

OUTSOURCING Inc.
SBI Shinsei Bank, Limited



Independent Verification Report of the December 2022 based performance figures for SPTs of Sustainability-Linked Loan (OUTSOURCING Inc.)

1. Overview

At the request of OUTSOURCING Inc. (OUTSOURCING) and SBI Shinsei Bank, Limited (SBI Shinsei Bank), E&E Solutions Inc. (E&ES) verified the validity of the performance figures for the SPTs of the Sustainability-Linked Loan (SLL) executed in July 2021 and October 2022 to OUTSOURCING with SBI Shinsei Bank as the arranger.

- Verification Period
 - ✓ January 1, 2022-December 31, 2022
- Verification Method
 - ✓ SPTs (SPT1~SPT4) in the Evaluation Report (ER)¹ provided by SBI Shinsei Bank, and SPT 5, 6 which were added since April 2022 were used for verification.
 - ✓ E&ES verified that the definition, period, data subject, and scope of the totals by each SPT were consistent with the total results provided by OUTSOURCING, and whether there were any errors in the aggregate figures.

2. Verification results

2.1 SPT 1 : Number of non-Japanese residents to which it provides employment support

【Period】

- January, 2022-December, 2022 (Cumulative total since January 2021 (total number of people))

The above period was confirmed to be consistent with the ER.

¹ See “Conformity to the Sustainability Linked Loan Principles of Certificates to OUTSOURCING Inc.” (https://www.shinseibank.com/institutional/sustainable_finance/pdf/pssl210707.pdf) . Terms and abbreviations used in the ER are used in this report without further explanation.

【Data subject】

The following four types of data subject were included in the totals, which were confirmed to be consistent with the ER.

- Number of people contracted and managed by ORJ
- Number of people using mobile and other services provided by ORJ
- Number of people using e-learning language education, etc.
- Number of people using WBB services and the related services (including number of non-Japanese employees²)

【Scope】

The following companies were included in the totals, which were confirmed to be consistent with the ER.

- OUTSOURCING Inc.
- ORJ INC.
- Local subsidiaries in Indonesia, Vietnam, India, Thailand, and Cambodia³
 - ✓ OS POWER VIETNAM CO., LTD.
 - ✓ OS VIETNAM CO., LTD.
 - ✓ PT. OS SELNAJAYA INDONESIA
 - ✓ OS (THAILAND) CO., LTD. (Includes all group companies (6 in total)⁴)

【Results】

The total results are shown in the table on the next page, which confirms the 2022 actual figure of 22,614. The accumulated total number from January 2021 is 46,586. This represents an achievement rate against the assumed value (39,000) is 119.5%

² Although the ER did not include a figure for the number of non-Japanese employees, non-Japanese workers and Japanese descent, who work for the OUTSOURCING Group, are subject to “Number of people using WBB services and the related services” because they obtained jobs through the WBB service, which includes sending them out for education, obtaining air tickets, and arranging housing in Japan. If employed through WBB services, etc., they are counted in the SPT as “Number of non-Japanese employees”, and if not employed through WBB services, etc., they are counted in the SPT as “Number of people using WBB services and the related services”. The number is counted as the “number of persons”.

³ In India, projects/services were underway prior to 2020, but these have been suspended since January 2021, so the related projects/services do not apply to FY2021. Cambodia is not applicable for FY2021, as it is not currently engaged in sending out projects.

⁴ OS-Thai : OS (THAILAND) CO., LTD., OSR : OS Recruitment (Thailand) Co., Ltd., JAR : J.A.R. Service Co., Ltd., P-ONE : P-ONE SUBCONTRACT CO., LTD., HV : HUMAN VALUE CO., LTD., FOREIGN-A : FOREIGN WORKER EMPLOYMENT AGENCY OS LABOUR ASIA COMPANY LIMITED

Company Name	Total	Number of people contracted and managed by ORJ	Number of people using mobile and other services provided by ORJ	Number of people using e-learning language education, etc.	Number of people using WBB services and the related services	Number of non-Japanese employees
OUTSOURCING Inc.	695	0	0	0	0	695
	1,429	0	0	0	0	1,429
ORJ INC.	19,716	18,040	1,372	174	0	130
	40,420	38,635	1,372	174	0	239
OS POWER VIETNAM CO., LTD.	0	0	0	0	0	0
	0	0	0	0	0	0
OS VIETNAM CO., LTD.	7	0	0	7	0	0
	7	0	0	7	0	0
PT. OS SELNAJAYA INDONESIA	976	0	0	941	0	35
	1,717	0	0	1,642	0	75
OS (THAILAND) Group	1,220	0	0	0	1,157	63
	3,013	0	0	0	2,898	115
Total	22,614	18,040	1,372	1,122	1,157	923
	46,586	38,635	1,372	1,823	2,898	1,858

※ The number above shows the total of single year(2022) and the number below shows its accumulative total.

