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April 18, 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)  
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### **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 April 18, 2022.

The Company also announces that it has resolved to change the representative director of its consolidated subsidiary, MIRAI SOUZOU & COMPANY, Inc., effective April 18, 2022. This decision was officially made at an extraordinary shareholders' meeting held on the same day at MIRAI SOUZOU & COMPANY, Inc. and by a decision of the directors after the meeting.

#### 1. Organizational Changes

##### (1) Change to Group Sales Management Office

The Sales Management Office has been changed to the Group Sales Management Office to strengthen the sales capabilities of all group companies.

##### (2) Change to Group Content Development Department

The Content Development Department has been changed to the Group Content Development Department for the purpose of improving service quality for all group companies.

##### (3) Integrate EC Solution Department into Operations Department

The EC Solution Department has been integrated and unified into the Operations Department to strengthen the development structure and expand human resources.

##### (4) Integrate Open Seminars Sales Department into Open Seminars Department

The Open Seminars Sales Department has been integrated and unified into the Open Seminars Department to strengthen the sales structure and expand human resources.

## 2. Personnel Changes

Effective April 18, 2022.

(Note: Changes are underlined)

Name	New Duties	Current Duties
Tetsuya Sawada	Director Representative Director of Mitemo Co., Ltd	Director Representative Director of Mitemo Co., Ltd <u>Representative Director, President of MIRAISOUZOU &amp; COMPANY, Inc.</u>
Daisuke Kanai	Director, Executive Officer <u>Manager of Group Sales Management Office</u> General Manager of Sales Department Manager of Online Training Department	Director, Executive Officer Manager of Sales Management Office General Manager of Sales Department <u>Officer in charge of Open Seminar Sales Department</u> Manager of Online Training Department <u>Director of MIRAISOUZOU &amp; COMPANY, Inc.</u>
Yoshio Ohata	Executive Officer <u>Manager of Group Content Development Department</u>	Executive Officer Manager of Content Development Department
Shin Kebukawa	Executive Officer <u>Vice Manager of Group Sales Management Office</u> Director of Insource Digital Academy Corporation <u>Director of MIRAISOUZOU &amp; COMPANY, Inc.</u>	Executive Officer Vice Manager of Sales Management Office Director of Insource Digital Academy Corporation
Hiroaki Matsuki	Executive Officer <u>Vice Manager of Group Sales Management Office</u>	Executive Officer Vice Manager of Sales Management Office <u>Officer of Open Seminars Department</u>
Tomoyuki Kaeriyama	Executive Officer <u>Vice Manager of Group Sales Management Office</u> Manager of Expert Sales Department Manager of Process Automation Department	Executive Officer Vice Manager of Sales Management Office Manager of Expert Sales Department Manager of Process Automation Department
Akira Takahara	Executive Officer Manager of Operation Department Vice Manager of Group Management Department Officer in charge of Internal Audit Department Director of Rashiku Corporation Director of Insource Digital Academy Corporation	Executive Officer Manager of Operation Department Vice Manager of Group Management Department <u>Officer in charge of EC Solution Department</u> Officer in charge of Internal Audit Department Director of Rashiku Corporation Director of Insource Digital Academy Corporation

Name	New Duties	Current Duties
Yosuke Kobayashi	Executive Officer <u>Vice Manager of Group Sales Management Department</u> Manager of Media Business Department Director of Insource Marketing Design Corporation	Executive Officer Manager of Media Business Department Director of Insource Marketing Design Corporation
Hideaki Fujita	Executive Officer <u>Manager of Open Seminars Department</u> <u>Vice manager of Operation Department</u>	Executive Officer Vice Manager of Sales Management Office
Seiichi Tanimura	Executive Officer <u>Vice Manager of Group Sales Management Office</u> Manager of Expert Sales Department Officer in charge of Trainers' Educational Department Vice Manager of Process Automation Department	Executive Officer Vice Manager of Sales Management Office Manager of Expert Sales Department Officer in charge of Trainers' Educational Department Vice Manager of Process Automation Department
Hideki Hara	Executive Officer <u>Vice Manager of Group Sales Management Office</u> Vice Manager of Expert Sales Department Vice Manager of Process Automation Department	Executive Officer Vice Manager of Sales Management Office Vice Manager of Expert Sales Department Vice Manager of Process Automation Department
Masahiro Osawa	Executive Officer <u>Vice Manager of Group Sales Management Office</u>	Executive Officer Vice Manager of Sales Management Office

### 3. Change of Representative Director of MIRAISOUZOU & COMPANY, Inc.

Effective April 18, 2022.

(Note: Changes are underlined)

Name	New Duties	Current Duties
Shinichi Sugiyama	Representative Director, President of Insource Digital Academy Corporation <u>Representative Director, President of MIRAISOUZOU &amp; COMPANY, Inc.</u>	Representative Director, President of Insource Digital Academy Corporation

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