



February 12, 2026

Company name	Link and Motivation Inc.
Representative	Ozasa Yoshihisa, Chairman and Representative Director
Exchange	Tokyo, Prime Market; Code: 2170
Inquiries	Yokoyama Hiroaki, Managing Executive Officer and Manager of Group Design Office (Phone: +81-3-6853-8111)

Notice Concerning Conclusion of a Syndicated Loan Agreement Subject to Financial Covenants

At the Board of Directors meeting held on February 12, 2026, the Company resolved to sign a syndicated loan agreement subject to financial covenants, as outlined below.

1. Purpose of Signing the Syndicated Loan Agreement

The funds from the syndicated loan will be allocated to the repurchase of shares as outlined in the "Notice Concerning Decision on Details of Share Repurchase" disclosed on February 12, 2026.

2. Outline of Syndicated Loan Agreement

(1) Arranged amount	¥6,000 million
(2) Borrowing form	Line of credit agreement
(3) Agreement signing date	February 27, 2026
(4) Final payment date	September 30, 2032
(5) Commitment period	February 27, 2026 to September 30, 2026
(6) Borrowing interest rate	Base rate and spread
(7) Arranger and agent	Mizuho Bank, Ltd.
(8) Participating financial institutions	Mizuho Bank, Ltd. MUFG Bank, Ltd. Sumitomo Mitsui Banking Corporation Resona Bank, Limited
(9) Collateral	No collateral

3. Financial Covenant

The borrower shall not record operating losses in its consolidated statements of operations for any two consecutive fiscal years, starting with the fiscal year ending December 31,

2026. The first judgment will be made with respect to financial results for the fiscal year ending December 31, 2027 and the immediately preceding fiscal year.

4. Outlook

The Company has determined that this matter will have no significant impact on its consolidated financial results for the fiscal year ending December 31, 2026. Further notice will promptly be released if any material matters requiring disclosure arise in the future.

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