BAILLIE GIFFORD

Baillie Gifford US Growth Trust plc Vote Disclosure*

Quarter 2: 1 April 2023 – 30 June 2023



*This voting report reflects the votes cast by Baillie Gifford during the quarter on behalf of the investment trust. No verification is undertaken as to whether all such votes have been accepted.

 ** AGM = Annual General Meeting; EGM = Extraordinary General Meeting; SGM = Special General Meeting; CRT = Court Meeting; OTH = Other Meeting; CLS = Class Meeting

Company	Meeting Type	Meeting Date Resoluti	on Proposal	Proposal Type	Vote Cast Reason
	Annual General				
Wayfair Inc	Meeting	25-Apr-23 1a.	Elect Director(s)	Management	For
	Annual General				
Wayfair Inc	Meeting	25-Apr-23 1b.	Elect Director(s)	Management	For
	Annual General				
Wayfair Inc	Meeting	25-Apr-23 1c.	Elect Director(s)	Management	For
	Annual General				
Wayfair Inc	Meeting	25-Apr-23 1d.	Elect Director(s)	Management	For
	Annual General				
Wayfair Inc	Meeting	25-Apr-23 1e.	Elect Director(s)	Management	For
	Annual General				
Wayfair Inc	Meeting	25-Apr-23 1f.	Elect Director(s)	Management	For
	Annual General				
Wayfair Inc	Meeting	25-Apr-23 1g.	Elect Director(s)	Management	For
	Annual General				
Wayfair Inc	Meeting	25-Apr-23 1h.	Elect Director(s)	Management	For
	Annual General				
Wayfair Inc	Meeting	25-Apr-23 1i.	Elect Director(s)	Management	For
	Annual General		Appoint/Pay		
Wayfair Inc	Meeting	25-Apr-23	2 Auditors	Management	For
	Annual General				
Wayfair Inc	Meeting	25-Apr-23	3 Remuneration	Management	For
	Annual General				
Wayfair Inc	Meeting	25-Apr-23	4 Incentive Plan	Management	For
	Annual General				
Carvana	Meeting	1-May-23	1.1 Elect Director(s)	Management	For
	Annual General				
Carvana	Meeting	1-May-23	1.2 Elect Director(s)	Management	For
			1 /		

	Annual General		Appoint/Pay			
Carvana	Meeting	1-May-23	2 Auditors	Management	For	
	Annual General					
Carvana	Meeting	1-May-23	3 Remuneration	Management	For	
	Annual General					We opposed the amended Omnibus Stock Plan as we believed that its conditions were not in the best
Carvana	Meeting	1-May-23	4 Incentive Plan	Management	Against	interest of clients.
	Annual General					
Moderna Inc	Meeting	3-May-23	1.001 Elect Director(s)	Management	For	
	Annual General					
Moderna Inc	Meeting	3-May-23	1.002 Elect Director(s)	Management	For	
	Annual General					
Moderna Inc	Meeting	3-May-23	1.003 Elect Director(s)	Management	For	
	Annual General					
Moderna Inc	Meeting	3-May-23	2 Remuneration	Management	For	
	Annual General	_	Appoint/Pay			
Moderna Inc	Meeting	3-May-23	3 Auditors	Management	For	

Shareholder

Resolution -

Shareholder

Against

4 Social

3-May-23

Annual General

Meeting

Moderna Inc

We opposed the proposal to commission a third party report into the feasibility of transferring the IP of Moderna's Covid-19 vaccine to companies in low- and middleincome countries. This is a re-file of the same proposal which was on the agenda last year and which we opposed. Little has changed to warrant us changing our view on this. There is little to suggest that there is a supply issue in low- and middleincome countries. Should Moderna license more of its IP, we are confident it would have limited effect on addressing today's Covid vaccine inequalities and it also comes with substantial risks which, we believe, the company has considered appropriately.

Tesla Inc	Annual General Meeting	16-May-23	1.1 Elect Director(s)	Management	For
Tesla Inc	Annual General Meeting	16-May-23	1.2 Elect Director(s)	Management	For
Tesla Inc	Annual General Meeting	16-May-23	1.3 Elect Director(s)	Management	For
	Annual General		= = = (e)		. 9.
Tesla Inc	Meeting	16-May-23	2 Remuneration	Management	For
	Annual General		Say on Pay		
Tesla Inc	Meeting	16-May-23	3 Frequency	Management	3 Years
	Annual General		Appoint/Pay		
Tesla Inc	Meeting	16-May-23	4 Auditors	Management	For

We opposed the shareholder

resolution requesting report on Tesla's key-person risk, including identification of key persons and actions to ameliorate the impacts of their potential loss. While Tesla discloses that the company is dependent on CEO, Elon Musk, a report identifying key persons could put them at a severe competitive Shareholder disadvantage. Further, this level of Annual General Resolution disclosure is not common practice Tesla Inc Meeting 16-May-23 5 Governance Shareholder for other US companies. Against Alnylam **Annual General** 18-May-23 1a. Pharmaceuticals Meeting Elect Director(s) Management For Annual General Alnylam Pharmaceuticals Meeting 18-May-23 1b. Elect Director(s) Management For Alnylam Annual General Pharmaceuticals 18-May-23 1c. Meeting Elect Director(s) Management For Alnylam **Annual General** Pharmaceuticals Meeting 18-May-23 1d. Elect Director(s) Management For Alnylam Annual General Pharmaceuticals 18-May-23 Meeting 2 Remuneration Management For **Annual General** Say on Pay Alnylam Pharmaceuticals 3 Frequency Meeting 18-May-23 Management 1 Year

Alnylam	Annual General		Appoint/Pay		
Pharmaceuticals	Meeting	18-May-23	4 Auditors	Management	For
	Annual General				
Coursera Inc	Meeting	23-May-23	1.001 Elect Director(s)	Management	For
	Annual General				
Coursera Inc	Meeting	23-May-23	1.003 Elect Director(s)	Management	For
	Annual General				
Coursera Inc	Meeting	23-May-23	1.002 Elect Director(s)	Management	For
	Annual General				
Coursera Inc	Meeting	23-May-23	2 Remuneration	Management	For
	Annual General		Say on Pay		
Coursera Inc	Meeting	23-May-23	3 Frequency	Management	1 Year
	Annual General		Appoint/Pay		
Coursera Inc	Meeting	23-May-23	4 Auditors	Management	For
	Annual General				
Amazon.com	Meeting	24-May-23 1a.	Elect Director(s)	Management	For
	Annual General				
Amazon.com	Meeting	24-May-23 1b.	Elect Director(s)	Management	For
	Annual General				
Amazon.com	Meeting	24-May-23 1c.	Elect Director(s)	Management	For
	Annual General				
Amazon.com	Meeting	24-May-23 1d.	Elect Director(s)	Management	For
	Annual General				
Amazon.com	Meeting	24-May-23 1e.	Elect Director(s)	Management	For
	Annual General				
Amazon.com	Meeting	24-May-23 1f.	Elect Director(s)	Management	For
	Annual General				
Amazon.com	Meeting	24-May-23 1g.	Elect Director(s)	Management	For
	Annual General				
Amazon.com	Meeting	24-May-23 1h.	Elect Director(s)	Management	For
	Annual General				
Amazon.com	Meeting	24-May-23 1i.	Elect Director(s)	Management	For
	Annual General				
Amazon.com	Meeting	24-May-23 1j.	Elect Director(s)	Management	For
	Annual General				
Amazon.com	Meeting	24-May-23 1k.	Elect Director(s)	Management	For
	Annual General		Appoint/Pay		
Amazon.com	Meeting	24-May-23	2 Auditors	Management	For

