

Translation

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Company Name	note inc.	
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	(Securities code:5243 TSE Growth)	
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Notice Regarding Increase in Employee Stock Ownership Plan Matching Contribution Rate

We hereby announce that our company has decided to increase the matching contribution rate for our Employee Stock Ownership Plan (ESOP), hereinafter referred to as the "Plan." The primary objectives are to enhance employees' awareness of mid-to-long-term corporate value creation and to strengthen our human capital investment for further growth acceleration.

1. Background of the Increase in the Matching Contribution Rate

Under the mission, "Start, and Keep on Creating," we have been operating the media platform "note." Through our efforts to date, we have grown into one of Japan's largest platforms, with 10.52 million registered members and 64.07 million published contents (as of the end of August 2025).

Accompanying this business expansion, in the fiscal year ended last month (November 2025), all businesses, especially the core note business, achieved growth exceeding our expectations. Consequently, we revised our full-year earnings forecast upward during the announcement of the third quarter results.

To further accelerate this growth momentum in the fiscal year beginning this month (November 2026), we reviewed the structure of the Plan and decided to change the matching contribution rate. This aims to create a system where employees are strongly committed to mid-to-long-term corporate value improvement and work together as one to pursue growth.

We also believe this initiative will contribute to stabilizing the supply and demand of our shares in the market through the expansion of stable and continuous stock purchases via the Plan.

2. Overview of the Matching Contribution Rate

The matching contribution rate, which was previously a uniform 5%, will be revised to 30% for monthly contributions up to JPY 20,000 and 10% for the amount exceeding JPY 20,000. We set this rate to make the benefits easily tangible for a wider range of employees, thereby promoting enrollment in the Plan. The revised matching contribution rate will apply starting with the contributions for January 2026.

	Before	After
Matching Contribution Rate	5%	30% for contributions up to JPY 20,000 10% for the amount exceeding JPY 20,000
Matching Contribution Amount	JPY 50 per JPY 1,000 unit of contribution	JPY 300 per JPY 1,000 unit of contribution for up to 20 units JPY 100 per JPY 1,000 unit of contribution for the amount exceeding 20 units

*The maximum monthly contribution amount is JPY 100,000.

< Inquiries regarding this matter >

note inc. IR inquiry desk: <https://ir.note.jp/inquiry>