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

Issuer Name	Meeting Type		Meeting Date		Proposed By		Decision	Management	Reason for Vote Against Management
Aurizon Holdings Limited	Annual	Australia		Director Election	Company		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		Australia	13/10/2022	Strategic Transactions	Company	5	For	For	
BHP Group Limited		Australia		Director Election	Company	2	For	For	
BHP Group Limited		Australia		Director Election	Company	3	For	For	
BHP Group Limited		Australia		Director Election	Company	1	For	For	
BHP Group Limited		Australia		Director Election	Company	- 5	For	For	
BHP Group Limited		Australia		Director Election	Company	5	For	For	
BHP Group Limited				Director Election		7	For	For	
		Australia			Company	/			
BHP Group Limited		Australia		Director Election	Company	8	For	For	
BHP Group Limited		Australia		Director Election	Company	9	For	For	
BHP Group Limited		Australia		Director Election	Company	10	For	For	
BHP Group Limited		Australia		Compensation	Company	11	For	For	
BHP Group Limited		Australia		Compensation	Company	12	For	For	
BHP Group Limited		Australia		Company Articles		13	Against	For	
BHP Group Limited	Annual	Australia		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		USA		Director Election	Company	2c	For	For	
Bio-Techne Corporation		USA		Director Election	Company	2d	For	For	
Bio-Techne Corporation		USA		Director Election	Company	2e	For	For	
Bio-Techne Corporation		USA		Director Election	Company	26 2f	For	For	
Bio-Techne Corporation		USA		Director Election	Company	2g	For	For	
		USA		Director Election				For	
Bio-Techne Corporation					Company	2h	For		
Bio-Techne Corporation	Annual	USA	27/10/2022	Director Election	Company	2i	For	For	
Bio-Techne Corporation	Annual	USA		Compensation	Company	3	Against	Against	Compensation is not aligned with Global Equity Team's Executive Compensation System princi
Bio-Techne Corporation	Annual	USA		Capitalization	Company	4	For	For	
Bio-Techne Corporation		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.		USA		Director Election	Company	1d	For	For	
Cisco Systems, Inc.		USA		Director Election	Company	1e	For	For	
Cisco Systems, Inc.		USA		Director Election	Company	16 1f	For	For	
Cisco Systems, Inc.		USA		Director Election	Company	1g	For	For	
Cisco Systems, Inc.		USA		Director Election		1g 1h	For	For	
					Company				
Cisco Systems, Inc.		USA		Director Election	Company	1i	For	For	
Cisco Systems, Inc.		USA		Director Election	Company	1j	For	For	
Cisco Systems, Inc.		USA		Director Election	Company	1k	For	For	
Cisco Systems, Inc.		USA		Director Election	Company	11	For	For	
Cisco Systems, Inc.	Annual	USA		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		United Kingdom		Routine Business	Company	3	For	For	
Diageo Plc		United Kingdom		Director Election	Company	4	For	For	
Diageo Plc		United Kingdom		Director Election	Company	5	For	For	1
Diageo Pic		United Kingdom		Director Election	Company	6	For	For	
Diageo Pic		United Kingdom		Director Election	Company	7	For	For	
<u> </u>						0			
Diageo Plc		United Kingdom		Director Election	Company	ŏ	For	For	
Diageo Plc		United Kingdom		Director Election	Company	9	For	For	
Diageo Plc		United Kingdom		Director Election	Company	10	For	For	
Diageo Plc	Annual	United Kingdom		Director Election	Company	11	For	For	
Diageo Plc	Annual	United Kingdom	06/10/2022	Director Election	Company	12	For	For	
								For	

Diageo Plc	Annual	United Kingdom	06/10/2022	Director Election	Company	14	For	For	
Diageo Pic	Annual	United Kingdom			Company	14	For	For	
Diageo Pic	Annual	United Kingdom				16	For	For	
Diageo Pic	Annual	United Kingdom	06/10/2022			17	For	For	
Diageo Pic	Annual	United Kingdom			Company	18	For	For	
Diageo Pic	Annual	United Kingdom			Company	19	For	For	
Diageo Pic	Annual	United Kingdom	06/10/2022			20	For	For	
		, i i i i i i i i i i i i i i i i i i i				20		For	
Diageo Plc Diageo Plc	Annual	United Kingdom				21	For	For	
	Annual	United Kingdom				1	For		
Hargreaves Lansdown Plc Hargreaves Lansdown Plc	Annual	United Kingdom			Company	2	For	For For	
J	Annual	United Kingdom			Company	2	For		
Hargreaves Lansdown Plc	Annual	United Kingdom			Company	3	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom			Company	4	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom			Company	5	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom			Company	6	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom			Company	/	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom			Company	8	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom			Company	9	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom				10	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom				11	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom				12	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom				13	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom				14	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom				15		For	
