

Securities identification code: 7599

May 12, 2025

To our shareholders:

Yusuke Hatori

Representative Director

IDOM Inc.

2-7-2, Marunouchi,
Chiyoda-ku, Tokyo, Japan

NOTICE OF THE 31st ORDINARY GENERAL MEETING OF SHAREHOLDERS

We are pleased to inform you that IDOM Inc. (the “Company”) will hold the 31st Ordinary General Meeting of Shareholders as described below.

Please indicate your approval or disapproval of the proposals on the enclosed voting form after reviewing the attached Reference Documents for the General Meeting of Shareholders and return it by postal mail to reach us no later than 6:30 p.m., Monday, May 26, 2025 (Japan Standard Time).

Meeting Details

1. Date and time: Tuesday, May 27, 2025 at 10:00 a.m. (Japan Standard Time)

2. Venue: Hilton Tokyo Bay B1F Ambio
1-8 Maihama, Urayasu-shi, Chiba

3. Purposes:

Items to be reported:

1. Business Report and Consolidated Financial Statements for the 31st Term (from March 1, 2024 to February 28, 2025), as well as the results of audit of the Consolidated Financial Statements by the Accounting Auditor and the Board of Auditors.
2. Non-Consolidated Financial Statements for the 31st Term (from March 1, 2024 to February 28, 2025)

Items to be resolved:

- Proposal 1:** Appropriation of surplus
- Proposal 2:** Election of five (5) Directors
- Proposal 3:** Election of three (3) Auditors

Reference Documents for the General Meeting of Shareholders

Proposal 1: Appropriation of surplus

The Company proposes the appropriation of surplus as follows:

Matters related to year-end dividends

In light of business earnings in the current fiscal year and future business development, the year-end dividend for the 31st Term shall be as follows:

- (1) Type of dividend property
Cash
- (2) Allocation of dividend property and total amount thereof
20.80 yen per common share of the Company
Total amount of dividends: 2,088,470,384 yen
- (3) Effective date of distribution of dividends of surplus
May 28, 2025

The Company adopted performance-linked dividends as its dividend policy, based on which dividends are determined in sync with consolidated results. In principle, the Company will use 30% of profit attributable to owners of parent in the current fiscal year as total dividends for the determination of dividends per share for the current fiscal year.

Based on the above, annual dividends per share for the fiscal year under review will be 40.18 yen (19.38 yen at the end of the first half and 20.80 yen at the end of the fiscal year).

Proposal 2: Election of five (5) Directors

The term of appointment for all five (5) Directors will expire at the conclusion of this meeting, and accordingly the Company proposes the election of five (5) new Directors, including two (2) Outside Directors.

The candidates for Director are as follows:

| No. | Name (Date of birth) | Career summary and position (Significant concurrent positions outside the Company) | Number of the Company's shares owned | Attendance of the Meetings of the Board of Directors |
|-----|---|---|---|--|
| 1 | Yusuke Hatori (January 20, 1971) Reappointment Tenure as Director: 29 years | July 1995 Company Director March 1999 Company Executive Director February 2001 Company Senior Executive Director June 2008 Company President (present position) [Significant concurrent positions outside the Company] Gulliver USA, Inc. Management Consultant [Reasons for nomination as candidate for Director] Mr. Hatori has been contributing to the development of the Company's business for many years since its startup phase and has the greatest understanding of the entire Company. The Company has therefore determined that he will contribute to the sustainable growth of the Company and the enhancement of its corporate value and has nominated him as a candidate for Director. | 5,873,600 | 5 of 5 |
| 2 | Takao Hatori (June 12, 1972) Reappointment Tenure as Director: 29 years | July 1995 Company Director January 1996 Established Forward Co., Ltd. Representative Director (present position) March 1999 Company Executive Director May 2006 Company Senior Executive Director June 2008 Company President (present position) [Significant concurrent positions outside the Company] Forward Co., Ltd. Representative Director [Reasons for nomination as candidate for Director] Mr. Hatori has been contributing to the development of the Company's business for many years since its startup phase and has the greatest understanding of the entire Company. The Company has therefore determined that he will contribute to the sustainable growth of the Company and the enhancement of its corporate value and has nominated him as a candidate for Director. | 1,873,500 | 5 of 5 |

