

Proxy Voting Results - Nikko Asset Management Europe Ltd - Q4 2022

Issuer Name	Meeting Type	Geography	Meeting Date	Category	Proposed By	Item No.	Voting Decision	For/Against Management	Reason for Vote Against Management
Aurizon Holdings Limited	Annual	Australia	13/10/2022	Director Election	Company	2a	For	For	
Aurizon Holdings Limited	Annual	Australia	13/10/2022	Director Election	Company	2b	For	For	
Aurizon Holdings Limited	Annual	Australia	13/10/2022	Compensation	Company	3	For	For	
Aurizon Holdings Limited	Annual	Australia	13/10/2022	Compensation	Company	4	For	For	
Aurizon Holdings Limited	Annual	Australia	13/10/2022	Strategic Transactions	Company	5	For	For	
BHP Group Limited	Annual	Australia	10/11/2022	Director Election	Company	2	For	For	
BHP Group Limited	Annual	Australia	10/11/2022	Director Election	Company	3	For	For	
BHP Group Limited	Annual	Australia	10/11/2022	Director Election	Company	4	For	For	
BHP Group Limited	Annual	Australia	10/11/2022	Director Election	Company	5	For	For	
BHP Group Limited	Annual	Australia	10/11/2022	Director Election	Company	6	For	For	
BHP Group Limited	Annual	Australia	10/11/2022	Director Election	Company	7	For	For	
BHP Group Limited	Annual	Australia	10/11/2022	Director Election	Company	8	For	For	
BHP Group Limited	Annual	Australia	10/11/2022	Director Election	Company	9	For	For	
BHP Group Limited	Annual	Australia	10/11/2022	Director Election	Company	10	For	For	
BHP Group Limited	Annual	Australia	10/11/2022	Compensation	Company	11	For	For	
BHP Group Limited	Annual	Australia	10/11/2022	Compensation	Company	12	For	For	
BHP Group Limited	Annual	Australia	10/11/2022	Company Articles	Shareholder	13	Against	For	
BHP Group Limited	Annual	Australia	10/11/2022	Environmental	Shareholder	14	Against	For	
BHP Group Limited	Annual	Australia	10/11/2022	Environmental	Shareholder	15	Against	For	
Bio-Techne Corporation	Annual	USA	27/10/2022	Director Related	Company	1	For	For	
Bio-Techne Corporation	Annual	USA	27/10/2022	Director Election	Company	2a	For	For	
Bio-Techne Corporation	Annual	USA	27/10/2022	Director Election	Company	2b	For	For	
Bio-Techne Corporation	Annual	USA	27/10/2022	Director Election	Company	2c	For	For	
Bio-Techne Corporation	Annual	USA	27/10/2022	Director Election	Company	2d	For	For	
Bio-Techne Corporation	Annual	USA	27/10/2022	Director Election	Company	2e	For	For	
Bio-Techne Corporation	Annual	USA	27/10/2022	Director Election	Company	2f	For	For	
Bio-Techne Corporation	Annual	USA	27/10/2022	Director Election	Company	2g	For	For	
Bio-Techne Corporation	Annual	USA	27/10/2022	Director Election	Company	2h	For	For	
Bio-Techne Corporation	Annual	USA	27/10/2022	Director Election	Company	2i	For	For	
Bio-Techne Corporation	Annual	USA	27/10/2022	Compensation	Company	3	Against	Against	Compensation is not aligned with Global Equity Team's Executive Compensation System principle
Bio-Techne Corporation	Annual	USA	27/10/2022	Capitalization	Company	4	For	For	
Bio-Techne Corporation	Annual	USA	27/10/2022	Audit Related	Company	5	For	For	
Cisco Systems, Inc.	Annual	USA	08/12/2022	Director Election	Company	1a	For	For	
Cisco Systems, Inc.	Annual	USA	08/12/2022	Director Election	Company	1b	For	For	
Cisco Systems, Inc.	Annual	USA	08/12/2022	Director Election	Company	1c	For	For	
Cisco Systems, Inc.	Annual	USA	08/12/2022	Director Election	Company	1d	For	For	
Cisco Systems, Inc.	Annual	USA	08/12/2022	Director Election	Company	1e	For	For	
Cisco Systems, Inc.	Annual	USA	08/12/2022	Director Election	Company	1f	For	For	
Cisco Systems, Inc.	Annual	USA	08/12/2022	Director Election	Company	1g	For	For	
Cisco Systems, Inc.	Annual	USA	08/12/2022	Director Election	Company	1h	For	For	
Cisco Systems, Inc.	Annual	USA	08/12/2022	Director Election	Company	1i	For	For	
Cisco Systems, Inc.	Annual	USA	08/12/2022	Director Election	Company	1j	For	For	
Cisco Systems, Inc.	Annual	USA	08/12/2022	Director Election	Company	1k	For	For	
Cisco Systems, Inc.	Annual	USA	08/12/2022	Director Election	Company	1l	For	For	
Cisco Systems, Inc.	Annual	USA	08/12/2022	Compensation	Company	2	For	For	
Cisco Systems, Inc.	Annual	USA	08/12/2022	Audit Related	Company	3	For	For	
Cisco Systems, Inc.	Annual	USA	08/12/2022	Social	Shareholder	4	Against	For	
Diageo Plc	Annual	United Kingdom	06/10/2022	Routine Business	Company	1	For	For	
