

Proxy Voting Results - Nikko Asset Management Europe Ltd - Q4 2023

Issuer Name	Meeting Type	Geography	Meeting Date	Category	Proposed By	Item No.	Voting Decision	For/Against Management	Reason for Vote Against Management
Amcors plc	Annual	Jersey	08-Nov-23	Director Election	Shareholder	1a	For	For	
Amcors plc	Annual	Jersey	08-Nov-23	Director Election	Shareholder	1b	For	For	
Amcors plc	Annual	Jersey	08-Nov-23	Director Election	Shareholder	1c	For	For	
Amcors plc	Annual	Jersey	08-Nov-23	Director Election	Shareholder	1d	For	For	
Amcors plc	Annual	Jersey	08-Nov-23	Director Election	Shareholder	1e	For	For	
Amcors plc	Annual	Jersey	08-Nov-23	Director Election	Shareholder	1f	For	For	
Amcors plc	Annual	Jersey	08-Nov-23	Director Election	Shareholder	1g	For	For	
Amcors plc	Annual	Jersey	08-Nov-23	Director Election	Shareholder	1h	For	For	
Amcors plc	Annual	Jersey	08-Nov-23	Director Election	Shareholder	1i	For	For	
Amcors plc	Annual	Jersey	08-Nov-23	Director Election	Shareholder	1j	For	For	
Amcors plc	Annual	Jersey	08-Nov-23	Audit Related	Shareholder	2	For	For	
Amcors plc	Annual	Jersey	08-Nov-23	Compensation	Shareholder	3	For	For	
Amcors plc	Annual	Jersey	08-Nov-23	Capitalization	Shareholder	4	For	For	
Bio-Techne Corporation	Annual	USA	26-Oct-23	Director Related	Shareholder	1	For	For	
Bio-Techne Corporation	Annual	USA	26-Oct-23	Director Election	Shareholder	2a	For	For	
Bio-Techne Corporation	Annual	USA	26-Oct-23	Director Election	Shareholder	2b	For	For	
Bio-Techne Corporation	Annual	USA	26-Oct-23	Director Election	Shareholder	2c	For	For	
Bio-Techne Corporation	Annual	USA	26-Oct-23	Director Election	Shareholder	2d	For	For	
Bio-Techne Corporation	Annual	USA	26-Oct-23	Director Election	Shareholder	2e	For	For	
Bio-Techne Corporation	Annual	USA	26-Oct-23	Director Election	Shareholder	2f	For	For	
Bio-Techne Corporation	Annual	USA	26-Oct-23	Director Election	Shareholder	2g	For	For	
Bio-Techne Corporation	Annual	USA	26-Oct-23	Director Election	Shareholder	2h	For	For	
Bio-Techne Corporation	Annual	USA	26-Oct-23	Director Election	Shareholder	2i	For	For	
Bio-Techne Corporation	Annual	USA	26-Oct-23	Compensation	Shareholder	3	Against	Against	Compensation is not aligned with Global Equity Team's Executive Compensation System principle
Bio-Techne Corporation	Annual	USA	26-Oct-23	Compensation	Shareholder	4	One Year	For	
Bio-Techne Corporation	Annual	USA	26-Oct-23	Audit Related	Shareholder	5	For	For	
Bluescope Steel Limited	Annual	Australia	21-Nov-23	Director Election	Shareholder	2a	For	For	
Bluescope Steel Limited	Annual	Australia	21-Nov-23	Director Election	Shareholder	2b	For	For	
Bluescope Steel Limited	Annual	Australia	21-Nov-23	Director Election	Shareholder	2c	For	For	
Bluescope Steel Limited	Annual	Australia	21-Nov-23	Compensation	Shareholder	3	For	For	
Bluescope Steel Limited	Annual	Australia	21-Nov-23	Compensation	Shareholder	4	For	For	
Bluescope Steel Limited	Annual	Australia	21-Nov-23	Compensation	Shareholder	5	For	For	
Bluescope Steel Limited	Annual	Australia	21-Nov-23	Takeover Related	Shareholder	6	For	For	
Brambles Limited	Annual	Australia	12-Oct-23	Compensation	Shareholder	2	For	For	
Brambles Limited	Annual	Australia	12-Oct-23	Director Election	Shareholder	3	For	For	
Brambles Limited	Annual	Australia	12-Oct-23	Director Election	Shareholder	4	For	For	
Brambles Limited	Annual	Australia	12-Oct-23	Director Election	Shareholder	5	For	For	
Brambles Limited	Annual	Australia	12-Oct-23	Director Election	Shareholder	6	For	For	
Brambles Limited	Annual	Australia	12-Oct-23	Compensation	Shareholder	7	For	For	
Brambles Limited	Annual	Australia	12-Oct-23	Compensation	Shareholder	8	For	For	
Brambles Limited	Annual	Australia	12-Oct-23	Compensation	Shareholder	9	For	For	
