

Thematics AM 2022 Voting activities

Thematics Subscription Economy Fund

January 1st, 2022 - December 31st, 2022

Institutional Account Name	Company Name	Ticker	Country	Proponent	ESG Pillar	Votable Proposal	Proposal Text	Vote Instruction	Vote Against Management
Thematics Subscription Economy	Costco Wholesale Corporation	COST	USA	Management	G	Yes	Elect Director Susan L. Decker	For	No
Thematics Subscription Economy	Costco Wholesale Corporation	COST	USA	Management	G	Yes	Elect Director Kenneth D. Denman	For	No
Thematics Subscription Economy	Costco Wholesale Corporation	COST	USA	Management	G	Yes	Elect Director Richard A. Galanti	For	No
Thematics Subscription Economy	Costco Wholesale Corporation	COST	USA	Management	G	Yes	Elect Director Hamilton E. James	For	No
Thematics Subscription Economy	Costco Wholesale Corporation	COST	USA	Management	G	Yes	Elect Director W. Craig Jelinek	For	No
Thematics Subscription Economy	Costco Wholesale Corporation	COST	USA	Management	G	Yes	Elect Director Sally Jewell	For	No
Thematics Subscription Economy	Costco Wholesale Corporation	COST	USA	Management	G	Yes	Elect Director Charles T. Munger	For	No
Thematics Subscription Economy	Costco Wholesale Corporation	COST	USA	Management	G	Yes	Elect Director Jeffrey S. Raikes	For	No
Thematics Subscription Economy	Costco Wholesale Corporation	COST	USA	Management	G	Yes	Elect Director John W. Stanton	For	No
Thematics Subscription Economy	Costco Wholesale Corporation	COST	USA	Management	G	Yes	Elect Director Mary Agnes (Maggie) Wilderotter	For	No
Thematics Subscription Economy	Costco Wholesale Corporation	COST	USA	Management	G	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Subscription Economy	Costco Wholesale Corporation	COST	USA	Management	G	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No

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Thematics Subscription Economy	Costco Wholesale Corporation	COST	USA	Shareholder	S	Yes	Report on Charitable Contributions	Against	No
Thematics Subscription Economy	Costco Wholesale Corporation	COST	USA	Shareholder	E	Yes	Report on GHG Emissions Reduction Targets	For	Yes
Thematics Subscription Economy	Costco Wholesale Corporation	COST	USA	Shareholder	S	Yes	Report on Racial Justice and Food Equity	For	Yes
Thematics Subscription Economy	Intuit Inc.	INTU	USA	Management	G	Yes	Elect Director Eve Burton	For	No
Thematics Subscription Economy	Intuit Inc.	INTU	USA	Management	G	Yes	Elect Director Scott D. Cook	For	No
Thematics Subscription Economy	Intuit Inc.	INTU	USA	Management	G	Yes	Elect Director Richard L. Dalzell	For	No
Thematics Subscription Economy	Intuit Inc.	INTU	USA	Management	G	Yes	Elect Director Sasan K. Goodarzi	For	No
Thematics Subscription Economy	Intuit Inc.	INTU	USA	Management	G	Yes	Elect Director Deborah Liu	For	No
Thematics Subscription Economy	Intuit Inc.	INTU	USA	Management	G	Yes	Elect Director Tekedra Mawakana	For	No
Thematics Subscription Economy	Intuit Inc.	INTU	USA	Management	G	Yes	Elect Director Suzanne Nora Johnson	For	No
Thematics Subscription Economy	Intuit Inc.	INTU	USA	Management	G	Yes	Elect Director Dennis D. Powell	For	No
Thematics Subscription Economy	Intuit Inc.	INTU	USA	Management	G	Yes	Elect Director Brad D. Smith	For	No
Thematics Subscription Economy	Intuit Inc.	INTU	USA	Management	G	Yes	Elect Director Thomas Szkutak	For	No
Thematics Subscription Economy	Intuit Inc.	INTU	USA	Management	G	Yes	Elect Director Raul Vazquez	For	No

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Thematics Subscription Economy	Intuit Inc.	INTU	USA	Management	G	Yes	Elect Director Jeff Weiner	For	No
Thematics Subscription Economy	Intuit Inc.	INTU	USA	Management	G	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	Intuit Inc.	INTU	USA	Management	G	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Subscription Economy	Intuit Inc.	INTU	USA	Management	G	Yes	Amend Omnibus Stock Plan	For	No
Thematics Subscription Economy	The Walt Disney Company	DIS	USA	Management	G	Yes	Elect Director Susan E. Arnold	For	No
Thematics Subscription Economy	The Walt Disney Company	DIS	USA	Management	G	Yes	Elect Director Mary T. Barra	For	No
Thematics Subscription Economy	The Walt Disney Company	DIS	USA	Management	G	Yes	Elect Director Safra A. Catz	For	No
Thematics Subscription Economy	The Walt Disney Company	DIS	USA	Management	G	Yes	Elect Director Amy L. Chang	For	No
Thematics Subscription Economy	The Walt Disney Company	DIS	USA	Management	G	Yes	Elect Director Robert A. Chapek	For	No
Thematics Subscription Economy	The Walt Disney Company	DIS	USA	Management	G	Yes	Elect Director Francis A. deSouza	For	No
Thematics Subscription Economy	The Walt Disney Company	DIS	USA	Management	G	Yes	Elect Director Michael B.G. Froman	For	No
Thematics Subscription Economy	The Walt Disney Company	DIS	USA	Management	G	Yes	Elect Director Maria Elena Lagomasino	For	No
Thematics Subscription Economy	The Walt Disney Company	DIS	USA	Management	G	Yes	Elect Director Calvin R. McDonald	For	No
Thematics Subscription Economy	The Walt Disney Company	DIS	USA	Management	G	Yes	Elect Director Mark G. Parker	For	No

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Thematics Subscription Economy	The Walt Disney Company	DIS	USA	Management	G	Yes	Elect Director Derica W. Rice	For	No
Thematics Subscription Economy	The Walt Disney Company	DIS	USA	Management	G	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Subscription Economy	The Walt Disney Company	DIS	USA	Management	G	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	The Walt Disney Company	DIS	USA	Shareholder	S	Yes	Report on Lobbying Payments and Policy	For	Yes
Thematics Subscription Economy	The Walt Disney Company	DIS	USA	Shareholder	G	Yes	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	Yes
Thematics Subscription Economy	The Walt Disney Company	DIS	USA	Shareholder	S	Yes	Report on Human Rights Due Diligence	For	Yes
Thematics Subscription Economy	The Walt Disney Company	DIS	USA	Shareholder	S	Yes	Report on Gender/Racial Pay Gap	For	Yes
Thematics Subscription Economy	The Walt Disney Company	DIS	USA	Shareholder	E, S	Yes	Report on Workplace Non-Discrimination Audit	Against	No
Thematics Subscription Economy	Coway Co., Ltd.	021240	South Korea	Management	G	Yes	Approve Financial Statements and Appropriation of Income	For	No
Thematics Subscription Economy	Coway Co., Ltd.	021240	South Korea	Management	G	Yes	Amend Articles of Incorporation	For	No
Thematics Subscription Economy	Coway Co., Ltd.	021240	South Korea	Management	G	Yes	Elect Lee Gil-yeon as Outside Director	For	No
Thematics Subscription Economy	Coway Co., Ltd.	021240	South Korea	Management	G	Yes	Approve Total Remuneration of Inside Directors and Outside Directors	For	No
Thematics Subscription Economy	Adobe Inc.	ADBE	USA	Management	G	Yes	Elect Director Amy Banse	For	No
Thematics Subscription Economy	Adobe Inc.	ADBE	USA	Management	G	Yes	Elect Director Brett Biggs	For	No

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Thematics Subscription Economy	Adobe Inc.	ADBE	USA	Management	G	Yes	Elect Director Melanie Boulden	For	No
Thematics Subscription Economy	Adobe Inc.	ADBE	USA	Management	G	Yes	Elect Director Frank Calderoni	For	No
Thematics Subscription Economy	Adobe Inc.	ADBE	USA	Management	G	Yes	Elect Director Laura Desmond	For	No
Thematics Subscription Economy	Adobe Inc.	ADBE	USA	Management	G	Yes	Elect Director Shantanu Narayen	For	No
Thematics Subscription Economy	Adobe Inc.	ADBE	USA	Management	G	Yes	Elect Director Spencer Neumann	For	No
Thematics Subscription Economy	Adobe Inc.	ADBE	USA	Management	G	Yes	Elect Director Kathleen Oberg	For	No
Thematics Subscription Economy	Adobe Inc.	ADBE	USA	Management	G	Yes	Elect Director Dheeraj Pandey	For	No
Thematics Subscription Economy	Adobe Inc.	ADBE	USA	Management	G	Yes	Elect Director David Ricks	For	No
Thematics Subscription Economy	Adobe Inc.	ADBE	USA	Management	G	Yes	Elect Director Daniel Rosensweig	For	No
Thematics Subscription Economy	Adobe Inc.	ADBE	USA	Management	G	Yes	Elect Director John Warnock	For	No
Thematics Subscription Economy	Adobe Inc.	ADBE	USA	Management	G	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Subscription Economy	Adobe Inc.	ADBE	USA	Management	G	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	Basic-Fit NV	BFIT	Netherlands	Management	G	No	Open Meeting		No
Thematics Subscription Economy	Basic-Fit NV	BFIT	Netherlands	Management	G	No	Receive Report of Management Board and Supervisory Board (Non-Voting)		No

