Proxy Voting Results - Nikko Asset Management Europe Ltd - Q4 2024

Company	Meeting Type	Country	Meeting Date	Proposal Category	Proposal Code	Item Number	Vote Cast	Vote Against Management	
					M=Company			0=For	
					S=Shareholder			1=Against	
Issuer Name	**Meeting Type**	**Geography**	**Meeting Date**	**Category**	**Proposed By**	**Item Number**	**Voting Decision**	**For/Against Management**	**Reason for Vote Against Management**
Bio-Techne Corporation	Annual	USA	24/10/24	Director Related	Company	1	For	For	
Bio-Techne Corporation	Annual	USA	24/10/24	Director Election	Company	2a	For	For	
Bio-Techne Corporation	Annual	USA	24/10/24	Director Election	Company	2b	For	For	
Bio-Techne Corporation	Annual	USA	24/10/24	Director Election	Company	2c	For	For	
Bio-Techne Corporation	Annual	USA	24/10/24	Director Election	Company	2d	For	For	
Bio-Techne Corporation	Annual	USA	24/10/24	Director Election	Company	2e	For	For	
Bio-Techne Corporation	Annual	USA	24/10/24	Director Election	Company	2f	For	For	
Bio-Techne Corporation	Annual	USA	24/10/24	Director Election	Company	2g	For	For	
Bio-Techne Corporation	Annual	USA	24/10/24	Director Election	Company	2h	For	For	
Bio-Techne Corporation	Annual	USA	24/10/24	Director Election	Company	2i	For	For	
Bio-Techne Corporation	Annual	USA	24/10/24	Compensation	Company	3	For	For	
Bio-Techne Corporation	Annual	USA	24/10/24	Audit Related	Company	4	For	For	
Brambles Limited	Annual	Australia	24/10/24	Compensation	Company	2	For	For	
Brambles Limited	Annual	Australia	24/10/24	Director Election	Company	3	For	For	
Brambles Limited	Annual	Australia	24/10/24	Compensation	Company	4	For	For	
Brambles Limited	Annual	Australia	24/10/24	Compensation	Company	5	For	For	
Brambles Limited	Annual	Australia	24/10/24	Compensation	Company	6	For	For	
Cisco Systems, Inc.	Annual	USA	09/12/24	Director Election	Company	1a	For	For	
Cisco Systems, Inc.	Annual	USA	09/12/24	Director Election	Company	1b	For	For	
Cisco Systems, Inc.	Annual	USA	09/12/24	Director Election	Company	1c	For	For	
Cisco Systems, Inc.	Annual	USA	09/12/24	Director Election	Company	1d	For	For	
Cisco Systems, Inc.	Annual	USA	09/12/24	Director Election	Company	1e	For	For	
Cisco Systems, Inc.	Annual	USA	09/12/24	Director Election	Company	1f	For	For	
Cisco Systems, Inc.	Annual	USA	09/12/24	Director Election	Company	1g	For	For	
Cisco Systems, Inc.	Annual	USA	09/12/24	Director Election	Company	1h	For	For	
Cisco Systems, Inc.	Annual	USA	09/12/24	Director Election	Company	1i	For	For	
Cisco Systems, Inc.	Annual	USA	09/12/24	Compensation	Company	2	For	For	
Cisco Systems, Inc.	Annual	USA	09/12/24	Audit Related	Company	3	For	For	
Coles Group Limited	Annual	Australia	12/11/24	Director Election	Company	2.1	For	For	
Coles Group Limited	Annual	Australia	12/11/24	Director Election	Company	2.2	For	For	
Coles Group Limited	Annual	Australia	12/11/24	Director Election	Company	2.3	For	For	
Coles Group Limited	Annual	Australia	12/11/24	Director Election	Company	2.4	For	For	
Coles Group Limited	Annual	Australia	12/11/24	Compensation	Company	3	For	For	
Coles Group Limited	Annual	Australia	12/11/24	Compensation	Company	4	For	For	
Coles Group Limited	Annual	Australia	12/11/24	Compensation	Company	5	For	For	
Coles Group Limited	Annual	Australia	12/11/24	Takeover Related	Company	6	For	For	
Coles Group Limited	Annual	Australia	12/11/24	Company Articles	Shareholder	7.1	Against	For	
Coles Group Limited	Annual	Australia	12/11/24	Environmental	Shareholder	7.2	For	Against	Voting in line with the Global Equity Team's Environmental and Social commitments
Coles Group Limited	Annual	Australia	12/11/24	Environmental	Shareholder	7.3	Against	For	
Computershare Limited	Annual	Australia	14/11/24	Director Election	Company	2	For	For	
Computershare Limited	Annual	Australia	14/11/24	Director Election	Company	3	For	For	
Computershare Limited	Annual	Australia	14/11/24	Director Election	Company	4	For	For	