Cisco Systems, Inc.	Annual	USA	06-Dec-23	Director Election	Shareholder	1a	For	For	
Cisco Systems, Inc.	Annual	USA	06-Dec-23	Director Election	Shareholder	1b	For	For	
Cisco Systems, Inc.	Annual	USA	06-Dec-23	Director Election	Shareholder	1c	For	For	
Cisco Systems, Inc.	Annual	USA	06-Dec-23	Director Election	Shareholder	1d	For	For	
Cisco Systems, Inc.	Annual	USA	06-Dec-23	Director Election	Shareholder	1e	For	For	
Cisco Systems, Inc.	Annual	USA	06-Dec-23	Director Election	Shareholder	1f	For	For	
Cisco Systems, Inc.	Annual	USA	06-Dec-23	Director Election	Shareholder	1g	For	For	
Cisco Systems, Inc.	Annual	USA	06-Dec-23	Director Election	Shareholder	1h	For	For	
Cisco Systems, Inc.	Annual	USA	06-Dec-23	Director Election	Shareholder	1i	For	For	
Cisco Systems, Inc.	Annual	USA	06-Dec-23	Compensation	Shareholder	2	For	For	
Cisco Systems, Inc.	Annual	USA	06-Dec-23	Compensation	Shareholder	3	For	For	
Cisco Systems, Inc.	Annual	USA	06-Dec-23	Compensation	Shareholder	4	One Year	For	
Cisco Systems, Inc.	Annual	USA	06-Dec-23	Audit Related	Shareholder	5	For	For	
Cisco Systems, Inc.	Annual	USA	06-Dec-23	Social	Shareholder	6	Against	For	

Fortescue Metals Group Ltd.	Annual	Australia	21-Nov-23	Compensation	Shareholder	1	Against	Against	Compensation is not aligned with Global Equity Team's Executive Compensation System principle
Fortescue Metals Group Ltd.	Annual	Australia	21-Nov-23	Director Election	Shareholder	2	For	For	
Fortescue Metals Group Ltd.	Annual	Australia	21-Nov-23	Director Election	Shareholder	3	For	For	
Fortescue Metals Group Ltd.	Annual	Australia	21-Nov-23	Director Election	Shareholder	4	For	For	
Fortescue Metals Group Ltd.	Annual	Australia	21-Nov-23	Director Election	Shareholder	5	For	For	
Fortescue Metals Group Ltd.	Annual	Australia	21-Nov-23	Routine Business	Shareholder	6	For	For	
HF Sinclair Corporation	Special	USA	28-Nov-23	Strategic Transactions	Shareholder	1	For	For	
HF Sinclair Corporation	Special	USA	28-Nov-23	Takeover Related	Shareholder	2	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	08-Dec-23	Routine Business	Shareholder	1	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	08-Dec-23	Routine Business	Shareholder	2	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	08-Dec-23	Compensation	Shareholder	3	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	08-Dec-23	Compensation	Shareholder	4	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	08-Dec-23	Audit Related	Shareholder	5	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	08-Dec-23	Audit Related	Shareholder	6	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	08-Dec-23	Director Election	Shareholder	7	Abstain	Against	Proposed board composition is not aligned with Global Equity Team's governance policy
Hargreaves Lansdown Plc	Annual	United Kingdom	08-Dec-23	Director Election	Shareholder	8	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	08-Dec-23	Director Election	Shareholder	9	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	08-Dec-23	Director Election	Shareholder	10	Abstain	Against	Proposed board composition is not aligned with Global Equity Team's governance policy
Hargreaves Lansdown Plc	Annual	United Kingdom	08-Dec-23	Director Election	Shareholder	11	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	08-Dec-23	Director Election	Shareholder	12	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	08-Dec-23	Director Election	Shareholder	13	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	08-Dec-23	Director Election	Shareholder	14	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	08-Dec-23	Director Election	Shareholder	15	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	08-Dec-23	Director Election	