI	Activision Blizzard, Inc.	USA	S	Shareholder	No	Report on Prevention of Harassment and Discrimination in the Workplace - Withdrawn		No
Thematics Subscription Economy	ADBE	Adobe Inc.	USA	S	Shareholder	Yes	Report on Hiring of Persons with Arrest or Incarceration Records	For	Yes
Thematics Subscription Economy	DXCM	DexCom, Inc.	USA	S	Shareholder	Yes	Report on Median Gender/Racial Pay Gap	For	Yes
Thematics Subscription Economy	WTRG	Essential Utilities, Inc.	USA	G	Management	Yes	Elect Director Elizabeth B. Amato	For	No
Thematics Subscription Economy	WTRG	Essential Utilities, Inc.	USA	G	Management	Yes	Elect Director David A. Ciesinski	For	No
Thematics Subscription Economy	WTRG	Essential Utilities, Inc.	USA	G	Management	Yes	Elect Director Christopher H. Franklin	For	No
Thematics Subscription Economy	WTRG	Essential Utilities, Inc.	USA	G	Management	Yes	Elect Director Daniel J. Hilferty	For	No

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

Thematics Subscription Economy	WTRG	Essential Utilities, Inc.	USA	G	Management	Yes	Elect Director Edwina Kelly	For	No
Thematics Subscription Economy	WTRG	Essential Utilities, Inc.	USA	G	Management	Yes	Elect Director W. Bryan Lewis	For	No
Thematics Subscription Economy	WTRG	Essential Utilities, Inc.	USA	G	Management	Yes	Elect Director Ellen T. Ruff	For	No
Thematics Subscription Economy	WTRG	Essential Utilities, Inc.	USA	G	Management	Yes	Elect Director Lee C. Stewart	For	No
Thematics Subscription Economy	WTRG	Essential Utilities, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	WTRG	Essential Utilities, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Subscription Economy	WTRG	Essential Utilities, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Subscription Economy	FDS	FactSet Research Systems Inc.	USA	G	Management	Yes	Elect Director Robin A. Abrams	For	No
Thematics Subscription Economy	FDS	FactSet Research Systems Inc.	USA	G	Management	Yes	Elect Director Malcolm Frank	For	No
Thematics Subscription Economy	FDS	FactSet Research Systems Inc.	USA	G	Management	Yes	Elect Director Laurie Siegel	For	No
Thematics Subscription Economy	FDS	FactSet Research Systems Inc.	USA	G	Management	Yes	Elect Director Elisha Wiesel	For	No
Thematics Subscription Economy	FDS	FactSet Research Systems Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Subscription Economy	FDS	FactSet Research Systems Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	FDS	FactSet Research Systems Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Subscription Economy	GTLB	GitLab Inc.	USA	G	Management	Yes	Elect Director Karen Blasing	For	No
Thematics Subscription Economy	GTLB	GitLab Inc.	USA	G	Management	Yes	Elect Director Merline Saintil	For	No
Thematics Subscription Economy	GTLB	GitLab Inc.	USA	G	Management	Yes	Elect Director Godfrey Sullivan	Withhold	Yes
Thematics Subscription Economy	GTLB	GitLab Inc.	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Subscription Economy	GTLB	GitLab Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No

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

Thematics Subscription Economy	GTLB	GitLab Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Subscription Economy	GDDY	GoDaddy Inc.	USA	G	Management	Yes	Elect Director Mark Garrett	For	No
Thematics Subscription Economy	GDDY	GoDaddy Inc.	USA	G	Management	Yes	Elect Director Srinivas (Srini) Tallapragada	For	No
Thematics Subscription Economy	GDDY	GoDaddy Inc.	USA	G	Management	Yes	Elect Director Sigal Zarmi	For	No
Thematics Subscription Economy	GDDY	GoDaddy Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	GDDY	GoDaddy Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Subscription Economy	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Elect Director Robert Selander	For	No
Thematics Subscription Economy	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Elect Director Jon Kessler	For	No
Thematics Subscription Economy	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Elect Director Stephen Neeleman	For	No
Thematics Subscription Economy	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Elect Director Paul Black	For	No
Thematics Subscription Economy	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Elect Director Frank Corvino	For	No
Thematics Subscription Economy	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Elect Director Adrian Dillon	For	No
Thematics Subscription Economy	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Elect Director Evelyn Dilsaver	For	No
Thematics Subscription Economy	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Elect Director Debra McCowan	For	No
Thematics Subscription Economy	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Elect Director Rajesh Natarajan	For	No
Thematics Subscription Economy	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Elect Director Stuart Parker	For	No
Thematics Subscription Economy	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Elect Director Gayle Wellborn	For	No
Thematics Subscription Economy	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Subscription Economy	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No

