

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

Carvana	Annual General Meeting	1-May-23	Appoint/Pay 2 Auditors	Management	For	
Carvana	Annual General Meeting	1-May-23	3 Remuneration	Management	For	
Carvana	Annual General Meeting	1-May-23	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.
Moderna Inc	Annual General Meeting	3-May-23	1.001 Elect Director(s)	Management	For	
Moderna Inc	Annual General Meeting	3-May-23	1.002 Elect Director(s)	Management	For	
Moderna Inc	Annual General Meeting	3-May-23	1.003 Elect Director(s)	Management	For	
Moderna Inc	Annual General Meeting	3-May-23	2 Remuneration	Management	For	
Moderna Inc	Annual General Meeting	3-May-23	Appoint/Pay 3 Auditors	Management	For	
Moderna Inc	Annual General Meeting	3-May-23	Shareholder Resolution - 4 Social	Shareholder	Against	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.

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	
Tesla Inc	Annual General Meeting	16-May-23	2 Remuneration	Management	For	
Tesla Inc	Annual General Meeting	16-May-23	3 Say on Pay Frequency	Management	3 Years	
Tesla Inc	Annual General Meeting	16-May-23	4 Appoint/Pay Auditors	Management	For	
Tesla Inc	Annual General Meeting	16-May-23	5 Shareholder Resolution - Governance	Shareholder	Against	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.
Alnylam Pharmaceuticals	Annual General Meeting	18-May-23 1a.	Elect Director(s)	Management	For	
Alnylam Pharmaceuticals	Annual General Meeting	18-May-23 1b.	Elect Director(s)	Management	For	
Alnylam Pharmaceuticals	Annual General Meeting	18-May-23 1c.	Elect Director(s)	Management	For	
Alnylam Pharmaceuticals	Annual General Meeting	18-May-23 1d.	Elect Director(s)	Management	For	
Alnylam Pharmaceuticals	Annual General Meeting	18-May-23	2 Remuneration	Management	For	
Alnylam Pharmaceuticals	Annual General Meeting	18-May-23	3 Say on Pay Frequency	Management	1 Year	

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

Amazon.com	Annual General Meeting	24-May-23	3 Remuneration	Management	For	
Amazon.com	Annual General Meeting	24-May-23	4 Say on Pay Frequency	Management	1 Year	
Amazon.com	Annual General Meeting	24-May-23	5 Incentive Plan	Management	For	
Amazon.com	Annual General Meeting	24-May-23	6 Shareholder Resolution - 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	7 Shareholder Resolution - 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	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	Annual General Meeting	24-May-23	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	Annual General Meeting	24-May-23	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	Annual General Meeting	24-May-23	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	Annual General Meeting	24-May-23	12	Shareholder Resolution - 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	Annual General Meeting	24-May-23	13	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 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	Annual General Meeting	24-May-23	14	Shareholder Resolution - 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	15	Shareholder Resolution - 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	16	Shareholder Resolution - 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	17	Shareholder Resolution - 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	Annual General Meeting	24-May-23	18	Shareholder Resolution - 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	19	Shareholder Resolution - 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	20	Shareholder Resolution - 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	21	Shareholder Resolution - 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	Annual General Meeting	24-May-23	22	Shareholder Resolution - 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.
Amazon.com	Annual General Meeting	24-May-23	23	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.
Illumina	Annual General Meeting	25-May-23 1A		Elect Director(s)	Management	For	
Illumina	Annual General Meeting	25-May-23 1B		Elect Director(s)	Management	For	
Illumina	Annual General Meeting	25-May-23 1C		Elect Director(s)	Management	For	
Illumina	Annual General Meeting	25-May-23 1D		Elect Director(s)	Management	For	
Illumina	Annual General Meeting	25-May-23 1E		Elect Director(s)	Management	For	
Illumina	Annual General Meeting	25-May-23 1F		Elect Director(s)	Management	For	
Illumina	Annual General Meeting	25-May-23 1G		Elect Director(s)	Management	For	

Illumina	Annual General Meeting	25-May-23 1H	Elect Director(s)	Management	For	
Illumina	Annual General 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.
Illumina	Annual General Meeting	25-May-23	Appoint/Pay 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.
Illumina	Annual General Meeting	25-May-23	Say on Pay 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.

