



March 15, 2021

To Whom It May Concern

Company Name: OUTSOURCING Inc.
Representative: Haruhiko Doi
Chairman and CEO
(First Section of TSE, Securities Code 2427)
Contact: Kazuhiko Suzuki
Executive Vice President and
Executive General Manager
in charge of Business
Management Division
Phone: +81-3-3286-4888 (main)

Notice Regarding the Establishment of a Sustainability Committee

OUTSOURCING Inc. hereby announces that the Board of Directors, at its meeting held on March 15, 2021, resolved to establish a “Sustainability Committee,” for the purpose of cross-sectional promotion of management for the Group overall from the perspective of sustainability, including efforts to achieve the goals of the SDGs and advancing the level of ESG management.

In support of the Sustainable Development Goals (SDGs) advocated by the United Nations, the Outsourcing Group (hereinafter “the OS Group”) is committed to corporate activities that will create job opportunities and education opportunities for many people around the world, through which we will seek to tackle the society’s challenges, develop our business, and contribute to the benefit of our stakeholders in a sustainable manner. Based on the sustainability policy, the OS Group pledges to contribute to the realization of a sustainable society through the active efforts of SDGs in our business, management that emphasizes ESG, and Corporate Social Responsibility (CSR) activities rooted in the local country or region.

As concrete measures, we have identified materiality (priority issues) that we should prioritize through our business to address the issues of the SDGs, established KPIs, and are promoting efforts toward their achievement. In order to raise the effectiveness of these efforts, we have established a Sustainability Committee.

The Sustainability Committee will be chaired by the representative director, and will carry out the following duties: select executive directors and external directors as members, deliberate on medium- to long-term themes and policy directions including the OS Group's sustainability policies, strategies and priority issues, monitor the progress of KPIs, make proposals and report to the Board of Directors, further strengthen SDGs and ESG activities, and realize the management philosophy of “enhancing the quality of life of everyone around the world by eliminating inequalities in working condition and creating truly motivating workplaces.”