

**ART IN THE OFFICE**

# **Employee Survey Results**

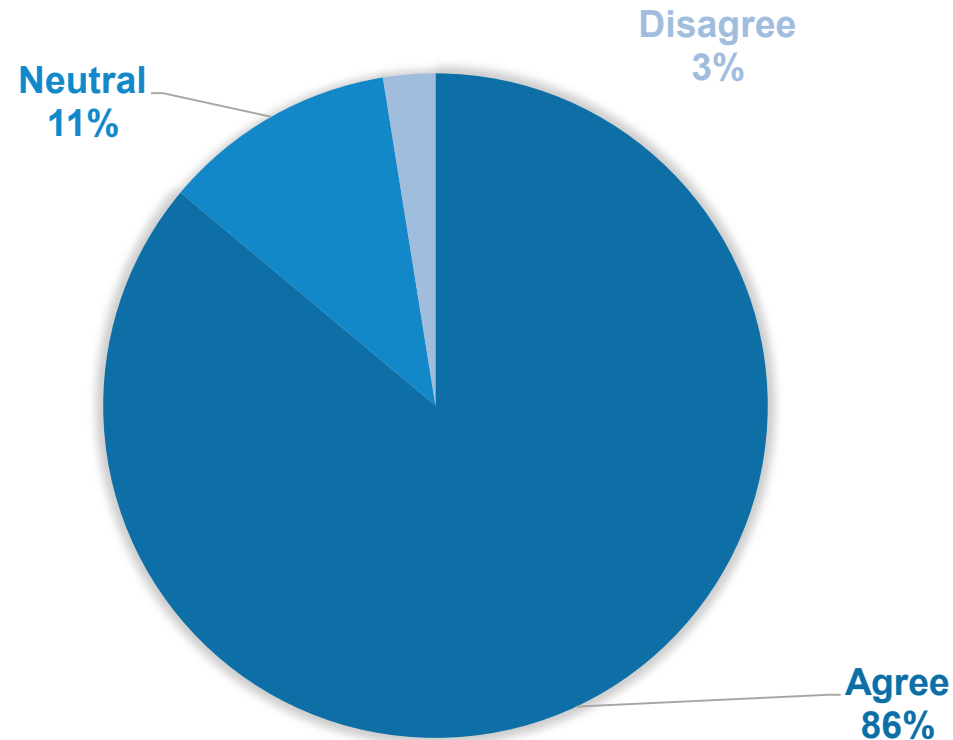


# Summary

- Objective** : To commemorate the 15th anniversary of ART IN THE OFFICE, we conducted a survey to find out what employees thought about the program and what effect it had on them.
- Period** : Tuesday, March 15, 2022 - Wednesday, March 23, 2022
- Respondents** : 79
- Target** : Monex Group head office employees and group company employees

