

Disclaimer: This document is a translation of the
Japanese original for reference purposes only.



October 19, 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
TEL.+81-(0)3-5577-2283

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

To promote sophisticated problem-solving and the provision of high-value-added services in the large enterprise market, we will establish the Business Strategy Development Department by strengthening collaboration between specialized personnel in our content development division, which has been working to achieve top-tier development capabilities in Japan, and our sales representatives.

2. Personnel Change

Effective October 19, 2026

(Note: Changes are underlined)

Name	New Duties	Current Duties
Kumiko Kawabata	Director, Managing Executive Officer <u>Chief of Internal Audit Department</u> Director of Insource Digital Academy Corporation Director of Insource Business Rep Corporation	Director, Managing Executive Officer Director of Insource Digital Academy Corporation Director of Insource Business Rep Corporation
Shin Kebukawa	Executive Officer Chief of AI Sales Strategy Department Chief of Group Quality Control Department <u>Chief of Web Consulting Department</u> <u>Chief of Digital Solutions Business Department</u> <u>Group Sales Management Office, in charge of Utsunomiya Office</u> Chief of AI Integration 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 <u>Chief of Facilities & Logistics Department</u> <u>Chief of Internal Audit Department</u> Director of Insource Business Rep Corporation
Tomoyuki Kaeriyama	Executive Officer Vice General Manager of Group Content Development Division Chief of AI Integration Department	Executive Officer Vice General Manager of Group Content Development Division Chief of AI Integration Department <u>Chief of Digital Solutions Business Department</u>
Aya Inoue	Executive Officer Manager of CEO Office Manager of Group Human Resources and General Affairs Department Chief of Group Corporate Management and Accounting Department Chief of Group Human Resource Development Department <u>Chief of Facilities & Logistics Department</u> Chief of Marketing & Design Office	Executive Officer Manager of CEO Office Manager of Group Human Resources and General Affairs Department Chief of Group Corporate Management and Accounting Department Chief of Group Human Resource Development Department Chief of Marketing & Design Office <u>Chief of Web Consulting Department</u>

Effective November 1, 2026

(Note: Changes are underlined)

Name	New Duties	Current Duties
Takayuki Funahashi	Representative Director, President and Chief Executive Officer <u>Director of Insource Consulting & Digital Corporation</u> Representative Director of Insource Creative Solutions Corporation Representative 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 Representative Director of Insource Consulting Corporation Director of Insource Research Institute Corporation Director of Mitemo Co., Ltd
Kumiko Kawabata	Director, Managing Executive Officer Chief of Internal Audit Department Director of <u>Insource Consulting & Digital Corporation</u> Director of Insource Business Rep Corporation	Director, Managing Executive Officer Chief of Internal Audit Department Director of <u>Insource Digital Academy Corporation</u> Director of Insource Business Rep Corporation
Daisuke Kanai	Director, Executive Officer General Manager of Sales Division Representative Director, Executive Officer and President of <u>Insource Consulting & Digital Corporation</u>	Director, Executive Officer General Manager of Sales Division Representative Director, Executive Officer and President of <u>Insource Digital Academy Corporation</u>
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 <u>Senior Strategist of Business Strategy Development Department</u> 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 General Manager of Open Seminars Division Director of Insource Creative Solutions Corporation Director of Insource Research Institute Corporation
Toru Ando	Executive Officer Manager of Sales Group #1, Sales Department #2 <u>Chief of Business Strategy Development Department</u>	Executive Officer Manager of Sales Group #1, Sales Department #2

Name	New Duties	Current Duties
Hiroaki Matsuki	Executive Officer Manager of Kansai Sales Division Executive Officer of <u>Insource Consulting & Digital Corporation</u>	Executive Officer Manager of Kansai Sales Division Executive Officer of <u>Insource Consulting Corporation</u>

Effective January 1, 2027

(Note: Changes are underlined)

Name	New Duties	Current Duties
Takayuki Funahashi	Representative Director, President and Chief Executive Officer Director of Insource Consulting & Digital Corporation Representative Director of Insource Creative Solutions Corporation Director of Insource Research Institute Corporation Director of Mitemo Co., Ltd	Representative Director, President and Chief Executive Officer Director of Insource Consulting & Digital Corporation Representative Director of Insource Creative Solutions Corporation Representative Director of <u>Insource Consulting Corporation</u> Director of Insource Research Institute Corporation Director of Mitemo Co., Ltd

END