

# MONEX GROUP

## **Monex Group and Monex Securities each awarded the highest ranked PRIDE Index 2021 Gold Rating for their LGBT initiatives for the third consecutive year**



TOKYO, November 11, 2021 - Monex Group, Inc. (headquarters: Tokyo; Representative Executive Officer and CEO: Oki Matsumoto; hereinafter Monex Group) and its group subsidiary Monex, Inc. (headquarters: Tokyo; Representative Director and President: Yuko Seimei; hereinafter Monex Securities) are honored to announce that for the third consecutive year, they have each been recognized for their LGBT initiatives at the workplace with the highest ranked Gold Rating in PRIDE Index 2021(\*1), an index created by the voluntary group, work with Pride.

Monex's business principle is, "Always a step ahead of the 'Y' in 'MONEY,' our name MONEX expresses our desire to embrace all people who are engaged at the forefront of our future." Our ultimate goal is to optimize each person's lifetime balance sheet. Therefore, based on our Code of Conduct (\*2) that sets out "to celebrate the diversity of each and every one of our customers and employees," we have promoted various initiatives related to diversity of all types, including sexual minorities, such as LGBT. As part of our ESG (Environmental, Social, Governance) initiatives, Monex Group specifies diversity, equity, and inclusion (DEI) in its materiality matrix in recognition of the significant impact they have on stakeholders. We also express our commitment to promoting diversity and acknowledging diverse values with the Monex Group Sustainability Statement(\*3) which is a document containing the Board of Directors commitment to contribute to the realization of a sustainable society, and the Monex Group Human Rights Policy(\*4). In addition, we are promoting DEI initiatives throughout the entire group, and we have implemented the following initiatives.

- In April 2016, we expanded the definition of spouse in our internal work regulations to include common-law marriages and same-sex life partners, thereby enabling eligible employees to receive wedding leave and wedding gift money.
- In December 2017, Monex Securities began offering Partner Accounts (\*5), an asset management account service that allows couples of diverse sexual orientation and gender identity ("LGBT") who live together and couples in a common-law marriage to save money in one account and make credit card payments of both individuals from one account. This was a first for a major online brokerage company (\*6).
- In April 2020, we started to accept Famiee-issued same-sex partnership certificates for employee welfare benefit applications(\*7).
- In July 2021, the ESG/Sustainability Task Force was established. As a part of the Task Force's activities, DEI training series was conducted for all employees based in Japan.
- To reinforce the Group's efforts, the DEI Global Steering Group was established.

Monex Group will continue to promote initiatives that respect diversity and design new ways of managing money in the new era with the goal to optimize each person's lifetime balance sheet and realize individual self-fulfillment for sustainable growth of society.

(\*1) For more information about the PRIDE Index (<https://workwithpride.jp/>)

(\*2) Monex Code of Conduct ([https://www.monexgroup.jp/en/company/business\\_principles/conduct.html](https://www.monexgroup.jp/en/company/business_principles/conduct.html))

(\*3) Monex Sustainability Statement ([https://www.monexgroup.jp/en/esg/mg\\_esg.html](https://www.monexgroup.jp/en/esg/mg_esg.html))

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(\*4) 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) )

(\*5) For more information about Monex Securities's Partner Account (<https://info.monex.co.jp/service/partner-account/index.html>)

(\*6) According to a Monex Securities survey, as of November 11, 2020. Major online brokerages are defined as SBI Securities, Rakuten Securities, au Kabucom Securities, Matsui Securities and Monex Securities

(\*7) For more information about Famiee's partnership certificates (<https://www.famiee.com/>)

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