

# Independent Directors/Auditors (ID/A) Notification Form

## 1. Basic information

Company Name	Frontier Management Inc.		Code	7038
Submission Date	24-Feb-26	(Scheduled) Revision Date	26-Mar-26	
Reason for Submitting ID/A Notification	<p>Due to the resignation of independent directors Kazuto Osugi, Keiko Unotoro, and Hikaru Minami from their positions as outside directors (outside audit and supervisory committee members) on February 20, 2026, during the fiscal period, Mr. Takashi Imamura and Ms. Maoko Kikuchi will be newly designated as independent directors.</p> <p>Furthermore, a proposal to elect Mr. Takashi Imamura and Ms. Maoko Kikuchi as directors (outside and independent) serving on the audit and supervisory committee will be submitted at the Company's 19th Annual General Meeting of Shareholders scheduled for March 26, 2026.</p>			
<input checked="" type="checkbox"/> All persons who satisfy the qualifications of ID/A are designated as ID/As (*1)				

## 2. Information on Independence of ID/As and Outside Officers

#	Name	Outside Director/ Company Auditor	ID/A	Attributes (*2-3)												Details of Change	Consent of the Officer		
				a	b	c	d	e	f	g	h	i	j	k	l			N/A	
1	Takashi Imamura	Outside Director	○														○	New appointment	Yes
2	Maoko Kikuchi	Outside Director	○														○	New appointment	Yes

## 3. Explanation of the Attributes of the ID/As and the Reasons for their Appointment

#	Explanation of the Attributes (*4)	Reasons for Appointment (*5)
1	-	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.
2	-	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.

## 4. Supplementary Explanation

There are no special notes.
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- \*1 Check the box if all of the outside officers who meet the qualifications for an ID/A have been reported as ID/As.
- Checklist of board member attributes
- \*2
- An executive of the listed company or its subsidiary
  - A director or accounting advisor who is not an executive of the listed company or its subsidiary. (limited to case of the outside company auditor)
  - A director or accounting advisor who is not an executive of the listed company's parent company
  - A company auditor of the listed company's parent company (limited to case of the outside company auditor)
  - An executive of the listed company's sister company
  - An entity or an executive of the entity for which the listed company is a major client
  - The listed company's major client or an executive of said client
  - A consulting firm, accounting firm, or legal firm which receives a large amount of money or other assets from the company, in addition to their remuneration as an officer
  - A major shareholder of the listed company (if the major shareholder is a legal entity, its executive)
  - An executive of a client of the listed company (excluding cases falling under f., g. or h.) (applies to outside officer him/herself only)
  - An executive of another company that holds cross-outside directorships/auditorships with the listed company (applies to outside officer him/herself only)
  - An executive of an entity receiving donations from the listed company (applies to outside officer him/herself only)
- Please note that the above notations of items a through l are summary of the wording of the items specified in the TSE's regulations.
- \*3 Please use "○" when the outside officer presently falls or has recently fallen under the category; and "△" when they fell under the category in the past. Please use "●" when a close relative of the outside officer presently falls or has recently fallen under the category; and "▲" when a close relative of them fell under the category in the past.
- \*4 If any of the item a through l apply, please state to that effect and outline thereof.
- \*5 Please state the reason for the appointment of the ID/A.
- \*6 If a situation arises in which the listed company is unable to secure at least one ID/A and one outside director, this will constitute a violation of the code of corporate conduct under the Securities Listing Regulations. In such case, please contact a Tokyo Stock Exchange listed company representative immediately.