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September 19, 2023

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: Organizational and Personnel Changes

Insource Co., Ltd. hereby announces that the following organizational and personnel change was approved at the meeting of the Board of Directors held today.

1. Organizational Change

- (1) Reorganized the Alliance Promotion Office into the Group Corporate Management Department
The Alliance Promotion Office will be reorganized into the Group Corporate Management Department for the purpose of strengthening the organizational structure to expand services and products to meet diverse customer needs.
- (2) Reorganized the Media Business Department into the Business Promotion Office
The Media Business Department will be reorganized into the Business Promotion Office to strengthen promotion and sales promotion activities for various businesses.
- (3) Abolition of Expert Sales Department
The Expert Sales Department will be abolished for the purpose of promoting sales to large-scale projects and large companies in a flexible manner.

2. Personnel Change (effective on October 1, 2023)

(Note: Changes are underlined)

Name	New Duties	Current Duties
Takayuki Funahashi	Representative Director, President and Chief Executive Officer Director of Mitemo Co., Ltd Representative Director of Insource Marketing Design Corporation <u>Representative Director of Insource Consulting Corporation</u>	Representative Director, President and Chief Executive Officer Director of Mitemo Co., Ltd Representative Director of Insource Marketing Design Corporation

Name	New Duties	Current Duties
	<u>Representative Director of Insource Creative Solutions Corporation</u>	
Kumiko Kawabata	Director, Managing Executive Officer Director of Rashiku Corporation <u>Director of Insource Consulting Corporation</u>	Director, Managing Executive Officer Director of Rashiku Corporation
Shigeo Fujimoto	Director, Executive Officer Chief Financial Officer Manager of Group Corporate Management Department Director of MIRAISSOUZOU & COMPANY, Inc. Director of Insource Digital Academy Corporation Director of Insource Business Rep Corporation <u>Director of Insource Consulting Corporation</u>	Director, Executive Officer Chief Financial Officer Manager of Group Corporate Management Department Director of MIRAISSOUZOU & COMPANY, Inc. Director of Insource Digital Academy Corporation Director of Insource Business Rep Corporation
Yoshio Ohata	Executive Officer Manager of Group Content Development Department <u>Executive officer of Insource Consulting Corporation</u> <u>Director of Insource Creative Solutions Corporation</u>	Executive Officer Manager of Group Content Development Department
Hiroaki Matsuki	Executive Officer <u>Executive Officer of Insource Consulting Corporation</u>	Executive Officer <u>Vice Manager of Group Sales Management Office</u>
Tomoyuki Kaeriyama	Executive Officer Director of Insource Marketing Design Corporation <u>Executive Officer of Insource Consulting Corporation</u>	Executive Officer Vice Manager of Group Sales Management Office <u>Director of Insource Marketing Design Corporation</u>

Name	New Duties	Current Duties
Yasutsune Momose	Executive Officer Manager of Group General Affairs Department Manager of Trainers' Educational Department Manager of Process Automation Department Chief of Group Human Resources Department Director of Insource Business Rep Corporation <u>Executive Officer of Insource Consulting Corporation</u>	Executive Officer Manager of Group General Affairs Department Manager of Trainers' Educational Department Manager of Process Automation Department Chief of Group Human Resources Department Director of Insource Business Rep Corporation
Yosuke Kobayashi	Executive Officer <u>Executive Officer of Insource Consulting Corporation</u>	Executive Officer <u>Vice Manager of Group Sales Management Office</u> <u>Manager of Media Business Department</u> <u>Manager of Expert Sales Department</u> <u>Chief of Alliance Promotion Office</u>
Seiichi Tanimura	Executive Officer <u>Executive Officer of Insource Consulting Corporation</u>	Executive Officer <u>Manager of Expert Sales Department</u>

(effective on December 1, 2023)

(Note: Changes are underlined)

Name	New Duties	Current Duties
Shigeo Fujimoto	Director, Executive Officer Chief Financial Officer Manager of Group Corporate Management Department Director of Insource Digital Academy Corporation Director of Insource Business Rep Corporation Director of Insource Consulting Corporation	Director, Executive Officer Chief Financial Officer Manager of Group Corporate Management Department <u>Director of MIRAI SOUZOU & COMPANY, Inc.</u> Director of Insource Digital Academy Corporation Director of Insource Business Rep Corporation
Shin Kebukawa	Executive Officer Vice Manager of Group Sales Management Office Director of Insource Digital Academy Corporation	Executive Officer Vice Manager of Group Sales Management Office <u>Director of Insource Digital Academy Corporation</u> <u>Director of MIRAI SOUZOU & COMPANY, Inc.</u>

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