February 16, 2021

To whom it may concern,

Company Name:	Uzabase, Inc. (Code: TSE Mothers 3966)
Names of Representatives:	Yusuke Inagaki Representative Director and Co-CEO Taira Sakuma Representative Director and Co-CEO
Contact:	Daisuke Chiba, Chief Financial Officer
Tel (IR Direct):	+81-3-4533-1999

Notice Regarding the Introduction of an Incentive Plan Utilizing Shares Held by the Director of the Company

Uzabase, Inc. (hereinafter referred to as "the Company") notifies that Yusuke Umeda (founder and major shareholder of the Company), currently a board of director of the Company, has concluded call option agreements (hereinafter collectively referred to as “the Agreement") with the Company's officers and employees in order to utilize a part of the common stock of the Company that he owns in an incentive plan described below.

1. Content of the Agreement

   As stated in the financial results briefing materials disclosed on February 10, the Company has set a performance target of 30% net sales growth every year from the fiscal year ending December 2022. The options under this Agreement (hereinafter referred to as "the Options") are provided to the Company’s officers and employees (hereinafter referred to as "the Company's officers and employees") who have declared a strong commitment to achieve this target. The requirements for exercising the Options are also aligned with this target.

   The Agreement covers 1,828,900 shares (the maximum number of shares when all of the Options are exercised) of the Company held by Yusuke Umeda. The Options can be exercised only when the Company achieves a certain level of financial performance in line with the performance target between the fiscal year ending December 2021 and the fiscal year ending December 2024.

2. Purpose of the Agreement

   It is expected that by contributing the Company’s shares held by Yusuke Umeda, the Company’s corporate value and shareholder value can be further enhanced over the medium to long term as the Company’s officers and employees will be able to take ownership of the Company and hold the same perspective as external shareholders.

End of Notice