

Institutional Account Name	Ticker	Company Name	Country	ESG Pillar	Proponent	Votable Proposal	Proposal Text	Vote Instruction	Vote Against Management
Thematics Europe Selection	AALB	Aalberts NV	Netherlands	G	Management	No	Open Meeting		No
Thematics Europe Selection	AALB	Aalberts NV	Netherlands	G	Management	Yes	Elect T. (Thessa) Menssen to Supervisory Board	For	No
Thematics Europe Selection	AALB	Aalberts NV	Netherlands	G	Management	Yes	Elect F. (Frank) Melzer to Supervisory Board	For	No
Thematics Europe Selection	AALB	Aalberts NV	Netherlands	G	Management	No	Other Business (Non-Voting)		No
Thematics Europe Selection	AALB	Aalberts NV	Netherlands	G	Management	No	Close Meeting		No
Thematics Europe Selection	AALB	Aalberts NV	Netherlands	G	Management	No	Open Meeting		No
Thematics Europe Selection	AALB	Aalberts NV	Netherlands	G	Management	No	Receive Annual Report		No
Thematics Europe Selection	AALB	Aalberts NV	Netherlands	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Europe Selection	AALB	Aalberts NV	Netherlands	G	Management	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	AALB	Aalberts NV	Netherlands	G	Management	No	Receive Explanation on Company's Reserves and Dividend Policy		No
Thematics Europe Selection	AALB	Aalberts NV	Netherlands	G	Management	Yes	Approve Dividends	For	No
Thematics Europe Selection	AALB	Aalberts NV	Netherlands	G	Management	Yes	Approve Discharge of Management Board	For	No
Thematics Europe Selection	AALB	Aalberts NV	Netherlands	G	Management	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Europe Selection	AALB	Aalberts NV	Netherlands	G	Management	Yes	Reelect J. Van Der Zouw to Supervisory Board	Against	Yes
Thematics Europe Selection	AALB	Aalberts NV	Netherlands	G	Management	Yes	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No
Thematics Europe Selection	AALB	Aalberts NV	Netherlands	G	Management	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No
Thematics Europe Selection	AALB	Aalberts NV	Netherlands	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Europe Selection	AALB	Aalberts NV	Netherlands	G	Management	Yes	Reappoint Deloitte Accountants B.V. as Auditors	For	No

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Thematics Europe Selection	AALB	Aalberts NV	Netherlands	G	Management	No	Other Business (Non-Voting)		No
Thematics Europe Selection	AALB	Aalberts NV	Netherlands	G	Management	No	Close Meeting		No
Thematics Europe Selection	AALB	Aalberts NV	Netherlands	G	Management	No	Open Meeting		No
Thematics Europe Selection	AALB	Aalberts NV	Netherlands	G	Management	Yes	Elect S. (Stephane) Simonetta to Management Board	For	No
Thematics Europe Selection	AALB	Aalberts NV	Netherlands	G	Management	Yes	Approve Discharge of W.A. (Wim) Pelsma as Member of the Management Board	For	No
Thematics Europe Selection	AALB	Aalberts NV	Netherlands	G	Management	No	Other Business (Non-Voting)		No
Thematics Europe Selection	AALB	Aalberts NV	Netherlands	G	Management	No	Close Meeting		No
Thematics Europe Selection	ADYEN	Adyen NV	Netherlands	G	Management	No	Open Meeting		No
Thematics Europe Selection	ADYEN	Adyen NV	Netherlands	G	Management	No	Receive Report of Management Board and Supervisory Board (Non-Voting)		No
Thematics Europe Selection	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Adopt Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	ADYEN	Adyen NV	Netherlands	G	Management	No	Receive Explanation on Company's Reserves and Dividend Policy		No
Thematics Europe Selection	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Europe Selection	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Approve Remuneration Policy for Management Board	For	No
Thematics Europe Selection	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Approve Remuneration Policy for the Supervisory Board	For	No
Thematics Europe Selection	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Approve Increase Cap on Variable Remuneration for Staff Members	For	No
Thematics Europe Selection	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Approve Discharge of Management Board	For	No
Thematics Europe Selection	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Europe Selection	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Reelect Ingo Uytdehaage to Management Board as Co-Chief Executive Officer	For	No
Thematics Europe Selection	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Reelect Mariette Swart to Management Board as Chief Risk and Compliance Officer	For	No

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Thematics Europe Selection	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Elect Brooke Nayden to Management Board as Chief Human Resources Officer	For	No
Thematics Europe Selection	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Elect Ethan Tandowsky to Management Board as Chief Financial Officer	For	No
Thematics Europe Selection	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Reelect Pamela Joseph to Supervisory Board	For	No
Thematics Europe Selection	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Reelect Joep van Beurden to Supervisory Board	For	No
Thematics Europe Selection	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Amend Articles of Association	For	No
Thematics Europe Selection	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No
Thematics Europe Selection	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No
Thematics Europe Selection	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Europe Selection	ADYEN	Adyen NV	Netherlands	G	Management	Yes	Reappoint PwC as Auditors	For	No
Thematics Europe Selection	ADYEN	Adyen NV	Netherlands	G	Management	No	Close Meeting		No
Thematics Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Approve Discharge of Board and Senior Management	For	No
Thematics Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Approve Allocation of Income and Dividends of CHF 0.21 per Share	For	No
Thematics Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Approve Remuneration Report (Non-Binding)	For	No
Thematics Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Approve Remuneration of Directors in the Amount of CHF 3.9 Million	For	No
Thematics Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Approve Remuneration of Executive Committee in the Amount of CHF 41.9 Million	For	No
Thematics Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Michael Ball as Director and Board Chair	For	No
Thematics Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Lynn Bleil as Director	For	No
Thematics Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Raquel Bono as Director	For	No

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Thematics Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Arthur Cummings as Director	For	No
Thematics Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect David Endicott as Director	For	No
Thematics Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Thomas Glanzmann as Director	For	No
Thematics Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Keith Grossman as Director	Against	Yes
Thematics Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Scott Maw as Director	For	No
Thematics Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Karen May as Director	For	No
Thematics Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Ines Poeschel as Director	For	No
Thematics Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reelect Dieter Spaelti as Director	For	No
Thematics Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reappoint Thomas Glanzmann as Member of the Compensation Committee	For	No
Thematics Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reappoint Scott Maw as Member of the Compensation Committee	For	No
Thematics Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reappoint Karen May as Member of the Compensation Committee	For	No
Thematics Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Reappoint Ines Poeschel as Member of the Compensation Committee	For	No
Thematics Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Designate Hartmann Dreyer as Independent Proxy	For	No
Thematics Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Ratify PricewaterhouseCoopers SA as Auditors	For	No
Thematics Europe Selection	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 Europe Selection	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 Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Amend Articles Re: Conversion of Shares; Subscription Rights	For	No
Thematics Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Amend Articles Re: General Meetings	For	No

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Thematics Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Amend Articles Re: Board Meetings; Powers of the Board of Directors	For	No
Thematics Europe Selection	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 Europe Selection	ALC	Alcon Inc.	Switzerland	G	Management	Yes	Transact Other Business (Voting)	Against	Yes
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	No	Open Meeting		No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Elect Chairman of Meeting	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	No	Prepare and Approve List of Shareholders		No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Agenda of Meeting	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	No	Designate Inspector(s) of Minutes of Meeting		No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Acknowledge Proper Convening of Meeting	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	No	Receive CEO's Report		No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	No	Receive Financial Statements and Statutory Reports		No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Allocation of Income and Dividends of SEK 6 Per Share	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of CEO Tom Erixon	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Dennis Jonsson	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Finn Rausing	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Henrik Lange	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Jorn Rausing	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Lilian Fossum Biner	For	No

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Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Maria Moraeus Hanssen	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Ray Mauritsson	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Ulf Wiinberg	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Helene Mellquist	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Bror Garcia Lant	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Henrik Nielsen	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Johan Ranhog	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Johnny Hulthen	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Stefan Sandell	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Discharge of Leif Norkvist	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Determine Number of Directors (9) and Deputy Directors (0) of Board	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Fix Number of Auditors (2) and Deputy Auditors (2)	For	No
Thematics Europe Selection	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 Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Remuneration of Committee Work	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Remuneration of Auditors	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Reelect Dennis Jonsson as Director	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Reelect Finn Rausing as Director	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Reelect Henrik Lange as Director	For	No

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Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Reelect Jorn Rausing as Director	Against	Yes
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Reelect Lilian Fossum Biner as Director	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Reelect Ray Mauritsson as Director	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Reelect Ulf Wiinberg as Director	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Elect Anna Muller as New Director	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Elect Nadine Crauwels as New Director	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Elect Dennis Jonsson as Board Chair	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Ratify Karoline Tedevall as Auditor	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Ratify Andreas Troberg as Auditor	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Ratify Henrik Jonzen as Deputy Auditor	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Ratify Andreas Mast as Deputy Auditor	For	No
Thematics Europe Selection	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 Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	Yes	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	No
Thematics Europe Selection	ALFA	Alfa Laval AB	Sweden	G	Management	No	Close Meeting		No
Thematics Europe Selection	AMP	Amplifon SpA	Italy	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	AMP	Amplifon SpA	Italy	G	Management	Yes	Approve Allocation of Income	For	No
Thematics Europe Selection	AMP	Amplifon SpA	Italy	G	Management	Yes	Approve Remuneration of Directors	For	No
Thematics Europe Selection	AMP	Amplifon SpA	Italy	G	Management	Yes	Approve Stock Grant Plan 2023-2028	Against	Yes