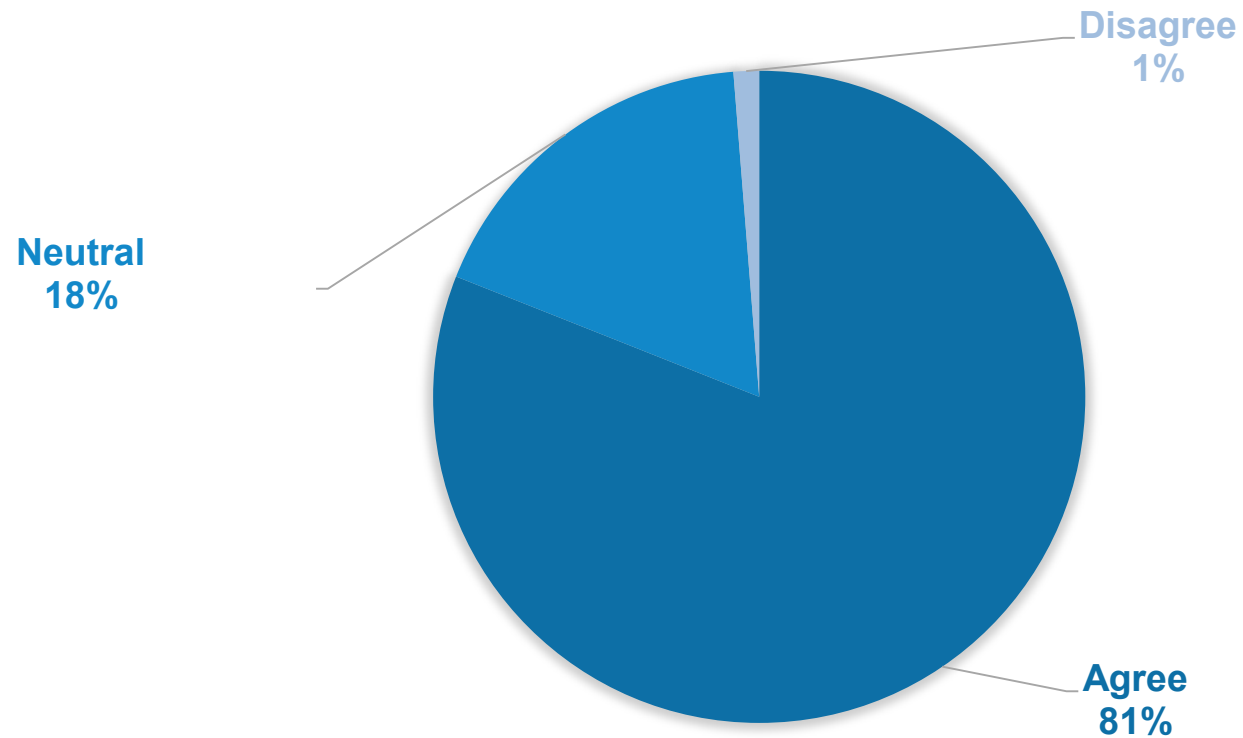
- ❌ Monex Group, Monex, Inc, Monex SP Trust, Monex Asset Management, Monex Ventures
- ❌ Employees of operating companies with different locations are not included because ART IN THE OFFICE artwork is displayed in the head office press room.

Every year there is a different art displayed at the press room.  
Each time I look forward to seeing what the next one will be.



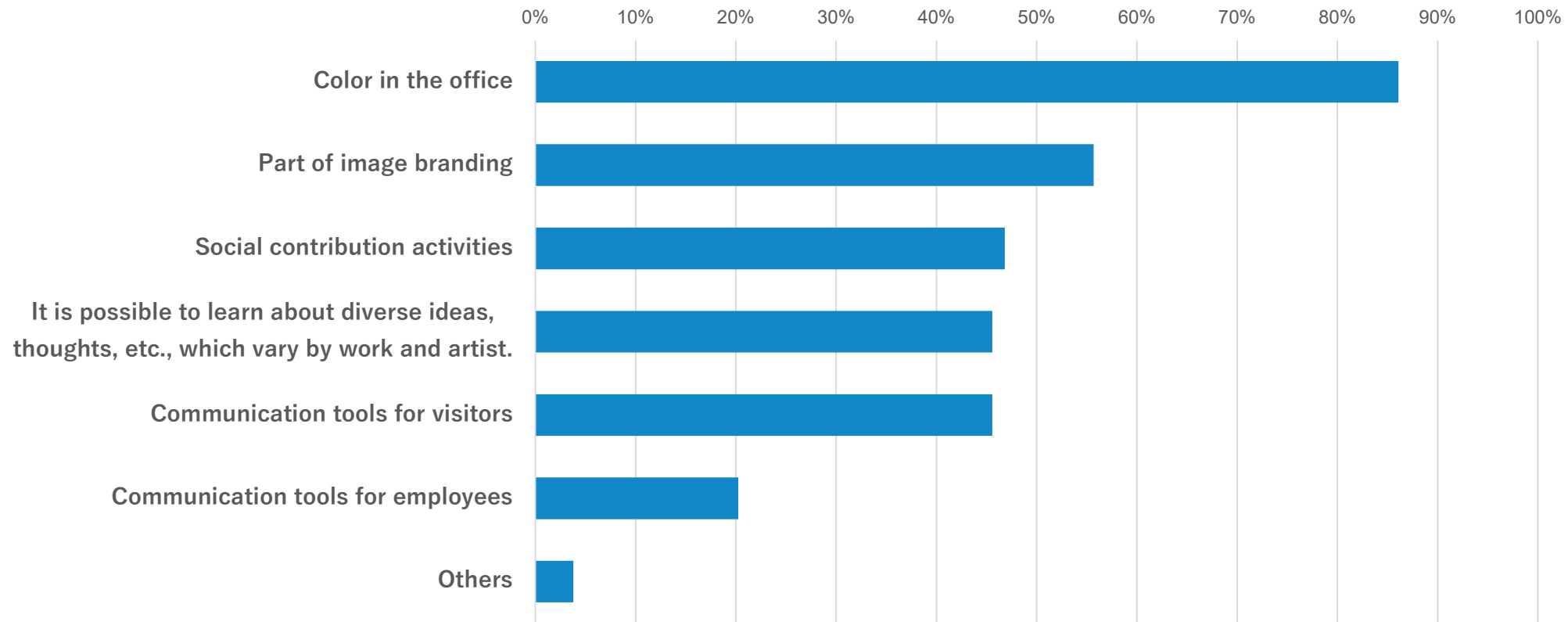
This program produces a different work in each office every year. When we surveyed how many employees look forward to this program, we found that more than 80% of them answered "agree," indicating that many employees are looking forward to the next production.

