

Baillie Gifford US Growth Trust Vote Disclosure*

Quarter 2: 1 April 2024 – 30 June 2024

**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	Resolution	Proposal	Proposal Type	Vote Cast	Reason
Inspire Medical Systems	Annual	02-May-24	1.001	Elect Director(s)	Management	For	
Inspire Medical Systems	Annual	02-May-24	1.002	Elect Director(s)	Management	For	
Inspire Medical Systems	Annual	02-May-24	1.003	Elect Director(s)	Management	For	
Inspire Medical Systems	Annual	02-May-24	2	Appoint/Pay Auditors	Management	For	
Inspire Medical Systems	Annual	02-May-24	3	Remuneration	Management	For	
Moderna Inc	Annual	06-May-24	1a.	Elect Director(s)	Management	For	
Moderna Inc	Annual	06-May-24	1b.	Elect Director(s)	Management	For	
Moderna Inc	Annual	06-May-24	1c.	Elect Director(s)	Management	For	
Moderna Inc	Annual	06-May-24	2	Remuneration	Management	For	
Moderna Inc	Annual	06-May-24	3	Appoint/Pay Auditors	Management	For	
Moderna Inc	Annual	06-May-24	4	Articles of Association	Management	For	
Moderna Inc	Annual	06-May-24	5	Articles of Association	Management	For	
YETI Holdings	Annual	07-May-24	1.001	Elect Director(s)	Management	For	
YETI Holdings	Annual	07-May-24	1.002	Elect Director(s)	Management	For	
YETI Holdings	Annual	07-May-24	2	Remuneration	Management	For	
YETI Holdings	Annual	07-May-24	3	Incentive Plan	Management	For	
YETI Holdings	Annual	07-May-24	4	Appoint/Pay Auditors	Management	For	
Wayfair Inc	Annual	14-May-24	1a.	Elect Director(s)	Management	For	
Wayfair Inc	Annual	14-May-24	1b.	Elect Director(s)	Management	For	
Wayfair Inc	Annual	14-May-24	1c.	Elect Director(s)	Management	For	

Wayfair Inc	Annual	14-May-24	1d.	Elect Director(s)	Management	For
Wayfair Inc	Annual	14-May-24	1e.	Elect Director(s)	Management	For
Wayfair Inc	Annual	14-May-24	1f.	Elect Director(s)	Management	For
Wayfair Inc	Annual	14-May-24	1g.	Elect Director(s)	Management	For
Wayfair Inc	Annual	14-May-24	1h.	Elect Director(s)	Management	For
Wayfair Inc	Annual	14-May-24	2	Appoint/Pay Auditors	Management	For
Alnylam Pharmaceuticals	Annual	16-May-24	1a.	Elect Director(s)	Management	For
Alnylam Pharmaceuticals	Annual	16-May-24	1b.	Elect Director(s)	Management	For
Alnylam Pharmaceuticals	Annual	16-May-24	1c.	Elect Director(s)	Management	For
Alnylam Pharmaceuticals	Annual	16-May-24	1d.	Elect Director(s)	Management	For
Alnylam Pharmaceuticals	Annual	16-May-24	2	Remuneration	Management	For
Alnylam Pharmaceuticals	Annual	16-May-24	3	Appoint/Pay Auditors	Management	For
Coursera Inc	Annual	21-May-24	1.001	Elect Director(s)	Management	For
Coursera Inc	Annual	21-May-24	1.002	Elect Director(s)	Management	For
Coursera Inc	Annual	21-May-24	1.003	Elect Director(s)	Management	For
Coursera Inc	Annual	21-May-24	2	Remuneration	Management	For
Coursera Inc	Annual	21-May-24	3	Appoint/Pay Auditors	Management	For
Amazon.com	Annual	22-May-24	1a.	Elect Director(s)	Management	For
Amazon.com	Annual	22-May-24	1b.	Elect Director(s)	Management	For
Amazon.com	Annual	22-May-24	1c.	Elect Director(s)	Management	For
Amazon.com	Annual	22-May-24	1d.	Elect Director(s)	Management	For
Amazon.com	Annual	22-May-24	1e.	Elect Director(s)	Management	For