	Annual General				_	
Amazon.com	Meeting	24-May-23	3 Remuneration	Management	For	
A	Annual General	04 M 00	Say on Pay	N4	4. \/	
Amazon.com	Meeting	24-May-23	4 Frequency	Management	1 Year	
Amazan aam	Annual General Meeting	24 May 22	5 Incentive Plan	Management	For	
Amazon.com	Meeting	24-May-23	3 Incentive Flan	Management	FUI	
Amazon.com	Annual General Meeting	24-May-23	Shareholder Resolution - 6 Governance	Shareholder	Against	We opposed a shareholder resolution requesting a report on retirement plan options. We are satisfied with the choices given to employees and do not believe their current default option poses a material risk to the business.
Amazon.com	Annual General Meeting	24-May-23	Shareholder Resolution - 7 Social	Shareholder	Against	We opposed a shareholder resolution requesting a report on customer due diligence. The company continues to demonstrate they are being proactive and we do not share the proponent's concerns.
Amazon.com	Annual General Meeting	24-May-23	Shareholder Resolution - 8 Social	Shareholder	For	We supported a shareholder resolution requesting the company disclose details of takedown requests. Given the potential reputational and legal risks we think the additional disclosure would allow shareholders to ensure the company is being thoughtful in their approach and considering the wider implications of their decisions.
A-10-10-1	Annual General	04 May 202	Shareholder Resolution -	Charakalda	Anginal	We opposed a shareholder resolution requesting reporting on takedown requests by the government of the United States. Instead we supported a shareholder resolution requesting disclosure of takedown requests
Amazon.com	Meeting	24-May-23	9 Social	Shareholder	Against	more generally.

Amazon.com	Annual General Meeting	24-May-23	Shareholder Resolution - 10 Social	Shareholder	For	We supported a shareholder resolution requesting a report on how the company's climate strategy is consistent with a 'just' transition. Amazon's pledge to reach net zero by 2040 suggests dramatic transformations are imminent. We believe they should carefully consider the impacts their climate strategy will have on stakeholders and any barriers to implementation.
Amazon.com	Annual General Meeting	24-May-23	Shareholder Resolution - 11 Governance	Shareholder	Against	We opposed a shareholder resolution on alternative tax reporting. The company currently reports tax as it is required to and will be required to report more extensively under incoming EU regulations. We do not consider this resolution to be necessary at this time.
Amazon.com	Annual General Meeting	24-May-23	Shareholder Resolution - 12 Climate	Shareholder	For	We supported a shareholder resolution requesting a report on how its lobbying is consistent with its climate commitments. We would like to see the company expand on their current reporting, specifically regarding risk assessment and procedures. We believe ensuring congruence between their stated commitments and their actions will support them in achieving sustainable long term growth.

	Annual Ganeral		Shareholder Resolution -			We supported a shareholder resolution on gender/racial pay gap reporting. We have supported this resolution at Amazon for the last three years. We believe that women and minorities are underrepresented in leadership positions compared with the broader workforce, and reporting the unadjusted median gap would help to assess structural bias regarding job opportunity and pay.
Amazon.com	Annual General Meeting	24-May-23	Resolution - 13 Social	Shareholder	For	We believe a diverse workforce supports future business growth.
Amazon.com	Annual General Meeting	24-May-23	Shareholder Resolution - 14 Social	Shareholder	Against	We opposed a shareholder resolution requesting a cost/benefit analysis of the company's diversity and inclusion strategy. We are comfortable with the company's efforts in this area and do not think this additional analysis would be worthwhile.
Amazon.com	Annual General Meeting	24-May-23	Shareholder Resolution - 15 Governance	Shareholder	Against	We opposed a shareholder resolution requesting certain bylaw amendments require shareholder approval. Amazon's current requirements do not appear overly restrictive or out of line with peers.
Amazon.com	Annual General Meeting	24-May-23	Shareholder Resolution - 16 Social	Shareholder	For	We supported a shareholder resolution on freedom of association. In light of several recent high profile controversies, we believe that shareholders would benefit from a more thorough examination of the compliance of the company's policies and practices with international fundamental rights.

Amazon.com	Annual General Meeting	24-May-23	Shareholder Resolution - 17 Governance	Shareholder	Against	We opposed a shareholder resolution requesting a new policy regarding executive compensation. We do not believe this is necessary and continue to be supportive of executive compensation. Further, we believe there are already appropriate mechanisms in place for shareholders to express any payrelated concerns.
Amazon.com	Annual General Meeting	24-May-23	Shareholder Resolution - 18 Social	Shareholder	Against	We opposed a shareholder resolution requesting a report on animal welfare standards. We believe Whole Foods has an appropriate third-party auditing process to ensure animal welfare standards in its supply chain. We have no reason to suspect that the company's current handling presents an imminent risk to shareholder value.
Amazon.com	Annual General Meeting	24-May-23	Shareholder Resolution - 19 Governance	Shareholder	Against	We opposed a shareholder resolution requesting the board establish a public policy committee. We believe the company's current oversight of public policy issues is satisfactory. Further we do not think it is appropriate for shareholders to dictate to the board how to structure its oversight.

Amazon.com	Annual General Meeting	24-May-23	Shareholder Resolution - 20 Governance	Shareholder	Against	We opposed a shareholder resolution requesting the board adopt a policy to include non-management employees as prospective director candidates. We opposed this resolution last year and we continue to believe that there are sufficient mechanisms in place for employees to be heard.
Amazon.com	Annual General Meeting	24-May-23	Shareholder Resolution - 21 Social	Shareholder	Against	We opposed a shareholder resolution requesting a third-party audit on warehouse working conditions. We opposed this resolution last year and believe the company have continued to improve and enhance their disclosures, for example now disclosing injury rates. We believe the enhanced disclosure will allow us to monitor progress on this issue and don't think additional disclosure is necessary at this time.

Annual General	24 May 23	Shareholder Resolution -	Sharahaldar	Eor	We supported a shareholder resolution requesting a report on plastic use. Plastic pollution poses financial, operational and reputational risks to the company. While we continue to believe that Amazon are making progress, we think more could be done particularly with regards to how they influence their manufacturers in reducing their usage. We also believe the company lags peers who disclose total plastic use and reduction targets. Better addressing this issue will help position the company for long term
Meeting	24-May-23	22 Environmental	Snareholder	For	future growth.
Annual General Meeting	24-May-23	Shareholder Resolution - 23 Social	Shareholder	Against	We opposed a shareholder resolution on customer use of certain technologies. We think the company has demonstrated adequate responsiveness to the concerns and requests outlined by the proponent.
	25-May-23 1A	Flect Director(s)	Management	For	
Annual General Meeting	25-May-23 1B	Elect Director(s)	Management	For	
Annual General Meeting	25-May-23 1C	Elect Director(s)	Management	For	
Annual General Meeting	25-May-23 1D	Elect Director(s)	Management	For	
Annual General Meeting	25-May-23 1E	Elect Director(s)	Management	For	
Annual General Meeting	25-May-23 1F	Elect Director(s)	Management	For	
Annual General					
	Annual General Meeting Annual General	Annual General Meeting 24-May-23 Annual General Meeting 25-May-23 1A Annual General Meeting 25-May-23 1B Annual General Meeting 25-May-23 1B Annual General Meeting 25-May-23 1C Annual General Meeting 25-May-23 1C Annual General Meeting 25-May-23 1D Annual General Meeting 25-May-23 1E Annual General Meeting 25-May-23 1E Annual General Meeting 25-May-23 1F	Annual General Meeting 24-May-23 25 Environmental Shareholder Resolution - Resol	Annual General Resolution - 22 Environmental Shareholder Annual General Resolution - 32 Shareholder Resolution - 33 Social Shareholder Annual General Resolution - 34 Social Shareholder Annual General Resolution - 35 Social Shareholder Annual General Resolution - 40 Shareholder Annual General Resolution - 41 Shareholder Elect Director(s) Management Annual General Resolution - 42 Social Shareholder Elect Director(s) Management Annual General Resolution - 42 Social Shareholder Elect Director(s) Management Elect Director(s) Management Annual General Resolution - 42 Social Shareholder Elect Director(s) Management Elect Director(s) Management Annual General Resolution - 42 Social Shareholder Elect Director(s) Management Elect Director(s) Management Annual General Resolution - 42 Social Shareholder Elect Director(s) Management Elect Director(s) Management Annual General Resolution - 42 Environmental Shareholder Elect Director(s) Management Annual General Resolution - 42 Environmental Shareholder Elect Director(s) Management Elect Director(s) Management Elect Director(s) Management Elect Director(s) Management Elect Director(s) Management	Annual General Meeting 24-May-23 25 Environmental Shareholder For Shareholder Resolution - R

