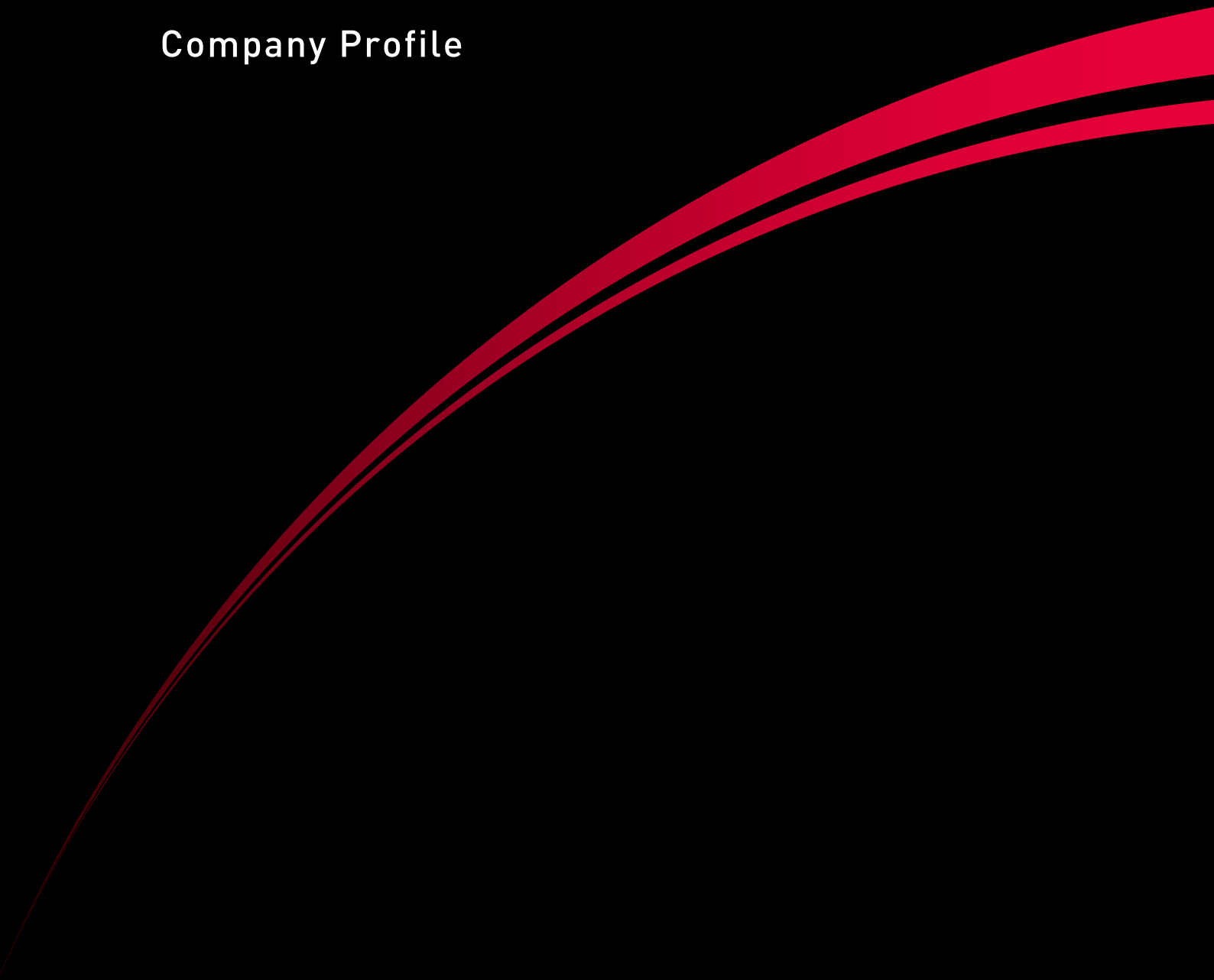




Company Profile



About Us

Icom is a world leading, comprehensive radio manufacturer that produces radio communication equipment of all genres, from amateur radios to land mobile, marine and avionics radios, as well as LTE, WLAN and satellite radios.