Diageo Plc	Annual	United Kingdom	06/10/2022	Compensation	Company	2	For	For	
Diageo Plc	Annual	United Kingdom	06/10/2022	Routine Business	Company	3	For	For	
Diageo Plc	Annual	United Kingdom	06/10/2022	Director Election	Company	4	For	For	
Diageo Plc	Annual	United Kingdom	06/10/2022	Director Election	Company	5	For	For	
Diageo Plc	Annual	United Kingdom	06/10/2022	Director Election	Company	6	For	For	
Diageo Plc	Annual	United Kingdom	06/10/2022	Director Election	Company	7	For	For	
Diageo Plc	Annual	United Kingdom	06/10/2022	Director Election	Company	8	For	For	
Diageo Plc	Annual	United Kingdom	06/10/2022	Director Election	Company	9	For	For	
Diageo Plc	Annual	United Kingdom	06/10/2022	Director Election	Company	10	For	For	
Diageo Plc	Annual	United Kingdom	06/10/2022	Director Election	Company	11	For	For	
Diageo Plc	Annual	United Kingdom	06/10/2022	Director Election	Company	12	For	For	
Diageo Plc	Annual	United Kingdom	06/10/2022	Director Election	Company	13	For	For	

Diageo Plc	Annual	United Kingdom	06/10/2022	Director Election	Company	14	For	For	
Diageo Plc	Annual	United Kingdom	06/10/2022	Audit Related	Company	15	For	For	
Diageo Plc	Annual	United Kingdom	06/10/2022	Audit Related	Company	16	For	For	
Diageo Plc	Annual	United Kingdom	06/10/2022	Social	Company	17	For	For	
Diageo Plc	Annual	United Kingdom	06/10/2022	Compensation	Company	18	For	For	
Diageo Plc	Annual	United Kingdom	06/10/2022	Capitalization	Company	19	For	For	
Diageo Plc	Annual	United Kingdom	06/10/2022	Capitalization	Company	20	For	For	
Diageo Plc	Annual	United Kingdom	06/10/2022	Capitalization	Company	21	For	For	
Diageo Plc	Annual	United Kingdom	06/10/2022	Takeover Related	Company	22	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	19/10/2022	Routine Business	Company	1	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	19/10/2022	Routine Business	Company	2	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	19/10/2022	Compensation	Company	3	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	19/10/2022	Audit Related	Company	4	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	19/10/2022	Audit Related	Company	5	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	19/10/2022	Director Election	Company	6	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	19/10/2022	Director Election	Company	7	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	19/10/2022	Director Election	Company	8	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	19/10/2022	Director Election	Company	9	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	19/10/2022	Director Election	Company	10	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	19/10/2022	Director Election	Company	11	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	19/10/2022	Director Election	Company	12	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	19/10/2022	Director Election	Company	13	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	19/10/2022	Director Election	Company	14	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	19/10/2022	Director Election	Company	15	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	19/10/2022	Director Election	Company	16	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	19/10/2022	Capitalization	Company	17	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	19/10/2022	Capitalization	Company	18	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	19/10/2022	Capitalization	Company	19	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	19/10/2022	Takeover Related	Company	20	For	For	
Housing Development Finance Corporation Limited	Court	India	25/11/2022	Strategic Transactions	Company	1	For	For	
Microsoft Corporation	Annual	USA	13/12/2022	Director Election	Company	1.1	For	For	
Microsoft Corporation	Annual	USA	13/12/2022	Director Election	Company	1.2	For	For	
Microsoft Corporation	Annual	USA	13/12/2022	Director Election	Company	1.3	For	For	
Microsoft Corporation	Annual	USA	13/12/2022	Director Election	Company	1.4	For	For	
Microsoft Corporation	Annual	USA	13/12/2022	Director Election	Company	1.5	For	For	
Microsoft Corporation	Annual	USA	13/12/2022	Director Election	Company	1.6	For	For	
Microsoft Corporation	Annual	USA	13/12/2022	Director Election	Company	1.7	For	For	
Microsoft Corporation	Annual	USA	13/12/2022	Director Election	Company	1.8	For	For	
