

June 12, 2026

To All

Company Name Frontier Management Inc.
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Representative Director,
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Notice of Issuance of New Shares as Restricted Stock Compensation

We hereby announce that at the Board of Directors meeting held today, we have resolved to issue new shares as restricted stock compensation (hereinafter referred to as the "New Stock Issuance") as follows.

1. Outline of Issuance

(1) Allotment date	July 6, 2026
(2) Type and total number of shares to be issued	44,998 shares of the Company's common stock
(3) Issue price	JPY 610 per share
(4) Total issuance	JPY 27,448,780
(5) Scheduled allottees	4 Directors of the Company (excluding Directors who serve on the Audit & Supervisory Committee and Outside Directors): 44,998 shares

2. Purpose and justification of issuance

As announced in the "Notice of Transition to a Company with Audit & Supervisory Committee and Election of Candidates for Directors" dated February 14, 2024, in order to strengthen the linkage between compensation and performance for Directors excluding Directors who are Audit and Supervisory Committee Members and Outside Directors (hereinafter referred to as "Eligible Directors"), and to establish a compensation system that further contributes to the achievement of short-term performance targets, medium- to long-term performance targets, and sustainable enhancement of corporate value, the Company decided to provide annual performance-linked compensation (cash bonuses and Stock Compensation A) linked to the degree of achievement of annual performance targets, as well as medium- to long-term performance-linked compensation (Stock Compensation B) linked to the degree of achievement of management targets in the medium-term management plan and the degree of enhancement of corporate value. With respect to Stock Compensation A and Stock Compensation B, for the purpose of further sharing value with shareholders and strengthening incentives toward achieving management targets in the medium-term management plan and enhancing corporate value, both will be provided in the form of restricted stock (hereinafter referred to as the "Plan").

Furthermore, at the 17th Annual General Meeting of Shareholders held on March 27, 2024, approval was obtained for the total amount of the Company's common stock to be issued or disposed of as Stock Compensation A to be provided to Eligible Directors under the Plan to be no more than JPY 130,000,000 per year, with a total number of no more than 90,000 shares per year, and for the total amount of the Company's common stock to be issued or disposed of as Stock Compensation B to be no more than

JPY 65,000,000 per year, with a total number of no more than 45,000 shares per year, as well as for the issuance or disposition of the Company's common stock without requiring payment of money or contribution of assets in kind and having the recipients hold such shares.

Based on the deliberations and recommendations of the voluntary Nomination and Compensation Advisory Committee, the Board of Directors held today resolved, under the Plan, to grant 44,998 shares of common stock with a total value of JPY 27,448,780 to 4 Eligible Directors as Stock Compensation B (medium-term management plan performance-linked type), based on the standard compensation amount according to their respective positions.

In addition, for the issuance of the Company's common stock under the Plan, a restricted stock allocation agreement shall be concluded between the Company and the Eligible Directors. The outline is as follows.

<Outline of the Allocation Agreement >

(1) Restriction on transfer period

From July 6, 2026 (the allotment date) to July 5, 2029, Eligible Directors shall not transfer, establish security interests over, or otherwise dispose of the allotted shares during the restriction on transfer period specified above (hereinafter referred to as the "Transfer Restriction Period").

(2) Conditions for lifting the restriction on transfer

In principle, after the end of the target period of the medium-term management plan, the number of shares for which the restriction on transfer will be lifted shall be determined for shares granted during said target period in accordance with the degree of achievement of management targets in the medium-term management plan and the degree of enhancement of corporate value, and the restriction on transfer shall be lifted upon expiration of the Transfer Restriction Period.

However, if an Eligible Director resigns before the expiration of the Transfer Restriction Period due to expiration of term of office, death, or other justifiable reasons, (i) if such resignation occurs between the time of granting the shares and before the determination of the number of shares for which the restriction on transfer will be lifted, the number of such shares for which the restriction on transfer will be lifted and the timing of lifting the restriction on transfer shall be reasonably adjusted as necessary by resolution of the Board of Directors based on the deliberations and recommendations of the voluntary Nomination and Compensation Advisory Committee, in accordance with the degree of achievement of management targets in the medium-term management plan and the degree of enhancement of corporate value at that time, and (ii) if such resignation occurs between the time of determining the number of shares for which the restriction on transfer will be lifted and the expiration of the Transfer Restriction Period, the timing of lifting the restriction on transfer shall be reasonably adjusted as necessary by resolution of the Board of Directors based on the deliberations and recommendations of the voluntary Nomination and Compensation Advisory Committee.

(3) Treatment in the event of organizational restructuring, etc.

Notwithstanding the provisions of (1) above, if an organizational restructuring agreement, etc. is approved by the Company's General Meeting of Shareholders (or, in cases where approval by the Company's General Meeting of Shareholders is not required for such organizational restructuring agreement, etc., by the Company's Board of Directors) during the Transfer Restriction Period, (i) if such approval is given between the time of granting the shares and before the determination of the number of shares for which the restriction on transfer will be lifted, the number of such shares for which the restriction on transfer will be lifted and the timing of lifting the restriction on transfer shall be reasonably adjusted as necessary by resolution of the Board of Directors based on the deliberations and recommendations of the voluntary Nomination and Compensation Advisory Committee, in accordance with the degree of achievement of management targets in the medium-term management plan and the degree of enhancement of corporate value at that time, and (ii) if such approval is given between the time of determining the number of shares for which the restriction on transfer will be lifted and the expiration of the Transfer Restriction Period, the timing of lifting the restriction on transfer shall be reasonably adjusted as necessary by resolution of the Board of Directors based on the deliberations and recommendations of the voluntary Nomination and Compensation Advisory Committee.

(4) Grounds for acquisition without consideration

The Company shall automatically acquire without consideration any shares for which the restriction on transfer will not be lifted at the time the number of shares for which the restriction on transfer will be lifted

is determined as set forth in (2) above.

(5) Return of shares without consideration

The Company shall establish a clawback provision requiring the return of all or part of stock compensation already paid without consideration according to each officer's responsibility in the event of certain circumstances such as material accounting fraud or enormous losses.

(6) Management of shares

Eligible Directors shall open a dedicated account with Mizuho Securities Co., Ltd. in a manner designated by the Company for the entry or recording of the allotted shares, and shall maintain all of the allotted shares in such dedicated account until the restriction on transfer is lifted.

3. Basis for calculation of the amount to be paid in and specific details thereof

The New Share Issuance is the issuance of shares related to this offering as compensation for Directors under the Plan, and does not require payment of money or contribution of assets in kind in exchange for the Shares for Subscription. The issue price for the New Share Issuance has been set at JPY 610, which is the closing price of the Company's common stock on the Tokyo Stock Exchange on the business day immediately preceding the Board of Directors meeting (June 11, 2026), in order to eliminate arbitrariness.