I believe that this activity, which gives artists the opportunity to exhibit their works for a certain period of time, can be recognized as social contribution activities.



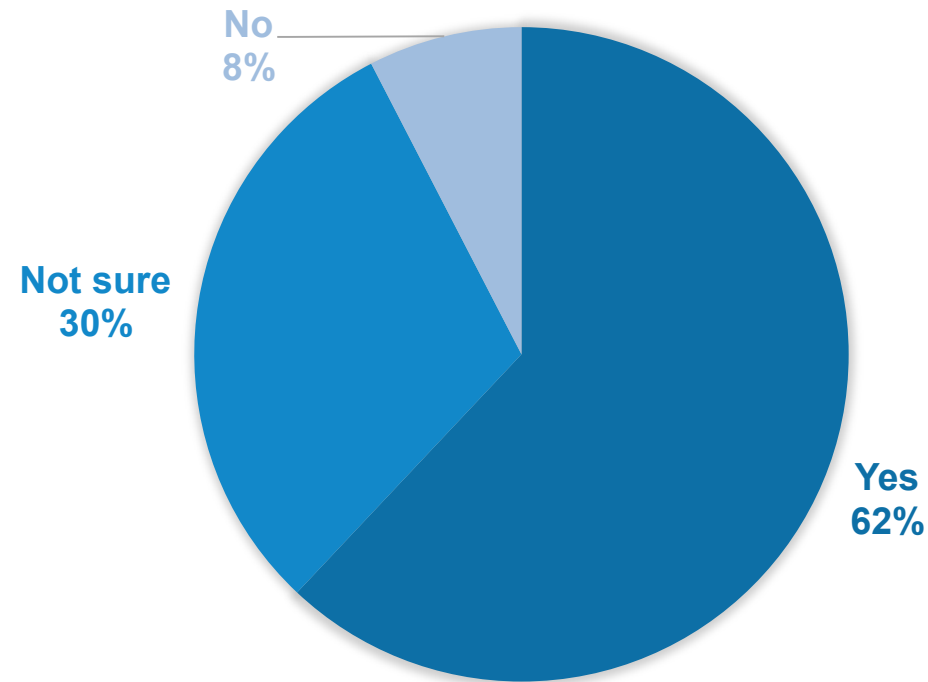
One of the objectives of this program is to contribute to giving emerging artists an opportunity to present their works. Through media coverage in the press room, the works on display will be widely disseminated through the media.

What does ART IN THE OFFICE activities and art works mean to you?  
Multiple answers are welcomed.



