

# MONEX GROUP

## Monex Group and Monex Securities each receive D&I Award 2023's “Best Workplace” accreditation for the third consecutive year



TOKYO, December 13, 2023 - Monex Group, Inc. (headquarters: Tokyo; Representative Executive Officer and CEO: Yuko Seimei; 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 for the third consecutive year as the Best Workplace for Diversity & Inclusion by D&I Award 2023<sup>\*1</sup>, an award established by JobRainbow Co., Inc.

With the ultimate goal to optimize each person's lifetime balance sheet, 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." Since our founding, we have fostered a corporate culture where people are guided by our corporate philosophy and can speak freely and openly regardless of their position, gender or nationality. In addition, we have entrusted young employees with discretionary authority in their work and promoted people with an emphasis on competency regardless of gender or nationality, thereby creating a workplace where diversity is accepted and employees with various ideas can play an active role. Monex Group positions diversity, equity and inclusion (DEI) as a vital aspect of the company and is implementing the following initiatives.

### Gender Gap

- There are no significant gender differences in our wage system. The average annual salaries for managers for the fiscal year ending March 2023, was 1.01 for women working in Tokyo headquarters and 0.92 for women working in Hachinohe compared to 1 for men.<sup>\*2</sup>
- We revised our internal work rules in April 2016 to expand the definition of spouse and introduced a system that allows de facto marriages to be eligible for marriage leave and wedding gifts.

### Childcare and Nursing Care

- We implemented a flextime system 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.
- We developed an environment and system to support employees returning to work after maternity leave. As a result, the percentage of female executives and employees returning to work is 100% and the percentage of male employees taking maternity leave is also 100%. In addition, we increased the number of days of leave to 85 days.<sup>\*2</sup>
- We introduced a family-care leave system, which provides leave and shortened working hours for nursing care.

### Multiculturalism

- The Monex Group Human Rights Policy<sup>\*3</sup> stipulates respect for each other and recognition of diverse values without discrimination or infringement of human rights.
- We hold internal DEI training sessions about diverse backgrounds and values of employees.
- We introduced year-round hiring to accommodate the job-hunting season of international students and returnees.

### Promoting the Activities of Persons with Disabilities

- We joined The Valuable 500, a global movement to promote the advancement of people with disabilities in the workplace and also support the WeThe15 campaign, which aims to raise awareness about improving the

lives of people with disabilities.

- We regularly conduct disability awareness training for managers.
- We formatted Monex Group's recruitment website for greater web accessibility.

In our ESG (Environmental, Social and Governance) materiality matrix, Monex Group has identified DEI as having a major impact on our business and stakeholders. 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 sheet.

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

\*<sup>2</sup> Data of the fiscal year ended March 31, 2023, for Monex Group and Monex Securities (Japanese only)  
(<https://data.swcms.net/file/monex-group/dam/jcr:f4f4a7fd-eaf3-43f7-b7b5-1749df1ed71b/S100R3SZ.pdf>)

\*<sup>3</sup> Monex Group Human Rights Policy ([https://www.monexgroup.jp/en/company/corporate\\_philosophy/conduct.html](https://www.monexgroup.jp/en/company/corporate_philosophy/conduct.html))

---

Contact: Akiko Kato  
Corporate Communications Office  
Monex Group, Inc.  
+81-3-4323-8698

Yuki Nakano, Taishi Komori  
Investor Relations, Financial Control Department  
Monex Group, Inc.  
+81-3-4323-8698

This material is an English translation of a Japanese announcement made on the date above. Although the Company intended to faithfully translate the Japanese document into English, the accuracy and correctness of this English translation is not guaranteed and thus you are encouraged to refer to the original Japanese document.