

PRESS RELEASE
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NIKKO ASSET MANAGEMENT CO., LTD.

Nikko AM Awarded a Gold Rating in the PRIDE Index 2022 for Efforts to Foster an LGBTQ-Inclusive Workplace

For the fourth consecutive year, Nikko Asset Management Co., Ltd. (Nikko AM) was awarded Gold, the highest rating in the PRIDE Index 2022, 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 supports D&I efforts both inside and outside the firm, and fostering a work environment where employees of diverse backgrounds can challenge themselves and thrive. To constantly improve and grow D&I initiatives, the firm launched 11 sustainability groups, where employees voluntarily organise and act around themes including LGBTQ individuals, women’s empowerment, racial equality, people with disabilities and more. For example, the groups showed a film about a transgender main character, and held a series of five seminars teaching sign language to increase understanding of people with disabilities. From the standpoint of racial equality, the firm also organised a showing of a film about the Ainu, one of the indigenous people of Japan. Furthermore, Nikko AM has been conducting training on unconscious bias since 2020.

Daisuke Kono, Joint Global Head of Sustainability, commented, “We are very proud to have received the gold rating in the PRIDE Index for four years in a row. This consistency is a result of many years of voluntary, bottom-up activities driven by our employees that brought about change in our corporate culture. We believe that creating a diverse organisation in which each and every person can demonstrate their abilities in their own way enables us to meet the needs of our clients and continue to be an asset manager that contributes to society.”

– ENDS –

About Nikko Asset Management

With US\$206.1 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 2022.

** Including employees of Nikko Asset Management and its subsidiaries as of 30 June 2022.

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