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Securities code: 6820
June 6, 2025

To Shareholders with Voting Rights:

Hiroshi Nakaoka
President and Representative Director
ICOM INCORPORATED
1-6-19, Kamikuratsukuri, Hirano-ku,
Osaka, Japan
(Head Office: 1-1-32, Kamiminami,
Hirano-ku, Osaka, Japan)

**NOTICE OF
THE 61st ANNUAL GENERAL MEETING OF SHAREHOLDERS**

We hereby inform you that the 61st Annual General Meeting of Shareholders (the “Meeting”) of ICOM INCORPORATED (the “Company”) will be held as described below.

When convening the Meeting, the Company has taken measures for providing information electronically and has posted matters subject to measures for electronic provision as “Notice of the 61st Annual General Meeting of Shareholders” and “Materials for the 61st Annual General Meeting of Shareholders” on the following Company’s website.

The Company’s website:

<https://www.icom.co.jp/ir/meeting/>(available in Japanese only)

In addition to the website shown above, the Company has also posted this information on the following websites on the Internet.

Net de Shoshu (online convocation) website: <https://s.srdb.jp/6820/>

The Tokyo Stock Exchange (TSE) website (Listed Company Search):

<https://www2.jpx.co.jp/tseHpFront/JJK020010Action.do?Show=Show>

To view the information on the TSE website, please access the website, enter our company name (ICOM) or securities code (6820), click on “Search,” and then click on “Basic information” and “Documents for public inspection/PR information” in this order.

Instead of attending in person, shareholders may exercise their voting rights via the Internet, etc. or in writing. Please review the attached Reference Materials for the General Meeting of Shareholders and exercise your voting rights no later than 5:30 p.m. on Tuesday, June 24, 2025.

- 1. Date and Time:** Wednesday, June 25, 2025 at 10:00 a.m. Japan time
- 2. Place:** **Conference Room, 3rd Floor, Head Office**
1-1-32, Kamiminami, Hirano-ku, Osaka, Japan
- 3. Meeting Agenda:**
- Matters to be reported:**
1. The Business Report and Consolidated Financial Statements for the Company's 61st Fiscal Year (April 1, 2024–March 31, 2025) and results of audits by the Accounting Auditor and the Board of Corporate Auditors of the Consolidated Financial Statements
 2. Non-consolidated Financial Statements for the Company's 61st Fiscal Year (April 1, 2024–March 31, 2025)
- Proposals to be resolved:**
- Proposal 1:** Appropriation of Surplus
- Proposal 2:** Election of One (1) Corporate Auditor
- 4. Other Matters Decided in Connection with the Convocation of the Meeting:**
- (1) When exercising voting rights by proxy, the proxy must be a shareholder with voting rights. Only one (1) proxy is permitted.
 - (2) Please note that any voting right exercised without indicating approval or disapproval for a particular proposal will be counted as a vote for approval of the proposal.
 - (3) If voting rights are exercised both via the Internet, etc. and in writing, the votes cast via the Internet, etc. will be valid. If voting rights are exercised multiple times for the same proposals via the Internet, etc., the votes that were cast last will be valid.

Voting Rights Exercise Form

If you are attending the Meeting in person, please submit the Voting Rights Exercise Form to the reception desk.

Other matters subject to measures for electronic provision (matters for which document delivery is omitted)

The following information is not included in this Notice, as it is disclosed only on each of the websites shown on page 1 of this Notice, pursuant to laws and regulations and the Articles of Incorporation of the Company.

- (1) “Matters Regarding Establishment of a System to Ensure the Appropriateness of Business Activities” in the Business Report
- (2) “Consolidated Statement of Changes in Net Assets” and “Notes to Consolidated Financial Statements” in the Consolidated Financial Statements
- (3) “Non-consolidated Statement of Changes in Net Assets” and “Notes to Non-consolidated Financial Statements” in the Non-consolidated Financial Statements

The Business Report audited by the Corporate Auditors and the Consolidated Financial Statements and the Non-consolidated Financial Statements audited by the Corporate Auditors and the Accounting Auditor are the information listed in (1), (2) and (3) above, in addition to the respective documents set forth in this Notice.

In the event of any revisions

Revisions, if any, to the matters subject to the electronic provision measures will be posted on the respective websites.

Reference Materials for the General Meeting of Shareholders

Proposals and References

Proposal 1: Appropriation of Surplus

The Company proposes the following with respect to the appropriation of surplus.

Matters concerning year-end dividends

The Company believes that it must return profits to shareholders by paying stable dividends on an ongoing basis based on the consolidated business results of each fiscal year. The Company has thus adopted a basic policy of paying annual dividends of at least ¥50 per share or a consolidated payout ratio of at least 40%, whichever is greater.

Under this basic policy, the Company intends to pay a year-end dividend of ¥58 per share for the fiscal year under review as follows.

- (1) Type of the dividend property
Cash
- (2) Matters regarding the assignment of the dividend property to shareholders and the total amount thereof
¥58 per share of common stock of the Company
Total: ¥832,434,966
Note: The annual dividend, including the interim dividend, is ¥83 per share.
- (3) Effective date of the distribution of surplus
June 26, 2025

Proposal 2: Election of One (1) Corporate Auditor

The terms of office of Mr. Takayuki Seto, a Corporate Auditor, will expire at the conclusion of this Meeting.

Accordingly, the Company requests the election of one (1) Corporate Auditor.

The Board of Corporate Auditors has given its consent to this proposal.

The candidate for Corporate Auditor is as follows.

Name (Date of birth)	Career summary, positions, and significant concurrent positions		Number of shares of the Company held
Takayuki Seto (May 14, 1962)	April 1983	Joined the Company	2,100
[Reappointment]	April 2001	Manager, Materials Department of the Company	
[Attendance at the Board of Directors meetings] 100% (12/12)	October 2010	Chief Representative, Hong Kong Representative Office of the Company	
[Attendance at the Board of Corporate Auditors meetings] 100% (12/12)	February 2012	Manager, Materials Department of the Company	
	June 2014	Manager, Production Management Department of the Company	
	April 2019	Manager, Audit Section of the Company	
	June 2021	Standing Corporate Auditor of the Company (to present)	
[Reason for nomination as a candidate for Corporate Auditor] Mr. Seto has been involved in practicing at materials department and production control department over the years, and has led internal audit department. He has broad-ranging expertise concerning the Group’s business and internal audit operations, and has conducted audits from a fair and objective standpoint by applying his wealth of experience and knowledge. The Company continues to consider that he is qualified to serve as Corporate Auditor.			

Notes: 1. There are no special interests between the candidate and the Company.

2. The Company has concluded directors and officers liability insurance contracts, as provided for in Article 430-3, Paragraph 1 of the Companies Act, with an insurance company. If the reappointment of the candidate is approved, he will continue to be covered by this insurance policy as an insured party. Please see page 24 of the Business Report (in Japanese only) for an overview of the contents of these insurance contracts.