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April 13, 2026

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: Aya Inoue
Executive Officer, Group Corporate Management and Accounting Department
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Notice: Organizational and Personnel Changes

Insource Co., Ltd. (hereafter referred to as the Company) hereby announces that the following organizational and personnel changes were approved by the Board of Directors held today.

1. Organizational Change

(1) Establishment of Sales Department #5

The task force team within the Group Sales Management Office will be reorganized as the Sales Department #5 in order to enhance attracting new and wider-area clients by utilization of Generative AI, and to strengthen responsiveness to Large Enterprise companies.

(2) Abolition of the DX Support Department

To expand business in digital and Generative AI-related areas, the DX Support Department will be abolished in order to integrate the content development, sales, and promotional functions of the DX Support Department with those of Insource Digital Academy Cooperation, a subsidiary of the Company, thereby concentrating management resources and maximizing synergies.

2. Personnel Change

Effective May 1, 2026

(Note: Changes are underlined)

Name	New Duties	Current Duties
Takayuki Funahashi	Representative Director, President and Chief Executive Officer Representative Director of Insource Creative Solutions Corporation <u>Representative</u> Director of Insource Consulting Corporation Director of Insource Research Institute Corporation Director of Mitemo Co., Ltd	Representative Director, President and Chief Executive Officer Representative Director of Insource Creative Solutions Corporation Director of Insource Consulting Corporation Director of Insource Research Institute Corporation Director of Mitemo Co., Ltd
Daisuke Kanai	Director, Executive Officer General Manager of Sales Division Executive Officer and President of Insource Digital Academy Corporation	Director, Executive Officer General Manager of Sales Division <u>Manager of DX Support Department</u> Executive Officer and President of Insource Digital Academy Corporation
Tomoyuki Kaeriyama	<u>Executive Officer</u> <u>Vice General Manager of Group Content Development Division</u> <u>Chief of AI Integration Department</u> <u>Chief of Digital Solutions Business Department</u>	<u>Representative Director of Insource Consulting Corporation</u>
Shin Kebukawa	Executive Officer Chief of AI Sales Strategy Department Chief of AI Integration Department Chief of Group Quality Control Department Chief of Facilities & Logistics Department Chief of Internal Audit Department Director of Insource Business Rep Corporation	Executive Officer Chief of AI Sales Strategy Department Chief of AI Integration Department Chief of Group Quality Control Department Chief of Facilities & Logistics Department Chief of Internal Audit Department <u>Executive Officer of Insource Consulting Corporation</u> Director of Insource Business Rep Corporation
Shun Tanaka	Executive Officer General Manager of IT Service Division Manager of IT Service Sales Department Chief of IT Support Office General Manager of Sales Department #4 Chief Information Security Officer	Executive Officer General Manager of IT Service Division Manager of IT Service Sales Department Chief of IT Support Office <u>Chief of Digital Solutions Business Department</u> General Manager of Sales Department #4 Chief Information Security Officer

Noriko Shingu	Executive Officer Manager of Group Sales Management Office Chief of Sales Department #3 <u>Chief of Sales Department #5</u> Rashiku Corporation	Executive Officer Manager of Group Sales Management Office Chief of Sales Department #3 Rashiku Corporation
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