Amazon.com	Annual	22-May-24	1f.	Elect Director(s)	Management	For	
Amazon.com	Annual	22-May-24	1g.	Elect Director(s)	Management	For	
Amazon.com	Annual	22-May-24	1h.	Elect Director(s)	Management	For	
Amazon.com	Annual	22-May-24	1i.	Elect Director(s)	Management	For	
Amazon.com	Annual	22-May-24	1j.	Elect Director(s)	Management	For	
Amazon.com	Annual	22-May-24	1k.	Elect Director(s)	Management	For	
Amazon.com	Annual	22-May-24	1l.	Elect Director(s)	Management	For	
							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.
Amazon.com	Annual	22-May-24	2	Appoint/Pay Auditors	Management	Against	
Amazon.com	Annual	22-May-24	3	Remuneration	Management	For	
Amazon.com	Annual	22-May-24	4	Shareholder Resolution - Governance	Shareholder	Against	We opposed the shareholder resolution requesting the company establish a public policy committee. We believe Amazon's oversight is adequate and do not think it is appropriate for shareholders to dictate to the board how to structure its oversight.
Amazon.com	Annual	22-May-24	5	Shareholder Resolution - Governance	Shareholder	Against	We opposed the shareholder resolution requesting the company establish a board committee to oversee financial impact of policy positions. We believe Amazon's oversight is adequate and do not think it is appropriate for shareholders to dictate to the board how to structure its oversight.

Amazon.com	Annual	22-May-24	6	Shareholder Resolution - Social	Shareholder	Against	We opposed the shareholder resolution requesting an independent report on the company's due diligence of its customers for certain technologies. We have consistently opposed this resolution as the company continues to be proactive and make improvements. We do not share the proponent's concerns.
Amazon.com	Annual	22-May-24	7	Shareholder Resolution - Governance	Shareholder	For	We supported the shareholder resolution requesting an independent report on lobbying. We continue to believe that shareholders would benefit from an unbiased and independent view of this matter given the concern regarding a lack of disclosure and potential reputational risk when lobbying activities potentially contradict company public positions. Further, it would give insight into Amazon's influence and priorities with regards to its lobbying activities. This is consistent with how we have voted on this resolution previously.

Amazon.com	Annual	22-May-24	8	Shareholder Resolution - Social	Shareholder	For	We supported a shareholder resolution on gender/racial pay gap reporting. We have supported this resolution at Amazon for the last four 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. We believe a diverse workforce supports future business growth.
Amazon.com	Annual	22-May-24	9	Shareholder Resolution - Social	Shareholder	Against	We opposed the shareholder resolution requesting a report evaluating how the company oversees risks related to denying or restricting service to users or customers based on their viewpoint. We do not have concerns with the company's current processes.
Amazon.com	Annual	22-May-24	10	Shareholder Resolution - 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. This is consistent with how we voted on this resolution previously.

Amazon.com	Annual	22-May-24	11	Shareholder Resolution - Environmental	Shareholder	For	<p>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 future growth. This is consistent with how we voted on this resolution at the 2023 AGM.</p> <p>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. This is consistent with how we have voted on this resolution previously.</p>
Amazon.com	Annual	22-May-24	12	Shareholder Resolution - Social	Shareholder	For	

Amazon.com	Annual	22-May-24	13	Shareholder Resolution - Climate	Shareholder	For	We supported a shareholder resolution requesting additional emissions reporting. There are many reasons why a broader boundary would be useful to shareholders. It would reveal more about the scale of the company's true commercial carbon footprint and enable engagement on particular areas of concentration and possible mitigants. It also has reputational relevance which could work to Amazon's long-term advantage in customer attraction and retention.
Amazon.com	Annual	22-May-24	14	Shareholder Resolution - 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. This is consistent with how we have voted on this resolution previously.
Amazon.com	Annual	22-May-24	15	Shareholder Resolution - Governance	Shareholder	Against	We opposed a shareholder resolution requesting the board adopt a policy to disclose individual directors' political and charitable giving. We don't have any concerns with the board's assessments of director's independence, expertise, capabilities etc. Directors are bound by fiduciary duties of care and loyalty to shareholders which means they have a legal requirement to act in shareholders' best interests.