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.

Illumina	Annual General Meeting	25-May-23	5 Incentive Plan	Management	No Vote	We did not vote the dissident proxy card, and instead instructed on management's proxy card.
Pinterest	Annual General Meeting	25-May-23 1a.	Elect Director(s)	Management	For	
Pinterest	Annual General Meeting	25-May-23 1b.	Elect Director(s)	Management	For	
Pinterest	Annual General Meeting	25-May-23 1c.	Elect Director(s)	Management	For	
Pinterest	Annual General Meeting	25-May-23 1d.	Elect Director(s)	Management	For	
Pinterest	Annual General Meeting	25-May-23	2 Remuneration	Management	Abstain	We abstained on executive remuneration, as we have concerns over the size of the award granted.
Pinterest	Annual General Meeting	25-May-23	3 Auditors	Management	For	
Pinterest	Annual General Meeting	25-May-23	4 Governance	Shareholder	Against	We opposed a shareholder resolution 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	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.
Roblox	Annual General Meeting	25-May-23	1.001 Elect Director(s)	Management	For	
Roblox	Annual General Meeting	25-May-23	1.002 Elect Director(s)	Management	For	
Roblox	Annual General Meeting	25-May-23	2 Remuneration	Management	For	

Roblox	Annual General Meeting	25-May-23	Appoint/Pay 3 Auditors	Management	For	
The Trade Desk	Annual General Meeting	25-May-23	1.002 Elect Director(s)	Management	For	
The Trade Desk	Annual General Meeting	25-May-23	1.001 Elect Director(s)	Management	For	
The Trade Desk	Annual General Meeting	25-May-23	Appoint/Pay 2 Auditors	Management	For	
Penumbra Inc	Annual General Meeting	31-May-23	1.001 Elect Director(s)	Management	For	
Penumbra Inc	Annual General Meeting	31-May-23	1.003 Elect Director(s)	Management	For	
Penumbra Inc	Annual General Meeting	31-May-23	1.002 Elect Director(s)	Management	For	
Penumbra Inc	Annual General Meeting	31-May-23	Appoint/Pay 2 Auditors	Management	For	
Penumbra Inc	Annual General Meeting	31-May-23	3 Remuneration	Management	For	
Penumbra Inc	Annual General Meeting	31-May-23	Say on Pay 4 Frequency	Management	1 Year	
Cloudflare Inc	Annual General Meeting	1-Jun-23	1.002 Elect Director(s)	Management	For	
Cloudflare Inc	Annual General Meeting	1-Jun-23	1.001 Elect Director(s)	Management	For	
Cloudflare Inc	Annual General Meeting	1-Jun-23	Appoint/Pay 2 Auditors	Management	For	
Cloudflare Inc	Annual General Meeting	1-Jun-23	3 Remuneration	Management	Against	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 of shareholders.
Denali Therapeutics	Annual General Meeting	1-Jun-23	1.003 Elect Director(s)	Management	For	
Denali Therapeutics	Annual General Meeting	1-Jun-23	1.002 Elect Director(s)	Management	For	
Denali Therapeutics	Annual General Meeting	1-Jun-23	1.001 Elect Director(s)	Management	For	

Denali Therapeutics	Annual General Meeting	1-Jun-23	Appoint/Pay 2 Auditors	Management	For	
Denali Therapeutics	Annual General Meeting	1-Jun-23	3 Remuneration	Management	For	
Netflix Inc	Annual General Meeting	1-Jun-23 1a.	Elect Director(s)	Management	For	
Netflix Inc	Annual General Meeting	1-Jun-23 1b.	Elect Director(s)	Management	For	
Netflix Inc	Annual General Meeting	1-Jun-23 1c.	Elect Director(s)	Management	For	
Netflix Inc	Annual General Meeting	1-Jun-23 1d.	Elect Director(s)	Management	For	
Netflix Inc	Annual General Meeting	1-Jun-23	Appoint/Pay 2 Auditors	Management	For	
Netflix Inc	Annual General Meeting	1-Jun-23	3 Remuneration	Management	For	
Netflix Inc	Annual General Meeting	1-Jun-23	Say on Pay 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	7	Shareholder Resolution - 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	8	Shareholder Resolution - 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	
Watsco Inc	Annual General Meeting	5-Jun-23	2	Remuneration	Management	For	
Watsco Inc	Annual General Meeting	5-Jun-23	3	Say on Pay Frequency	Management	1 Year	
Watsco Inc	Annual General Meeting	5-Jun-23	4	Appoint/Pay Auditors	Management	For	
Chegg	Annual General Meeting	7-Jun-23 1a.		Elect Director(s)	Management	For	
Chegg	Annual General Meeting	7-Jun-23 1b.		Elect Director(s)	Management	For	