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

Thematics Subscription Economy	HQY	HealthEquity, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Subscription Economy	HFG	HelloFresh SE	Germany	G	Management	No	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		No
Thematics Subscription Economy	HFG	HelloFresh SE	Germany	G	Management	Yes	Approve Allocation of Income and Omission of Dividends	For	No
Thematics Subscription Economy	HFG	HelloFresh SE	Germany	G	Management	Yes	Approve Discharge of Management Board for Fiscal Year 2022	For	No
Thematics Subscription Economy	HFG	HelloFresh SE	Germany	G	Management	Yes	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No
Thematics Subscription Economy	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 Subscription Economy	HFG	HelloFresh SE	Germany	G	Management	Yes	Elect John Rittenhouse to the Supervisory Board	For	No
Thematics Subscription Economy	HFG	HelloFresh SE	Germany	G	Management	Yes	Elect Ursula Radeke-Pietsch to the Supervisory Board	For	No
Thematics Subscription Economy	HFG	HelloFresh SE	Germany	G	Management	Yes	Elect Susanne Schroeter-Crossan to the Supervisory Board	For	No
Thematics Subscription Economy	HFG	HelloFresh SE	Germany	G	Management	Yes	Elect Stefan Smalla to the Supervisory Board	For	No
Thematics Subscription Economy	HFG	HelloFresh SE	Germany	G	Management	Yes	Elect Derek Zissman to the Supervisory Board	For	No
Thematics Subscription Economy	HFG	HelloFresh SE	Germany	G	Management	Yes	Approve Remuneration Report	Against	Yes
Thematics Subscription Economy	HFG	HelloFresh SE	Germany	G	Management	Yes	Amend Articles Re: Supervisory Board Term of Office	Against	Yes
Thematics Subscription Economy	HFG	HelloFresh SE	Germany	G	Management	Yes	Approve Virtual-Only Shareholder Meetings Until 2025	For	No
Thematics Subscription Economy	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 Subscription Economy	HUBS	HubSpot, Inc.	USA	G	Management	Yes	Elect Director Nick Caldwell	For	No
Thematics Subscription Economy	HUBS	HubSpot, Inc.	USA	G	Management	Yes	Elect Director Claire Hughes Johnson	Against	Yes
Thematics Subscription Economy	HUBS	HubSpot, Inc.	USA	G	Management	Yes	Elect Director Jay Simons	For	No

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

Thematics Subscription Economy	HUBS	HubSpot, Inc.	USA	G	Management	Yes	Elect Director Yamini Rangan	For	No
Thematics Subscription Economy	HUBS	HubSpot, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Subscription Economy	HUBS	HubSpot, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	HUBS	HubSpot, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Subscription Economy	ORCL	Oracle Corporation	USA	S	Shareholder	Yes	Report on Median and Adjusted Gender/Racial Pay Gaps	For	Yes
Thematics Subscription Economy	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Eve Burton	For	No
Thematics Subscription Economy	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Scott D. Cook	For	No
Thematics Subscription Economy	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Richard L. Dalzell	For	No
Thematics Subscription Economy	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Sasan K. Goodarzi	For	No
Thematics Subscription Economy	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Deborah Liu	For	No
Thematics Subscription Economy	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Tekedra Mawakana	For	No
Thematics Subscription Economy	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Suzanne Nora Johnson	For	No
Thematics Subscription Economy	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Thomas Szkutak	For	No
Thematics Subscription Economy	INTU	Intuit Inc.	USA	G	Management	Yes	Elect Director Raul Vazquez	For	No
Thematics Subscription Economy	INTU	Intuit Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	INTU	Intuit Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Subscription Economy	INTU	Intuit Inc.	USA	G	Management	Yes	Amend Qualified Employee Stock Purchase Plan	For	No
Thematics Subscription Economy	IOS	IONOS Group SE	Germany	G	Management	No	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		No
Thematics Subscription Economy	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 AM 2023 Voting activities
Thematics Subscription Economy
January 1st, 2023 - December 31st, 2023

Thematics Subscription Economy	IOS	IONOS Group SE	Germany	G	Management	Yes	Approve Remuneration Policy	Against	Yes
Thematics Subscription Economy	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 Subscription Economy	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Subscription Economy	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Subscription Economy	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Subscription Economy	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Policy	For	No
Thematics Subscription Economy	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Dominic Blakemore as Director	For	No
Thematics Subscription Economy	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Martin Brand as Director	For	No
Thematics Subscription Economy	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Kathleen DeRose as Director	For	No
Thematics Subscription Economy	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Tsega Gebreyes as Director	For	No
Thematics Subscription Economy	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Cressida Hogg as Director	For	No
Thematics Subscription Economy	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Anna Manz as Director	For	No
Thematics Subscription Economy	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Val Rahmani as Director	For	No
Thematics Subscription Economy	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Don Robert as Director	For	No
Thematics Subscription Economy	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect David Schwimmer as Director	For	No
Thematics Subscription Economy	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Douglas Steenland as Director	For	No
Thematics Subscription Economy	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Ashok Vaswani as Director	For	No
Thematics Subscription Economy	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Elect Scott Guthrie as Director	For	No

