

BAILLIE GIFFORD

Scottish Mortgage Investment 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	Resolution	Proposal	Proposal Type	Vote Cast	Reason
10X Genomics Inc Class A	United States	14/06/2023	1.1	Elect Director(s)	Management	For	
10X Genomics Inc Class A	United States	14/06/2023	1.2	Elect Director(s)	Management	For	
10X Genomics Inc Class A	United States	14/06/2023	1.3	Elect Director(s)	Management	For	
10X Genomics Inc Class A	United States	14/06/2023	2	Appoint/Pay Auditors	Management	For	
10X Genomics Inc Class A	United States	14/06/2023	3	Remuneration	Management	Against	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.
ASML	Netherlands	26/04/2023	3.a.	Remuneration	Management	For	
ASML	Netherlands	26/04/2023	3.b.	Annual Report	Management	For	
ASML	Netherlands	26/04/2023	3.d.	Annual Report	Management	For	
ASML	Netherlands	26/04/2023	4.a.	Discharge of Board	Management	For	
ASML	Netherlands	26/04/2023	4.b.	Discharge of Board	Management	For	
ASML	Netherlands	26/04/2023	5	Remuneration	Management	For	
ASML	Netherlands	26/04/2023	6.a.	Non-Executive Remuneration	Management	For	
ASML	Netherlands	26/04/2023	6.b.	Non-Executive Remuneration	Management	For	
ASML	Netherlands	26/04/2023	8.a.	Elect Director(s)	Management	For	

ASML	Netherlands	26/04/2023	8.b.	Elect Director(s)	Management	For
ASML	Netherlands	26/04/2023		9 Appoint/Pay Auditors	Management	For
ASML	Netherlands	26/04/2023	10.a.	Amendment of Share Capital	Management	For
ASML	Netherlands	26/04/2023	10.b.	Amendment of Share Capital	Management	For
ASML	Netherlands	26/04/2023		11 Share Repurchase	Management	For
ASML	Netherlands	26/04/2023		12 Share Repurchase	Management	For
Adyen NV	Netherlands	11/05/2023	2.b.	Annual Report	Management	For
Adyen NV	Netherlands	11/05/2023	2.d.	Remuneration	Management	For
Adyen NV	Netherlands	11/05/2023	2.e.	Remuneration	Management	For
Adyen NV	Netherlands	11/05/2023	2.f.	Remuneration	Management	For
Adyen NV	Netherlands	11/05/2023	2.g.	Non-Executive Remuneration	Management	For
Adyen NV	Netherlands	11/05/2023		3 Discharge of Board	Management	For
Adyen NV	Netherlands	11/05/2023		4 Discharge of Board	Management	For
Adyen NV	Netherlands	11/05/2023		5 Elect Director(s)	Management	For
Adyen NV	Netherlands	11/05/2023		6 Elect Director(s)	Management	For
Adyen NV	Netherlands	11/05/2023		7 Elect Director(s)	Management	For
Adyen NV	Netherlands	11/05/2023		8 Elect Director(s)	Management	For
Adyen NV	Netherlands	11/05/2023		9 Elect Director(s)	Management	For
Adyen NV	Netherlands	11/05/2023		10 Elect Director(s)	Management	For
Adyen NV	Netherlands	11/05/2023		11 Articles of Association	Management	For
Adyen NV	Netherlands	11/05/2023		12 Amendment of Share Capital	Management	For
Adyen NV	Netherlands	11/05/2023		13 Amendment of Share Capital	Management	For
Adyen NV	Netherlands	11/05/2023		14 Share Repurchase	Management	For
Adyen NV	Netherlands	11/05/2023		15 Appoint/Pay Auditors	Management	For
Amazon.com	United States	24/05/2023	1a.	Elect Director(s)	Management	For
Amazon.com	United States	24/05/2023	1b.	Elect Director(s)	Management	For
Amazon.com	United States	24/05/2023	1c.	Elect Director(s)	Management	For
Amazon.com	United States	24/05/2023	1d.	Elect Director(s)	Management	For
Amazon.com	United States	24/05/2023	1e.	Elect Director(s)	Management	For

Amazon.com	United States	24/05/2023	1f.	Elect Director(s)	Management	For	
Amazon.com	United States	24/05/2023	1g.	Elect Director(s)	Management	For	
Amazon.com	United States	24/05/2023	1h.	Elect Director(s)	Management	For	
Amazon.com	United States	24/05/2023	1i.	Elect Director(s)	Management	For	
Amazon.com	United States	24/05/2023	1j.	Elect Director(s)	Management	For	
Amazon.com	United States	24/05/2023	1k.	Elect Director(s)	Management	For	
Amazon.com	United States	24/05/2023		2 Appoint/Pay Auditors	Management	For	
Amazon.com	United States	24/05/2023		3 Remuneration	Management	For	
Amazon.com	United States	24/05/2023		4 Say on Pay Frequency	Management	1 Year	
Amazon.com	United States	24/05/2023		5 Incentive Plan	Management	For	
Amazon.com	United States	24/05/2023		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	United States	24/05/2023		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	United States	24/05/2023	8	Shareholder Resolution - 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.
Amazon.com	United States	24/05/2023	9	Shareholder Resolution - Social	Shareholder	Against	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 more generally.
Amazon.com	United States	24/05/2023	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.
Amazon.com	United States	24/05/2023	11	Shareholder Resolution - 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	United States	24/05/2023	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.
Amazon.com	United States	24/05/2023	Shareholder Resolution - 13 Social	Shareholder	For	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. We believe a diverse workforce supports future business growth.
Amazon.com	United States	24/05/2023	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	United States	24/05/2023	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	United States	24/05/2023	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	United States	24/05/2023	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 pay-related concerns.
Amazon.com	United States	24/05/2023	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	United States	24/05/2023	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	United States	24/05/2023	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	United States	24/05/2023	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.
Amazon.com	United States	24/05/2023	Shareholder Resolution - 22 Environmental	Shareholder	For	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.

