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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)
Contact: Aya Inoue
Executive Officer, Manager of CEO Office
TEL.+81-(0)3-5577-2283

Notice: Establishment of Subsidiary “Insource Research Institute Corporation” and Personnel Changes

Insource Co., Ltd. (hereafter referred to the Company) hereby announces that the Board of Directors resolved to establish a subsidiary company “Insource Research Institute Corporation” and to make personnel changes as follows, at a meeting held today.

1. Reason for Establishing the Subsidiary

In promoting human capital management, various issues have been identified, including job-based employment, promoting the active participation of women and middle-aged and senior workers, and engagement and reskilling. Due to the dependence on the system, it is not easy to solve these issues, and it is essential for diverse stakeholders to cooperate and work together.

In response to this situation, we will establish “Insource Research Institute Corporation” as a platform that brings together management and researchers organically, aiming to solve problems through the creation of outstanding value and its implementation in society.

2. General Description of the New Subsidiary

(1) Company Name	Insource Research Institute Corporation	
(2) Address	Yurakucho Denki Building North Tower 6F, 1-7-1 Yurakucho, Chiyoda-ku, Tokyo	
(3) Representative	Representative Director: Shigeo Fujimoto	
(4) Description of Business	Customization Research and Survey Projects Consulting Projects Industry-Academia Collaboration Projects	
(5) Capital	Capital 50 million yen / Capital reserve 50 million yen	
(6) Investment Ratio	The Company: 100%	
(7) Date of Establishment	April 18, 2025 (scheduled)	
	Capital Relationship	The Company will own 100% of the subsidiary.

(8) Relationship between the New Subsidiary and The Company	Personnel relationship	Director: Shigeo Fujimoto
	Business relationship	The Company will be entrusted with the management of accounting, labor, and other operations of the subsidiary.
	Relationships with Related Parties	The subsidiary is a consolidated subsidiary of the Company and is a related party of the Company.

3. Schedule of Establishment

- (1) Resolution by the Board of Directors: February 10, 2025
- (2) Date of Establishment: April 18, 2025 (scheduled)

4. Personnel Changes due to Establishment of Subsidiary
Effective April 18, 2025

Name	New Duties	Current Duties
Shigeo Fujimoto	Representative Director	-
Takayuki Funahashi	Director	-
Yoshio Ohata	Director	-

5. Impact on Future Business Performance

The impact on consolidated financial results is expected to be limited, but we will promptly announce any matters that need to be disclosed in the future.

END