Land Mobile Radio



Network Products



Marine Radio



Aviation Radio



Amateur Radio



Be it “business” or “fun,” Icom products are used in a multitude of fields

Public Safety

- Firefighting
- Security
- Emergency / medical institutions
- Coast guards

Transportation / Infrastructure

- Railway
- Aviation
- Port / vessel operations
- Highway / road management

Business / Industry

- Manufacturing
- Construction
- Retail / warehouses
- Event management

Government / Utilities

- Local government
- Education
- Disaster prevention

We offer various wireless solutions for a variety of application needs.

Product Categories



Land Mobile Radio

In addition to land mobile radios, we offer communication solutions including LTE, WLAN, and satellite radios. Icom has many users include military and public safety to everyday business two-way customers like retail stores and restaurants.



Network Products

By combining our core RF and IP network technology, we provide highly scalable communication solutions. Our wireless technology continues to evolve to be more advanced and convenient, including adapting to new technologies such as 5G.



Marine Radio

Our marine products have been highly acclaimed worldwide, receiving numerous awards for their functionality and design. Icom has also established a reputation for our many innovations, such as the



Aviation Radio

The benchmark communication tool between aircraft, ATC (Air Traffic Control) and ground crews. We offer panel mount radios for aircraft, mobile radios for vehicles, and handheld radios for ground crews. Icom was also the first TSO* certified Japanese radio manufacturer.



Amateur Radio

As our founding product category, Icom enjoys exceptional recognition and brand power in the amateur radio industry, where "Every HAM operator knows Icom." Our comprehensive product lineup serves everyone from beginners to experts.

* Technical Standard Orders, defined by the Federal Aviation Administration

Icom in Numbers



Annual Sales

¥**37,117**million

(Year ended March, 2024)



Incorporated in

1964

(Founded in 1954)



Profitable for

29 consecutive years

* Since FY March 1996



Number of Employees

Group: **1,034**

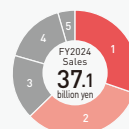
(HQ: 610)
(Year ended March, 2024)



Number of Patents

597

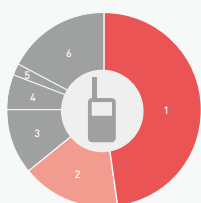
(Year ended March, 2024)



