

PRESS RELEASE

11 OCTOBER 2019

NIKKO ASSET MANAGEMENT CO., LTD.

Nikko AM Awarded Gold Rating in the PRIDE Index 2019 for Efforts to Create an LGBT-Inclusive Workplace

Nikko Asset Management Co., Ltd. (Nikko AM), today received Gold, the highest rating in the PRIDE Index 2019, in recognition of its endeavours to create a workplace that is inclusive of lesbian, gay, bisexual, transgender (LGBT), and other sexual minority individuals.

Non-profit organization [work with Pride](#) initiated the index in 2016. PRIDE is an acronym for elements scored under the index: Policy, Representation, Inspiration, Development, and Engagement/Empowerment. There are Gold, Silver, and Bronze ratings.



Assessments for 2019 covered efforts from 1 October, 2018, through 30 September, 2019. During that period, Nikko AM's endeavours included redefining "spouse" in its internal rules to include same-sex partners, holding several seminars featuring guest speakers from other LGBT-inclusive companies, taking part in Tokyo Rainbow Pride, Japan's biggest LGBT festival, and other external events.

Takahide Miyawaki, Joint Global Head of Human Resources and Head of the Japan Human Resources Division, commented that, "With Nikko AM being a global company, it is vital for us to maintain workplaces that respect diversity so we can deliver excellence and progressive solutions to our clients. We are delighted to have achieved Gold in our inaugural involvement in the PRIDE Index as part of our efforts. It is testament to the ongoing educational endeavours, led by our voluntary in-house working group."

Nikko AM will continue striving to create a more inclusive workplace as part of its ongoing pursuit of diversity, inclusion and innovation.

For more details on Nikko AM's sustainability activities, please visit the sustainability microsite at the link below.

<https://sustainability.nikkoam.com/>

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About Nikko Asset Management

With US\$224 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 largest exchange-traded funds (ETFs).

Headquartered in Asia since 1959, the firm represents nearly 200** investment professionals and over 30 nationalities across 11 countries. More than 300 banks, brokers, financial advisors and life insurance companies around the world distribute the company'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 2019.

** As of 30 June 2019, including employees of Nikko Asset Management and its subsidiaries.