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Thematics Subscription Economy	Basic-Fit NV	BFIT	Netherlands	Management	G	No	Discussion on Company's Corporate Governance Structure		No
Thematics Subscription Economy	Basic-Fit NV	BFIT	Netherlands	Management	G	Yes	Approve Remuneration Report	Against	Yes
Thematics Subscription Economy	Basic-Fit NV	BFIT	Netherlands	Management	G	Yes	Adopt Financial Statements and Statutory Reports	For	No
Thematics Subscription Economy	Basic-Fit NV	BFIT	Netherlands	Management	G	Yes	Approve Discharge of Management Board	For	No
Thematics Subscription Economy	Basic-Fit NV	BFIT	Netherlands	Management	G	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Subscription Economy	Basic-Fit NV	BFIT	Netherlands	Management	G	No	Discuss Dividend Policy		No
Thematics Subscription Economy	Basic-Fit NV	BFIT	Netherlands	Management	G	No	Receive Information on the Composition of the Supervisory Board		No
Thematics Subscription Economy	Basic-Fit NV	BFIT	Netherlands	Management	G	Yes	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For	No
Thematics Subscription Economy	Basic-Fit NV	BFIT	Netherlands	Management	G	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No
Thematics Subscription Economy	Basic-Fit NV	BFIT	Netherlands	Management	G	Yes	Grant Board Authority to Issue Shares Up To 1 Percent of Issued Capital and Exclude Preemptive Rights in Relation to the Performance Share Plan or Any Other Employee Share Plan	For	No
Thematics Subscription Economy	Basic-Fit NV	BFIT	Netherlands	Management	G	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Subscription Economy	Basic-Fit NV	BFIT	Netherlands	Management	G	Yes	Ratify Ernst & Young Accountants LLP as Auditors	For	No
Thematics Subscription Economy	Basic-Fit NV	BFIT	Netherlands	Management	G	No	Close Meeting		No
Thematics Subscription Economy	Wolters Kluwer NV	WKL	Netherlands	Management	G	No	Open Meeting		No

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Thematics Subscription Economy	Wolters Kluwer NV	WKL	Netherlands	Management	G	No	Receive Report of Management Board (Non-Voting)		No
Thematics Subscription Economy	Wolters Kluwer NV	WKL	Netherlands	Management	G	No	Receive Report of Supervisory Board (Non-Voting)		No
Thematics Subscription Economy	Wolters Kluwer NV	WKL	Netherlands	Management	G	Yes	Approve Remuneration Report	For	No
Thematics Subscription Economy	Wolters Kluwer NV	WKL	Netherlands	Management	G	Yes	Adopt Financial Statements and Statutory Reports	For	No
Thematics Subscription Economy	Wolters Kluwer NV	WKL	Netherlands	Management	G	No	Receive Explanation on Company's Dividend Policy		No
Thematics Subscription Economy	Wolters Kluwer NV	WKL	Netherlands	Management	G	Yes	Approve Dividends of EUR 1.57 Per Share	For	No
Thematics Subscription Economy	Wolters Kluwer NV	WKL	Netherlands	Management	G	Yes	Approve Discharge of Management Board	For	No
Thematics Subscription Economy	Wolters Kluwer NV	WKL	Netherlands	Management	G	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Subscription Economy	Wolters Kluwer NV	WKL	Netherlands	Management	G	Yes	Elect Heleen Kersten to Supervisory Board	For	No
Thematics Subscription Economy	Wolters Kluwer NV	WKL	Netherlands	Management	G	Yes	Amend Remuneration Policy of Supervisory Board	For	No
Thematics Subscription Economy	Wolters Kluwer NV	WKL	Netherlands	Management	G	Yes	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No
Thematics Subscription Economy	Wolters Kluwer NV	WKL	Netherlands	Management	G	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No
Thematics Subscription Economy	Wolters Kluwer NV	WKL	Netherlands	Management	G	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	No
Thematics Subscription Economy	Wolters Kluwer NV	WKL	Netherlands	Management	G	Yes	Approve Cancellation of Shares	For	No

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Thematics Subscription Economy	Wolters Kluwer NV	WKL	Netherlands	Management	G	Yes	Reappoint Auditors	For	No
Thematics Subscription Economy	Wolters Kluwer NV	WKL	Netherlands	Management	G	No	Other Business (Non-Voting)		No
Thematics Subscription Economy	Wolters Kluwer NV	WKL	Netherlands	Management	G	No	Close Meeting		No
Thematics Subscription Economy	Charter Communications, Inc.	CHTR	USA	Management	G	Yes	Elect Director W. Lance Conn	Against	Yes
Thematics Subscription Economy	Charter Communications, Inc.	CHTR	USA	Management	G	Yes	Elect Director Kim C. Goodman	For	No
Thematics Subscription Economy	Charter Communications, Inc.	CHTR	USA	Management	G	Yes	Elect Director Craig A. Jacobson	For	No
Thematics Subscription Economy	Charter Communications, Inc.	CHTR	USA	Management	G	Yes	Elect Director Gregory B. Maffei	Against	Yes
Thematics Subscription Economy	Charter Communications, Inc.	CHTR	USA	Management	G	Yes	Elect Director John D. Markley, Jr.	For	No
Thematics Subscription Economy	Charter Communications, Inc.	CHTR	USA	Management	G	Yes	Elect Director David C. Merritt	For	No
Thematics Subscription Economy	Charter Communications, Inc.	CHTR	USA	Management	G	Yes	Elect Director James E. Meyer	For	No
Thematics Subscription Economy	Charter Communications, Inc.	CHTR	USA	Management	G	Yes	Elect Director Steven A. Miron	Against	Yes
Thematics Subscription Economy	Charter Communications, Inc.	CHTR	USA	Management	G	Yes	Elect Director Balan Nair	For	No
Thematics Subscription Economy	Charter Communications, Inc.	CHTR	USA	Management	G	Yes	Elect Director Michael A. Newhouse	For	No
Thematics Subscription Economy	Charter Communications, Inc.	CHTR	USA	Management	G	Yes	Elect Director Mauricio Ramos	Against	Yes

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Thematics Subscription Economy	Charter Communications, Inc.	CHTR	USA	Management	G	Yes	Elect Director Thomas M. Rutledge	For	No
Thematics Subscription Economy	Charter Communications, Inc.	CHTR	USA	Management	G	Yes	Elect Director Eric L. Zinterhofer	Against	Yes
Thematics Subscription Economy	Charter Communications, Inc.	CHTR	USA	Management	G	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Subscription Economy	Charter Communications, Inc.	CHTR	USA	Shareholder	S	Yes	Report on Lobbying Payments and Policy	For	Yes
Thematics Subscription Economy	Charter Communications, Inc.	CHTR	USA	Shareholder	G	Yes	Require Independent Board Chair	For	Yes
Thematics Subscription Economy	Charter Communications, Inc.	CHTR	USA	Shareholder	S	Yes	Report on Congruency of Political Spending with Company Values and Priorities	For	Yes
Thematics Subscription Economy	Charter Communications, Inc.	CHTR	USA	Shareholder	E	Yes	Disclose Climate Action Plan and GHG Emissions Reduction Targets	For	Yes
Thematics Subscription Economy	Charter Communications, Inc.	CHTR	USA	Shareholder	S	Yes	Adopt Policy to Annually Disclose EEO-1 Data	For	Yes
Thematics Subscription Economy	Charter Communications, Inc.	CHTR	USA	Shareholder	S	Yes	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	For	Yes
Thematics Subscription Economy	MSCI Inc.	MSCI	USA	Management	G	Yes	Elect Director Henry A. Fernandez	For	No
Thematics Subscription Economy	MSCI Inc.	MSCI	USA	Management	G	Yes	Elect Director Robert G. Ashe	For	No
Thematics Subscription Economy	MSCI Inc.	MSCI	USA	Management	G	Yes	Elect Director Wayne Edmunds	For	No
Thematics Subscription Economy	MSCI Inc.	MSCI	USA	Management	G	Yes	Elect Director Catherine R. Kinney	For	No
Thematics Subscription Economy	MSCI Inc.	MSCI	USA	Management	G	Yes	Elect Director Jacques P. Perold	For	No