Microsoft Corporation	Annual	USA	13/12/2022	Director Election	Company	1.9	For	For	
Microsoft Corporation	Annual	USA	13/12/2022	Director Election	Company	1.10	For	For	
Microsoft Corporation	Annual	USA	13/12/2022	Director Election	Company	1.11	For	For	
Microsoft Corporation	Annual	USA	13/12/2022	Director Election	Company	1.12	For	For	
Microsoft Corporation	Annual	USA	13/12/2022	Compensation	Company	2	For	For	
Microsoft Corporation	Annual	USA	13/12/2022	Audit Related	Company	3	For	For	
Microsoft Corporation	Annual	USA	13/12/2022	E&S Blended	Shareholder	4	Against	For	
Microsoft Corporation	Annual	USA	13/12/2022	Social	Shareholder	5	Against	For	
Microsoft Corporation	Annual	USA	13/12/2022	Environmental	Shareholder	6	Against	For	
Microsoft Corporation	Annual	USA	13/12/2022	Social	Shareholder	7	Against	For	
Microsoft Corporation	Annual	USA	13/12/2022	Social	Shareholder	8	Against	For	
Microsoft Corporation	Annual	USA	13/12/2022	Social	Shareholder	9	Against	For	
Paychex, Inc.	Annual	USA	13/10/2022	Director Election	Company	1a	For	For	
Paychex, Inc.	Annual	USA	13/10/2022	Director Election	Company	1b	For	For	
Paychex, Inc.	Annual	USA	13/10/2022	Director Election	Company	1c	For	For	
Paychex, Inc.	Annual	USA	13/10/2022	Director Election	Company	1d	For	For	
Paychex, Inc.	Annual	USA	13/10/2022	Director Election	Company	1e	For	For	
Paychex, Inc.	Annual	USA	13/10/2022	Director Election	Company	1f	For	For	
Paychex, Inc.	Annual	USA	13/10/2022	Director Election	Company	1g	For	For	
Paychex, Inc.	Annual	USA	13/10/2022	Director Election	Company	1h	For	For	
Paychex, Inc.	Annual	USA	13/10/2022	Director Election	Company	1i	For	For	
Paychex, Inc.	Annual	USA	13/10/2022	Director Election	Company	1j	For	For	
Paychex, Inc.	Annual	USA	13/10/2022	Compensation	Company	2	For	For	
Paychex, Inc.	Annual	USA	13/10/2022	Audit Related	Company	3	For	For	
Rentokil Initial Plc	Special	United Kingdom	06/10/2022	Strategic Transactions	Company	1	For	For	
Rentokil Initial Plc	Special	United Kingdom	06/10/2022	Strategic Transactions	Company	2	For	For	

Rentokil Initial Plc	Special	United Kingdom	06/10/2022	Capitalization	Company	3	For	For	
Rentokil Initial Plc	Special	United Kingdom	06/10/2022	Compensation	Company	4	For	For	
Rio Tinto Plc	Special	United Kingdom	25/10/2022	Strategic Transactions	Company	1	For	For	
Rio Tinto Plc	Special	United Kingdom	25/10/2022	Strategic Transactions	Company	2	For	For	
The Procter & Gamble Company	Annual	USA	11/10/2022	Director Election	Company	1a	For	For	
The Procter & Gamble Company	Annual	USA	11/10/2022	Director Election	Company	1b	For	For	
The Procter & Gamble Company	Annual	USA	11/10/2022	Director Election	Company	1c	For	For	
The Procter & Gamble Company	Annual	USA	11/10/2022	Director Election	Company	1d	For	For	
The Procter & Gamble Company	Annual	USA	11/10/2022	Director Election	Company	1e	For	For	
The Procter & Gamble Company	Annual	USA	11/10/2022	Director Election	Company	1f	For	For	
The Procter & Gamble Company	Annual	USA	11/10/2022	Director Election	Company	1g	For	For	
The Procter & Gamble Company	Annual	USA	11/10/2022	Director Election	Company	1h	For	For	
The Procter & Gamble Company	Annual	USA	11/10/2022	Director Election	Company	1i	For	For	
The Procter & Gamble Company	Annual	USA	11/10/2022	Director Election	Company	1j	For	For	
The Procter & Gamble Company	Annual	USA	11/10/2022	Director Election	Company	1k	For	For	
The Procter & Gamble Company	Annual	USA	11/10/2022	Audit Related	Company	2	For	For	
The Procter & Gamble Company	Annual	USA	11/10/2022	Compensation	Company	3	For	For	
Worley Limited	Annual	Australia	21/10/2022	Director Election	Company	2a	For	For	
Worley Limited	Annual	Australia	21/10/2022	Director Election	Company	2b	For	For	
Worley Limited	Annual	Australia	21/10/2022	Director Election	Company	2c	For	For	
Worley Limited	Annual	Australia	21/10/2022	Director Election	Company	2d	For	For	
Worley Limited	Annual	Australia	21/10/2022	Compensation	Company	3	For	For	
Worley Limited	Annual	Australia	21/10/2022	Compensation	Company	4	For	For	
Worley Limited	Annual	Australia	21/10/2022	Compensation	Company	5	For	For	
Worley Limited	Annual	Australia	21/10/2022	Audit Related	Company	6	For	For	
Worley Limited	Annual	Australia	21/10/2022	Compensation	Company	7	For	For	
Worley Limited	Annual	Australia	21/10/2022	Takeover Related	Company	8	For	For	