

【Translation】

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February 26, 2026

Company name: SpiderPlus & Co.  
Name of representative: Kenji Ito, President and Representative Director  
(Securities code: 4192; Tokyo Stock Exchange Growth Market)  
Inquiries: Yutaka Fujiwara, Director, Executive Officer, CFO  
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**Notice Regarding Nomination of Candidates for Directors  
and Substitute Audit & Supervisory Board Member**

The Company hereby announces that at the meeting of the Board of Directors held today, it resolved the candidates for Directors and a candidate for Substitute Audit & Supervisory Board Member to be proposed at the 27th Ordinary General Meeting of Shareholders scheduled for March 25, 2026, as described below.

1. Regarding Directors

The terms of office for all six Directors will expire at the conclusion of the 27th Ordinary General Meeting of Shareholders scheduled for March 25, 2026. Accordingly, the Company proposes the election of 6 Directors.

(1) Candidates for Directors

Name	Current Title	New Appointment / Reappointment
Kenji Ito	President and Representative Director	Reappointment
Masato Suzuki	Director, Executive Vice President, General Manager of Corporate Promotion Division	Reappointment
Junya Yoshida	Outside Director	Reappointment
Daichi Hiroki	Outside Director	Reappointment
Ryutaro Mori	Outside Director	Reappointment
Hitoshi Kawahara	-	New Appointment

(Note) The Company has registered Junya Yoshida, Daichi Hiroki, and Ryutaro Mori as independent officers with the Tokyo Stock Exchange. If they are reappointed, they are expected to continue serving as independent officers. Hitoshi Kawahara meets the requirements for independent officers as stipulated by the Tokyo Stock Exchange, and if his appointment is approved at the 27th Ordinary General Meeting of Shareholders, he is expected to become an independent officer.

(2) Biography of Candidate for New Outside Director

Name (Date of Birth)	Biography	
Hitoshi Kawahara (December 11, 1959)	April 1982	Joined IBM Japan, Ltd.
	January 2010	Managing Executive Officer and General Manager of Software Business Division of IBM Japan, Ltd.
	August 2011	Executive Vice President of Berlitz Corporation
	November 2012	Vice President and General Manager of Enterprise Sales Division of Salesforce.com Co., Ltd. (currently Salesforce Japan Co., Ltd.)
	April 2014	Representative Director, President and COO of Salesforce.com Co., Ltd.
	December 2016	Vice President of Deloitte Tohmatsu Consulting LLC
	November 2018	Chairman of the Management Committee of Deloitte Tohmatsu Consulting LLC
	July 2024	Advisor, FleishmanHillard Japan K.K. (current position)
September 2024	Advisor, SHIFT Inc. (current position)	
August 2025	Advisor, Japan Business Growth Investment Co., Ltd. (current position)	
December 2025	Outside Director, YRGLM Inc. (current position)	

(3) Retiring Directors (Retirement due to expiration of term of office at the conclusion of the 27th Annual General Meeting of Shareholders)

Name	Current position	New position
Yutaka Fujiwara	Director, Executive Officer and CFO, General Manager of Administration Division and General Manager of Business Planning Division	Executive Officer and CFO, General Manager of Administration Division and General Manager of Business Planning Division

(Note) Having determined that it is necessary to strengthen the business execution system, Yutaka Fujiwara is scheduled to resign as Director and focus on the company's business execution as an Executive Officer.

## 2. Substitute Audit & Supervisory Board Member

This is to request the prior election of one substitute Audit & Supervisory Board Member in preparation for any case where the number of Audit & Supervisory Board Members falls below the number required by laws or the Articles of Incorporation.

### Name and biography of the candidate for substitute Audit & Supervisory Board Member

Name (Date of Birth)	Biography	
Yoshihide Kaneko (October 11, 1983)	January 2010 February 2015 December 2016	Joined Seiwa Audit Corporation (currently RSM Seiwa Audit Corporation) Joined Accenture Japan Ltd. Established Will Partners Co., Ltd. Representative Director of Will Partners Co., Ltd. (current)
	April 2017 June 2017	Representative Partner, Yamato Tax Corporation Outside Audit & Supervisory Board Member, P.S. International Co., Ltd. (current)
	August 2018 August 2020	Representative Partner, Yamato Audit Corporation Representative Partner, Maverick Tax Corporation (current)
	October 2020 April 2022	Partner, Yamato Audit Corporation Outside Audit & Supervisory Board Member, CARBON FLY, Inc.
	January 2024	Outside Audit & Supervisory Board Member, Extrabold Inc.
	March 2024	Outside Director (Audit and Supervisory Committee Member), Softbrain Co., Ltd.
	October 2024	Outside Audit & Supervisory Board Member, KitchHike Inc. (current)
	October 2025	Outside Director, NRC Co., Ltd. (current)

(Note) As the candidate meets the independence criteria for outside officers set by the Tokyo Stock Exchange, the Company intends to register the candidate as an independent officer as provided by the exchange if the candidate is appointed as Outside Audit & Supervisory Board Member. The election of the candidate may be cancelled by a resolution of the Board of Directors with the consent of the Audit & Supervisory Board, provided that such cancellation occurs before the candidate takes office.