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.

Shareholder Resolution -					
Company	Country	Date	Resolution	Management	Shareholder
Amazon.com	United States	24/05/2023	23 Social	Shareholder	Against
Atlas Copco A	Sweden	27/04/2023	1 Routine Business	Management	For
Atlas Copco A	Sweden	27/04/2023	2 Routine Business	Management	For
Atlas Copco A	Sweden	27/04/2023	3 Routine Business	Management	For
Atlas Copco A	Sweden	27/04/2023	4 Routine Business	Management	For
Atlas Copco A	Sweden	27/04/2023	5 Routine Business	Management	For
Atlas Copco A	Sweden	27/04/2023	8.A Annual Report	Management	For
Atlas Copco A	Sweden	27/04/2023	8.B.1 Discharge of Board	Management	For
Atlas Copco A	Sweden	27/04/2023	8.B.2 Discharge of Board	Management	For
Atlas Copco A	Sweden	27/04/2023	8.B.3 Discharge of Board	Management	For
Atlas Copco A	Sweden	27/04/2023	8.B.4 Discharge of Board	Management	For
Atlas Copco A	Sweden	27/04/2023	8.B.5 Discharge of Board	Management	For
Atlas Copco A	Sweden	27/04/2023	8.B.6 Discharge of Board	Management	For
Atlas Copco A	Sweden	27/04/2023	8.B.7 Discharge of Board	Management	For
Atlas Copco A	Sweden	27/04/2023	8.B.8 Discharge of Board	Management	For
Atlas Copco A	Sweden	27/04/2023	8.B.9 Discharge of Board	Management	For
Atlas Copco A	Sweden	27/04/2023	8.B10 Discharge of Board	Management	For
Atlas Copco A	Sweden	27/04/2023	8.B11 Discharge of Board	Management	For
Atlas Copco A	Sweden	27/04/2023	8.C Allocation of Income	Management	For
Atlas Copco A	Sweden	27/04/2023	8.D Routine Business	Management	For
Atlas Copco A	Sweden	27/04/2023	9.A Director Related	Management	For
Atlas Copco A	Sweden	27/04/2023	9.B Appoint/Pay Auditors	Management	For
Atlas Copco A	Sweden	27/04/2023	10.A1 Elect Director(s)	Management	For
Atlas Copco A	Sweden	27/04/2023	10.A2 Elect Director(s)	Management	For
Atlas Copco A	Sweden	27/04/2023	10.A3 Elect Director(s)	Management	For
Atlas Copco A	Sweden	27/04/2023	10.A4 Elect Director(s)	Management	For
Atlas Copco A	Sweden	27/04/2023	10.A5 Elect Director(s)	Management	For
			Elect Committee		
Atlas Copco A	Sweden	27/04/2023	10.A6 Member	Management	For
Atlas Copco A	Sweden	27/04/2023	10.A7 Elect Director(s)	Management	For
Atlas Copco A	Sweden	27/04/2023	10.B1 Elect Director(s)	Management	For
Atlas Copco A	Sweden	27/04/2023	10.C Elect Director(s)	Management	For
Atlas Copco A	Sweden	27/04/2023	10.D Appoint/Pay Auditors	Management	For

Atlas Copco A	Sweden	27/04/2023	11.A	Non-Executive Remuneration	Management	For
Atlas Copco A	Sweden	27/04/2023	11.B	Appoint/Pay Auditors	Management	For
Atlas Copco A	Sweden	27/04/2023	12.A	Remuneration	Management	For
Atlas Copco A	Sweden	27/04/2023	12.B	Employee Equity Plan	Management	For
Atlas Copco A	Sweden	27/04/2023	13.A	Employee Equity Plan	Management	For
Atlas Copco A	Sweden	27/04/2023	13.B	Share Repurchase	Management	For
Atlas Copco A	Sweden	27/04/2023	13.C	Employee Equity Plan	Management	For
Atlas Copco A	Sweden	27/04/2023	13.D	Share Repurchase	Management	For
Atlas Copco A	Sweden	27/04/2023	13.E	Employee Equity Plan	Management	For
Atlas Copco A	Sweden	27/04/2023	14	Articles of Association	Management	For
Aurora Innovation Class A Common	United States	26/05/2023	1a.	Elect Director(s)	Management	For
Aurora Innovation Class A Common	United States	26/05/2023	1b.	Elect Director(s)	Management	For
Aurora Innovation Class A Common	United States	26/05/2023	1c.	Elect Director(s)	Management	For
Aurora Innovation Class A Common	United States	26/05/2023		2 Incentive Plan	Management	For
Aurora Innovation Class A Common	United States	26/05/2023		3 Appoint/Pay Auditors	Management	For
Aurora Innovation Inc Class B Common	United States	26/05/2023	1a.	Elect Director(s)	Management	For
Aurora Innovation Inc Class B Common	United States	26/05/2023	1b	Elect Director(s)	Management	For
Aurora Innovation Inc Class B Common	United States	26/05/2023	1c	Elect Director(s)	Management	For
Aurora Innovation Inc Class B Common	United States	26/05/2023		2 Incentive Plan	Management	For
Aurora Innovation Inc Class B Common	United States	26/05/2023		3 Appoint/Pay Auditors	Management	For
Away (JRSK Inc) Convertible Promissory Note	United States	08/05/2023		1 Other	Management	For
Away (JRSK Inc) Series D Pref.	United States	08/05/2023		1 Other	Management	For
Away (JRSK Inc) Series Seed Pref.	United States	08/05/2023		1 Other	Management	For