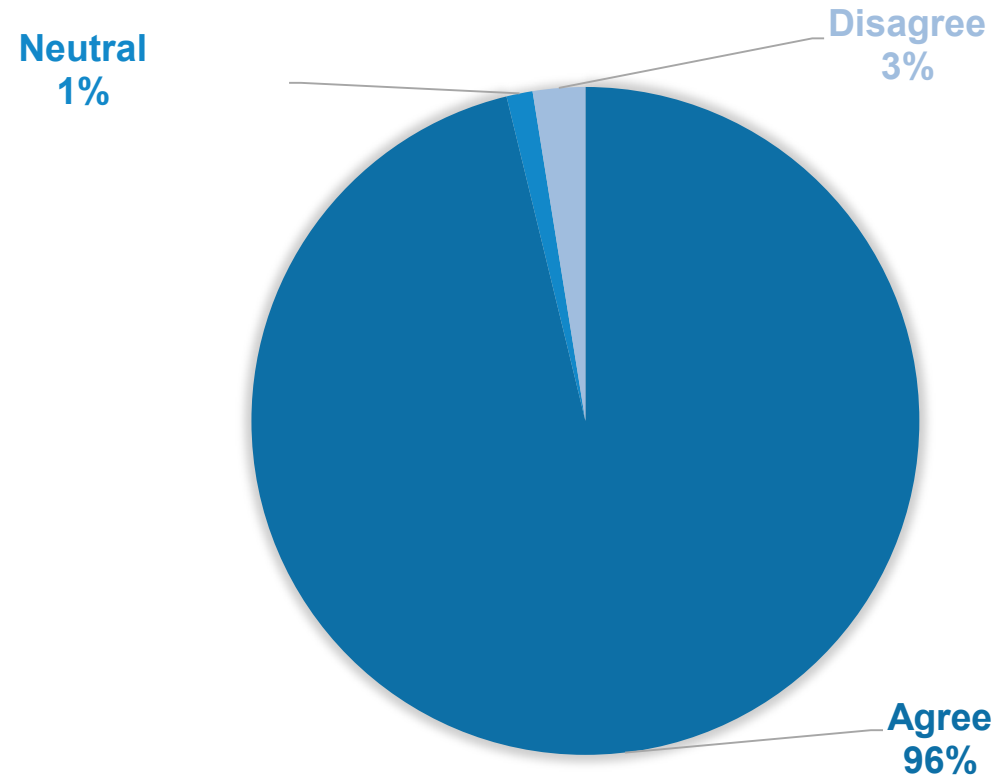
When asked what this program has meant to employees, the most common response chosen was “office coloring.” Photos of the press room where the award-winning works are displayed are also used on our corporate website and on the cover of our integrated report, contributing to our branding.

One of the goals of ART IN THE OFFICE is to expose employees to diversity through the works of different artists. Do you think ART IN THE OFFICE leads to an understanding of diversity? (ex. the artist's expression, way of life, philosophy, etc.)



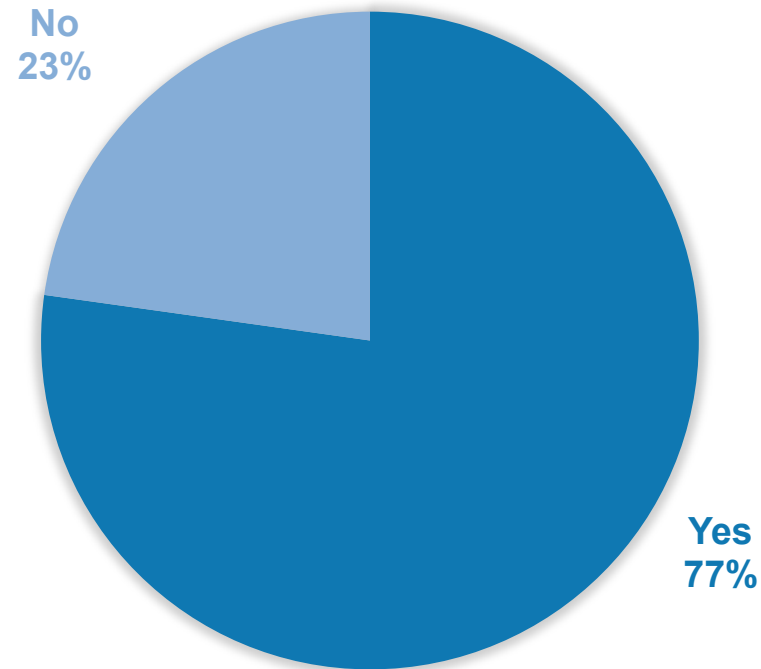
One of the objectives of this program is to promote the understanding of diversity. When surveyed to determine whether this idea is being conveyed to employees, 62% of respondents felt that the program is promoting understanding of diversity. We can learn about the thoughts and ideas that the artists put into their artwork and how each artist has a different conception of what they are creating, at the in-house artwork presentation held every year. We feel that the fact that 40% of the responses were "don't know" or "no" is also indicative of our company's culture of respecting diverse ways of thinking.