Chegg	Annual General Meeting	7-Jun-23 1c.	Elect Director(s)	Management	For	
Chegg	Annual General Meeting	7-Jun-23	2 Remuneration	Management	Abstain	We abstained on the resolution to ratify named executive officers' compensation due to concerns the annual performance period for the long term incentive plan.
Chegg	Annual General Meeting	7-Jun-23	3 Incentive Plan	Management	For	
Chegg	Annual General Meeting	7-Jun-23	4 Employee Equity Plan	Management	For	
Chegg	Annual General Meeting	7-Jun-23	5 Appoint/Pay Auditors	Management	For	
Lemonade Inc	Annual General Meeting	7-Jun-23	1.001 Elect Director(s)	Management	For	
Lemonade Inc	Annual General Meeting	7-Jun-23	1.002 Elect Director(s)	Management	For	
Lemonade Inc	Annual General Meeting	7-Jun-23	2 Appoint/Pay Auditors	Management	For	
Lemonade Inc	Annual General Meeting	7-Jun-23	3 Remuneration	Management	For	
MarketAxess Holdings	Annual General Meeting	7-Jun-23 1a.	Elect Director(s)	Management	For	
MarketAxess Holdings	Annual General Meeting	7-Jun-23 1b.	Elect Director(s)	Management	For	
MarketAxess Holdings	Annual General Meeting	7-Jun-23 1c.	Elect Director(s)	Management	For	
MarketAxess Holdings	Annual General Meeting	7-Jun-23 1d.	Elect Director(s)	Management	For	
MarketAxess Holdings	Annual General Meeting	7-Jun-23 1e.	Elect Director(s)	Management	For	
MarketAxess Holdings	Annual General Meeting	7-Jun-23 1f.	Elect Director(s)	Management	For	
MarketAxess Holdings	Annual General Meeting	7-Jun-23 1g.	Elect Director(s)	Management	For	
MarketAxess Holdings	Annual General Meeting	7-Jun-23 1h.	Elect Director(s)	Management	For	
MarketAxess Holdings	Annual General Meeting	7-Jun-23 1i.	Elect Director(s)	Management	For	

MarketAxess Holdings	Annual General Meeting	7-Jun-23 1j.	Elect Director(s)	Management	For	
MarketAxess Holdings	Annual General Meeting	7-Jun-23 1k.	Elect Director(s)	Management	For	
MarketAxess Holdings	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.
MarketAxess Holdings	Annual General Meeting	7-Jun-23	3 Remuneration	Management	Abstain	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.
MarketAxess Holdings	Annual General Meeting	7-Jun-23	Say on Pay 4 Frequency	Management	1 Year	
Novocure Ltd	Annual General Meeting	7-Jun-23 1a.	Elect Director(s)	Management	For	
Novocure Ltd	Annual General Meeting	7-Jun-23 1b.	Elect Director(s)	Management	For	
Novocure Ltd	Annual General Meeting	7-Jun-23 1c.	Elect Director(s)	Management	For	
Novocure Ltd	Annual General Meeting	7-Jun-23 1d.	Elect Director(s)	Management	For	
Novocure Ltd	Annual General Meeting	7-Jun-23 1e.	Elect Director(s)	Management	For	
Novocure Ltd	Annual General Meeting	7-Jun-23 1f.	Elect Director(s)	Management	For	
Novocure Ltd	Annual General Meeting	7-Jun-23 1g.	Elect Director(s)	Management	For	
Novocure Ltd	Annual General Meeting	7-Jun-23 1h.	Elect Director(s)	Management	For	
Novocure Ltd	Annual General Meeting	7-Jun-23 1i.	Elect Director(s)	Management	For	