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Thematics Europe Selection	AMP	Amplifon SpA	Italy	G	Management	Yes	Approve Remuneration Policy	Against	Yes
Thematics Europe Selection	AMP	Amplifon SpA	Italy	G	Management	Yes	Approve Second Section of the Remuneration Report	Against	Yes
Thematics Europe Selection	AMP	Amplifon SpA	Italy	G	Management	Yes	Amend Co-Investment Plan	For	No
Thematics Europe Selection	AMP	Amplifon SpA	Italy	G	Management	Yes	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against	Yes
Thematics Europe Selection	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Kevin P. Clark	For	No
Thematics Europe Selection	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Richard L. (Rick) Clemmer	For	No
Thematics Europe Selection	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Nancy E. Cooper	For	No
Thematics Europe Selection	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Joseph L. (Jay) Hooley	For	No
Thematics Europe Selection	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Merit E. Janow	For	No
Thematics Europe Selection	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Sean O. Mahoney	For	No
Thematics Europe Selection	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Paul M. Meister	For	No
Thematics Europe Selection	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Robert K. (Kelly) Ortberg	For	No
Thematics Europe Selection	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Colin J. Parris	For	No
Thematics Europe Selection	APTV	Aptiv PLC	Jersey	G	Management	Yes	Elect Director Ana G. Pinczuk	For	No
Thematics Europe Selection	APTV	Aptiv PLC	Jersey	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Europe Selection	APTV	Aptiv PLC	Jersey	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Europe Selection	ASML	ASML Holding NV	Netherlands	G	Management	No	Open Meeting		No
Thematics Europe Selection	ASML	ASML Holding NV	Netherlands	G	Management	No	Discuss the Company's Business, Financial Situation and Sustainability		No
Thematics Europe Selection	ASML	ASML Holding NV	Netherlands	G	Management	Yes	Approve Remuneration Report	For	No

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

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Thematics Europe Selection	ASML	ASML Holding NV	Netherlands	G	Management	No	Close Meeting		No
Thematics Europe Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Europe Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Europe Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Elect Matt Davies as Director	For	No
Thematics Europe Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Nathan Coe as Director	For	No
Thematics Europe Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect David Keens as Director	For	No
Thematics Europe Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Jill Easterbrook as Director	For	No
Thematics Europe Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Jeni Mundy as Director	For	No
Thematics Europe Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Catherine Faiers as Director	For	No
Thematics Europe Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Jamie Warner as Director	For	No
Thematics Europe Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Sigga Sigurdardottir as Director	For	No
Thematics Europe Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Re-elect Jasvinder Gakhal as Director	For	No
Thematics Europe Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Reappoint KPMG LLP as Auditors	For	No
Thematics Europe Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Europe Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Europe Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Europe Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	For	No
Thematics Europe Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No

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Thematics Europe Selection	AUTO	Auto Trader Group Plc	United Kingdom	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Europe Selection	BFIT	Basic-Fit NV	Netherlands	G	Management	No	Open Meeting		No
Thematics Europe Selection	BFIT	Basic-Fit NV	Netherlands	G	Management	No	Receive Report of Management Board and Supervisory Board (Non-Voting)		No
Thematics Europe Selection	BFIT	Basic-Fit NV	Netherlands	G	Management	No	Discussion on Company's Corporate Governance Structure		No
Thematics Europe Selection	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Europe Selection	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Adopt Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Approve Discharge of Management Board	For	No
Thematics Europe Selection	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Europe Selection	BFIT	Basic-Fit NV	Netherlands	G	Management	No	Discuss Dividend Policy		No
Thematics Europe Selection	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Elect Joelle Frijters to Supervisory Board	For	No
Thematics Europe Selection	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Elect Jan van Nieuwenhuizen to Supervisory Board	For	No
Thematics Europe Selection	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Reelect Herman Rutgers to Supervisory Board	Against	Yes
Thematics Europe Selection	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Reelect Hans Willemse to Supervisory Board	For	No
Thematics Europe Selection	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For	No
Thematics Europe Selection	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No
Thematics Europe Selection	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Europe Selection	BFIT	Basic-Fit NV	Netherlands	G	Management	Yes	Ratify Ernst & Young Accountants LLP as Auditors	For	No
Thematics Europe Selection	BFIT	Basic-Fit NV	Netherlands	G	Management	No	Close Meeting		No
Thematics Europe Selection	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	No	Open Meeting		No

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

Thematics Europe Selection	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	No	Receive Annual Report (Non-Voting)		No
Thematics Europe Selection	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	Yes	Adopt Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	No	Receive Explanation on Company's Reserves and Dividend Policy		No
Thematics Europe Selection	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	Yes	Approve Dividends of EUR 2.85 Per Share	For	No
Thematics Europe Selection	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	Yes	Approve Discharge of Management Board	For	No
Thematics Europe Selection	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Europe Selection	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Europe Selection	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	Yes	Amend Remuneration Policy	For	No
Thematics Europe Selection	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	Yes	Elect Richard Norbruis to Supervisory Board	For	No
Thematics Europe Selection	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 Europe Selection	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Europe Selection	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	Yes	Approve Reduction in Share Capital through Cancellation of Shares	For	No
Thematics Europe Selection	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	Yes	Amend Articles of Association	For	No
Thematics Europe Selection	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	No	Other Business (Non-Voting)		No
Thematics Europe Selection	BESI	BE Semiconductor Industries NV	Netherlands	G	Management	No	Close Meeting		No
Thematics Europe Selection	BNR	Brenntag SE	Germany	G	Management	No	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		No
Thematics Europe Selection	BNR	Brenntag SE	Germany	G	Management	Yes	Approve Allocation of Income and Dividends of EUR 2.00 per Share	For	No
Thematics Europe Selection	BNR	Brenntag SE	Germany	G	Management	Yes	Approve Discharge of Management Board for Fiscal Year 2022	For	No
Thematics Europe Selection	BNR	Brenntag SE	Germany	G	Management	Yes	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No

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

Thematics Europe Selection	BNR	Brenntag SE	Germany	G	Management	Yes	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023	For	No
Thematics Europe Selection	BNR	Brenntag SE	Germany	G	Management	Yes	Approve Remuneration Policy for the Management Board	For	No
Thematics Europe Selection	BNR	Brenntag SE	Germany	G	Management	Yes	Approve Remuneration Policy for the Supervisory Board	For	No
Thematics Europe Selection	BNR	Brenntag SE	Germany	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Europe Selection	BNR	Brenntag SE	Germany	G	Management	Yes	Elect Richard Ridinger to the Supervisory Board	For	No
Thematics Europe Selection	BNR	Brenntag SE	Germany	G	Management	Yes	Elect Sujatha Chandrasekaran to the Supervisory Board	For	No
Thematics Europe Selection	BNR	Brenntag SE	Germany	G	Management	Yes	Approve Virtual-Only Shareholder Meetings Until 2025	For	No
Thematics Europe Selection	BNR	Brenntag SE	Germany	G	Management	Yes	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	For	No
Thematics Europe Selection	BNR	Brenntag SE	Germany	G	Management	Yes	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Against	No
Thematics Europe Selection	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Andrew Snyder	For	No
Thematics Europe Selection	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Jonathan Gear	For	No
Thematics Europe Selection	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Valeria Alberola	For	No
Thematics Europe Selection	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Michael Angelakis	For	No
Thematics Europe Selection	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Jane Okun Bomba	For	No
Thematics Europe Selection	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Usama N. Cortas	For	No
Thematics Europe Selection	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Adam T. Levyn	For	No
Thematics Europe Selection	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Anthony Munk	For	No
Thematics Europe Selection	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Richard W. Roedel	For	No

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

Thematics Europe Selection	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Saurabh Saha	For	No
Thematics Europe Selection	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Elect Director Wendell Pritchett	For	No
Thematics Europe Selection	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Europe Selection	CLVT	Clarivate Plc	Jersey	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Europe Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Approve Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Approve Allocation of Income and Dividends of EUR 0.21 per Share	For	No
Thematics Europe Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No
Thematics Europe Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	For	No
Thematics Europe Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Approve Remuneration Policy of Corporate Officers	Against	Yes
Thematics Europe Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Approve Compensation of Charles Edelstenne, Chairman of the Board Until January 8, 2023	For	No
Thematics Europe Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO Until January 8, 2023	For	No
Thematics Europe Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Approve Compensation Report of Corporate Officers	Against	Yes
Thematics Europe Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Reelect Catherine Dassault as Director	For	No
Thematics Europe Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Elect Genevieve Berger as Director	For	No
Thematics Europe Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize Repurchase of Up to 25 Million Issued Share Capital	For	No
Thematics Europe Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No
Thematics Europe Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	For	No

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

Thematics Europe Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	For	No
Thematics Europe Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 12 Million	For	No
Thematics Europe Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16	For	No
Thematics Europe Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize Capitalization of Reserves of Up to EUR 12 Million for Bonus Issue or Increase in Par Value	For	No
Thematics Europe Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	No
Thematics Europe Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	No
Thematics Europe Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	For	No
Thematics Europe Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No
Thematics Europe Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	No
Thematics Europe Selection	DSY	Dassault Systemes SA	France	G	Management	Yes	Authorize Filing of Required Documents/Other Formalities	For	No
Thematics Europe Selection	DSFIR	DSM-Firmenich AG	Switzerland	G	Management	Yes	Accept Financial Statements and Statutory Reports for the Period from Jan. 1, 2023 to May 8, 2023	For	No
Thematics Europe Selection	DSFIR	DSM-Firmenich AG	Switzerland	G	Management	Yes	Approve Dividends of EUR 1.60 per Share from Capital Contribution Reserves	For	No
Thematics Europe Selection	DSFIR	DSM-Firmenich AG	Switzerland	G	Management	Yes	Approve Remuneration of Directors in the Amount of EUR 3.6 Million	For	No
Thematics Europe Selection	DSFIR	DSM-Firmenich AG	Switzerland	G	Management	Yes	Approve Remuneration of Executive Committee in the Amount of EUR 37.9 Million	For	No
Thematics Europe Selection	DSFIR	DSM-Firmenich AG	Switzerland	G	Management	Yes	Amend Articles Re: Consultative Vote for High Value Transactions	For	No
Thematics Europe Selection	DSFIR	DSM-Firmenich AG	Switzerland	G	Management	Yes	Amend Articles Re: Information on the Identity of Shareholders	For	No
Thematics Europe Selection	DSFIR	DSM-Firmenich AG	Switzerland	G	Management	Yes	Transact Other Business (Voting)	Against	Yes
Thematics Europe Selection	ELIS	Elis SA	France	G	Management	Yes	Approve Financial Statements and Statutory Reports	For	No