I hope this activity will continue in the future.



When employees were asked if they would like the program to continue, 96% of respondents indicated that they would like the program to carry on. We will proceed with this program which has already persisted 15 times and has gained the recognition and support of our employees.

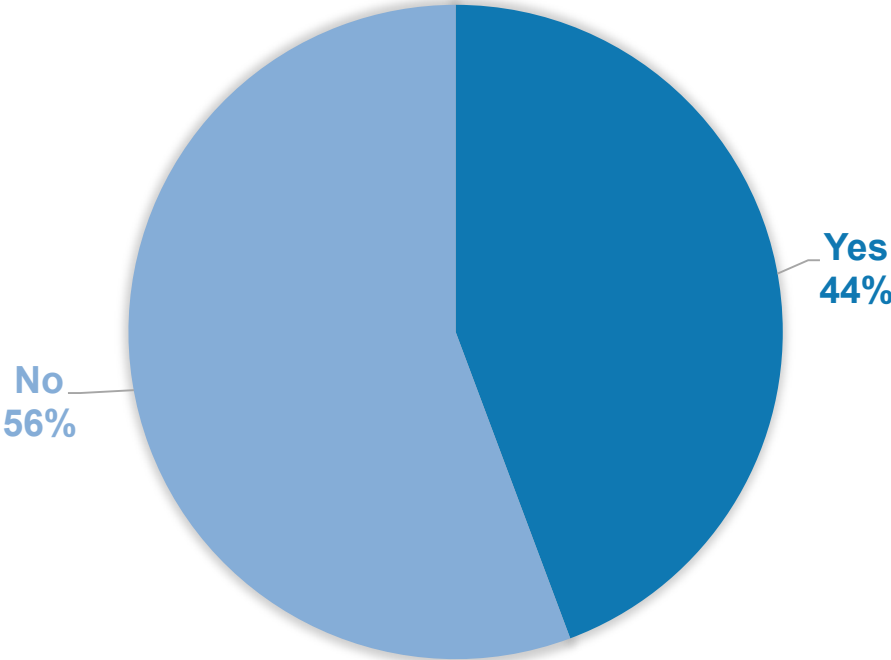
ART IN THE OFFICE becomes a topic of conversation with visitors and among employees.



When surveyed to find out if any employees said that this program was a topic of conversation when communicating with visitors and colleagues, many said that it was a topic of conversation. By having employees explain their work to business partners and students who come for interviews, smooth communication is possible even when meeting for the first time.