Amazon.com	Annual	22-May-24	16	Shareholder Resolution - Governance	Shareholder	Against	We opposed the shareholder resolution requesting the company establish an Artificial Intelligence (AI) committee. The company is already demonstrating leadership and have demonstrated a responsiveness that provides a degree of assurance. Further, we generally do not think it is appropriate for shareholders to dictate to the board how to structure its oversight.
Amazon.com	Annual	22-May-24	17	Shareholder Resolution - Social	Shareholder	Against	We opposed a shareholder resolution requesting a third-party audit on warehouse working conditions. The company continues to make demonstrable progress on health and safety. They continue to provide extensive disclosure and detailed safety metrics and continue to take pre-emptive action, investing in safety initiatives, tech, and programs. This is consistent with how we have voted on this resolution previously.
Insulet	Annual	22-May-24	1.001	Elect Director(s)	Management	For	
Insulet	Annual	22-May-24	1.002	Elect Director(s)	Management	For	
Insulet	Annual	22-May-24	1.003	Elect Director(s)	Management	For	
Insulet	Annual	22-May-24	2	Remuneration Appoint/Pay	Management	For	
Insulet	Annual	22-May-24	3	Auditors	Management	For	
Sprout Social	Annual	22-May-24	1a.	Elect Director(s)	Management	For	
Sprout Social	Annual	22-May-24	1b.	Elect Director(s)	Management	For	
Sprout Social	Annual	22-May-24	2	Appoint/Pay Auditors	Management	For	

Sprout Social	Annual	22-May-24	3	Remuneration	Management	For	
Aurora Innovation				Elect			
Class A Common	Annual	23-May-24	1a.	Director(s)	Management	For	
Aurora Innovation				Elect			
Class A Common	Annual	23-May-24	1b.	Director(s)	Management	For	
Aurora Innovation				Elect			
Class A Common	Annual	23-May-24	1c.	Director(s)	Management	For	
Aurora Innovation				Articles of			
Class A Common	Annual	23-May-24	2	Association	Management	For	
Aurora Innovation				Remuneration	Management	For	
Class A Common	Annual	23-May-24	3	Say on Pay			
Aurora Innovation				Frequency	Management	1 Year	
Class A Common	Annual	23-May-24	4	Appoint/Pay			
Aurora Innovation				Auditors	Management	For	
Class A Common	Annual	23-May-24	5				
Pinterest	Annual	23-May-24	1a.	Elect			
				Director(s)	Management	For	
Pinterest	Annual	23-May-24	1b.	Elect			
				Director(s)	Management	For	
Pinterest	Annual	23-May-24	1c.	Elect			
				Director(s)	Management	For	
							We abstained on the executive compensation due to large sign-on awards made to the new executives. We will monitor quantum going forward.
Pinterest	Annual	23-May-24	2	Remuneration	Management	Abstain	
				Appoint/Pay			
Pinterest	Annual	23-May-24	3	Auditors	Management	For	
				Elect			
The Trade Desk	Annual	28-May-24	1.001	Director(s)	Management	For	
				Elect			
The Trade Desk	Annual	28-May-24	1.002	Director(s)	Management	For	
				Employee			
The Trade Desk	Annual	28-May-24	2	Equity Plan	Management	For	
							We supported a one year say on pay vote frequency as we believe it is in shareholders' best interests to have a regular vote on compensation decisions.
The Trade Desk	Annual	28-May-24	3	Say on Pay	Management	1 Year	
				Frequency			
The Trade Desk	Annual	28-May-24	4	Appoint/Pay			
				Auditors	Management	For	

Meta Platforms Inc	Annual	29-May-24	1.001	Elect Director(s)	Management	For	
Meta Platforms Inc	Annual	29-May-24	1.002	Elect Director(s)	Management	For	
Meta Platforms Inc	Annual	29-May-24	1.003	Elect Director(s)	Management	For	
Meta Platforms Inc	Annual	29-May-24	1.004	Elect Director(s)	Management	For	
Meta Platforms Inc	Annual	29-May-24	1.005	Elect Director(s)	Management	For	
Meta Platforms Inc	Annual	29-May-24	1.006	Elect Director(s)	Management	For	
Meta Platforms Inc	Annual	29-May-24	1.007	Elect Director(s)	Management	For	
Meta Platforms Inc	Annual	29-May-24	1.008	Elect Director(s)	Management	For	
Meta Platforms Inc	Annual	29-May-24	1.009	Elect Director(s)	Management	For	
Meta Platforms Inc	Annual	29-May-24	1.01	Elect Director(s)	Management	For	
Meta Platforms Inc	Annual	29-May-24	2	Appoint/Pay Auditors	Management	For	
Meta Platforms Inc	Annual	29-May-24	3	Articles of Association	Management	For	
Meta Platforms Inc	Annual	29-May-24	4	Incentive Plan	Management	For	
Meta Platforms Inc	Annual	29-May-24	5	Shareholder Resolution - Governance	Shareholder	For	We supported the shareholder resolution on equal voting rights as we believe this is in the best interests of long-term shareholders.
Meta Platforms Inc	Annual	29-May-24	6	Shareholder Resolution - Social	Shareholder	Against	We opposed the shareholder resolution calling for the report on AI-related risks as we think Meta are on an appropriate trajectory to managing the emerging risks in question and have good disclosures around policies and behaviours. We will however be monitoring the company's assessment of this risk.

