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September 20, 2022

To Whom It May Concern,

Company Name: Insource Co., Ltd.
Representative: Takayuki Funahashi
Representative Director, President and CEO
(Code number: 6200, Prime Market of the Tokyo
Stock Exchange)
Contact: Shigeo Fujimoto
Director, Executive Officer, CFO
(Corporate Management Department)
TEL.+81-(0)3-5577-2283

Notice: Organizational and Personnel Changes

Insource Co. Ltd. (the “Company”) hereby announces that at a meeting of its Board of Directors held today, it has resolved to make the following organizational and personnel changes, effective September 20, 2022.

1. Organizational Changes

(1) Establishment of IT Support Office

The IT Support Office will be newly established to support system use and enhance IT infrastructure and security in response to the growing importance of IT system use and the recent surge in cyber-attacks.

(2) Establishment of Business Promotion Office

The Business Promotion Office will be newly established to strengthen the development of new businesses and further revitalize existing businesses.

(3) Establishment of Alliance Promotion Office

The Alliance Promotion Office will be newly established to strengthen the organizational structure for the expansion of services and products to meet diverse customer needs.

(4) Division of the Group Personnel & General Affairs Department

It will be divided into the Group Human Resources Department and the Group General Affairs Department to rapidly carry out measures to expand and strengthen the entire group structure.

2. Personnel Changes

Effective September 20, 2022.

(Note: Changes are underlined)

Name	New Duties	Current Duties
Daisuke Kanai	Director, Executive Officer Manager of Group Sales Management Office General Manager of Sales Department <u>Chief of Online Training Department</u>	Director, Executive Officer Manager of Group Sales Management Office General Manager of Sales Department Manager of Online Training Department
Shun Tanaka	Executive Officer Manager of IT Service Department <u>Chief of IT Support Office</u> Director of Insource Marketing Design Corporation Director of BAS Corporation	Executive Officer Manager of IT Service Department Director of Insource Marketing Design Corporation Director of BAS Corporation
Yasutsune Momose	Executive Officer <u>Manager of Group General Affairs Department</u> <u>Manager of Trainers' Educational Department</u> <u>Chief of Group Human Resources Department</u> <u>Chief of CEO Office</u> <u>Chief of Business Promotion Office</u> Director of Mitemo Co., Ltd	Executive Officer Manager of CEO Office Manager of Group Human Resources & General Affairs Department Director of Mitemo Co., Ltd
Seiichi Tanimura	Executive Officer Vice Manager of Group Sales Management Office Manager of Expert Sales Department <u>Vice Manager of Trainers' Educational Department</u> Vice Manager of Process Automation Department	Executive Officer Vice Manager of Group Sales Management Office Manager of Expert Sales Department Chief of Trainers' Educational Department Vice Manager of Process Automation Department
Hideki Hara	Executive Officer Vice Manager of Group Sales Management Office Vice Manager of Expert Sales Department Vice Manager of Process Automation Department <u>Manager of Alliance Promotion Office</u>	Executive Officer Vice Manager of Group Sales Management Office Vice Manager of Expert Sales Department Vice Manager of Process Automation Department

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