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Thematics Subscription Economy	MSCI Inc.	MSCI	USA	Management	G	Yes	Elect Director Sandy C. Rattray	For	No
Thematics Subscription Economy	MSCI Inc.	MSCI	USA	Management	G	Yes	Elect Director Linda H. Riefler	For	No
Thematics Subscription Economy	MSCI Inc.	MSCI	USA	Management	G	Yes	Elect Director Marcus L. Smith	For	No
Thematics Subscription Economy	MSCI Inc.	MSCI	USA	Management	G	Yes	Elect Director Rajat Taneja	For	No
Thematics Subscription Economy	MSCI Inc.	MSCI	USA	Management	G	Yes	Elect Director Paula Volent	For	No
Thematics Subscription Economy	MSCI Inc.	MSCI	USA	Management	G	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	MSCI Inc.	MSCI	USA	Management	G	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Subscription Economy	London Stock Exchange Group Plc	LSEG	United Kingdom	Management	G	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Subscription Economy	London Stock Exchange Group Plc	LSEG	United Kingdom	Management	G	Yes	Approve Final Dividend	For	No
Thematics Subscription Economy	London Stock Exchange Group Plc	LSEG	United Kingdom	Management	G	Yes	Approve Remuneration Report	For	No
Thematics Subscription Economy	London Stock Exchange Group Plc	LSEG	United Kingdom	Management	E	Yes	Approve Climate Transition Plan	For	No
Thematics Subscription Economy	London Stock Exchange Group Plc	LSEG	United Kingdom	Management	G	Yes	Re-elect Dominic Blakemore as Director	For	No
Thematics Subscription Economy	London Stock Exchange Group Plc	LSEG	United Kingdom	Management	G	Yes	Re-elect Martin Brand as Director	For	No
Thematics Subscription Economy	London Stock Exchange Group Plc	LSEG	United Kingdom	Management	G	Yes	Re=elect Erin Brown as Director	For	No

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Thematics Subscription Economy	London Stock Exchange Group Plc	LSEG	United Kingdom	Management	G	Yes	Re-elect Kathleen DeRose as Director	For	No
Thematics Subscription Economy	London Stock Exchange Group Plc	LSEG	United Kingdom	Management	G	Yes	Re-elect Cressida Hogg as Director	For	No
Thematics Subscription Economy	London Stock Exchange Group Plc	LSEG	United Kingdom	Management	G	Yes	Re-elect Anna Manz as Director	For	No
Thematics Subscription Economy	London Stock Exchange Group Plc	LSEG	United Kingdom	Management	G	Yes	Re-elect Val Rahmani as Director	For	No
Thematics Subscription Economy	London Stock Exchange Group Plc	LSEG	United Kingdom	Management	G	Yes	Re-elect Don Robert as Director	For	No
Thematics Subscription Economy	London Stock Exchange Group Plc	LSEG	United Kingdom	Management	G	Yes	Re-elect David Schwimmer as Director	For	No
Thematics Subscription Economy	London Stock Exchange Group Plc	LSEG	United Kingdom	Management	G	Yes	Re-elect Douglas Steenland as Director	For	No
Thematics Subscription Economy	London Stock Exchange Group Plc	LSEG	United Kingdom	Management	G	Yes	Elect Tsega Gebreyes as Director	For	No
Thematics Subscription Economy	London Stock Exchange Group Plc	LSEG	United Kingdom	Management	G	Yes	Elect Ashok Vaswani as Director	For	No
Thematics Subscription Economy	London Stock Exchange Group Plc	LSEG	United Kingdom	Management	G	Yes	Reappoint Ernst & Young LLP as Auditors	For	No
Thematics Subscription Economy	London Stock Exchange Group Plc	LSEG	United Kingdom	Management	G	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Subscription Economy	London Stock Exchange Group Plc	LSEG	United Kingdom	Management	G	Yes	Authorise Issue of Equity	For	No
Thematics Subscription Economy	London Stock Exchange Group Plc	LSEG	United Kingdom	Management	S	Yes	Authorise UK Political Donations and Expenditure	For	No
Thematics Subscription Economy	London Stock Exchange Group Plc	LSEG	United Kingdom	Management	G	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No

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Thematics Subscription Economy	London Stock Exchange Group Plc	LSEG	United Kingdom	Management	G	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No
Thematics Subscription Economy	London Stock Exchange Group Plc	LSEG	United Kingdom	Management	G	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Subscription Economy	London Stock Exchange Group Plc	LSEG	United Kingdom	Management	G	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Subscription Economy	The New York Times Company	NYT	USA	Management	G	Yes	Elect Director Amanpal S. Bhutani	For	No
Thematics Subscription Economy	The New York Times Company	NYT	USA	Management	G	Yes	Elect Director Manuel Bronstein	For	No
Thematics Subscription Economy	The New York Times Company	NYT	USA	Management	G	Yes	Elect Director Doreen Toben	For	No
Thematics Subscription Economy	The New York Times Company	NYT	USA	Management	G	Yes	Elect Director Rebecca Van Dyck	For	No
Thematics Subscription Economy	The New York Times Company	NYT	USA	Management	G	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Subscription Economy	Activision Blizzard, Inc.	ATVI	USA	Management	G	Yes	Approve Merger Agreement	For	No
Thematics Subscription Economy	Activision Blizzard, Inc.	ATVI	USA	Management	G	Yes	Advisory Vote on Golden Parachutes	For	No
Thematics Subscription Economy	Activision Blizzard, Inc.	ATVI	USA	Management	G	Yes	Adjourn Meeting	For	No
Thematics Subscription Economy	Paycom Software, Inc.	PAYC	USA	Management	G	Yes	Elect Director Jason D. Clark	Withhold	Yes
Thematics Subscription Economy	Paycom Software, Inc.	PAYC	USA	Management	G	Yes	Elect Director Henry C. Duques	Withhold	Yes
Thematics Subscription Economy	Paycom Software, Inc.	PAYC	USA	Management	G	Yes	Elect Director Chad Richison	Withhold	Yes

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Thematics Subscription Economy	Paycom Software, Inc.	PAYC	USA	Management	G	Yes	Ratify Grant Thornton LLP as Auditors	For	No
Thematics Subscription Economy	Paycom Software, Inc.	PAYC	USA	Management	G	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Subscription Economy	Paycom Software, Inc.	PAYC	USA	Management	G	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Subscription Economy	Planet Fitness, Inc.	PLNT	USA	Management	G	Yes	Elect Director Craig Benson	Withhold	Yes
Thematics Subscription Economy	Planet Fitness, Inc.	PLNT	USA	Management	G	Yes	Elect Director Cammie Dunaway	Withhold	Yes
Thematics Subscription Economy	Planet Fitness, Inc.	PLNT	USA	Management	G	Yes	Elec Director Christopher Tanco	Withhold	Yes
Thematics Subscription Economy	Planet Fitness, Inc.	PLNT	USA	Management	G	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Subscription Economy	Planet Fitness, Inc.	PLNT	USA	Management	G	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Subscription Economy	Essential Utilities, Inc.	WTRG	USA	Management	G	Yes	Elect Director Elizabeth B. Amato	For	No
Thematics Subscription Economy	Essential Utilities, Inc.	WTRG	USA	Management	G	Yes	Elect Director David A. Ciesinski	For	No
Thematics Subscription Economy	Essential Utilities, Inc.	WTRG	USA	Management	G	Yes	Elect Director Christopher H. Franklin	For	No
Thematics Subscription Economy	Essential Utilities, Inc.	WTRG	USA	Management	G	Yes	Elect Director Daniel J. Hilferty	For	No
Thematics Subscription Economy	Essential Utilities, Inc.	WTRG	USA	Management	G	Yes	Elect Director Edwina Kelly	For	No
Thematics Subscription Economy	Essential Utilities, Inc.	WTRG	USA	Management	G	Yes	Elect Director Ellen T. Ruff	For	No

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Thematics Subscription Economy	Essential Utilities, Inc.	WTRG	USA	Management	G	Yes	Elect Director Lee C. Stewart	For	No
Thematics Subscription Economy	Essential Utilities, Inc.	WTRG	USA	Management	G	Yes	Elect Director Christopher C. Womack	For	No
Thematics Subscription Economy	Essential Utilities, Inc.	WTRG	USA	Management	G	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	Essential Utilities, Inc.	WTRG	USA	Management	G	Yes	Ratify the Amendment to the Bylaws to Require Shareholder Disclosure of Certain Derivative Securities Holdings	For	No
Thematics Subscription Economy	Essential Utilities, Inc.	WTRG	USA	Management	G	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Subscription Economy	Clarivate Plc	CLVT	Jersey	Management	G	Yes	Elect Director Jerre Stead	For	No
Thematics Subscription Economy	Clarivate Plc	CLVT	Jersey	Management	G	Yes	Elect Director Valeria Alberola	For	No
Thematics Subscription Economy	Clarivate Plc	CLVT	Jersey	Management	G	Yes	Elect Director Michael Angelakis	For	No
Thematics Subscription Economy	Clarivate Plc	CLVT	Jersey	Management	G	Yes	Elect Director Jane Okun Bomba	For	No
Thematics Subscription Economy	Clarivate Plc	CLVT	Jersey	Management	G	Yes	Elect Director Usama N. Cortas	For	No
Thematics Subscription Economy	Clarivate Plc	CLVT	Jersey	Management	G	Yes	Elect Director Konstantin (Kosty) Gilis	For	No
Thematics Subscription Economy	Clarivate Plc	CLVT	Jersey	Management	G	Yes	Elect Director Balakrishnan S. Iyer	For	No
Thematics Subscription Economy	Clarivate Plc	CLVT	Jersey	Management	G	Yes	Elect Director Adam T. Levyn	For	No
Thematics Subscription Economy	Clarivate Plc	CLVT	Jersey	Management	G	Yes	Elect Director Anthony Munk	For	No