Meta Platforms Inc	Annual	29-May-24	7	Shareholder Resolution - Governance	Shareholder	For	We supported the shareholder resolution asking for a breakdown of vote results per share class as the proposal will improve transparency for shareholders at the company with a multi-class share structure.
Meta Platforms Inc	Annual	29-May-24	8	Shareholder Resolution - Social	Shareholder	Against	We opposed the shareholder resolution calling for human rights risks in the non-US markets, as we do not find that a report would be additive. We are satisfied with the Company's reporting, expansion of content moderation in additional languages and conducted country-specific human rights impact assessments.
Meta Platforms Inc	Annual	29-May-24	9	Shareholder Resolution - Governance	Shareholder	For	We supported the shareholder resolution asking to allow the lead independent director to add agenda items to board meetings to ensure an additional layer of independent oversight and effective board deliberation. We believe this will also strengthen the role of the lead director, which is an important counterbalance to the concentrated power of the Chair/CEO.

Meta Platforms Inc	Annual	29-May-24	10	Shareholder Resolution - Social	Shareholder	Against	We opposed the shareholder resolution calling for a human rights impact assessment of targeted advertising as we are satisfied with the progress made by the company. We note that the company has released some outcomes of its salient human rights risk assessment and included those in the annual human rights report, touching on risks related to AI, elections, crisis, etc, and is committed to build upon its findings.
Meta Platforms Inc	Annual	29-May-24	11	Shareholder Resolution - Social	Shareholder	For	We supported the shareholder resolution requesting a report on child safety and harm reduction. We believe that this topic is material for the company, and we see good progress made and being made by the company.
Meta Platforms Inc	Annual	29-May-24	12	Shareholder Resolution - Social	Shareholder	Against	We opposed the shareholder resolution regarding a report on minimum age for access to social media. We are satisfied that the company complies with the law on the age threshold to use the company's products, and we do not think this report will be additive.
Meta Platforms Inc	Annual	29-May-24	13	Shareholder Resolution - Governance	Shareholder	Against	We opposed the shareholder resolution regarding political advertising, as we are satisfied with the progress made by the company on this front.

Meta Platforms Inc	Annual	29-May-24	14	Shareholder Resolution - Climate	Shareholder	For	We supported the shareholder resolution regarding lobbying alignment with the company's climate goals as we believe that shareholders will benefit from more transparency around this topic.
Roblox	Annual	30-May-24	1.001	Elect Director(s)	Management	For	
Roblox	Annual	30-May-24	1.002	Elect Director(s)	Management	For	
Roblox	Annual	30-May-24	2	Remuneration	Management	For	
Roblox	Annual	30-May-24	3	Appoint/Pay Auditors	Management	For	
Denali Therapeutics	Annual	31-May-24	1.001	Elect Director(s)	Management	For	
Denali Therapeutics	Annual	31-May-24	1.002	Elect Director(s)	Management	For	
Denali Therapeutics	Annual	31-May-24	1.003	Elect Director(s)	Management	For	
Denali Therapeutics	Annual	31-May-24	2	Appoint/Pay Auditors	Management	For	
Denali Therapeutics	Annual	31-May-24	3	Remuneration	Management	For	
Recursion Pharmaceuticals Inc	Annual	03-Jun-24	1.001	Elect Director(s)	Management	For	
Recursion Pharmaceuticals Inc	Annual	03-Jun-24	1.002	Elect Director(s)	Management	For	
Recursion Pharmaceuticals Inc	Annual	03-Jun-24	1.003	Elect Director(s)	Management	For	
Recursion Pharmaceuticals Inc	Annual	03-Jun-24	2	Remuneration	Management	For	
Watsco Inc	Annual	03-Jun-24	1a.	Elect Director(s)	Management	For	
Watsco Inc	Annual	03-Jun-24	2	Remuneration	Management	For	
Watsco Inc	Annual	03-Jun-24	3	Appoint/Pay Auditors	Management	For	
Cloudflare Inc	Annual	04-Jun-24	1.001	Elect Director(s)	Management	For	
Cloudflare Inc	Annual	04-Jun-24	1.002	Elect Director(s)	Management	For	
Cloudflare Inc	Annual	04-Jun-24	1.003	Elect Director(s)	Management	For	

