FRONTIER MANAGEMENT INC.

February 13, 2025

To All

Company Name Frontier Management Inc.
Representative Shoichiro Onishi, Chairman (CEO)
(Code No. 7038, [Prime, TSE])
Contact Hiroaki Hamada,
Executive Officer, Head of Company Planning and Administration Dept.
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Notice regarding the election of candidates for directors (excluding directors who are audit and supervisory committee members)

We hereby announce that at the Board of Directors' meeting held today, we have decided on the following candidates for directors (excluding directors who are Audit and Supervisory Committee members) and resolved to submit the election to the 18th Ordinary General Meeting of Shareholders to be held on March 27, 2025.

Note

1.Appointment of 3 Directors

The terms of office of Shoichiro Onishi and Masao Nishihara, directors (excluding directors who are Audit and Supervisory Committee members), will expire at the conclusion of the 18th Annual General Meeting of Shareholders (hereinafter referred to as the "General Meeting of Shareholders") held on March 27, 2025. In addition, we will increase the number of directors by one this time to review our management structure as a measure to deal with the deterioration of business performance in fiscal 2024.

With regard to the selection of director candidates, candidates are decided by the Board of Directors based on the deliberations of the voluntary Nomination and Compensation Advisory Committee.

(1) Candidates for directors (excluding directors who are audit and supervisory committee members)

(This will be discussed at the 18th Ordinary General Meeting of Shareholders to be held on March 27, 2025)

Name	Appointment type	Current position
Shoichiro Onishi	Reappointment	Representative Director, Chairman (CEO) Head of M&A Advisory Department Representative Director, President, CEO and COO of Frontier Capital Inc.
Akinori Nishida	New appointment	President & Executive Officer (COO) Co-Head of Management Executive Support Department Head of Value Creation Platform Department
Masao Nishihara	Reappointment	Director

(2) Profile of new director candidate (Akinori Nishida)

Name (Date of birth)	Brief personal history	Number of shares held
Akinori Nishida (July 23, 1970)	Apr. 1996 Joined Hamada Accounting Office Apr. 1999 Joined Okano Godo Office (currently Tax Accountant Corporation Nagomi)	61,900 shares

	Jul. 2003 Joined Suite Garden Co., Ltd. (currently Yamazaki Baking Co., Ltd.) Apr. 2004 General Manager, Corporate Planning Dept. of Suite Garden Co., Ltd. Apr. 2006 Executive Officer and General Manager of Administration Division of Suite Garden Co., Ltd. Jul. 2007 Joined Frontier Management Inc. Director Mar. 2008 Senior Director of Frontier Management Inc. Mar. 2010 Management director of Frontier Management Inc. Mar. 2012 Director, Shoei Co., Ltd. (currently Hulic Co., Ltd.) Sep. 2012 Representative Director and Senior Managing Director, Frontier Turnaround Co., Ltd. Jul. 2016 President and Representative Director of Frontier Turnaround Inc. Apr. 2017 Managing Executive Officer of Frontier Management Inc. Aug. 2017 Outside Director, WILLER,Inc. (current position) Sep. 2022 Outside director, 77 partners Co., Ltd. (current position) Mar. 2024 Senior Managing Executive Officer Jan. 2025 President and Executive Officer (COO) (current position)	

[Reasons for being candidates for directors]

Candidates have joined us since our company's founding, and for many years have been involved in our management, such as growing the department as the head of the executive department while driving our hands-on business, and recently holding the role of hosting the Management Committee as a Senior Managing Executive Officer. The candidate has a track record of being an officer of a client and leading the client's business to success. Based on his track record, ability, and extensive experience as a company manager, the candidate is deemed to be a director based on the Company's expectation that we will properly manage our company.

(reference) management structure after the 18th ordinary general meeting of shareholders

Title	Name
Representative Director, Chairman (CEO)	Shoichiro Onishi
Representative Director, President and Executive Officer (COO)	Akinori Nishida
Director	Masao Nishihara
Board of Directors (Audit and Supervisory Committee Member./Full-time)	Takeshi Umemoto
Independent Outside Director (Audit and Supervisory Committee Member)	Kazuto Osugi
Independent Outside Director (Audit and Supervisory Committee Member)	Keiko Unotoro
Independent Outside Director (Audit and Supervisory Committee Member)	Hikaru Minami

Above