July 24, 2026

Company name:	SpiderPlus & Co.
Name of representative:	Kenji Ito, President and Representative Director

(Securities code: 4192; Tokyo Stock Exchange Growth Market)

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Notice Regarding the Introduction of a Restricted Stock Remuneration Plan for Employees

The Company hereby announces that, at the Board of Directors meeting held on July 24, 2026, it resolved to introduce a restricted stock remuneration plan (hereinafter referred to as the "Plan") for the Company's employees (hereinafter referred to as the "Employees"), as follows.

Note that the Company resolved on a restricted stock remuneration plan for Directors at the 27th Annual General Meeting of Shareholders held on March 25, 2026; however, the Plan is independent of that plan and its introduction is based solely on a resolution by the Board of Directors. Therefore, it falls outside the scope of the Directors' remuneration limit approved by the General Meeting of Shareholders.

In addition, the impact of the introduction of the Plan on the financial results for the fiscal year ending December 31, 2026 is expected to be minimal. If any matters requiring disclosure arise in the future, the Company will promptly disclose them.

1. Purpose of the Plan

The introduction of the Plan aims to provide employees with incentives for enhancing the Company's medium- to long-term corporate value, to further promote value sharing with its shareholders, and to recruit and retain talented personnel.

2. Overview of the Scheme

The Plan is a paid-in stock remuneration plan, known as a "contribution in kind of monetary compensation claims" type. The Company will grant monetary compensation claims to employees, and the employees will acquire the Company's common stock (restricted stock) by making a contribution in kind of the full amount of these monetary compensation claims. Eligible persons will not incur any out-of-pocket cash expenses.

3. Transfer Restriction Period and Conditions for Lifting Restrictions

For a period of three years from the allotment date (hereinafter the "Transfer Restriction Period"), eligible persons may not transfer, pledge, or otherwise dispose of the shares. The transfer restrictions on all of the shares will be lifted upon the expiration of the Transfer Restriction Period, provided that the eligible person has continuously held the position of an employee of the Company or its subsidiaries during the Transfer Restriction Period.

4. Grounds for the Acquisition of Shares Without Compensation

If an eligible person resigns or retires during the Transfer Restriction Period (excluding cases of death, illness, or other reasons deemed justifiable by the Board of Directors), the Company will acquire all of the shares without compensation. The handling of cases with justifiable reasons will be determined individually by a resolution of the Board of Directors. Additionally, if serious misconduct such as a violation of laws and regulations or internal rules, or an act of competition is discovered, the Company may acquire all or part of the shares without compensation by a resolution of the Board of Directors.