				Appoint/Pay		
Cloudflare Inc	Annual	04-Jun-24	2	Auditors	Management	For
Cloudflare Inc	Annual	04-Jun-24	3	Remuneration	Management	For
				Elect		
Shopify 'A'	Annual	04-Jun-24	1A	Director(s)	Management	For
				Elect		
Shopify 'A'	Annual	04-Jun-24	1B	Director(s)	Management	For
				Elect		
Shopify 'A'	Annual	04-Jun-24	1C	Director(s)	Management	For
				Elect		
Shopify 'A'	Annual	04-Jun-24	1D	Director(s)	Management	For
				Elect		
Shopify 'A'	Annual	04-Jun-24	1E	Director(s)	Management	For
				Elect		
Shopify 'A'	Annual	04-Jun-24	1F	Director(s)	Management	For
				Elect		
Shopify 'A'	Annual	04-Jun-24	1G	Director(s)	Management	For
				Elect		
Shopify 'A'	Annual	04-Jun-24	1H	Director(s)	Management	For
				Elect		
Shopify 'A'	Annual	04-Jun-24	1I	Director(s)	Management	For
				Appoint/Pay		
Shopify 'A'	Annual	04-Jun-24	2	Auditors	Management	For
				Employee		
Shopify 'A'	Annual	04-Jun-24	3	Equity Plan	Management	For
				Employee		
Shopify 'A'	Annual	04-Jun-24	4	Equity Plan	Management	For
Shopify 'A'	Annual	04-Jun-24	5	Remuneration	Management	For
				Elect		
Datadog	Annual	05-Jun-24	1a.	Director(s)	Management	For
				Elect		
Datadog	Annual	05-Jun-24	1b.	Director(s)	Management	For
Datadog	Annual	05-Jun-24	2	Remuneration	Management	For
				Appoint/Pay		
Datadog	Annual	05-Jun-24	3	Auditors	Management	For
				Elect		
Lemonade Inc	Annual	05-Jun-24	1.001	Director(s)	Management	For
				Elect		
Lemonade Inc	Annual	05-Jun-24	1.002	Director(s)	Management	For
				Appoint/Pay		
Lemonade Inc	Annual	05-Jun-24	2	Auditors	Management	For
Lemonade Inc	Annual	05-Jun-24	3	Remuneration	Management	For

Penumbra Inc	Annual	05-Jun-24	1.001	Elect Director(s)	Management	For
Penumbra Inc	Annual	05-Jun-24	1.002	Elect Director(s)	Management	For
Penumbra Inc	Annual	05-Jun-24	2	Appoint/Pay Auditors	Management	For
Penumbra Inc	Annual	05-Jun-24	3	Remuneration	Management	For
CoStar Group	Annual	06-Jun-24	1a.	Elect Director(s)	Management	For
CoStar Group	Annual	06-Jun-24	1b.	Elect Director(s)	Management	For
CoStar Group	Annual	06-Jun-24	1c.	Elect Director(s)	Management	For
CoStar Group	Annual	06-Jun-24	1d.	Elect Director(s)	Management	For
CoStar Group	Annual	06-Jun-24	1e.	Elect Director(s)	Management	For
CoStar Group	Annual	06-Jun-24	1f.	Elect Director(s)	Management	For
CoStar Group	Annual	06-Jun-24	1g.	Elect Director(s)	Management	For
CoStar Group	Annual	06-Jun-24	1h.	Elect Director(s)	Management	For
CoStar Group	Annual	06-Jun-24	2	Appoint/Pay Auditors	Management	For
CoStar Group	Annual	06-Jun-24	3	Remuneration	Management	For
Netflix Inc	Annual	06-Jun-24	1a.	Elect Director(s)	Management	For
Netflix Inc	Annual	06-Jun-24	1b.	Elect Director(s)	Management	For
Netflix Inc	Annual	06-Jun-24	1c.	Elect Director(s)	Management	For
Netflix Inc	Annual	06-Jun-24	1d.	Elect Director(s)	Management	For
Netflix Inc	Annual	06-Jun-24	1e.	Elect Director(s)	Management	For
Netflix Inc	Annual	06-Jun-24	1f.	Elect Director(s)	Management	For
Netflix Inc	Annual	06-Jun-24	1g.	Elect Director(s)	Management	For
Netflix Inc	Annual	06-Jun-24	1h.	Elect Director(s)	Management	For