Beam Therapeutics	United States	06/06/2023	1a.	Elect Director(s)	Management	For	
Beam Therapeutics	United States	06/06/2023	1b.	Elect Director(s)	Management	For	
Beam Therapeutics	United States	06/06/2023		2 Appoint/Pay Auditors	Management	For	
Beam Therapeutics	United States	06/06/2023		3 Remuneration	Management	For	
Carvana	United States	01/05/2023		1.1 Elect Director(s)	Management	For	
Carvana	United States	01/05/2023		1.2 Elect Director(s)	Management	For	
Carvana	United States	01/05/2023		2 Appoint/Pay Auditors	Management	For	
Carvana	United States	01/05/2023		3 Remuneration	Management	For	
Carvana	United States	01/05/2023		4 Incentive Plan	Management	Against	We opposed the amended Omnibus Stock Plan as we believed that its conditions were not in the best interest of clients.
Clear Secure Inc	United States	14/06/2023		1.001 Elect Director(s)	Management	For	
Clear Secure Inc	United States	14/06/2023		1.008 Elect Director(s)	Management	For	
Clear Secure Inc	United States	14/06/2023		1.007 Elect Director(s)	Management	For	
Clear Secure Inc	United States	14/06/2023		1.006 Elect Director(s)	Management	For	
Clear Secure Inc	United States	14/06/2023		1.005 Elect Director(s)	Management	For	
Clear Secure Inc	United States	14/06/2023		1.004 Elect Director(s)	Management	For	
Clear Secure Inc	United States	14/06/2023		1.003 Elect Director(s)	Management	For	
Clear Secure Inc	United States	14/06/2023		1.002 Elect Director(s)	Management	For	
Clear Secure Inc	United States	14/06/2023		2 Appoint/Pay Auditors	Management	For	

Clear Secure Inc	United States	14/06/2023	3 Remuneration	Management	For	
Clear Secure Inc	United States	14/06/2023	4 Say on Pay Frequency	Management	1 Year	
Delivery Hero AG	Germany	14/06/2023	2 Discharge of Board	Management	For	
Delivery Hero AG	Germany	14/06/2023	3.1 Discharge of Board	Management	For	
Delivery Hero AG	Germany	14/06/2023	3.2 Discharge of Board	Management	For	
Delivery Hero AG	Germany	14/06/2023	3.3 Discharge of Board	Management	For	
Delivery Hero AG	Germany	14/06/2023	3.4 Discharge of Board	Management	For	
Delivery Hero AG	Germany	14/06/2023	3.5 Discharge of Board	Management	For	
Delivery Hero AG	Germany	14/06/2023	3.6 Discharge of Board	Management	For	
Delivery Hero AG	Germany	14/06/2023	4 Appoint/Pay Auditors	Management	For	
Delivery Hero AG	Germany	14/06/2023	5 Remuneration	Management	For	
Delivery Hero AG	Germany	14/06/2023	6 Articles of Association	Management	For	
Delivery Hero AG	Germany	14/06/2023	7 Articles of Association	Management	For	
Delivery Hero AG	Germany	14/06/2023	8 Articles of Association	Management	For	
Delivery Hero AG	Germany	14/06/2023	Amendment of Share 9 Capital	Management	For	
Delivery Hero AG	Germany	14/06/2023	Amendment of Share 10 Capital	Management	For	
Delivery Hero AG	Germany	14/06/2023	11 Employee Equity Plan	Management	For	
Delivery Hero AG	Germany	14/06/2023	Amendment of Share 12 Capital	Management	For	
Delivery Hero AG	Germany	14/06/2023	Amendment of Share 13 Capital	Management	For	
Delivery Hero AG	Germany	14/06/2023	14 Share Repurchase	Management	For	
Delivery Hero AG	Germany	14/06/2023	15 Share Repurchase	Management	For	
Delivery Hero AG	Germany	14/06/2023	Approval of 16 Agreements/Consents	Management	For	
Delivery Hero AG	Germany	14/06/2023	Approval of 17 Agreements/Consents	Management	For	
Delivery Hero AG	Germany	14/06/2023	18 Employee Equity Plan	Management	For	
Delivery Hero AG	Germany	14/06/2023	19 Remuneration	Management	Abstain	We abstained on the remuneration policy as we feel the relative TSR metric allows payment for underperformance against the index, which results in a misalignment between management and our clients' outcomes.

Denali Therapeutics	United States	01/06/2023	1.003 Elect Director(s)	Management	For
Denali Therapeutics	United States	01/06/2023	1.002 Elect Director(s)	Management	For
Denali Therapeutics	United States	01/06/2023	1.001 Elect Director(s)	Management	For
Denali Therapeutics	United States	01/06/2023	2 Appoint/Pay Auditors	Management	For
Denali Therapeutics	United States	01/06/2023	3 Remuneration	Management	For
Doordash Inc	United States	20/06/2023 1a.	Elect Director(s)	Management	For
Doordash Inc	United States	20/06/2023 1b.	Elect Director(s)	Management	For
Doordash Inc	United States	20/06/2023 1c.	Elect Director(s)	Management	For
Doordash Inc	United States	20/06/2023	2 Appoint/Pay Auditors	Management	For
Doordash Inc	United States	20/06/2023	3 Remuneration	Management	For
Ferrari NV	Italy	14/04/2023	10 Remuneration	Management	For
Ferrari NV	Italy	14/04/2023	20 Annual Report	Management	For
Ferrari NV	Italy	14/04/2023	30 Allocation of Income	Management	For
Ferrari NV	Italy	14/04/2023	40 Discharge of Board	Management	For
Ferrari NV	Italy	14/04/2023	50 Elect Director(s)	Management	For
Ferrari NV	Italy	14/04/2023	60 Elect Director(s)	Management	For
Ferrari NV	Italy	14/04/2023	70 Elect Director(s)	Management	For
Ferrari NV	Italy	14/04/2023	80 Elect Director(s)	Management	For
Ferrari NV	Italy	14/04/2023	90 Elect Director(s)	Management	For
Ferrari NV	Italy	14/04/2023	100 Elect Director(s)	Management	For
Ferrari NV	Italy	14/04/2023	110 Elect Director(s)	Management	For
Ferrari NV	Italy	14/04/2023	120 Elect Director(s)	Management	For
Ferrari NV	Italy	14/04/2023	130 Elect Director(s)	Management	For
Ferrari NV	Italy	14/04/2023	140 Elect Director(s)	Management	For
Ferrari NV	Italy	14/04/2023	150 Elect Director(s)	Management	For
Ferrari NV	Italy	14/04/2023	Amendment of Share 160 Capital	Management	For
Ferrari NV	Italy	14/04/2023	Amendment of Share 170 Capital	Management	For

