[Translation]

March 3, 2022

To Whom It May Concern

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(First Section of TSE: Securities Code 2427)
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JSA Standards That Specify the Requirements for "Instructors," Who are the Keys to IT Human Resource Development Notice of Participation and Issuance of "Requirements for Instructors Responsible for Human Resource Development on the Information Technology"

OUTSOURCING Inc. (Chairman and CEO: Haruhiko Doi, hereinafter "the Company") announced that it has participated in and cooperated with the publication as a developer in the formulation of "Requirements for Instructors Responsible for Human Resource Development on the Information Technology (JSA S1020: 2022)," which is a JSA standard issued by the Japanese Standards Association (JSA) on March 1, 2022 and stipulates the terms, definitions, roles, and requirements related to instructors responsible for human resource development in the IT field.

While the need for IT talent is increasing to smoothly promote Digital Transformation (DX), industries are facing great concerns due to the lack of such human resources and the training of IT human resources has become an urgent issue. In order to solve this problem fundamentally, a framework is indispensable to establish unified requirements for instructors, who are the keys to IT human resource development, and to ensure the quality of instructors.

This standard clarifies the scope of work and required abilities of instructors through collaboration not only with IT-related training providers but also with educational institutions such as corporations, universities, and vocational schools, and has been established as a unified requirement.

In the future, the Company will work to develop a system for certifying instructors qualifications, as well as contributing to career changes and the mobility of instructors across industry boundaries. The Company will also continue to support the development of new employee skills improvement measures and activities aimed at strengthening human resource development that can respond flexibly to social changes.

For details, please refer to the attached materials.

Press Release
To the press and
whom it may
concern,

OuT-Sourcing! inc.

To Support IT Talent Instructors By Ensuring the Quality of Their Skills, A Standard of "Requirements for Instructors Responsible for Human Resource Development on the Information Technology" is Established. A Certification System of the Standard is Also Planned.

A project to support instructors for IT talents launched this spring with the cooperation of IT training providers and other businesses, as well as universities, vocational schools, and other educational institutions. In March, as its first step, the standard that defines the scope of work and skills of instructors was developed as unified requirements. As the second step, it is planned to establish a certification system for instructors' qualifications. This is because we decided that a framework is indispensable to ensure the quality of instructors, in order to foster IT talent that is insufficient domestically. OUTSOURCING Inc. (Headquarters: Chiyoda-ku, Tokyo, Chairman and CEO: Haruhiko Doi, listed on the First Section of the Tokyo Stock Exchange <Securities Code 2427>) will continuingly support to realize this project.

On March 1, 2022, the Japanese Standards Association (JSA) newly issued "Requirements for Instructors Responsible for Human Resource Development on the Information Technology (JSA‾S1020: 2022)".

* JSA standard is a private standard issued by the Japanese Standards Association (JSA) after receiving consultations and proposals from companies, organizations, government agencies, etc. with various standardization needs.
 JSA standard system: https://www.jsa.or.jp/en/en_standard03

Background of JSA Standard Development

While the need for IT talent is increasing in order to smoothly promote Digital Transformation (DX), industries are facing great concerns due to the lack of such human resources and the training of IT human resources has become an urgent issue. In order to solve this problem fundamentally, a new framework for efficient human resource development is necessary. And it is particularly important to establish unified requirements for instructors, who are the key to IT human resource development for the IT field, and to establish an instructor qualification system for quality assurance. It is expected that the quality of instructors will be ensured through this framework, and that the training of IT talent will promote the production of human resources required by the industry.

JSA Standard "Requirements for Instructors responsible for Human Resource Development on the Information Technology"

◆ <u>Overview</u> ◆

   This standard stipulates the terms, definitions, roles, and requirements related to instructors responsible for human resource development in the IT field.