Shareholder	16	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	08-Dec-23	Director Election	Shareholder	17	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	08-Dec-23	Capitalization	Shareholder	18	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	08-Dec-23	Capitalization	Shareholder	19	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	08-Dec-23	Capitalization	Shareholder	20	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	08-Dec-23	Takeover Related	Shareholder	21	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	08-Dec-23	Compensation	Shareholder	22	For	For	
Microsoft Corporation	Annual	USA	07-Dec-23	Director Election	Shareholder	1.01	For	For	
Microsoft Corporation	Annual	USA	07-Dec-23	Director Election	Shareholder	1.02	For	For	
Microsoft Corporation	Annual	USA	07-Dec-23	Director Election	Shareholder	1.03	For	For	
Microsoft Corporation	Annual	USA	07-Dec-23	Director Election	Shareholder	1.04	For	For	
Microsoft Corporation	Annual	USA	07-Dec-23	Director Election	Shareholder	1.05	For	For	
Microsoft Corporation	Annual	USA	07-Dec-23	Director Election	Shareholder	1.06	For	For	
Microsoft Corporation	Annual	USA	07-Dec-23	Director Election	Shareholder	1.07	For	For	
Microsoft Corporation	Annual	USA	07-Dec-23	Director Election	Shareholder	1.08	For	For	
Microsoft Corporation	Annual	USA	07-Dec-23	Director Election	Shareholder	1.09	For	For	
Microsoft Corporation	Annual	USA	07-Dec-23	Director Election	Shareholder	1.10	For	For	
Microsoft Corporation	Annual	USA	07-Dec-23	Director Election	Shareholder	1.11	For	For	
Microsoft Corporation	Annual	USA	07-Dec-23	Director Election	Shareholder	1.12	For	For	
Microsoft Corporation	Annual	USA	07-Dec-23	Compensation	Shareholder	2	For	For	
Microsoft Corporation	Annual	USA	07-Dec-23	Compensation	Shareholder	3	One Year	For	
Microsoft Corporation	Annual	USA	07-Dec-23	Audit Related	Shareholder	4	For	For	
Microsoft Corporation	Annual	USA	07-Dec-23	E&S Blended	Shareholder	5	Against	For	
Microsoft Corporation	Annual	USA	07-Dec-23	E&S Blended	Shareholder	6	Against	For	
Microsoft Corporation	Annual	USA	07-Dec-23	E&S Blended	Shareholder	7	Against	For	
Microsoft Corporation	Annual	USA	07-Dec-23	Social	Shareholder	8	Against	For	
Microsoft Corporation	Annual	USA	07-Dec-23	Environmental	Shareholder	9	Against	For	
Microsoft Corporation	Annual	USA	07-Dec-23	Social	Shareholder	10	Against	For	
Microsoft Corporation	Annual	USA	07-Dec-23	Social	Shareholder	11	For	Against	Voting in line with the Global Equity Team's Environmental and Social commitments
Microsoft Corporation	Annual	USA	07-Dec-23	Social	Shareholder	12	Against	For	
Microsoft Corporation	Annual	USA	07-Dec-23	Social	Shareholder	13	Against	For	
Paychex, Inc.	Annual	USA	12-Oct-23	Director Election	Shareholder	1a	For	For	
Paychex, Inc.	Annual	USA	12-Oct-23	Director Election	Shareholder	1b	For	For	

Paychex, Inc.	Annual	USA	12-Oct-23	Director Election	Shareholder	1c	For	For	
Paychex, Inc.	Annual	USA	12-Oct-23	Director Election	Shareholder	1d	For	For	
Paychex, Inc.	Annual	USA	12-Oct-23	Director Election	Shareholder	1e	For	For	
Paychex, Inc.	Annual	USA	12-Oct-23	Director Election	Shareholder	1f	For	For	
Paychex, Inc.	Annual	USA	12-Oct-23	Director Election	Shareholder	1g	For	For	
Paychex, Inc.	Annual	USA	12-Oct-23	Director Election	Shareholder	1h	For	For	
Paychex, Inc.	Annual	USA	12-Oct-23	Director Election	Shareholder	1i	For	For	
Paychex, Inc.	Annual	USA	12-Oct-23	Director Election	Shareholder	1j	For	For	
Paychex, Inc.	Annual	USA	12-Oct-23	Director Election	Shareholder	1k	For	For	
Paychex, Inc.	Annual	USA	12-Oct-23	Director Election	Shareholder	1l	For	For	
Paychex, Inc.	Annual	USA	12-Oct-23	Compensation	Shareholder	2	For	For	
