

April 15, 2021

To All

Company Name	Frontier Management Inc.
Representative	Shoichiro Onishi Co-President (TSE First Section Code No.7038)
Contact	Junko Koshino Executive Officer, Head of Company Strategy Department (TEL. +81-3-6862-8335)

Notice of Establishment of the Nomination and Compensation Advisory Committee

Frontier Management Inc. (hereafter the “Company”) hereby announced that the Company has resolved at the meeting of the Board of Directors held today, the establishment of the Nomination and Compensation Advisory Committee as 1 committee as follows. for the purpose of smooth operation and close communication between the Nomination Advisory Committee and the Compensation Advisory Committee, that the Company had established as discretionary advisory bodies to the Board of Directors.

1. Purpose

The Company aims to ensure appropriate opportunities for the involvement and advice of independent directors and Audit & Supervisory Board members with regard to decision-making regarding the nomination and remuneration of directors and Audit & Supervisory Board members, to improve the fairness, objectivity, and transparency of the decision-making process at the Board of Directors, and to further enhance and strengthen the corporate governance system.

2. Role**(1) Nominating advisory matters**

In response to inquiries from the Board of Directors, the committee shall deliberate and report to the Board of Directors on matters related to the appointment of directors.

(2) Remuneration advisory matters

In response to inquiries from the Board of Directors, the committee shall deliberate and report to the Board of Directors on matters related to the remuneration of directors.

3. Structure

The Nomination and Compensation Advisory Committee is composed of 2 representative directors and 4 independent directors. The chairperson will be selected from among the members who are independent outside directors by resolution of each committee.

4. Date of establishment

May 1, 2021