Novocure Ltd	Annual General Meeting	7-Jun-23 1j.	Elect Director(s)	Management	For	
Novocure Ltd	Annual General Meeting	7-Jun-23	Appoint/Pay 2 Auditors	Management	For	
Novocure Ltd	Annual General Meeting	7-Jun-23	3 Remuneration	Management	For	
CoStar Group	Annual General Meeting	8-Jun-23 1a.	Elect Director(s)	Management	For	
CoStar Group	Annual General Meeting	8-Jun-23 1b.	Elect Director(s)	Management	For	
CoStar Group	Annual General Meeting	8-Jun-23 1c.	Elect Director(s)	Management	For	
CoStar Group	Annual General Meeting	8-Jun-23 1d.	Elect Director(s)	Management	For	
CoStar Group	Annual General Meeting	8-Jun-23 1e.	Elect Director(s)	Management	For	
CoStar Group	Annual General Meeting	8-Jun-23 1f.	Elect Director(s)	Management	For	
CoStar Group	Annual General Meeting	8-Jun-23 1g.	Elect Director(s)	Management	For	
CoStar Group	Annual General Meeting	8-Jun-23 1h.	Elect Director(s)	Management	For	
CoStar Group	Annual General Meeting	8-Jun-23	Appoint/Pay 2 Auditors	Management	For	
CoStar Group	Annual General Meeting	8-Jun-23	3 Remuneration	Management	For	
CoStar Group	Annual General Meeting	8-Jun-23	Say on Pay 4 Frequency	Management	1 Year	
CoStar Group	Annual General Meeting	8-Jun-23	Shareholder Resolution - 5 Climate	Shareholder	Against	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 letter.
Datadog	Annual General Meeting	8-Jun-23 1a.	Elect Director(s)	Management	For	
Datadog	Annual General Meeting	8-Jun-23 1b.	Elect Director(s)	Management	For	

Datadog	Annual General Meeting	8-Jun-23 1c.	Elect Director(s)	Management	For	
Datadog	Annual General Meeting	8-Jun-23	2 Remuneration	Management	For	
Datadog	Annual General Meeting	8-Jun-23	3 Appoint/Pay Auditors	Management	For	
Roku	Annual General Meeting	8-Jun-23 1a.	Elect Director(s)	Management	For	
Roku	Annual General Meeting	8-Jun-23 2a.	Elect Director(s)	Management	For	
Roku	Annual General Meeting	8-Jun-23 2b.	Elect Director(s)	Management	For	
Roku	Annual General Meeting	8-Jun-23 2c.	Elect Director(s)	Management	For	
Roku	Annual General Meeting	8-Jun-23	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 General Meeting	8-Jun-23	4 Appoint/Pay Auditors	Management	For	
Sana Biotechnology Inc	Annual General Meeting	8-Jun-23	1.1 Elect Director(s)	Management	For	
Sana Biotechnology Inc	Annual General Meeting	8-Jun-23	1.2 Elect Director(s)	Management	For	
Sana Biotechnology Inc	Annual General Meeting	8-Jun-23	1.3 Elect Director(s)	Management	For	
Sana Biotechnology Inc	Annual General Meeting	8-Jun-23	2 Appoint/Pay Auditors	Management	For	
Warby Parker Inc	Annual General Meeting	8-Jun-23	1.001 Elect Director(s)	Management	For	
Warby Parker Inc	Annual General Meeting	8-Jun-23	1.003 Elect Director(s)	Management	For	
Warby Parker Inc	Annual General Meeting	8-Jun-23	1.002 Elect Director(s)	Management	For	

