

PRESS RELEASE
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NIKKO ASSET MANAGEMENT CO., LTD.

Nikko Asset Management Announces Its Support for the Movement to Recognise Marriage Equality in Japan

Nikko Asset Management Co., Ltd. (Nikko AM) is proud to announce its support for the ongoing movement to recognise marriage equality for lesbian, gay, bisexual and transgender (LGBT) individuals across Japan. Nikko AM believes this will not only contribute to a more equal and just society and benefit the LGBT community but the business community as a whole.

Japan is the only country in the G7 that does not already legally recognise marriage equality, an expanding and irreversible global trend. Meanwhile, although various municipalities and prefectures throughout the country already recognise “partnership certificates”, Nikko AM is confident marriage equality will positively impact Japan’s image as an open-minded and diverse place to work. This will make the country more competitive in attracting and retaining global talent, and this diversity in turn unlocks more possibilities for the business community.

As a global asset manager, Nikko AM has continuously strived to create a more inclusive workplace and community as part of its ongoing pursuit of diversity and inclusion. For example, since the founding of its LGBT Working Group in 2017, the firm has hosted several internal seminars to boost employees’ understanding of LGBT issues. Externally, the firm has also led and participated in collaborative initiatives and events such as the annual Tokyo Rainbow Pride, Japan’s biggest LGBT festival. Nikko AM has also redefined “spouse” in the company’s internal rules to offer the same benefits to employees with same-sex partners. These actions contributed to the firm being [awarded the Gold Rating in the PRIDE Index 2019](#) and [again in 2020](#) by non-profit organisation work with PRIDE.

As one of the first activities related to pursuing the recognition of marriage equality, Nikko AM announces its support of the American Chamber of Commerce in Japan’s (ACCJ) Viewpoint on marriage equality, which recommends Japan extends “the right to marry to LGBT couples.” Nikko AM is the first Japanese asset management company* to voice support of the Viewpoint, which is also upheld by several other chambers of commerce and over 100 other companies in Japan. (*According to Nikko AM research.)

Nikko AM Senior Corporate Managing Director and Global Executive Committee Member who oversees the Corporate Sustainability Department Stefanie Drews commented, “Diversity is one of the most important factors for Nikko AM to deliver innovative solutions to our clients. As a global company that embraces diversity and inclusion, we are committed to supporting marriage equality in Japan. The ACCJ’s Viewpoint is consistent with our position, and we are proud to collaborate with its other supporters. Nikko AM will continue to do its part to contribute to positive social change in our communities.”

The ACCJ Viewpoint can be found at the link below.

[Support the Recruitment and Retention of Talent by Instituting Marriage Equality in Japan](#)

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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