

| 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 |

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

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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 |

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

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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 |

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

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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 |

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

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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 |

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

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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 |

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

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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 |

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

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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 |

Thematics AM 2023 Voting activities
Thematics Europe Selection
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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 |

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

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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 |

Thematics AM 2023 Voting activities
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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

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|----------------------------|------|--------------------------------|-------------|---|------------|-----|---|-----|----|
| 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

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|----------------------------|------|---------------|---------|---|------------|-----|--|---------|----|
| 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

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|----------------------------|------|----------------------|--------|---|------------|-----|--|---------|-----|
| 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

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|----------------------------|-------|----------------------|-------------|---|------------|-----|--|---------|-----|
| 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

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|----------------------------|------|---------|--------|---|------------|-----|---|-----|----|
| 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

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|----------------------------|------|---------------------|--------|---|------------|-----|---|---------|-----|
| 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

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|----------------------------|------|------------------------|------------|---|------------|-----|--|-----|----|
| 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

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|----------------------------|------|--------------|--------|---|------------|-----|--|----------|----|
| 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

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|----------------------------|------|--------------|--------|-----|------------|-----|--|---------|-----|
| 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

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|----------------------------|------|-------------|-------------|---|------------|-----|---|----------|----|
| 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

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|----------------------------|------|-------------|-------------|---|------------|-----|--|-----|----|
| 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

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|----------------------------|------|-------------|----------------|---|------------|-----|---|---------|-----|
| 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

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|----------------------------|------|-----------|----------------|---|------------|-----|--|-----|----|
| 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

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|----------------------------|--------|---------------|----------------|---|------------|-----|--|---------|-----|
| 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

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|----------------------------|--------|------------|--------|---|------------|-----|---|-----|----|
| 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

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|----------------------------|--------|------------|--------|---|------------|-----|--|---------|-----|
| 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
January 1st, 2023 - December 31st, 2023

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

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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 |

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

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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 |

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

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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
January 1st, 2023 - December 31st, 2023

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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
January 1st, 2023 - December 31st, 2023

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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 |

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

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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 |

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

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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 |

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

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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 |

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

| | | | | | | | | | |
|----------------------------|-----|------------------|----------------|---|------------|-----|--|---------|-----|
| 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 |

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

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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
January 1st, 2023 - December 31st, 2023

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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
January 1st, 2023 - December 31st, 2023

| | | | | | | | | | |
|----------------------------|-----|-----------------------------|----------------|---|------------|-----|--|-----|----|
| 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
January 1st, 2023 - December 31st, 2023

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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 |

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

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|----------------------------|-----|----------------------|----------------|---|------------|-----|--|-----|----|
| 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

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|----------------------------|-----|------------------|----------------|---|------------|-----|---|---------|-----|
| 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

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|----------------------------|-----|-------------------------|----------------|---|------------|-----|--|-----|----|
| 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

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|----------------------------|-----|-------------------------|---------|---|------------|-----|---|---------|-----|
| 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

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|----------------------------|-------|-------------------------|-------------|---|------------|-----|---|---------|-----|
| 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

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|----------------------------|-------|------------------------------|----------------|---|------------|-----|--|-----|----|
| 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 |

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

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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

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|----------------------------|------|----------------|-------------|---|------------|-----|--|----------|----|
| 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 |

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

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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 |

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

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|----------------------------|-----|-------------------------|--------|---|------------|-----|---|-----|----|
| 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

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|----------------------------|-----|-------------------------|-------------|---|------------|-----|--|---------|-----|
| 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

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|----------------------------|-----|--------------|--------|---|------------|-----|---|-----|----|
| 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

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|----------------------------|-----|--------------|--------|---|------------|-----|---|-----|----|
| 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 |