

**PRESS RELEASE**  
20 NOVEMBER 2024

**NIKKO ASSET MANAGEMENT CO., LTD.**

## **Nikko AM Awarded a Gold Rating in the PRIDE Index 2024 and First Ever Rainbow Certification for Efforts to Foster an LGBTQ-Inclusive Workplace**

For the sixth consecutive year, Nikko Asset Management Co., Ltd. (Nikko AM) was awarded Gold, the highest rating in the PRIDE Index 2024, 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. Nikko AM also obtained its first Rainbow Certification for efforts extending outside the firm over the mid to long term designed to foster a work environment and greater society where LGBTQ individuals can be free to be themselves.



In 2016, “work with Pride” initiated the PRIDE Index to evaluate companies’ and organisations’ LGBTQ-related initiatives. PRIDE is an acronym for elements scored under the index: Policy (action declaration), Representation (LGBTQ network), Inspiration (raising awareness), Development (human resources management policy and programmes) and Engagement/Empowerment (social responsibility and external activities.) 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 15% 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. To foster a work environment inclusive of LGBTQ individuals, the firm newly launched the Nikko AM Ally Network, wherein employees from any office worldwide can voice their support. Nikko AM also hosted an inclusive team building event and other activities to build a society welcoming LGBTQ individuals to raise awareness of the importance of DE&I.

President Stefanie Drews commented, “It is an honour that wwP has recognised us with its highest rating of gold for the sixth consecutive year, and presented us with the prestigious Rainbow Certification for the first time. By fostering an inclusive work environment, we can attract the best and brightest to deliver innovation for our clients and society.”

Nikko AM will continue to strive for an inclusive workplace where everyone is treated equally and given access to the same opportunities.

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## About Nikko Asset Management

With US\$229.1 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 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 2024.

\*\* Including employees of Nikko Asset Management and its subsidiaries as of 30 June 2024.

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