

PRESS RELEASE

7 NOVEMBER 2023

NIKKO ASSET MANAGEMENT CO., LTD.

Nikko AM Awarded a Gold Rating in the PRIDE Index 2023 for Efforts to Foster an LGBTQ-Inclusive Workplace

For the fifth consecutive year, Nikko Asset Management Co., Ltd. (Nikko AM) was awarded Gold, the highest rating in the PRIDE Index 2023, by “work with Pride”, a General Incorporated Association that helps companies and other organisations adopt and promote LGBTQ-related diversity management 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 supports diversity, equity and inclusion (DE&I) efforts both inside and outside the firm and fosters a work environment where employees of diverse backgrounds can challenge themselves and thrive. To constantly improve and grow DE&I initiatives, approximately 12% of all employees voluntarily organise and act in one or more of 11 sustainability groups, each addressing themes including LGBTQ individuals, women’s empowerment, racial equality, people with disabilities and more. In addition to conducting training on unconscious biases, to introduce a diversity of voices and foster a greater understanding of the importance of DE&I, in 2022 alone the firm conducted over 30 DE&I events globally. This included showing a short film about a transgender main character, hosting a spokesperson in the transgender community for a talk session, and an event for a hearing-impaired employee to share her experiences using sign language.

Daisuke Kono, Joint Global Head of Sustainability, commented, “We are very proud and encouraged to have earned the gold rating in the PRIDE Index for the fifth year in a row. Although fostering an inclusive corporate culture does not happen overnight, we feel that the voluntary activities of our employees over a number of years have brought about steady change. I am convinced that creating a company where every employee can thrive in their own way enables us to continue providing value to our customers and society well into the future.”

*There was an error in the type of non-profit organisation work with Pride (9 November,2023).

Before: a non-profit organisation

Correct: a General Incorporated Association (a type of non-profit organisation recognised in Japan)

– ENDS –

About Nikko Asset Management

With US\$219.2 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 30 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 2023.

** Including employees of Nikko Asset Management and its subsidiaries as of 30 June 2023.

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