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

Thematics Subscription Economy	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Elect William Vereker as Director	For	No
Thematics Subscription Economy	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Reappoint Ernst & Young LLP as Auditors	For	No
Thematics Subscription Economy	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Subscription Economy	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Subscription Economy	LSEG	London Stock Exchange Group Plc	United Kingdom	S	Management	Yes	Authorise UK Political Donations and Expenditure	For	No
Thematics Subscription Economy	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Subscription Economy	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 Subscription Economy	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Subscription Economy	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Authorise Off-Market Purchase of Shares from ConsortiumShareholders	For	No
Thematics Subscription Economy	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 Subscription Economy	MTCH	Match Group, Inc.	USA	G	Management	Yes	Elect Director Sharmistha Dubey	For	No
Thematics Subscription Economy	MTCH	Match Group, Inc.	USA	G	Management	Yes	Elect Director Ann L. McDaniel	For	No
Thematics Subscription Economy	MTCH	Match Group, Inc.	USA	G	Management	Yes	Elect Director Thomas J. McInerney	For	No
Thematics Subscription Economy	MTCH	Match Group, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Subscription Economy	MTCH	Match Group, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Subscription Economy	7780	Menicon Co., Ltd.	Japan	G	Management	Yes	Elect Director Tanaka, Hidenari	For	No
Thematics Subscription Economy	7780	Menicon Co., Ltd.	Japan	G	Management	Yes	Elect Director Takino, Yoshiyuki	For	No
Thematics Subscription Economy	7780	Menicon Co., Ltd.	Japan	G	Management	Yes	Elect Director Moriyama, Hisashi	For	No
Thematics Subscription Economy	7780	Menicon Co., Ltd.	Japan	G	Management	Yes	Elect Director Horinishi, Yoshimi	For	No

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

Thematics Subscription Economy	7780	Menicon Co., Ltd.	Japan	G	Management	Yes	Elect Director Watanabe, Shingo	For	No
Thematics Subscription Economy	7780	Menicon Co., Ltd.	Japan	G	Management	Yes	Elect Director Miyake, Yoza	For	No
Thematics Subscription Economy	7780	Menicon Co., Ltd.	Japan	G	Management	Yes	Elect Director Honda, Ryutaro	For	No
Thematics Subscription Economy	7780	Menicon Co., Ltd.	Japan	G	Management	Yes	Elect Director Yanagawa, Katsuhiko	For	No
Thematics Subscription Economy	7780	Menicon Co., Ltd.	Japan	G	Management	Yes	Elect Director Takehana, Kazushige	For	No
Thematics Subscription Economy	7780	Menicon Co., Ltd.	Japan	G	Management	Yes	Approve Deep Discount Stock Option Plan	For	No
Thematics Subscription Economy	7780	Menicon Co., Ltd.	Japan	G	Management	Yes	Approve Deep Discount Stock Option Plan	For	No
Thematics Subscription Economy	MSFT	Microsoft Corporation	USA	G	Management	Yes	Elect Director Reid G. Hoffman	For	No
Thematics Subscription Economy	MSFT	Microsoft Corporation	USA	G	Management	Yes	Elect Director Hugh F. Johnston	For	No
Thematics Subscription Economy	MSFT	Microsoft Corporation	USA	G	Management	Yes	Elect Director Teri L. List	For	No
Thematics Subscription Economy	MSFT	Microsoft Corporation	USA	G	Management	Yes	Elect Director Catherine MacGregor	For	No
Thematics Subscription Economy	MSFT	Microsoft Corporation	USA	G	Management	Yes	Elect Director Mark A. L. Mason	For	No
Thematics Subscription Economy	MSFT	Microsoft Corporation	USA	G	Management	Yes	Elect Director Satya Nadella	For	No
Thematics Subscription Economy	MSFT	Microsoft Corporation	USA	G	Management	Yes	Elect Director Sandra E. Peterson	For	No
Thematics Subscription Economy	MSFT	Microsoft Corporation	USA	G	Management	Yes	Elect Director Penny S. Pritzker	For	No
Thematics Subscription Economy	MSFT	Microsoft Corporation	USA	G	Management	Yes	Elect Director Carlos A. Rodriguez	For	No
Thematics Subscription Economy	MSFT	Microsoft Corporation	USA	G	Management	Yes	Elect Director Charles W. Scharf	For	No
Thematics Subscription Economy	MSFT	Microsoft Corporation	USA	G	Management	Yes	Elect Director John W. Stanton	For	No
Thematics Subscription Economy	MSFT	Microsoft Corporation	USA	G	Management	Yes	Elect Director Emma N. Walmsley	For	No

