



July 29, 2022

To Whom It May Concern

Company Name: OUTSOURCING Inc.
Representative: Haruhiko Doi
Chairman and CEO
(Prime Market of TSE: Securities Code 2427)
Contact: Masashi Umehara
Director and Executive
General Manager in charge
Of Corporate Management
Division
Phone: +81-3-3286-4888 (main)

**Notice Regarding Commencement of Alliance for Joint Development of
Dispatched Employee Management System**

Ten companies, OUTSOURCING Inc., WILLTEC Co., Ltd., AGEKKE Co., Ltd., SANKO Corporation, JAPAN CREATE GROUP, LTD., ToYoWork Corporation, NISSO CORPORATION, HIRAYAMA HOLDINGS Co., Ltd, FUJIARTE Co.,Ltd., and WORLD INTEC CO., LTD. have agreed to a capital and business alliance with Cloud Staffing Co., Ltd. (Head Office: Yokohama City, Kanagawa Prefecture, Representative Director: Ryo Emoto) which provides HR tech service.

HR GUIDE Co., Ltd. and CROSSLINK Co., Ltd., in which the ten companies mentioned above have invested as major shareholders, provide a dispatched employee management system that aims to share added value with client companies, by increasing productivity and improving the working environment through more efficient operations for client companies and returns the compensation to dispatched workers. However, because it is common to use the system adopted by the client in order to link the system with the dispatch destination company that will become the client, the dispatching company that has multiple dispatch destinations has to manage multiple systems adopted by each client. There are also cases in which the dispatch destination companies want to unify the dispatched employee management system, but unavoidably manage multiple systems.

We recognized this as a common issue for the entire manufacturing dispatching industry and decided it was necessary to collaborate with major manufacturing dispatching industry companies to jointly develop the "industry-standard platform" that will become de facto standard in dispatched employee management. Accordingly, we reached this capital and business alliance. After the establishment of Cloud Staffing Co., Ltd. by JAPAN CREATE GROUP, LTD., the 10 companies will become a joint venture company in which each will hold a 10% stake through a third-party allotment.

Through this alliance, we will leverage the resources and expertise of HR GUIDE Co., Ltd. and CROSSLINK Co., Ltd. to not only expand the businesses and improve the corporate value of each company, but also develop the industry as a whole and to add more value, in order to lead to improved treatment of working dispatched employees.

Please refer to the attached document for details.

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OUTSOURCING Inc.
WILLTEC Co., Ltd.
AGEKKE Co., Ltd.
SANKO Corporation
JAPAN CREATE GROUP, LTD.
ToYoWork Corporation
NISSO CORPORATION
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1. Background and Objectives

With major manufacturing dispatching industry companies collaborating to establish an "industry-standard platform" that will become de facto standard in dispatched employee management, the standardization of the industry platform will be achieved, and we can expect the productivity of the entire manufacturing dispatching industry to be improved.

This initiative aims to unify the industry-standard system with the 10 companies funding and promoting digital transformation in the industry.

Companies investing in the project (In the order of the Japanese syllabary):

- OUTSOURCING Inc.
- WILLTEC Co., Ltd.
- AGEKKE Co., Ltd.
- SANKO Corporation
- JAPAN CREATE GROUP, LTD.
- ToYoWork Corporation
- NISSO CORPORATION
- HIRAYAMA HOLDINGS Co., Ltd
- FUJIARTE Co.,Ltd.
- WORLD INTEC CO., LTD.

Cloud Staffing Co., Ltd. will develop and provide a temporary staffing management system aimed at increasing added value, such as increasing the productivity of client companies and improving the working environment.

It is common to use the system adopted by the client in order to link the system with the dispatch destination company that will become the client. However, as a result, the dispatching company that has multiple dispatch destinations is put at a disadvantage, as it has to manage multiple systems adopted by each client. Recognizing this as a common issue for the entire manufacturing dispatching industry, we believe that accelerating the expansion of the HR-Tech function will expand the businesses and improve the corporate value of each company, as well as improve treatment of working dispatched employees, thereby improving the position of the entire industry.

2. Outline of the Joint Venture

(1)	Company Name	Cloud Staffing Co., Ltd.
(2)	Head Office	2F Shin-Yokohama Center Bldg., 2-5-15 Shin-Yokohama, Kohoku-ku, Yokohama-shi, Kanagawa
(3)	Name and Title of Representative	Ryo Emoto, Representative Director
(4)	Major Businesses	Provision of a unified management system for temporary staffing operations
(5)	Date of Establishment	August 2022
(6)	Major Shareholders *In the order of the Japanese syllabary *10% owned by each company	OUTSOURCING Inc., WILLTEC Co., Ltd., AGEKKE Co., Ltd., SANKO Corporation, JAPAN CREATE GROUP, LTD., ToYoWork Corporation, NISSO CORPORATION, HIRAYAMA HOLDINGS Co., Ltd, FUJIARTE Co.,Ltd., and WORLD INTEC CO., LTD.

[Contacts for inquiries regarding this matter] (Support available in Japanese only)

- OUTSOURCING Inc. 03-3286-4888 (Business hours: 9:00 - 18:00, excluding weekends and holidays)
- WILLTEC Co., Ltd. 06-6399-9088 (Business hours: 9:00 - 17:45, excluding weekends and holidays)
- AGEKKE Co., Ltd. 03-3349-8206 (Business hours: 9:00 - 18:00, excluding weekends and holidays)
- SANKO Corporation 055-924-5381 (Business hours: 9:00 - 17:00, excluding weekends and holidays)
- JAPAN CREATE GROUP, LTD. 06-6399-9000 (Business hours: 9:00 - 18:00, excluding weekends and holidays)
- ToYoWork Corporation 022-225-5052 (Business hours: 9:00 - 18:00, excluding weekends and holidays)
- NISSO CORPORATION 045-476-4490 (Business hours: 9:00 - 18:00, excluding weekends and holidays)
- HIRAYAMA HOLDINGS Co., Ltd 03-5769-4680 (Business hours: 9:00 - 17:30, excluding weekends and holidays)
- FUJIARTE Co.,Ltd. 06-6572-3737 (Business hours: 8:30 - 17:30, excluding weekends and holidays)
- WORLD INTEC CO., LTD. 092-481-0209 (Business hours: 9:00 - 18:00, excluding weekends and holidays)