Netflix Inc	Annual	06-Jun-24	1i.	Elect Director(s)	Management	For	
Netflix Inc	Annual	06-Jun-24	2	Appoint/Pay Auditors	Management	For	
Netflix Inc	Annual	06-Jun-24	3	Remuneration	Management	For	
Netflix Inc	Annual	06-Jun-24	4	Shareholder Resolution - Social	Shareholder	For	We supported the shareholder proposal requesting a transparency report and ethical guidelines in relation to artificial intelligence. We believe that shareholders would benefit from additional transparency on this topic.
Netflix Inc	Annual	06-Jun-24	5	Shareholder Resolution - Governance	Shareholder	Against	We opposed a shareholder proposal requesting a committee on corporate sustainability. We believe that board and committee structures are best left to the judgement of the board.
Netflix Inc	Annual	06-Jun-24	6	Shareholder Resolution - Governance	Shareholder	Against	We opposed a shareholder proposal requesting a mandatory director resignation bylaw. We believe that the board should have flexibility to determine how to proceed where a director tenders their resignation after receiving less than majority support from shareholders.
Netflix Inc	Annual	06-Jun-24	7	Shareholder Resolution - Governance	Shareholder	Against	We opposed a shareholder proposal requesting an amended code of ethics and report on compliance with the amended code. We did not believe that the requested amendment and report would be necessary or additive.

Netflix Inc	Annual	06-Jun-24	8	Shareholder Resolution - Governance	Shareholder	For	We supported a shareholder proposal to reduce the ownership threshold for shareholders to call a special meeting to fifteen percent. We believe that this lower threshold provides a reasonable balance between shareholder rights and protecting the company from misuse of the authority.
Roku	Annual	06-Jun-24	1a.	Elect Director(s)	Management	Withhold	We withheld support from the election of one director who is the chair of the nominating and corporate governance committee. We have concerns that there are no governance structures at the company to provide oversight of climate or other social and environmental concerns. Additionally the company does not disclose its scope 1 or 2 emissions and disclosure would provide us an understanding of their energy intensity.
Roku	Annual	06-Jun-24	1b.	Elect Director(s)	Management	For	
Roku	Annual	06-Jun-24	1c.	Elect Director(s)	Management	For	
Roku	Annual	06-Jun-24	2	Incentive Plan	Management	Against	We opposed the omnibus stock plan which sought to extend the evergreen provision because we have concerns with the potential dilution and the historic burn rate. In addition, we have concerns with the plan permitted the repricing of options without shareholder approval.

Roku	Annual	06-Jun-24	3	Remuneration	Management	Against	We opposed executive compensation as we believe the salary amount for one named executive officer is particularly excessive. We are concerned that this does not provide for alignment between pay and company performance.
Roku	Annual	06-Jun-24	4	Appoint/Pay Auditors	Management	For	
Sana Biotechnology Inc	Annual	06-Jun-24	1.1	Elect Director(s)	Management	For	
Sana Biotechnology Inc	Annual	06-Jun-24	1.2	Elect Director(s)	Management	For	
Sana Biotechnology Inc	Annual	06-Jun-24	1.3	Elect Director(s)	Management	For	
Sana Biotechnology Inc	Annual	06-Jun-24	2	Appoint/Pay Auditors	Management	For	
10X Genomics Inc Class A	Annual	11-Jun-24	1	Elect Director(s)	Management	For	
10X Genomics Inc Class A	Annual	11-Jun-24	2	Appoint/Pay Auditors	Management	For	
10X Genomics Inc Class A	Annual	11-Jun-24	3	Articles of Association	Management	For	
10X Genomics Inc Class A	Annual	11-Jun-24	4	Remuneration	Management	Against	
Duolingo Inc	Annual	12-Jun-24	1.001	Elect Director(s)	Management	For	
Duolingo Inc	Annual	12-Jun-24	1.002	Elect Director(s)	Management	For	
Duolingo Inc	Annual	12-Jun-24	1.003	Elect Director(s)	Management	For	
Duolingo Inc	Annual	12-Jun-24	2	Appoint/Pay Auditors	Management	For	
Duolingo Inc	Annual	12-Jun-24	3	Remuneration	Management	For	
Guardant Health Inc	Annual	12-Jun-24	1a.	Elect Director(s)	Management	For	
Guardant Health Inc	Annual	12-Jun-24	1b.	Elect Director(s)	Management	For	

