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October 14, 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 Change

Establishment of the Group Human Resource Development Department

The Group Human Resource Development Department is newly established to strategically implement measures to improve the performance of the Group as a whole by enhancing the skills and abilities of employees.

2. Personnel Change

Effective October 14, 2025

(Note: Changes are underlined)

Name	New Duties	Current Duties
Takeshi Imanishi	Executive Officer Manager of Group Human Resources Department Manager of Group Trainers' Educational Department <u>Chief of Group Human Resource Development Department</u> <u>Department</u> Director of Insource Business Rep.	Executive Officer Manager of Group Human Resources Department Manager of Group Trainers' Educational Department Director of Insource Business Rep.

END