

MONEX GROUP

Monex Group and Monex Securities each received "Best Workplace" accreditation in D&I Award 2022 for second consecutive year



TOKYO, February 14, 2023 - 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 received recognition as the Best Workplace for Diversity & Inclusion in D&I Award 2022*1, an award established by JobRainbow Co., Inc., for second consecutive year.

Monex Group'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," with an ultimate goal to optimize each person's lifetime balance sheet. The Monex Group Code of Conduct*2 clearly states that "We shall create an open and fair corporate culture through fair treatment, an appropriate work environment, mutual respect that is free from discrimination or human rights violations, and the acceptance of diverse values." In addition to diversity and inclusion, Monex Group considers diversity, equity and inclusion (DEI) to be the very foundation of the company, and is implementing the following initiatives.

Gender Gap

- There are no gender differences in the wage system. According to the average annual salaries for managers in July 2021-June 2022, women earned 99% of what men earned.
- Revised internal work rules in April 2016 to expand the definition of spouse and introduced a system that allows de facto marriages to obtain marriage leave and wedding gifts

Childcare and Nursing Care

- A flextime system was introduced in November 2016 with the aim of improving work comfort, work efficiency, and labor productivity by allowing employees to choose their work hours according to their work situation.
- Through the development of an environment and system to support employees returning to work after maternity leave, the percentage of female executives and employees returning to work is 100% and the rate of male employees taking maternity leave and the number of days of leave are increasing.

Multiculturalism

- The Monex Group Human Rights Policy*3 stipulates respect for each other and recognition of diverse values without discrimination or infringement of human rights.
- DEI holds internal training sessions on how to think about the diverse backgrounds and values of employees.
- Introduced year-round hiring to accommodate job hunting season for international students and returnees.

Promoting the Activities of Persons with Disabilities

- Signed a document to join The Valuable 500, a global movement to promote the advancement of people

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with disabilities in the workplace and also supported the WeThe15 campaign, which aims to raise awareness about improving the lives of people with disabilities.

- Conducts disability awareness training for managers.

Monex Group has identified diversity, equity and inclusion (DEI) as having a major impact on its business and stakeholders in its ESG (Environmental, Social and Governance) materiality matrix. Going forward, Monex Group will continue to develop initiatives that lead to the sustainable growth of society by respecting diversity, enabling individuals to achieve self-fulfillment, and improving each person's lifetime balance sheets.

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

*2 Monex Group Code of Conduct https://www.monexgroup.jp/en/company/corporate_philosophy/conduct.html

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