Guardant Health Inc	Annual	12-Jun-24	1c.	Elect Director(s)	Management	For
Guardant Health Inc	Annual	12-Jun-24	2	Appoint/Pay Auditors	Management	For
Guardant Health Inc	Annual	12-Jun-24	3	Remuneration	Management	For
Ginkgo Bioworks Holdings Inc	Annual	13-Jun-24	1a.	Elect Director(s)	Management	For
Ginkgo Bioworks Holdings Inc	Annual	13-Jun-24	1b.	Elect Director(s)	Management	For
Ginkgo Bioworks Holdings Inc	Annual	13-Jun-24	1c.	Elect Director(s)	Management	For
Ginkgo Bioworks Holdings Inc	Annual	13-Jun-24	1d.	Elect Director(s)	Management	For
Ginkgo Bioworks Holdings Inc	Annual	13-Jun-24	1e.	Elect Director(s)	Management	For
Ginkgo Bioworks Holdings Inc	Annual	13-Jun-24	1f.	Elect Director(s)	Management	For
Ginkgo Bioworks Holdings Inc	Annual	13-Jun-24	1g.	Elect Director(s)	Management	For
Ginkgo Bioworks Holdings Inc	Annual	13-Jun-24	2	Appoint/Pay Auditors	Management	For
Ginkgo Bioworks Holdings Inc	Annual	13-Jun-24	3	Remuneration	Management	For
Sweetgreen	Annual	13-Jun-24	1.001	Elect Director(s)	Management	For
Sweetgreen	Annual	13-Jun-24	1.002	Elect Director(s)	Management	For
Sweetgreen	Annual	13-Jun-24	1.003	Elect Director(s)	Management	For
Sweetgreen	Annual	13-Jun-24	1.004	Elect Director(s)	Management	For
Sweetgreen	Annual	13-Jun-24	1.005	Elect Director(s)	Management	For
Sweetgreen	Annual	13-Jun-24	1.006	Elect Director(s)	Management	For
Sweetgreen	Annual	13-Jun-24	1.007	Elect Director(s)	Management	For
Sweetgreen	Annual	13-Jun-24	1.008	Elect Director(s)	Management	For
Sweetgreen	Annual	13-Jun-24	1.009	Elect Director(s)	Management	For
Sweetgreen	Annual	13-Jun-24	2	Appoint/Pay Auditors	Management	For

Sweetgreen	Annual	13-Jun-24	3	Remuneration	Management	For	
				Elect			
Tesla Inc	Annual	13-Jun-24	1a.	Director(s)	Management	For	
				Elect			
Tesla Inc	Annual	13-Jun-24	1b.	Director(s)	Management	For	
Tesla Inc	Annual	13-Jun-24	2	Remuneration	Management	For	
				Articles of			
Tesla Inc	Annual	13-Jun-24	3	Association	Management	For	
Tesla Inc	Annual	13-Jun-24	4	Remuneration	Management	For	
				Appoint/Pay			
Tesla Inc	Annual	13-Jun-24	5	Auditors	Management	For	
							We supported the shareholder resolution requesting a reduction in director terms. We are supportive of annual elections as it increases accountability to shareholders and works to reduce entrenchment.
Tesla Inc	Annual	13-Jun-24	6	Shareholder Resolution - Governance	Shareholder	For	
							We supported a shareholder resolution requesting the company adopt a majority voting standard and remove the supermajority voting standard. We are generally supportive of the removal of the supermajority provision as its presence makes the passing of other governance-positive amendments to bylaws improbable.
Tesla Inc	Annual	13-Jun-24	7	Shareholder Resolution - Governance	Shareholder	For	
							We supported the shareholder resolution requesting additional disclosure on the company's efforts to address harassment and discrimination in the workplace. We believe quantitative disclosure would help us understand and monitor the company's efforts. This is consistent with how we have voted on this resolution previously.
Tesla Inc	Annual	13-Jun-24	8	Shareholder Resolution - Social	Shareholder	For	

