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November 17, 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

##### (1) Integration of Business Promotion Office into Group Sales Management Office

In order to integrate the business and service promotion functions of the Company and its affiliated companies into Group Sales Management Office and quickly implement measures in line with market trends and sales strategies.

##### (2) Establishment of AI Sales Strategy Department

In order to respond to growing demand for consulting services using Generative AI and strengthen the system for providing AI related solutions by establishing a new specialized department

##### (3) Renaming of Group Trainers' Educational Department to the Group Quality Control Department

To clarify its role as a department that strategically promotes initiatives aimed at enhancing the overall quality of our core business "training services" by strengthening the recruitment and development of trainers and reinforcing collaboration with the sales department.

2. Personnel Change

Effective November 17, 2025

(Note: Changes are underlined)

Name	New Duties	Current Duties
Aya Inoue	Executive Officer Manager of CEO Office Manager of Business Promotion Office <u>Manager of Group Human Resources and                      General Affairs Department</u> <u>Chief of Group Human Resource Development                      Department</u> Chief of Marketing & Design Office Chief of Web Consulting Department Chief of AI Integration Department Chief of Facilities & Logistics Department	Executive Officer Manager of CEO Office Manager of Business Promotion Office Chief of Marketing & Design Office Chief of Web Consulting Department Chief of AI Integration Department Chief of Facilities & Logistics Department

Effective December 11, 2025

(Note: Changes are underlined)

Name	New Duties	Current Duties
Takayuki Funahashi	Representative Director, President and Chief Executive Officer Representative Director of Marketing Design Corporation Representative Director of Insource Creative Solutions Corporation Director of Insource Consulting Corporation Director of Insource Research Institute Corporation <u>Director of Mitemo Co., Ltd</u>	Representative Director, President and Chief Executive Officer Representative Director of Marketing Design Corporation Representative Director of Insource Creative Solutions Corporation <u>Representative</u> Director of Insource Consulting Corporation Director of Insource Research Institute Corporation
Kumiko Kawabata	Director, Managing Executive Officer Director of Insource Digital Academy Corporation <u>Director of Insource Business Rep Corporation</u> Director of Rashiku Corporation	Director, Managing Executive Officer Director of Insource Digital Academy Corporation Director of Rashiku Corporation
Shigeo Fujimoto	Director, Executive Officer Chief of Group Corporate Planning Department Chief of Group Corporate Management and Accounting Department Representative Director of Insource Research Institute Corporation <u>Director of Mitemo Co., Ltd</u>	Director, Executive Officer Chief of Group Corporate Planning Department Chief of Group Corporate Management and Accounting Department Representative Director of Insource Research Institute Corporation <u>Director of Insource Consulting Corporation</u>

Name	New Duties	Current Duties
Tomoyuki Kaeriyama	Executive Officer Chief of Sales Department #2 <u>Representative Director</u> of Insource Consulting Corporation	Executive Officer Chief of Sales Department #2 <u>Executive Officer</u> of Insource Consulting Corporation
Takeshi Imanishi	Executive Officer Manager of Group Human Resources and General Affairs Department Manager of Group Trainers' Educational Department Chief of Group Human Resource Development Department	Executive Officer Manager of Group Human Resources and General Affairs Department Manager of Group Trainers' Educational Department Chief of Group Human Resource Development Department <u>Director of Insource Business Rep.</u>

Effective December 18, 2025

(Note: Changes are underlined)

Name	New Duties	Current Duties
Shin Kebukawa	Executive Officer <u>Chief of AI Sales Strategy Department</u> <u>Chief of AI Integration Department</u> <u>Chief of Group Quality Control Department</u> <u>Chief of Facilities &amp; Logistics Department</u> <u>Chief of Internal Audit Department</u> <u>Executive Officer of Insource Consulting Corporation</u> Director of Insource Business Rep Corporation	Executive Officer <u>Chief of Group Corporate Management and Accounting Department</u> Director of Insource Business Rep Corporation
Hideki Hara	<u>Senior Expert of Internal Audit Department</u> <u>Senior Expert of Group Quality Control Department</u>	<u>Executive Officer</u> <u>Chief of Internal Audit Department</u>
Aya Inoue	Executive Officer Manager of CEO Office Manager of Group Human Resources and General Affairs Department <u>Chief of Group Corporate Management and Accounting Department</u> Chief of Group Human Resource Development Department Chief of Marketing & Design Office Chief of Web Consulting Department	Executive Officer Manager of CEO Office <u>Manager of Business Promotion Office</u> Manager of Group Human Resources and General Affairs Department Chief of Group Human Resource Development Department Chief of Marketing & Design Office Chief of Web Consulting Department <u>Chief of AI Integration Department</u> <u>Chief of Facilities &amp; Logistics Department</u>

Name	New Duties	Current Duties
Takeshi Imanishi	Executive Officer Manager of Group Human Resources and General Affairs Department Chief of Group Human Resource Development Department	Executive Officer Manager of Group Human Resources and General Affairs Department <u>Manager of Group Trainers' Educational Department</u> Chief of Group Human Resource Development Department

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