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February 10, 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)
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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

The purpose of the organizational changes is to promote quick and flexible decision-making and optimization of personnel allocation in line with the strategies of each business.

(1) Name change

The following Department names will be changed.

| (New) | (Current) |
|------------------------------------|--------------------------------------|
| IT Service Division | IT Service Department |
| Group Content Development Division | Group Content Development Department |
| Open Seminars Division | Open Seminars Department |

(2) Establishment of a new Department and integration of the Online Business Department under the IT Service Division

The IT Service Sales Department, IT Service Development Department, and Data Strategy Department will be newly established under the IT Service Division. And function of the Online Business Department will be transferred to the IT Service Division.

(3) Establishment of a new Department under the Group Content Development Division

The Creative Business Department, Media Business Department, and DX Support Department will be newly established under the Group Content Development Division.

2. Personnel Changes

Effective March 1, 2025

(Note: Changes are underlined)

| Name | New Duties | Current Duties |
|----------------|---|---|
| Yoshio Ohata | Executive Officer <u>General Manager of Group Content Development Division</u> <u>Manager of Creative Business Department, Group Content Development Division</u> <u>Manager of DX Support Department, Group Content Development Division</u> Executive Officer of Insource Consulting Corporation Director of Insource Creative Solutions Corporation | Executive Officer Manager of <u>Group Content Development Department</u> Executive Officer of Insource Consulting Corporation Director of Insource Creative Solutions Corporation |
| Shun Tanaka | Executive Officer <u>General Manager of IT Service Division</u> <u>Manager of IT Service Sales Department</u> Chief of IT Support Office General Manager of Sales Department #4 Chief Information Security Officer | Executive Officer <u>Manager of IT Service Department</u> Chief of IT Support Office Chief of Online Business Department General Manager of Sales Department #4 Chief Information Security Officer |
| Hideaki Fujita | Executive Officer <u>General Manager of Open Seminars Division</u> | Executive Officer <u>Manager of Open Seminars Department</u> |
| Kohei Asai | Executive Officer <u>Manager of Data Strategy Department, IT Service Division</u> Deputy General Manager of Sales Department #4 | Executive Officer <u>Deputy General Manager of IT Service Department</u> Deputy General Manager of Sales Department #4 |

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