	Annual General					
Illumina	Meeting	25-May-23 1H	Elect Director(s)	Management	For	
	Annual General					
Illumina	Meeting	25-May-23 1I	Elect Director(s)	Management	For	
Illumina	Annual General Meeting	25-May-23 1J	Elect Director(s)	Shareholder	Against	We opposed the election of three dissident nominees to the board as we do not believe they present a compelling alternative to the board's candidates.
Illumina	Annual General Meeting	25-May-23 1K	Elect Director(s)	Shareholder	Against	We opposed the election of three dissident nominees to the board as we do not believe they present a compelling alternative to the board's candidates.
Illumina	Annual General Meeting	25-May-23 1L	Elect Director(s)	Shareholder	Against	We opposed the election of three dissident nominees to the board as we do not believe they present a compelling alternative to the board's candidates.
	Annual General		Appoint/Pay			
Illumina	Meeting	25-May-23	2 Auditors	Management	For	
Illumina	Annual General Meeting	25-May-23	3 Remuneration	Management	Against	We opposed executive compensation as we did not agree with the decision to make one-off retention grants to named executive officers, in addition to annual variable incentive grants, given recent company performance.
	Annual General		Say on Pay			
Illumina	Meeting	25-May-23	4 Frequency	Management	1 Year	
Illumina	Annual General Meeting	25-May-23	Employee Equity 5 Plan	Management	For	
Illumina	Annual General Meeting	25-May-23	1.1 Elect Director(s)	Shareholder	No Vote	We did not vote the dissident proxy card, and instead instructed on management's proxy card.
Illumina	Annual General Meeting	25-May-23	1.2 Elect Director(s)	Shareholder	No Vote	We did not vote the dissident proxy card, and instead instructed on management's proxy card.
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Illumina	Annual General Meeting	25-May-23	1.3 Elect Director(s)	Shareholder	No Vote	We did not vote the dissident proxy card, and instead instructed on management's proxy card.
Illumina	Annual General Meeting	25-May-23	1.4 Elect Director(s)	Management	No Vote	We did not vote the dissident proxy card, and instead instructed on management's proxy card.
Illumina	Annual General Meeting	25-May-23	1.5 Elect Director(s)	Management	No Vote	We did not vote the dissident proxy card, and instead instructed on management's proxy card.
Illumina	Annual General Meeting	25-May-23	1.6 Elect Director(s)	Management	No Vote	We did not vote the dissident proxy card, and instead instructed on management's proxy card.
Illumina	Annual General Meeting	25-May-23	1.7 Elect Director(s)	Management	No Vote	We did not vote the dissident proxy card, and instead instructed on management's proxy card.
Illumina	Annual General Meeting	25-May-23	1.8 Elect Director(s)	Management	No Vote	We did not vote the dissident proxy card, and instead instructed on management's proxy card.
Illumina	Annual General Meeting	25-May-23	1.9 Elect Director(s)	Management	No Vote	We did not vote the dissident proxy card, and instead instructed on management's proxy card.
Illumina	Annual General Meeting	25-May-23	1.1 Elect Director(s)	Management	No Vote	We did not vote the dissident proxy card, and instead instructed on management's proxy card.
Illumina	Annual General Meeting	25-May-23	1.11 Elect Director(s)	Management	No Vote	We did not vote the dissident proxy card, and instead instructed on management's proxy card.
Illumina	Annual General Meeting	25-May-23	1.12 Elect Director(s)	Management	No Vote	We did not vote the dissident proxy card, and instead instructed on management's proxy card.
Illumina	Annual General Meeting	25-May-23	Appoint/Pay 2 Auditors	Management	No Vote	We did not vote the dissident proxy card, and instead instructed on management's proxy card.
Illumina	Annual General Meeting	25-May-23	3 Remuneration	Management	No Vote	We did not vote the dissident proxy card, and instead instructed on management's proxy card.
Illumina	Annual General Meeting	25-May-23	Say on Pay 4 Frequency	Management	No Vote	We did not vote the dissident proxy card, and instead instructed on management's proxy card.

	Annual General					We did not vote the dissident proxy card, and instead instructed on
Illumina	Meeting	25-May-23	5 Incentive Plan	Management	No Vote	management's proxy card.
	Annual General					
Pinterest	Meeting	25-May-23 1a.	Elect Director(s)	Management	For	
	Annual General					
Pinterest	Meeting	25-May-23 1b.	Elect Director(s)	Management	For	
	Annual General					
Pinterest	Meeting	25-May-23 1c.	Elect Director(s)	Management	For	
	Annual General					
Pinterest	Meeting	25-May-23 1d.	Elect Director(s)	Management	For	
						We abstained on executive
	Annual General					remuneration, as we have concerns
Pinterest	Meeting	25-May-23	2 Remuneration	Management	Abstain	over the size of the award granted.
	Annual General		Appoint/Pay			
Pinterest	Meeting	25-May-23	3 Auditors	Management	For	
Pinterest	Annual General Meeting	25-May-23	Shareholder Resolution - 4 Governance	Shareholder	Against	asking for a report on prevention of workplace harassment and discrimination, as we are satisfied with the progress that the company made in the recent years and we do not think a public report would be necessary at this stage. We will continue monitoring the company's progress on this front.
Pinterest	Annual General Meeting	25-May-23	Shareholder Resolution - 5 Social	Shareholder	Against	We opposed a shareholder resolution asking for a report on censorship, as we are satisfied with the current level of reporting provided by the company.
	Annual General					
Roblox	Meeting	25-May-23	1.001 Elect Director(s)	Management	For	
	Annual General					
Roblox	Meeting	25-May-23	1.002 Elect Director(s)	Management	For	
	Annual General					
Roblox	Meeting	25-May-23	2 Remuneration	Management	For	