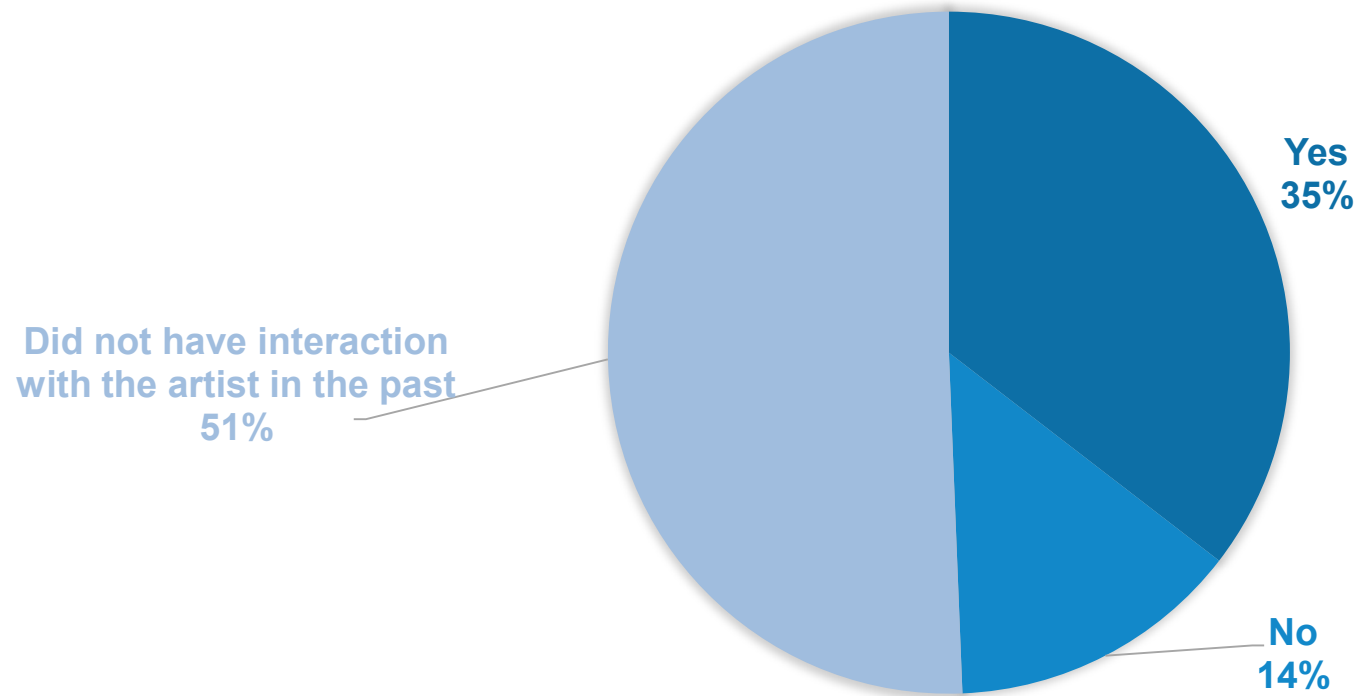


Have you ever attended a workshop with an artist or a presentation of his/her work?



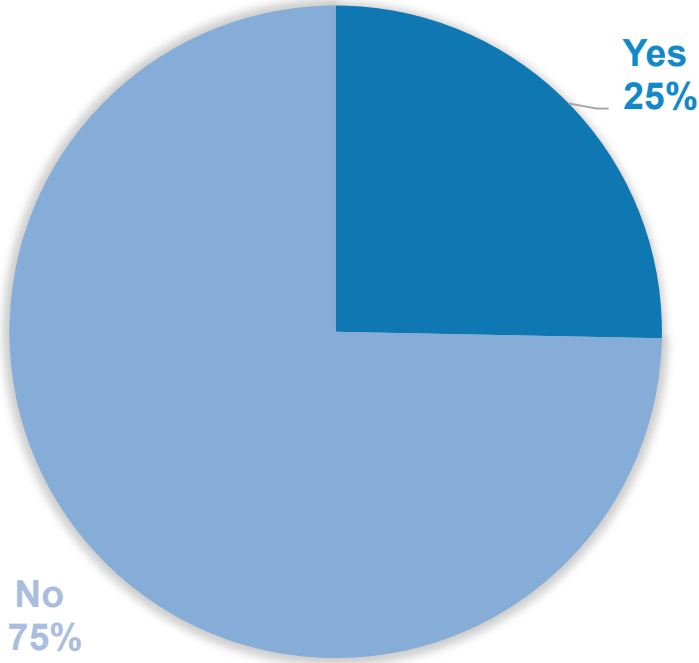
In this program, award-winning artists hold workshops and presentations of their works in-house for employees each year. A survey of employee participation showed that of the 79 respondents, less than half of the employees participated. Employees and artists can interact with each other through workshops and artwork presentations to gain a variety of inspiration from each other.

Did you gain any insight into the way you work and live through exchanges with the artist through their office stays and workshops?



We surveyed our employees to see if they had made any changes in their lives through this program, and found that there were still very few such employees. We would like to encourage as many employees as possible to take an interest in the program, as the purpose is to learn the importance of being inspired by interacting with artists and to learn about diverse ideas and ways of life.

Have you had more opportunities to visit museums and galleries on your days off since learning ART IN THE OFFICE program?



When asked if any of their employees had become more interested in art and had more opportunities to visit art museums after participating in this program, 25% of the employees said that their opportunities had increased. We have an in-house art club, where art-loving employees visit art museums and galleries together.



**MONEX GROUP**

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