

MONEX GROUP

Announcement of Subsidiary's Release

TOKYO, January 13, 2023 – Coincheck, Inc., a subsidiary of Monex Group, Inc., issued the following press release today.

Attachment: Summary of Coincheck, Inc. press release

Coincheck Wins the 9th Annual White Company Award in the Diversity and Inclusion Category

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January 13, 2023

Coincheck, Inc.

Coincheck Wins the 9th Annual White Company Award in the Diversity and Inclusion Category

Recognized for newly established Well-Being Office, respect for diversity in work styles, and efforts to achieve gender equality

Coincheck, Inc. (Head office: Shibuya-ku, Tokyo, President: Satoshi Hasuo, hereinafter referred to as “Coincheck”) is pleased to announce today that it has been selected to receive the White Company Award in the diversity and inclusion category at the 9th 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 third time Coincheck has won a White Company Award following the receipt of the award for the welfare category in the second half of 2021.

With the mission of “making the exchange of new values easier,” Coincheck has focused on fostering a creative atmosphere and culture in order to provide services beyond the imagination of customers and society in the rapidly changing crypto asset industry. Coincheck has been striving to create an organization in which employees with diverse backgrounds can freely think and take on challenges. In December 2022, the Well-Being Office was newly established to promote the practice of well-being management and diversity, equity, and inclusion (DEI), and the Office created the DEI Policy.

This latest White Company Award was conferred to Coincheck in recognition of its exceptional initiatives to achieve healthy work styles and embrace diversity of employees.

Coincheck will continue to motivate human resources with diverse backgrounds and personalities, and foster a corporate culture that will enhance corporate value and enable sustainable growth.

Reasons for being selected for the White Company Award in the diversity and inclusion category:

The thoroughness of the company's commitment to well-being is excellent. While the company respects diversity in work styles and offers both face-to-face and remote options, its efforts to accommodate remote work include extensive support for well-being with an eye to both the mental and physical aspects.

On the physical side, the company has introduced Suntory+ for physical exercise and subsidized periodic health checkups, etc. On the mental side, the company has introduced workshops, health-related courses, counseling, etc. In addition, the company has established a virtual community on its internal chat system

where employees can talk with each other about their health, demonstrating its thorough commitment.

The company also appears to be making efforts to promote employee diversity, especially in terms of increasing the number of female employees, and is working to achieve gender equality. Specifically, the company is cooperating in areas of great pressure such as infertility treatment as well as cancer screening for women. In addition to gender, the company is also proactive in the employment of people with disabilities.