



February 27, 2024

To Whom It May Concern

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

Notice Regarding Change in the Representative Executive Officer

OUTSOURCING Inc. (hereinafter, “the Company”) hereby announces that based on the resolution of the Board of Directors meeting today, it has been decided that there will be a change in the Representative Executive Officer, as described below.

Please note that the formal decision regarding this matter will be made at the Board of Directors meeting scheduled to be held after the conclusion of the 27th Ordinary General Meeting of Shareholders, scheduled on March 29, 2024.

Note

1. Reason for the Change

Mr. Haruhiko Doi will resign from the office of the Representative Executive Officer, Chairman and CEO upon the expiration of his 27th term of office in light of the importance of establishing a next-generation management system. He will hand over his role and provide support to the management team with the aim of establishing a next-generation management system as Honorary Chairman.

2. Scheduled New Representative:

Satoshi Miyajima

New position: Representative Executive Officer (Current position: Operating Officer)

3. Scheduled Resignment:

Haruhiko Doi

New position: Honorary Chairman (Current Position: Representative Executive Officer, Chairman and CEO)

4. Scheduled Date of Change

March 29, 2024

[Translation]

Biography of the Newly Appointed Representative Executive Officer:

Name (Date of Birth)	Biography, Position within the Company, Responsibilities, and Important Concurrent Positions	Number of Company Shares Owned
Satoshi Miyajima (February 27, 1979)	<p>April 2003: Joined NISSO SERVICE, Inc.</p> <p>May 2012: Joined OUTSOURCING Inc. (Due to the absorption merger of NISSO SERVICE, Inc.) Appointed Senior Manager, Overseas Business Division</p> <p>May 2012: Appointed President Director of PT. OS ENGINEERING & CONSULTANT INDONESIA</p> <p>May 2012: Appointed President Director of PT. OS SERVICE INDONESIA</p> <p>June 2015: Appointed President Director of PT. OS SELNAJAYA INDONESIA (Current Position)</p> <p>April 2016: Appointed Senior Manager of the Company's Strategic Business Division</p> <p>February 2017: Appointed Senior Manager of the Company's Asia Department 1, Manufacturing and Services Division</p> <p>April 2018: Appointed Senior Manager of the Company's Asia Department, Manufacturing and Services Division</p> <p>January 2021: Appointed Senior Manager of the Company's Overseas Human Resources Supporting Business Management Department, Manufacturing and Services Division</p> <p>April 2023: Appointed Operating Officer of the Company's Overseas Human Resources Supporting Business Management Department, Manufacturing and Services Division (in charge of Indonesia Business & WBB)</p> <p>July 2023: Appointed Operating Officer of the Company's Overseas Human Resources Supporting Business Management Department, Overseas Group Management Division (in charge of Indonesia Business & WBB)</p> <p>August 2023: Appointed Operating Officer and Deputy Executive Manager (in charge of Indonesia Business) Overseas Human Resources Supporting Business Management Department, Overseas Group Business Division, and CEO Office (In charge of WBB Business) (Current Position)</p> <p>Ongoing</p>	40,000 Shares