

MONEX GROUP

Monex Group and Monex Securities each receive D&I Award 2024's **“Best Workplace” accreditation for the fourth consecutive year**



TOKYO, December 18, 2024 - Monex Group, Inc. (headquarters: Tokyo; Representative Executive Officer and CEO: Yuko Seimei; hereinafter the “Company”) and its group company, Monex, Inc. (headquarters: Tokyo; Member of the Board, President and Executive Director: Yuko Seimei; hereinafter “Monex Securities”), are honored to announce that they have received recognition for the fourth consecutive year as the Best Workplace for Diversity & Inclusion by D&I Award 2024^{*1}, an award established by JobRainbow Co., Inc.

Our company's Code of Conduct states that we “respect fairness and diversity of background and thought.” Since our founding, we have fostered a corporate culture where people 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. The Company positions diversity, equity and inclusion (DEI) as a vital aspect of the Company and is implementing the following initiatives.

- The Monex Group Human Rights Policy^{*2} stipulates respect for each other and recognition of diverse values without discrimination or infringement of human rights.
- Added “respect for human rights” as one of the most important items in our materiality matrix in 2024, appointed an executive officer in charge of human rights, established and operate a "Harassment, Human Rights, and Pain Consultation Desk" (for entities based in Japan), strengthening our system for human rights.
- Held Monex Group DEI Forum for wider audiences on October 2, 2024.^{※3}
- DEI in-house training sessions for executives and managers on the diverse backgrounds and values of employees.
- The wage system evaluates based solely on the results of each individual's contribution, and does not have a separate compensation system for men and women.
- With the aim of improving work efficiency and labor productivity, a flexible working hours system and remote working system was introduced in November 2016 and in March 2021, respectively.
- Developed an environment and system in the Company and Monex Securities to support employees returning to work after maternity leave. As a result, 100% of female executives and employees of those companies return to work and 70% of male employees of those companies take maternity leave.^{※4}
- Implemented a family-care leave system, which provides leave and shortened working hours for nursing care.
- Year-round hiring to accommodate the job-hunting season of international students and returnees.
- Revised our internal work rules in April 2016 to expand the definition of spouse and introduced a system that allows de facto marriages and same-sex marriages to be eligible for marriage leave and wedding gifts.
- 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.
- Regularly conduct disability awareness training for managers.
- Formatted Monex Group's recruitment website for greater web accessibility.

In our ESG (Environmental, Social and Governance) materiality matrix, the Company has identified respect for human rights and DEI as having a major impact on our business and stakeholders. Going forward, the Company 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.

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

*² Monex Group Human Rights Policy (https://www.monexgroup.jp/en/company/corporate_philosophy/conduct.html)

*³ Monex Group DEI Forum (https://www.monexgroup.jp/jp/company/MonexGroup_DEIforum.html)

*⁴ Data from the Company

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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.