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Thematics Subscription Economy	Clarivate Plc	CLVT	Jersey	Management	G	Yes	Elect Director Richard W. Roedel	For	No
Thematics Subscription Economy	Clarivate Plc	CLVT	Jersey	Management	G	Yes	Elect Director Andrew Snyder	For	No
Thematics Subscription Economy	Clarivate Plc	CLVT	Jersey	Management	G	Yes	Elect Director Sheryl von Blucher	For	No
Thematics Subscription Economy	Clarivate Plc	CLVT	Jersey	Management	G	Yes	Elect Director Roxane White	For	No
Thematics Subscription Economy	Clarivate Plc	CLVT	Jersey	Management	G	Yes	Authorise Market Purchase of Ordinary Shares	Against	Yes
Thematics Subscription Economy	Clarivate Plc	CLVT	Jersey	Management	G	Yes	Authorise Market Purchase of Ordinary Shares from Certain Shareholders	Against	Yes
Thematics Subscription Economy	Clarivate Plc	CLVT	Jersey	Management	G	Yes	Authorise Market Purchase of Preferred Shares	Against	Yes
Thematics Subscription Economy	Clarivate Plc	CLVT	Jersey	Management	G	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	Clarivate Plc	CLVT	Jersey	Management	G	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Subscription Economy	HelloFresh SE	HFG	Germany	Management	G	No	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		No
Thematics Subscription Economy	HelloFresh SE	HFG	Germany	Management	G	Yes	Approve Allocation of Income and Omission of Dividends	For	No
Thematics Subscription Economy	HelloFresh SE	HFG	Germany	Management	G	Yes	Approve Discharge of Management Board for Fiscal Year 2021	For	No
Thematics Subscription Economy	HelloFresh SE	HFG	Germany	Management	G	Yes	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	No
Thematics Subscription Economy	HelloFresh SE	HFG	Germany	Management	G	Yes	Ratify KPMG AG as Auditors for Fiscal Year 2022, for the Review of Interim Financial Statements for the Fiscal Year 2022 and for the Review of Interim Financial Statements Until 2023 AGM	For	No

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Thematics Subscription Economy Fund
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Thematics Subscription Economy	HelloFresh SE	HFG	Germany	Management	G	Yes	Approve Remuneration Report	Against	Yes
Thematics Subscription Economy	HelloFresh SE	HFG	Germany	Management	G	Yes	Approve Remuneration Policy	For	No
Thematics Subscription Economy	HelloFresh SE	HFG	Germany	Management	G	Yes	Approve Creation of EUR 47.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	No
Thematics Subscription Economy	HelloFresh SE	HFG	Germany	Management	G	Yes	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion; Approve Creation of EUR 17.4 Million Pool of Capital to Guarantee Conversion Rights	For	No
Thematics Subscription Economy	HelloFresh SE	HFG	Germany	Management	G	Yes	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	No
Thematics Subscription Economy	Signify NV	LIGHT	Netherlands	Management	G	No	Presentation by CEO		No
Thematics Subscription Economy	Signify NV	LIGHT	Netherlands	Management	G	Yes	Approve Remuneration Report	For	No
Thematics Subscription Economy	Signify NV	LIGHT	Netherlands	Management	G	No	Receive Explanation on Company's Reserves and Dividend Policy		No
Thematics Subscription Economy	Signify NV	LIGHT	Netherlands	Management	G	Yes	Adopt Financial Statements	For	No
Thematics Subscription Economy	Signify NV	LIGHT	Netherlands	Management	G	Yes	Approve Dividends of EUR 1.45 Per Share	For	No
Thematics Subscription Economy	Signify NV	LIGHT	Netherlands	Management	G	Yes	Approve Discharge of Management Board	For	No
Thematics Subscription Economy	Signify NV	LIGHT	Netherlands	Management	G	Yes	Approve Discharge of Supervisory Board	For	No
Thematics Subscription Economy	Signify NV	LIGHT	Netherlands	Management	G	Yes	Elect Bram Schot to Supervisory Board	For	No

Thematics AM 2022 Voting activities
Thematics Subscription Economy Fund
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Thematics Subscription Economy	Signify NV	LIGHT	Netherlands	Management	G	Yes	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	No
Thematics Subscription Economy	Signify NV	LIGHT	Netherlands	Management	G	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	No
Thematics Subscription Economy	Signify NV	LIGHT	Netherlands	Management	G	Yes	Authorize Repurchase of Shares	For	No
Thematics Subscription Economy	Signify NV	LIGHT	Netherlands	Management	G	Yes	Approve Cancellation of Repurchased Shares	For	No
Thematics Subscription Economy	Signify NV	LIGHT	Netherlands	Management	G	No	Other Business (Non-Voting)		No
Thematics Subscription Economy	DexCom, Inc.	DXCM	USA	Management	G	Yes	Elect Director Steven R. Altman	For	No
Thematics Subscription Economy	DexCom, Inc.	DXCM	USA	Management	G	Yes	Elect Director Barbara E. Kahn	For	No
Thematics Subscription Economy	DexCom, Inc.	DXCM	USA	Management	G	Yes	Elect Director Kyle Malady	For	No
Thematics Subscription Economy	DexCom, Inc.	DXCM	USA	Management	G	Yes	Elect Director Jay S. Skyler	For	No
Thematics Subscription Economy	DexCom, Inc.	DXCM	USA	Management	G	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Subscription Economy	DexCom, Inc.	DXCM	USA	Management	G	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	DexCom, Inc.	DXCM	USA	Management	G	Yes	Approve Forward Stock Split	For	No
Thematics Subscription Economy	Teladoc Health, Inc.	TDOC	USA	Management	G	Yes	Elect Director Karen L. Daniel	For	No
Thematics Subscription Economy	Teladoc Health, Inc.	TDOC	USA	Management	G	Yes	Elect Director Sandra L. Fenwick	For	No

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Thematics Subscription Economy	Teladoc Health, Inc.	TDOC	USA	Management	G	Yes	Elect Director William H. Frist	For	No
Thematics Subscription Economy	Teladoc Health, Inc.	TDOC	USA	Management	G	Yes	Elect Director Jason Gorevic	For	No
Thematics Subscription Economy	Teladoc Health, Inc.	TDOC	USA	Management	G	Yes	Elect Director Catherine A. Jacobson	For	No
Thematics Subscription Economy	Teladoc Health, Inc.	TDOC	USA	Management	G	Yes	Elect Director Thomas G. McKinley	For	No
Thematics Subscription Economy	Teladoc Health, Inc.	TDOC	USA	Management	G	Yes	Elect Director Kenneth H. Paulus	For	No
Thematics Subscription Economy	Teladoc Health, Inc.	TDOC	USA	Management	G	Yes	Elect Director David L. Shedlarz	For	No
Thematics Subscription Economy	Teladoc Health, Inc.	TDOC	USA	Management	G	Yes	Elect Director Mark Douglas Smith	For	No
Thematics Subscription Economy	Teladoc Health, Inc.	TDOC	USA	Management	G	Yes	Elect Director David B. Snow, Jr.	For	No
Thematics Subscription Economy	Teladoc Health, Inc.	TDOC	USA	Management	G	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	Teladoc Health, Inc.	TDOC	USA	Management	G	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Subscription Economy	Teladoc Health, Inc.	TDOC	USA	Management	G	Yes	Provide Right to Call Special Meeting	For	No
Thematics Subscription Economy	PT Telkom Indonesia (Persero) Tbk	TLKM	Indonesia	Management	G	Yes	Approve Annual Report and Statutory Reports	For	No
Thematics Subscription Economy	PT Telkom Indonesia (Persero) Tbk	TLKM	Indonesia	Management	G	Yes	Approve Company's Financial Implementation Report of Corporate Social and Environmental Responsibility Program for the Year Ended December 31, 2021	For	No
Thematics Subscription Economy	PT Telkom Indonesia (Persero) Tbk	TLKM	Indonesia	Management	G	Yes	Approve Allocation of Income	For	No

