

PRESS RELEASE

8 MARCH 2021

NIKKO ASSET MANAGEMENT CO., LTD.

Nikko AM Sets Target to Increase Women's Share of Managerial Roles

In conjunction with International Women's Day on 8 March, Nikko Asset Management (Nikko AM) today announces it has set a target that women hold 30% of all managerial roles across the group, globally by 2030.

This target, termed "30 by 2030" will accelerate women's career advancement, and is key in guiding the firm's initiatives to achieve greater gender diversity in a transparent way that makes the company accountable in reporting its progress. As of 1 January 2021, at Nikko AM globally 18.4% of managerial roles are held by women.

Junichi Sayato, Executive Chairman, Co-Chief Executive Officer and Representative Director, said, "The advancement of women within our firm demonstrates our commitment to diversity and inclusion, which is one of our core values. We have worked very hard to foster this over the years, continuously building a pipeline of diverse candidates. Our hiring and advancement decisions, which are transparent and based on competency and merit, have helped us to achieve an uptick in female representation at the managerial level."

In alignment with the theme of this year's International Women's Day, the firm has "chosen to challenge" itself in an aspect of diversity that has been proven difficult for the asset management industry, where the number of women managers is still far smaller than the number of men.

Stefanie Drews, Senior Corporate Managing Director opined, "As a woman in an industry known for a lack of diversity particularly at senior levels, I understand the challenges faced. As the advocate for corporate sustainability, I think setting the global goal of 30% female representation in managerial positions by 2030 is a significant step forward. From a number of perspectives from innovation to risk management, the diversity of our people allows us to pursue our mission to provide sustainable, progressive solutions to our clients. It is also key for attracting the best talent, motivation and retention: women deserve a career, not just a job."

The target is just the latest step in supporting women. In 2018, Nikko AM signed a statement of support for the Women's Empowerment Principles, established by the UN Global Compact and UN Women (United Nations Entity for Gender Equality and the Empowerment of Women). Nikko AM is also a member of the 30% Club Japan Investor Group, which aims to have women occupy 30% of all board seats of TOPIX100 companies by 2030.

For more information on Nikko AM's diversity and sustainability efforts, please visit <https://sustainability.nikkoam.com/diversity-inclusion>

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About Nikko Asset Management

With US\$284.4 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 31 December 2020.

** As of 31 December 2020, including employees of Nikko Asset Management and its subsidiaries.

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