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

Thematics Europe Selection	ELIS	Elis SA	France	G	Management	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	ELIS	Elis SA	France	G	Management	Yes	Approve Allocation of Income and Dividends of EUR 0.41 per Share	For	No
Thematics Europe Selection	ELIS	Elis SA	France	G	Management	Yes	Approve Stock Dividend Program	For	No
Thematics Europe Selection	ELIS	Elis SA	France	G	Management	Yes	Approve Transaction with Predica Re: Supplementary Pension Plan Insurance Agreement	For	No
Thematics Europe Selection	ELIS	Elis SA	France	G	Management	Yes	Reelect Thierry Morin as Supervisory Board Member	For	No
Thematics Europe Selection	ELIS	Elis SA	France	G	Management	Yes	Reelect Magali Chesse as Supervisory Board Member	For	No
Thematics Europe Selection	ELIS	Elis SA	France	G	Management	Yes	Reelect Philippe Delleur as Supervisory Board Member	For	No
Thematics Europe Selection	ELIS	Elis SA	France	G	Management	Yes	Elect Bpifrance Investissement as Supervisory Board Member	For	No
Thematics Europe Selection	ELIS	Elis SA	France	G	Management	Yes	Ratify Appointment of Michel Plantevin as Supervisory Board Member	For	No
Thematics Europe Selection	ELIS	Elis SA	France	G	Management	Yes	Approve Remuneration Policy of Chairman of the Supervisory Board	For	No
Thematics Europe Selection	ELIS	Elis SA	France	G	Management	Yes	Approve Remuneration Policy of Supervisory Board Members	For	No
Thematics Europe Selection	ELIS	Elis SA	France	G	Management	Yes	Approve Remuneration Policy of Chairman of the Management Board	For	No
Thematics Europe Selection	ELIS	Elis SA	France	G	Management	Yes	Approve Remuneration Policy of Management Board Members	For	No
Thematics Europe Selection	ELIS	Elis SA	France	G	Management	Yes	Approve Compensation Report of Corporate Officers	For	No
Thematics Europe Selection	ELIS	Elis SA	France	G	Management	Yes	Approve Compensation of Thierry Morin, Chairman of the Supervisory Board	For	No
Thematics Europe Selection	ELIS	Elis SA	France	G	Management	Yes	Approve Compensation of Xavier Martire, Chairman of the Management Board	For	No
Thematics Europe Selection	ELIS	Elis SA	France	G	Management	Yes	Approve Compensation of Louis Guyot, Management Board Member	For	No
Thematics Europe Selection	ELIS	Elis SA	France	G	Management	Yes	Approve Compensation of Matthieu Lecharny, Management Board Member	For	No
Thematics Europe Selection	ELIS	Elis SA	France	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No

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

Thematics Europe Selection	ELIS	Elis SA	France	G	Management	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No
Thematics Europe Selection	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 Europe Selection	ELIS	Elis SA	France	G	Management	Yes	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No
Thematics Europe Selection	ELIS	Elis SA	France	G	Management	Yes	Authorize Filing of Required Documents/Other Formalities	For	No
Thematics Europe Selection	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Treatment of Losses and Dividends of EUR 3.23 per Share	For	No
Thematics Europe Selection	EL	EssilorLuxottica SA	France	G	Management	Yes	Ratify Appointment of Mario Notari as Director	For	No
Thematics Europe Selection	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Auditors' Special Report on Related-Party Transactions	For	No
Thematics Europe Selection	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Compensation Report of Corporate Officers	For	No
Thematics Europe Selection	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 Europe Selection	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 Europe Selection	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Compensation of Paul du Saillant, Vice-CEO	For	No
Thematics Europe Selection	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Remuneration Policy of Directors	For	No
Thematics Europe Selection	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Remuneration Policy of Chairman and CEO	Against	Yes
Thematics Europe Selection	EL	EssilorLuxottica SA	France	G	Management	Yes	Approve Remuneration Policy of Vice-CEO	For	No
Thematics Europe Selection	EL	EssilorLuxottica SA	France	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Europe Selection	EL	EssilorLuxottica SA	France	G	Management	Yes	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No
Thematics Europe Selection	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 Europe Selection
January 1st, 2023 - December 31st, 2023

Thematics Europe Selection	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 Europe Selection	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 Europe Selection	EL	EssilorLuxottica SA	France	G	Management	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No
Thematics Europe Selection	EL	EssilorLuxottica SA	France	G	Management	Yes	Authorize Filing of Required Documents/Other Formalities	For	No
Thematics Europe Selection	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Receive and Approve Board's Reports	For	No
Thematics Europe Selection	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 Europe Selection	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Receive and Approve Auditor's Reports	For	No
Thematics Europe Selection	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Approve Financial Statements	For	No
Thematics Europe Selection	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Approve Allocation of Income	For	No
Thematics Europe Selection	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Approve Discharge of Directors	For	No
Thematics Europe Selection	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Approve Discharge of Auditors	For	No
Thematics Europe Selection	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Approve Remuneration Policy	For	No
Thematics Europe Selection	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Approve Remuneration Report	Against	Yes
Thematics Europe Selection	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Reelect Ivo Rauh as Director	For	No
Thematics Europe Selection	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Reelect Fereshteh Pouchantchi as Director	For	No
Thematics Europe Selection	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Renew Appointment of Deloitte Audit as Auditor	For	No
Thematics Europe Selection	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Approve Remuneration of Directors	For	No

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

Thematics Europe Selection	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Acknowledge Information on Repurchase Program	For	No
Thematics Europe Selection	ERF	Eurofins Scientific SE	Luxembourg	G	Management	Yes	Authorize Filing of Required Documents and Other Formalities	For	No
Thematics Europe Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Europe Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Approve Remuneration Policy	For	No
Thematics Europe Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Elect Craig Boundy as Director	For	No
Thematics Europe Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Elect Kathleen DeRose as Director	For	No
Thematics Europe Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Elect Esther Lee as Director	For	No
Thematics Europe Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Elect Louise Pentland as Director	For	No
Thematics Europe Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Alison Brittain as Director	For	No
Thematics Europe Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Brian Cassin as Director	For	No
Thematics Europe Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Caroline Donahue as Director	For	No
Thematics Europe Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Luiz Fleury as Director	For	No
Thematics Europe Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Jonathan Howell as Director	For	No
Thematics Europe Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Lloyd Pitchford as Director	For	No
Thematics Europe Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Re-elect Mike Rogers as Director	For	No
Thematics Europe Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Reappoint KPMG LLP as Auditors	For	No
Thematics Europe Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Europe Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Authorise Issue of Equity	For	No

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

Thematics Europe Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Europe Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No
Thematics Europe Selection	EXPN	Experian Plc	Jersey	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Europe Selection	FERG	Ferguson Plc	Jersey	G	Management	Yes	Elect Director Kelly Baker	For	No
Thematics Europe Selection	FERG	Ferguson Plc	Jersey	G	Management	Yes	Elect Director Bill Brundage	For	No
Thematics Europe Selection	FERG	Ferguson Plc	Jersey	G	Management	Yes	Elect Director Geoff Drabble	For	No
Thematics Europe Selection	FERG	Ferguson Plc	Jersey	G	Management	Yes	Elect Director Catherine Halligan	For	No
Thematics Europe Selection	FERG	Ferguson Plc	Jersey	G	Management	Yes	Elect Director Brian May	For	No
Thematics Europe Selection	FERG	Ferguson Plc	Jersey	G	Management	Yes	Elect Director James S. Metcalf	For	No
Thematics Europe Selection	FERG	Ferguson Plc	Jersey	G	Management	Yes	Elect Director Kevin Murphy	For	No
Thematics Europe Selection	FERG	Ferguson Plc	Jersey	G	Management	Yes	Elect Director Alan Murray	For	No
Thematics Europe Selection	FERG	Ferguson Plc	Jersey	G	Management	Yes	Elect Director Thomas Schmitt	For	No
Thematics Europe Selection	FERG	Ferguson Plc	Jersey	G	Management	Yes	Elect Director Nadia Shouraboura	For	No
Thematics Europe Selection	FERG	Ferguson Plc	Jersey	G	Management	Yes	Elect Director Suzanne Wood	For	No
Thematics Europe Selection	FERG	Ferguson Plc	Jersey	G	Management	Yes	Reappoint Deloitte LLP as Statutory Auditor	For	No
Thematics Europe Selection	FERG	Ferguson Plc	Jersey	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Europe Selection	FERG	Ferguson Plc	Jersey	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	FERG	Ferguson Plc	Jersey	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Europe Selection	FERG	Ferguson Plc	Jersey	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No

