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December 16, 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
(Group Corporate Management Department)
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Notice: Personnel Changes of Executive Officers

Insource Co. Ltd. hereby announces that at a meeting of its Board of Directors held today, it has resolved to make the following personnel changes, effective December 16, 2022.

This decision was officially made at an extraordinary shareholders' meeting held today at Insource Marketing Design Corporation.

(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 Chief of Online Business Department <u>Chief of Business Promotion Office</u> Director of Mitemo Co., Ltd Director of Insource Digital Academy Corporation	Director, Executive Officer Manager of Group Sales Management Office General Manager of Sales Department Chief of Online Business Department Director of Mitemo Co., Ltd Director of Insource Digital Academy Corporation
Tomoyuki Kaeriyama	Executive Officer Vice Manager of Group Sales Management Office <u>Director of Insource Marketing Design Corporation</u>	Executive Officer Vice Manager of Group Sales Management Office

Name	New Duties	Current Duties
Yasutsune Momose	Executive Officer Manager of Group General Affairs Department Manager of Trainers' Educational Department <u>Manager of Process Automation Department</u> Chief of Group Human Resources Department	Executive Officer Manager of Group General Affairs Department Manager of Trainers' Educational Department Chief of Group Human Resources Department
Akira Takahara	Executive Officer Chief of Operation Department Vice Manager of Group Corporate Management Department Assistant Manager of IT Support Office Director of Rashiku Corporation	Executive Officer Chief of Operation Department Vice Manager of Group Corporate Management Department Assistant Manager of IT Support Office <u>Chief of Internal Audit Department</u> Director of Rashiku Corporation
Yosuke Kobayashi	Executive Officer Vice Manager of Group Sales Management Office Manager of Media Business Department <u>Manager of Expert Sales Department</u> <u>Chief of Alliance Promotion Office</u>	Executive Officer Vice Manager of Group Sales Management Office Manager of Media Business Department <u>Director of Insource Marketing Design Corporation</u>
Hideki Hara	Executive Officer <u>Chief of Internal Audit Department</u> Chief of CEO Office	Executive Officer <u>Manager of Alliance Promotion Office</u> <u>Manager of Process Automation Department</u> Chief of CEO Office <u>Chief of Business Promotion Office</u>

END