1.) Terms and definitions (IT field, instructors, human resource development, HRDD (Human Resource Development Design), etc.)
2.) The role of instructors (Implementation of education / Training / Practice, HRDD)
3.) Requirements for instructors (Behavior as an instructor / Knowledge, skills and business performance capabilities required for the implementation of education, training and practice / Knowledge, skills and business performance capabilities in the IT field / Continuous professional development (CPD) / Knowledge, skills and business performance capabilities required for HRDD)

Standard name	JSA‾S1020: 2022 Requirements for instructors responsible for human resource development on the information technology
Date of issue	March 1, 2022
Price	JPY 2,860 (tax included)
Publisher	Japanese Standards Association (JSA)
Development entity	OUTSOURCING Inc.
Cooperation	Japan Association for Management of Training and Education (JAMOTE)
URL	https://webdesk.jsa.or.jp/common/W10K0500/index/dev/ (Japanese language only)

◆ **Expected utilization of the standard**◆

   Quality clarification of training services and instructors / Quality judgment when using external training services and external instructors / Guidelines for in-house instructor training / Career advancement formulation of instructors themselves / etc.

◆ **Organization for Establishing Standards**◆

   In formulating the standards, the "Standards Development Committee on the Requirements for Training Instructors in the IT Field" and the "Working Group" were established. The draft standard was examined and prepared in collaboration with IT training businesses, companies, and educational institutions such as universities and vocational schools. On March 1, 2022, the JSA standard "Requirements for Instructors Responsible for Human Resource Development on the Information Technology" was issued.

【Businesses, Companies and Educational Institutions in Standards Development Committee】

(In alphabetical order)

・FUJITSU LEARNING MEDIA LIMITED	・Toshiba Business Expert Corporation
・Hitachi Academy Co., Ltd.	・Uchida Human Development Co., Ltd.
・National Association of Vocational Schools of Japan	・Waseda University
・NEC Management Partner, Ltd.	・OUTSOURCING TECHNOLOGY Inc.
・Nikkei Inc.	etc.

【Business and companies in working group】 (In alphabetical order)

・FUJITSU LEARNING MEDIA LIMITED	・Nihon Unisys, Ltd.
・Hitachi Academy Co., Ltd.	・Panasonic Solution Technologies Co., Ltd.
・i-Learning Co., Ltd.	・Toshiba Business Expert Corporation
・Mitsubishi Electric Information Network Corporation	・Uchida Human Development Co., Ltd.
・NEC Management Partner, Ltd.	・OUTSOURCING Inc.

About Us

Company name	OUTSOURCING Inc.
Headquarters location	Marunouchi Trust Tower Main 19F, 1-8-3 Marunouchi, Chiyoda-ku, Tokyo, 100-0005, Japan
Capital	JPY 25.23 billion (As of December 31, 2021)
Established	January 1997
Representative	Chairman and CEO Haruhiko Doi
Total Employees	121,153 (As of December 31, 2021)
Main business	・ Domestic Engineering Outsourcing Business ・ Domestic Manufacturing Outsourcing Business ・ Domestic Service Operations Outsourcing Business ・ Overseas Engineering Outsourcing Business ・ Overseas Manufacturing and Service Operations Outsourcing

We have approximately 250 group companies in Japan and overseas and provide comprehensive human resources services with a global network. While enhancing the education system, we aim to create human resources required in the global market, enhancing the quality of life of everyone around the world by eliminating inequalities in working conditions.

We will continue to support activities related to human resource development in cooperation with the Japan Association for Manpower Training and Education Service (JAMOTE) by providing a forum for many people to consider and share the use of this standard, with the aim of developing new measures for employee skill development and strengthening human resource development that can flexibly respond to social changes.

[The press release distributed by the Japanese Standards Association (JSA) on March 3 is as follows.]
Developed and published "Requirements for instructors responsible for human resource development on the information technology (JSA-S1020: 2022)"
https://webdesk.jsa.or.jp/common/W10K0500/index/dev/ (Japanese language only)

<URL for purchasing the specifications>
https://webdesk.jsa.or.jp/books/W11M0090/index/?bunsyo_id=JSA-S1020%3A2022
(Japanese language only)

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