Tesla Inc	Annual	13-Jun-24	9	Shareholder Resolution - Social	Shareholder	Against	We opposed the shareholder resolution requesting the company adopt a policy on freedom of association and collective bargaining. These rights are enshrined in the National Labor Relations Act and like any US company, Tesla must comply with the law and this is not a matter for company policy. This is consistent with how we have voted on this resolution previously.
Tesla Inc	Annual	13-Jun-24	10	Shareholder Resolution - Social	Shareholder	Against	We opposed the shareholder resolution requesting a report on the effects and risks associated with Electromagnetic Radiation and Wireless technologies. We are satisfied that Tesla adheres to all regulatory requirements. Further, according to latest scientific studies there is no conclusive evidence that radiofrequency exposure from wireless devices is harmful to humans.
Tesla Inc	Annual	13-Jun-24	11	Shareholder Resolution - Social	Shareholder	Against	We opposed the shareholder resolution requesting the company assess the feasibility of integrating sustainability metrics into executive compensation. While there has been controversy surrounding the CEO's pay package and compensation of board members, it is not clear how a report assessing the integration of sustainability metrics in executive compensation plans will provide meaningful information on those issues.

Tesla Inc	Annual	13-Jun-24	12	Shareholder Resolution - Environmental	Shareholder	For	We supported the shareholder resolution requesting the company commit to a moratorium on deep-sea mining, or if they cannot commit to disclose their rationale. We believe experts should take the time to set the rules and by supporting the moratorium, Tesla would reinforce the authority of the International Seabed Authority and the wider network of experts seeking to close the knowledge gaps.
Rivian Automotive Inc	Annual	18-Jun-24	1a.	Elect Director(s)	Management	For	
Rivian Automotive Inc	Annual	18-Jun-24	1b.	Elect Director(s)	Management	For	
Rivian Automotive Inc	Annual	18-Jun-24	2	Appoint/Pay Auditors	Management	For	
Rivian Automotive Inc	Annual	18-Jun-24	3	Remuneration	Management	For	
Workday Inc	Annual	18-Jun-24	1a.	Elect Director(s)	Management	For	
Workday Inc	Annual	18-Jun-24	1b.	Elect Director(s)	Management	For	
Workday Inc	Annual	18-Jun-24	1c.	Elect Director(s)	Management	For	
Workday Inc	Annual	18-Jun-24	2	Appoint/Pay Auditors	Management	For	
Workday Inc	Annual	18-Jun-24	3	Remuneration	Management	For	
Workday Inc	Annual	18-Jun-24	4	Articles of Association	Management	For	
Doordash Inc	Annual	20-Jun-24	1a.	Elect Director(s)	Management	For	
Doordash Inc	Annual	20-Jun-24	1b.	Elect Director(s)	Management	For	
Doordash Inc	Annual	20-Jun-24	1c.	Elect Director(s)	Management	For	
Doordash Inc	Annual	20-Jun-24	2	Appoint/Pay Auditors	Management	For	
Doordash Inc	Annual	20-Jun-24	3	Remuneration	Management	For	

Hashicorp Inc	Annual	25-Jun-24	2	Remuneration	Management	No Vote	We did not vote due to selling out of the stock.
Hashicorp Inc	Annual	25-Jun-24	3	Appoint/Pay Auditors	Management	No Vote	We did not vote due to selling out of the stock.
NVIDIA	Annual	26-Jun-24	1a.	Elect Director(s)	Management	For	
NVIDIA	Annual	26-Jun-24	1b.	Elect Director(s)	Management	For	
NVIDIA	Annual	26-Jun-24	1c.	Elect Director(s)	Management	For	
NVIDIA	Annual	26-Jun-24	1d.	Elect Director(s)	Management	For	
NVIDIA	Annual	26-Jun-24	1e.	Elect Director(s)	Management	For	
NVIDIA	Annual	26-Jun-24	1f.	Elect Director(s)	Management	For	
NVIDIA	Annual	26-Jun-24	1g.	Elect Director(s)	Management	For	
NVIDIA	Annual	26-Jun-24	1h.	Elect Director(s)	Management	For	
NVIDIA	Annual	26-Jun-24	1i.	Elect Director(s)	Management	For	
NVIDIA	Annual	26-Jun-24	1j.	Elect Director(s)	Management	For	
NVIDIA	Annual	26-Jun-24	1k.	Elect Director(s)	Management	For	
NVIDIA	Annual	26-Jun-24	1l.	Elect Director(s)	Management	For	
NVIDIA	Annual	26-Jun-24	2	Remuneration	Management	For	
NVIDIA	Annual	26-Jun-24	3	Appoint/Pay Auditors	Management	For	
NVIDIA	Annual	26-Jun-24	4	Shareholder Resolution - Governance	Shareholder	For	We supported the shareholder proposal on simple majority voting. We believe that supermajority voting requirements can lead to entrenchment and make it difficult to implement positive corporate government reforms.