

PRESS RELEASE  
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NIKKO ASSET MANAGEMENT CO., LTD.

## Nikko AM Awarded a Gold Rating in the PRIDE Index 2021 for Efforts to Foster an LGBTQ-Inclusive Workplace

For the third consecutive year, Nikko Asset Management Co., Ltd. (Nikko AM) was today awarded Gold, the highest rating in the PRIDE Index 2021, by “work with Pride”, a non-profit organisation that helps companies and other organisations adopt and promote LGBTQ-related diversity & inclusion (D&I) initiatives. Nikko AM received the Gold rating in recognition of its endeavours to create a workplace that is inclusive of LGBTQ and other individuals of sexual minorities.



In 2016, “work with Pride” initiated the PRIDE Index to evaluate LGBTQ-related initiatives. PRIDE is an acronym for elements scored under the index: Policy, Representation, Inspiration, Development and Engagement/Empowerment. There are Gold, Silver, and Bronze ratings.

Nikko AM’s D&I initiatives include establishing working groups for LGBT individuals, women’s empowerment, racial equality and people with disabilities, and giving volunteers at all offices the chance to join the groups and participate in their activities. These endeavours are intended to continuously enhance and promote D&I, which Nikko AM encourages to ensure that all kinds of employees feel welcome at the firm. Furthermore, as many employees continued to work from home due to COVID-19, the firm created an LGBT handbook and distributed it to employees’ homes in order to deepen their understanding of the wide variety of sexual minorities. Nikko AM has also been providing continuous training on unconscious bias since 2020.

Takahide Miyawaki, Global Head of Human Resources, commented, “We are extremely proud and encouraged to maintain the highest rating of Gold in the PRIDE index since our first induction three years ago. Our three core areas of sustainability are diversity & inclusion, reducing inequalities and environment & climate. As a global asset manager, all of our employees cooperate to rally around these issues as we strive to entrench sustainability at the workplace and in communities around the world. We are confident that fostering an environment where all of our employees can be themselves enables us to continuously create value for our clients.”

– ENDS –

## About Nikko Asset Management

With US\$282.1 billion\* under management, Nikko Asset Management is one of Asia's largest asset managers, providing high-conviction, active fund management across a range of equity, fixed income, multi-asset and alternative strategies. In addition, its complementary range of passive strategies covers more than 20 indices and includes some of Asia's leading exchange-traded funds (ETFs).

Headquartered in Asia since 1959, Nikko Asset Management and its subsidiaries employ personnel representing around 25 nationalities, including approximately 200 investment professionals\*\*. The firm has a presence through subsidiaries or affiliates in a total of 11 countries and regions. More than 400 banks, brokers, financial advisors and life insurance companies around the world distribute the firm's products.

The investment teams benefit from a unique global perspective complemented by the firm's historic Asian DNA, striving to deliver consistent excellence in performance. The firm also prides itself on its progressive, solution-driven approach, which has led to many innovative funds launched for its clients.

For more information about Nikko Asset Management and to access its investment insights, please visit the firm's [homepage](#).

\* Consolidated assets under management and sub-advisory of Nikko Asset Management and its subsidiaries as of 30 June 2021.

\*\* Including employees of Nikko Asset Management and its subsidiaries as of 30 June 2021.

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