

MONEX GROUP

Announcement of Subsidiary's Release

TOKYO, June 25, 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 Flexible Workstyle Category and Acquires Silver-Status White Company Certification

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[Press Release]

June 25, 2021

Coincheck, Inc.

Coincheck Wins the White Company Award in the Flexible Workstyle Category and Acquires Silver-Status White Company Certification

Recognized for its speed and flexibility in designing innovative workstyle policies and systems, and for a corporate culture that actively promotes their use. Third-party endorsement pushes our enhanced recruitment to double the size of the engineering organization in one year as we diversify our business.

Coincheck, Inc. (Head office: Shibuya-ku, Tokyo, President: Satoshi Hasuo, hereinafter referred to as "Coincheck") is pleased to announce that in a program organized by JWS Japan White Spread (hereinafter, JWS), it has been selected to receive the White Company Award for the first half of 2021 in the flexible workstyle category. In addition, Coincheck has acquired silver-status certification under Japan's only White Company Certification System based on an overall evaluation as an "outstanding company to pass on to the next generation."

To provide customers and society exceptional, innovative services in a rapidly changing crypto asset industry, Coincheck strives to nurture an open atmosphere and corporate culture where employees from a diverse range of backgrounds can unleash their creative potential. Currently, Coincheck is promoting not only its crypto asset trading service Coincheck, but also Coincheck NFT (β -version), virtual shareholder meeting support service Sharely and numerous other new services. With this expansion, Coincheck is enhancing its recruitment efforts to double the current size of our engineering organization by the end of this fiscal year.

With this award as an "outstanding company to pass on to the next generation," Coincheck will continue to plan and implement policies and systems that respond flexibly to employee needs. At the same time, under its corporate mission to make the exchange of new values easier, Coincheck will enhance its ongoing efforts to create a work environment that encourages employees to think freely and challenge themselves.

Reasons for being selected for the White Company Award for the first half of 2021 in the flexible workstyle category:

- For planning and implementing systems that facilitate full participation in an organization with a diverse range of employees, such as employees who have children, who are over 65 or who have a health condition
- For instilling a corporate culture that actively promotes the use of refreshment leave, paternity leave, work from home and other systems

- For quickly building a cross-departmental environment that enables work from home in the COVID-19 pandemic despite the demands for high-level security in the cryptocurrency trading service industry

Coincheck's workstyle:

- Embracing a diverse range of workstyles while maintaining high-level security

Creating an environment that allows employees to balance work and personal commitments with systems that allow flex time, work from home, remote work, and other options. In addition, offering free delivery of office monitors and chairs for those who wish to work from home.

- Food and beverage subsidy system to support employees' health maintenance in order to promote health management

Coincheck provides free nutritionally balanced meals at the office, even on busy days. Coffee is also free.

- Close to 100% of employees take paid refreshment leave

To enable employees to spend more time with their families, employees are given up to five consecutive days of paid refreshment leave annually in addition to their annual paid holidays.

- Approximately half of all male employees who had a child after joining the company took childcare leave

Regardless of gender, employees are encouraged to take childcare leave and with the active support of the employees around them, we are nurturing a culture that values childcare.

- The "Positive Learning System" supports employees' skill development up to 3,000 yen per month

We actively support employees' skill development by subsidizing book purchases, study sessions, seminar participation fees, and online learning fees.

About White Company Certification and White Company Award:

The White Company Certification is given to companies considered to be an “outstanding company to pass on to the next generation” based on a comprehensive evaluation of seven indices: business model/productivity, diversity and inclusion, work/life balance, healthy management, human resources development/job satisfaction, risk management, and adherence to labor laws.

The White Company Award is given to select companies that have not only earned White Company Certification as an “outstanding company to pass on to the next generation” but have also implemented systems and initiatives deemed exemplary to other companies around the world.

JWS Japan White Spread (general incorporated foundation)

<https://jws-japan.or.jp/>

White Company Award:

<https://jws-japan.or.jp/award/>

White Company Certification:

<https://jws-japan.or.jp/recognition/>