Ferrari NV	Italy	14/04/2023	180 Share Repurchase	Management	For
Ferrari NV	Italy	14/04/2023	190 Remuneration	Management	For
Ginkgo Bioworks Holdings Inc	United States	16/06/2023 1a.	Elect Director(s)	Management	For
Ginkgo Bioworks Holdings Inc	United States	16/06/2023 1b.	Elect Director(s)	Management	For
Ginkgo Bioworks Holdings Inc	United States	16/06/2023 1c.	Elect Director(s)	Management	For
Ginkgo Bioworks Holdings Inc	United States	16/06/2023 1d.	Elect Director(s)	Management	For
Ginkgo Bioworks Holdings Inc	United States	16/06/2023 1e.	Elect Director(s)	Management	For
Ginkgo Bioworks Holdings Inc	United States	16/06/2023 1f.	Elect Director(s)	Management	For
Ginkgo Bioworks Holdings Inc	United States	16/06/2023 1g.	Elect Director(s)	Management	For
Ginkgo Bioworks Holdings Inc	United States	16/06/2023	2 Appoint/Pay Auditors	Management	For
Ginkgo Bioworks Holdings Inc	United States	16/06/2023	3 Remuneration	Management	For
Ginkgo Bioworks Holdings Inc	United States	16/06/2023	4 Say on Pay Frequency	Management	1 Year
HDFC Corp	India	28/04/2023	1 Other	Management	For
HelloFresh SE Ordinary	Germany	12/05/2023	2 Allocation of Income	Management	For
HelloFresh SE Ordinary	Germany	12/05/2023	3 Discharge of Board	Management	For
HelloFresh SE Ordinary	Germany	12/05/2023	4 Discharge of Board	Management	For
HelloFresh SE Ordinary	Germany	12/05/2023	5 Appoint/Pay Auditors	Management	For
HelloFresh SE Ordinary	Germany	12/05/2023	6.1 Elect Director(s)	Management	For
HelloFresh SE Ordinary	Germany	12/05/2023	6.2 Elect Director(s)	Management	For
HelloFresh SE Ordinary	Germany	12/05/2023	6.3 Elect Director(s)	Management	For
HelloFresh SE Ordinary	Germany	12/05/2023	6.4 Elect Director(s)	Management	For
HelloFresh SE Ordinary	Germany	12/05/2023	6.5 Elect Director(s)	Management	For
HelloFresh SE Ordinary	Germany	12/05/2023	7 Remuneration	Management	For

We opposed an amendment to the articles of association to increase director terms from two to four years. We believe that the current provisions under the articles are appropriate and that this change is not in the best interest of shareholders.

HelloFresh SE Ordinary	Germany	12/05/2023	8 Articles of Association	Management	Against	
HelloFresh SE Ordinary	Germany	12/05/2023	9 Articles of Association	Management	For	
HelloFresh SE Ordinary	Germany	12/05/2023	10 Articles of Association	Management	For	
Illumina	United States	25/05/2023 1A	Elect Director(s)	Management	For	
Illumina	United States	25/05/2023 1B	Elect Director(s)	Management	For	
Illumina	United States	25/05/2023 1C	Elect Director(s)	Management	For	
Illumina	United States	25/05/2023 1D	Elect Director(s)	Management	For	
Illumina	United States	25/05/2023 1E	Elect Director(s)	Management	For	
Illumina	United States	25/05/2023 1F	Elect Director(s)	Management	For	
Illumina	United States	25/05/2023 1G	Elect Director(s)	Management	For	
Illumina	United States	25/05/2023 1H	Elect Director(s)	Management	For	
Illumina	United States	25/05/2023 1I	Elect Director(s)	Management	For	
Illumina	United States	25/05/2023 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	United States	25/05/2023 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	United States	25/05/2023	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.
Illumina	United States	25/05/2023		2 Appoint/Pay Auditors	Management	For	
Illumina	United States	25/05/2023		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.
Illumina	United States	25/05/2023		4 Say on Pay Frequency	Management	1 Year	
Illumina	United States	25/05/2023		5 Employee Equity Plan	Management	For	
Illumina	United States	25/05/2023		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	United States	25/05/2023		1.2 Elect Director(s)	Shareholder	No Vote	We did not vote the dissident proxy card, and instead instructed on management's proxy card.
Illumina	United States	25/05/2023		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	United States	25/05/2023		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	United States	25/05/2023		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	United States	25/05/2023		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	United States	25/05/2023		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	United States	25/05/2023	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	United States	25/05/2023	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	United States	25/05/2023	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	United States	25/05/2023	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	United States	25/05/2023	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	United States	25/05/2023	2 Appoint/Pay Auditors	Management	No Vote	We did not vote the dissident proxy card, and instead instructed on management's proxy card.
Illumina	United States	25/05/2023	3 Remuneration	Management	No Vote	We did not vote the dissident proxy card, and instead instructed on management's proxy card.
Illumina	United States	25/05/2023	4 Say on Pay Frequency	Management	No Vote	We did not vote the dissident proxy card, and instead instructed on management's proxy card.
Illumina	United States	25/05/2023	5 Incentive Plan	Management	No Vote	We did not vote the dissident proxy card, and instead instructed on management's proxy card.
Joby Aviation Inc	United States	22/06/2023	1a. Elect Director(s)	Management	For	
Joby Aviation Inc	United States	22/06/2023	1b. Elect Director(s)	Management	For	
Joby Aviation Inc	United States	22/06/2023	1c. Elect Director(s)	Management	For	
Joby Aviation Inc	United States	22/06/2023	2 Appoint/Pay Auditors	Management	For	
Joby Aviation Inc	United States	22/06/2023	3 Remuneration	Management	For	
Joby Aviation Inc	United States	22/06/2023	4 Say on Pay Frequency	Management	1 Year	

