

Nomura International plc

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Strictly Private & Confidential

The Directors
Outsourcing Talent Ireland Limited
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The Directors
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100-0005
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3 November 2020

Dear Sirs

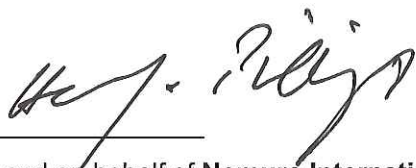
Recommended cash offer for the entire issued and to be issued share capital of CPL Resources Plc by Outsourcing Talent Ireland Limited, a wholly owned subsidiary of Outsourcing Inc., (the "Acquisition")

We refer to the document comprising an announcement to be made pursuant to Rule 2.5 of the Irish Takeover Rules in relation to the announcement of the Acquisition, by way of a scheme of arrangement under Chapter 1 of Part 9 of the Companies Act 2014, to be dated on or around the date hereof, (the "Announcement").

Nomura International plc hereby confirms it has given and not withdrawn its consent to the publication of the Announcement with the inclusion of its name in the Announcement, and references thereto, in the form and context in which they appear in the copy attached hereto and initialled for the purposes of identification.

Our consent is required by Rule 24.2(f) of the Irish Takeover Rules and is given solely for the purposes of complying with that rule and for no other purpose.

Yours faithfully



for and on behalf of **Nomura International plc**