| No. | Name (Date of birth) | Career summary and position (Significant concurrent positions outside the Company) | Number of the Company's shares owned | Attendance of the Meetings of the Board of Directors |
|-----|--|---|---|--|
| 3 | Ryo Nishihata (April 12, 1958) Reappointment Tenure as Director: 2 years | <p>April 1982 Joined Toa Nenryo Kogyo Kabushiki Kaisha (present-day ENEOS Corporation)</p> <p>November 2000 Joined Terumo Corporation January 2014 Executive Officer of Terumo Corporation (Accounting & Finance Dept.)</p> <p>July 2015 Senior Executive Officer of Terumo Corporation CAFO (Chief Accounting & Financial Officer)</p> <p>March 2020 Joined the Company as CFO (Chief Financial Officer) (present position)</p> <p>May 2023 Company Director CFO (present position)</p> <p>[Significant concurrent positions outside the Company] There is no significant concurrent position.</p> <p>[Reasons for nomination as candidate for Director] Mr. Nishihata has extensive experience and knowledge of accounting and finance gained from many years working in this sector. The Company has therefore determined that he will contribute to the sustainable growth of the Company and the enhancement of its corporate value and has nominated him as a candidate for Director.</p> | 5,000 | 5 of 5 |

| No. | Name (Date of birth) | Career summary and position (Significant concurrent positions outside the Company) | Number of the Company's shares owned | Attendance of the Meetings of the Board of Directors |
|-----|---|--|---|--|
| 4 | Kouichi Noda (January 11, 1966) Reappointment Tenure as Director: 7 years | <p>April 1988 Joined Mitsubishi Bank, Ltd (MUFJ Bank, Ltd)</p> <p>June 1998 Graduated Harvard Business School</p> <p>July 1999 Joined Incs, Inc (SOLIZE Corporation)</p> <p>July 2004 Joined Rakuten, Inc.</p> <p>May 2005 Executive Officer, head of marketing member services</p> <p>September 2006 Executive Officer, head of human resources</p> <p>January 2009 Executive Officer, head of financial business Office</p> <p>March 2009 Director, Rakuten Securities, Inc.</p> <p>January 2010 Auditor, Bitwallet, Inc. (Rakuten Edy, Inc.)</p> <p>February 2011 Executive Officer, head of business development office</p> <p>February 2013 Executive Officer, head of global human resources</p> <p>December 2016 Chief Human Resources Officer, Walmart Japan Holdings, K.K.</p> <p>May 2018 Outside Director of the Company (present position)</p> <p>February 2019 Chief Administrative Officer of Walmart Japan Holdings K.K.</p> <p>November 2019 Chief Human Resources Officer (CHRO) of Works Human Intelligence Co., Ltd.</p> <p>March 2020 Outside Director of OKAN Inc. Director of Works Business Service Inc.</p> <p>April 2021 Chief Human Resources Officer (CHRO) of WHI Holdings Co., Ltd.</p> <p>March 2022 Shiseido Company, Limited, Executive Officer,</p> <p>February 2024 Hiramatsu Tsuyoshi Law Office, Personnel and General Affairs Manager (present position)</p> <p>[Significant concurrent positions outside the Company] Hiramatsu Tsuyoshi Law Office, Personnel and General Affairs Manager</p> <p>[Reasons for nomination as candidate for Outside Director and expected roles] Mr. Noda has a wealth of experience and knowledge in corporate management through his career as an executive officer at listed companies. The Company has therefore determined that he will be able to provide useful advice on the Company's overall management by taking advantage of that experience and knowledge and nominated him as a candidate for Outside Director.</p> | 30,000 | 5 of 5 |

| No. | Name (Date of birth) | Career summary and position (Significant concurrent positions outside the Company) | Number of the Company's shares owned | Attendance of the Meetings of the Board of Directors |
|-----|---|--|---|--|
| 5 | Satoko Ito (July 3, 1967) New appointment Tenure as Director: - | <p>October 1989 Began career as a news and information program anchor</p> <p>April 2010 Visiting Professor, Graduate Institute for Entrepreneurial Studies (present position)</p> <p>April 2015 Part-time Lecturer, Niigata University (present position)</p> <p>June 2019 Outside Director, Sekisui Jushi Corporation (present position)</p> <p>June 2020 Outside Auditor, Mitani Sangyo Co., Ltd. (present position)</p> <p>November 2021 Outside Director, Juroku Bank, Ltd. Outside Director, Juroku Financial Group, Inc. (present position)</p> <p>[Significant concurrent positions outside the Company] Outside Director, Sekisui Jushi Corporation Outside Auditor, Mitani Sangyo Co., Ltd. Outside Director, Juroku Financial Group, Inc.</p> <p>[Reasons for nomination as candidate for Outside Director and expected roles] Ms. Satoko Ito has extensive experience and broad insight in fields such as environmental and sustainability issues, through her roles as a news anchor and university professor. While she has not been involved in corporate management in capacities other than as an outside director or outside auditor, it is believed that her wealth of experience and wide-ranging knowledge will allow her to provide valuable advice to the company's overall management. Therefore, she has been nominated as a candidate for the position of Outside Director.</p> | 0 | 0 |

