

MONEX GROUP

Monex Group, Monex Securities to accept Famiee-issued same-sex partnership certificates in employee welfare benefit applications

Tokyo, April 27, 2020 - Monex Group, Inc. (headquarters: Tokyo; Representative Director and CEO: Oki Matsumoto; hereinafter: the Company) and its subsidiary Monex, Inc. (headquarters: Tokyo; Representative Director and President: Yuko Seimei; hereinafter: Monex Securities) are pleased to announce that they will recognize partnership certificates (*1) issued to same-sex partners by the general incorporated association, Famiee (headquarters: Tokyo; Representative Director: Koki Uchiyama), in its employee welfare benefit applications. These partnership certificates, which will be issued starting July 2020, are an innovative initiative that semi-permanently records proof of familial relationship utilizing blockchain technology.

Currently, several local governments issue partnership certificates to recognize same-sex couples who live together as a family. However, many societal issues remain unresolved, such as the fact that these certificates are only issued to residents of those local governments. In recognition of the social importance of partnership certificates issued by such private organizations as Famiee, the Company and Monex Securities have decided to actively accept them to show support for the many varied forms of family regardless of place of residence and contribute to a society that embraces diversity.

As part of its ESG (Environmental, Social, Governance) initiatives, the Company specifies diversity and inclusion in its materiality matrix in recognition of the significant impact they have on business operations and stakeholders. As indicated in the Monex Group Human Rights Policy (*2), we recognize the respect for human rights as a material issue in our business operations. By building a sound financial infrastructure and providing the highest quality services that individuals need, the Company will continue to promote initiatives that respect diversity and provide all people a sense of security and happiness for society's sustainable growth.

Monex's LGBT 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 (*3), 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 (*4).
- In September 2019, we formulated the Monex Group Human Rights Policy (*2).
- In October 2019, both Monex Group and Monex Securities won the highest ranked gold rating from PRIDE Index 2019 (*5), which recognizes LGBT initiatives in the workplace.

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

(*2) For more information about the Monex Group Human Rights Policy (https://www.monexgroup.jp/jp/company/business_principles.html)

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

(*4) According to a Monex Securities survey, as of October 11, 2019. Major online brokerages are defined as SBI Securities, Rakuten Securities, kabu.com Securities (now "au Kabucom Securities"), Matsui Securities and Monex Securities.

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

Famiee (a general incorporated association)

Established: August 8, 2019
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