

MONEX GROUP

Announcement of Subsidiary's Release

TOKYO, December 10, 2021 – Coincheck, Inc., a subsidiary of Monex Group, Inc., issued the following press release today.

Attachment: Summary of Coincheck, Inc. press release

Coincheck Wins the White Company Award in the Welfare Category

Recognized for welfare policies and support systems that enable employees to balance work during pregnancy, child rearing or other life stages.

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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. This translation was made as a matter of record only and does not constitute an offer to sell or to solicit an offer to buy securities in the U.S.

[Press Release]

December 10, 2021

Coincheck, Inc.

Coincheck Wins the White Company Award in the Welfare Category

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Coincheck, Inc. (Head office: Shibuya-ku, Tokyo, President: Satoshi Hasuo, hereinafter referred to as "Coincheck") is pleased to announce that it has been selected to receive the White Company Award in the welfare category in the 7th White Company Awards program organized by JWS Japan White Spread (hereinafter, JWS). White Company Awards are conferred on White Company certified companies that have exemplary HR systems or initiatives. This is the second time Coincheck has been recognized with a White Company Award following the receipt of a White Company Award for the first half of 2021 in the flexible workstyle category.

In addition to its core namesake crypto asset trading service, Coincheck is steadily expanding its operations with such new services as Coincheck NFT (β version), an NFT marketplace, Coincheck IEO, an IEO platform that supports the formation of communities and serves as a means of capital procurement, and Sharely, a virtual shareholder meeting support service. To accommodate this expansion, Coincheck is enhancing its recruitment efforts and organizational structure with the aim to double the number of employees in fiscal 2022.

This latest White Company Award was conferred to Coincheck in recognition of its exceptional employee welfare programs that support flexible workstyles to accommodate various life stages.

Reasons for being selected for the White Company Award in the welfare category:

The average age of Coincheck employees is 34, which often coincides with marriage or the start of child rearing. To support the many employees entering a new phase in life, the company has implemented various programs related to pregnancy, childbirth, and childcare. More specifically, Coincheck offers monthly “care leave” to employees for female-specific ailments, for infertility treatment and for spouses to accompany their partners to infertility treatment. In addition, Coincheck offers female employees paid leave for doctor appointments before and after childbirth and other programs to create a better working environment for women. These and other such welfare policies were highly regarded and cited as reasons for the award.

Announcement of the Winning Companies of the 7th White Company Awards!

<https://jws-japan.or.jp/news/20211118-01/>

Example of Coincheck's employee welfare programs:

Policies to enable workstyles that accommodate various life stages

- A retirement age extension and flexible retirement system
- Paid leave for doctor visits before and after childbirth
- Paid caregiver leave
- A new "care leave" for female-specific ailments and infertility treatment

Well-being programs

- Online yoga classes and fitness services
- In-house counseling services
- Regular dissemination of health-related information

In addition to the above, Coincheck implements a wide variety of initiatives with the goal to create an organization that respects diversity and realizes both individual and corporate growth. For further details about our work environment, please refer to the page below:

<https://corporate.coincheck.com/recruit/environment>