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

Thematics Subscription Economy	MSFT	Microsoft Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	MSFT	Microsoft Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Subscription Economy	MSFT	Microsoft Corporation	USA	G	Management	Yes	Ratify Deloitte and & Touche as Auditors	For	No
Thematics Subscription Economy	MSFT	Microsoft Corporation	USA	E,S	Shareholder	Yes	Report on Gender-Based Compensation and Benefits Inequities	Against	No
Thematics Subscription Economy	MSFT	Microsoft Corporation	USA	E,S	Shareholder	Yes	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against	No
Thematics Subscription Economy	MSFT	Microsoft Corporation	USA	E,S	Shareholder	Yes	Report on Government Take Down Requests	Against	No
Thematics Subscription Economy	MSFT	Microsoft Corporation	USA	S	Shareholder	Yes	Report on Risks of Weapons Development	For	Yes
Thematics Subscription Economy	MSFT	Microsoft Corporation	USA	E	Shareholder	Yes	Report on Climate Risk in Retirement Plan Options	For	Yes
Thematics Subscription Economy	MSFT	Microsoft Corporation	USA	S	Shareholder	Yes	Publish a Tax Transparency Report	For	Yes
Thematics Subscription Economy	MSFT	Microsoft Corporation	USA	S	Shareholder	Yes	Report on Risks of Operating in Countries with Significant Human Rights Concerns	For	Yes
Thematics Subscription Economy	MSFT	Microsoft Corporation	USA	S	Shareholder	Yes	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	Against	No
Thematics Subscription Economy	MSFT	Microsoft Corporation	USA	S	Shareholder	Yes	Report on Risks Related to AI Generated Misinformation and Disinformation	For	Yes
Thematics Subscription Economy	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Henry A. Fernandez	For	No
Thematics Subscription Economy	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Robert G. Ashe	For	No
Thematics Subscription Economy	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Wayne Edmunds	For	No
Thematics Subscription Economy	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Catherine R. Kinney	For	No
Thematics Subscription Economy	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Robin L. Matlock	For	No
Thematics Subscription Economy	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director Jacques P. Perold	For	No
Thematics Subscription Economy	MSCI	MSCI Inc.	USA	G	Management	Yes	Elect Director C.D. Baer Pettit	For	No

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

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

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

Thematics Subscription Economy	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Subscription Economy	NDAQ	Nasdaq, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Subscription Economy	NDAQ	Nasdaq, Inc.	USA	G	Shareholder	Yes	Require Independent Board Chair	For	Yes
Thematics Subscription Economy	NFLX	Netflix, Inc.	USA	G	Management	Yes	Elect Director Mathias Dopfner	For	No
Thematics Subscription Economy	NFLX	Netflix, Inc.	USA	G	Management	Yes	Elect Director Reed Hastings	For	No
Thematics Subscription Economy	NFLX	Netflix, Inc.	USA	G	Management	Yes	Elect Director Jay C. Hoag	For	No
Thematics Subscription Economy	NFLX	Netflix, Inc.	USA	G	Management	Yes	Elect Director Ted Sarandos	For	No
Thematics Subscription Economy	NFLX	Netflix, Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Subscription Economy	NFLX	Netflix, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Subscription Economy	NFLX	Netflix, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Subscription Economy	NFLX	Netflix, Inc.	USA	G	Shareholder	Yes	Amend Right to Call Special Meeting	For	Yes
Thematics Subscription Economy	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 Subscription Economy	NFLX	Netflix, Inc.	USA	E	Shareholder	Yes	Report on Climate Risk in Retirement Plan Options	For	Yes
Thematics Subscription Economy	NFLX	Netflix, Inc.	USA	S	Shareholder	Yes	Adopt and Disclose a Freedom of Association and Collective Bargaining Policy	For	Yes
Thematics Subscription Economy	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director Awo Ablo	Withhold	Yes
Thematics Subscription Economy	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director Jeffrey S. Berg	Withhold	Yes
Thematics Subscription Economy	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director Michael J. Boskin	Withhold	Yes
Thematics Subscription Economy	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director Safra A. Catz	Withhold	Yes

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

Thematics Subscription Economy	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director Bruce R. Chizen	Withhold	Yes
Thematics Subscription Economy	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director George H. Conrades	Withhold	Yes
Thematics Subscription Economy	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director Lawrence J. Ellison	Withhold	Yes
Thematics Subscription Economy	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director Rona A. Fairhead	Withhold	Yes
Thematics Subscription Economy	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director Jeffrey O. Henley	Withhold	Yes
Thematics Subscription Economy	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director Renee J. James	Withhold	Yes
Thematics Subscription Economy	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director Charles W. Moorman	Withhold	Yes
Thematics Subscription Economy	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director Leon E. Panetta	Withhold	Yes
Thematics Subscription Economy	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director William G. Parrett	Withhold	Yes
Thematics Subscription Economy	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director Naomi O. Seligman	Withhold	Yes
Thematics Subscription Economy	ORCL	Oracle Corporation	USA	G	Management	Yes	Elect Director Vishal Sikka	Withhold	Yes
Thematics Subscription Economy	ORCL	Oracle Corporation	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Subscription Economy	ORCL	Oracle Corporation	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Subscription Economy	ORCL	Oracle Corporation	USA	G	Management	Yes	Amend Omnibus Stock Plan	Against	Yes
Thematics Subscription Economy	ORCL	Oracle Corporation	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Subscription Economy	ORCL	Oracle Corporation	USA	G	Shareholder	Yes	Require Independent Board Chair	For	Yes
Thematics Subscription Economy	PAYC	Paycom Software, Inc.	USA	G	Management	Yes	Elect Director Sharen J. Turney	Withhold	Yes
Thematics Subscription Economy	PAYC	Paycom Software, Inc.	USA	G	Management	Yes	Elect Director J.C. Watts, Jr.	Withhold	Yes
Thematics Subscription Economy	PAYC	Paycom Software, Inc.	USA	G	Management	Yes	Ratify Grant Thornton LLP as Auditors	For	No