	Annual General		Appoint/Pay			
Roblox	Meeting	25-May-23	3 Auditors	Management	For	
	Annual General					
The Trade Desk	Meeting	25-May-23	1.002 Elect Director(s)	Management	For	
	Annual General					
The Trade Desk	Meeting	25-May-23	1.001 Elect Director(s)	Management	For	
	Annual General		Appoint/Pay			
The Trade Desk	Meeting	25-May-23	2 Auditors	Management	For	
	Annual General					
Penumbra Inc	Meeting	31-May-23	1.001 Elect Director(s)	Management	For	
	Annual General					
Penumbra Inc	Meeting	31-May-23	1.003 Elect Director(s)	Management	For	
	Annual General					
Penumbra Inc	Meeting	31-May-23	1.002 Elect Director(s)	Management	For	
	Annual General		Appoint/Pay			
Penumbra Inc	Meeting	31-May-23	2 Auditors	Management	For	
	Annual General					
Penumbra Inc	Meeting	31-May-23	3 Remuneration	Management	For	
	Annual General		Say on Pay			
Penumbra Inc	Meeting	31-May-23	4 Frequency	Management	1 Year	
	Annual General					
Cloudflare Inc	Meeting	1-Jun-23	1.002 Elect Director(s)	Management	For	
	Annual General					
Cloudflare Inc	Meeting	1-Jun-23	1.001 Elect Director(s)	Management	For	
	Annual General		Appoint/Pay			
Cloudflare Inc	Meeting	1-Jun-23	2 Auditors	Management	For	
	Annual General					We opposed the executive compensation as we do not find that option repricing and lowering of targets undertaken this year is aligned with the long-term interests
Cloudflare Inc	Meeting	1-Jun-23	3 Remuneration	Management	Against	of shareholders.
Denali	Annual General	. 0011 20	5s.manoranom	a.iagoinont		2. 2 0
Therapeutics	Meeting	1-Jun-23	1.003 Elect Director(s)	Management	For	
Denali	Annual General	. 0011 20		a.iagoinont		
Therapeutics	Meeting	1-Jun-23	1.002 Elect Director(s)	Management	For	
Denali	Annual General					
Therapeutics	Meeting	1-Jun-23	1.001 Elect Director(s)	Management	For	
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Denali	Annual General		Appoint/Pay			
Therapeutics	Meeting	1-Jun-23	2 Auditors	Management	For	
Denali	Annual General					
Therapeutics	Meeting	1-Jun-23	3 Remuneration	Management	For	
	Annual General					
Netflix Inc	Meeting	1-Jun-23 1a.	Elect Director(s)	Management	For	
	Annual General					
Netflix Inc	Meeting	1-Jun-23 1b.	Elect Director(s)	Management	For	
	Annual General					
Netflix Inc	Meeting	1-Jun-23 1c.	Elect Director(s)	Management	For	
	Annual General					
Netflix Inc	Meeting	1-Jun-23 1d.	Elect Director(s)	Management	For	
	Annual General		Appoint/Pay			
Netflix Inc	Meeting	1-Jun-23	2 Auditors	Management	For	
	Annual General					
Netflix Inc	Meeting	1-Jun-23	3 Remuneration	Management	For	
	Annual General		Say on Pay			
Netflix Inc	Meeting	1-Jun-23	4 Frequency	Management	1 Year	
Netflix Inc	Annual General Meeting	1-Jun-23	Shareholder Resolution - 5 Governance	Shareholder	Against	We opposed a shareholder resolution to amend the requirements for shareholders to call a special meeting. We do not agree that removing the requirement to have held stock for at least a year is in the interests of long term shareholders.
Netflix Inc	Annual General Meeting	1-Jun-23	Shareholder Resolution - 6 Governance	Shareholder	Against	We opposed a shareholder resolution requesting a policy prohibiting directors from sitting on the board of any other company. We believe that the experience that directors have from sitting on the boards of other companies is beneficial to the long term growth of the company.

Netflix Inc	Annual General Meeting	1-Jun-23	Shareholder Resolution - 7 Climate	Shareholder	Against	We opposed a shareholder resolution requesting a report on how the company is protecting retirement plan beneficiaries from climate risk in the company's default retirement options. We believe that retirement plan beneficiaries already have sufficient choice of investment and the resolution is unnecessary.
Netflix Inc	Annual General Meeting	1-Jun-23	Shareholder Resolution - 8 Social	Shareholder	For	We supported a shareholder resolution requesting that the company adopt and disclose a freedom of association and collective bargaining policy. Labour issues are identified as a material risk in the company's financial statements and we believe that shareholders would benefit from a greater understanding of Netflix's policy and approach to this matter. Its lack of policy lags other large technology companies and may open it up to increased reputational risk, particularly in light of past and ongoing controversies.
Watsco Inc	Annual General Meeting	5-Jun-23	1.001 Elect Director(s)	Management	For	
vvalsco IIIC	Annual General	J-Juli-23	1.001 LIEUL DITECTOR(S)	Management	1 01	
Watsco Inc	Meeting	5-Jun-23	2 Remuneration	Management	For	
	Annual General		Say on Pay			
Watsco Inc	Meeting	5-Jun-23	3 Frequency	Management	1 Year	
\\/ataaa !	Annual General	F 1 00	Appoint/Pay	Managara	Ган	
Watsco Inc	Meeting	5-Jun-23	4 Auditors	Management	For	
Chegg	Annual General Meeting	7-Jun-23 1a.	Elect Director(s)	Management	For	
<u></u>	Annual General	, Juli 20 1a.	Licot Director(3)	Managomont	1 01	
Chegg	Meeting	7-Jun-23 1b.	Elect Director(s)	Management	For	
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	Annual General					
Chegg	Meeting	7-Jun-23 1c.	Elect Director(s)	Management	For	
	Annual General					We abstained on the resolution to ratify named executive officers' compensation due to concerns the annual performance period for the
Chegg	Meeting	7-Jun-23	2 Remuneration	Management	Abstain	long term incentive plan.
Criegg	Annual General	7-Jun-25	2 hemuneration	Management	Austain	long term incentive plan.
Chegg	Meeting	7-Jun-23	3 Incentive Plan	Management	For	
Orlegg	Annual General	7-3411-23	Employee Equity		1 01	
Chogg	Meeting	7-Jun-23	4 Plan	Management	For	
Chegg	•	7-3011-23		Management	FOI	
Choga	Annual General Meeting	7-Jun-23	Appoint/Pay 5 Auditors	Management	For	
Chegg	•	I -JUII-23	5 Auditors	iviariagement	1-01	
Lemonade Inc	Annual General Meeting	7-Jun-23	1.001 Elect Director(s)	Management	For	
Lemonade IIIC	Annual General	ı -Juli-23	1.001 Elect Director(S)	iviariagerrient	FUI	
Lemonade Inc	Meeting	7-Jun-23	1.002 Elect Director(s)	Management	For	
Lemonade inc		7-3411-23	, ,	Management	1 01	
Lemonade Inc	Annual General Meeting	7-Jun-23	Appoint/Pay 2 Auditors	Management	For	
LETHOHAUE INC		ı -Juli-23	Z AUUILUIS	iviariagerrient	FUI	
Lemonade Inc	Annual General Meeting	7-Jun-23	3 Remuneration	Management	For	
MarketAxess	•	1-Jun-23	3 Hemuneradon	ivialiagement	i Ui	
MarketAxess Holdings	Annual General Meeting	7-Jun-23 1a.	Elect Director(s)	Managament	For	
<u> </u>		7-Juli-23 la.	Elect Director(s)	Management	FUI	
MarketAxess	Annual General Meeting	7-Jun-23 1b.	Elect Director(s)	Managament	For	
Holdings		1-Jun-23 1D.	Elect Director(s)	Management	1-01	
MarketAxess	Annual General Meeting	7-Jun-23 1c.	Floot Director(s)	Managament	For	
Holdings MarketAxess		r-Jun-25 IC.	Elect Director(s)	Management	FUI	
MarketAxess Holdings	Annual General Meeting	7-Jun-23 1d.	Elect Director(s)	Management	For	
		1-Jun-25 10.	Elect Director(s)	iviariagement	FUI	
MarketAxess Holdings	Annual General Meeting	7-Jun-23 1e.	Elect Director(s)	Management	For	
MarketAxess	Annual General	7-Jun-23 16.	Elect Director(s)	ivialiagement	i UI	
MarketAxess Holdings	Annual General Meeting	7-Jun-23 1f.	Elect Director(s)	Management	For	
<u> </u>		1-JUII-23 II.	Elect Director(S)	iviariagerrient	FUI	
MarketAxess	Annual General Meeting	7 Jun 00 1~	Elect Director(s)	Managamant	Eor	
Holdings	•	7-Jun-23 1g.	Elect Director(s)	Management	For	
MarketAxess	Annual General	7-Jun-23 1h.	Float Director(s)	Managament	Eor	
Holdings	Meeting	/-Jun-∠3 In.	Elect Director(s)	Management	For	
MarketAxess	Annual General	7 Jun 00 4:	Floot Director/s	Managament	Гои	
Holdings	Meeting	7-Jun-23 1i.	Elect Director(s)	Management	For	