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Thematics Subscription Economy Fund
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Thematics Subscription Economy	PT Telkom Indonesia (Persero) Tbk	TLKM	Indonesia	Management	G	Yes	Approve Remuneration of Directors and Commissioners	For	No
Thematics Subscription Economy	PT Telkom Indonesia (Persero) Tbk	TLKM	Indonesia	Management	G	Yes	Appoint Auditors of the Company and the Micro and Small Business Funding Program	For	No
Thematics Subscription Economy	PT Telkom Indonesia (Persero) Tbk	TLKM	Indonesia	Management	G	Yes	Amend Articles of Association	Against	Yes
Thematics Subscription Economy	PT Telkom Indonesia (Persero) Tbk	TLKM	Indonesia	Management	G	Yes	Approve Ratification of State-Owned Enterprises Regulations	For	No
Thematics Subscription Economy	PT Telkom Indonesia (Persero) Tbk	TLKM	Indonesia	Management	G	Yes	Approve Grant of Authority to Commissioners regarding Employer Pension Fund	Against	Yes
Thematics Subscription Economy	Chegg, Inc.	CHGG	USA	Management	G	Yes	Elect Director John (Jed) York	For	No
Thematics Subscription Economy	Chegg, Inc.	CHGG	USA	Management	G	Yes	Elect Director Melanie Whelan	For	No
Thematics Subscription Economy	Chegg, Inc.	CHGG	USA	Management	G	Yes	Elect Director Sarah Bond	For	No
Thematics Subscription Economy	Chegg, Inc.	CHGG	USA	Management	G	Yes	Elect Director Marcela Martin	For	No
Thematics Subscription Economy	Chegg, Inc.	CHGG	USA	Management	G	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	Chegg, Inc.	CHGG	USA	Management	G	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Subscription Economy	GoDaddy Inc.	GDDY	USA	Management	G	Yes	Elect Director Amanpal (Aman) Bhutani	For	No
Thematics Subscription Economy	GoDaddy Inc.	GDDY	USA	Management	G	Yes	Elect Director Caroline Donahue	For	No
Thematics Subscription Economy	GoDaddy Inc.	GDDY	USA	Management	G	Yes	Elect Director Charles Robel	For	No

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Thematics Subscription Economy	GoDaddy Inc.	GDDY	USA	Management	G	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	GoDaddy Inc.	GDDY	USA	Management	G	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Subscription Economy	GoDaddy Inc.	GDDY	USA	Management	G	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Subscription Economy	GoDaddy Inc.	GDDY	USA	Management	G	Yes	Declassify the Board of Directors	For	No
Thematics Subscription Economy	GoDaddy Inc.	GDDY	USA	Management	G	Yes	Eliminate Certain Supermajority Voting Requirements	For	No
Thematics Subscription Economy	GoDaddy Inc.	GDDY	USA	Management	G	Yes	Amend Certificate of Incorporation to Eliminate Certain Business Combination Restrictions	For	No
Thematics Subscription Economy	GoDaddy Inc.	GDDY	USA	Management	G	Yes	Amend Certificate of Incorporation to Eliminate Inoperative Provisions and Implement Certain Other Miscellaneous Amendments	For	No
Thematics Subscription Economy	Alarm.com Holdings, Inc.	ALRM	USA	Management	G	Yes	Elect Director Donald Clarke	For	No
Thematics Subscription Economy	Alarm.com Holdings, Inc.	ALRM	USA	Management	G	Yes	Elect Director Timothy J. Whall	For	No
Thematics Subscription Economy	Alarm.com Holdings, Inc.	ALRM	USA	Management	G	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Subscription Economy	Alarm.com Holdings, Inc.	ALRM	USA	Management	G	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	Alarm.com Holdings, Inc.	ALRM	USA	Shareholder	G	Yes	Adopt Proxy Access Right	For	Yes
Thematics Subscription Economy	Netflix, Inc.	NFLX	USA	Management	G	Yes	Elect Director Timothy Haley	Withhold	Yes
Thematics Subscription Economy	Netflix, Inc.	NFLX	USA	Management	G	Yes	Elect Director Leslie Kilgore	Withhold	Yes

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Thematics Subscription Economy	Netflix, Inc.	NFLX	USA	Management	G	Yes	Elect Director Strive Masiyiwa	For	No
Thematics Subscription Economy	Netflix, Inc.	NFLX	USA	Management	G	Yes	Elect Director Ann Mather	Withhold	Yes
Thematics Subscription Economy	Netflix, Inc.	NFLX	USA	Management	G	Yes	Declassify the Board of Directors	For	No
Thematics Subscription Economy	Netflix, Inc.	NFLX	USA	Management	G	Yes	Eliminate Supermajority Voting Provisions	For	No
Thematics Subscription Economy	Netflix, Inc.	NFLX	USA	Management	G	Yes	Provide Right to Call Special Meeting	For	No
Thematics Subscription Economy	Netflix, Inc.	NFLX	USA	Management	G	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Subscription Economy	Netflix, Inc.	NFLX	USA	Management	G	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes
Thematics Subscription Economy	Netflix, Inc.	NFLX	USA	Shareholder	G	Yes	Adopt Simple Majority Vote	For	Yes
Thematics Subscription Economy	Netflix, Inc.	NFLX	USA	Shareholder	S	Yes	Report on Lobbying Payments and Policy	For	Yes
Thematics Subscription Economy	HubSpot, Inc.	HUBS	USA	Management	G	Yes	Elect Director Lorrie Norrington	Against	Yes
Thematics Subscription Economy	HubSpot, Inc.	HUBS	USA	Management	G	Yes	Elect Director Avanish Sahai	Against	Yes
Thematics Subscription Economy	HubSpot, Inc.	HUBS	USA	Management	G	Yes	Elect Director Dharmesh Shah	Against	Yes
Thematics Subscription Economy	HubSpot, Inc.	HUBS	USA	Management	G	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Subscription Economy	HubSpot, Inc.	HUBS	USA	Management	G	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No

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Thematics Subscription Economy	HubSpot, Inc.	HUBS	USA	Management	G	Yes	Amend Qualified Employee Stock Purchase Plan	For	No
Thematics Subscription Economy	Match Group, Inc.	MTCH	USA	Management	G	Yes	Elect Director Stephen Bailey	For	No
Thematics Subscription Economy	Match Group, Inc.	MTCH	USA	Management	G	Yes	Elect Director Melissa Brenner	For	No
Thematics Subscription Economy	Match Group, Inc.	MTCH	USA	Management	G	Yes	Elect Director Alan G. Spoon	For	No
Thematics Subscription Economy	Match Group, Inc.	MTCH	USA	Management	G	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	Match Group, Inc.	MTCH	USA	Management	G	Yes	Advisory Vote on Say on Pay Frequency	One Year	No
Thematics Subscription Economy	Match Group, Inc.	MTCH	USA	Management	G	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Subscription Economy	CoStar Group, Inc.	CSGP	USA	Management	G	Yes	Elect Director Michael R. Klein	For	No
Thematics Subscription Economy	CoStar Group, Inc.	CSGP	USA	Management	G	Yes	Elect Director Andrew C. Florance	For	No
Thematics Subscription Economy	CoStar Group, Inc.	CSGP	USA	Management	G	Yes	Elect Director Laura Cox Kaplan	For	No
Thematics Subscription Economy	CoStar Group, Inc.	CSGP	USA	Management	G	Yes	Elect Director Michael J. Glosserman	For	No
Thematics Subscription Economy	CoStar Group, Inc.	CSGP	USA	Management	G	Yes	Elect Director John W. Hill	For	No
Thematics Subscription Economy	CoStar Group, Inc.	CSGP	USA	Management	G	Yes	Elect Director Robert W. Musslewhite	For	No
Thematics Subscription Economy	CoStar Group, Inc.	CSGP	USA	Management	G	Yes	Elect Director Christopher J. Nassetta	For	No

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Thematics Subscription Economy	CoStar Group, Inc.	CSGP	USA	Management	G	Yes	Elect Director Louise S. Sams	For	No
Thematics Subscription Economy	CoStar Group, Inc.	CSGP	USA	Management	G	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Subscription Economy	CoStar Group, Inc.	CSGP	USA	Management	G	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	CoStar Group, Inc.	CSGP	USA	Shareholder	G	Yes	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	Yes
Thematics Subscription Economy	Salesforce, Inc.	CRM	USA	Management	G	Yes	Elect Director Marc Benioff	For	No
Thematics Subscription Economy	Salesforce, Inc.	CRM	USA	Management	G	Yes	Elect Director Bret Taylor	For	No
Thematics Subscription Economy	Salesforce, Inc.	CRM	USA	Management	G	Yes	Elect Director Laura Alber	For	No
Thematics Subscription Economy	Salesforce, Inc.	CRM	USA	Management	G	Yes	Elect Director Craig Conway	For	No
Thematics Subscription Economy	Salesforce, Inc.	CRM	USA	Management	G	Yes	Elect Director Parker Harris	For	No
Thematics Subscription Economy	Salesforce, Inc.	CRM	USA	Management	G	Yes	Elect Director Alan Hassenfeld	For	No
Thematics Subscription Economy	Salesforce, Inc.	CRM	USA	Management	G	Yes	Elect Director Neelie Kroes	For	No
Thematics Subscription Economy	Salesforce, Inc.	CRM	USA	Management	G	Yes	Elect Director Oscar Munoz	For	No
Thematics Subscription Economy	Salesforce, Inc.	CRM	USA	Management	G	Yes	Elect Director Sanford Robertson	For	No
Thematics Subscription Economy	Salesforce, Inc.	CRM	USA	Management	G	Yes	Elect Director John V. Roos	For	No

