

April 1, 2024

To All

Company Name Frontier Management Inc.
Representative Shoichiro Onishi, Representative Director,
President & Executive Officer
(Stock code: 7038 The Prime Market of
Tokyo Stock Exchange)
Contact Hiroaki Hamada,
Executive Officer, Head of Company
Planning and Administration Department
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Notice of Determination of Issuance of Stock Compensation-type Stock Options (Stock Acquisition Rights)

We would like to announce that the details of the issuance of stock acquisition rights to be allotted to our employees as stock-based compensation stock options (hereinafter referred to as "stock acquisition rights") based on a resolution of the Board of Directors held on February 14, 2024, which had not yet been decided, were finalized today.

Note

1. Name of Shinkabu-Yoyakuken

15th Stock Acquisition Rights of Frontier Management Inc.

2. The persons to whom the Share Options are to be allotted and the number thereof, and the number of Share Options to be allotted

Our employees 237 474 units

3. Amount to be paid for stock acquisition right

Stock acquisition rights: ¥154,900 per unit (¥1,549 per share)

In addition, any person who receives the allotment of the Stock Acquisition Rights shall offset the same monetary claim he/she holds against the payment obligation of the Amount to Be Paid In for the Stock Acquisition Rights.

(Reference)

Notice of granting of stock compensation-type stock options (15th stock acquisition rights) (announced on february 14, 2024)