Annual General Meetina	7-Jun-23 1i.	Elect Director(s)	Management	For	
		(-)	J	-	
Meeting	7-Jun-23 1k.	Elect Director(s)	Management	For	
Annual General Meeting	7-Jun-23	Appoint/Pay 2 Auditors	Management	Against	We opposed the ratification of the auditor because of the length of tenure. We believe it is best practice for the auditor to be rotated regularly as this works to ensure independent oversight of the company's audit process and internal financial controls.
Annual General Meeting	7lun-23	3 Remuneration	Management	Ahstain	We abstained on the advisory vote on compensation as issues we provided feedback on last year remain in place this year, including short performance periods and unclear disclosure under the long-term incentive plan.
	7 0011 20		Management	7 to Stairi	term meentive pian.
	7-Jun-23	, ,	Management	1 Year	
Annual General Meeting	7-Jun-23 1a.	Elect Director(s)	Management	For	
Annual General Meeting	7-Jun-23 1b.	Elect Director(s)	Management	For	
Annual General Meeting	7-Jun-23 1c.	Elect Director(s)	Management	For	
Meeting	7-Jun-23 1d.	Elect Director(s)	Management	For	
Meeting	7-Jun-23 1e.	Elect Director(s)	Management	For	
Meeting	7-Jun-23 1f.	Elect Director(s)	Management	For	
Annual General Meeting	7-Jun-23 1g.	Elect Director(s)	Management	For	
Annual General Meeting	7-Jun-23 1h.	Elect Director(s)	Management	For	
Annual General Meeting					
	Annual General Meeting Annual General	Meeting 7-Jun-23 1j. Annual General Meeting 7-Jun-23 1k. Annual General Meeting 7-Jun-23 Annual General Meeting 7-Jun-23 Annual General Meeting 7-Jun-23 Annual General Meeting 7-Jun-23 1a. Annual General Meeting 7-Jun-23 1b. Annual General Meeting 7-Jun-23 1b. Annual General Meeting 7-Jun-23 1c. Annual General Meeting 7-Jun-23 1d. Annual General Meeting 7-Jun-23 1d. Annual General Meeting 7-Jun-23 1f. Annual General Meeting 7-Jun-23 1f. Annual General Meeting 7-Jun-23 1f. Annual General Meeting 7-Jun-23 1g. Annual General Meeting 7-Jun-23 1g. Annual General Meeting 7-Jun-23 1g.	Meeting 7-Jun-23 1j. Elect Director(s) Annual General Meeting 7-Jun-23 1k. Elect Director(s) Annual General Appoint/Pay 2 Auditors Annual General Meeting 7-Jun-23 3 Remuneration Annual General Say on Pay 4 Frequency Annual General Meeting 7-Jun-23 1a. Elect Director(s) Annual General Meeting 7-Jun-23 1b. Elect Director(s) Annual General Meeting 7-Jun-23 1b. Elect Director(s) Annual General Meeting 7-Jun-23 1c. Elect Director(s) Annual General Meeting 7-Jun-23 1d. Elect Director(s) Annual General Meeting 7-Jun-23 1d. Elect Director(s) Annual General Meeting 7-Jun-23 1d. Elect Director(s) Annual General Meeting 7-Jun-23 1f. Elect Director(s) Annual General Meeting 7-Jun-23 1f. Elect Director(s) Annual General Meeting 7-Jun-23 1g. Elect Director(s)	Meeting 7-Jun-23 1j. Elect Director(s) Management Annual General Meeting 7-Jun-23 1k. Elect Director(s) Management Annual General Meeting 7-Jun-23 1k. Elect Director(s) Management Annual General Meeting 7-Jun-23 2 Auditors Management Annual General Meeting 7-Jun-23 3 Remuneration Management Annual General Meeting 7-Jun-23 4 Frequency Management Annual General Meeting 7-Jun-23 1a. Elect Director(s) Management Annual General Meeting 7-Jun-23 1b. Elect Director(s) Management Annual General Meeting 7-Jun-23 1c. Elect Director(s) Management Annual General Meeting 7-Jun-23 1d. Elect Director(s) Management Annual General Meeting 7-Jun-23 1d. Elect Director(s) Management Annual General Meeting 7-Jun-23 1e. Elect Director(s) Management Annual General Meeting 7-Jun-23 1f. Elect Director(s) Management Annual General Meeting 7-Jun-23 1f. Elect Director(s) Management Annual General Meeting 7-Jun-23 1g. Elect Director(s) Management Annual General	Meeting7-Jun-23 1j.Elect Director(s)ManagementForAnnual General Meeting7-Jun-23 1k.Elect Director(s)ManagementForAnnual General Meeting7-Jun-23Appoint/Pay 2 AuditorsManagementAgainstAnnual General Meeting7-Jun-233 Remuneration 2 AuditorsManagementAbstainAnnual General Meeting7-Jun-233 Remuneration 2 AuditorsManagementAbstainAnnual General Meeting7-Jun-234 FrequencyManagement1 YearAnnual General Meeting7-Jun-23 1a.Elect Director(s)ManagementForAnnual General Meeting7-Jun-23 1b.Elect Director(s)ManagementForAnnual General Meeting7-Jun-23 1d.Elect Director(s)ManagementForAnnual General Meeting7-Jun-23 1e.Elect Director(s)ManagementForAnnual General Meeting7-Jun-23 1f.Elect Director(s)ManagementForAnnual General Meeting7-Jun-23 1g.Elect Director(s)ManagementForAnnual General Meeting7-Jun-23 1g.Elect Director(s)ManagementForAnnual General Meeting7-Jun-23 1g.Elect Director(s)ManagementFor