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

Thematics Subscription Economy	PAYC	Paycom Software, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Subscription Economy	PAYC	Paycom Software, Inc.	USA	G	Management	Yes	Approve Omnibus Stock Plan	For	No
Thematics Subscription Economy	PAYC	Paycom Software, Inc.	USA	G	Management	Yes	Amend Certificate of Incorporation to Limit the Personal Liability of Certain Officers	For	No
Thematics Subscription Economy	PAYC	Paycom Software, Inc.	USA	G	Shareholder	Yes	Require a Majority Vote for the Election of Directors	For	Yes
Thematics Subscription Economy	PLNT	Planet Fitness, Inc.	USA	G	Management	Yes	Elect Director Enshalla Anderson	For	No
Thematics Subscription Economy	PLNT	Planet Fitness, Inc.	USA	G	Management	Yes	Elect Director Stephen Spinelli, Jr.	Withhold	Yes
Thematics Subscription Economy	PLNT	Planet Fitness, Inc.	USA	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Subscription Economy	PLNT	Planet Fitness, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	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 Subscription Economy	TLKM	PT Telkom Indonesia (Persero) Tbk	Indonesia	G	Management	Yes	Approve Allocation of Income	For	No
Thematics Subscription Economy	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 Subscription Economy	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 Subscription Economy	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 Subscription Economy	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 Subscription Economy	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 Subscription Economy	TLKM	PT Telkom Indonesia (Persero) Tbk	Indonesia	G	Management	Yes	Approve Ratification of State-Owned Enterprises Regulations	For	No
Thematics Subscription Economy	TLKM	PT Telkom Indonesia (Persero) Tbk	Indonesia	G	Management	Yes	Approve Changes in the Boards of the Company	Against	Yes
Thematics Subscription Economy	REL	RELX Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Subscription Economy	REL	RELX Plc	United Kingdom	G	Management	Yes	Approve Remuneration Policy	For	No

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

Thematics Subscription Economy	REL	RELX Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Subscription Economy	REL	RELX Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Subscription Economy	REL	RELX Plc	United Kingdom	G	Management	Yes	Reappoint Ernst & Young LLP as Auditors	For	No
Thematics Subscription Economy	REL	RELX Plc	United Kingdom	G	Management	Yes	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No
Thematics Subscription Economy	REL	RELX Plc	United Kingdom	G	Management	Yes	Elect Alistair Cox as Director	For	No
Thematics Subscription Economy	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect Paul Walker as Director	For	No
Thematics Subscription Economy	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect June Felix as Director	For	No
Thematics Subscription Economy	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect Erik Engstrom as Director	For	No
Thematics Subscription Economy	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect Charlotte Hogg as Director	For	No
Thematics Subscription Economy	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect Marike van Lier Lels as Director	For	No
Thematics Subscription Economy	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect Nick Luff as Director	For	No
Thematics Subscription Economy	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect Robert MacLeod as Director	For	No
Thematics Subscription Economy	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect Andrew Sukawaty as Director	For	No
Thematics Subscription Economy	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect Suzanne Wood as Director	For	No
Thematics Subscription Economy	REL	RELX Plc	United Kingdom	G	Management	Yes	Approve Long-Term Incentive Plan	For	No
Thematics Subscription Economy	REL	RELX Plc	United Kingdom	G	Management	Yes	Approve Executive Share Ownership Scheme	For	No
Thematics Subscription Economy	REL	RELX Plc	United Kingdom	G	Management	Yes	Approve Sharesave Plan	For	No
Thematics Subscription Economy	REL	RELX Plc	United Kingdom	G	Management	Yes	Approve Employee Share Purchase Plan	For	No
Thematics Subscription Economy	REL	RELX Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No

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

Thematics Subscription Economy	REL	RELX Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Subscription Economy	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 Subscription Economy	REL	RELX Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Subscription Economy	REL	RELX Plc	United Kingdom	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Subscription Economy	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Marco Alvera	For	No
Thematics Subscription Economy	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Jacques Esculier	For	No
Thematics Subscription Economy	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Gay Huey Evans	For	No
Thematics Subscription Economy	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director William D. Green	For	No
Thematics Subscription Economy	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Stephanie C. Hill	For	No
Thematics Subscription Economy	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Rebecca Jacoby	For	No
Thematics Subscription Economy	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Robert P. Kelly	For	No
Thematics Subscription Economy	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Ian Paul Livingston	For	No
Thematics Subscription Economy	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Deborah D. McWhinney	For	No
Thematics Subscription Economy	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Maria R. Morris	For	No
Thematics Subscription Economy	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Douglas L. Peterson	For	No
Thematics Subscription Economy	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Richard E. Thornburgh	For	No
Thematics Subscription Economy	SPGI	S&P Global Inc.	USA	G	Management	Yes	Elect Director Gregory Washington	For	No
Thematics Subscription Economy	SPGI	S&P Global Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	SPGI	S&P Global Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No

