

Notification: This English translation is for reference purposes only; in the case of a discrepancy between the English and Japanese versions, the Japanese original shall prevail.

March 31, 2017

To all concerned,

Company Name: transcosmos, Inc.
Representative: Masataka Okuda, President and COO
(Code No.9715, Tokyo Stock Exchange, 1st Section)
Inquiries: Norikazu Okayasu, General Manager
Public Relation & Advertising Dept.
Contact: +81-3-4363-1111 (Representative)

Notice of Organizational Changes and Personnel Transfers

Please be advised of changes to our company's organizational structure and transfers of personnel as indicated below.

Record

1. Reformation to the main Organizational Structure (as of April 1, 2017)

- Sales Headquarters
 - ◆ The "West Region Sales Division" has undergone an organizational split into the "West Region Sales Division I" and "West Region Sales Division II"
- Digital Marketing / EC / Contact Center Headquarters
 - ◆ The "Sales Promotion Division" and "Account Executive Promotion Department" will be newly established under the Account Executive Sector
 - ◆ The name of "Department V" under the Account Executive Sector will be changed to "Department IV"
 - ◆ Designation has been changed from "Quaky / Human Resources Development Division" to "Talent Development Division"
 - ◆ Newly established "Global End-to-End e-commerce / Direct Sales Division"
 - ◆ Designation has been changed from "Global End-to-End e-commerce Services Division" to "Global End-to-End e-commerce Direct Sales Division"
 - ◆ Designation has been changed from "Digital Communication Services Department" to "Digital Communication Services Division"
 - ◆ The "Digital Communication & Contact Center Sector" will be newly established, and the "DC & CC Promotion Division" will be newly established under its control
 - ◆ The "Hokkaido Region Contact Center Services Division," "Tohoku Region Contact Center Services Department," "Metropolitan Contact Center Services Division," "West Region Contact Center Services Division," "Kyushu Region Contact Center Services Division" and "Okinawa Region Contact Center Services Division" will be reorganized under the control of the Digital Communication & Contact Center Sector, and their names will be changed to "Hokkaido Region Division," "Tohoku Region Department," "Metropolitan Division," "West Region Division," "Kyushu Region Division" and "Okinawa Region Division" respectively
 - ◆ Designation has been changed from "MCM Analysis & Consulting Department" to "MCM Analytics & Consulting Services Department"
- BPO Services Headquarters
 - ◆ Designation has been changed from "IT Technology Product Management Division" to "Services Management Division"
 - ◆ Designation has been changed from "Building Infrastructure Services Administration Department" to "Building Infrastructure Services Division"

- Global Business Sector
 - ◆ Designation has been changed from "Global Business Sector" to "Global Business Headquarters"
 - ◆ The name of the "Services Promotion Division" will be changed to "Services Promotion Department" and it will be reorganized under the control of the Global Strategy Division
 - ◆ The "Business Promotion Department" will be reorganized under the control of the Global Strategy Division

- Head Office Departments
 - ◆ The "Services Management Division" will be organizationally integrated with the "Services Promotion Division"
 - ◆ The "Headquarters Management Sector" will be newly established, and the "Corporate Management Division" will be organizationally integrated with the "Corporate Strategy Division" and "Headquarters Management Sector"
 - ◆ The names of the "Affiliated Companies Corporate Management Division" and "Global Affiliated Companies Corporate Management Department" will be changed to "Affiliated Companies Accounting & Finance Division" and "Global Affiliated Companies Accounting & Finance Department" respectively, and they will be reorganized under the control of the Headquarters Management Sector
 - ◆ The "Administration Division," "Accounting & Finance Division" and "Portfolio Management Division" will be reorganized under the control of the Headquarters Management Sector

