



June 16, 2023

Company Name: HEROZ, Inc.

Name of Representatives:

Takahiro Hayashi,

Co-Chief Executive Officer:

Stock Code: 4382, TSE Prime Market

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Chief Financial Officer

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Notice Concerning Introduction of a Restricted Stock Plan
for Employees

HEROZ, Inc. (hereinafter referred to as the "Company"), hereby announces that its Board of Directors, at a meeting held today, resolved to introduce a restricted transfer stock plan (hereinafter referred to as the "Plan") for employees of the Company who meet certain conditions, as follows.

1. Purpose of Introduction of this Plan

The purpose of this plan is to enhance the sense of participation in the management of the Company by the Company's employees through the ownership of the Company's shares, and to further promote value sharing with shareholders.

2. Outline of this program

(1) target group

Employees who are eligible for this plan (hereinafter referred to as "Eligible Employees") who are enrolled on April 30, 2023, and will be in a position equivalent to a managerial position at the time of the decision on the allotment of restricted stock. The Company will pay monetary compensation claims to eligible employees as assets in kind, but the wages will not be reduced because of this payment.

(2) Other

Other specific details regarding the allotment of restricted stock will be determined by the Company's Board of Directors.