

To Whom It May Concern

May 12, 2025

OUTSOURCING Inc.

Notice Regarding Change in Directors' Management and Appointment of Executive Officers

K.K. BCJ-78, the parent company of OUTSOURCING Inc., which will change its trade name to BREXA Holdings Inc. on July 1, 2025, resolved that Mr. Tomonori Tomura will be reappointed as Executive Officer and CTrO (in charge of Group Improvement Office) and Mr. Shingo Ikeda will be appointed as Executive Officer and CSO (in charge of Corporate Branding and Corporate Strategy Offices) at the Extraordinary Board of Directors Meeting held on March 31, 2025, effective April 1, 2025. In addition, On April 30, 2025, the Board of Directors resolved to appoint Mr. Osamu Aihara as Executive Officer and CHRO (in charge of HR Labour Relations Department, Human Resources Operations Department, and Organizational and Talent Strategy Department) , effective May 1, 2025.

Note

Name	New Position Name	Former Position Name
Tomonori Tomura	Executive Officer and CTrO (Chief Transformation Officer) Responsible for Group Improvement Office (Effective April 1, 2025)	Executive Officer and CTrO (Chief Transformation Officer) Responsible for Second Founding Project Office
Shingo Ikeda (Newly Appointed)	Executive Officer and CSO (Chief Strategy Officer) Responsible for Corporate Branding Office and Corporate Strategy Office (Effective April 1, 2025)	—

Osamu Aihara (Newly Appointed)	Executive Officer and CHRO (Chief Human Resources Officer) Responsible for HR Labour Relations Department, Human Resources Operations Department, and Organizational and Talent Strategy Department (Effective May 1, 2025)	—
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Position Executive Officer and CTrO (Chief Transformation Officer)

Name Tomonori Tomura

Date of Birth August 6, 1985



Biography	April 2010	Joined Boston Consulting Group Japan
	January 2016	Appointed Project Leader
	August 2018	Appointed Principal
	May 2020	Joined Thermo Fisher Scientific Japan K.K. and appointed Director and Corporate Strategy & Marketing
	April 2021	Appointed Executive Office, Sr. Director, and Corporate Strategy & Marketing
	October 2023	Joined Bain Capital and appointed Senior Executive
	July 2024	Seconded to OUTSOURCING Inc., responsible for Second Founding Project Office
	January 2025	Joined K.K. BCJ-78 and appointed Executive Officer and CTrO, responsible for Second Founding Project Office
	April 2025	Appointed Executive Officer and CTrO, responsible for Group Improvement Office (Current Position)

Position Executive Officer and CSO (Chief Strategy Officer)

Name Shingo Ikeda

Date of Birth September 17, 1978



Biography

April 2003	Joined Roland Berger Strategy Consultants (Currently Roland Berger GmbH), Japan office
January 2011	Joined Roland Strategy Consultants (Currently Roland Berger GmbH), Singapore office and appointed Principal
January 2015	Joined Deloitte Tohmatsu Consulting LLC and appointed Executive Officer and Partner Joined Deloitte Consulting Pte. Ltd (Singapore office) and appointed Partner
June 2019	Joined Deloitte China (Shanghai Office) and appointed Partner
June 2024	Joined Deloitte Tohmatsu Consulting LLC and appointed Executive Officer and Partner
April 2025	Joined K.K. BCJ-78 and appointed Executive Officer and CSO, responsible for Corporate Branding Office and Corporate Strategy Office (Current Position)

Position Executive Officer and CHRO (Chief Human Resources Officer)

Name Osamu Aihara

Date of Birth April 24, 1960



Biography	<p>April 1984 Joined Toray Industries, Inc.</p> <p>Seconded to Toray Plastics (America), Inc. from 1991 to 1998</p> <p>May 2001 Joined The GE Edison Life Insurance Co., Ltd. (Currently The Gibraltar Life Insurance Co., Ltd.)</p> <p>and appointed General Manager, Compensation & Benefits</p> <p>June 2004 Joined DHL Japan, Inc.</p> <p>and appointed Executive Officer, Head of Human Resources</p> <p>March 2012 Joined Boehringer Ingelheim Japan, Inc. (Currently Nippon Boehringer Ingelheim Co., Ltd.) and appointed Director, Head of Human Resources</p> <p>Joined Boehringer Ingelheim Pharmaceuticals, Inc. and appointed Director</p> <p>Joined Boehringer Ingelheim Animal Health Japan Co., Ltd.,</p> <p>and appointed Director</p> <p>September 2018 Joined Pfizer Japan Inc. and appointed Director, Executive Officer, Head of People Experience</p> <p>Joined Pfizer Global Supply Japan Inc. and appointed Director</p> <p>May 2025 Joined K.K. BCJ-78 and appointed Executive Officer and CHRO</p> <p>(Current Position)</p>
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New Management Structure of K.K. BCJ-78 (Executive Officers of Each Business) as of May 1, 2025

Name	Position
Kenji Kamiyama	Chairman and CEO
Takayuki Yamazaki	President and COO
Takayuki Yokota	Executive Officer and CFO
Shingo Ikeda	Executive Officer and CSO
Masashi Umehara	Executive Officer and CAO
Naohiro Igi	Executive Officer and CGCO
Tomonori Tomura	Executive Officer and CTrO
Osamu Aihara	Executive Officer and CHRO

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