2.2 SPT2: Number of Specialist Personnel

【Period】

- January, 2022-December, 2022.

The above period was confirmed to be consistent with the ER.

【Program subject】

The following three types of programs were included in the totals, which were confirmed to be consistent with the ER.

- KEN School model in the Domestic Engineering Business Segment⁵
- Education and training developed by OST
- Education conducted at Advantec Kensyu Center, an educational and training institution in the pharmaceutical sector

【Scope】

The following 13 companies of OST Group in the domestic technology segment were included in the totals, and these were confirmed to be consistent with the ER.

- enable Inc.
- RPM Co., Ltd.
- OUTSOURCING TECHNOLOGY Inc.⁶
- Thinketh Bank Co., Ltd.
- Kyodo Engineering Corporation
- Mobile Communications Co., Ltd.
- OUTSOURCING Communications Co., Ltd.
- Advantec Co.,Ltd.⁷
- Smart Robotics Co.Ltd.
- Multi Tec Co., Ltd.
- Itec Co., Ltd.
- Gray (Dalian) Information Technology Co., Ltd.

⁵ The segment provides Engineering outsourcing business, IT solution services, and technical education and training services in Japan, focusing on the four core areas of mechanical, electrical, and electronics, IT, construction, and pharmaceuticals.

They mainly provide various solution services, from providing advanced technology and know-how to manufacturers' design/development, experimentation, and evaluation processes, to building communication-related applications and e-commerce sites, as well as mission-critical IT systems, infrastructure, and networks. They also provide outsourcing services mainly in highly specialized fields, such as R&D work specializing in medical and chemical fields, and design and construction management for various types of plants.

⁶ KEN Technology Co., Ltd and SANGATECH Co., Ltd were included in the project subject in 2021, however these companies were absorbed by OUTSOURCING TECHNOLOGY Inc in 2022.

⁷ Advantec Kensyu Center Co., Ltd was included in the project subject in 2021, however this company was absorbed by Advantec Co., Ltd in 2022.

- dcom Co., Ltd⁸

【Results】

The total results are shown in the table below, confirming the 2022 actual figure of 4,059. The accumulated total number from January 2021 is 7,620. This represents an achievement rate against the assumed value (5,309) is 143.5%.

Company Name	Number of Specialist Personel	(Reference)			
		Number of participant of educational program and training			
		Total	KEN School model in the Domestic Engineering Business Segment	Education and training developed by OST	Education conducted at Advantec Training Center, an educational and training institution in the pharmaceutical sector
enable Inc.	30	30	0	30	0
	56	67	0	67	0
RPM Co., Ltd.	184	287	103	184	0
	451	810	229	581	0
OUTSOURCING TECHNOLOGY Inc.	2,414	5,292	1,973	3,319	0
	4,615	9,244	2,906	6,338	0
Thinketh Bank Co., Ltd.	4	8	4	4	0
	13	17	4	13	0
Kyodo Engineering Corporation	887	1,122	39	1,083	0
	1,649	2,211	43	2,168	0
Mobile Communications Co., Ltd.	261	448	0	448	0
	495	800	7	793	0
OUTSOURCING Communications Co., Ltd.	0	0	0	0	0
	0	0	0	0	0
Advantec Co.,Ltd.	239	386	0	239	147
	292	468	0	292	176
Smart Robotics Co.Ltd.	1	1	0	1	0
	1	1	0	1	0
Multi Tec Co., Ltd.	39	54	0	54	0
	48	63	0	63	0
Itec Co., Ltd.	0	0	0	0	0
	0	0	0	0	0
Gray (Dalian) Information	0	0	0	0	0
	0	0	0	0	0

⁸ This company entered the OST Group in 2022.

