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Securities Code: 9343

March 9, 2026

Commencement Date of Electronic Delivery Measures: March 3, 2026

Dear Shareholders:

ibis inc.
1-5-1 Hatchobori, Chuo-ku, Tokyo
Eiji Kamiya, Chief Executive Officer

Notice of Convocation of the 27th Annual General Meeting of Shareholders

We would like to express our sincere appreciation for your continued support and patronage. We are pleased to inform you that the 27th Annual General Meeting of Shareholders of ibis inc. (the “Company”) will be held as outlined below.

In convening this General Meeting of Shareholders, the Company has adopted an electronic delivery system. The matters subject to electronic delivery are posted on the Company’s website as the “Notice of Convocation of the 27th Annual General Meeting of Shareholders.” We kindly ask that you access the URL provided below and review the information.

Company Website:

<https://www.ibis.ne.jp/ir/meeting/>

In addition to the above, the materials are also available on the following website:

Tokyo Stock Exchange Website:

<https://www2.jpx.co.jp/tseHpFront/JJK010010Action.do?Show=Show>



Please access the above website, enter the Company’s name or securities code to conduct a search, and then select “Basic Information” followed by “Documents for Public Inspection/PR Information” to view the materials.

If you are unable to attend the meeting, you may exercise your voting rights via the Internet or on paper. Please review the Reference Documents for the General Meeting of Shareholders provided through the electronic delivery system and exercise your voting rights no later than 6:00 p.m. on Wednesday, March 25, 2026 (JST).

Exercising Voting Rights via the Internet

Please access the Company's designated voting rights exercise website (<https://evote.tr.mufg.jp/>), enter the "Voting Code" and "Password" printed on the enclosed Voting Rights Exercise Form, and follow the on-screen instructions to indicate your approval or disapproval of each proposal.

When exercising your voting rights via the Internet, please refer to the information provided on page 4, titled "Instructions for Exercising Voting Rights via the Internet."

Exercising Voting Rights on Paper

Please indicate your votes for or against each proposal on the enclosed Voting Rights Exercise Form and return it so that it arrives by the above deadline.

1. Date and Time : March 26, 2026 (Thursday)
10:00 a.m. (JST) (The reception desk will open at 9:30 a.m.)
2. Venue : 5th Floor, Yaesu-dori Hata Building
1-9-8 Hatchobori, Chuo-ku, Tokyo
At Business Center Tokyo Station Yaesu-dori, Room 501
3. Purposes
Matters to be reported :
 1. The Business Report and Consolidated Financial Statements for the 27th Fiscal Year (January 1, 2025 to December 31, 2025), and the results of audits of the Consolidated Financial Statements by the Accounting Auditor and the Audit and Supervisory Committee
 2. The Non-Consolidated Financial Statements for the 27th Fiscal Year (January 1, 2025 to December 31, 2025)

Matters to be resolved :

- Proposal 1: Election of Four Directors (excluding Directors who serve as Audit and Supervisory Committee Members)
- Proposal 2: Granting of Retirement Benefits to Retiring Director

- When attending the meeting, please present the enclosed Voting Rights Exercise Form at the reception desk.
- If no indication of approval or disapproval is provided on the Voting Rights Exercise Form, the vote will be deemed to indicate approval of the proposals.
- Should there be any revisions to the matters subject to electronic delivery, the revised information will be posted on each of the websites where the information is provided.
- Among the matters subject to electronic delivery, the following matters are omitted from the written documents delivered to shareholders who have requested them, pursuant to applicable laws and regulations as well as the Company's Articles of Incorporation. Please note that the Audit and Supervisory Committee and the Accounting Auditor have audited the documents subject to the audit, including the following:
 1. The Business Report: "Company Structure and Policies"
 2. The Consolidated Financial Statements: "Consolidated Statement of Changes in Equity" and "Notes to Consolidated Financial Statements"
 3. The Non-Consolidated Financial Statements: "Non-Consolidated Statement of Changes in Equity" and "Notes to Non-Consolidated Financial Statements"

Proposals and Reference

Proposal 1: Election of Four Directors (excluding Directors who serve as Audit and Supervisory Committee Members)

The terms of office for all four Directors (excluding Directors who serve as Audit and Supervisory Committee Members) will expire at the conclusion of this Meeting. Therefore, the Company proposes the election of four Directors (excluding Directors who will serve as Audit and Supervisory Committee Members).