Hargreaves Lansdown Plc	Annual	United Kingdom				16	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom				17	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	19/10/2022			18	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom			Company	19	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom				20	For	For	
Housing Development Finance Corporation Limited	Court	India			Company	1	For	For	
Microsoft Corporation	Annual	USA				1.1	For	For	
Microsoft Corporation	Annual	USA				1.2		For	
Microsoft Corporation	Annual	USA				1.3	For	For	
Microsoft Corporation	Annual	USA				1.4	For	For	
Microsoft Corporation	Annual	USA				1.5	For	For	
Microsoft Corporation	Annual	USA				1.6	For	For	
Microsoft Corporation	Annual	USA				1.7	For	For	
Microsoft Corporation	Annual	USA				1.8	For	For	
Microsoft Corporation	Annual	USA				1.9	For	For	
Microsoft Corporation	Annual	USA				1.10	For	For	
Microsoft Corporation	Annual	USA				1.11	For	For	
Microsoft Corporation	Annual	USA				1.12	For	For	
Microsoft Corporation	Annual	USA			Company	2	For	For	
Microsoft Corporation	Annual	USA			Company	3	For	For	
Microsoft Corporation	Annual	USA	13/12/2022			4	U U	For	
Microsoft Corporation	Annual	USA	13/12/2022		Shareholder	5	Ŭ	For	
Microsoft Corporation	Annual	USA	13/12/2022	Environmental	Shareholder	6	Ŭ	For	
Microsoft Corporation					-		Against	For	
	Annual	USA	13/12/2022		Shareholder	7	Ŭ		I
Microsoft Corporation	Annual Annual	USA	13/12/2022	Social	Shareholder	7 8	Against	For	
Microsoft Corporation Microsoft Corporation	Annual Annual Annual	USA USA	13/12/2022 13/12/2022	Social Social	Shareholder Shareholder		Against Against	For For	
Microsoft Corporation Microsoft Corporation Paychex, Inc.	Annual Annual Annual Annual	USA USA USA	13/12/2022 13/12/2022 13/10/2022	Social Social Director Election	Shareholder Shareholder Company	1a	Against Against For	For For For	
Microsoft Corporation Microsoft Corporation Paychex, Inc. Paychex, Inc.	Annual Annual Annual Annual Annual	USA USA USA USA	13/12/2022 13/12/2022 13/10/2022 13/10/2022	Social Social Director Election Director Election	Shareholder Shareholder Company Company	1a 1b	Against Against For For	For For For For	
Microsoft Corporation Microsoft Corporation Paychex, Inc. Paychex, Inc. Paychex, Inc.	Annual Annual Annual Annual Annual Annual	USA USA USA USA USA	13/12/2022 13/12/2022 13/10/2022 13/10/2022 13/10/2022	Social Social Director Election Director Election Director Election	Shareholder Shareholder Company Company Company	1a 1b 1c	Against Against For For For	For For For For For	
Microsoft Corporation Microsoft Corporation Paychex, Inc. Paychex, Inc. Paychex, Inc. Paychex, Inc.	Annual Annual Annual Annual Annual Annual Annual	USA USA USA USA USA USA	13/12/2022 13/12/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022	Social Social Director Election Director Election Director Election Director Election	Shareholder Shareholder Company Company Company Company	1a 1b 1c 1d	Against Against For For For For	For For For For For For	
Microsoft Corporation Microsoft Corporation Paychex, Inc. Paychex, Inc. Paychex, Inc. Paychex, Inc. Paychex, Inc.	Annual Annual Annual Annual Annual Annual Annual Annual	USA USA USA USA USA USA USA	13/12/2022 13/12/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022	Social Social Director Election Director Election Director Election Director Election Director Election	Shareholder Shareholder Company Company Company Company Company	1a 1b 1c 1d 1e	Against Against For For For For For	For For For For For For For	
Microsoft Corporation Microsoft Corporation Paychex, Inc. Paychex, Inc. Paychex, Inc. Paychex, Inc.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	USA USA USA USA USA USA USA USA	13/12/2022 13/12/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022	Social Social Director Election Director Election Director Election Director Election Director Election Director Election	Shareholder Shareholder Company Company Company Company Company Company	1a 1b 1c 1d 1e 1f	Against Against For For For For For For	For For For For For For For	
Microsoft Corporation Microsoft Corporation Paychex, Inc. Paychex, Inc. Paychex, Inc. Paychex, Inc. Paychex, Inc.	Annual Annual Annual Annual Annual Annual Annual Annual	USA USA USA USA USA USA USA USA	13/12/2022 13/12/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022	Social Social Director Election Director Election Director Election Director Election Director Election Director Election	Shareholder Shareholder Company Company Company Company Company Company Company	1a 1b 1c 1d 1e 1f 1g	Against Against For For For For For For For	For For For For For For For For	