Paychex, Inc.	Annual	USA	12-Oct-23	Compensation	Shareholder	3	One Year	For	
Paychex, Inc.	Annual	USA	12-Oct-23	Audit Related	Shareholder	4	For	For	
SHIFT, Inc.	Annual	Japan	24-Nov-23	Company Articles	Shareholder	1	For	For	
SHIFT, Inc.	Annual	Japan	24-Nov-23	Director Election	Shareholder	2.1	Against	Against	Proposed board composition is not aligned with Global Equity Team's governance policy
SHIFT, Inc.	Annual	Japan	24-Nov-23	Director Election	Shareholder	2.2	For	For	
SHIFT, Inc.	Annual	Japan	24-Nov-23	Director Election	Shareholder	2.3	For	For	
SHIFT, Inc.	Annual	Japan	24-Nov-23	Director Election	Shareholder	2.4	For	For	
SHIFT, Inc.	Annual	Japan	24-Nov-23	Director Election	Shareholder	2.5	For	For	
SHIFT, Inc.	Annual	Japan	24-Nov-23	Director Election	Shareholder	2.6	For	For	
SHIFT, Inc.	Annual	Japan	24-Nov-23	Director Election	Shareholder	2.7	For	For	
SHIFT, Inc.	Annual	Japan	24-Nov-23	Director Election	Shareholder	3.1	Against	Against	Proposed board composition is not aligned with Global Equity Team's governance policy
SHIFT, Inc.	Annual	Japan	24-Nov-23	Director Election	Shareholder	3.2	For	For	
SHIFT, Inc.	Annual	Japan	24-Nov-23	Director Related	Shareholder	4	For	For	
Spark New Zealand Ltd.	Annual	New Zealand	03-Nov-23	Audit Related	Shareholder	1	For	For	
The Procter & Gamble Company	Annual	USA	10-Oct-23	Director Election	Shareholder	1a	For	For	
The Procter & Gamble Company	Annual	USA	10-Oct-23	Director Election	Shareholder	1b	For	For	
The Procter & Gamble Company	Annual	USA	10-Oct-23	Director Election	Shareholder	1c	For	For	
The Procter & Gamble Company	Annual	USA	10-Oct-23	Director Election	Shareholder	1d	Against	Against	Proposed board composition is not aligned with Global Equity Team's governance policy
The Procter & Gamble Company	Annual	USA	10-Oct-23	Director Election	Shareholder	1e	For	For	
The Procter & Gamble Company	Annual	USA	10-Oct-23	Director Election	Shareholder	1f	For	For	
The Procter & Gamble Company	Annual	USA	10-Oct-23	Director Election	Shareholder	1g	For	For	
The Procter & Gamble Company	Annual	USA	10-Oct-23	Director Election	Shareholder	1h	For	For	
The Procter & Gamble Company	Annual	USA	10-Oct-23	Director Election	Shareholder	1i	For	For	
The Procter & Gamble Company	Annual	USA	10-Oct-23	Director Election	Shareholder	1j	For	For	
The Procter & Gamble Company	Annual	USA	10-Oct-23	Director Election	Shareholder	1k	For	For	
The Procter & Gamble Company	Annual	USA	10-Oct-23	Director Election	Shareholder	1l	For	For	
The Procter & Gamble Company	Annual	USA	10-Oct-23	Director Election	Shareholder	1m	For	For	
The Procter & Gamble Company	Annual	USA	10-Oct-23	Director Election	Shareholder	1n	For	For	
The Procter & Gamble Company	Annual	USA	10-Oct-23	Audit Related	Shareholder	2	For	For	
The Procter & Gamble Company	Annual	USA	10-Oct-23	Compensation	Shareholder	3	For	For	
The Procter & Gamble Company	Annual	USA	10-Oct-23	Compensation	Shareholder	4	One Year	For	
The Procter & Gamble Company	Annual	USA	10-Oct-23	E&S Blended	Shareholder	5	Against	For	
The Procter & Gamble Company	Annual	USA	10-Oct-23	Social	Shareholder	6	Against	For	
The Procter & Gamble Company	Annual	USA	10-Oct-23	Company Articles	Shareholder	7	For	Against	Aligned with shareholders best interests
Worley Limited	Annual	Australia	20-Oct-23	Director Election	Shareholder	2a	For	For	
Worley Limited	Annual	Australia	20-Oct-23	Director Election	Shareholder	2b	For	For	
Worley Limited	Annual	Australia	20-Oct-23	Compensation	Shareholder	3	For	For	
Worley Limited	Annual	Australia	20-Oct-23	Compensation	Shareholder	4	For	For	
Worley Limited	Annual	Australia	20-Oct-23	Compensation	Shareholder	5	For	For	
Worley Limited	Annual	Australia	20-Oct-23	Compensation	Shareholder	6	For	For	