



January 19, 2023

To Whom It May Concern

Company Name: OUTSOURCING Inc.  
Representative: Haruhiko Doi  
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(Prime Market of TSE, Securities Code: 2427)  
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### **Notice Regarding the Transition to a Company with a Nominating Committee, etc.**

OUTSOURCING Inc. (hereinafter, “the Company”) hereby announces that, at its Board of Directors meeting held today, it resolved to transition from a company with an Audit and Supervisory Committee to a company with a Nominating Committee, etc., subject to approval at the 26th Ordinary General Meeting of Shareholders scheduled to be held on March 28, 2023. The details are as follows.

#### Particulars

##### 1. Purpose of the Transition

Fully embracing its responsibility as an exemplar corporate citizen to contribute to society, the Company established the “Corporate Principles.” The Company thus recognizes that, in an effort to achieve growth and enhance corporate value over the medium to long term in a constantly changing business environment, management must assign the utmost priority to creating a fully autonomous, highly ethical corporate governance system that is closely monitored and routinely reviewed. The Company also recognizes that such a system will prove invaluable in the ongoing building of trust and confidence with all its stakeholders, including shareholders, clients, local communities, and employees, and the Company has been working to enhance corporate governance.

In order to further strengthen the Company’s corporate governance, we have decided to transition to a company with a Nominating Committee, etc., which has three committees (Nominating, Compensation and Audit), the majority of which are composed of external directors, and which enables significant delegation of authority from the Board of Directors to executive officers, in order to further clarify the separation of management supervisory and execution functions and to strengthen management supervisory functions while ensuring prompt and decisive decision making.

##### 2. Transition Schedule

The Company plans to transition to a company with a Nominating Committee, etc. upon approval of the necessary amendments to the Articles of Incorporation at the 26th Ordinary General Meeting of Shareholders scheduled to be held on March 28, 2023. Details of the amendments to the Articles of Incorporation will be announced as soon as they have been confirmed.