

PRESS RELEASE
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NIKKO ASSET MANAGEMENT CO., LTD.

Nikko AM Awarded Gold Rating for the Second Consecutive Year in the PRIDE Index 2020 for Efforts to Create an LGBT-Inclusive Workplace

For the second consecutive year, Nikko Asset Management Co., Ltd. (Nikko AM) today received Gold, the highest rating in the PRIDE Index 2020, in recognition of the firm's endeavours to create a workplace that is inclusive of lesbian, gay, bisexual, transgender (LGBT), and other sexual minority individuals.



The non-profit organisation [work with Pride](#) initiated the PRIDE 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 2020 covered efforts from 1 October, 2019, through 30 November, 2020. During that period, Nikko AM's endeavours included holding several internal seminars featuring guest speakers from other LGBT-inclusive companies to further boost employees' understanding of LGBT issues, taking part in Japan's biggest LGBT festival Tokyo Rainbow Pride, and other external events, led by Nikko AM's LGBT Working Group launched in 2017. Also, Nikko AM has redefined "spouse" in its internal rules to include same-sex partners.

Takahide Miyawaki, Joint Global Head of Human Resources and Head of the Japan Human Resources Division, commented "We are extremely proud to maintain a Gold rating in the PRIDE index for our efforts to maintain a working environment that respects LGBT diversity. This is the result of proactive awareness programs for our employees, led by our voluntary in-house working group and enabled with videoconferencing and other tools to help them overcome COVID-19. We are grateful for these self-motivated employees in organising and promoting these activities."

As a truly global asset manager with a firm belief that diversity and inclusion nurtures innovative approaches to meet our clients' needs, Nikko AM will continue to strive create a more inclusive workplace and community.

For more details on Nikko AM's sustainability activities, please visit the sustainability microsite at <https://sustainability.nikkoam.com>

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About Nikko Asset Management

With US\$235.9 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 employs approximately 200** investment professionals, representing approximately 30 nationalities across 11 countries. More than 400 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 2020.

** As of 30 June 2020, including employees of Nikko Asset Management and its subsidiaries.

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