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May 15, 2026

News Release

Company: Icom Incorporated
Representative: Hiroshi Nakaoka, President
(Securities code: 6820 TSE Prime)
Contact: Yoshiki Enomoto, Director
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Notice of Changes in the Representative Director and Executive Officers

Icom Incorporated ("Icom") hereby announces that, at a meeting of the Board of Directors held today, Icom has tentatively decided on the following appointments to the Board of Directors to take effect following the conclusion of the 62nd Annual General Meeting of Shareholders scheduled for June 24 of this year. These appointments are scheduled to be formally approved at the 62nd Annual General Meeting of Shareholders and at the Board of Directors meeting to be held on the same day.

1. Change in Representative Director

Directors scheduled to retire (Dated June 24, 2026)

Name	Current Title
Tokuzo Inoue	Chairman and Director (Representative Director)

Reason:

Expiration of term

2. Director Candidates

Name	Reappointment / New Appointment	New Title	Current Title
Hiroshi Nakaoka	Reappointment	President and Director (Representative Director)	Same as at left
Yoshiki Enomoto	Reappointment	Director	Same as at left
Kenichi Noda	New Appointment	Director	Executive Officer
Haruyuki Yoshizawa	Reappointment	External Director *	Same as at left
Akifumi Honda	Reappointment	External Director *	Same as at left
Youko Murakami	Reappointment	External Director *	Same as at left

* The three individuals meet the requirements for independent directors as defined by the Tokyo Stock Exchange.

Career Summary of Proposed New Directors

Name (Date of birth)	Career Summary
<p>Kenichi Noda (December 11, 1969)</p>	<p>April 1993 Joined the Company April 2010 Manager, Osaka Sales Office April 2014 Manager, Osaka Sales Office, Sales Manager, Domestic Sales Department April 2015 Manager, Tokyo Sales Office April 2017 General Manager, Domestic Sales Department June 2018 Executive Officer, General Manager, Domestic Sales Department</p>