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Thematics Subscription Economy	Salesforce, Inc.	CRM	USA	Management	G	Yes	Elect Director Robin Washington	For	No
Thematics Subscription Economy	Salesforce, Inc.	CRM	USA	Management	G	Yes	Elect Director Maynard Webb	For	No
Thematics Subscription Economy	Salesforce, Inc.	CRM	USA	Management	G	Yes	Elect Director Susan Wojcicki	For	No
Thematics Subscription Economy	Salesforce, Inc.	CRM	USA	Management	G	Yes	Amend Omnibus Stock Plan	For	No
Thematics Subscription Economy	Salesforce, Inc.	CRM	USA	Management	G	Yes	Amend Qualified Employee Stock Purchase Plan	For	No
Thematics Subscription Economy	Salesforce, Inc.	CRM	USA	Management	G	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Subscription Economy	Salesforce, Inc.	CRM	USA	Management	G	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	Salesforce, Inc.	CRM	USA	Shareholder	G	Yes	Require Independent Board Chair	For	Yes
Thematics Subscription Economy	Salesforce, Inc.	CRM	USA	Shareholder	S	Yes	Oversee and Report a Racial Equity Audit	For	Yes
Thematics Subscription Economy	T-Mobile US, Inc.	TMUS	USA	Management	G	Yes	Elect Director Marcelo Claure	Withhold	Yes
Thematics Subscription Economy	T-Mobile US, Inc.	TMUS	USA	Management	G	Yes	Elect Director Srikant M. Datar	For	No
Thematics Subscription Economy	T-Mobile US, Inc.	TMUS	USA	Management	G	Yes	Elect Director Bavan M. Holloway	For	No
Thematics Subscription Economy	T-Mobile US, Inc.	TMUS	USA	Management	G	Yes	Elect Director Timotheus Hottges	Withhold	Yes
Thematics Subscription Economy	T-Mobile US, Inc.	TMUS	USA	Management	G	Yes	Elect Director Christian P. Illek	Withhold	Yes

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Thematics Subscription Economy	T-Mobile US, Inc.	TMUS	USA	Management	G	Yes	Elect Director Raphael Kubler	Withhold	Yes
Thematics Subscription Economy	T-Mobile US, Inc.	TMUS	USA	Management	G	Yes	Elect Director Thorsten Langheim	Withhold	Yes
Thematics Subscription Economy	T-Mobile US, Inc.	TMUS	USA	Management	G	Yes	Elect Director Dominique Leroy	Withhold	Yes
Thematics Subscription Economy	T-Mobile US, Inc.	TMUS	USA	Management	G	Yes	Elect Director Letitia A. Long	For	No
Thematics Subscription Economy	T-Mobile US, Inc.	TMUS	USA	Management	G	Yes	Elect Director G. Michael (Mike) Sievert	Withhold	Yes
Thematics Subscription Economy	T-Mobile US, Inc.	TMUS	USA	Management	G	Yes	Elect Director Teresa A. Taylor	For	No
Thematics Subscription Economy	T-Mobile US, Inc.	TMUS	USA	Management	G	Yes	Elect Director Omar Tazi	Withhold	Yes
Thematics Subscription Economy	T-Mobile US, Inc.	TMUS	USA	Management	G	Yes	Elect Director Kelvin R. Westbrook	For	No
Thematics Subscription Economy	T-Mobile US, Inc.	TMUS	USA	Management	G	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Subscription Economy	The Descartes Systems Group Inc.	DSG	Canada	Management	G	Yes	Elect Director Deepak Chopra	For	No
Thematics Subscription Economy	The Descartes Systems Group Inc.	DSG	Canada	Management	G	Yes	Elect Director Deborah Close	For	No
Thematics Subscription Economy	The Descartes Systems Group Inc.	DSG	Canada	Management	G	Yes	Elect Director Eric A. Demirian	For	No
Thematics Subscription Economy	The Descartes Systems Group Inc.	DSG	Canada	Management	G	Yes	Elect Director Sandra Hanington	For	No
Thematics Subscription Economy	The Descartes Systems Group Inc.	DSG	Canada	Management	G	Yes	Elect Director Kelley Irwin	For	No

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Thematics Subscription Economy	The Descartes Systems Group Inc.	DSG	Canada	Management	G	Yes	Elect Director Dennis Maple	For	No
Thematics Subscription Economy	The Descartes Systems Group Inc.	DSG	Canada	Management	G	Yes	Elect Director Chris Muntwyler	For	No
Thematics Subscription Economy	The Descartes Systems Group Inc.	DSG	Canada	Management	G	Yes	Elect Director Jane O'Hagan	For	No
Thematics Subscription Economy	The Descartes Systems Group Inc.	DSG	Canada	Management	G	Yes	Elect Director Edward J. Ryan	For	No
Thematics Subscription Economy	The Descartes Systems Group Inc.	DSG	Canada	Management	G	Yes	Elect Director John J. Walker	For	No
Thematics Subscription Economy	The Descartes Systems Group Inc.	DSG	Canada	Management	G	Yes	Ratify KPMG LLP as Auditors	For	No
Thematics Subscription Economy	The Descartes Systems Group Inc.	DSG	Canada	Management	G	Yes	Amend Performance and Restricted Share Unit Plan	For	No
Thematics Subscription Economy	The Descartes Systems Group Inc.	DSG	Canada	Management	G	Yes	Advisory Vote on Executive Compensation Approach	For	No
Thematics Subscription Economy	Activision Blizzard, Inc.	ATVI	USA	Management	G	Yes	Elect Director Reveta Bowers	For	No
Thematics Subscription Economy	Activision Blizzard, Inc.	ATVI	USA	Management	G	Yes	Elect Director Kerry Carr	For	No
Thematics Subscription Economy	Activision Blizzard, Inc.	ATVI	USA	Management	G	Yes	Elect Director Robert Corti	Against	Yes
Thematics Subscription Economy	Activision Blizzard, Inc.	ATVI	USA	Management	G	Yes	Elect Director Brian Kelly	Against	Yes
Thematics Subscription Economy	Activision Blizzard, Inc.	ATVI	USA	Management	G	Yes	Elect Director Robert Kotick	Against	Yes
Thematics Subscription Economy	Activision Blizzard, Inc.	ATVI	USA	Management	G	Yes	Elect Director Lulu Meservey	For	No

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Thematics Subscription Economy	Activision Blizzard, Inc.	ATVI	USA	Management	G	Yes	Elect Director Barry Meyer	Against	Yes
Thematics Subscription Economy	Activision Blizzard, Inc.	ATVI	USA	Management	G	Yes	Elect Director Robert Morgado	Against	Yes
Thematics Subscription Economy	Activision Blizzard, Inc.	ATVI	USA	Management	G	Yes	Elect Director Peter Nolan	Against	Yes
Thematics Subscription Economy	Activision Blizzard, Inc.	ATVI	USA	Management	G	Yes	Elect Director Dawn Ostroff	For	No
Thematics Subscription Economy	Activision Blizzard, Inc.	ATVI	USA	Management	G	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	Activision Blizzard, Inc.	ATVI	USA	Management	G	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Subscription Economy	Activision Blizzard, Inc.	ATVI	USA	Shareholder	G	Yes	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against	No
Thematics Subscription Economy	Activision Blizzard, Inc.	ATVI	USA	Shareholder	S	Yes	Report on Efforts Prevent Abuse, Harassment, and Discrimination	For	Yes
Thematics Subscription Economy	Membership Collective Group Inc.	MCG	USA	Management	G	Yes	Elect Director Ron Burkle	Withhold	Yes
Thematics Subscription Economy	Membership Collective Group Inc.	MCG	USA	Management	G	Yes	Elect Director Nick Jones	Withhold	Yes
Thematics Subscription Economy	Membership Collective Group Inc.	MCG	USA	Management	G	Yes	Elect Director Andrew Carnie	Withhold	Yes
Thematics Subscription Economy	Membership Collective Group Inc.	MCG	USA	Management	G	Yes	Elect Director Richard Caring	Withhold	Yes
Thematics Subscription Economy	Membership Collective Group Inc.	MCG	USA	Management	G	Yes	Elect Director Bippy Siegal	Withhold	Yes
Thematics Subscription Economy	Membership Collective Group Inc.	MCG	USA	Management	G	Yes	Ratify BDO LLP as Auditors	For	No