Please note that the Audit and Supervisory Committee has reviewed each candidate's performance and execution of duties during the current fiscal year and has determined that each candidate is suitable to serve as a Director of the Company.

The candidates for Director (excluding Directors who serve as Audit and Supervisory Committee Members) are as follows:

| Candidate No. | Name (Date of Birth) | Career Summary, Positions, Responsibilities, and Significant Concurrent Positions | Number of Company Shares Owned |
|--|--|---|--------------------------------|
| 1 | Eiji Kamiya (May 30, 1973) Reappointment | <p>May 2000 Founded ibis Limited Company; Appointed Chief Executive Officer</p> <p>Apr. 2001 Change of organization from ibis Limited Company to ibis inc. (joint-stock company); Appointed Chief Executive Officer(incumbent)</p> <p>May 2001 Appointed Chief of the System Development Division</p> <p>May 2005 Appointed Chief of the Mobile Business Division</p> <p>Dec. 2016 Appointed Chief Executive Officer of ibis Mobile Corporation (Note 1)</p> <p>Jan. 2025 Appointed Director, Techno-Speech Corporation (incumbent)</p> <p>Significant Concurrent Positions: Director of Techno-Speech Corporation</p> | 7,406,215 shares |
| <p>Reason for Nomination Mr. Eiji Kamiya has led the Company as Chief Executive Officer since its founding in May 2000 and has made significant contributions to enhancing corporate value, including the development and expansion of the "ibisPaint" business. We believe that his founding vision and strong leadership will continue to contribute to the further growth of the ibis group, and therefore have nominated him again as a candidate for a Director.</p> | | | |

| Candidate No. | Name (Date of Birth) | Career Summary, Positions, Responsibilities, and Significant Concurrent Positions | | Number of Company Shares Owned |
|---|--|---|---|--------------------------------|
| 2 | Kazuhiko Murakami (December 6, 1973) Reappointment | Apr. 2001 | Appointed Senior Managing Director of the Company (incumbent) | 1,418,400 shares |
| | | May 2001 | Appointed Chief of the Staffing Services Division | |
| Oct. 2006 | Appointed Chief of the Professional Support Division | | | |
| Dec. 2016 | Appointed Senior Managing Director, ibis Mobile Corporation (Note 1) | | | |
| Jan. 2021 | Appointed Chief of the Solutions Division (incumbent) | | | |
| Reason for Nomination Mr. Kazuhiko Murakami has been involved in the management of the Company since its founding in April 2001, and has driven growth as the Director responsible for the staffing business and administrative divisions. We believe that he will continue to demonstrate strong leadership in the area of internal controls and make significant contributions to further expanding the Solution Business Division, and therefore have nominated him again as a candidate for Director. | | | | |
| 3 | Takuya Maruyama (June 16, 1989) Reappointment | Apr. 2017 | Joined Ibis Mobile Co., Ltd. (Note 1) | 7,545 shares |
| | | Oct. 2019 | Assistant Manager, Mobile Business Division of the Company | |
| Mar. 2020 | Appointed Director of the Company (incumbent) | | | |
| Apr. 2020 | Chief of Mobile Business Division, the Company (incumbent) | | | |
| Reason for Nomination Mr. Takuya Maruyama has played a central role in the technical development of “ibisPaint” since joining the Company after working part-time during his graduate school years, and has contributed significantly to the growth of the application. We believe he will continue to make significant contributions to further expanding the Mobile Business Division, and therefore have nominated him again as a candidate for Director. | | | | |