Company Name	Number of Specialist Personnel	(Reference) Number of participant of educational program and training			
		Total	KEN School model in the Domestic Engineering Business Segment	Education and training developed by OST	Education conducted at Advantec Training Center, an educational and training institution in the pharmaceutical sector
Technology Co., Ltd.					
dcom Co., Ltd	0	0	0	0	0
	0	0	0	0	0
Total	4,059	7,628	2,119	5,362	147
	7,620	13,681	3,189	10,316	176

※ The number above shows the total of single year(2022) and the number below shows its accumulative total.

2.3 SPT3: Estimated total number of participants enrolled in educational programs, including career advancement programs

【Period】

- January, 2022-December, 2022.

The above period was confirmed to be consistent with the ER.

【Program subject】

The programs categorized below were included in the totals, which were confirmed to be consistent with the ER.

- Career advancement education, etc. (including education on qualifications, product knowledge, etc.): General education related to employment, including basic education, industry-specific education, workplace-specific education, qualification acquisition objectives, etc.
- Educational Programs

【Scope】

Six manufacturing companies (domestic manufacturing and domestic service companies) and 14 engineering companies were included in the totals, and these were consistent with the ER.

For manufacturing and overseas engineering companies, the total number of participants in the programs is scoped, while for domestic engineering companies, the number of participants who were employed in the engineering segment and took part in the program is scoped in the totals.

Classification	Company Name
■ Domestic Manufacturing and Domestic Service	
Domestic Manufacturing	OUTSOURCING Inc.
Domestic Manufacturing	PEO Co., Ltd.
Domestic Manufacturing	Career Agent Co., Ltd. ⁹
Domestic Manufacturing	AVANCE CORPORATION
Domestic Manufacturing	S.S.Sangyo Co.Ltd.
Domestic Service	OTS Inc.
■ Domestic Engineering	
Domestic Engineering	enable Inc.
Domestic Engineering	RPM Co., Ltd.
Domestic Engineering	OUTSOURCING TECHNOLOGY Inc. ¹⁰
Domestic Engineering	Thinketh Bank Co., Ltd.
Domestic Engineering	Kyodo Engineering Corporation
Domestic Engineering	Mobile Communications Co., Ltd.
Domestic Engineering	OUTSOURCING Communications Co., Ltd.
Domestic Engineering	Advantec Co.,Ltd. ¹¹

⁹ Career Contract Co., Ltd and Career File Co., Ltd were included in the project subject in 2021, however these companies were absorbed by Career Agent Co., Ltd in 2022.

¹⁰ See footnote 6

¹¹ See footnote 7

Classification	Company Name
Domestic Engineering	Smart Robotics Co.Ltd.
Domestic Engineering	Multi Tec Co., Ltd.
Domestic Engineering	Itec Co., Ltd.
Domestic Engineering	Gray (Dalian) Information Technology Co., Ltd.
Domestic Engineering	dcom Co., Ltd ¹²
■ Overseas Technical	
Overseas Engineering	PROJECT MANAGEMENT PARTNERS PTY LIMITED

【Results】

The total results are shown in the table below, which confirms that the 2022 actual number is 35,391. The accumulated total number from January 2021 is 60,022. This represents an achievement rate against the assumed value (42,538) is 141.1%.

Classification	Company Name	Actual (persons)	
		Single year (2022)	Accumulated total (Jan 2021~)
■ Domestic Manufacturing and Domestic Service			
Domestic Manufacturing	OUTSOURCING Inc.	14,826	22,814
Domestic Manufacturing	PEO Co.,Ltd.	10,182	18,017
Domestic Manufacturing	Career Agent Co., Ltd.	352	375
Domestic Manufacturing	AVANCE CORPORATION	837	940
Domestic Manufacturing	S.S.Sangyo Co.Ltd.	60	68
Domestic Service	OTS Inc.	296	576
■ Domestic Engineering			
Domestic Engineering	enable Inc.	88	205
Domestic Engineering	RPM Co., Ltd.	352	776
Domestic Engineering	OUTSOURCING TECHNOLOGY Inc.	5,547	10,723
Domestic Engineering	Thinketh Bank Co., Ltd.	6	23
Domestic Engineering	Kyodo Engineering Corporation	1,552	3,009
Domestic Engineering	Mobile Communications Co., Ltd.	433	845
Domestic Engineering	OUTSOURCING Communications Co., Ltd.	52	93
Domestic Engineering	Advantec Co.,Ltd.	422	859
Domestic Engineering	Smart Robotics Co.Ltd.	5	8
Domestic Engineering	Multi Tec Co., Ltd.	57	96
Domestic Engineering	Itec Co., Ltd.	0	0
Domestic Engineering	Gray (Dalian) Information Technology Co., Ltd.	1	1
Domestic Engineering	dcom Co., Ltd	0	0
■ Overseas Technical			
Overseas Engineering	PROJECT MANAGEMENT PARTNERS PTY LIMITED	323	594
Total		35,391	60,022

