February 2, 2015

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
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Notice Regarding the Terms of Issuance of Stock Options (Subscription Rights to Shares)

OUTSOURCING Inc. (hereinafter "the Company") hereby announces that the Board of Directors on February 2, 2015, in accordance with the approval of "Issuance of the Subscription Rights to Shares as Stock Options" as adopted at the 17th Annual General Meeting of Shareholders held on March 28, 2014, resolved the details on the issuance.

Regarding those eligible for allotment of subscription rights to shares to be allotted, specifics will be determined by resolution of the Board of Directors at its meeting scheduled to be held on February 20, 2015.

Particulars

1. Allotment Date of the Subscription Rights to Shares
   February 24, 2015

2. Total Number of the Subscription Rights to Shares
   2,100 units
   100 shares are underlying 1 Subscription Rights to Share unit.
   However, the total number of Subscription Rights to Shares above is the number scheduled to be allotted, and in the event the total number is not applied for subscription and the number of allotted Subscription Rights to Shares declines, the number of allotted Subscription Rights to Shares becomes the total number.

3. Amount to be Paid for the Subscription Rights to Shares
   No monetary payment shall be necessary.

4. Class and Number of Shares Underlying the Subscription Rights to Shares
   Common shares of the Company: 210,000 shares

5. Amount to be Paid upon Exercise of the Subscription Rights to Shares
   JPY201,700 for 1 Stock Acquisition Right unit (JPY2,017 per share)

However, in the event said amount falls below the closing price on the day Subscription Rights to Shares are allotted (the nearest preceding closing price if there is no transaction on the day of issue), the said closing price will be used.

6. Total Amount of the Issue Price of Shares to be Issued upon Exercise of the Subscription Rights to Shares
   JPY423,570,000 (*Note)
   However, in the event applications for subscription do not reach the total amount listed above, and the total number of applications to Subscription Rights to Shares decline, the total amount will be the issue amount for shares issued by the number of applications to Subscription Rights to Shares.

7. Period for Exercising the Subscription Rights to Share
   March 1, 2017 through February 29, 2020

8. 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
   JPY211,785,000 (JPY1,008.50 per share) (*Note)
   However, in the event applications for subscription do not reach the amount that is not incorporated into capital stock listed above, and the total number of applications to Subscription Rights to Shares declines, the amount that is not to be included in capital stock will be for the total number of applications to Subscription Rights to Shares.

9. Those Eligible for Allotment of the Subscription Rights to Shares and Number of Subscription Rights to Share to be Allotted
   Those eligible for allotment are the directors and employees of the Company and its subsidiaries (scheduled to be determined on February 20, 2015).

*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 13, 2014
- Date on which the Agenda was adopted by the Annual General Meeting of Shareholders
  March 28, 2014