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

Thematics Europe Selection	FERG	Ferguson Plc	Jersey	G	Management	Yes	Approve Omnibus Stock Plan	For	No
Thematics Europe Selection	FERG	Ferguson Plc	Jersey	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Europe Selection	FERG	Ferguson Plc	Jersey	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Europe Selection	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 Europe Selection	FERG	Ferguson Plc	Jersey	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Europe Selection	FERG	Ferguson Plc	Jersey	G	Management	Yes	Adopt New Articles of Association	For	No
Thematics Europe Selection	FDR	Fluidra SA	Spain	G	Management	Yes	Approve Consolidated and Standalone Financial Statements	For	No
Thematics Europe Selection	FDR	Fluidra SA	Spain	E,S	Management	Yes	Approve Non-Financial Information Statement	For	No
Thematics Europe Selection	FDR	Fluidra SA	Spain	G	Management	Yes	Approve Allocation of Income	For	No
Thematics Europe Selection	FDR	Fluidra SA	Spain	G	Management	Yes	Approve Discharge of Board	For	No
Thematics Europe Selection	FDR	Fluidra SA	Spain	G	Management	Yes	Approve Dividends Charged Against Reserves	For	No
Thematics Europe Selection	FDR	Fluidra SA	Spain	G	Management	Yes	Amend Article 36 Re: Increase in Board Size to 13	For	No
Thematics Europe Selection	FDR	Fluidra SA	Spain	G	Management	Yes	Elect Aedhmar Hynes as Director	For	No
Thematics Europe Selection	FDR	Fluidra SA	Spain	G	Management	Yes	Elect Manuel Puig Rocha as Director	Against	Yes
Thematics Europe Selection	FDR	Fluidra SA	Spain	G	Management	Yes	Reelect Jorge Valentin Constans Fernandez as Director	Against	Yes
Thematics Europe Selection	FDR	Fluidra SA	Spain	G	Management	Yes	Advisory Vote on Remuneration Report	For	No
Thematics Europe Selection	FDR	Fluidra SA	Spain	G	Management	Yes	Approve Stock-for-Salary Plan	For	No
Thematics Europe Selection	FDR	Fluidra SA	Spain	G	Management	Yes	Authorize Board to Ratify and Execute Approved Resolutions	For	No

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

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

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

Thematics Europe Selection	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Advisory Vote on the Swiss Statutory Compensation Report	For	No
Thematics Europe Selection	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Approve Fiscal Year 2024 Maximum Aggregate Compensation for the Executive Management	For	No
Thematics Europe Selection	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 Europe Selection	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Cancel Repurchased Shares	For	No
Thematics Europe Selection	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Amend Qualified Employee Stock Purchase Plan	For	No
Thematics Europe Selection	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Amend Non-Employee Director Omnibus Stock Plan	For	No
Thematics Europe Selection	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Approve Reduction of Par Value	For	No
Thematics Europe Selection	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Approve Conversion of Currency of the Share Capital from CHF to USD	For	No
Thematics Europe Selection	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Amend Articles to Reflect Changes in Capital	For	No
Thematics Europe Selection	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Amend Articles Re: Addressing Shares, Shareholder Rights and General Meeting	For	No
Thematics Europe Selection	GRMN	Garmin Ltd.	Switzerland	G	Management	Yes	Amend Articles Re: Addressing Board, Compensation and Related Matters	For	No
Thematics Europe Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Europe Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Approve Allocation of Income and Dividends of CHF 67 per Share	For	No
Thematics Europe Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Approve Discharge of Board of Directors	For	No
Thematics Europe Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Amend Articles Re: Annulment of the Conversion of Shares Clause	For	No
Thematics Europe Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	For	No
Thematics Europe Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	No

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

Thematics Europe Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Approve Creation of Capital Band within the Upper Limit of CHF 101.6 Million and the Lower Limit of CHF 92.3 Million with or without Exclusion of Preemptive Rights and Amend Conditional Capital Authorization	For	No
Thematics Europe Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reelect Victor Balli as Director	For	No
Thematics Europe Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reelect Ingrid Deltenre as Director	For	No
Thematics Europe Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reelect Olivier Filliol as Director	For	No
Thematics Europe Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reelect Sophie Gasperment as Director	For	No
Thematics Europe Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reelect Calvin Grieder as Director and Board Chair	Against	Yes
Thematics Europe Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reelect Tom Knutzen as Director	Against	Yes
Thematics Europe Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Elect Roberto Guidetti as Director	For	No
Thematics Europe Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reappoint Ingrid Deltenre as Member of the Compensation Committee	For	No
Thematics Europe Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Reappoint Victor Balli as Member of the Compensation Committee	For	No
Thematics Europe Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Appoint Olivier Filliol as Member of the Compensation Committee	For	No
Thematics Europe Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Designate Manuel Isler as Independent Proxy	For	No
Thematics Europe Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Ratify KPMG AG as Auditors	For	No
Thematics Europe Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Approve Remuneration of Directors in the Amount of CHF 3 Million	For	No
Thematics Europe Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 3.3 Million	For	No
Thematics Europe Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.4 Million	For	No
Thematics Europe Selection	GIVN	Givaudan SA	Switzerland	G	Management	Yes	Transact Other Business (Voting)	Against	Yes
Thematics Europe Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No

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

Thematics Europe Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Europe Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Europe Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Elect Steve Gunning as Director	For	No
Thematics Europe Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Dame Louise Makin as Director	For	No
Thematics Europe Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Marc Ronchetti as Director	For	No
Thematics Europe Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Jennifer Ward as Director	For	No
Thematics Europe Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Carole Cran as Director	For	No
Thematics Europe Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Jo Harlow as Director	For	No
Thematics Europe Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Dharmash Mistry as Director	For	No
Thematics Europe Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Sharmila Nebhrajani as Director	For	No
Thematics Europe Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Tony Rice as Director	For	No
Thematics Europe Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Re-elect Roy Twite as Director	For	No
Thematics Europe Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Reappoint PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Europe Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Europe Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Europe Selection	HLMA	Halma Plc	United Kingdom	S	Management	Yes	Authorise UK Political Donations and Expenditure	For	No
Thematics Europe Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Europe Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No
Thematics Europe Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No

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

Thematics Europe Selection	HLMA	Halma Plc	United Kingdom	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Europe Selection	HFG	HelloFresh SE	Germany	G	Management	No	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		No
Thematics Europe Selection	HFG	HelloFresh SE	Germany	G	Management	Yes	Approve Allocation of Income and Omission of Dividends	For	No
Thematics Europe Selection	HFG	HelloFresh SE	Germany	G	Management	Yes	Approve Discharge of Management Board for Fiscal Year 2022	For	No
Thematics Europe Selection	HFG	HelloFresh SE	Germany	G	Management	Yes	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No
Thematics Europe Selection	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 Europe Selection	HFG	HelloFresh SE	Germany	G	Management	Yes	Elect John Rittenhouse to the Supervisory Board	For	No
Thematics Europe Selection	HFG	HelloFresh SE	Germany	G	Management	Yes	Elect Ursula Radeke-Pietsch to the Supervisory Board	For	No
Thematics Europe Selection	HFG	HelloFresh SE	Germany	G	Management	Yes	Elect Susanne Schroeter-Crossan to the Supervisory Board	For	No
Thematics Europe Selection	HFG	HelloFresh SE	Germany	G	Management	Yes	Elect Stefan Smalla to the Supervisory Board	For	No
Thematics Europe Selection	HFG	HelloFresh SE	Germany	G	Management	Yes	Elect Derek Zissman to the Supervisory Board	For	No
Thematics Europe Selection	HFG	HelloFresh SE	Germany	G	Management	Yes	Approve Remuneration Report	Against	Yes
Thematics Europe Selection	HFG	HelloFresh SE	Germany	G	Management	Yes	Amend Articles Re: Supervisory Board Term of Office	Against	Yes
Thematics Europe Selection	HFG	HelloFresh SE	Germany	G	Management	Yes	Approve Virtual-Only Shareholder Meetings Until 2025	For	No
Thematics Europe Selection	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 Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	No	Open Meeting		No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Elect Chairman of Meeting	For	No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Prepare and Approve List of Shareholders	For	No

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

Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Agenda of Meeting	For	No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	No	Designate Inspector(s) of Minutes of Meeting		No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Acknowledge Proper Convening of Meeting	For	No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	No	Receive President's Report		No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	No	Receive Financial Statements and Statutory Reports		No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	No	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management		No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	No	Receive the Board's Dividend Proposal		No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Allocation of Income and Dividends of EUR 0.12 Per Share	For	No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Discharge of Gun Nilsson	For	No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Discharge of Marta Schorling Andreen	For	No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Discharge of John Brandon	For	No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Discharge of Sofia Schorling Hogberg	For	No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Discharge of Ulrika Francke	For	No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Discharge of Henrik Henriksson	For	No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Discharge of Patrick Soderlund	For	No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Discharge of Brett Watson	For	No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Discharge of Erik Huggers	For	No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Discharge of CEO Ola Rollen	For	No

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

Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Determine Number of Members (7) and Deputy Members (0) of Board	For	No
Thematics Europe Selection	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 Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Remuneration of Auditors	For	No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Reelect Marta Schorling Andreen as Director	Against	Yes
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Reelect John Brandon as Director	For	No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Reelect Sofia Schorling Hogberg as Director	Against	Yes
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Reelect Ola Rollen as Director	Against	Yes
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Reelect Gun Nilsson as Director	Against	Yes
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Reelect Brett Watson as Director	For	No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Reelect Erik Huggers as Director	For	No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Elect Ola Rollen as Board Chair	Against	Yes
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Ratify PricewaterhouseCoopers AB as Auditors	For	No
Thematics Europe Selection	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 Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Performance Share Program 2023/2026 for Key Employees	For	No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	Yes	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	For	No
Thematics Europe Selection	HEXA.B	Hexagon AB	Sweden	G	Management	No	Close Meeting		No

Thematics AM 2023 Voting activities
Thematics Europe Selection
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Thematics Europe Selection	IOS	IONOS Group SE	Germany	G	Management	No	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		No
Thematics Europe Selection	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 Europe Selection	IOS	IONOS Group SE	Germany	G	Management	Yes	Approve Remuneration Policy	Against	Yes
Thematics Europe Selection	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 Europe Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Jean Blackwell	For	No
Thematics Europe Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Pierre Cohade	For	No
Thematics Europe Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Michael E. Daniels	For	No
Thematics Europe Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director W. Roy Dunbar	For	No
Thematics Europe Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Gretchen R. Haggerty	For	No
Thematics Europe Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Ayesha Khanna	For	No
Thematics Europe Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Simone Menne	For	No
Thematics Europe Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director George R. Oliver	For	No
Thematics Europe Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Jurgen Tinggren	For	No
Thematics Europe Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director Mark Vergnano	For	No
Thematics Europe Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Elect Director John D. Young	For	No
Thematics Europe Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Europe Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Authorize Board to Fix Remuneration of Auditors	For	No