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Thematics Subscription Economy	Nasdaq, Inc.	NDAQ	USA	Management	G	Yes	Elect Director Melissa M. Arnoldi	For	No
Thematics Subscription Economy	Nasdaq, Inc.	NDAQ	USA	Management	G	Yes	Elect Director Charlene T. Begley	For	No
Thematics Subscription Economy	Nasdaq, Inc.	NDAQ	USA	Management	G	Yes	Elect Director Steven D. Black	For	No
Thematics Subscription Economy	Nasdaq, Inc.	NDAQ	USA	Management	G	Yes	Elect Director Adena T. Friedman	For	No
Thematics Subscription Economy	Nasdaq, Inc.	NDAQ	USA	Management	G	Yes	Elect Director Essa Kazim	For	No
Thematics Subscription Economy	Nasdaq, Inc.	NDAQ	USA	Management	G	Yes	Elect Director Thomas A. Kloet	For	No
Thematics Subscription Economy	Nasdaq, Inc.	NDAQ	USA	Management	G	Yes	Elect Director John D. Rainey	For	No
Thematics Subscription Economy	Nasdaq, Inc.	NDAQ	USA	Management	G	Yes	Elect Director Michael R. Splinter	For	No
Thematics Subscription Economy	Nasdaq, Inc.	NDAQ	USA	Management	G	Yes	Elect Director Toni Townes-Whitley	For	No
Thematics Subscription Economy	Nasdaq, Inc.	NDAQ	USA	Management	G	Yes	Elect Director Alfred W. Zollar	For	No
Thematics Subscription Economy	Nasdaq, Inc.	NDAQ	USA	Management	G	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	Nasdaq, Inc.	NDAQ	USA	Management	G	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Subscription Economy	Nasdaq, Inc.	NDAQ	USA	Management	G	Yes	Approve Stock Split	For	No
Thematics Subscription Economy	Nasdaq, Inc.	NDAQ	USA	Shareholder	G	Yes	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	Yes

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Thematics Subscription Economy	HealthEquity, Inc.	HQY	USA	Management	G	Yes	Elect Director Robert Selander	For	No
Thematics Subscription Economy	HealthEquity, Inc.	HQY	USA	Management	G	Yes	Elect Director Jon Kessler	For	No
Thematics Subscription Economy	HealthEquity, Inc.	HQY	USA	Management	G	Yes	Elect Director Stephen Neeleman	For	No
Thematics Subscription Economy	HealthEquity, Inc.	HQY	USA	Management	G	Yes	Elect Director Frank Corvino	For	No
Thematics Subscription Economy	HealthEquity, Inc.	HQY	USA	Management	G	Yes	Elect Director Adrian Dillon	For	No
Thematics Subscription Economy	HealthEquity, Inc.	HQY	USA	Management	G	Yes	Elect Director Evelyn Dilsaver	For	No
Thematics Subscription Economy	HealthEquity, Inc.	HQY	USA	Management	G	Yes	Elect Director Debra McCowan	For	No
Thematics Subscription Economy	HealthEquity, Inc.	HQY	USA	Management	G	Yes	Elect Director Rajesh Natarajan	For	No
Thematics Subscription Economy	HealthEquity, Inc.	HQY	USA	Management	G	Yes	Elect Director Stuart Parker	For	No
Thematics Subscription Economy	HealthEquity, Inc.	HQY	USA	Management	G	Yes	Elect Director Ian Sacks	For	No
Thematics Subscription Economy	HealthEquity, Inc.	HQY	USA	Management	G	Yes	Elect Director Gayle Wellborn	For	No
Thematics Subscription Economy	HealthEquity, Inc.	HQY	USA	Management	G	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Subscription Economy	HealthEquity, Inc.	HQY	USA	Management	G	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	Menicon Co., Ltd.	7780	Japan	Management	G	Yes	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	No

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Thematics Subscription Economy	Menicon Co., Ltd.	7780	Japan	Management	G	Yes	Elect Director Tanaka, Hidenari	For	No
Thematics Subscription Economy	Menicon Co., Ltd.	7780	Japan	Management	G	Yes	Elect Director Takino, Yoshiyuki	For	No
Thematics Subscription Economy	Menicon Co., Ltd.	7780	Japan	Management	G	Yes	Elect Director Moriyama, Hisashi	For	No
Thematics Subscription Economy	Menicon Co., Ltd.	7780	Japan	Management	G	Yes	Elect Director Horinishi, Yoshimi	For	No
Thematics Subscription Economy	Menicon Co., Ltd.	7780	Japan	Management	G	Yes	Elect Director Watanabe, Shingo	For	No
Thematics Subscription Economy	Menicon Co., Ltd.	7780	Japan	Management	G	Yes	Elect Director Miyake, Yoza	For	No
Thematics Subscription Economy	Menicon Co., Ltd.	7780	Japan	Management	G	Yes	Elect Director Honda, Ryutarō	For	No
Thematics Subscription Economy	Menicon Co., Ltd.	7780	Japan	Management	G	Yes	Elect Director Yanagawa, Katsuhiko	For	No
Thematics Subscription Economy	Menicon Co., Ltd.	7780	Japan	Management	G	Yes	Elect Director Takehana, Kazushige	For	No
Thematics Subscription Economy	Menicon Co., Ltd.	7780	Japan	Management	G	Yes	Approve Deep Discount Stock Option Plan	For	No
Thematics Subscription Economy	Menicon Co., Ltd.	7780	Japan	Management	G	Yes	Approve Deep Discount Stock Option Plan	For	No
Thematics Subscription Economy	Sony Group Corp.	6758	Japan	Management	G	Yes	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	No
Thematics Subscription Economy	Sony Group Corp.	6758	Japan	Management	G	Yes	Elect Director Yoshida, Kenichiro	For	No
Thematics Subscription Economy	Sony Group Corp.	6758	Japan	Management	G	Yes	Elect Director Totoki, Hiroki	For	No

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Thematics Subscription Economy	Sony Group Corp.	6758	Japan	Management	G	Yes	Elect Director Sumi, Shuzo	For	No
Thematics Subscription Economy	Sony Group Corp.	6758	Japan	Management	G	Yes	Elect Director Tim Schaaff	For	No
Thematics Subscription Economy	Sony Group Corp.	6758	Japan	Management	G	Yes	Elect Director Oka, Toshiko	For	No
Thematics Subscription Economy	Sony Group Corp.	6758	Japan	Management	G	Yes	Elect Director Akiyama, Sakie	For	No
Thematics Subscription Economy	Sony Group Corp.	6758	Japan	Management	G	Yes	Elect Director Wendy Becker	For	No
Thematics Subscription Economy	Sony Group Corp.	6758	Japan	Management	G	Yes	Elect Director Hatanaka, Yoshihiko	For	No
Thematics Subscription Economy	Sony Group Corp.	6758	Japan	Management	G	Yes	Elect Director Kishigami, Keiko	For	No
Thematics Subscription Economy	Sony Group Corp.	6758	Japan	Management	G	Yes	Elect Director Joseph A. Kraft Jr	For	No
Thematics Subscription Economy	Sony Group Corp.	6758	Japan	Management	G	Yes	Approve Stock Option Plan	For	No
Thematics Subscription Economy	Scout24 SE	G24	Germany	Management	G	No	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		No
Thematics Subscription Economy	Scout24 SE	G24	Germany	Management	G	Yes	Approve Allocation of Income and Dividends of EUR 0.84 per Share	For	No
Thematics Subscription Economy	Scout24 SE	G24	Germany	Management	G	Yes	Approve Discharge of Management Board for Fiscal Year 2021	For	No
Thematics Subscription Economy	Scout24 SE	G24	Germany	Management	G	Yes	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	No
Thematics Subscription Economy	Scout24 SE	G24	Germany	Management	G	Yes	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	No