Sales Composition by Region

1. Japan 30.5% 2. North America 32.4% 3. Europe 16.8%
4. Asia & Oceania 16.1% 5. Others 4.2%

Sales Composition by Product Category



1. Land Mobile Radio

48%

2. Amateur Radio

16.2%

3. Marine Radio

10.9%

4. Aviation Radio

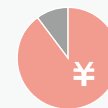
5.9%

5. Network Products

1.9%

6. Others

17.1%

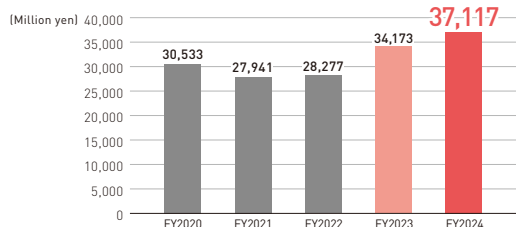


Capital Ratio

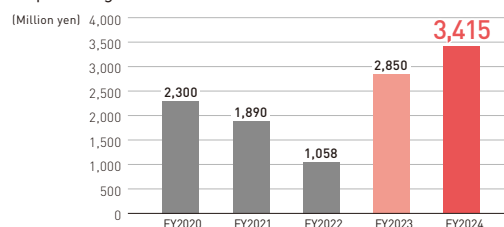
89.9%

Financial Highlights

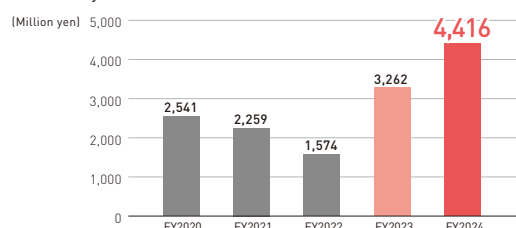
Sales



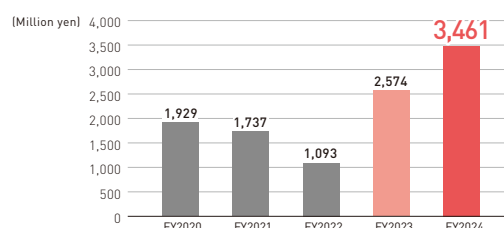
Operating Income



Ordinary Income



Net-Profit Attributable to Owners of the Parent



Company Information

Outline

Corporate name	ICOM INCORPORATED
Founded	April 1954
Incorporated	July 1964
Chairman and representative director	Tokuzo Inoue
President and CEO	Hiroshi Nakaoka
Stock exchange listing	Tokyo Stock Exchange, Prime Section [6820]
Capital	¥7,081 million
Business field	Manufacturing and sales of radio communications, wireless LAN and SIP telephone equipment
Head office	1-1-32, Kamiminami, Hirano-ku, Osaka 547-0003, Japan Phone: (81)6 6793 5301 FAX: (81)6 6793 5534
ISO certification status	JIS Q 9001:2015 (ISO 9001:2015) JIS Q 14001:2015 (ISO 14001:2015) JIS Q 27001:2023 (ISO/IEC 27001:2022)



History

1960	● Apr. 1954	Inoue Electric Seisakusho founded by Tokuzo Inoue.	2000	○ Jan. 2001	Listed in the Tokyo Stock Exchange 2nd section.
	● Jul. 1964	Inoue Electric Seisakusho Co., Ltd. established by Tokuzo Inoue.		● Mar.	Listed in the Tokyo and Osaka Stock Exchange 1st sections.
1970	● Dec. 1976	Icom (Europe) GmbH, established in Dusseldorf, Germany.	2010	● Jun. 2003	Acquired ISO 14001 certification.
	● Jun. 1978	The company name was changed to Icom Incorporated.		● Apr. 2009	Kinokawa Plant of Wakayama Icom Inc. established in Wakayama, Japan.
	● Sep. 1979	Icom America Inc. established in Bellevue, Washington, U.S.A.		○ Sep. 2010	Acquired ISO27001 certification.
1980	● Oct. 1982	Icom (Australia) Pty. established in Melbourne, Australia.	2020	● Sep. 2011	Icom Canada Holdings Inc. established in Vancouver, Canada.
	● Apr. 1988	Wakayama Icom Inc. (factory) established in Wakayama.		● May 2012	Icom Do Brasil Radiocomunicacao Ltda. established in Brasil.
	○ Dec. 1990	Listed Osaka Stock Exchange 2nd section.		● Jul. 2014	Purecom Co. Ltd. established in Shenzhen, China.
1990	● Nov. 1992	Tokyo sales office merged with the R&D section.		○ Apr. 2020	Icom Asia Co., Ltd. established in Hanoi, Vietnam.
	● Nov. 1994	Narayama R&D center established in Nara, Japan.		● Jun. 2021	Hiroshi Nakaoka assumed the position of President.
	● Apr. 1997	Icom Spain S.L. established in Barcelona, Spain.		● Apr. 2022	Transitioned to the Prime Market of the Tokyo Stock Exchange.
	● Sep. 1998	Acquired ISO 9001 certification.		● Jul. 2023	Icom acquired Software development company, Macrotechnos Co., Ltd.
	● Feb. 1999	Icom Information Products Inc. established in Osaka, Japan.		● Aug. 2024	Icom acquired Comforce Inc.

Network

Icom products are sold in over 180 countries and territories around the World. Icom has an international sales and service network around the world, including sales subsidiaries in the US, Australia, Germany, Spain and Canada. Icom is here to support and service our products and your communication needs.