Thematics AM 2023 Voting activities
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Thematics Europe Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Authorize Market Purchases of Company Shares	For	No
Thematics Europe Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Determine Price Range for Reissuance of Treasury Shares	For	No
Thematics Europe Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Europe Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Europe Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Approve the Directors' Authority to Allot Shares	For	No
Thematics Europe Selection	JCI	Johnson Controls International Plc	Ireland	G	Management	Yes	Approve the Disapplication of Statutory Pre-Emption Rights	For	No
Thematics Europe Selection	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Approve Final Dividend	For	No
Thematics Europe Selection	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Elect Patrick Rohan as Director	For	No
Thematics Europe Selection	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Gerry Behan as Director	For	No
Thematics Europe Selection	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Hugh Brady as Director	For	No
Thematics Europe Selection	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Fiona Dawson as Director	For	No
Thematics Europe Selection	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Karin Dorrepaal as Director	For	No
Thematics Europe Selection	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Emer Gilvarry as Director	For	No
Thematics Europe Selection	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Michael Kerr as Director	For	No
Thematics Europe Selection	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Marguerite Larkin as Director	For	No
Thematics Europe Selection	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Tom Moran as Director	For	No
Thematics Europe Selection	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Christopher Rogers as Director	For	No
Thematics Europe Selection	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Edmond Scanlon as Director	For	No

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Thematics Europe Selection	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Re-elect Jinlong Wang as Director	For	No
Thematics Europe Selection	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Europe Selection	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Europe Selection	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Europe Selection	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Europe Selection	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Europe Selection	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 Europe Selection	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Europe Selection	KRZ	Kerry Group Plc	Ireland	G	Management	Yes	Approve Employee Share Plan	For	No
Thematics Europe Selection	DSM	Koninklijke DSM NV	Netherlands	G	Management	No	Open Meeting		No
Thematics Europe Selection	DSM	Koninklijke DSM NV	Netherlands	G	Management	No	Presentation on the Transaction		No
Thematics Europe Selection	DSM	Koninklijke DSM NV	Netherlands	G	Management	Yes	Approve Transaction, the Exchange Offer, Conditional Statutory Triangular Merger and Authorize Managing Board to Repurchase the DSM Preference Shares A and Conditional Cancellation of the DSM Preference Shares A	For	No
Thematics Europe Selection	DSM	Koninklijke DSM NV	Netherlands	G	Management	Yes	Approve Discharge of Management Board	For	No
Thematics Europe Selection	DSM	Koninklijke DSM NV	Netherlands	G	Management	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Europe Selection	DSM	Koninklijke DSM NV	Netherlands	G	Management	No	Close Meeting		No
Thematics Europe Selection	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Approve Final Dividend	For	No
Thematics Europe Selection	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Elect Sean Harrington as Director	For	No

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Thematics Europe Selection	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Elect Thomas Levilion as Director	For	No
Thematics Europe Selection	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Elect Christele Hiss Holliger as Director	For	No
Thematics Europe Selection	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Elect Charles Mark Broadley as Director	For	No
Thematics Europe Selection	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Elect Jackson Chik Sum Ng as Director	For	No
Thematics Europe Selection	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Elect Laurent Marteau as Director	For	No
Thematics Europe Selection	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	Yes
Thematics Europe Selection	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Authorize Repurchase of Issued Share Capital	For	No
Thematics Europe Selection	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Authorize Reissuance of Repurchased Shares	Against	Yes
Thematics Europe Selection	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Approve PricewaterhouseCoopers as Statutory Auditor	For	No
Thematics Europe Selection	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Approve PricewaterhouseCoopers as External Auditor	For	No
Thematics Europe Selection	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Authorize Board to Fix Remuneration of Directors	For	No
Thematics Europe Selection	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Approve Discharge of Directors	For	No
Thematics Europe Selection	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Approve Discharge of Statutory Auditor	For	No
Thematics Europe Selection	973	L'Occitane International S.A.	Luxembourg	G	Management	Yes	Approve PricewaterhouseCoopers' Remuneration as Statutory Auditor	For	No
Thematics Europe Selection	OR	L'Oreal SA	France	G	Management	Yes	Approve Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	OR	L'Oreal SA	France	G	Management	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	OR	L'Oreal SA	France	G	Management	Yes	Approve Allocation of Income and Dividends of EUR 6 per Share and an Extra of EUR 0.60 per Share to Long Term Registered Shares	For	No
Thematics Europe Selection	OR	L'Oreal SA	France	G	Management	Yes	Reelect Sophie Bellon as Director	For	No

Thematics AM 2023 Voting activities
Thematics Europe Selection
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Thematics Europe Selection	OR	L'Oreal SA	France	G	Management	Yes	Reelect Fabienne Dulac as Director	For	No
Thematics Europe Selection	OR	L'Oreal SA	France	G	Management	Yes	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million	For	No
Thematics Europe Selection	OR	L'Oreal SA	France	G	Management	Yes	Approve Compensation Report of Corporate Officers	Against	Yes
Thematics Europe Selection	OR	L'Oreal SA	France	G	Management	Yes	Approve Compensation of Jean-Paul Agon, Chairman of the Board	For	No
Thematics Europe Selection	OR	L'Oreal SA	France	G	Management	Yes	Approve Compensation of Nicolas Hieronimus, CEO	For	No
Thematics Europe Selection	OR	L'Oreal SA	France	G	Management	Yes	Approve Remuneration Policy of Directors	For	No
Thematics Europe Selection	OR	L'Oreal SA	France	G	Management	Yes	Approve Remuneration Policy of Chairman of the Board	For	No
Thematics Europe Selection	OR	L'Oreal SA	France	G	Management	Yes	Approve Remuneration Policy of CEO	For	No
Thematics Europe Selection	OR	L'Oreal SA	France	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Europe Selection	OR	L'Oreal SA	France	G	Management	Yes	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.36	For	No
Thematics Europe Selection	OR	L'Oreal SA	France	G	Management	Yes	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For	No
Thematics Europe Selection	OR	L'Oreal SA	France	G	Management	Yes	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	For	No
Thematics Europe Selection	OR	L'Oreal SA	France	G	Management	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No
Thematics Europe Selection	OR	L'Oreal SA	France	G	Management	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	No
Thematics Europe Selection	OR	L'Oreal SA	France	G	Management	Yes	Approve Contribution in Kind of 25,383,118 Shares from Affaires Marche France et Domaines d'Excellence and Luxury of Retail, their Valuation and Remuneration	For	No
Thematics Europe Selection	OR	L'Oreal SA	France	G	Management	Yes	Approve Contribution in Kind of 1,277,836 Shares from l'Oreal International Distribution, its Valuation and Remuneration	For	No
Thematics Europe Selection	OR	L'Oreal SA	France	G	Management	Yes	Authorize Filing of Required Documents/Other Formalities	For	No
Thematics Europe Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No

Thematics AM 2023 Voting activities
Thematics Europe Selection
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Thematics Europe Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Europe Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Europe Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Policy	For	No
Thematics Europe Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Dominic Blakemore as Director	For	No
Thematics Europe Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Martin Brand as Director	For	No
Thematics Europe Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Kathleen DeRose as Director	For	No
Thematics Europe Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Tsega Gebreyes as Director	For	No
Thematics Europe Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Cressida Hogg as Director	For	No
Thematics Europe Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Anna Manz as Director	For	No
Thematics Europe Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Val Rahmani as Director	For	No
Thematics Europe Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Don Robert as Director	For	No
Thematics Europe Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect David Schwimmer as Director	For	No
Thematics Europe Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Douglas Steenland as Director	For	No
Thematics Europe Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Re-elect Ashok Vaswani as Director	For	No
Thematics Europe Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Elect Scott Guthrie as Director	For	No
Thematics Europe Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Elect William Vereker as Director	For	No
Thematics Europe Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Reappoint Ernst & Young LLP as Auditors	For	No
Thematics Europe Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Europe Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No

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Thematics Europe Selection
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Thematics Europe Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	S	Management	Yes	Authorise UK Political Donations and Expenditure	For	No
Thematics Europe Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Europe Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No
Thematics Europe Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Europe Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Authorise Off-Market Purchase of Shares from ConsortiumShareholders	For	No
Thematics Europe Selection	LSEG	London Stock Exchange Group Plc	United Kingdom	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Europe Selection	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Craig Arnold	For	No
Thematics Europe Selection	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Scott C. Donnelly	For	No
Thematics Europe Selection	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Lidia L. Fonseca	For	No
Thematics Europe Selection	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Andrea J. Goldsmith	For	No
Thematics Europe Selection	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Randall J. Hogan, III	For	No
Thematics Europe Selection	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Gregory P. Lewis	For	No
Thematics Europe Selection	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Kevin E. Lofton	For	No
Thematics Europe Selection	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Geoffrey S. Martha	For	No
Thematics Europe Selection	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Elizabeth G. Nabel	For	No
Thematics Europe Selection	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Denise M. O'Leary	For	No
Thematics Europe Selection	MDT	Medtronic plc	Ireland	G	Management	Yes	Elect Director Kendall J. Powell	For	No
Thematics Europe Selection	MDT	Medtronic plc	Ireland	G	Management	Yes	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No
Thematics Europe Selection	MDT	Medtronic plc	Ireland	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No