Kering	France	27/04/2023	1 Annual Report	Management	For	
Kering	France	27/04/2023	2 Annual Report	Management	For	
Kering	France	27/04/2023	3 Allocation of Income	Management	For	
Kering	France	27/04/2023	4 Remuneration	Management	For	We opposed three resolutions on executive remuneration reports due to concerns with the stretch of ESG performance targets, and lack of downward discretion to reflect the Balenciaga scandal.
Kering	France	27/04/2023	5 Remuneration	Management	For	We opposed three resolutions on executive remuneration reports due to concerns with the stretch of ESG performance targets, and lack of downward discretion to reflect the Balenciaga scandal.
Kering	France	27/04/2023	6 Remuneration	Management	Against	We opposed three resolutions on executive remuneration reports due to concerns with the stretch of ESG performance targets, and lack of downward discretion to reflect the Balenciaga scandal.
Kering	France	27/04/2023	7 Remuneration	Management	Against	
Kering	France	27/04/2023	8 Remuneration Non-Executive	Management	Against	
Kering	France	27/04/2023	9 Share Repurchase	Management	For	
Kering	France	27/04/2023	10 Capital Amendment of Share	Management	For	
Kering	France	27/04/2023	11 Capital Amendment of Share	Management	For	We abstained on the resolution which sought authority to issue equity because the potential dilution levels are not in the interests of shareholders.
Kering	France	27/04/2023	12 Capital Amendment of Share	Management	For	
Kering	France	27/04/2023	13 Capital Amendment of Share	Management	Abstain	

Kering	France	27/04/2023	14	Amendment of Share Capital	Management	For	We opposed the resolution which sought authority to issue equity because the potential dilution levels are not in the interests of shareholders.
Kering	France	27/04/2023	15	Amendment of Share Capital	Management	For	
Kering	France	27/04/2023	16	Amendment of Share Capital	Management	Against	We opposed the resolution which sought authority to issue equity because the potential dilution levels are not in the interests of shareholders.
Kering	France	27/04/2023	17	Amendment of Share Capital	Management	For	
Kering	France	27/04/2023	18	Employee Equity Plan	Management	Against	
Kering	France	27/04/2023	19	Employee Equity Plan	Management	For	
Kering	France	27/04/2023	20	Routine Business	Management	For	
Kinnevik	Sweden	08/05/2023	2	Routine Business	Management	For	
Kinnevik	Sweden	08/05/2023	4	Routine Business	Management	For	
Kinnevik	Sweden	08/05/2023	6	Routine Business	Management	For	
Kinnevik	Sweden	08/05/2023	10	Annual Report	Management	For	
Kinnevik	Sweden	08/05/2023	11	Allocation of Income	Management	For	
Kinnevik	Sweden	08/05/2023	12A	Discharge of Board	Management	For	
Kinnevik	Sweden	08/05/2023	12B	Discharge of Board	Management	For	
Kinnevik	Sweden	08/05/2023	12C	Discharge of Board	Management	For	
Kinnevik	Sweden	08/05/2023	12D	Discharge of Board	Management	For	
Kinnevik	Sweden	08/05/2023	12E	Discharge of Board	Management	For	
Kinnevik	Sweden	08/05/2023	12F	Discharge of Board	Management	For	
Kinnevik	Sweden	08/05/2023	13	Remuneration	Management	For	
Kinnevik	Sweden	08/05/2023	14	Director Related	Management	For	
Kinnevik	Sweden	08/05/2023	15	Remuneration	Management	For	
Kinnevik	Sweden	08/05/2023	16A	Elect Committee Member	Management	For	
Kinnevik	Sweden	08/05/2023	16B	Elect Committee Member	Management	For	
Kinnevik	Sweden	08/05/2023	16C	Elect Committee Member	Management	For	
Kinnevik	Sweden	08/05/2023	16D	Elect Committee Member	Management	For	

