February 27, 2014

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
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Notice Regarding Determination of Stock Option (Subscription Rights to Shares) Grantees

OUTSOURCING Inc. ("the Company") hereby announces that regarding the matters undecided concerning the stock options (subscription rights to shares) to be issued in accordance with a resolution by the Board of Directors on February 10, 2014, the Company today determined the details as follows. Updated content is underlined.

Particulars

1. Allotment Date of the Subscription Rights to Shares
   February 28, 2014

2. Total Number of the Subscription Rights to Shares
   <u>1,400 units</u>
   100 shares are underlying 1 Subscription Rights to Share unit.

3. Class and Number of Shares Underlying the Subscription Rights to Shares
   <u>Common shares of the Company: 140,000 shares</u>

4. Amount to be Paid upon Exercise of the Subscription Rights to Shares
   JPY126,600 for 1 Subscription Rights to Shares unit (JPY1,266 per share)
   However, in the event said amount falls below the closing price on the day Subscription Rights to Shares are issued (the nearest preceding closing price if there is no transaction on the day of issue), the said closing price will be used.

5. Total Amount of the Issue Price of Shares to be Issued upon Exercise of the Subscription Rights to Shares
   JPY177,240,000 (*Note)

6. Amount that is not Incorporated into Capital Stock of the Issue Price in the Event of the Issuance of Shares due to the Exercise of Subscription Rights to Shares
   JPY88,620,000 (JPY633 per share) (*Note)

7. Grantees (Those Eligible for Allotment of the Subscription Rights to Shares)
   Company Employees: 36
   Directors of the Group Subsidiaries: 9

(*Note): In the event that the amount to be paid on exercise of Subscription Rights to Shares is calculated using the closing price on the date Subscription Rights to Shares are issued, the amount will change. Including all other instances, in the event details listed in the Notification above change, those changes will be disclosed.

(Reference)

- Date on which the Board of Directors resolved to propose the Agenda to the Annual General Meeting of Shareholders
  February 10, 2013
- Date on which the Agenda was adopted by the Annual General Meeting of Shareholders
  March 27, 2013
- Date on which the Board of Directors resolved the terms and conditions of, and determined the amount to be paid for Subscription Rights to Shares
  February 10, 2014