¹² See footnote 8

2.4 SPT4: Number of specialists who can improve the productivity

【Period】

- January, 2022-December, 2022 (number of people as of the end of December 2022) .
The above period was confirmed to be consistent with the ER.

【Scope】

The following 13 domestic companies (all OST Group companies) and 24 overseas companies (overseas engineering and manufacturing, and some public sector from the service segment) were included in the totals, and these were confirmed to be consistent with the ER.

Classification	Company Name
Domestic (all OST Group companies)	enable Inc.
	RPM Co., Ltd.
	OUTSOURCING TECHNOLOGY Inc. ¹³
	Thinketh Bank Co., Ltd.
	Kyodo Engineering Corporation
	Mobile Communications Co., Ltd.
	OUTSOURCING Communications Co., Ltd.
	Advantec Co.,Ltd. ¹⁴
	Smart Robotics Co.Ltd.
	Multi Tec Co., Ltd.
	Itec Co., Ltd.
	Gray (Dalian) Information Technology Co., Ltd.
	dcom Co., Ltd ¹⁵
Overseas (overseas engineering ¹⁶ and some public sector from the overseas manufacturing and service segment ¹⁷)	PM-PARTNERS SINGAPORE PTE. LTD.
	MARBLE GROUP NZ LIMITED
	PROJECT MANAGEMENT PARTNERS PTY LIMITED
	CDER GROUP
	ALBACORE CONSULTING GROUP PTY LTD
	BLUEFIN RESOURCES PTY. LIMITED
	CLICKS RECRUIT (AUSTRALIA) PTY LTD
	CPL GROUP ¹⁸
	HORIZON ONE RECRUITMENT PTY LTD
	INDEX CONSULTANTS PTY LTD

¹³ See footnote 6

¹⁴ See footnote 7

¹⁵ See footnote 8

¹⁶ This segment provides contract services and temporary staffing services using technical human resources mainly for public organizations and financial institutions. AI-based public debt collection agency services in the UK, healthcare / IT human resources services in Ireland, and ICT contracting, human resource services, and training services mainly for the government and financial sectors, as well as human resource services for the building and construction sector are expanded.

¹⁷ Overseas group companies provide manufacturing and distribution outsourcing services in Asia, South America, Europe, etc., as well as temporary staffing and placement services for administrative and service personnel, and payroll processing services. In Europe and Oceania, they provide BPO and temporary staffing services to public sector organizations, and are developing cross-border employment services in Europe and Asia.

¹⁸ NTRINSIC CONSULTING RESOURCES LIMITED was included in the scope in 2021, however this company became a group company of the CPL RESOURCES LIMITED.

Classification	Company Name
	MARBLE GROUP PTY LTD
	JIGSAW SEARCH PTY LTD
	KINETIC EMPLOYMENT LIMITED
	RED APPOINTMENTS PTY LTD
	OUTSOURCING OCEANIA PTY LTD
	CALIFORNIA PACIFIC TECHNICAL SERVICES LLC
	FARO RECRUITMENT (SINGAPORE) PTE. LTD.
	HOBAN RECRUITMENT PTY LTD
	INTEGRITY NETWORKS, INC.
	LIBERATA UK LIMITED
	ORION CONSTRUCTION CORPORATION (GUAM)
	OUTSOURCING UK LIMITED
	RENOVO EMPLOYMENT GROUP LIMITED
	ALV GROUP ¹⁹

【Results】

The totals are shown in the table below, which confirms the 2022 actual figure of 45,421. The assumed value is 48,497 persons, which represents an achievement rate of 93.7%.