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Thematics Europe Selection	MDT	Medtronic plc	Ireland	G	Management	Yes	Approve Employee Stock Purchase Plan	For	No
Thematics Europe Selection	MDT	Medtronic plc	Ireland	G	Management	Yes	Renew the Board's Authority to Issue Shares Under Irish Law	For	No
Thematics Europe Selection	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 Europe Selection	MDT	Medtronic plc	Ireland	G	Management	Yes	Authorize Overseas Market Purchases of Ordinary Shares	For	No
Thematics Europe Selection	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Sherry A. Aaholm	For	No
Thematics Europe Selection	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Jerry W. Burriss	For	No
Thematics Europe Selection	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Susan M. Cameron	For	No
Thematics Europe Selection	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Michael L. Ducker	For	No
Thematics Europe Selection	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Randall J. Hogan	For	No
Thematics Europe Selection	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Danita K. Ostling	For	No
Thematics Europe Selection	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Nicola Palmer	For	No
Thematics Europe Selection	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Herbert K. Parker	For	No
Thematics Europe Selection	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Greg Scheu	For	No
Thematics Europe Selection	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Elect Director Beth A. Wozniak	For	No
Thematics Europe Selection	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Europe Selection	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No
Thematics Europe Selection	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Authorize Board to Issue of Shares under Irish Law	For	No
Thematics Europe Selection	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 Europe Selection	NVT	nVent Electric Plc	Ireland	G	Management	Yes	Authorize Price Range for Reissuance of Treasury Shares	For	No

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Thematics Europe Selection
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Thematics Europe Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Europe Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Europe Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Policy	For	No
Thematics Europe Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Elect Dorothy Burwell as Director	For	No
Thematics Europe Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Elect Loraine Woodhouse as Director	For	No
Thematics Europe Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Re-elect Gill Rider as Director	For	No
Thematics Europe Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Re-elect Susan Davy as Director	For	No
Thematics Europe Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Re-elect Paul Boote as Director	For	No
Thematics Europe Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Re-elect Jon Butterworth as Director	For	No
Thematics Europe Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Re-elect Neil Cooper as Director	For	No
Thematics Europe Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Re-elect Iain Evans as Director	For	No
Thematics Europe Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Re-elect Claire Ighodaro as Director	For	No
Thematics Europe Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Reappoint Ernst & Young LLP as Auditors	For	No
Thematics Europe Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No
Thematics Europe Selection	PNN	Pennon Group Plc	United Kingdom	S	Management	Yes	Authorise UK Political Donations and Expenditure	For	No
Thematics Europe Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Europe Selection	PNN	Pennon Group Plc	United Kingdom	E	Management	Yes	Approve Climate-Related Financial Disclosures	For	No
Thematics Europe Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No

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Thematics Europe Selection
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Thematics Europe Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No
Thematics Europe Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Europe Selection	PNN	Pennon Group Plc	United Kingdom	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Europe Selection	PUM	PUMA SE	Germany	G	Management	No	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		No
Thematics Europe Selection	PUM	PUMA SE	Germany	G	Management	Yes	Approve Allocation of Income and Dividends of EUR 0.82 per Share	For	No
Thematics Europe Selection	PUM	PUMA SE	Germany	G	Management	Yes	Approve Discharge of Management Board for Fiscal Year 2022	For	No
Thematics Europe Selection	PUM	PUMA SE	Germany	G	Management	Yes	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No
Thematics Europe Selection	PUM	PUMA SE	Germany	G	Management	Yes	Ratify KPMG AG as Auditors for Fiscal Year 2023	For	No
Thematics Europe Selection	PUM	PUMA SE	Germany	G	Management	Yes	Approve Remuneration Report	Against	Yes
Thematics Europe Selection	PUM	PUMA SE	Germany	G	Management	Yes	Elect Heloise Temple-Boyer to the Supervisory Board	Against	Yes
Thematics Europe Selection	PUM	PUMA SE	Germany	G	Management	Yes	Elect Thore Ohlsson to the Supervisory Board	Against	Yes
Thematics Europe Selection	PUM	PUMA SE	Germany	G	Management	Yes	Elect Jean-Marc Duplaix to the Supervisory Board	Against	Yes
Thematics Europe Selection	PUM	PUMA SE	Germany	G	Management	Yes	Elect Fiona May to the Supervisory Board	For	No
Thematics Europe Selection	PUM	PUMA SE	Germany	G	Management	Yes	Elect Martin Koepfel as Employee Representative to the Supervisory Board	For	No
Thematics Europe Selection	PUM	PUMA SE	Germany	G	Management	Yes	Elect Bernd Illig as Employee Representative to the Supervisory Board	For	No
Thematics Europe Selection	PUM	PUMA SE	Germany	G	Management	Yes	Approve Remuneration Policy for the Supervisory Board	For	No
Thematics Europe Selection	PUM	PUMA SE	Germany	G	Management	Yes	Approve Virtual-Only Shareholder Meetings Until 2028	For	No
Thematics Europe Selection	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

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Thematics Europe Selection
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Thematics Europe Selection	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Adopt Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Europe Selection	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Approve Discharge of Management Board	For	No
Thematics Europe Selection	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Europe Selection	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Reelect Metin Colpan to Supervisory Board	For	No
Thematics Europe Selection	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Reelect Toralf Haag to Supervisory Board	For	No
Thematics Europe Selection	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Reelect Ross L. Levine to Supervisory Board	For	No
Thematics Europe Selection	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Reelect Elaine Mardis to Supervisory Board	For	No
Thematics Europe Selection	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Reelect Eva Pisa to Supervisory Board	For	No
Thematics Europe Selection	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Reelect Lawrence A. Rosen to Supervisory Board	Against	Yes
Thematics Europe Selection	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Reelect Stephen H. Rusckowski to Supervisory Board	For	No
Thematics Europe Selection	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Reelect Elizabeth E. Tallett to Supervisory Board	For	No
Thematics Europe Selection	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Reelect Thierry Bernard to Management Board	For	No
Thematics Europe Selection	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Reelect Roland Sackers to Management Board	For	No
Thematics Europe Selection	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Reappoint KPMG Accountants N.V. as Auditors	For	No
Thematics Europe Selection	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Grant Supervisory Board Authority to Issue Shares	For	No
Thematics Europe Selection	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances	For	No
Thematics Europe Selection	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Authorize Repurchase of Shares	For	No

Thematics AM 2023 Voting activities
Thematics Europe Selection
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Thematics Europe Selection	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 Europe Selection	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Approve Cancellation of Shares	For	No
Thematics Europe Selection	QGEN	QIAGEN NV	Netherlands	G	Management	Yes	Approve QIAGEN N.V. 2023 Stock Plan	For	No
Thematics Europe Selection	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Europe Selection	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Europe Selection	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Andrew Bonfield as Director	For	No
Thematics Europe Selection	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Olivier Bohuon as Director	For	No
Thematics Europe Selection	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Jeff Carr as Director	For	No
Thematics Europe Selection	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Margherita Della Valle as Director	For	No
Thematics Europe Selection	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Nicandro Durante as Director	For	No
Thematics Europe Selection	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Mary Harris as Director	For	No
Thematics Europe Selection	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Mehmood Khan as Director	For	No
Thematics Europe Selection	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Pam Kirby as Director	For	No
Thematics Europe Selection	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Chris Sinclair as Director	For	No
Thematics Europe Selection	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Elane Stock as Director	For	No
Thematics Europe Selection	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Re-elect Alan Stewart as Director	For	No
Thematics Europe Selection	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Elect Jeremy Darroch as Director	For	No

Thematics AM 2023 Voting activities
Thematics Europe Selection
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Thematics Europe Selection	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Elect Tamara Ingram as Director	For	No
Thematics Europe Selection	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Reappoint KPMG LLP as Auditors	For	No
Thematics Europe Selection	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No
Thematics Europe Selection	RKT	Reckitt Benckiser Group Plc	United Kingdom	S	Management	Yes	Authorise UK Political Donations and Expenditure	For	No
Thematics Europe Selection	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Europe Selection	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Europe Selection	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 Europe Selection	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Europe Selection	RKT	Reckitt Benckiser Group Plc	United Kingdom	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Europe Selection	REL	RELX Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	REL	RELX Plc	United Kingdom	G	Management	Yes	Approve Remuneration Policy	For	No
Thematics Europe Selection	REL	RELX Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Europe Selection	REL	RELX Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Europe Selection	REL	RELX Plc	United Kingdom	G	Management	Yes	Reappoint Ernst & Young LLP as Auditors	For	No
Thematics Europe Selection	REL	RELX Plc	United Kingdom	G	Management	Yes	Authorise the Audit Committee to Fix Remuneration of Auditors	For	No
Thematics Europe Selection	REL	RELX Plc	United Kingdom	G	Management	Yes	Elect Alistair Cox as Director	For	No
Thematics Europe Selection	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect Paul Walker as Director	For	No
Thematics Europe Selection	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect June Felix as Director	For	No
Thematics Europe Selection	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect Erik Engstrom as Director	For	No

Thematics AM 2023 Voting activities
Thematics Europe Selection
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Thematics Europe Selection	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect Charlotte Hogg as Director	For	No
Thematics Europe Selection	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect Marike van Lier Lels as Director	For	No
Thematics Europe Selection	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect Nick Luff as Director	For	No
Thematics Europe Selection	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect Robert MacLeod as Director	For	No
Thematics Europe Selection	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect Andrew Sukawaty as Director	For	No
Thematics Europe Selection	REL	RELX Plc	United Kingdom	G	Management	Yes	Re-elect Suzanne Wood as Director	For	No
Thematics Europe Selection	REL	RELX Plc	United Kingdom	G	Management	Yes	Approve Long-Term Incentive Plan	For	No
Thematics Europe Selection	REL	RELX Plc	United Kingdom	G	Management	Yes	Approve Executive Share Ownership Scheme	For	No
Thematics Europe Selection	REL	RELX Plc	United Kingdom	G	Management	Yes	Approve Sharesave Plan	For	No
Thematics Europe Selection	REL	RELX Plc	United Kingdom	G	Management	Yes	Approve Employee Share Purchase Plan	For	No
Thematics Europe Selection	REL	RELX Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Europe Selection	REL	RELX Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Europe Selection	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 Europe Selection	REL	RELX Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Europe Selection	REL	RELX Plc	United Kingdom	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Europe Selection	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Europe Selection	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Approve Restricted Share Plan	For	No
Thematics Europe Selection	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Approve Deferred Bonus Plan	For	No

