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September 16, 2025

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: Shin Kebukawa
Executive Officer, Group Corporate Management and Accounting Department
TEL.+81-(0)3-5577-2283

Notice: Organizational and Personnel Changes

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

1. Organizational Changes
   (1) The Sales Department is newly established under the Sales Division, and the Kansai Sales Division is newly established
   The Sales Department shall be newly established under the Sales Division in order to realize swift and flexible measures suited to the area and the characteristics of the client that each division or department is in charge of, by subdividing the sales organization. The Kansai Sales Division will also be established.
   (2) Change in the name of the Operation Department
   In order to use AI technology to develop systems efficiently and evolve into a department that contributes to increased sales and sustained growth, we will focus on developing both new services and functions that incorporate AI technology; thus, the name of the Operation Department will be changed to AI Integration Department.
   (3) Establishment of Web Consulting Department and Digital Solutions Business Department
   In order to efficiently allocate resources and promote operations groupwide, Web and migration businesses that Insource Marketing Design Corporation was responsible for will be integrated into Insource Co., Ltd. and Web Consulting Department and Digital Solutions Business Department will be newly established.

2. Personnel Change

Effective October 1, 2025 (Note: Changes are underlined)

Name	New Duties	Current Duties
Daisuke Kanai	Director, Executive Officer Chief of Group Sales Management Office General Manager of Sales Division Manager of DX Support Department Executive Officer and President of Insource Digital Academy Corporation	Director, Executive Officer Manager of Group Sales Management Office General Manager of Sales Division Manager of DX Support Department Executive Officer and President of Insource Digital Academy Corporation
Hideaki Fujita	Executive Officer General Manager of West Tokyo Sales Division	Executive Officer General Manager of Open Seminars Division General Manager of West Tokyo Sales Division
Tomoyuki Kaeriyama	Executive Officer Chief of Sales Department #2 Executive Officer of Insource Consulting Corporation	Executive Officer General Manager of Sales Department #2 Executive Officer of Insource Consulting Corporation
Yosuke Kobayashi	Executive Officer Chief of Sales Department #3 Executive Officer of Insource Consulting Corporation	Executive Officer General Manager of Sales Department #3 Executive Officer of Insource Consulting Corporation
Hiroaki Matsuki	Executive Officer Manager of Kansai Sales Division Executive Officer of Insource Consulting Corporation	Executive Officer Executive Officer of Insource Consulting Corporation
Yoshio Ohata	Executive Officer General Manager of Group Content Development Division Manager of Creative Business Department, Group Content Development Division General Manager of Open Seminars Division Executive Officer of Insource Consulting Corporation Director of Insource Creative Solutions Corporation Director of Insource Research Institute Corporation	Executive Officer General Manager of Group Content Development Division Manager of Creative Business Department, Group Content Development Division Executive Officer of Insource Consulting Corporation Director of Insource Creative Solutions Corporation Director of Insource Research Institute Corporation
Aya Inoue	Executive Officer Manager of CEO Office Manager of Business Promotion Office Chief of AI Integration Department Chief of Marketing & Design Office Chief of Facilities & Logistics Department	Executive Officer Manager of CEO Office Manager of Business Promotion Office Chief of Operation Department Chief of Marketing & Design Office Chief of Facilities & Logistics Department

Effective November 1, 2025 (Note: Changes are underlined)

Name	New Duties	Current Duties
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 <u>Chief of Digital Solutions Business Department</u> Chief Information Security Officer	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
Aya Inoue	Executive Officer Manager of CEO Office Manager of Business Promotion Office Chief of AI Integration Department <u>Chief of Web Consulting Department</u> Chief of Marketing & Design Office Chief of Facilities & Logistics Department	Executive Officer Manager of CEO Office Manager of Business Promotion Office Chief of AI Integration Department Chief of Marketing & Design Office Chief of Facilities & Logistics Department

Effective January 1, 2026 (Note: Changes are underlined)

Name	New Duties	Current Duties
Takayuki Funahashi	Representative Director, President and Chief Executive Officer Representative Director of Insource Consulting Corporation Representative Director of Insource Creative Solutions Corporation Director of Insource Research Institute Corporation	Representative Director, President and Chief Executive Officer <u>Representative Director of Insource Marketing Design Corporation</u> Representative Director of Insource Consulting Corporation Representative Director of Insource Creative Solutions Corporation Director of Insource Research Institute Corporation

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