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

Thematics Subscription Economy	SPGI	S&P Global Inc.	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Subscription Economy	G24	Scout24 SE	Germany	G	Management	No	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		No
Thematics Subscription Economy	G24	Scout24 SE	Germany	G	Management	Yes	Approve Allocation of Income and Dividends of EUR 1.00 per Share	For	No
Thematics Subscription Economy	G24	Scout24 SE	Germany	G	Management	Yes	Approve Discharge of Management Board for Fiscal Year 2022	For	No
Thematics Subscription Economy	G24	Scout24 SE	Germany	G	Management	Yes	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No
Thematics Subscription Economy	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 Subscription Economy	G24	Scout24 SE	Germany	G	Management	Yes	Approve Remuneration Report	Against	Yes
Thematics Subscription Economy	G24	Scout24 SE	Germany	G	Management	Yes	Elect Maya Miteva to the Supervisory Board	For	No
Thematics Subscription Economy	G24	Scout24 SE	Germany	G	Management	Yes	Elect Sohaila Ouffata to the Supervisory Board	For	No
Thematics Subscription Economy	G24	Scout24 SE	Germany	G	Management	Yes	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	No
Thematics Subscription Economy	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 Subscription Economy	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 Subscription Economy	G24	Scout24 SE	Germany	G	Management	Yes	Amend Articles Re: Registration in the Share Register	For	No
Thematics Subscription Economy	LIGHT	Signify NV	Netherlands	G	Management	No	Presentation by CEO		No
Thematics Subscription Economy	LIGHT	Signify NV	Netherlands	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Subscription Economy	LIGHT	Signify NV	Netherlands	G	Management	No	Receive Explanation on Company's Reserves and Dividend Policy		No
Thematics Subscription Economy	LIGHT	Signify NV	Netherlands	G	Management	Yes	Adopt Financial Statements	For	No

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

Thematics Subscription Economy	LIGHT	Signify NV	Netherlands	G	Management	Yes	Approve Dividends	For	No
Thematics Subscription Economy	LIGHT	Signify NV	Netherlands	G	Management	Yes	Approve Discharge of Management Board	For	No
Thematics Subscription Economy	LIGHT	Signify NV	Netherlands	G	Management	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Subscription Economy	LIGHT	Signify NV	Netherlands	G	Management	Yes	Elect Harshavardhan Chitale to Management Board	For	No
Thematics Subscription Economy	LIGHT	Signify NV	Netherlands	G	Management	Yes	Elect Sophie Bechu to Supervisory Board	For	No
Thematics Subscription Economy	LIGHT	Signify NV	Netherlands	G	Management	Yes	Reappoint Ernst & Young Accountants LLP as Auditors	For	No
Thematics Subscription Economy	LIGHT	Signify NV	Netherlands	G	Management	Yes	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No
Thematics Subscription Economy	LIGHT	Signify NV	Netherlands	G	Management	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No
Thematics Subscription Economy	LIGHT	Signify NV	Netherlands	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Subscription Economy	LIGHT	Signify NV	Netherlands	G	Management	Yes	Approve Cancellation of Repurchased Shares	For	No
Thematics Subscription Economy	LIGHT	Signify NV	Netherlands	G	Management	No	Other Business (Non-Voting)		No
Thematics Subscription Economy	SHCO	Soho House & Co Inc.	USA	G	Management	Yes	Elect Director Mark Ein	Withhold	Yes
Thematics Subscription Economy	SHCO	Soho House & Co Inc.	USA	G	Management	Yes	Elect Director Yusef D. Jackson	For	No
Thematics Subscription Economy	SHCO	Soho House & Co Inc.	USA	G	Management	Yes	Elect Director Ben Schwerin	For	No
Thematics Subscription Economy	SHCO	Soho House & Co Inc.	USA	G	Management	Yes	Elect Director Bippy Siegal	Withhold	Yes
Thematics Subscription Economy	SHCO	Soho House & Co Inc.	USA	G	Management	Yes	Elect Director Alice Delahunt	Withhold	Yes
Thematics Subscription Economy	SHCO	Soho House & Co Inc.	USA	G	Management	Yes	Ratify BDO LLP as Auditors	For	No
Thematics Subscription Economy	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Yoshida, Kenichiro	For	No
Thematics Subscription Economy	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Totoki, Hiroki	For	No

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

Thematics Subscription Economy	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Hatanaka, Yoshihiko	For	No
Thematics Subscription Economy	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Oka, Toshiko	For	No
Thematics Subscription Economy	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Akiyama, Sakie	For	No
Thematics Subscription Economy	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Wendy Becker	For	No
Thematics Subscription Economy	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Kishigami, Keiko	For	No
Thematics Subscription Economy	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Joseph A. Kraft Jr	For	No
Thematics Subscription Economy	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director Neil Hunt	For	No
Thematics Subscription Economy	6758	Sony Group Corp.	Japan	G	Management	Yes	Elect Director William Morrow	For	No
Thematics Subscription Economy	6758	Sony Group Corp.	Japan	G	Management	Yes	Approve Stock Option Plan	For	No
Thematics Subscription Economy	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Andre Almeida	Withhold	Yes
Thematics Subscription Economy	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Marcelo Claire	Withhold	Yes
Thematics Subscription Economy	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Srikant M. Datar	For	No
Thematics Subscription Economy	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Srinivasan Gopalan	Withhold	Yes
Thematics Subscription Economy	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Timotheus Hottges	Withhold	Yes
Thematics Subscription Economy	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Christian P. Illek	Withhold	Yes
Thematics Subscription Economy	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Raphael Kubler	Withhold	Yes
Thematics Subscription Economy	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Thorsten Langheim	Withhold	Yes
Thematics Subscription Economy	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Dominique Leroy	Withhold	Yes
Thematics Subscription Economy	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Letitia A. Long	For	No