Kinnevik	Sweden	08/05/2023	16E	Elect Committee Member	Management	For	
Kinnevik	Sweden	08/05/2023		17 Elect Director(s)	Management	For	
Kinnevik	Sweden	08/05/2023		18 Appoint/Pay Auditors	Management	For	
Kinnevik	Sweden	08/05/2023		19 Elect Committee Member	Management	For	
Kinnevik	Sweden	08/05/2023		20 Elect Committee Member	Management	For	
Kinnevik	Sweden	08/05/2023	21A	Incentive Plan	Management	For	
Kinnevik	Sweden	08/05/2023	21B	Articles of Association	Management	For	
Kinnevik	Sweden	08/05/2023	21C	Incentive Plan	Management	For	
Kinnevik	Sweden	08/05/2023	21D	Incentive Plan	Management	For	
Kinnevik	Sweden	08/05/2023	21E	Incentive Plan	Management	For	
Kinnevik	Sweden	08/05/2023	21F	Incentive Plan	Management	For	
Kinnevik	Sweden	08/05/2023	22A	Incentive Plan	Management	For	
Kinnevik	Sweden	08/05/2023	22B	Incentive Plan	Management	For	
Kinnevik	Sweden	08/05/2023	22C	Incentive Plan	Management	For	
Kinnevik	Sweden	08/05/2023		23 Shareholder Resolution - Governance	Shareholder	For	We opposed a shareholder resolution requesting the implementation of a cash dividend as we believe any such decision should sit with the board of directors.
Lilium N.V.	Germany	25/05/2023		2 Amendment of Share Capital	Management	For	
Lilium N.V.	Germany	25/05/2023		3 Amendment of Share Capital	Management	Against	
Lilium N.V.	Germany	25/05/2023		4 Share Repurchase	Management	For	
Meituan	China	30/06/2023		1 Annual Report	Management	For	
Meituan	China	30/06/2023		2 Elect Director(s)	Management	For	
Meituan	China	30/06/2023		3 Elect Director(s)	Management	For	
Meituan	China	30/06/2023		4 Elect Director(s)	Management	For	
Meituan	China	30/06/2023		5 Elect Director(s)	Management	For	
Meituan	China	30/06/2023		6 Non-Executive Remuneration	Management	For	
Meituan	China	30/06/2023		7 Amendment of Share Capital	Management	For	
Meituan	China	30/06/2023		8 Share Repurchase	Management	For	
Meituan	China	30/06/2023		9 Appoint/Pay Auditors	Management	For	

Meituan	China	30/06/2023	10 Incentive Plan	Management	For
Meituan	China	30/06/2023	11 Incentive Plan	Management	For
Meituan	China	30/06/2023	12 Incentive Plan	Management	For
Meituan	China	30/06/2023	13 Incentive Plan	Management	For
Meituan	China	30/06/2023	14 Incentive Plan	Management	For
Meituan	China	30/06/2023	15 Incentive Plan	Management	For
Meituan	China	30/06/2023	16 Incentive Plan	Management	For
Meituan	China	30/06/2023	S.1 Articles of Association	Management	For
MercadoLibre	Brazil	07/06/2023	1.001 Elect Director(s)	Management	For
MercadoLibre	Brazil	07/06/2023	1.003 Elect Director(s)	Management	For
MercadoLibre	Brazil	07/06/2023	1.002 Elect Director(s)	Management	For
MercadoLibre	Brazil	07/06/2023	2 Remuneration	Management	For
MercadoLibre	Brazil	07/06/2023	3 Say on Pay Frequency	Management	For
MercadoLibre	Brazil	07/06/2023	4 Appoint/Pay Auditors	Management	For
Moderna Inc	United States	03/05/2023	1.001 Elect Director(s)	Management	1 Year
Moderna Inc	United States	03/05/2023	1.002 Elect Director(s)	Management	For
Moderna Inc	United States	03/05/2023	1.003 Elect Director(s)	Management	For
Moderna Inc	United States	03/05/2023	2 Remuneration	Management	For
Moderna Inc	United States	03/05/2023	3 Appoint/Pay Auditors	Management	For

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 middle-income 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 middle-income 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.

Shareholder Resolution -						
Moderna Inc	United States	03/05/2023	4 Social	Shareholder	For	
NIO Inc ADR	China	26/06/2023	1 Elect Director(s)	Management	For	
NIO Inc ADR	China	26/06/2023	2 Appoint/Pay Auditors	Management	Against	
NVIDIA	United States	22/06/2023	1a. Elect Director(s)	Management	For	
NVIDIA	United States	22/06/2023	1b. Elect Director(s)	Management	For	
NVIDIA	United States	22/06/2023	1c. Elect Director(s)	Management	For	
NVIDIA	United States	22/06/2023	1d. Elect Director(s)	Management	For	
NVIDIA	United States	22/06/2023	1e. Elect Director(s)	Management	For	
NVIDIA	United States	22/06/2023	1f. Elect Director(s)	Management	For	
NVIDIA	United States	22/06/2023	1g. Elect Director(s)	Management	For	
NVIDIA	United States	22/06/2023	1h. Elect Director(s)	Management	For	

NVIDIA	United States	22/06/2023	1i.	Elect Director(s)	Management	For
NVIDIA	United States	22/06/2023	1j.	Elect Director(s)	Management	For
NVIDIA	United States	22/06/2023	1k.	Elect Director(s)	Management	For
NVIDIA	United States	22/06/2023	1l.	Elect Director(s)	Management	For
NVIDIA	United States	22/06/2023	1m.	Elect Director(s)	Management	For
NVIDIA	United States	22/06/2023		2 Remuneration	Management	For
NVIDIA	United States	22/06/2023		3 Say on Pay Frequency	Management	For
NVIDIA	United States	22/06/2023		4 Appoint/Pay Auditors	Management	For
Netflix Inc	United States	01/06/2023	1a.	Elect Director(s)	Management	1 Year
Netflix Inc	United States	01/06/2023	1b.	Elect Director(s)	Management	For
Netflix Inc	United States	01/06/2023	1c.	Elect Director(s)	Management	For
Netflix Inc	United States	01/06/2023	1d.	Elect Director(s)	Management	For
Netflix Inc	United States	01/06/2023		2 Appoint/Pay Auditors	Management	For
Netflix Inc	United States	01/06/2023		3 Remuneration	Management	For
Netflix Inc	United States	01/06/2023		4 Say on Pay Frequency	Management	For
Netflix Inc	United States	01/06/2023		Shareholder Resolution - 5 Governance	Shareholder	For

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	United States	01/06/2023	Shareholder Resolution - 6 Governance	Shareholder	1 Year	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	United States	01/06/2023	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	United States	01/06/2023	Shareholder Resolution - 8 Social	Shareholder	Against	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.
Ocado	United Kingdom	02/05/2023	1 Annual Report	Management	Against	

We opposed the remuneration report due to concerns over the tranche of the VCP and the lowered targets, which we do not find sufficiently stretching.

