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October 15, 2024

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)
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Notice: Personnel Changes

Insource Co., Ltd. (hereafter referred to the Company) hereby announces that the following personnel changes were approved by the Board of Directors held today. The Company also informs the purpose and organizational chart regarding the organizational change announced on August 5, 2024.

1. Personnel Changes

Effective October 15, 2024

(Note: Changes are underlined)

Name	New Duties	Current Duties
Tomoyuki Kaeriyama	<u>Executive Officer</u> General Manager of Sales Department #2 Executive Officer of Insource Consulting Corporation	Executive Officer of Insource Consulting Corporation General Manager of Sales Department #2
Hiroaki Matsuki	<u>Executive Officer</u> Executive Officer of Insource Consulting Corporation	Executive Officer of Insource Consulting Corporation
Masahiro Osawa	Executive Officer of Insource Digital Academy Corporation	<u>Executive Officer</u>
Kohei Asai	Executive Officer Deputy General Manager of IT Service Department <u>Deputy General Manager of Sales Department #4</u>	Executive Officer Deputy General Manager of IT Service Department

[Reference] Regarding Strengthening of Insource Group's Sales Structure by shifting to Five-Departments System

(1) Restructuring Insource Sales Department to Four Sales Department

Since the previous fiscal year, we have been promoting sales activities by classifying our customers into four segments according to customer characteristics and number of employees. In the current fiscal year, we will appoint department managers in each segment and conduct activities in more flexible manners.

(2) About general managers of each department

Sales Department #1

Shinichi Sugiyama , Representative Director of Insource Digital Academy Corporation, who has extensive experience in large-scale transactions with major companies, has been appointed to increase sales to LE and to aim strengthening of DX and enhancing responsiveness to individual companies.

Sales Department #2

Tomoyuki Kaeriyama, Executive Officer in charge of consulting strategy at Insource Consulting Corporation, has been appointed to strengthen the company's ability to meet the consulting needs of MM.

Sales Department #3

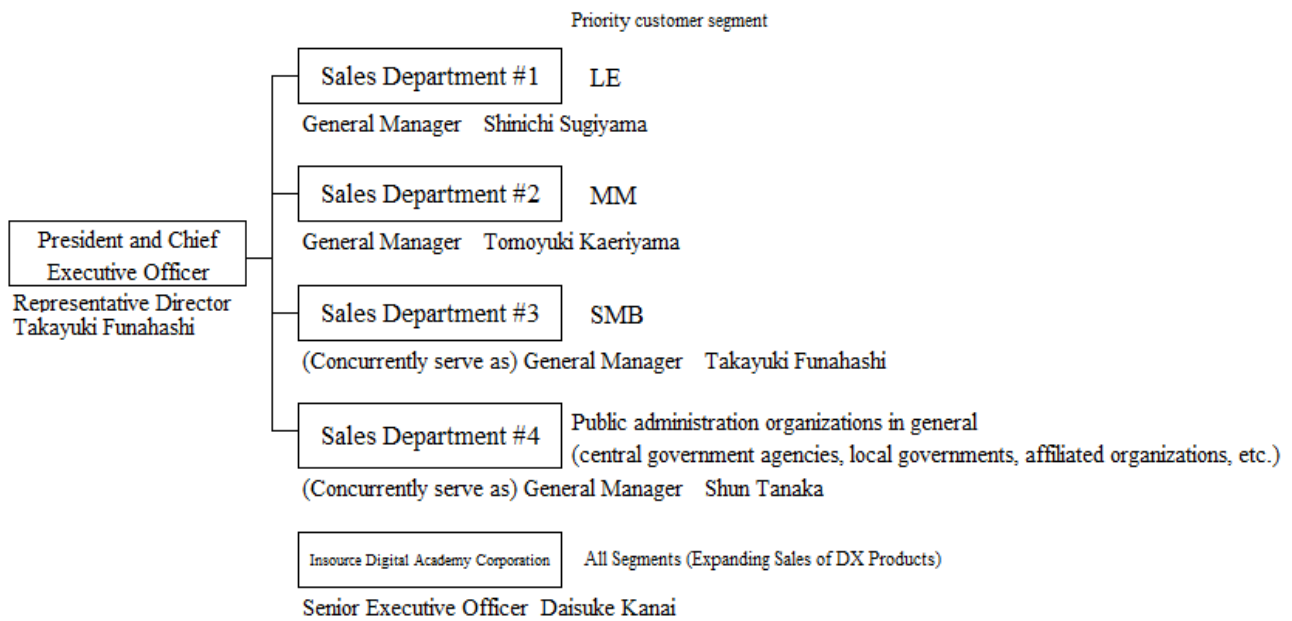
Takayuki Funahashi, Representative Director of Insource Corporation, has been appointed to expand business with SMB and to work more closely together on product development, direct marketing and with the aim of coordinating with Opens seminars.

Sales Department #4

Shun Tanaka, Executive Officer, Manager of IT Service Department, has been appointed as the manager of sales for public sectors, based on his achievement of significant increase in sales to public sectors in IT Services Department for the FY23

Insource Digital Academy Corporation

Daisuke Kanai, a director of Insource Corporation, has been appointed as the managing director of the Insource Digital Academy Corporation to strengthen DX education, a key pillar of growth for the FY 24. He will also serve as Manager of Group Sales Management Office.



The Company conducts sales activities based on our classification of private-sector client segments by the number of their employees,

- Large Enterprise (LE): Large and Second-tier companies (2,000 or more employees)
- Medium Market Business (MM): Medium-sized companies (300-1,999 employees)
- Small Medium Business (SMB): Medium-sized companies and Small and growing companies (Less than 299 employees)

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