

[Translation]



To Whom It May Concern

August 5, 2024

OUTSOURCING Inc.

Notice Regarding Change of the Representative Director, etc.

OUTSOURCING Inc. (hereinafter, “the Company”) hereby announces that it was resolved to appoint Mr. Takayuki Yamazaki as a Director who is not a Member of the Audit and Supervisory Committee as of September 1, 2024, at the Extraordinary General Meeting of Shareholders held on August 1, 2024.

Furthermore, it is planned to resolve the appointment of Mr. Takayuki Yamazaki as the Representative Director at the Extraordinary Board of Directors Meeting scheduled for September 1, 2024. Mr. Takayuki Yamazaki is scheduled to assume the position of Representative Director, President and COO (Chief Operating Officer), as of the same date.

The Company also announces the appointments of Mr. Takayuki Yokota as the Managing Operating Officer CFO (Chief Financial Officer), and Mr. Naohiro Igi as the Senior Executive Operating Officer CCO (Chief Compliance Officer), as of July 1, 2024.

Note

Name	Position
Takayuki Yamazaki	Representative Director, President and COO Scheduled Date of Change: September 1, 2024
Takayuki Yokota	Managing Operating Officer CFO Date of Change: July 1, 2024
Naohiro Igi	Senior Executive Operating Officer CCO Date of Change: July 1, 2024

[Translation]

Position Representative Director, President and COO

Name Takayuki Yamazaki

Date of Birth August 1, 1974



Biography

April 1997	Joined The Japan Research Institute, Limited
August 1998	Joined Intelligence, Ltd. (currently PERSOL CAREER CO., LTD.)
July 2001	Joined EC Serve Technology Co., Ltd. and appointed Director (currently PERSOL PROCESS & TECHNOLOGY CO., LTD.)
October 2004	Joined Intelligence, Ltd. and appointed Executive Officer
January 2009	Appointed Managing Director in charge of Staffing and Outsourcing Division at Intelligence, Ltd.
April 2010	Appointed Executive Managing Director at Intelligence, Ltd.
April 2012	Appointed Executive Managing Director in charge of Outsourcing Division and Asia Regional Headquarters at Intelligence, Ltd.
December 2012	Appointed Executive Managing Director in charge of Outsourcing Division, Asia Regional Headquarters, and China Regional Headquarters at Intelligence, Ltd.
June 2013	Appointed Executive Managing Director in charge of Asia Regional Headquarters and China Regional Headquarters at Intelligence, Ltd.
April 2016	Joined Temp Holdings Co., Ltd. and appointed Executive Officer (currently PERSOL HOLDINGS CO., LTD.)
July 2016	Appointed Executive Officer in charge of Overseas Segment Director at Temp Holdings Co., Ltd.
July 2017	Joined PERSOLKELLY PTE. LTD. and appointed CEO
December 2020	Joined PERSOL Asia Pacific Pte. Ltd. and appointed CEO (Regional Headquarters for PERSOL Group in Asia)

[Translation]

Position Managing Operating Officer CFO

Name Takayuki Yokota

Date of Birth May 18, 1973



Biography	April 1996	Joined SUMITOMO CORPORATION
	December 2003	Joined Dow Chemical Japan Limited and appointed Country Controller
	August 2006	Joined GE Toshiba Silicones Co., Ltd. and appointed Japan Finance Manager (currently Momentive Performance Materials Japan LLC)
	September 2007	Joined Unilever Japan K.K. and appointed Supply Chain Finance Director, Northeast Asia
	December 2010	Joined Unilever Asia Private Ltd. and appointed Finance Director, Customer Development & Marketing Operations of Asia, Africa, MET, CEE and Russia
	September 2011	Appointed Finance Director, Global Marketing Operations at Unilever Asia Private Limited
	August 2012	Joined Unilever Japan Holdings K.K. and appointed Representative Director, Vice President, Finance, Japan & Korea
	July 2016	Joined Unilever PLC and appointed Vice President, Finance, Global Hair Care Category
	November 2019	Joined Shiseido Co., Ltd. and appointed Vice President, Global headquarters Finance
	January 2020	Appointed Vice President, Financial Accounting Department, Shiseido Co., Ltd.
	April 2020	Joined Shiseido Japan Co., Ltd. and appointed Director and Chief Financial Officer (CFO)
	January 2021	Appointed Executive Officer and CFO at Shiseido Co., Ltd., Japan Region CFO
		Executive Officer and CFO, Shiseido Japan Co., Ltd.
	March 2021	Appointed Director at Shiseido Co., Ltd.
	March 2024	Appointed Corporate Executive Officer at Shiseido Co., Ltd.

[Translation]

Position Senior Executive Operating Officer CCO

Name Naohiro Igi

Date of Birth May 17, 1969



Biography	March 1993	Joined Sony Finance International, Inc.
	June 2001	Appointed Legal Group Manager, Legal & Compliance Dept. at Sony Finance International, Inc.
	January 2010	Joined BellSystem24, Inc. and appointed Head of Legal & Compliance Div. (currently BellSystem24 Holdings, Inc.)
	March 2013	Appointed General Manager of Legal & Compliance Div. at BellSystem24, Inc. (currently BellSystem24 Holdings, Inc.)
	February 2014	General Manager of Legal & Compliance Div., assumed the position of General Manager of Purchase Control Div. at BellSystem24, Inc. (currently BellSystem24 Holdings, Inc., concurrently)
	September 2014	General Manager of Purchasing Management Department, assumed the position of IPO Project Leader at BellSystem24 Holdings, Inc. (concurrently)
	February 2016	Reappointed General Manager of Legal and Compliance Department at BellSystem24 Holdings, Inc.
	June 2017	General Manager of Legal and Compliance Department at BellSystem24 Holdings, Inc., assumed the position of Director at BI Medical, Inc. (concurrently)
	March 2021	General Manager of Legal and Compliance Department at BellSystem24 Holdings, Inc., assumed the position of Auditor at CTC First Contact Corporation (concurrently)
	May 2022	Joined Solasto Corporation and appointed General Manager of Legal and Compliance Div.
	April 2023	General Manager of Legal and Compliance Div, assumed Operating Officer, Chief Compliance Officer (CCO) at Solasto Corporation (concurrently)

[Translation]

New Management Structure (Operating Officers of Each Business) as of September 1, 2024

Name	Position
Takayuki Yamazaki	President and COO
Takayuki Yokota	Managing Operating Officer CFO
Satoshi Miyajima	Managing Operating Officer
Masashi Umehara	Managing Operating Officer Head of Corporate Management Division
Yoshiaki Kasai	Managing Operating Officer Head of Domestic Technology Business Division
Yohei Nishimura	Managing Operating Officer Head of Manufacturing & Service Business Division
Yuya Ono	Managing Operating Officer Head of Overseas Business Supporting Division
Naohiro Igi	Senior Executive Operating Officer CCO Head of Legal and Compliance Division

Note: The founder, Mr. Haruhiko Doi, resigned as Honorary Chairman as of June 30, 2024.

Contact

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