International Market Covers Over 180 Countries and Territories

International	Subsidiaries 10	Affiliated companies 3	Domestic	Offices 14	Subsidiaries 4
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International

North America

- **Icom America Inc.**
12421 Willows Road NE, Kirkland, WA 98034, U.S.A
- **ICOM CANADA HOLDINGS INC.**
Glenwood Centre #150-6165 Highway 17A, Delta, B.C., V4K 5B8, Canada

Europe

- **Icom (Europe) GmbH**
Am Zwerggewann 2-4, 63150 Heusenstamm, Germany
- **Icom Spain S.L.**
Ctra. de Rubí, 88, Bajos A, 08174 Sant Cugat Del Valles, Barcelona, Spain

Latin America

- **ICOM DO BRASIL RADIOCOMUNICACAO LTDA.**
Rua Itororó, 444 Padre Eustáquio Belo Horizonte MG, CEP: 30130-150 Brazil

Asia / Oceania

- **Icom (Australia) Pty. Ltd.**
Unit 1 / 103 Garden Road, Clayton, VIC 3168 Australia
- **ICOM ASIA CO.,LTD.**
17th Floor, VIT Tower, 519 Kim Ma St., Ngoc Khanh ward, Ba Dinh district, Hanoi, Vietnam
- **PURECOM Co.,Ltd.**
Room 704F, 7 floor, Hisee International Commercial Building, Dongbin Road, Nanshan District, Shenzhen City 518000, China

Domestic

Japan

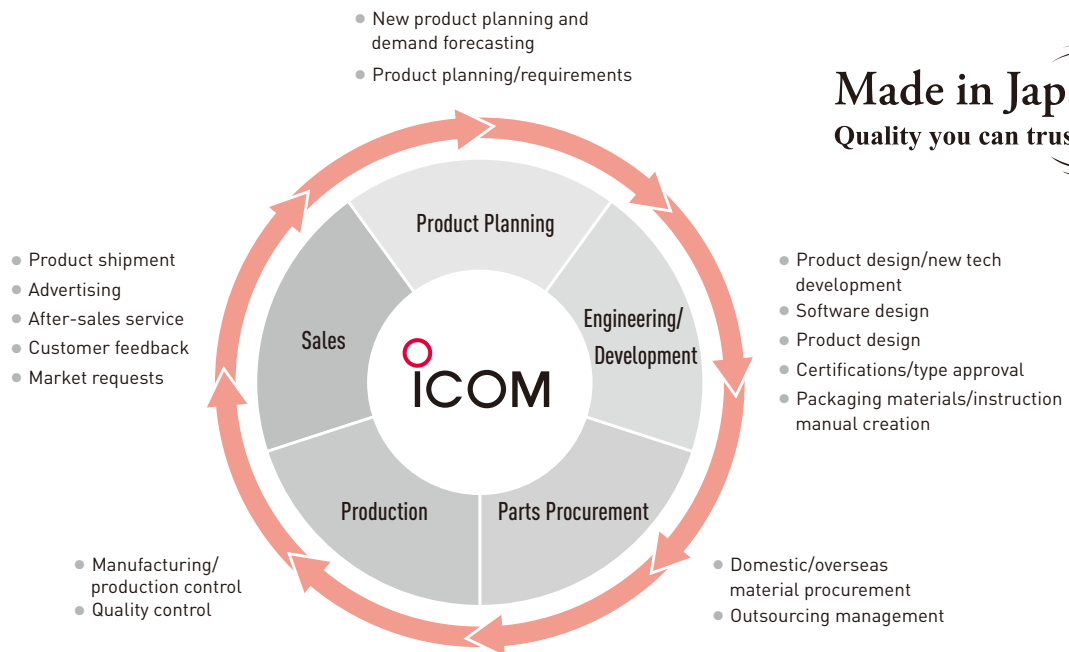
- **Head office**
1-1-32, Kamiminami, Hirano-ku, Osaka 547-0003
- **Hokkaido Sales Office**
- **Sendai Sales Office**
- **Tokyo Sales Office**
- **Kita-Kanto Branch Office**
- **Hokuriku Branch Office**
- **Nagoya Sales Office**
- **Osaka Sales Office**
- **Hiroshima Sales Office**
- **Shikoku Branch Office**
- **Kyushu Sales Office**
- **Okinawa Branch Office**
- **Tokyo Office**
- **Narayama R&D Office**

