

# MONEX GROUP

## **Monex Group and Monex Securities each awarded the PRIDE Index 2022 Silver Rating for their LGBTQ+ initiatives**



TOKYO, November 11, 2022 - 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 they have each been recognized for their LGBTQ+ initiatives at the workplace with a Silver Rating for PRIDE Index 2022<sup>\*1</sup>, an index created by the voluntary group, work with Pride.

Monex's corporate philosophy 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<sup>\*2</sup> that sets out "respect for human rights and diversity" as a fundamental value, we have promoted various initiatives related to diversity of all types, including sexual minorities, such as LGBTQ+. Monex Group again specified diversity, equity, and inclusion (DEI) as a top priority issue with business impact in its materiality matrix reviewed this year. We also expressed our commitment to promoting DEI and acknowledging diverse values with the Monex Group Sustainability Statement<sup>\*3</sup>, a document containing the Board of Directors commitment to contribute to the realization of a sustainable society, and the Monex Group Human Rights Policy<sup>\*4</sup>. In addition, we are promoting DEI initiatives throughout the entire group, such as the following:

- 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<sup>\*5</sup>, an asset management account service that allows couples of diverse sexual orientation and gender identity (LGBTQ+) 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<sup>\*6</sup>.
- In April 2020, we started to accept Famiee-issued same-sex partnership certificates for employee welfare benefit applications<sup>\*7</sup>.
- In July 2021, we reorganized what used to be the ESG Secretariat to the ESG/Sustainability Task Force to engage in full-scale ESG activities.
- In FY2021, we conducted DEI training for all group employees in Japan with a total of 448 employees participating in the program.
- In November 2021, to reinforce the Group's efforts, we created the DEI Global Steering Group consisting of personnel in charge of human resources and DEI promotion.
- In December 2021, we received recognition as the Best Workplace for Diversity & Inclusion for the D&I Award 2021<sup>\*8</sup>, established by JobRainbow Co., Ltd.

Though Monex Group and Monex, Inc. were each awarded the highest ranked Gold Rating for three consecutive years until last year, this year's award was a Silver Rating because of remaining issues in one of the evaluation categories, "social contribution and public relations activities." We will continue to enhance our efforts to permeate DEI in society with a commitment to LGBTQ+ inclusion and the participation in the activities of the general

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Contact: Akiko Kato	Yuki Nakano, Minaka Aihara
Corporate Communications Office	Investor Relations, Financial Control Department
Monex Group, Inc.	Monex Group, Inc.
+81-3-4323-8698	+81-3-4323-8698

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incorporated association MASHING UP<sup>\*9</sup>, which we began sponsoring this year. Monex Group will also 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 the sustainable growth of society.

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

<sup>\*2</sup> Monex Code of Conduct ([https://www.monexgroup.jp/en/company/corporate\\_philosophy/conduct.html](https://www.monexgroup.jp/en/company/corporate_philosophy/conduct.html))

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

<sup>\*4</sup> Monex Group Human Rights Policy ([https://www.monexgroup.jp/en/company/corporate\\_philosophy/humanrights.html](https://www.monexgroup.jp/en/company/corporate_philosophy/humanrights.html))

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

<sup>\*6</sup> According to a Monex Securities survey, as of November 10, 2022. Major online brokerages are defined as SBI Securities, Rakuten Securities, au Kabucom Securities, Matsui Securities and Monex Securities

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

<sup>\*8</sup> For more information about the D&I Award (<https://diaward.jobrainbow.jp/>)

<sup>\*9</sup> For more information about the general incorporated association MASHING UP (<https://mashingup.org/>)

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