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November 4, 2022

To Whom It May Concern,

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Representative Director, President and CEO
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Stock Exchange)
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Notice: Stock Split and Partial Amendment to the Articles of Incorporation

Insource Co., Ltd. (the "Company") hereby announces that it has resolved at the meeting of the Board of Directors held on November 4, 2022, to implement the stock split and partial amendment to the Articles of Incorporation. Details are as follows.

1. Purpose of the Stock Split

The stock split aims to increase the liquidity of stocks and further expand the investor base.

2. Overview of the stock split

(1) Method of the stock split

Each share of common stock owned by shareholders listed or recorded in the last shareholder registry as of December 31, 2022(Saturday) (As it is a non-business day, the actual day will be December 30, 2022 (Friday)) will be split into two shares.

(2) Increase in the number of shares by the stock split

- ① Total number of issued shares prior to the stock split : 42,621,500 shares
(as of September 30, 2022)
- ② Increase in the number of shares by the stock split : 42,621,500 shares
- ③ Total number of issued shares after the stock split : 85,243,000 shares
- ④ Total number of authorized shares after the stock split : 300,000,000 shares

Note: There is a possibility that the total number of outstanding shares will increase due to the exercise of stock acquisition rights between the date of this resolution by the Board of Directors and the record date for the stock split.

(3) Schedule of the stock split

① Date of public notice of record date : December 16, 2022(Friday)

② Record date : December 31, 2022(Saturday)

*As it is a non-business day, the actual day will be December 30, 2022 (Friday)

③ Effective date : January 1, 2023(Sunday)

(4) Others

① Change in the amount of capital

There will be no change in capital stock as a result of this stock split.

② Adjustment of Exercise Price of Stock Acquisition Rights

In connection with this stock split, the exercise price per share of the following stock acquisition rights will be adjusted as follows on and after January 1, 2023 in accordance with the terms and conditions of issuance of such stock acquisition rights.

	Exercise price before adjustment	Exercise price after adjustment
Third series of stock acquisition rights	63 yen	32 yen

3. Adjustment of the total number of restricted stock

Under the restricted stock compensation plan for directors of the Company (excluding external directors), which was resolved at the 19th Ordinary General Meeting of Shareholders held on December 17, 2021, the total number of common stock to be newly issued or disposed of as restricted stock (annually) in connection with this stock split will be adjusted from January 1, 2023, as described below.

Total number of common shares to be newly issued or disposed of	
Before adjustment	After adjustment
Up to 17,500 shares	Up to 35,000 shares

4. Partial amendments to the Articles of Incorporation in connection with the stock split

(1) Reasons for the amendments to the Articles of Incorporation

As a result of this stock split, the total number of authorized shares stipulated in Article 6 of the Company's Articles of Incorporation will be amended as of January 1, 2023, in accordance with the provisions of Article 184, Paragraph 2 of the Companies Act.

(2) Details of the amendments

The details of the amendments are as follows:

Current Articles of Incorporation Articles	Articles of Incorporation after Amendment
(Total Number of Authorized Shares) Article 6 The total number of authorized shares of the Company shall be <u>150</u> million shares.	(Total Number of Authorized Shares) Article 6 The total number of authorized shares of the Company shall be <u>300</u> million shares.

(3) Schedule of the amendment

Date of Board of Directors' resolution : November 4, 2022(Friday)

Effective date : January 1, 2023(Sunday)

5. Shareholder Benefit Program

With regard to the shareholder benefit program, the following details will be adjusted to match the existing criteria with the split ratio. There will be no actual change to the shareholder benefit program announced on August 17, 2020.

(The changes are shown with the underlines.)

Number of Shares Owned	Details of Benefits
<u>More than 400 shares (4 units)</u> <u>Less than 2000 shares (20 units)</u>	QUO Card (worth 500 yen)
<u>More than 2,000 shares (20 units)</u> <u>Less than 4,000 shares (40 units)</u>	QUO Card (worth 700 yen)
<u>More than 4,000 shares (40 units)</u> <u>Less than 8,000 shares (80 units)</u>	QUO Card (worth 1,500 yen)
<u>More than 8,000 shares (80 units)</u> <u>Less than 40,000 shares (400 units)</u>	QUO Card (worth 2,000 yen)
<u>40,000 shares (400 units) or more</u>	QUO Card (worth 5,000 yen)

*The QUO card is a prepaid card.

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