Annual General					
Meeting	7-Jun-23 1j.	Elect Director(s)	Management	For	
Annual General	·	Appoint/Pay			
Meeting	7-Jun-23	2 Auditors	Management	For	
Annual General					
Meeting	7-Jun-23	3 Remuneration	Management	For	
Annual General					
Meeting	8-Jun-23 1a.	Elect Director(s)	Management	For	
Annual General					
Meeting	8-Jun-23 1b.	Elect Director(s)	Management	For	
Annual General					
Meeting	8-Jun-23 1c.	Elect Director(s)	Management	For	
Annual General					
Meeting	8-Jun-23 1d.	Elect Director(s)	Management	For	
Annual General					
Meeting	8-Jun-23 1e.	Elect Director(s)	Management	For	
Annual General					
Meeting	8-Jun-23 1f.	Elect Director(s)	Management	For	
Annual General					
Meeting	8-Jun-23 1g.	Elect Director(s)	Management	For	
Annual General					
Meeting	8-Jun-23 1h.	Elect Director(s)	Management	For	
Annual General		Appoint/Pay			
Meeting	8-Jun-23	2 Auditors	Management	For	
Annual General					
Meeting	8-Jun-23	3 Remuneration	Management	For	
Annual General		Say on Pay			
Meeting	8-Jun-23	4 Frequency	Management	1 Year	
Annual General		Shareholder Resolution -			We opposed the shareholder resolution requesting the company set GHG emission reduction targets because the company has broadly fulfilled the request of the proponent by signing an SBTi commitment
Meeting	8-Jun-23	5 Climate	Shareholder	Against	letter.
Annual General				-	
Meeting	8-Jun-23 1a.	Elect Director(s)	Management	For	
Annual General		, ,	·		
Meeting	8-Jun-23 1b.	Elect Director(s)	Management	For	
	Annual General Meeting Annual General	Meeting 7-Jun-23 1j. Annual General Meeting 7-Jun-23 Annual General Meeting 7-Jun-23 Annual General Meeting 8-Jun-23 1a. Annual General Meeting 8-Jun-23 1b. Annual General Meeting 8-Jun-23 1c. Annual General Meeting 8-Jun-23 1d. Annual General Meeting 8-Jun-23 1d. Annual General Meeting 8-Jun-23 1f. Annual General Meeting 8-Jun-23 1f. Annual General Meeting 8-Jun-23 1g. Annual General Meeting 8-Jun-23 1h. Annual General Meeting 8-Jun-23 1h. Annual General Meeting 8-Jun-23 Annual General Meeting 8-Jun-23	Meeting 7-Jun-23 1j. Elect Director(s) Annual General Appoint/Pay Meeting 7-Jun-23 2 Auditors Annual General Meeting 7-Jun-23 3 Remuneration Annual General Meeting 8-Jun-23 1a. Elect Director(s) Annual General Meeting 8-Jun-23 1b. Elect Director(s) Annual General Meeting 8-Jun-23 1c. Elect Director(s) Annual General Meeting 8-Jun-23 1d. Elect Director(s) Annual General Meeting 8-Jun-23 1d. Elect Director(s) Annual General Meeting 8-Jun-23 1e. Elect Director(s) Annual General Meeting 8-Jun-23 1f. Elect Director(s) Annual General Meeting 8-Jun-23 1g. Elect Director(s) Annual General Meeting 8-Jun-23 1h. Elect Director(s) Annual General Meeting 8-Jun-23 1h. Elect Director(s) Annual General Meeting 8-Jun-23 2 Auditors Annual General Meeting 8-Jun-23 3 Remuneration Annual General Meeting 8-Jun-23 4 Frequency Annual General Meeting 8-Jun-23 5 Climate Annual General Meeting 8-Jun-23 1a. Elect Director(s) Annual General Meeting 8-Jun-23 1a. Elect Director(s) Annual General Meeting 8-Jun-23 1a. Elect Director(s) Annual General Meeting 8-Jun-23 1a. Elect Director(s)	Meeting 7-Jun-23 1j. Elect Director(s) Management Annual General Meeting 7-Jun-23 2 Auditors Management Meeting 7-Jun-23 3 Remuneration Management Meeting 7-Jun-23 3 Remuneration Management Annual General Meeting 8-Jun-23 1a. Elect Director(s) Management Meeting 8-Jun-23 1b. Elect Director(s) Management Meeting 8-Jun-23 1b. Elect Director(s) Management Meeting 8-Jun-23 1c. Elect Director(s) Management Meeting 8-Jun-23 1d. Elect Director(s) Management Meeting 8-Jun-23 1d. Elect Director(s) Management Meeting 8-Jun-23 1e. Elect Director(s) Management Meeting 8-Jun-23 1f. Elect Director(s) Management Meeting 8-Jun-23 1f. Elect Director(s) Management Meeting 8-Jun-23 1f. Elect Director(s) Management Meeting 8-Jun-23 1g. Elect Director(s) Management Meeting 8-Jun-23 1h. Elect Director(s) Management Annual General Meeting 8-Jun-23 1h. Elect Director(s) Management Annual General Meeting 8-Jun-23 3 Remuneration Management Annual General Meeting 8-Jun-23 3 Remuneration Management Meeting 8-Jun-23 5 Climate Shareholder Resolution - Say on Pay Meeting 8-Jun-23 1a. Elect Director(s) Management Shareholder Resolution - Shareholder Resolution - Shareholder Resolution - Shareholder Meeting 8-Jun-23 1a. Elect Director(s) Management Meeting 8-Jun-23 1a. Elect Director(s) Management Shareholder Annual General Meeting 8-Jun-23 1a. Elect Director(s) Management Shareholder Annual General Meeting 8-Jun-23 1a. Elect Director(s) Management Shareholder Annual General Meeting 8-Jun-23 1a. Elect Director(s) Management Shareholder Meeting 8-Jun-23 1a. Elect Director(s) Management Shareholder Meeting 8-Jun-23 1a. Elect Director(s) Meeting Shareholder Meeting 8-Jun-23 1a. Elect Director(s) Meeting	Meeting7-Jun-23 1j.Elect Director(s)ManagementForAnnual General Meeting7-Jun-232 AuditorsManagementForAnnual General Meeting7-Jun-233 RemunerationManagementForAnnual General Meeting8-Jun-23 1a.Elect Director(s)ManagementForAnnual General

Datadog	Annual General Meeting	8-Jun-23 1c.	Elect Director(s)	Management	For	
Datadog	Annual General	0 0011 20 10.	Licet Director(3)	Management	1 01	
Datadog	Meeting	8-Jun-23	2 Remuneration	Management	For	
	Annual General		Appoint/Pay			
Datadog	Meeting	8-Jun-23	3 Auditors	Management	For	
Datadog	Annual General	0 0011 20	o manoro	Management	1 01	
Roku	Meeting	8-Jun-23 1a.	Elect Director(s)	Management	For	
	Annual General		()	<u> </u>		
Roku	Meeting	8-Jun-23 2a.	Elect Director(s)	Management	For	
	Annual General					
Roku	Meeting	8-Jun-23 2b.	Elect Director(s)	Management	For	
	Annual General	·	(-7	<u>_</u>		
Roku	Meeting	8-Jun-23 2c.	Elect Director(s)	Management	For	
Roku	Annual General Meeting	8-Jun-23	3 Remuneration	Management	Against	salary amount for one named executive officer is particularly excessive. We are concerned that this does not provide for alignmen between pay and company performance.
	Annual General		Appoint/Pay	<u> </u>		1
Roku	Meeting	8-Jun-23	4 Auditors	Management	For	
Sana	Annual General					
Biotechnology Inc	Meeting	8-Jun-23	1.1 Elect Director(s)	Management	For	
Sana	Annual General					
Biotechnology Inc	Meeting	8-Jun-23	1.2 Elect Director(s)	Management	For	
Sana	Annual General		` ,			
Biotechnology Inc	Meeting	8-Jun-23	1.3 Elect Director(s)	Management	For	
Sana	Annual General		Appoint/Pay			
Biotechnology Inc	Meeting	8-Jun-23	2 Auditors	Management	For	
	Annual General					
Warby Parker Inc	Meeting	8-Jun-23	1.001 Elect Director(s)	Management	For	
	Annual General					
Warby Parker Inc	Meeting	8-Jun-23	1.003 Elect Director(s)	Management	For	
	Annual General					_
Warby Parker Inc	Meeting	8-Jun-23	1.002 Elect Director(s)	Management	For	

