



April 18, 2016

To Whom It May Concern

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Notice Regarding Kumamoto Earthquake and Its Impact

OUTSOURCING Inc. (hereafter the "Company") extends its heartfelt condolences and sympathies to everyone who has been affected by intermittent earthquakes that have struck Kumamoto Prefecture since April 14, 2016.

OUTSOURCING Group (hereafter the "Group") is currently in the process of confirming the safety of all its employees and the status of offices and affiliated companies with the aim of recommencing operations as soon as possible. The situation in the Group is as follows:

Particulars

1. Injuries and Damages

(1) Injury

As of April 18, two (2) employees of the Group have suffered minor injuries.

(2) Damages

The Company's Kumamoto Recruitment Center in Chuogai, Chuo-ku, Kumamoto City, Kumamoto Prefecture is reporting some internal office damage, including collapsed bookshelves. The Group affiliate OUTSOURCING TECHNOLOGY Inc., also reports fallen bookshelves at its Kumamoto Branch. Recommencement of recruitment and sales operations in the Kumamoto area remains unknown. However, we expect to commence operations after carefully evaluating the situation.

In addition, some internal office damage has been reported at OUTSOURCING TECHNOLOGY Inc.'s Kumamoto Development Center located in Tabaru, Mashiki-machi, Kamimashiki-gun, Kumamoto Prefecture. The center is expected to re-open when the situation has been determined to be safe and stable. Meanwhile, every contract employee will continue to meet the terms of service at respective client-companies, unless otherwise notified.

2. Regarding Future Support Activities

The Group has established a Kumamoto Earthquake Emergency Response Headquarter in the Head Office and is doing its utmost to gather information on the disaster and assess the situation in

cooperation with the Group's sales offices and clients in the area. We will be engaging in humanitarian assistance activities as soon as this assessment is complete.

3. Regarding the Impact on Financial Results

While the impact of the earthquake on financial results is under study, the Company project that its repercussions, given the production shutdown of client-makers in the area, will likely impact the Company's Q2 nonconsolidated financial results. Nevertheless, it should be noted that the initiatives we are now instituting, including our M&A activities, makes us less vulnerable to volatilities in domestic production. We therefore believe that the impact on our full-year consolidated financial results will be little and that a full recovery can be achieved within a limited period of time. However, if it is determined that a significant impact is developing, then a prompt announcement will be forthcoming.