2. Reassignment of Directors and Corporate Officers and Changes in Delegated Duties
(as of April 1, 2017)

(1) Changes to the appointed duties of the Executive below

Name	New Position	Current Position
Koichi Iwami	Executive Vice President Global Business Sector Manager and Responsible for Digital Marketing / EC / Contact Center Headquarters and Services Promotion Headquarters	Executive Vice President Global Business Sector Manager and Services Promotion Division Manager and Responsible for Digital Marketing / EC / Contact Center Headquarters
Shinichi Nagakura	Senior Executive Managing Director Global Business Headquarters Deputy Manager and Global Business Sector, Silicon Valley Branch Manager and transcosmos America, Inc. President, CEO	Senior Executive Managing Director Global Business Sector Deputy Manager and Global Business Sector, Silicon Valley Branch Manager and transcosmos America, Inc. President, CEO
Masaaki Muta	Senior Executive Managing Director Sales Headquarters Manager and Services Promotion Headquarters and Digital Marketing / EC / Contact Center Headquarters, Account Executive Headquarters	Senior Executive Managing Director Sales Headquarters Manager and Services Promotion Division Deputy Manager
Masatoshi Kouno	Executive Managing Director BPO Services Headquarters Manager and Services Promotion Division General Manager	Executive Managing Director Business Process Outsourcing Services Sector Manager and Services Management Division General Manager

Name	New Position	Current Position
Hitoshi Honda	Executive Managing Director CFO and Corporate Management Sector Manager	Executive Managing Director CFO and Responsible for Accounting & Finance Division, Administration Division, Affiliated Companies Corporate Management Division, Global Affiliated Companies Corporate Management Division, Portfolio Management Division, and Corporate Management Division
Kiyoshi Shiraishi	Executive Managing Director CTO and Services Promotion Division Deputy Manager	Executive Managing Director CTO and Services Promotion Division Deputy Manager and Services Promotion Division, CTO Office Manager
Shunsuke Sato	Director CMO and Digital Marketing / EC / Contact Center Headquarters, DEC Innovation Manager	Director CMO

(2) Newly appointed corporate officers

Name	New Position
Naohiko Kitsuta	Executive Managing Director Global Business Headquarters Deputy Manager and Global Business Headquarters Global Business Strategy Division Manager
Hiroyuki Kohara	Corporate Officer Corporate Management Sector Deputy Manager and Corporate Management Sector Administration Division Manager and Corporate Management Sector Corporate Promotion Office Director
Hideki Nagura	Corporate Officer Human Resources Division and Services Promotion Headquarters Human Resources Management Department Manager
Makoto Noguchi	Corporate Officer Corporate Management Sector Deputy Manager and Corporate Management Sector Accounting & Finance Division Manager

(3) Changes in Positions of Corporate Officers and Delegated Duties

Name	New Position	Current Position
Kenshi Matsubara	Senior Corporate Executive Officer Digital Marketing / EC / Contact Center Headquarters Manager and Services Promotion Division Deputy Manager	Corporate Executive Officer Digital Marketing / EC / Contact Center Headquarters Manager and Services Management Division Deputy Manager
Eijiro Yamashita	Corporate Executive Officer Global Business Headquarters, China Business Division Manager and Shanghai transcocos Marketing Service Co., Ltd. (transcocos China) Chairman	Corporate Senior Officer Global Business Sector, China Business Division Manager and Shanghai transcocos Marketing Service Co., Ltd. (transcocos China) Chairman

Name	New Position	Current Position
Yoshihiro Uematsu	Corporate Senior Officer Global Business Headquarters Deputy Manager and Digital Marketing / EC / Contact Center Headquarters Deputy Manager	Corporate Officer Digital Marketing / EC / Contact Center Headquarters, Internet Promotion Services Division and Global Business Sector Deputy Manager