Computershare Limited	Annual	Australia	14/11/24	Director Election	Company	5	For	For	
Computershare Limited	Annual	Australia	14/11/24	Compensation	Company	6	For	For	
Computershare Limited	Annual	Australia	14/11/24	Compensation	Company	7	For	For	
Fortescue Ltd.	Annual	Australia	06/11/24	Compensation	Company	1	For	For	
Fortescue Ltd.	Annual	Australia	06/11/24	Director Election	Company	2	For	For	
Fortescue Ltd.	Annual	Australia	06/11/24	Director Election	Company	3	For	For	
Fortescue Ltd.	Annual	Australia	06/11/24	Director Election	Company	4	For	For	
Fortescue Ltd.	Annual	Australia	06/11/24	Director Election	Company	5	For	For	
Fortescue Ltd.	Annual	Australia	06/11/24	Compensation	Company	6	For	For	
Fortescue Ltd.	Annual	Australia	06/11/24	Compensation	Company	7	Against	Against	Compensation is not aligned with Global Equity Team's Executive Compensation System principle
Fortescue Ltd.	Annual	Australia	06/11/24	Compensation	Company	8	Against	Against	Compensation is not aligned with Global Equity Team's Executive Compensation System principle
Fortescue Ltd.	Annual	Australia	06/11/24	Director Related	Company	9	Against	For	
Hargreaves Lansdown Plc	Court	United Kingdom	14/10/24	Strategic Transactio	Company	1	For	For	
Hargreaves Lansdown Plc	Special	United Kingdom	14/10/24	Strategic Transactio	Company	1	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	06/12/24	Routine Business	Company	1	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	06/12/24	Compensation	Company	2	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	06/12/24	Audit Related	Company	3	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	06/12/24	Audit Related	Company	4	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	06/12/24	Director Election	Company	5	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	06/12/24	Director Election	Company	6	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	06/12/24	Director Election	Company	7	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	06/12/24	Director Election	Company	8	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	06/12/24	Director Election	Company	9	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	06/12/24	Director Election	Company	10	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	06/12/24	Director Election	Company	11	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	06/12/24	Director Election	Company	12	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	06/12/24	Director Election	Company	13	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	06/12/24	Capitalization	Company	14	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	06/12/24	Capitalization	Company	15	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	06/12/24	Capitalization	Company	16	For	For	
Hargreaves Lansdown Plc	Annual	United Kingdom	06/12/24	Takeover Related	Company	17	For	For	
Kerry Group Plc	Special	Ireland	19/12/24	Non-Routine Busine	Company	1	For	For	
Kerry Group Plc	Special	Ireland	19/12/24	Capitalization	Company	2	For	For	
Kerry Group Plc	Special	Ireland	19/12/24	Company Articles	Company	3	For	For	
Kerry Group Plc	Special	Ireland	19/12/24	Capitalization	Company	4	For	For	
Microsoft Corporation	Annual	USA	10/12/24	Director Election	Company	1.1	For	For	
Microsoft Corporation	Annual	USA	10/12/24	Director Election	Company	1.2	For	For	
Microsoft Corporation	Annual	USA	10/12/24	Director Election	Company	1.3	For	For	
Microsoft Corporation	Annual	USA	10/12/24	Director Election	Company	1.4	For	For	
Microsoft Corporation	Annual	USA	10/12/24	Director Election	Company	1.5	For	For	
Microsoft Corporation	Annual	USA	10/12/24	Director Election	Company	1.6	For	For	
Microsoft Corporation	Annual	USA	10/12/24	Director Election	Company	1.7	For	For	
Microsoft Corporation	Annual	USA	10/12/24	Director Election	Company	1.8	For	For	
Microsoft Corporation	Annual	USA	10/12/24	Director Election	Company	1.9	For	For	
