

February 20, 2026

To All

Company Name Frontier Management Inc.
 Representative Shoichiro Onishi,
 Representative Director,
 Chairman of the Board (CEO)
 (TSE Prime Market Code No. 7038)
 Contact Hiroaki Hamada, Executive Officer,
 Head of Corporate Administration Division
 (TEL. +81-3-6862-5180)

Notice of Election of Candidates for Directors (Excluding Directors who are Audit and Supervisory Committee Members) and Directors who are Audit and Supervisory Committee Members

Frontier Management Inc.(the “Company”) hereby announces that at the meeting of the Board of Directors held today, it resolved to nominate candidates for Directors (excluding Directors who are Audit and Supervisory Committee Members) and Directors who are Audit and Supervisory Committee Members as described below, and to submit their election to the 19th Ordinary General Meeting of Shareholders scheduled to be held on March 26, 2026.

Note

1. Election of 4 Directors

The terms of office of Mr. Shoichiro Onishi, Mr. Akinori Nishida, and Mr. Masao Nishihara, Directors (excluding Directors who are Audit and Supervisory Committee Members), will expire at the conclusion of the Company's 19th Ordinary General Meeting of Shareholders to be held on March 26, 2026 (hereinafter referred to as the “Ordinary General Meeting”).

Accordingly, we will appoint two new director candidates from the executive officers, as well as two directors for reappointment, in order to revitalize the management structure.

(1) Candidates for Directors (Excluding Directors who are Audit and Supervisory Committee Members)
(Scheduled to be submitted to the Ordinary General Meeting)

Name	Type of Appointment	Current Position
Shoichiro Onishi	Reelection	Representative Director, Chairman of the Board (CEO)
Masao Nishihara	Reelection	Director
Sumio Nishizawa	New Appointment	Deputy President and Executive Officer
Kyogo Murase	New Appointment	Managing Executive Officer Head of Strategy & Operation Consulting Department(co)

(2) Brief Profiles of New Director Candidates

Name (Date of birth)	Career Summary	Number of the Company's shares Owned
Sumio Nishizawa (May 23, 1967)	April 1991 Joined Yamaichi Securities Co., Ltd. January 1998 Joined Credit Suisse First Boston Securities (Japan) Limited Tokyo Branch	47,000 shares

	August 2009	Joined the Company as Senior Director	
	September 2010	Executive Officer, Head of Business Development Division, Managing Director of the Company	
	July 2014	Head of Nagano Branch of the Company	
	January 2016	Managing Executive Officer of the Company	
	August 2016	Head of Osaka Branch of the Company	
	April 2022	Advisor of Frontier Capital Inc. (current position)	
	January 2023	Head of Fukuoka Branch of the Company	
	March 2024	Senior Executive Officer of the Company	
	January 2025	Deputy President and Executive Officer of the Company (current position)	

<Reasons for Nomination as Director Candidate>

The candidate has contributed to the Company's sales functions targeting financial institutions and other entities for many years, and has significantly contributed to the Company's performance as Head of Business Development Division. Recently, he has been more deeply involved in the Company's management as Managing Executive Officer, Senior Executive Officer, and Deputy President and Executive Officer. As the candidate has played a role in promoting the Company's organizational sales activities, we have determined that he can be expected to appropriately manage the Company based on his experience in contributing to the achievement of the Group's management objectives and enhancement of corporate value over the medium to long term. Accordingly, we request his election as a Director.

Name (Date of birth)	Career Summary		Number of the Company's shares Owned
Kyogo Murase (May 20, 1967)	April 1992	Mitsui Engineering & Shipbuilding Co., Ltd.	0 shares
	November 1997	Proudfoot Japan Co., Ltd.	
	August 2006	Diva Corporation (currently Avant Corporation)	
	September 2007	Director of Diva Corporation	
	July 2010	Sigmaxyz Inc.	
	June 2019	Joined the Company as Managing Director	
	January 2023	Head of Corporate Strategy Division of the Company	
	January 2024	Head of Industrial Strategy & Operation Department(co) of the Company	
	March 2024	Executive Officer of the Company	
	March 2025	Head of Strategy & Operation Consulting Department(co) of the Company (current position)	
	February 2026	Managing Executive Officer of the Company (current position)	

<Reasons for Nomination as Director Candidate>

The candidate has served as general manager and division head in the Company's front-line operations, continuously winning and executing large-scale projects, and has significantly contributed to the Company's performance. Recently, as Executive Officer and Managing Executive Officer, he has been more deeply involved in the Company's management, including promoting company-wide business reform projects. As the candidate has experience serving as a director and has played a role in leading the Company's front-line operations, we have determined that he can be expected to

contribute to the achievement of the Group's management objectives and enhancement of corporate value over the medium to long term. Accordingly, we request his election as a Director.

2. Election of 3 Directors who are Audit and Supervisory Committee Members

Mr. Takeshi Umemoto, a director who is also an audit and supervisory committee member, will reach the end of his term as a director at the conclusion of this annual general meeting of shareholders. Mr. Kazuto Osugi, Ms. Keiko Unotoro, and Mr. Hikaru Minami, directors who are also audit and supervisory committee members, resigned due to personal reasons as of February 20, 2026.

Accordingly, we will appoint one candidate for reappointment as a director and two candidates for appointment as new directors.