Notes:

1. There is no special interest between the candidates and the Company.
2. Koichi Noda and Satoko Ito are candidates for Outside Director.
3. The Company has notified the Tokyo Stock Exchange (TSE) of Mr. Koichi Noda as Independent Directors pursuant to the stipulations of the TSE. If he is reappointed, the Company intends to continue to designate them as Independent Directors. In addition, if Ms. Satoko Ito is elected, the Company will notify the Tokyo Stock Exchange (TSE) of her as an Independent Officer.
4. The Company has entered into agreements with Mr. Koichi Noda to the effect that, if he has acted in good faith and without gross negligence in performing their duties, the Company shall accept their liability up to an amount specified by relevant laws and regulations with respect to their liability under Article 423, Paragraph 1 of the Companies Act pursuant to the provisions of Article 427, Paragraph 1 of the Companies Act. If they are reappointed, the Company intends to continue these agreements. In addition, if Ms. Satoko Ito is elected, the Company intends to enter into a similar agreement with her.
5. The Company has entered into a directors and officers liability insurance contract with an insurance company so that the amount of compensation for damages and litigation costs that may arise as a result of the insured person being liable in relation to the performance of his or her duties or receiving a claim concerning the enforcement of the liability will be covered by the insurance contract. If a candidate becomes a Director, he or she will be the insured person of the insurance contract. The Company also plans to renew the policy with the same content at next renewal.

Proposal 3: Election of three (3) Auditors

The term of appointment for all three (3) Auditors will expire at the conclusion of this meeting, and accordingly the Company proposes the election of three (3) new Auditors.

Furthermore, the Board of Auditors has given its consent to this proposal.

The candidates for Auditor are as follows:

| No. | Name (Date of birth) | Career summary and position (Significant concurrent positions outside the Company) | Number of the Company's shares owned | Attendance of the Meetings of the Board of Directors |
|-----|---|--|---|--|
| 1 | Takenobu Sugama (February 5, 1962) Reappointment Tenure as Auditor: 4 years | <p>March 1984 Joined AKATORI Shopping Department Stores Co., Ltd. (currently AKATORI Co., Ltd.)</p> <p>March 1995 Senior Managing Director of Mac Projects Co., Ltd. (currently Media Power Co., Ltd.)</p> <p>January 1996 Joined the Company</p> <p>January 2003 Executive Officer of the Company</p> <p>December 2009 Team Leader of Management Strategy Office of the Company</p> <p>August 2011 Team Leader of Vision Promotion Office of the Company</p> <p>May 2016 Team Leader of President's Office of the Company</p> <p>January 2019 Team Leader of Franchise Division of the Company</p> <p>May 2021 Corporate Full-time Auditor of the Company (present position)</p> <p>[Significant concurrent position] There is no significant concurrent position.</p> <p>[Reasons for nomination as candidate for Corporate Auditor] Mr. Sugama has experience of working at major departments of the Company for many years. The Company has therefore determined that he will be able to contribute to the strengthening of governance of the Company Group by taking advantage of such experience and nominated him as a candidate for Corporate Auditor.</p> | 300,000 | 5 of 5 |