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Thematics Europe Selection
January 1st, 2023 - December 31st, 2023

Thematics Europe Selection	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Europe Selection	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Elect David Frear as Director	For	No
Thematics Europe Selection	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Elect Sally Johnson as Director	For	No
Thematics Europe Selection	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Re-elect Stuart Ingall-Tombs as Director	For	No
Thematics Europe Selection	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Re-elect Sarosh Mistry as Director	For	No
Thematics Europe Selection	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Re-elect John Pettigrew as Director	For	No
Thematics Europe Selection	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Re-elect Andy Ransom as Director	For	No
Thematics Europe Selection	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Re-elect Richard Solomons as Director	For	No
Thematics Europe Selection	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Re-elect Cathy Turner as Director	For	No
Thematics Europe Selection	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Re-elect Linda Yueh as Director	For	No
Thematics Europe Selection	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Reappoint PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Europe Selection	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Europe Selection	RTO	Rentokil Initial Plc	United Kingdom	S	Management	Yes	Authorise UK Political Donations and Expenditure	For	No
Thematics Europe Selection	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Europe Selection	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Europe Selection	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 Europe Selection	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Europe Selection	RTO	Rentokil Initial 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 Europe Selection
January 1st, 2023 - December 31st, 2023

Thematics Europe Selection	RTO	Rentokil Initial Plc	United Kingdom	G	Management	Yes	Adopt New Articles of Association	For	No
Thematics Europe Selection	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Approve Financial Statements and Discharge Directors	For	No
Thematics Europe Selection	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Approve Allocation of Income and Dividends of EUR 1.44 per Share	For	No
Thematics Europe Selection	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 Europe Selection	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 Europe Selection	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Approve Compensation Report of Corporate Officers	For	No
Thematics Europe Selection	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Approve Compensation of Joachim Kreuzburg, Chairman and CEO	For	No
Thematics Europe Selection	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Approve Remuneration Policy of Chairman and CEO	For	No
Thematics Europe Selection	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Approve Compensation of Rene Faber, Vice-CEO	For	No
Thematics Europe Selection	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Approve Remuneration Policy of Vice-CEO	For	No
Thematics Europe Selection	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Europe Selection	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Authorize Filing of Required Documents/Other Formalities	For	No
Thematics Europe Selection	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 Europe Selection	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No
Thematics Europe Selection	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against	No
Thematics Europe Selection	DIM	Sartorius Stedim Biotech SA	France	G	Management	Yes	Authorize Filing of Required Documents/Other Formalities	For	No
Thematics Europe Selection	G24	Scout24 SE	Germany	G	Management	No	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		No

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

Thematics Europe Selection	G24	Scout24 SE	Germany	G	Management	Yes	Approve Allocation of Income and Dividends of EUR 1.00 per Share	For	No
Thematics Europe Selection	G24	Scout24 SE	Germany	G	Management	Yes	Approve Discharge of Management Board for Fiscal Year 2022	For	No
Thematics Europe Selection	G24	Scout24 SE	Germany	G	Management	Yes	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	No
Thematics Europe Selection	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 Europe Selection	G24	Scout24 SE	Germany	G	Management	Yes	Approve Remuneration Report	Against	Yes
Thematics Europe Selection	G24	Scout24 SE	Germany	G	Management	Yes	Elect Maya Miteva to the Supervisory Board	For	No
Thematics Europe Selection	G24	Scout24 SE	Germany	G	Management	Yes	Elect Sohaila Ouffata to the Supervisory Board	For	No
Thematics Europe Selection	G24	Scout24 SE	Germany	G	Management	Yes	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	No
Thematics Europe Selection	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 Europe Selection	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 Europe Selection	G24	Scout24 SE	Germany	G	Management	Yes	Amend Articles Re: Registration in the Share Register	For	No
Thematics Europe Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Europe Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Europe Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Re-elect Kevin Beeston as Director	For	No
Thematics Europe Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Re-elect John Coghlan as Director	For	No
Thematics Europe Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Re-elect Tom Delay as Director	For	No

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

Thematics Europe Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Re-elect Liv Garfield as Director	For	No
Thematics Europe Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Re-elect Christine Hodgson as Director	For	No
Thematics Europe Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Elect Sarah Legg as Director	For	No
Thematics Europe Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Elect Helen Miles as Director	For	No
Thematics Europe Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Re-elect Sharmila Nebhrajani as Director	For	No
Thematics Europe Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Re-elect Gillian Sheldon as Director	For	No
Thematics Europe Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Reappoint Deloitte LLP as Auditors	For	No
Thematics Europe Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	No
Thematics Europe Selection	SVT	Severn Trent Plc	United Kingdom	S	Management	Yes	Authorise UK Political Donations and Expenditure	For	No
Thematics Europe Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Europe Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Europe Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No
Thematics Europe Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Europe Selection	SVT	Severn Trent Plc	United Kingdom	G	Management	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	No	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		No
Thematics Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Allocation of Income and Dividends of EUR 0.95 per Share	For	No
Thematics Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2022	For	No
Thematics Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2022	For	No
Thematics Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2022	For	No

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

Thematics Europe Selection	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 Europe Selection	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 Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2022	For	No
Thematics Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Norbert Gaus for Fiscal Year 2022	For	No
Thematics Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2022	For	No
Thematics Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2022	For	No
Thematics Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Andreas Hoffmann for Fiscal Year 2022	For	No
Thematics Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Philipp Roesler for Fiscal Year 2022	For	No
Thematics Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2022	For	No
Thematics Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022	For	No
Thematics Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Gregory Sorensen for Fiscal Year 2022	For	No
Thematics Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2022	For	No
Thematics Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023	For	No
Thematics Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Elect Ralf Thomas to the Supervisory Board	Against	Yes
Thematics Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Elect Veronika Bienert to the Supervisory Board	Against	Yes
Thematics Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Elect Marion Helmes to the Supervisory Board	For	No
Thematics Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Elect Peter Koerte to the Supervisory Board	Against	Yes
Thematics Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Elect Sarena Lin to the Supervisory Board	Against	Yes

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

Thematics Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Elect Nathalie von Siemens to the Supervisory Board	Against	Yes
Thematics Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Elect Karl-Heinz Streibich to the Supervisory Board	For	No
Thematics Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Elect Dow Wilson to the Supervisory Board	Against	Yes
Thematics Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Remuneration of Supervisory Board	For	No
Thematics Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Virtual-Only Shareholder Meetings Until 2028	Against	Yes
Thematics Europe Selection	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 Europe Selection	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 Europe Selection	SHL	Siemens Healthineers AG	Germany	G	Management	Yes	Approve Affiliation Agreement with Siemens Healthineers Holding I GmbH	For	No
Thematics Europe Selection	LIGHT	Signify NV	Netherlands	G	Management	No	Presentation by CEO		No
Thematics Europe Selection	LIGHT	Signify NV	Netherlands	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Europe Selection	LIGHT	Signify NV	Netherlands	G	Management	No	Receive Explanation on Company's Reserves and Dividend Policy		No
Thematics Europe Selection	LIGHT	Signify NV	Netherlands	G	Management	Yes	Adopt Financial Statements	For	No
Thematics Europe Selection	LIGHT	Signify NV	Netherlands	G	Management	Yes	Approve Dividends	For	No
Thematics Europe Selection	LIGHT	Signify NV	Netherlands	G	Management	Yes	Approve Discharge of Management Board	For	No
Thematics Europe Selection	LIGHT	Signify NV	Netherlands	G	Management	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Europe Selection	LIGHT	Signify NV	Netherlands	G	Management	Yes	Elect Harshavardhan Chitale to Management Board	For	No
Thematics Europe Selection	LIGHT	Signify NV	Netherlands	G	Management	Yes	Elect Sophie Bechu to Supervisory Board	For	No
Thematics Europe Selection	LIGHT	Signify NV	Netherlands	G	Management	Yes	Reappoint Ernst & Young Accountants LLP as Auditors	For	No

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

Thematics Europe Selection	LIGHT	Signify NV	Netherlands	G	Management	Yes	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No
Thematics Europe Selection	LIGHT	Signify NV	Netherlands	G	Management	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No
Thematics Europe Selection	LIGHT	Signify NV	Netherlands	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Europe Selection	LIGHT	Signify NV	Netherlands	G	Management	Yes	Approve Cancellation of Repurchased Shares	For	No
Thematics Europe Selection	LIGHT	Signify NV	Netherlands	G	Management	No	Other Business (Non-Voting)		No
Thematics Europe Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Approve Remuneration Policy	For	No
Thematics Europe Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Europe Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Approve Final Dividend	For	No
Thematics Europe Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Reappoint Deloitte LLP as Auditors	For	No
Thematics Europe Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Europe Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Jamie Pike as Director	For	No
Thematics Europe Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Nicholas Anderson as Director	For	No
Thematics Europe Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Nimesh Patel as Director	For	No
Thematics Europe Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Angela Archon as Director	For	No
Thematics Europe Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Peter France as Director	For	No
Thematics Europe Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Richard Gillingwater as Director	For	No
Thematics Europe Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Caroline Johnstone as Director	For	No
Thematics Europe Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Jane Kingston as Director	For	No