Microsoft Corporation Microsoft Corporation Paychex, Inc. Paychex, Inc. Paychex, Inc. Paychex, Inc. Paychex, Inc. Paychex, Inc.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	USA USA USA USA USA USA USA USA USA USA	13/12/2022 13/12/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022	Social Social Director Election Director Election Director Election Director Election Director Election Director Election Director Election	Shareholder Shareholder Company Company Company Company Company Company Company	1a 1b 1c 1d 1e 1f	Against Against For For For For For For For For	For	
Microsoft Corporation Microsoft Corporation Paychex, Inc. Paychex, Inc. Paychex, Inc. Paychex, Inc. Paychex, Inc. Paychex, Inc. Paychex, Inc.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	USA USA USA USA USA USA USA USA	13/12/2022 13/12/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022	Social Social Director Election Director Election Director Election Director Election Director Election Director Election Director Election Director Election	Shareholder Shareholder Company Company Company Company Company Company Company Company	1a 1b 1c 1d 1e 1f 1g	Against Against For For For For For For For For	For For For For For For For For	
Microsoft Corporation Microsoft Corporation Paychex, Inc. Paychex, Inc. Paychex, Inc. Paychex, Inc. Paychex, Inc. Paychex, Inc. Paychex, Inc. Paychex, Inc. Paychex, Inc.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	USA USA USA USA USA USA USA USA USA USA	13/12/2022 13/12/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022	Social Social Director Election Director Election Director Election Director Election Director Election Director Election Director Election Director Election	Shareholder Shareholder Company Company Company Company Company Company Company Company	1a 1b 1c 1d 1e 1f 1g 1h	Against Against For For For For For For For For	For	
Microsoft Corporation Microsoft Corporation Paychex, Inc. Paychex, Inc. Paychex, Inc. Paychex, Inc. Paychex, Inc. Paychex, Inc. Paychex, Inc. Paychex, Inc. Paychex, Inc. Paychex, Inc.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	USA USA USA USA USA USA USA USA USA USA	13/12/2022 13/12/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022	Social Social Director Election Director Election Director Election Director Election Director Election Director Election Director Election Director Election Director Election	Shareholder Shareholder Company Company Company Company Company Company Company Company Company Company	1a 1b 1c 1d 1e 1f 1g 1h 1i	Against Against For For For For For For For For For For	For	
Microsoft Corporation Microsoft Corporation Paychex, Inc. Paychex, Inc.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	USA USA USA USA USA USA USA USA USA USA	13/12/2022 13/12/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022	Social Social Director Election Director Election Director Election Director Election Director Election Director Election Director Election Director Election Director Election Director Election	Shareholder Shareholder Company Company Company Company Company Company Company Company Company Company Company	1a 1b 1c 1d 1e 1f 1g 1h 1i 1j	Against Against For For For For For For For For For For	For	
Microsoft Corporation Microsoft Corporation Paychex, Inc. Paychex, Inc.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	USA USA USA USA USA USA USA USA USA USA	13/12/2022 13/12/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022	Social Social Director Election Director Election Director Election Director Election Director Election Director Election Director Election Director Election Director Election Director Election Audit Related	Shareholder Shareholder Company Company Company Company Company Company Company Company Company Company	1a 1b 1c 1d 1e 1f 1g 1h 1i 1j	Against Against For For For For For For For For For For	For	
Microsoft Corporation Microsoft Corporation Paychex, Inc. Paychex, Inc.	Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual Annual	USA USA USA USA USA USA USA USA USA USA	13/12/2022 13/12/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 13/10/2022 06/10/2022	Social Social Director Election Director Election Director Election Director Election Director Election Director Election Director Election Director Election Director Election Compensation Audit Related Strategic Transactions	Shareholder Shareholder Company Company Company Company Company Company Company Company Company Company Company Company	1a 1b 1c 1d 1e 1f 1g 1h 1i 1j	Against Against For For For For For For For For For For	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		USA	11/10/2022		Company	1c	For	For	
The Procter & Gamble Company	Annual	USA		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		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		USA		Audit Related	Company	2	For	For	
The Procter & Gamble Company	Annual	USA		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			Company	6	For	For	
Worley Limited	Annual	Australia		Compensation	Company	7	For	For	
Worley Limited	Annual	Australia	21/10/2022	Takeover Related	Company	8	For	For	