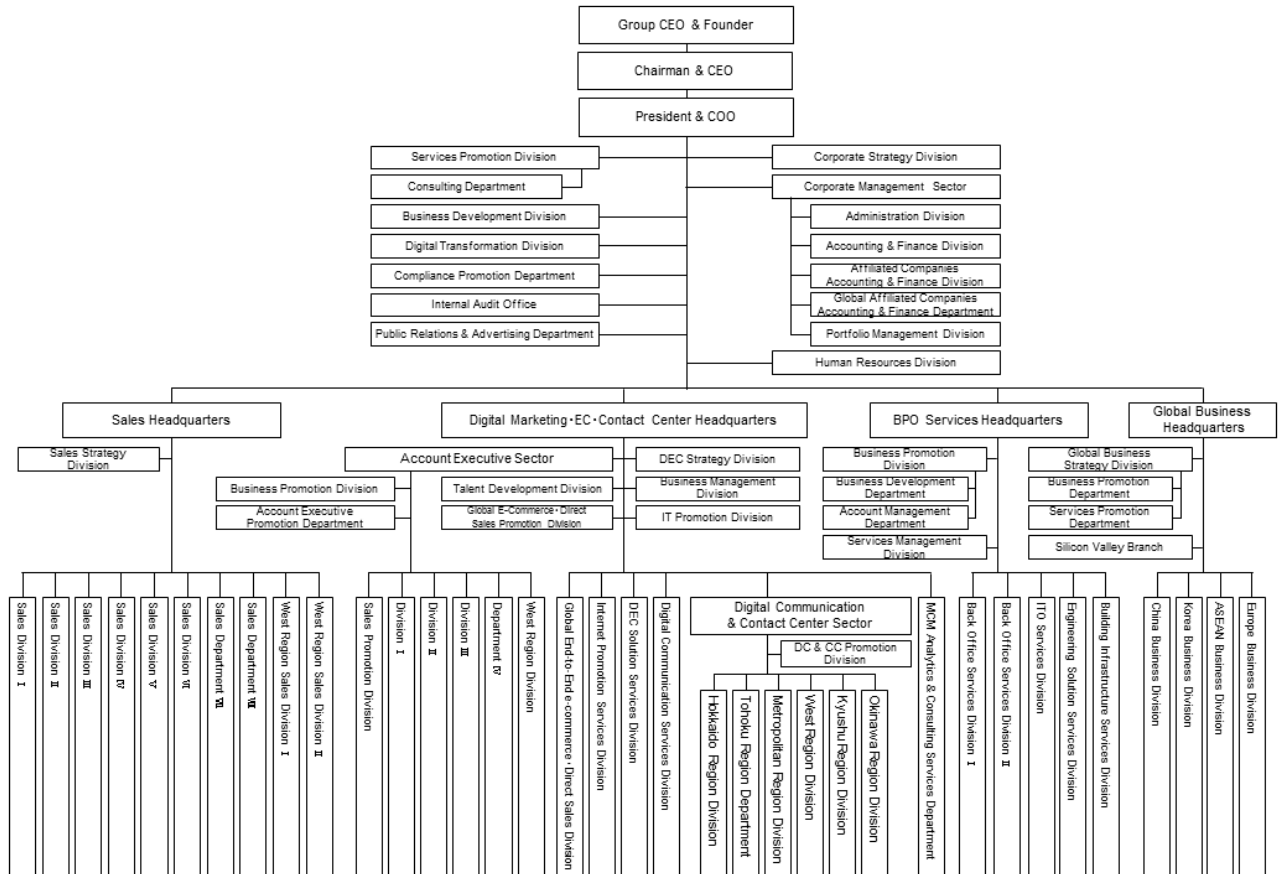
(4) Changes to the appointed duties of the Officers below