-	Annual General		Appoint/Pay		
Warby Parker Inc	Meeting	8-Jun-23	2 Auditors	Management	For
	Annual General				
Warby Parker Inc	Meeting	8-Jun-23	3 Remuneration	Management	1 Year
	Annual General				
Redfin	Meeting	13-Jun-23 1a.	Elect Director(s)	Management	For
	Annual General				
Redfin	Meeting	13-Jun-23 1b.	Elect Director(s)	Management	For
	Annual General				
Redfin	Meeting	13-Jun-23 1c.	Elect Director(s)	Management	For
	Annual General				
Redfin	Meeting	13-Jun-23	2 Remuneration	Management	For
	Annual General		Appoint/Pay		
Redfin	Meeting	13-Jun-23	3 Auditors	Management	For
	Annual General				
Twilio Inc	Meeting	13-Jun-23	1.003 Elect Director(s)	Management	For
	Annual General				
Twilio Inc	Meeting	13-Jun-23	1.002 Elect Director(s)	Management	For
	Annual General				
Twilio Inc	Meeting	13-Jun-23	1.001 Elect Director(s)	Management	For
	Annual General		Appoint/Pay		
Twilio Inc	Meeting	13-Jun-23	2 Auditors	Management	For
	Annual General				
Twilio Inc	Meeting	13-Jun-23	3 Remuneration	Management	For
10X Genomics Inc	Annual General				
Class A	Meeting	14-Jun-23	1.1 Elect Director(s)	Management	For
10X Genomics Inc	Annual General				
Class A	Meeting	14-Jun-23	1.2 Elect Director(s)	Management	For
10X Genomics Inc	Annual General				
Class A	Meeting	14-Jun-23	1.3 Elect Director(s)	Management	For
10X Genomics Inc	Annual General		Appoint/Pay		
Class A	Meeting	14-Jun-23	2 Auditors	Management	For

We opposed executive compensation due to concerns with the grant of equity awards with share price hurdles. We do not believe that share price is an appropriate performance metric or that these particular awards will necessarily reward a long term, sustained growth in share price, and therefore do not believe that these awards are in the best interests of shareholders

10X Genomics Inc	Annual General					in share price, and therefore do not believe that these awards are in the
Class A	Meeting	14-Jun-23	3 Remuneration	Management	Against	best interests of shareholders.
	Annual General					
Duolingo Inc	Meeting	15-Jun-23	1.003 Elect Director(s)	Management	For	
	Annual General					
Duolingo Inc	Meeting	15-Jun-23	1.002 Elect Director(s)	Management	For	
	Annual General					
Duolingo Inc	Meeting	15-Jun-23	1.001 Elect Director(s)	Management	For	
	Annual General		Appoint/Pay			
Duolingo Inc	Meeting	15-Jun-23	2 Auditors	Management	For	
	Annual General					
Duolingo Inc	Meeting	15-Jun-23	3 Remuneration	Management	1 Year	
	Annual General					
Sweetgreen	Meeting	15-Jun-23	1.007 Elect Director(s)	Management	For	
_	Annual General				_	
Sweetgreen	Meeting	15-Jun-23	1.006 Elect Director(s)	Management	For	
•	Annual General	45 1 00	4.005 E L + D L + ()		_	
Sweetgreen	Meeting	15-Jun-23	1.005 Elect Director(s)	Management	For	
0	Annual General	45 1 00	1 000 Flast Divastan/a)	M	F	
Sweetgreen	Meeting	15-Jun-23	1.003 Elect Director(s)	Management	For	
0	Annual General	45 1 00	1 000 Flast Divastan/a)	M	F	
Sweetgreen	Meeting	15-Jun-23	1.009 Elect Director(s)	Management	For	
Curataraan	Annual General	15 Jun 00	1 004 Floot Director(a)	Managamant	For	
Sweetgreen	Meeting	15-Jun-23	1.004 Elect Director(s)	Management	FOI	
Sweetgreen	Annual General Meeting	15-Jun-23	1.002 Elect Director(s)	Management	For	
Sweetgreen	Annual General	13-3411-23	1.002 Elect Director(s)	ivialiagement	i Ul	
Sweetgreen	Annual General Meeting	15-Jun-23	1.001 Elect Director(s)	Management	For	
Oweetgreen	Meeting	13-3411-23	1.001 LIEUL DITECTOR(S)	ivialiayement	1 01	

	Annual General					
Sweetgreen	Meeting	15-Jun-23	1.008 Elect Director(s)	Management	For	
	Annual General		Say on Pay			
Sweetgreen	Meeting	15-Jun-23	2 Frequency	Management	1 Year	
	Annual General		Appoint/Pay			
Sweetgreen	Meeting	15-Jun-23	3 Auditors	Management	For	
_	Annual General				_	
Zoom	Meeting	15-Jun-23	1.003 Elect Director(s)	Management	For	
7	Annual General	45 1 00	4 000 EL 1 EL 1 ()		_	
Zoom	Meeting	15-Jun-23	1.002 Elect Director(s)	Management	For	
7	Annual General	45 1 00	4 004 EL 1 D' 1 ()		_	
Zoom	Meeting	15-Jun-23	1.001 Elect Director(s)	Management	For	
7	Annual General	15 km 00	Appoint/Pay	Managarant	Га.,	
Zoom	Meeting	15-Jun-23	2 Auditors	Management	For	
Zoom	Annual General Meeting	15-Jun-23	3 Remuneration	Management	Against	due to concerns over the inappropriate use of discretion. We believe that the large off-cycle payments made to the executives during the year do not reflect the experience of long-term shareholders, nor underpin future long-term performance due to the absence of performance targets attached.
Ginkgo Bioworks	Annual General					
Holdings Inc	Meeting	16-Jun-23 1a.	Elect Director(s)	Management	For	
Ginkgo Bioworks	Annual General					
Holdings Inc	Meeting	16-Jun-23 1b.	Elect Director(s)	Management	For	
Ginkgo Bioworks	Annual General					
Holdings Inc	Meeting	16-Jun-23 1c.	Elect Director(s)	Management	For	
Ginkgo Bioworks	Annual General					
Holdings Inc	Meeting	16-Jun-23 1d.	Elect Director(s)	Management	For	
Ginkgo Bioworks	Annual General				_	
Holdings Inc	Meeting	16-Jun-23 1e.	Elect Director(s)	Management	For	
Ginkgo Bioworks Holdings Inc	Annual General Meeting	16-Jun-23 1f.	Elect Director(s)	Management	For	

Elect Director(s) Management For

Meeting

Annual General

Ginkgo Bioworks

Holdings Inc

16-Jun-23 1g.

Ginkgo Bioworks	Annual General		Appoint/Pay		
Holdings Inc	Meeting	16-Jun-23	2 Auditors	Management	For
Ginkgo Bioworks	Annual General				_
Holdings Inc	Meeting	16-Jun-23	3 Remuneration	Management	For
Ginkgo Bioworks	Annual General		Say on Pay		
Holdings Inc	Meeting	16-Jun-23	4 Frequency	Management	1 Year
Recursion					
Pharmaceuticals	Annual General				
Inc	Meeting	16-Jun-23	1.001 Elect Director(s)	Management	For
Recursion					
Pharmaceuticals	Annual General				
Inc	Meeting	16-Jun-23	1.002 Elect Director(s)	Management	For
Recursion					
Pharmaceuticals	Annual General				
Inc	Meeting	16-Jun-23	2 Remuneration	Management	For
Recursion					
Pharmaceuticals	Annual General		Say on Pay		
Inc	Meeting	16-Jun-23	3 Frequency	Management	1 Year
Recursion					
Pharmaceuticals	Annual General		Appoint/Pay		
Inc	Meeting	16-Jun-23	4 Auditors	Management	For
	Annual General				
Doordash Inc	Meeting	20-Jun-23 1a.	Elect Director(s)	Management	For
	Annual General				
Doordash Inc	Meeting	20-Jun-23 1b.	Elect Director(s)	Management	For
	Annual General				
Doordash Inc	Meeting	20-Jun-23 1c.	Elect Director(s)	Management	For
	Annual General		Appoint/Pay		
Doordash Inc	Meeting	20-Jun-23	2 Auditors	Management	For
	Annual General				
Doordash Inc	Meeting	20-Jun-23	3 Remuneration	Management	For
Rivian Automotive	Annual General				
Inc	Meeting	21-Jun-23 1a.	Elect Director(s)	Management	For
Rivian Automotive	Annual General				
Inc	Meeting	21-Jun-23 1b.	Elect Director(s)	Management	For
Rivian Automotive	Annual General		Appoint/Pay	-	
Inc	Meeting	21-Jun-23	2 Auditors	Management	For
Rivian Automotive	Annual General			-	
Inc	Meeting	21-Jun-23	3 Remuneration	Management	For
	-				