Subsidiaries

- **Wakayama Icom Inc.**
1866-1, Tokuda, Aridagawa-cho, Arida-gun, Wakayama 643-0801
- **Icom Information Devices Inc.**
- **Macrotechnos Co., Ltd.**
- **Comforce Inc.**

Production System

All radio equipment we produced is “Made in Japan” since our founding. We have established an integrated production system from product planning to design, manufacturing, and quality control which enables us to consistently deliver high-quality products that meet our customers’ needs.



Made in Japan
Quality you can trust

Research and Development

Narayama R&D Office

Fledgling technologies are researched and developed here in a medium to long-term perspective. We develop innovative communication systems by combining technology and knowhow developed over many years. As an example, the D-STAR digital amateur radio protocol, was developed at this research institute.



Narayama R&D Office

Research and Development Examples

- Video and image transmission technology
- Body cameras with video
- AI technology research for smart factories
- Optical transmission research
- Development of millimeter wave technologies and products (~10 GHz, 24 GHz or above in the future)



ID-1, the first radio with D-STAR

(Discontinued product)

Wakayama Icom

All mainframe products of Icom are produced in the Wakayama Icom factories (Arida and Kinokawa). We have developed a highly flexible high-mix, low-volume production system and are progressing towards smart factory implementation.

Wakayama Icom Inc.

(Icom Inc. wholly-owned company)

- Arida Factory Site: 26,000 m² Building: 11,900 m² (3 buildings)
- Kinokawa Factory Site: 23,210 m² Building: 10,119 m² (1 building)



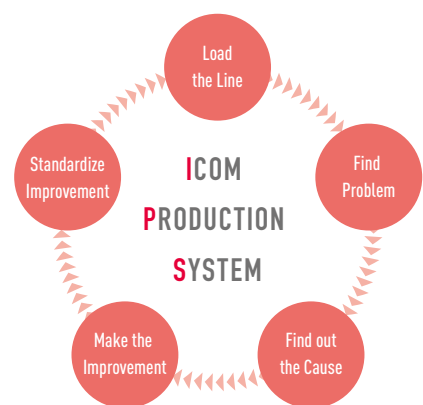
IPS (Icom Production System)

This "IPS" production system identifies problems by placing a load on production processes to examine causes, make improvements, and validate their efficiency. It contributes to higher quality manufacturing and cost reductions. IPS is a driving force behind both the production of 120,000 units per month and high-mix, low-volume production.

NEXT IPS

Icom has built the industry's first* robot production system, enabling continuous operation. Furthermore, we are working to build a smart factory using IoT and 5G technology. In this way, we will promote further smart factory development by combining cutting-edge technology with our wireless technology.

*According to our research



Sustainability

We aim to realize the aspirations expressed in our founding management philosophy, “A Fun Future and Enjoyable Technology Created by Communication” by providing solutions that support a safe and prosperous society through wireless communication technology. We hope to contribute to the sustainable growth of society by leveraging our technology and creativity cultivated as a specialized manufacturer of wireless communication devices.



Sustainability Management Aimed at Becoming a 100-Year Company

We have set the promotion of sustainable management with the aim of becoming a 100-year old company as a key theme. We aim to improve our value proposition based on sustainable management by focusing on Environment/Society/Governance (ESG) as an initiative for sustainable growth, and by strengthening our corporate foundation to generate high profit margins.



100 -Year
Company

Efforts to Improve Our Value Proposition

We contribute to the realization of a safe and prosperous society by providing advanced communication solutions in a variety of fields around the world. Since our founding, we have consistently stayed with domestic production, designing and developing our own products and manufacturing them in our own factories in Japan. “Made in Japan” is a strength of Icom, based on our many years of experience and fundamental skill that does not change with the fluctuations of the economic environment.

Icom Inc.

www.icomjapan.com