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

10X Genomics Inc Class A	Annual General Meeting	14-Jun-23	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.
Duolingo Inc	Annual General Meeting	15-Jun-23	1.003 Elect Director(s)	Management	For	
Duolingo Inc	Annual General Meeting	15-Jun-23	1.002 Elect Director(s)	Management	For	
Duolingo Inc	Annual General Meeting	15-Jun-23	1.001 Elect Director(s)	Management	For	
Duolingo Inc	Annual General Meeting	15-Jun-23	2 Appoint/Pay Auditors	Management	For	
Duolingo Inc	Annual General Meeting	15-Jun-23	3 Remuneration	Management	1 Year	
Sweetgreen	Annual General Meeting	15-Jun-23	1.007 Elect Director(s)	Management	For	
Sweetgreen	Annual General Meeting	15-Jun-23	1.006 Elect Director(s)	Management	For	
Sweetgreen	Annual General Meeting	15-Jun-23	1.005 Elect Director(s)	Management	For	
Sweetgreen	Annual General Meeting	15-Jun-23	1.003 Elect Director(s)	Management	For	
Sweetgreen	Annual General Meeting	15-Jun-23	1.009 Elect Director(s)	Management	For	
Sweetgreen	Annual General Meeting	15-Jun-23	1.004 Elect Director(s)	Management	For	
Sweetgreen	Annual General Meeting	15-Jun-23	1.002 Elect Director(s)	Management	For	
Sweetgreen	Annual General Meeting	15-Jun-23	1.001 Elect Director(s)	Management	For	

Sweetgreen	Annual General Meeting	15-Jun-23	1.008	Elect Director(s)	Management	For	
Sweetgreen	Annual General Meeting	15-Jun-23	2	Say on Pay Frequency	Management	1 Year	
Sweetgreen	Annual General Meeting	15-Jun-23	3	Appoint/Pay Auditors	Management	For	
Zoom	Annual General Meeting	15-Jun-23	1.003	Elect Director(s)	Management	For	
Zoom	Annual General Meeting	15-Jun-23	1.002	Elect Director(s)	Management	For	
Zoom	Annual General Meeting	15-Jun-23	1.001	Elect Director(s)	Management	For	
Zoom	Annual General Meeting	15-Jun-23	2	Appoint/Pay Auditors	Management	For	
Zoom	Annual General Meeting	15-Jun-23	3	Remuneration	Management	Against	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.
Ginkgo Bioworks Holdings Inc	Annual General Meeting	16-Jun-23	1a.	Elect Director(s)	Management	For	
Ginkgo Bioworks Holdings Inc	Annual General Meeting	16-Jun-23	1b.	Elect Director(s)	Management	For	
Ginkgo Bioworks Holdings Inc	Annual General Meeting	16-Jun-23	1c.	Elect Director(s)	Management	For	
Ginkgo Bioworks Holdings Inc	Annual General Meeting	16-Jun-23	1d.	Elect Director(s)	Management	For	
Ginkgo Bioworks Holdings Inc	Annual General 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	
Ginkgo Bioworks Holdings Inc	Annual General Meeting	16-Jun-23	1g.	Elect Director(s)	Management	For	

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

Rivian Automotive Inc	Annual General Meeting	21-Jun-23	Shareholder Resolution - 4 Social	Shareholder	Against	We opposed a resolution to adopt a human rights policy, because we found that the company's policies 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.
NVIDIA	Annual General Meeting	22-Jun-23 1a.	Elect Director(s)	Management	For	
NVIDIA	Annual General Meeting	22-Jun-23 1b.	Elect Director(s)	Management	For	
NVIDIA	Annual General Meeting	22-Jun-23 1c.	Elect Director(s)	Management	For	
NVIDIA	Annual General 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	3 Say on Pay Frequency	Management	1 Year	

NVIDIA	Annual General Meeting	22-Jun-23	Appoint/Pay 4 Auditors	Management	For	
Workday Inc	Annual General Meeting	22-Jun-23 1a.	Elect Director(s)	Management	For	
Workday Inc	Annual General Meeting	22-Jun-23 1b.	Elect Director(s)	Management	For	
Workday Inc	Annual General Meeting	22-Jun-23 1c.	Elect Director(s)	Management	For	
Workday Inc	Annual General Meeting	22-Jun-23 1d.	Elect Director(s)	Management	For	
Workday Inc	Annual General Meeting	22-Jun-23	Appoint/Pay 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.
Shopify 'A'	Annual General Meeting	27-Jun-23 1A	Elect Director(s)	Management	For	
Shopify 'A'	Annual General Meeting	27-Jun-23 1B	Elect Director(s)	Management	For	
Shopify 'A'	Annual General Meeting	27-Jun-23 1C	Elect Director(s)	Management	For	
Shopify 'A'	Annual General Meeting	27-Jun-23 1D	Elect Director(s)	Management	For	
Shopify 'A'	Annual General Meeting	27-Jun-23 1E	Elect Director(s)	Management	For	

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