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Thematics Subscription Economy	Scout24 SE	G24	Germany	Management	G	Yes	Approve Remuneration Report	For	No
Thematics Subscription Economy	Scout24 SE	G24	Germany	Management	G	Yes	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	No
Thematics Subscription Economy	Scout24 SE	G24	Germany	Management	G	Yes	Approve Remuneration of Supervisory Board	For	No
Thematics Subscription Economy	Atlassian Corporation Plc	TEAM	United Kingdom	Management	G	Yes	Approve Scheme of Arrangement	For	No
Thematics Subscription Economy	Atlassian Corporation Plc	TEAM	United Kingdom	Management	G	Yes	Approve Scheme of Arrangement	For	No
Thematics Subscription Economy	Auto Trader Group Plc	AUTO	United Kingdom	Management	G	Yes	Accept Financial Statements and Statutory Reports	For	No
Thematics Subscription Economy	Auto Trader Group Plc	AUTO	United Kingdom	Management	G	Yes	Approve Remuneration Report	For	No
Thematics Subscription Economy	Auto Trader Group Plc	AUTO	United Kingdom	Management	G	Yes	Approve Final Dividend	For	No
Thematics Subscription Economy	Auto Trader Group Plc	AUTO	United Kingdom	Management	G	Yes	Re-elect Ed Williams as Director	For	No
Thematics Subscription Economy	Auto Trader Group Plc	AUTO	United Kingdom	Management	G	Yes	Re-elect Nathan Coe as Director	For	No
Thematics Subscription Economy	Auto Trader Group Plc	AUTO	United Kingdom	Management	G	Yes	Re-elect David Keens as Director	For	No
Thematics Subscription Economy	Auto Trader Group Plc	AUTO	United Kingdom	Management	G	Yes	Re-elect Jill Easterbrook as Director	For	No
Thematics Subscription Economy	Auto Trader Group Plc	AUTO	United Kingdom	Management	G	Yes	Re-elect Jeni Mundy as Director	For	No
Thematics Subscription Economy	Auto Trader Group Plc	AUTO	United Kingdom	Management	G	Yes	Re-elect Catherine Faiers as Director	For	No

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Thematics Subscription Economy	Auto Trader Group Plc	AUTO	United Kingdom	Management	G	Yes	Re-elect Jamie Warner as Director	For	No
Thematics Subscription Economy	Auto Trader Group Plc	AUTO	United Kingdom	Management	G	Yes	Re-elect Sigga Sigurdardottir as Director	For	No
Thematics Subscription Economy	Auto Trader Group Plc	AUTO	United Kingdom	Management	G	Yes	Elect Jasvinder Gakhal as Director	For	No
Thematics Subscription Economy	Auto Trader Group Plc	AUTO	United Kingdom	Management	G	Yes	Reappoint KPMG LLP as Auditors	For	No
Thematics Subscription Economy	Auto Trader Group Plc	AUTO	United Kingdom	Management	G	Yes	Authorise Board to Fix Remuneration of Auditors	For	No
Thematics Subscription Economy	Auto Trader Group Plc	AUTO	United Kingdom	Management	G	Yes	Authorise Issue of Equity	For	No
Thematics Subscription Economy	Auto Trader Group Plc	AUTO	United Kingdom	Management	G	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	No
Thematics Subscription Economy	Auto Trader Group Plc	AUTO	United Kingdom	Management	G	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	For	No
Thematics Subscription Economy	Auto Trader Group Plc	AUTO	United Kingdom	Management	G	Yes	Authorise Market Purchase of Ordinary Shares	For	No
Thematics Subscription Economy	Auto Trader Group Plc	AUTO	United Kingdom	Management	G	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	No
Thematics Subscription Economy	Vail Resorts, Inc.	MTN	USA	Management	G	Yes	Elect Director Susan L. Decker	For	No
Thematics Subscription Economy	Vail Resorts, Inc.	MTN	USA	Management	G	Yes	Elect Director Robert A. Katz	For	No
Thematics Subscription Economy	Vail Resorts, Inc.	MTN	USA	Management	G	Yes	Elect Director Kirsten A. Lynch	For	No
Thematics Subscription Economy	Vail Resorts, Inc.	MTN	USA	Management	G	Yes	Elect Director Nadia Rawlinson	For	No

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Thematics Subscription Economy	Vail Resorts, Inc.	MTN	USA	Management	G	Yes	Elect Director John T. Redmond	For	No
Thematics Subscription Economy	Vail Resorts, Inc.	MTN	USA	Management	G	Yes	Elect Director Michele Romanow	For	No
Thematics Subscription Economy	Vail Resorts, Inc.	MTN	USA	Management	G	Yes	Elect Director Hilary A. Schneider	For	No
Thematics Subscription Economy	Vail Resorts, Inc.	MTN	USA	Management	G	Yes	Elect Director D. Bruce Sewell	For	No
Thematics Subscription Economy	Vail Resorts, Inc.	MTN	USA	Management	G	Yes	Elect Director John F. Sorte	For	No
Thematics Subscription Economy	Vail Resorts, Inc.	MTN	USA	Management	G	Yes	Elect Director Peter A. Vaughn	For	No
Thematics Subscription Economy	Vail Resorts, Inc.	MTN	USA	Management	G	Yes	Ratify PricewaterhouseCoopers LLP as Auditors	For	No
Thematics Subscription Economy	Vail Resorts, Inc.	MTN	USA	Management	G	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	Microsoft Corporation	MSFT	USA	Management	G	Yes	Elect Director Reid G. Hoffman	For	No
Thematics Subscription Economy	Microsoft Corporation	MSFT	USA	Management	G	Yes	Elect Director Hugh F. Johnston	For	No
Thematics Subscription Economy	Microsoft Corporation	MSFT	USA	Management	G	Yes	Elect Director Teri L. List	For	No
Thematics Subscription Economy	Microsoft Corporation	MSFT	USA	Management	G	Yes	Elect Director Satya Nadella	For	No
Thematics Subscription Economy	Microsoft Corporation	MSFT	USA	Management	G	Yes	Elect Director Sandra E. Peterson	For	No
Thematics Subscription Economy	Microsoft Corporation	MSFT	USA	Management	G	Yes	Elect Director Penny S. Pritzker	For	No

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Thematics Subscription Economy	Microsoft Corporation	MSFT	USA	Management	G	Yes	Elect Director Carlos A. Rodriguez	For	No
Thematics Subscription Economy	Microsoft Corporation	MSFT	USA	Management	G	Yes	Elect Director Charles W. Scharf	For	No
Thematics Subscription Economy	Microsoft Corporation	MSFT	USA	Management	G	Yes	Elect Director John W. Stanton	For	No
Thematics Subscription Economy	Microsoft Corporation	MSFT	USA	Management	G	Yes	Elect Director John W. Thompson	For	No
Thematics Subscription Economy	Microsoft Corporation	MSFT	USA	Management	G	Yes	Elect Director Emma N. Walmsley	For	No
Thematics Subscription Economy	Microsoft Corporation	MSFT	USA	Management	G	Yes	Elect Director Padmasree Warrior	For	No
Thematics Subscription Economy	Microsoft Corporation	MSFT	USA	Management	G	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	Microsoft Corporation	MSFT	USA	Management	G	Yes	Ratify Deloitte & Touche LLP as Auditors	For	No
Thematics Subscription Economy	Microsoft Corporation	MSFT	USA	Shareholder	E, S	Yes	Report on Cost/Benefit Analysis of Diversity and Inclusion	Against	No
Thematics Subscription Economy	Microsoft Corporation	MSFT	USA	Shareholder	S	Yes	Report on Hiring of Persons with Arrest or Incarceration Records	For	Yes
Thematics Subscription Economy	Microsoft Corporation	MSFT	USA	Shareholder	E	Yes	Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	For	Yes
Thematics Subscription Economy	Microsoft Corporation	MSFT	USA	Shareholder	S	Yes	Report on Government Use of Microsoft Technology	For	Yes
Thematics Subscription Economy	Microsoft Corporation	MSFT	USA	Shareholder	S	Yes	Report on Development of Products for Military	For	Yes
Thematics Subscription Economy	Microsoft Corporation	MSFT	USA	Shareholder	S	Yes	Report on Tax Transparency	For	Yes

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Thematics Subscription Economy	FactSet Research Systems Inc.	FDS	USA	Management	G	Yes	Elect Director James J. McGonigle	For	No
Thematics Subscription Economy	FactSet Research Systems Inc.	FDS	USA	Management	G	Yes	Elect Director F. Philip Snow	For	No
Thematics Subscription Economy	FactSet Research Systems Inc.	FDS	USA	Management	G	Yes	Elect Director Maria Teresa Tejada	For	No
Thematics Subscription Economy	FactSet Research Systems Inc.	FDS	USA	Management	G	Yes	Ratify Ernst & Young LLP as Auditors	For	No
Thematics Subscription Economy	FactSet Research Systems Inc.	FDS	USA	Management	G	Yes	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No
Thematics Subscription Economy	FactSet Research Systems Inc.	FDS	USA	Management	G	Yes	Declassify the Board of Directors	For	No
Thematics Subscription Economy	FactSet Research Systems Inc.	FDS	USA	Management	G	Yes	Amend Certificate of Incorporation to Eliminate Certain Business Combination Restrictions	For	No
Thematics Subscription Economy	FactSet Research Systems Inc.	FDS	USA	Management	G	Yes	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	For	No
Thematics Subscription Economy	FactSet Research Systems Inc.	FDS	USA	Management	G	Yes	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	For	No
Thematics Subscription Economy	FactSet Research Systems Inc.	FDS	USA	Management	G	Yes	Amend Certificate of Incorporation to Remove Creditor Compromise Provision	For	No
Thematics Subscription Economy	FactSet Research Systems Inc.	FDS	USA	Management	G	Yes	Amend Certificate of Incorporation to Clarify, Streamline and Modernize the Certificate of Incorporation	For	No