

## **Monex Group Promotes New DEI Initiatives**

TOKYO, July 21, 2021 - Monex Group, Inc. (headquarters: Tokyo; Representative Executive Officer and CEO: Oki Matsumoto) announces its commitment to further promote its DEI (diversity, equity, and inclusion) initiatives in support of Fundamental Principle 6 of the operating principles of the global competitive event scheduled to open in Japan on Friday, July 23, 2021\*<sup>1</sup>.

Monex Group has long promoted diversity and the mutual respect of diverse values and expressed this commitment with the Monex Group Sustainability Statement\*<sup>2</sup> and the Monex Group Human Rights Policy\*<sup>3</sup> as well as its participation in The Valuable 500\*<sup>4</sup>, a global movement to promote disability inclusion. In addition, Monex Group has implemented numerous DEI initiatives, such as its 100% participation rate in maternity leave for the Japan segment and the disclosure of male/female average annual salary ratios\*<sup>5</sup> to promote gender equity.

In the belief that people are important assets of our financial operations and the Group as a whole, Monex Group will promote new DEI initiatives that keep in mind the global competitive event's SDGs and Sustainable Sourcing Code, which were formulated to echo the spirit of the Universal Declaration of Human Rights and other sustainability-related global agreements and codes of conduct. To contribute to the intangible legacy that will remain in people's hearts even after the events are over, we will embark on the following:

- Establish an ESG/Sustainability Task Force
- Promote the hiring of people with disabilities and organizing training programs to enhance understanding (already completed for manager-level employees and others in the Japan segment)
- Implement a DEI training series (first segment already implemented for employees in Japan)

Per below, we will reinforce our DEI efforts to fulfill our corporate philosophy, raise corporate value and attain sustainable growth.

- Governance system: We believe the board of directors should be an embodiment of DEI (in terms of age, area of residence, nationality, skill set, gender) to convey the importance of DEI to the entire Group and be the starting point of the words and actions of all officers and employees
- Business promotion / business strategy: By providing all our customers fair and impartial services, we will work to realize our corporate philosophy to realize individual self-fulfillment and optimize each person's lifetime balance sheet
- Human resources hiring / human resources training, evaluation, and promotion: With creation of an optimal workplace environment that allows diverse human resources to maximize their abilities, we will strive to hire people according to experience, skills, and aptitude, strengthen training, and place the right people in the right places. By fairly evaluating and designing rewards based on the contribution to corporate value that each person's output brings, we aim to maximize productivity by improving the quality and function of the human resources that drive the organization.
- DEI initiatives: To reinforce the Group's efforts, we will establish a DEI Steering Group (tentative name).

\*<sup>1</sup> Monex Group is not a partner of the Tokyo 2020 Olympic and Paralympic Games.

\*<sup>2</sup> Monex Sustainability Statement

[https://www.monexgroup.jp/en/esg/mg\\_esg.html](https://www.monexgroup.jp/en/esg/mg_esg.html)

\*<sup>3</sup> Monex Group Human Rights Policy

[https://www.monexgroup.jp/en/company/business\\_principles/humanrights.html](https://www.monexgroup.jp/en/company/business_principles/humanrights.html)

\*<sup>4</sup> January 21, 2021: Monex Group was the first Japanese securities company to participate in The Valuable 500

[https://www.monexgroup.jp/en/news\\_release/irnews/auto\\_20210121446856/pdfFile.pdf](https://www.monexgroup.jp/en/news_release/irnews/auto_20210121446856/pdfFile.pdf)

\*<sup>5</sup> Gender Neutral Wage of Management: Female 98%, Male 100%

[https://www.monexgroup.jp/en/esg/hrstrategy\\_workenvironment\\_dei.html](https://www.monexgroup.jp/en/esg/hrstrategy_workenvironment_dei.html)

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