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Thematics Europe Selection
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Thematics Europe Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Re-elect Kevin Thompson as Director	For	No
Thematics Europe Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity	For	No
Thematics Europe Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Approve Scrip Dividend Program	For	No
Thematics Europe Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Approve Performance Share Plan	For	No
Thematics Europe Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Europe Selection	SPX	Spirax-Sarco Engineering Plc	United Kingdom	G	Management	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Europe Selection	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Esther M. Alegria	For	No
Thematics Europe Selection	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Richard C. Breeden	For	No
Thematics Europe Selection	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Daniel A. Carestio	For	No
Thematics Europe Selection	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Cynthia L. Feldmann	For	No
Thematics Europe Selection	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Christopher S. Holland	For	No
Thematics Europe Selection	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Jacqueline B. Kosecoff	For	No
Thematics Europe Selection	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Paul E. Martin	For	No
Thematics Europe Selection	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Nirav R. Shah	For	No
Thematics Europe Selection	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Mohsen M. Sohi	For	No
Thematics Europe Selection	STE	STERIS plc	Ireland	G	Management	Yes	Elect Director Richard M. Steeves	For	No
Thematics Europe Selection	STE	STERIS plc	Ireland	G	Management	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Europe Selection	STE	STERIS plc	Ireland	G	Management	Yes	Appoint Ernst & Young Chartered Accountants as Irish Statutory Auditor	For	No
Thematics Europe Selection	STE	STERIS plc	Ireland	G	Management	Yes	Authorise Board to Fix Remuneration of Auditors	For	No

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

Thematics Europe Selection	STE	STERIS plc	Ireland	G	Management	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Europe Selection	STE	STERIS plc	Ireland	G	Management	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Europe Selection	STE	STERIS plc	Ireland	G	Management	Yes	Renew the Board's Authority to Issue Shares Under Irish Law	For	No
Thematics Europe Selection	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 Europe Selection	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Approve Allocation of Income and Dividends of CHF 1.45 per Share	For	No
Thematics Europe Selection	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Approve Dividends of CHF 1.45 per Share from Capital Contribution Reserves	For	No
Thematics Europe Selection	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Approve Discharge of Board and Senior Management	For	No
Thematics Europe Selection	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Elect Matthias Gillner as Director	For	No
Thematics Europe Selection	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Reelect Lukas Braunschweiler as Director	For	No
Thematics Europe Selection	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Reelect Myra Eskes as Director	For	No
Thematics Europe Selection	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Reelect Oliver Fetzer as Director	For	No
Thematics Europe Selection	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Reelect Karen Huebscher as Director	For	No
Thematics Europe Selection	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Reelect Christa Kreuzburg as Director	For	No
Thematics Europe Selection	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Reelect Daniel Marshak as Director	For	No
Thematics Europe Selection	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Reelect Lukas Braunschweiler as Board Chair	For	No
Thematics Europe Selection	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Reappoint Myra Eskes as Member of the Compensation Committee	For	No
Thematics Europe Selection	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Reappoint Oliver Fetzer as Member of the Compensation Committee	For	No
Thematics Europe Selection	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Reappoint Christa Kreuzburg as Member of the Compensation Committee	For	No

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Thematics Europe Selection	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Reappoint Daniel Marshak as Member of the Compensation Committee	For	No
Thematics Europe Selection	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Ratify Ernst & Young AG as Auditors	For	No
Thematics Europe Selection	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Designate Proxy Voting Services GmbH as Independent Proxy	For	No
Thematics Europe Selection	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Approve Remuneration Report (Non-Binding)	For	No
Thematics Europe Selection	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	For	No
Thematics Europe Selection	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	For	No
Thematics Europe Selection	TECN	Tecan Group AG	Switzerland	G	Management	Yes	Transact Other Business (Voting)	Against	Yes
Thematics Europe Selection	TGYM	Technogym SpA	Italy	G	Management	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	TGYM	Technogym SpA	Italy	G	Management	Yes	Approve Allocation of Income	For	No
Thematics Europe Selection	TGYM	Technogym SpA	Italy	G	Management	Yes	Approve Remuneration Policy	Against	Yes
Thematics Europe Selection	TGYM	Technogym SpA	Italy	G	Management	Yes	Approve Second Section of the Remuneration Report	Against	Yes
Thematics Europe Selection	TGYM	Technogym SpA	Italy	G	Management	Yes	Adjust Remuneration of External Auditors	For	No
Thematics Europe Selection	TGYM	Technogym SpA	Italy	G	Management	Yes	Approve 2023-2025 Performance Share Plan	Against	Yes
Thematics Europe Selection	TGYM	Technogym SpA	Italy	G	Management	Yes	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against	Yes
Thematics Europe Selection	TGYM	Technogym SpA	Italy	G	Management	Yes	Authorize Board to Increase Capital to Service 2023-2025 Performance Share Plan	Against	Yes
Thematics Europe Selection	TGYM	Technogym SpA	Italy	G	Management	Yes	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	No
Thematics Europe Selection	VIE	Veolia Environnement SA	France	G	Management	Yes	Approve Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	VIE	Veolia Environnement SA	France	G	Management	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	VIE	Veolia Environnement SA	France	G	Management	Yes	Approve Non-Deductible Expenses	For	No

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January 1st, 2023 - December 31st, 2023

Thematics Europe Selection	VIE	Veolia Environnement SA	France	G	Management	Yes	Approve Allocation of Income and Dividends of EUR 1.12 per Share	For	No
Thematics Europe Selection	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 Europe Selection	VIE	Veolia Environnement SA	France	G	Management	Yes	Reelect Maryse Aulagnon as Director	For	No
Thematics Europe Selection	VIE	Veolia Environnement SA	France	G	Management	Yes	Elect Olivier Andries as Director	For	No
Thematics Europe Selection	VIE	Veolia Environnement SA	France	G	Management	Yes	Elect Veronique Bedague-Hamilius as Director	For	No
Thematics Europe Selection	VIE	Veolia Environnement SA	France	G	Management	Yes	Elect Francisco Reynes as Director	For	No
Thematics Europe Selection	VIE	Veolia Environnement SA	France	G	Management	Yes	Renew Appointment of Ernst & Young et Autres as Auditor	For	No
Thematics Europe Selection	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 Europe Selection	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 Europe Selection	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 Europe Selection	VIE	Veolia Environnement SA	France	G	Management	Yes	Approve Compensation Report of Corporate Officers	For	No
Thematics Europe Selection	VIE	Veolia Environnement SA	France	G	Management	Yes	Approve Remuneration Policy of Chairman of the Board	For	No
Thematics Europe Selection	VIE	Veolia Environnement SA	France	G	Management	Yes	Approve Remuneration Policy of CEO	For	No
Thematics Europe Selection	VIE	Veolia Environnement SA	France	G	Management	Yes	Approve Remuneration Policy of Directors	For	No
Thematics Europe Selection	VIE	Veolia Environnement SA	France	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Europe Selection	VIE	Veolia Environnement SA	France	G	Management	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No
Thematics Europe Selection	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 Europe Selection	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 AM 2023 Voting activities
Thematics Europe Selection
January 1st, 2023 - December 31st, 2023

Thematics Europe Selection	VIE	Veolia Environnement SA	France	G	Management	Yes	Amend Article 15 of Bylaws Re: Corporate Purpose	Against	Yes
Thematics Europe Selection	VIE	Veolia Environnement SA	France	G	Management	Yes	Authorize Filing of Required Documents/Other Formalities	For	No
Thematics Europe Selection	WKL	Wolters Kluwer NV	Netherlands	G	Management	No	Open Meeting		No
Thematics Europe Selection	WKL	Wolters Kluwer NV	Netherlands	G	Management	No	Receive Report of Executive Board (Non-Voting)		No
Thematics Europe Selection	WKL	Wolters Kluwer NV	Netherlands	G	Management	No	Receive Report of Supervisory Board (Non-Voting)		No
Thematics Europe Selection	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Approve Remuneration Report	For	No
Thematics Europe Selection	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Adopt Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	WKL	Wolters Kluwer NV	Netherlands	G	Management	No	Receive Explanation on Company's Dividend Policy		No
Thematics Europe Selection	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Approve Dividends	For	No
Thematics Europe Selection	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Approve Discharge of Executive Board	For	No
Thematics Europe Selection	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Europe Selection	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Reelect Chris Vogelzang to Supervisory Board	For	No
Thematics Europe Selection	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No
Thematics Europe Selection	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No
Thematics Europe Selection	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Europe Selection	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Approve Cancellation of Shares	For	No
Thematics Europe Selection	WKL	Wolters Kluwer NV	Netherlands	G	Management	Yes	Approve KPMG Accountants N.V as Auditors	For	No
Thematics Europe Selection	WKL	Wolters Kluwer NV	Netherlands	G	Management	No	Other Business (Non-Voting)		No
Thematics Europe Selection	WKL	Wolters Kluwer NV	Netherlands	G	Management	No	Close Meeting		No

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

Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Allocation of Income and Absence of Dividends	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Reelect Bernard Bourigeaud as Director	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Reelect Gilles Grapinet as Director	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Reelect Gilles Arditti as Director	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Reelect Aldo Cardoso as Director	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Reelect Giulia Fitzpatrick as Director	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Reelect Thierry Sommelet as Director	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Compensation Report of Corporate Officers	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Compensation of Bernard Bourigeaud, Chairman of the Board	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Compensation of Gilles Grapinet, CEO	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Compensation of Marc-Henri Desportes, Vice-CEO	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Remuneration Policy of Chairman of the Board	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Remuneration Policy of CEO	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Remuneration Policy of Vice-CEO	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Remuneration Policy of Non-Executive Directors	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No

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

Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights Up to 50 Percent of Issued Capital	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With a Binding Priority Right Up to 10 Percent of Issued Capital	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Issuance of Equity or Equity-Linked Securities for Up to 10 Percent of Issued Capital Per Year for Private Placements	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21-23	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 270,000	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Authorize up to 0.7 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Amend Article 19 of Bylaws Re: Age Limit of Chairman of the Board	For	No
Thematics Europe Selection	WLN	Worldline SA	France	G	Management	Yes	Authorize Filing of Required Documents/Other Formalities	For	No