

# MONEX GROUP

## **Monex Group becomes the first Japanese brokerage company to join The Valuable 500, which promotes disability inclusion**

TOKYO, January 21 2021 - Monex Group, Inc. (headquarters: Minato-ku, Tokyo; Representative Executive Officer and CEO: Oki Matsumoto; hereinafter “Monex Group”) is pleased to announce that it has signed a commitment to join The Valuable 500, a global movement to promote disability inclusion, in reflection of its support for the movement’s thinking and efforts on January 19, 2021.

The Valuable 500(\*1) was established on January 24, 2019, at the World Economic Forum Annual Meeting (Davos) with the belief that an inclusive business creates an inclusive society. The Valuable 500 seeks to encourage business leaders to transform their businesses to be more inclusive to unleash the business, societal and economic potential of people living with disabilities.



With the brand slogan, “For Creative Minds,” Monex Group believes that creativity is the most important element for the future of money. We consider diversity, equity, and inclusion to be sources of creativity, which enables us to think beyond traditional frameworks and to design and move towards an evolution of finance. With mutual respect of diversity, we are cultivating an environment where people can unharness their creativity and maintain their sense of self through numerous diversity, equity, and inclusion efforts, such as our LGBT initiatives(\*2).

Monex Group decided to join The Valuable 500 because its philosophy is similar with The Valuable 500’s thinking and initiatives as well as the United Nations’ Sustainable Development Goals (SDGs) to leave no one behind. In addition to enhancing and continuing its current initiatives, Monex Group has made the following commitment.

### The Monex Commitment

Monex Group, including its subsidiary companies, promotes ESG (environment, social, governance) initiatives. Including “diversity, equity, and inclusion” and “improving access to financial services”, which have significant impacts on our business and our stakeholders, we have specified and are promoting the eight items in total in our materiality matrix as important issues(\*3).

The Monex Group Code of Conduct(\*4) calls for “the respect for human rights and diversity” and the Monex Group Human Rights Policy(\*4) formulated in 2019 states that “in addition to exercising caution to ensure fair employment opportunities and an appropriate workplace environment, we shall not discriminate on the basis of race, nationality, beliefs, religion, disabilities, family origin, gender, sexual orientation, gender identity, age, health status or other” (excerpted). We respect all types of diversity, including disabilities, and are working to further advance this thinking through disclosure to outside parties, internal study sessions and other efforts.

In terms of disability inclusion, we are planning enhanced initiatives centered on the following themes. Progress will be reported and discussed as agenda items at Monex Group Board of Director meetings.

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1. Consideration of customers with disabilities
  - Improve access to financial services: Investing in the research of technologies that improve access for people with disabilities
  - Enhance financial literacy: Investing in the research of technologies that enable people with disabilities to receive investment education
2. Promoting the hiring of people with disabilities and improving the workplace environment
  - Devise and improve job descriptions and workstyles to enable people with disabilities to work to their full potential in a manner that accommodates their situation
  - Greater use of work from home and remote work
3. Using funds and other indirect activities to remove barriers and increase opportunities for people with disabilities
  - Provide funds (contributions, investments) to organizations (non-profit organizations, companies) that support people with disabilities
4. Internal and external activities
  - Disseminate information about the above-mentioned activities to outside parties
  - Continue to hold in-house e-learning and other programs on diversity, equity, and inclusion training that includes disability inclusion

By creating a true financial infrastructure that respects diversity and enables all types of people to live secure and happy lives, and through initiatives that offer stress-free, barrier-free access to the best, necessary financial services, Monex Group is committed to contributing to society's sustainable growth, and in turn, raising corporate value.

(\*1) For information about The Valuable 500, please refer to their website (<https://www.thevaluable500.com>)

(\*2) November 11, 2020, news release: Monex Group and Monex Securities each awarded the highest ranked PRIDE Index 2020 Gold Rating for their LGBT initiatives for second consecutive year ([https://www.monexgroup.jp/en/news\\_release.html#2020\\_all](https://www.monexgroup.jp/en/news_release.html#2020_all))

(\*3) Monex Group Integrated Report 2020 (page 40) ([https://www.monexgroup.jp/en/investor/ir\\_library/annual\\_report.html](https://www.monexgroup.jp/en/investor/ir_library/annual_report.html))

(\*4) Monex Group official website, "ESG Information / Monex Group Corporate Principles"  
([https://www.monexgroup.jp/en/company/business\\_principles.html](https://www.monexgroup.jp/en/company/business_principles.html))

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