Microsoft Corporation	Annual	USA	10/12/24	Director Election	Company	1.10	For	For	
Microsoft Corporation	Annual	USA	10/12/24	Director Election	Company	1.11	For	For	
Microsoft Corporation	Annual	USA	10/12/24	Director Election	Company	1.12	For	For	
Microsoft Corporation	Annual	USA	10/12/24	Compensation	Company	2	For	For	
Microsoft Corporation	Annual	USA	10/12/24	Audit Related	Company	3	For	For	
Microsoft Corporation	Annual	USA	10/12/24	Social	Shareholder	4	Against	For	
Microsoft Corporation	Annual	USA	10/12/24	Social	Shareholder	5	Against	For	
Microsoft Corporation	Annual	USA	10/12/24	Social	Shareholder	6	For	Against	Voting in line with the Global Equity Team's Environmental and Social commitments
Microsoft Corporation	Annual	USA	10/12/24	Social	Shareholder	7	Against	For	
Microsoft Corporation	Annual	USA	10/12/24	Social	Shareholder	8	Against	For	
Microsoft Corporation	Annual	USA	10/12/24	Social	Shareholder	9	For	Against	Voting in line with the Global Equity Team's Environmental and Social commitments
Paychex, Inc.	Annual	USA	10/10/24	Director Election	Company	1a	For	For	
Paychex, Inc.	Annual	USA	10/10/24	Director Election	Company	1b	For	For	
Paychex, Inc.	Annual	USA	10/10/24	Director Election	Company	1c	For	For	
Paychex, Inc.	Annual	USA	10/10/24	Director Election	Company	1d	For	For	
Paychex, Inc.	Annual	USA	10/10/24	Director Election	Company	1e	For	For	
Paychex, Inc.	Annual	USA	10/10/24	Director Election	Company	1f	For	For	
Paychex, Inc.	Annual	USA	10/10/24	Director Election	Company	1g	For	For	
Paychex, Inc.	Annual	USA	10/10/24	Director Election	Company	1h	For	For	
Paychex, Inc.	Annual	USA	10/10/24	Director Election	Company	1i	For	For	
Paychex, Inc.	Annual	USA	10/10/24	Director Election	Company	1j	For	For	
Paychex, Inc.	Annual	USA	10/10/24	Director Election	Company	1k	For	For	
Paychex, Inc.	Annual	USA	10/10/24	Compensation	Company	2	For	For	
Paychex, Inc.	Annual	USA	10/10/24	Audit Related	Company	3	For	For	
SHIFT, Inc.	Annual	Japan	28/11/24	Director Election	Company	1.1	For	For	
SHIFT, Inc.	Annual	Japan	28/11/24	Director Election	Company	1.2	For	For	
SHIFT, Inc.	Annual	Japan	28/11/24	Director Election	Company	1.3	For	For	
SHIFT, Inc.	Annual	Japan	28/11/24	Director Election	Company	1.4	For	For	
SHIFT, Inc.	Annual	Japan	28/11/24	Director Election	Company	1.5	For	For	
SHIFT, Inc.	Annual	Japan	28/11/24	Director Election	Company	1.6	For	For	
SHIFT, Inc.	Annual	Japan	28/11/24	Director Election	Company	1.7	For	For	
SHIFT, Inc.	Annual	Japan	28/11/24	Director Election	Company	2	For	For	
Spark New Zealand Ltd.	Annual	New Zealand	01/11/24	Audit Related	Company	1	For	For	
Spark New Zealand Ltd.	Annual	New Zealand	01/11/24	Director Election	Company	2	For	For	
Spark New Zealand Ltd.	Annual	New Zealand	01/11/24	Director Election	Company	3	For	For	
Spark New Zealand Ltd.	Annual	New Zealand	01/11/24	Director Election	Company	4	For	For	
Worley Limited	Annual	Australia	21/11/24	Director Election	Company	2a	For	For	
Worley Limited	Annual	Australia	21/11/24	Director Election	Company	2b	For	For	
Worley Limited	Annual	Australia	21/11/24	Director Election	Company	2c	For	For	
Worley Limited	Annual	Australia	21/11/24	Director Election	Company	2d	For	For	
Worley Limited	Annual	Australia	21/11/24	Director Election	Company	2e	For	For	
Worley Limited	Annual	Australia	21/11/24	Compensation	Company	3	Against	Against	Compensation is not aligned with Global Equity Team's Executive Compensation System principle
Worley Limited	Annual	Australia	21/11/24	Compensation	Company	4	Against	Against	Compensation is not aligned with Global Equity Team's Executive Compensation System principle
Worley Limited	Annual	Australia	21/11/24	Compensation	Company	5	Against	Against	Compensation is not aligned with Global Equity Team's Executive Compensation System principle
Worley Limited	Annual	Australia	21/11/24	Compensation	Company	6	For	For	
Worley Limited	Annual	Australia	21/11/24	Company Articles	Company	7	For	For	