(1) Candidates for Directors who are Audit and Supervisory Committee Members (Scheduled to be submitted to the Ordinary General Meeting)

Name	Type of Appointment	Current Position
Takeshi Umemoto	Reelection	Director
Takashi Imamura	New Appointment	—
Maoko Kikuchi	New Appointment	—

(2) Brief Profiles of New Director Candidates

Name (Date of birth)	Career Summary	Number of the Company's shares Owned
Takashi Imamura (February 25, 1964)	<p>September 1987 Joined Audit Department of Aoyama Audit Corporation</p> <p>July 1991 Joined Seimei Audit Corporation</p> <p>July 1996 Representative Partner of the same corporation (current position)</p> <p>April 1999 Auditor (part-time) of The Japan Dental Hygienists' Association, Public Interest Incorporated Association (current position)</p> <p>June 2004 Corporate Auditor (part-time) of Sweet Garden Co., Ltd.</p> <p>March 2005 Corporate Auditor (part-time) of Benex Co., Ltd.</p> <p>September 2006 Corporate Auditor (part-time) of Barneys Japan Inc.</p> <p>January 2012 Corporate Auditor (part-time) of Asplund Co., Ltd.</p> <p>July 2015 Corporate Auditor (part-time) of Shokukai Co., Ltd.</p> <p>November 2017 Corporate Auditor (part-time) of Francfranc Corporation</p> <p>June 2018 Corporate Auditor (part-time) of Confex Co., Ltd.</p> <p>September 2019 Corporate Auditor (part-time) of T Capital Partners Co., Ltd. (current position)</p> <p>December 2021 Director (part-time) and Chairman of the Nomination and Compensation Committee of Edulab, Inc.</p> <p>May 2025 Chairman of the Nomination Committee of The Society for Testing English Proficiency, Inc.,</p>	0 shares

	Public Interest Incorporated Foundation (current position)	
--	--	--

<Reasons for selecting as a candidate for Director who is an Audit and Supervisory Committee Member>

The candidate has been engaged in audit services at audit corporations for many years, and has served as an outside corporate auditor and chairman of the nomination committee at numerous companies. Given the candidate's extensive knowledge in finance and accounting based on rich experience, we expect the candidate to provide supervision and advice on the execution of duties by the Company's directors from a professional perspective. We have determined that the candidate can contribute to the Company's growth and strengthening of corporate governance from an objective and neutral standpoint, and therefore request the candidate's election as an Outside Director who is an Audit and Supervisory Committee Member.

Furthermore, as the candidate meets the requirements for an independent officer as stipulated by the Tokyo Stock Exchange, we have determined that there is no risk of conflicts of interest with general shareholders, and plan to designate the candidate as an independent officer.

Name (Date of birth)	Career Summary	Number of the Company's shares Owned
Maoko Kikuchi (July 14, 1965)	April 1992	0 shares
	Appointed as Public Prosecutor at the Public Prosecutors Office, Ministry of Justice	
	August 1997	
	Joined Paul Hastings LLP, Los Angeles, U.S.A.	
	March 1999	
	Joined Nagashima & Ohno Law Office (currently Nagashima Ohno & Tsunematsu)	
	April 2004	
	Joined the General Secretariat	
	May 2006	
	Executive Officer CCO of Vodafone Japan K.K. (currently SoftBank Corp.)	
	April 2014	
	Corporate Vice President, General Counsel and Corporate Affairs of Microsoft Japan Co., Ltd.	
	June 2016	
Full-time Outside Corporate Auditor of Mitsui-Soko Holdings Co., Ltd.		
June 2020		
Outside Director of Mitsui-Soko Holdings Co., Ltd. (current position)		
August 2020		
Representative of Comm&Path Law Office (current position)		
June 2020		
Outside Corporate Auditor of KADOKAWA CORPORATION		
July 2020		
Outside Director of Hitachi Construction Machinery Co., Ltd. (current position)		
August 2020		
Representative of Compass International Law Office (current position)		
November 2023		
Outside Corporate Auditor of Ryohin Keikaku Co., Ltd. (current position)		

<Reasons for selecting as a candidate for Director who is an Audit and Supervisory Committee Member>

The candidate has extensive knowledge based on practical experience as a public prosecutor at the Ministry of Justice, practical experience at public institutions including the Fair Trade Commission, experience as an attorney both in Japan and overseas, and corporate legal practice. We expect the candidate to leverage experience serving as an outside director and outside corporate auditor to provide supervision and advice on the execution of duties by directors from a wide range of professional perspectives, and therefore request the candidate's election as an Outside Director who is an Audit and Supervisory Committee Member.

Furthermore, as the candidate meets the requirements for an independent officer as stipulated by the Tokyo Stock Exchange, we have determined that there is no risk of conflicts of interest with general shareholders, and plan to designate the candidate as an independent officer.

3. Resigning Director

Name	Current Position	Resignation date
Akinori Nishida	Director	Scheduled to retire at the close of this Ordinary General Meeting
Kazuhiro Osugi	Outside Director (Audit and Supervisory Committee Member)	Resigned effective February 20, 2026
Keiko Unotoro	Outside Director (Audit and Supervisory Committee Member)	Resigned effective February 20, 2026
Hikaru Minami	Outside Director (Audit and Supervisory Committee Member)	Resigned effective February 20, 2026

(Reference) Management Structure Following the 19th Ordinary General Meeting of Shareholders

Position	Name
Representative Director, Chairman of the Board (CEO)	Shoichiro Onishi
Director, Deputy President	Sumio Nishizawa
Director, Deputy President and Executive Officer	Kyogo Murase
Director	Masao Nishihara
Director (Audit and Supervisory Committee Member)	Takeshi Umemoto
Outside Director (Audit and Supervisory Committee Member)	Takashi Imamura
Outside Director (Audit and Supervisory Committee Member)	Maoko Kikuchi