| Candidate No. | Name (Date of Birth) | Career Summary, Positions, Responsibilities, and Significant Concurrent Positions | Number of Company Shares Owned |
|--|---|---|--------------------------------|
| 4 | Eiji Kawamura (February 25, 1973) New Appointment | <p>Apr. 1995 Joined Sharp Corporation</p> <p>Dec. 2010 Joined Toyo Kagaku Co., Ltd. and Appointed Director and General Manager of Administration (CFO)</p> <p>Aug. 2016 Joined DMG MORI CO., LTD.</p> <p>Nov. 2020 Joined COPRO-HOLDINGS Co., Ltd. Deputy General Manager, Administration Division</p> <p>Apr. 2021 General Manager, Corporate Strategy Division, COPRO-HOLDINGS Co., Ltd.</p> <p>Sep. 2023 Joined SPK Corporation Executive Officer and Deputy General Manager, Administration Division</p> <p>Apr. 2024 Executive Officer and General Manager, Corporate Headquarters, SPK Corporation</p> <p>Dec. 2025 Joined the Company Executive Officer, Deputy Chief of Administration Division (incumbent)</p> | 100 shares |
| <p>Reason for Nomination</p> <p>Mr. Eiji Kawamura has extensive experience and broad expertise as a senior executive in administrative divisions—including finance, accounting, corporate planning, general affairs, and human resources—at companies listed on the Tokyo Stock Exchange Prime Market. We believe that he will contribute to further enhancing and strengthening the internal management systems of the ibis group, in anticipation of future business expansion, and therefore have nominated him as a candidate for Director.</p> | | | |

Notes

1. ibis Mobile Co., Ltd. was dissolved in September 2019 through an absorption-type merger with the Company.
2. There are no special interests between any of the candidates and the Company.
3. The Company has entered into a directors and officers (D&O) liability insurance contract with an insurance company, as stipulated in Article 430-3, Paragraph 1 of the Companies Act, under which the Directors and Corporate Auditors of the Company and its subsidiaries are insured. The insurance contract covers, within the total policy limit for the insurance period, damages and litigation expenses, etc. incurred by the insured as a result of claims for damages arising from acts performed in the execution of their duties. The Company bears the full amount of insurance premiums for the insured. If this proposal is approved, each candidate will be included as an insured person under the insurance contract. The Company plans to renew the contract during their terms of office under the same conditions.

(For Reference) Skill Matrix of Director Candidates

If each of the candidates listed in this Notice of Convocation is elected as originally proposed, the resulting skill matrix will be as follows.

| Name | Position in the Company | Corporate Management | Marketing | Technology / R&D | Industry Knowledge | Finance / Accounting | Legal / Risk Management | Organization / HR | Global |
|-------------------|---|----------------------|-----------|------------------|--------------------|----------------------|-------------------------|-------------------|--------|
| Eiji Kamiya | Chief Executive Officer | ● | ● | ● | ● | | | | ● |
| Kazuhiko Murakami | Senior Managing Director | ● | ● | | ● | | ● | ● | |
| Takuya Maruyama | Director | ● | ● | ● | ● | | | ● | |
| Eiji Kawamura | Director | ● | | | | ● | ● | ● | ● |
| Yasuyuki Nakayama | Director (Audit and Supervisory Committee Member) | ● | | | | ● | ● | | ● |
| Yohei Miyazaki | Outside Director (Audit and Supervisory Committee Member) | | | | | ● | ● | | |
| Naoki Kondo | Outside Director (Audit and Supervisory Committee Member) | | | | | | ● | | ● |

Note

The above table does not represent all of the skills possessed by each Director candidate.

Proposal 2: Granting of Retirement Benefits to Retiring Director

Mr. Hidekazu Yasui will retire upon the conclusion of this General Meeting of Shareholders due to the expiration of his term of office. In recognition of his services during his tenure, we propose to grant him a retirement benefit in an amount determined in accordance with the Company's prescribed standards and within a reasonable range. We respectfully request that the determination of the specific amount, as well as the timing and method of the grant, be delegated to the Board of Directors.

This proposal has been determined by the Board of Directors in accordance with the policy for determining the details of individual compensation, etc. for Directors, which has been established in advance by the Board of Directors, and we consider it to be appropriate. The policy for determining the details of individual compensation, etc. for Directors of the Company is described on page 26 of the Business Report.

Please note that, with respect to this proposal, the Audit and Supervisory Committee has conducted a review and has expressed its opinion that there are no matters requiring special mention.

The career summary of the retiring Director is as follows.

| Name | Career Summary |
|----------------|---|
| Hidekazu Yasui | February 2021 Director of the Company (incumbent) |