Ocado	United Kingdom	02/05/2023	2 Remuneration	Management	For
Ocado	United Kingdom	02/05/2023	3 Elect Director(s)	Management	For
Ocado	United Kingdom	02/05/2023	4 Elect Director(s)	Management	Against
Ocado	United Kingdom	02/05/2023	5 Elect Director(s)	Management	For
Ocado	United Kingdom	02/05/2023	6 Elect Director(s)	Management	For
Ocado	United Kingdom	02/05/2023	7 Elect Director(s)	Management	For
Ocado	United Kingdom	02/05/2023	8 Elect Director(s)	Management	For
Ocado	United Kingdom	02/05/2023	9 Elect Director(s)	Management	For
Ocado	United Kingdom	02/05/2023	10 Elect Director(s)	Management	For
Ocado	United Kingdom	02/05/2023	11 Elect Director(s)	Management	For
Ocado	United Kingdom	02/05/2023	12 Elect Director(s)	Management	For
Ocado	United Kingdom	02/05/2023	13 Elect Director(s)	Management	For
Ocado	United Kingdom	02/05/2023	14 Elect Director(s)	Management	For
Ocado	United Kingdom	02/05/2023	15 Elect Director(s)	Management	For
Ocado	United Kingdom	02/05/2023	16 Elect Director(s)	Management	For
Ocado	United Kingdom	02/05/2023	17 Appoint/Pay Auditors	Management	For
Ocado	United Kingdom	02/05/2023	18 Appoint/Pay Auditors	Management	For
Ocado	United Kingdom	02/05/2023	19 Routine Business	Management	For

Ocado	United Kingdom	02/05/2023	Amendment of Share 20 Capital	Management	For
Ocado	United Kingdom	02/05/2023	Amendment of Share 21 Capital	Management	For
Ocado	United Kingdom	02/05/2023	Amendment of Share 22 Capital	Management	For
Ocado	United Kingdom	02/05/2023	Amendment of Share 23 Capital	Management	For
Ocado	United Kingdom	02/05/2023	24 Share Repurchase	Management	For
Ocado	United Kingdom	02/05/2023	25 Routine Business	Management	For
PsiQuantum Series D Pref.	United States	11/04/2023	1 Financing Round	Management	For
Recursion Pharmaceuticals Inc	United States	16/06/2023	1.001 Elect Director(s)	Management	For
Recursion Pharmaceuticals Inc	United States	16/06/2023	1.002 Elect Director(s)	Management	For
Recursion Pharmaceuticals Inc	United States	16/06/2023	2 Remuneration	Management	For
Recursion Pharmaceuticals Inc	United States	16/06/2023	3 Say on Pay Frequency	Management	For
Recursion Pharmaceuticals Inc	United States	16/06/2023	4 Appoint/Pay Auditors	Management	For
Roblox	United States	25/05/2023	1.001 Elect Director(s)	Management	1 Year
Roblox	United States	25/05/2023	1.002 Elect Director(s)	Management	For
Roblox	United States	25/05/2023	2 Remuneration	Management	For
Roblox	United States	25/05/2023	3 Appoint/Pay Auditors	Management	For
Sana Biotechnology Inc	United States	08/06/2023	1.1 Elect Director(s)	Management	For
Sana Biotechnology Inc	United States	08/06/2023	1.2 Elect Director(s)	Management	For
Sana Biotechnology Inc	United States	08/06/2023	1.3 Elect Director(s)	Management	For

Sana Biotechnology Inc	United States	08/06/2023	2 Appoint/Pay Auditors	Management	For
Shopify 'A'	Canada	27/06/2023 1A	Elect Director(s)	Management	For
Shopify 'A'	Canada	27/06/2023 1B	Elect Director(s)	Management	For
Shopify 'A'	Canada	27/06/2023 1C	Elect Director(s)	Management	For
Shopify 'A'	Canada	27/06/2023 1D	Elect Director(s)	Management	For
Shopify 'A'	Canada	27/06/2023 1E	Elect Director(s)	Management	For
Shopify 'A'	Canada	27/06/2023 1F	Elect Director(s)	Management	For
Shopify 'A'	Canada	27/06/2023 1G	Elect Director(s)	Management	For
Shopify 'A'	Canada	27/06/2023 1H	Elect Director(s)	Management	For
Shopify 'A'	Canada	27/06/2023	2 Appoint/Pay Auditors	Management	For
Shopify 'A'	Canada	27/06/2023	3 Remuneration	Management	For
Tencent	China	17/05/2023	1 Annual Report	Management	For
Tencent	China	17/05/2023	2 Allocation of Income	Management	For
Tencent	China	17/05/2023 3.A	Elect Director(s)	Management	For
Tencent	China	17/05/2023 3.B	Elect Director(s)	Management	For
Tencent	China	17/05/2023 3.C	Remuneration	Management	For
Tencent	China	17/05/2023	4 Appoint/Pay Auditors	Management	For
			Amendment of Share		
Tencent	China	17/05/2023	5 Capital	Management	For
Tencent	China	17/05/2023	6 Share Repurchase	Management	For
Tencent	China	17/05/2023 1A	Employee Equity Plan	Management	For
Tencent	China	17/05/2023 1B	Employee Equity Plan	Management	For
Tencent	China	17/05/2023 1C	Employee Equity Plan	Management	For
Tencent	China	17/05/2023	2 Employee Equity Plan	Management	For
Tencent	China	17/05/2023	3 Employee Equity Plan	Management	For
Tencent	China	17/05/2023 4A	Employee Equity Plan	Management	For
Tencent	China	17/05/2023 4B	Employee Equity Plan	Management	For
Tencent	China	17/05/2023 4C	Incentive Plan	Management	For
Tencent	China	17/05/2023	5 Incentive Plan	Management	For
Tencent	China	17/05/2023	6 Incentive Plan	Management	For
Tencent	China	17/05/2023	7 Incentive Plan	Management	For
Tesla Inc	United States	16/05/2023	1.1 Elect Director(s)	Management	For
Tesla Inc	United States	16/05/2023	1.2 Elect Director(s)	Management	For
Tesla Inc	United States	16/05/2023	1.3 Elect Director(s)	Management	For

