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December 15, 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)
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Notice: Organizational and Personnel Changes

Insource Co., Ltd. hereby announces that the following personnel changes were approved by the Board of Directors at a meeting held today.

1. Organizational Change

Integrate Group Human Resources Department and Group General Affairs Department

The Group Human Resources Department and the Group General Affairs Department will be integrated into the Group Human Resources and General Affairs Department to promptly promote personnel allocation and improvement of the working environment conducive to the expansion and strengthening of the organizational structure.

2. Personnel Changes

Effective December 15, 2023

(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 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 <u>Chief of Business Promotion Office</u> Director of Mitemo Co., Ltd Director of Insource Digital Academy Corporation
Shin Kebukawa	Director of Insource Digital Academy Corporation	<u>Executive Officer</u> <u>Vice Manager of Group Sales Management Office</u> Director of Insource Digital Academy Corporation

Name	New Duties	Current Duties
Hiroaki Matsuki	Executive Officer of Insource Consulting Corporation	<u>Executive Officer</u> Executive Officer of Insource Consulting Corporation
Tomoyuki Kaeriyama	Executive Officer of Insource Consulting Corporation	<u>Executive Officer</u> <u>Executive Officer of Insource Consulting Corporation</u>
Yasutsune Momose	Executive Officer of Insource Consulting Corporation	<u>Executive Officer</u> <u>Manager of Group General Affairs Department</u> <u>Manager of Group Trainers' Educational Department</u> <u>Manager of Process Automation Department</u> <u>Chief of Group Human Resources Department</u> Executive Officer of Insource Consulting Corporation
Akira Takahara	Executive Officer Chief of Group Corporate Planning Department Assistant Manager of IT Support Office Executive Officer of Insource Digital Academy Corporation	Executive Officer <u>Chief of Operation Department</u> Chief of Group Corporate Planning Department Assistant Manager of IT Support Office Executive Officer of Insource Digital Academy Corporation
Yosuke Kobayashi	Executive Officer of Insource Consulting Corporation	<u>Executive Officer</u> Executive Officer of Insource Consulting Corporation
Seiichi Tanimura	Executive Officer of Insource Consulting Corporation	<u>Executive Officer</u> Executive Officer of Insource Consulting Corporation
Takeshi Imanishi	<u>Executive Officer</u> <u>Manager of Group Human Resources and General Affairs Department</u> <u>Manager of Group Trainers' Educational Department</u> Director of Insource Business Rep.	Manager of Group Human Resources Director of Insource Business Rep.
Aya Inoue	<u>Executive Officer</u> Manager of CEO Office Manager of Business Promotion Office <u>Chief of Operation Department</u> <u>Manager of Process Automation Department</u> Director of Insource Marketing Design	Manager of CEO Office Manager of Business Promotion Office Director of Insource Marketing Design

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