| No. | Name (Date of birth) | Career summary and position (Significant concurrent positions outside the Company) | Number of the Company's shares owned | Attendance of the Meetings of the Board of Directors |
|-----|--|--|--|--|
| 2 | Tadaaki Kimura (November 5, 1980) Reappointment Tenure as Auditor: 5 years | <p>April 2004 Joined Deloitte Touche Tohmatsu (currently Deloitte Touche Tohmatsu LLC).</p> <p>January 2008 CEO of addlight Inc. (present position)</p> <p>May 2008 Registered as a certified public accountant</p> <p>October 2008 Outside Director at SLD Entertainment, Inc.</p> <p>August 2012 Outside Corporate Auditor at ZIGExN Co., Ltd.</p> <p>February 2015 Outside Auditor at Money Forward, Inc.</p> <p>December 2015 Outside Director at CrowdWorks Inc.</p> <p>December 2016 Outside Director and a member of the Audit and Supervisory Committee at euglena Co., Ltd.</p> <p>May 2020 Corporate Auditor of the Company (present position)</p> <p>June 2020 Part-time Director at KIMURA UNITY Co., Ltd. (present position)</p> <p>[Significant concurrent position] CEO of addlight Inc. Part-time Director at KIMURA UNITY Co., Ltd.</p> <p>[Reasons for nomination as candidate for Outside Corporate Auditor] Mr. Kimura engages in business management on his own and has experience serving as an outside officer at various companies and deep insight into business management. The Company has therefore determined that he will be able to contribute to ensuring the rationality and soundness of the business decisions of the Company by taking advantage of his experience and insight and nominated him as a candidate for Outside Corporate Auditor. He also holds the qualification as a certified public accountant.</p> | 0 | 5 of 5 |

| No. | Name (Date of birth) | Career summary and position (Significant concurrent positions outside the Company) | Number of the Company's shares owned | Attendance of the Meetings of the Board of Directors |
|-----|--|--|---|--|
| 3 | Akie Shimada (May 19, 1970) New appointment Tenure as Auditor: - | <p>April 1994 Joined Yomiuri Telecasting Corporation (formerly Yomiuri Television Broadcasting Corporation)</p> <p>April 2001 LVJ Group Inc. (currently Louis Vuitton Japan K.K.)</p> <p>September 2014 Director and COO, Food Discovery Inc.</p> <p>January 2019 Executive Officer, FiNC Technologies Inc.</p> <p>August 2021 Specially Appointed Visiting Professor, Tohoku University (present position)</p> <p>October 2022 Executive Officer, Head of Branding Strategy Office, Nippon Kabaya Ohayo Holdings Inc.</p> <p>July 2024 Counselor, National Women's Education Center (present position)</p> <p>March 2025 Executive Officer, Smile Holdings Inc. (present position)</p> <p>Executive Officer, Smile Project Inc. (present position)</p> <p>[Significant concurrent position] Counselor, National Women's Education Center Executive Officer, Smile Holdings Inc. Executive Officer, Smile Project Inc.</p> <p>[Reasons for nomination as candidate for Outside Corporate Auditor] Ms. Akie Shimada has been involved in executive roles at various companies as well as in operations at independent administrative institutions. Based on her extensive experience and deep insight, she is expected to contribute to ensuring the rationality and soundness of the Company's management decisions. Therefore, she has been nominated as a candidate for the position of Outside Auditor.</p> | 0 | 0 |

Notes:

1. There is no special interest between the candidates and the Company.
2. Tadaaki Kimura and Akie Shimada are Outside Director candidates.
3. The Company has notified the Tokyo Stock Exchange (TSE) of Mr. Tadaaki Kimura as an Independent Officer pursuant to the stipulations of the TSE. If Mr. Tadaaki Kimura is reappointed, the Company will continue to designate him an Independent Officer. In addition, if Ms. Akie Shimada is elected, the Company will notify the Tokyo Stock Exchange (TSE) of her as an Independent Officer.
4. The Company has entered into an agreement with Mr. Takenobu Sugama and Mr. Tadaaki Kimura to the effect that, if they have acted in good faith and without gross negligence in performing his duties, the Company shall accept his liability up to an amount specified by relevant laws and regulations with respect to his liability under Article 423, Paragraph 1 of the Companies Act pursuant to the provisions of Article 427, Paragraph 1 of the Companies Act. If he is reappointed, the Company intends to continue the agreement. In addition, if Akie Shimada is elected, the Company intends to enter into a similar agreement with her.
5. The Company has entered into a directors and officers liability insurance contract with an insurance company so that the amount of compensation for damages and litigation costs that may arise as a result of the insured person being liable in relation to the performance of his or her duties or receiving a claim concerning the enforcement of the liability will be covered by the insurance contract. If a candidate becomes a Corporate Auditor, he or she will be the

insured person of the insurance contract. The Company also plans to renew the policy with the same content at next renewal.