Classification	Company Name	Actual (persons)
Domestic (all OST Group companies)	enable Inc.	389
	RPM Co., Ltd.	1,087
	OUTSOURCING TECHNOLOGY Inc.	16,842
	Thinketh Bank Co., Ltd.	65
	Kyodo Engineering Corporation	3,365
	Mobile Communications Co., Ltd.	1,237
	OUTSOURCING Communications Co., Ltd.	146
	Advantec Co.,Ltd.	1,298
	Smart Robotics Co.Ltd.	18
	Multi Tec Co., Ltd.	168
	Itec Co., Ltd.	10
	Gray (Dalian) Information Technology Co., Ltd.	4
	dcom Co., Ltd	84
Overseas (overseas engineering and some public sector from the overseas manufacturing and service segment)	PM-PARTNERS SINGAPORE PTE. LTD.	34
	MARBLE GROUP NZ LIMITED	0
	PROJECT MANAGEMENT PARTNERS PTY LIMITED	272
	CDER GROUP LIMITED ※Including 8 group companies	436
	ALBACORE CONSULTING GROUP PTY LTD	37
	BLUEFIN RESOURCES PTY. LIMITED	919
	CLICKS RECRUIT (AUSTRALIA) PTY LTD	717
	CPL Group	12,514
	HORIZON ONE RECRUITMENT PTY LTD	251
	INDEX CONSULTANTS PTY LTD	35
	MARBLE GROUP PTY LTD	218
JIGSAW SEARCH PTY LTD	58	
KINETIC EMPLOYMENT LIMITED	224	

¹⁹ It was established in 2022. (VERACITY OSI UK LIMITED and ALLEN LANE LIMITED's controlling company). ALLEN LANE LIMITED and VERACITY OSI UK LIMITED was included in the scope, however this company became a group company if the ALV GROUPCO LIMITED.

Classification	Company Name	Actual (persons)
	RED APPOINTMENTS PTY LTD	323
	OUTSOURCING OCEANIA PTY LTD	0
	CALIFORNIA PACIFIC TECHNICAL SERVICES LLC	85
	FARO RECRUITMENT (SINGAPORE) PTE. LTD.	0
	HOBAN RECRUITMENT PTY LTD	2,758
	INTEGRITY NETWORKS, INC.	71
	LIBERATA UK LIMITED	1,076
	ORION CONSTRUCTION CORPORATION (GUAM)	47
	OUTSOURCING UK LIMITED	0
	RENOVO EMPLOYMENT GROUP LIMITED	54
	ALV GROUP	283
Total		45,421

2.5 SPT5 Number of training held according to Compliance and strengthening of internal controls (newly added)

【Period】

- April, 2022-December, 2022.

【Scope】

The following training were included in the totals.

- Training towards company executives of the domestic group companies which is designed to raise awareness, improve knowledge, and establish awareness of compliance.
- Training towards management position of the OUTSOURCING Inc. which is designed to raise awareness, improve knowledge, and establish awareness of compliance.
- Training towards administrative employees of the OUTSOURCING Inc. which is designed to strengthening of internal controls.

【Results】

The totals are shown in the table below, which confirms it was held 20 times.

Classification	Number of event
Training towards company executives of the domestic group companies which is designed to raise awareness, improve knowledge, and establish awareness of compliance	6
Training towards management position of the OUTSOURCING Inc. which is designed to raise awareness, improve knowledge, and establish awareness of compliance	6
Training towards administrative employees of the OUTSOURCING Inc. which is designed to strengthening of internal controls	8
Total	20

2.6 Number of transmitted information from the top management toward reforming the company’s internal culture (newly added)

【Period】

- April, 2022-December, 2022.

【Scope】

The following information were included in the totals.

- Number of the town hall meeting with the top management.
- Number of comments from the company executives in the group newsletter.

【Results】

The totals are shown in the table below.

classification	Total
Number of the town hall meeting with the top management	7
Number of transmitted comments from the company executives in the group newsletter	3

3. Summary

In this report, E&ES verified the validity of the SPTs performance figures of the SLL executed in July 2021 and October 2022 to OUTSOURCING with SBI Shinsei Bank as the arranger.

The results of the verification are described in sections 2.1 through 2.6. E&ES confirmed the data provided by OUTSOURCING is consistent with that in the ER. Also, there are no errors in the aggregate performance figures.