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

Thematics Subscription Economy	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director G. Michael Sievert	Withhold	Yes
Thematics Subscription Economy	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Teresa A. Taylor	For	No
Thematics Subscription Economy	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Elect Director Kelvin R. Westbrook	For	No
Thematics Subscription Economy	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Subscription Economy	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	Yes
Thematics Subscription Economy	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Approve Omnibus Stock Plan	For	No
Thematics Subscription Economy	TMUS	T-Mobile US, Inc.	USA	G	Management	Yes	Amend Qualified Employee Stock Purchase Plan	For	No
Thematics Subscription Economy	DSG	The Descartes Systems Group Inc.	Canada	G	Management	Yes	Elect Director Deepak Chopra	For	No
Thematics Subscription Economy	DSG	The Descartes Systems Group Inc.	Canada	G	Management	Yes	Elect Director Deborah Close	For	No
Thematics Subscription Economy	DSG	The Descartes Systems Group Inc.	Canada	G	Management	Yes	Elect Director Eric A. Demirian	For	No
Thematics Subscription Economy	DSG	The Descartes Systems Group Inc.	Canada	G	Management	Yes	Elect Director Sandra Hanington	For	No
Thematics Subscription Economy	DSG	The Descartes Systems Group Inc.	Canada	G	Management	Yes	Elect Director Kelley Irwin	For	No
Thematics Subscription Economy	DSG	The Descartes Systems Group Inc.	Canada	G	Management	Yes	Elect Director Dennis Maple	For	No
Thematics Subscription Economy	DSG	The Descartes Systems Group Inc.	Canada	G	Management	Yes	Elect Director Chris Muntwyler	For	No
Thematics Subscription Economy	DSG	The Descartes Systems Group Inc.	Canada	G	Management	Yes	Elect Director Jane O'Hagan	For	No
Thematics Subscription Economy	DSG	The Descartes Systems Group Inc.	Canada	G	Management	Yes	Elect Director Edward J. Ryan	For	No
Thematics Subscription Economy	DSG	The Descartes Systems Group Inc.	Canada	G	Management	Yes	Elect Director John J. Walker	For	No
Thematics Subscription Economy	DSG	The Descartes Systems Group Inc.	Canada	G	Management	Yes	Ratify KPMG LLP as Auditors	For	No

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

Thematics Subscription Economy	DSG	The Descartes Systems Group Inc.	Canada	G	Management	Yes	Re-approve Shareholder Rights Plan	For	No
Thematics Subscription Economy	DSG	The Descartes Systems Group Inc.	Canada	G	Management	Yes	Advisory Vote on Executive Compensation Approach	For	No
Thematics Subscription Economy	NYT	The New York Times Company	USA	G	Management	Yes	Elect Director Beth Brooke	For	No
Thematics Subscription Economy	NYT	The New York Times Company	USA	G	Management	Yes	Elect Director Rachel Glaser	For	No
Thematics Subscription Economy	NYT	The New York Times Company	USA	G	Management	Yes	Elect Director Brian P. McAndrews	For	No
Thematics Subscription Economy	NYT	The New York Times Company	USA	G	Management	Yes	Elect Director John W. Rogers, Jr.	For	No
Thematics Subscription Economy	NYT	The New York Times Company	USA	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Subscription Economy	NYT	The New York Times Company	USA	G	Management	Yes	Approve Qualified Employee Stock Purchase Plan	For	No
Thematics Subscription Economy	DIS	The Walt Disney Company	USA	G	Management	Yes	Elect Director Mary T. Barra	For	No
Thematics Subscription Economy	DIS	The Walt Disney Company	USA	G	Management	Yes	Elect Director Safra A. Catz	For	No
Thematics Subscription Economy	DIS	The Walt Disney Company	USA	G	Management	Yes	Elect Director Amy L. Chang	For	No
Thematics Subscription Economy	DIS	The Walt Disney Company	USA	G	Management	Yes	Elect Director Francis A. deSouza	For	No
Thematics Subscription Economy	DIS	The Walt Disney Company	USA	G	Management	Yes	Elect Director Carolyn N. Everson	For	No
Thematics Subscription Economy	DIS	The Walt Disney Company	USA	G	Management	Yes	Elect Director Michael B.G. Froman	For	No
Thematics Subscription Economy	DIS	The Walt Disney Company	USA	G	Management	Yes	Elect Director Robert A. Iger	For	No
Thematics Subscription Economy	DIS	The Walt Disney Company	USA	G	Management	Yes	Elect Director Maria Elena Lagomasino	For	No
Thematics Subscription Economy	DIS	The Walt Disney Company	USA	G	Management	Yes	Elect Director Calvin R. McDonald	For	No
Thematics Subscription Economy	DIS	The Walt Disney Company	USA	G	Management	Yes	Elect Director Mark G. Parker	For	No
Thematics Subscription Economy	DIS	The Walt Disney Company	USA	G	Management	Yes	Elect Director Derica W. Rice	For	No