We opposed a resolution to adopt a human rights policy, because we found that the company's policies

Rivian Automotive	Annual General Meeting	21-Jun-23	Shareholder Resolution - 4 Social	Shareholder	Against	and procedures are appropriate at this stage. We will continue engaging with the company about the development of their approach to human rights going forward.
	Annual General					
NVIDIA	Meeting	22-Jun-23 1a.	Elect Director(s)	Management	For	
	Annual General	00 1 00 11	EL . B ()		_	
NVIDIA	Meeting	22-Jun-23 1b.	Elect Director(s)	Management	For	
NVIDIA	Annual General Meeting	22-Jun-23 1c.	Elect Director(s)	Management	For	
	Annual General		•			
NVIDIA	Meeting	22-Jun-23 1d.	Elect Director(s)	Management	For	
NVIDIA	Annual General Meeting	22-Jun-23 1e.	Elect Director(s)	Management	For	
NVIDIA	Annual General Meeting	22-Jun-23 1f.	Elect Director(s)	Management	For	
NVIDIA	Annual General Meeting	22-Jun-23 1g.	Elect Director(s)	Management	For	
NVIDIA	Annual General Meeting	22-Jun-23 1h.	Elect Director(s)	Management	For	
NVIDIA	Annual General Meeting	22-Jun-23 1i.	Elect Director(s)	Management	For	
NVIDIA	Annual General Meeting	22-Jun-23 1j.	Elect Director(s)	Management	For	
NVIDIA	Annual General Meeting	22-Jun-23 1k.	Elect Director(s)	Management	For	
NVIDIA	Annual General Meeting	22-Jun-23 1l.	Elect Director(s)	Management	For	
NVIDIA	Annual General Meeting	22-Jun-23 1m.	Elect Director(s)	Management	For	
NVIDIA	Annual General Meeting	22-Jun-23	2 Remuneration	Management	For	
NVIDIA	Annual General Meeting	22-Jun-23	Say on Pay 3 Frequency	Management	1 Year	

	Annual General		Appoint/Pay			
NVIDIA	Meeting	22-Jun-23	4 Auditors	Management	For	
111101111	Annual General	ZZ Gan Zo	1 / taditoro	Management	1 01	
Workday Inc	Meeting	22-Jun-23 1a.	Elect Director(s)	Management	For	
	Annual General		(0)			
Workday Inc	Meeting	22-Jun-23 1b.	Elect Director(s)	Management	For	
	Annual General				-	
Workday Inc	Meeting	22-Jun-23 1c.	Elect Director(s)	Management	For	
	Annual General		, ,			
Workday Inc	Meeting	22-Jun-23 1d.	Elect Director(s)	Management	For	
	Annual General		Appoint/Pay			
Workday Inc	Meeting	22-Jun-23	2 Auditors	Management	For	
Workday Inc	Annual General Meeting	22-Jun-23	3 Remuneration	Management	Abstain	We abstained on executive compensation. While we have concerns with the stretch of the share price targets attached to the new co-CEO's sign on grant, we are supportive of his appointment. We believe our concerns feed into a larger engagement on the topic of stock based compensation and levels of ambition in the company more generally.
Workday Inc	Annual General Meeting	22-Jun-23	Shareholder Resolution - 4 Governance	Shareholder	Against	We opposed a shareholder resolution requesting certain bylaw amendments require shareholder approval. The company's current requirements do not appear overly restrictive or out of line with peers.
	Annual General					
Shopify 'A'	Meeting	27-Jun-23 1A	Elect Director(s)	Management	For	
	Annual General				_	
Shopify 'A'	Meeting	27-Jun-23 1B	Elect Director(s)	Management	For	
a.	Annual General				_	
Shopify 'A'	Meeting	27-Jun-23 1C	Elect Director(s)	Management	For	
01 15 141	Annual General	07 1 00 17			_	
Shopify 'A'	Meeting	27-Jun-23 1D	Elect Director(s)	Management	For	
01 '6 141	Annual General	07 1 00 15			_	
Shopify 'A'	Meeting	27-Jun-23 1E	Elect Director(s)	Management	For	

Annual General Meeting	27-Jun-23 1F	Elect Director(s)	Management	For
Annual General				
Meeting	27-Jun-23 1G	Elect Director(s)	Management	For
Annual General				
Meeting	27-Jun-23 1H	Elect Director(s)	Management	For
Annual General		Appoint/Pay		
Meeting	27-Jun-23	2 Auditors	Management	For
Annual General				
Meeting	27-Jun-23	3 Remuneration	Management	For
Annual General				
Meeting	29-Jun-23 1a.	Elect Director(s)	Management	For
Annual General				
Meeting	29-Jun-23 1b.	Elect Director(s)	Management	For
Annual General				
Meeting	29-Jun-23 1c.	Elect Director(s)	Management	For
Annual General	<u> </u>	Say on Pay		
Meeting	29-Jun-23	2 Frequency	Management	1 Year
Annual General		Appoint/Pay		
Meeting	29-Jun-23	3 Auditors	Management	For
	Meeting Annual General	Meeting 27-Jun-23 1F Annual General Meeting 27-Jun-23 1G Annual General Meeting 27-Jun-23 1H Annual General Meeting 27-Jun-23 Annual General Meeting 27-Jun-23 Annual General Meeting 29-Jun-23 1a. Annual General Meeting 29-Jun-23 1b. Annual General Meeting 29-Jun-23 1c. Annual General Meeting 29-Jun-23 1c. Annual General Meeting 29-Jun-23 1c. Annual General Meeting 29-Jun-23 1c.	Meeting 27-Jun-23 1F Elect Director(s) Annual General Meeting 27-Jun-23 1G Elect Director(s) Annual General Meeting 27-Jun-23 1H Elect Director(s) Annual General Meeting 27-Jun-23 1H Elect Director(s) Annual General Meeting 27-Jun-23 2 Auditors Annual General Meeting 27-Jun-23 3 Remuneration Annual General Meeting 29-Jun-23 1a. Elect Director(s) Annual General Meeting 29-Jun-23 1b. Elect Director(s) Annual General Meeting 29-Jun-23 1c. Elect Director(s) Annual General	Meeting 27-Jun-23 1F Elect Director(s) Management Annual General Meeting 27-Jun-23 1G Elect Director(s) Management Annual General Meeting 27-Jun-23 1H Elect Director(s) Management Annual General Appoint/Pay Meeting 27-Jun-23 2 Auditors Management Annual General Meeting 27-Jun-23 3 Remuneration Management Annual General Meeting 29-Jun-23 1a. Elect Director(s) Management Annual General Meeting 29-Jun-23 1b. Elect Director(s) Management Annual General Meeting 29-Jun-23 1b. Elect Director(s) Management Annual General Meeting 29-Jun-23 1c. Elect Director(s) Management Annual General Meeting 29-Jun-23 1c. Elect Director(s) Management Annual General Meeting 29-Jun-23 1c. Elect Director(s) Management Annual General Annual General Annual General Meeting 29-Jun-23 2 Frequency Management Annual General Appoint/Pay