Tesla Inc	United States	16/05/2023	2 Remuneration	Management	For	
Tesla Inc	United States	16/05/2023	3 Say on Pay Frequency	Management	For	
Tesla Inc	United States	16/05/2023	4 Appoint/Pay 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 disadvantage. Further, this level of disclosure is not common practice for other US companies.
Tesla Inc	United States	16/05/2023	Shareholder Resolution - 5 Governance	Shareholder	3 Years	
Vir Biotechnology Inc	United States	19/05/2023	1a. Elect Director(s)	Management	For	
Vir Biotechnology Inc	United States	19/05/2023	1b. Elect Director(s)	Management	Against	
Vir Biotechnology Inc	United States	19/05/2023	1c. Elect Director(s)	Management	For	
Vir Biotechnology Inc	United States	19/05/2023	1d. Elect Director(s)	Management	For	
Vir Biotechnology Inc	United States	19/05/2023	2 Remuneration	Management	For	
Vir Biotechnology Inc	United States	19/05/2023	3 Appoint/Pay Auditors	Management	For	
Warby Parker Inc	United States	08/06/2023	1.001 Elect Director(s)	Management	For	
Warby Parker Inc	United States	08/06/2023	1.003 Elect Director(s)	Management	For	
Warby Parker Inc	United States	08/06/2023	1.002 Elect Director(s)	Management	For	
Warby Parker Inc	United States	08/06/2023	2 Appoint/Pay Auditors	Management	For	

Warby Parker Inc	United States	08/06/2023	3 Remuneration	Management	For
Wayfair Inc	United States	25/04/2023 1a.	Elect Director(s)	Management	For
Wayfair Inc	United States	25/04/2023 1b.	Elect Director(s)	Management	1 Year
Wayfair Inc	United States	25/04/2023 1c.	Elect Director(s)	Management	For
Wayfair Inc	United States	25/04/2023 1d.	Elect Director(s)	Management	For
Wayfair Inc	United States	25/04/2023 1e.	Elect Director(s)	Management	For
Wayfair Inc	United States	25/04/2023 1f.	Elect Director(s)	Management	For
Wayfair Inc	United States	25/04/2023 1g.	Elect Director(s)	Management	For
Wayfair Inc	United States	25/04/2023 1h.	Elect Director(s)	Management	For
Wayfair Inc	United States	25/04/2023 1i.	Elect Director(s)	Management	For
Wayfair Inc	United States	25/04/2023	2 Appoint/Pay Auditors	Management	For
Wayfair Inc	United States	25/04/2023	3 Remuneration	Management	For
Wayfair Inc	United States	25/04/2023	4 Incentive Plan	Management	For
Zalando SE	Germany	24/05/2023	2 Allocation of Income	Management	For
Zalando SE	Germany	24/05/2023	3 Discharge of Board	Management	For
Zalando SE	Germany	24/05/2023	4 Discharge of Board	Management	For
Zalando SE	Germany	24/05/2023	5.1 Appoint/Pay Auditors	Management	For
Zalando SE	Germany	24/05/2023	5.2 Appoint/Pay Auditors	Management	For
Zalando SE	Germany	24/05/2023	6 Remuneration	Management	For
Zalando SE	Germany	24/05/2023	7.1 Elect Director(s)	Management	For
Zalando SE	Germany	24/05/2023	7.2 Elect Director(s)	Management	For
Zalando SE	Germany	24/05/2023	7.3 Elect Director(s)	Management	For
Zalando SE	Germany	24/05/2023	7.4 Elect Director(s)	Management	For
Zalando SE	Germany	24/05/2023	7.5 Elect Director(s)	Management	For
Zalando SE	Germany	24/05/2023	7.6 Elect Director(s)	Management	For
Zalando SE	Germany	24/05/2023	8 Articles of Association	Management	For

Zalando SE	Germany	24/05/2023	9 Articles of Association	Management	For	
Zalando SE	Germany	24/05/2023	10 Articles of Association	Management	For	
Zoom	United States	15/06/2023	1.003 Elect Director(s)	Management	For	
Zoom	United States	15/06/2023	1.002 Elect Director(s)	Management	For	
Zoom	United States	15/06/2023	1.001 Elect Director(s)	Management	For	
Zoom	United States	15/06/2023	2 Appoint/Pay Auditors	Management	For	
Zoom	United States	15/06/2023	3 Remuneration	Management	For	We opposed executive remuneration 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.