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

Thematics Subscription Economy	DIS	The Walt Disney Company	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Subscription Economy	DIS	The Walt Disney Company	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	DIS	The Walt Disney Company	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Subscription Economy	DIS	The Walt Disney Company	USA	S	Shareholder	Yes	Report on Risks Related to Operations in China	Against	No
Thematics Subscription Economy	DIS	The Walt Disney Company	USA	S	Shareholder	Yes	Report on Charitable Contributions	Against	No
Thematics Subscription Economy	DIS	The Walt Disney Company	USA	S	Shareholder	Yes	Report on Political Expenditures	For	Yes
Thematics Subscription Economy	MTN	Vail Resorts, Inc.	USA	G	Management	Yes	Elect Director Susan L. Decker	For	No
Thematics Subscription Economy	MTN	Vail Resorts, Inc.	USA	G	Management	Yes	Elect Director Robert A. Katz	For	No
Thematics Subscription Economy	MTN	Vail Resorts, Inc.	USA	G	Management	Yes	Elect Director Kirsten A. Lynch	For	No
Thematics Subscription Economy	MTN	Vail Resorts, Inc.	USA	G	Management	Yes	Elect Director Nadia Rawlinson	For	No
Thematics Subscription Economy	MTN	Vail Resorts, Inc.	USA	G	Management	Yes	Elect Director John T. Redmond	For	No
Thematics Subscription Economy	MTN	Vail Resorts, Inc.	USA	G	Management	Yes	Elect Director Michele Romanow	For	No
Thematics Subscription Economy	MTN	Vail Resorts, Inc.	USA	G	Management	Yes	Elect Director Hilary A. Schneider	For	No
Thematics Subscription Economy	MTN	Vail Resorts, Inc.	USA	G	Management	Yes	Elect Director D. Bruce Sewell	For	No
Thematics Subscription Economy	MTN	Vail Resorts, Inc.	USA	G	Management	Yes	Elect Director John F. Sorte	For	No
Thematics Subscription Economy	MTN	Vail Resorts, Inc.	USA	G	Management	Yes	Elect Director Peter A. Vaughn	For	No
Thematics Subscription Economy	MTN	Vail Resorts, Inc.	USA	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Subscription Economy	MTN	Vail Resorts, Inc.	USA	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	MTN	Vail Resorts, Inc.	USA	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No

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

Thematics Subscription Economy	WIX	Wix.com Ltd.	Israel	G	Management	Yes	Reelect Deirdre Bigley as Director	For	No
Thematics Subscription Economy	WIX	Wix.com Ltd.	Israel	G	Management	Yes	Reelect Allon Bloch as Director	For	No
Thematics Subscription Economy	WIX	Wix.com Ltd.	Israel	G	Management	Yes	Reelect Ferran Soriano as Director	For	No
Thematics Subscription Economy	WIX	Wix.com Ltd.	Israel	G	Management	Yes	Approve Compensation of CEO	For	No
Thematics Subscription Economy	WIX	Wix.com Ltd.	Israel	G	Management	Yes	Approve Amended Compensation Policy for the Directors and Officers of the Company	For	No
Thematics Subscription Economy	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 Subscription Economy	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 Subscription Economy	WKL	Wolters Kluwer NV	Netherlands	G	Management	No	Open Meeting		No
Thematics Subscription Economy	WKL	Wolters Kluwer NV	Netherlands	G	Management	No	Receive Report of Executive Board (Non-Voting)		No
Thematics Subscription Economy	WKL	Wolters Kluwer NV	Netherlands	G	Management	No	Receive Report of Supervisory Board (Non-Voting)		No
Thematics Subscription Economy	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Subscription Economy	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Adopt Financial Statements and Statutory Reports	For	No
Thematics Subscription Economy	WKL	Wolters Kluwer NV	Netherlands	G	Management	No	Receive Explanation on Company's Dividend Policy		No
Thematics Subscription Economy	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Approve Dividends	For	No
Thematics Subscription Economy	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Approve Discharge of Executive Board	For	No
Thematics Subscription Economy	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Subscription Economy	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Reelect Chris Vogelzang to Supervisory Board	For	No
Thematics Subscription Economy	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No

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

Thematics Subscription Economy	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No
Thematics Subscription Economy	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Subscription Economy	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Approve Cancellation of Shares	For	No
Thematics Subscription Economy	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Approve KPMG Accountants N.V as Auditors	For	No
Thematics Subscription Economy	WKL	Wolters Kluwer NV	Netherlands	G	Management	No	Other Business (Non-Voting)		No
Thematics Subscription Economy	WKL	Wolters Kluwer NV	Netherlands	G	Management	No	Close Meeting		No