Name	New Position	Current Position
Kentaro Ogata	Corporate Executive Officer Digital Marketing / EC / Contact Center Headquarters Deputy Manager and Digital Marketing / EC / Contact Center Headquarters, DEC Strategy Division Manager	Corporate Executive Officer Digital Marketing / EC / Contact Center Headquarters Deputy Manager and Digital Marketing / EC / Contact Center Headquarters, Consulting Division Manager and Digital Marketing / EC / Contact Center Headquarters, Direct Sales Strategy Department Manager
Atsushi Ono	Corporate Executive Officer Services Promotion Division Deputy Manager and Services Promotion Division, Consulting Department Manager	Corporate Executive Officer Services Promotion Division, Consulting Department Manager
Takeshi Kamiya	Corporate Executive Officer Corporate Strategy Division Manager and Digital Marketing / EC / Contact Center Headquarters Deputy Manager and Digital Marketing / EC / Contact Center Headquarters, Global E-Commerce / Direct Sales Promotion Division Manager and Digital Marketing / EC / Contact Center Headquarters, Global End-to-End e-commerce / Direct Sales Division	Corporate Executive Officer Corporate Strategy Division Manager
Kokkei Nakayama	Corporate Senior Officer Global Business Sector, China Business Division Deputy Manager and transcosmos Information Creative (China) Co., Ltd. Chairman	Corporate Senior Officer Global Business Sector, China Business Division and transcosmos Information Creative (China) Co., Ltd. Chairman
Yoichi Kawano	Corporate Senior Officer Digital Marketing / EC / Contact Center Headquarters, MCM Analysis & Consulting Services Department Manager and transcosmos analytics, Inc. President	Corporate Senior Officer Digital Marketing / EC / Contact Center Headquarters, MCM Analysis & Consulting Department and transcosmos analytics, Inc. President
Mikio Yanashita	Corporate Senior Officer Services Promotion Division	Corporate Senior Officer Services Promotion Division Deputy Manager

Name	New Position	Current Position
Tsutomu Hasegawa	Corporate Senior Officer BPO Services Headquarters Deputy Manager and BPO Services Headquarters, Services Management Division and Services Promotion Division Deputy Manager	Corporate Senior Officer BPO Services Headquarters Deputy Manager and BPO Services Headquarters, IT Technology Product Management Division Manager
Hirofumi Inoue	Corporate Senior Officer Digital Marketing / EC / Contact Center Headquarters Deputy Manager and Services Promotion Division Deputy Manager	Corporate Senior Officer Digital Marketing / EC / Contact Center Headquarters Deputy Manager and Services Management Division Deputy Manager
Hiroki Tanigawa	Corporate Senior Officer Global Business Headquarters, ASEAN Business Division Manager	Corporate Senior Officer Global Business Sector, ASEAN Business Division Manager
Hiroyuki Morita	Corporate Senior Officer Digital Marketing / EC / Contact Center Headquarters Deputy Manager and Digital Marketing / EC / Contact Center Headquarters, Global E-Commerce / Direct Sales Promotion Division Deputy Manager and Digital Marketing / EC / Contact Center Headquarters, Global End-to-End e-commerce / Direct Sales Division Deputy Manager	Corporate Senior Officer Digital Marketing / EC / Contact Center Headquarters Deputy Manager and Responsible for Digital Marketing / EC / Contact Center Headquarters, Global End-to-End e-commerce Services Division
Takashi Sube	Corporate Officer Global Business Headquarters, Korea Business Division Manager and transcocosmos Korea Inc. President and CEO	Corporate Officer Global Business Sector, Korea Business Division Manager and transcocosmos Korea Inc. President and CEO
Yuichiro Kubo	Corporate Officer Global Business Headquarters, Europe Business Division Manager	Corporate Officer Global Business Sector, Europe Business Division Manager
Shinji Kanezawa	Corporate Officer Digital Marketing / EC / Contact Center Headquarters, Global End-to-End e-commerce / Direct Sales Division Deputy Manager	Corporate Officer Digital Marketing / EC / Contact Center Headquarters, Global End-to-End e-commerce Services Division Manager
Masato Ogino	Corporate Officer Corporate Management Sector, Deputy Manager and Corporate Management Sector, Portfolio Management Division Manager	Corporate Officer Portfolio Management Division Manager

Name	New Position	Current Position
Shohei Shimoda	Corporate Officer Digital Marketing / EC / Contact Center Headquarters, DEC Strategy Division, Deputy Division Manager and Digital Marketing / EC / Contact Center Headquarters, DEC Strategy Division, DEC Tech Headquarters Manager	Corporate Officer Digital Marketing / EC / Contact Center Headquarters, Digital Marketing / EC / Contact Center Strategy Division, Deputy Division Manager
Kei Yamane	Corporate Officer Global Business Headquarters	Corporate Officer Report to Global Business Sector

3. Organization (as of April 1, 2017)



The End