

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 28, 2018

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, 2018)

- Digital Marketing·EC·Contact Center Headquarters
 - ◆ The "Business Promotion Division" under the Account Executive Sector will be organizationally integrated with "Digital Transformation Division"
 - ◆ The "Department V", "Department VI", "Editorial Office VII" and "Editorial Office VIII" will be newly established under the Account Executive Sector
 - ◆ The name of the "Digital Communication & Contact Center Sector" will be changed to "Digital Communication Center Sector", and "Services Strategy Division", "Services Management Division", "Sales Promotion Division", and "Account Services Management Division" will be newly established under its control. In addition, Metropolitan Region Division under its control has undergone an organizational split into "Metropolitan Region Division I" and "Metropolitan Region Division II"
 - ◆ Designation has been changed from "Digital-Experience Sector" to "Digital-Experience Division"
 - ◆ Newly established "Services Development Division"
 - ◆ The "Talent Development Division" and "Business Management Division" have undergone an organizational integration and been reorganized as the "Services Promotion Division"
- BPO Services Headquarters
 - ◆ Designation has been changed from "Services Management Division" to "Services Promotion Division"
 - ◆ The "IT Innovation Department" will be newly established under the ITO Services Division
 - ◆ The "BPO Coordinate Department", "EPO Coordinate Department", "Project Management Department" and "Account Management Department" will be newly established under the Business Promotion Division
- Head Office Divisions/Departments
 - ◆ "Global E-Commerce·Direct Sales Promotion Division" under Digital Marketing·EC·Contact Center Headquarters will be transferred to the direct supervision of the President
 - ◆ "Marketing Division" will be newly established as the direct supervision of the President

2. Reassignment of Corporate Officers and Changes in Delegated Duties (as of April 1, 2018)

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

Name	New Position	Current Position
Koichi Iwami	Director, Executive Vice President Global Business Sector Manager and Responsible for Digital Marketing·EC· Contact Center Headquarters and Responsible for Services Promotion Division	Director, Executive Vice President Global Business Sector Manager and Responsible for Digital Marketing·EC· Contact Center Headquarters and Responsible for Services Promotion Division and Services Promotion Division, Consulting Department 2 Manager
Masaaki Muta	Director, Senior Corporate Executive Officer Sales Headquarters Manager and Global Business Headquarters Deputy Manager and Responsible for Services Promotion Headquarters and Responsible for Digital Marketing·EC· Contact Center Headquarters, Account Executive Sector	Director, Senior Corporate Executive Officer Sales Headquarters Manager and Responsible for Services Promotion Headquarters and Digital Marketing·EC·Contact Center Headquarters, AE Manager
Shunsuke Sato	Director, Corporate Executive Officer & CMO Responsible for Marketing Division and Responsible for Digital Marketing·EC· Contact Center Headquarters	Director, Corporate Executive Officer & CMO Digital Marketing·EC·Contact Center Headquarters, DEC Innovation Manager and Digital Marketing·EC·Contact Center Headquarters, Innovation Promotion Division Manager
Takeshi Kamiya	Corporate Executive Officer Corporate Strategy Division Manager and Global E-Commerce·Direct Sales Promotion Division Manager and Responsible for Digital Marketing·EC· Contact Center Headquarters and Digital Marketing·EC·Contact Center Headquarters, Global End-to-End e- commerce·Direct Sales Division Manager	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

(2) Selection appointed corporate officer

Name	New Position
Tsunehiro Fukushima	Corporate Senior Officer Services Promotion Division, Consulting Department II Manager
Kwon.Sang-chuel	Corporate Officer Global Business Headquarters, Korea Business Division Manager and transcocosmos Korea Inc. President and COO

(3) Newly appointed corporate officers

Name	New Position	Current Position
Hiroki Tanigawa	Corporate Executive Officer Global Business Headquarters, ASEAN Business Division Manager	Corporate Senior Officer Global Business Headquarters, ASEAN Business Division Manager
Takashi Sube	Corporate Senior Officer Global Business Headquarters, ASEAN Business Division Deputy Manager	Corporate Officer Global Business Headquarters, ASEAN Business Division Deputy Manager

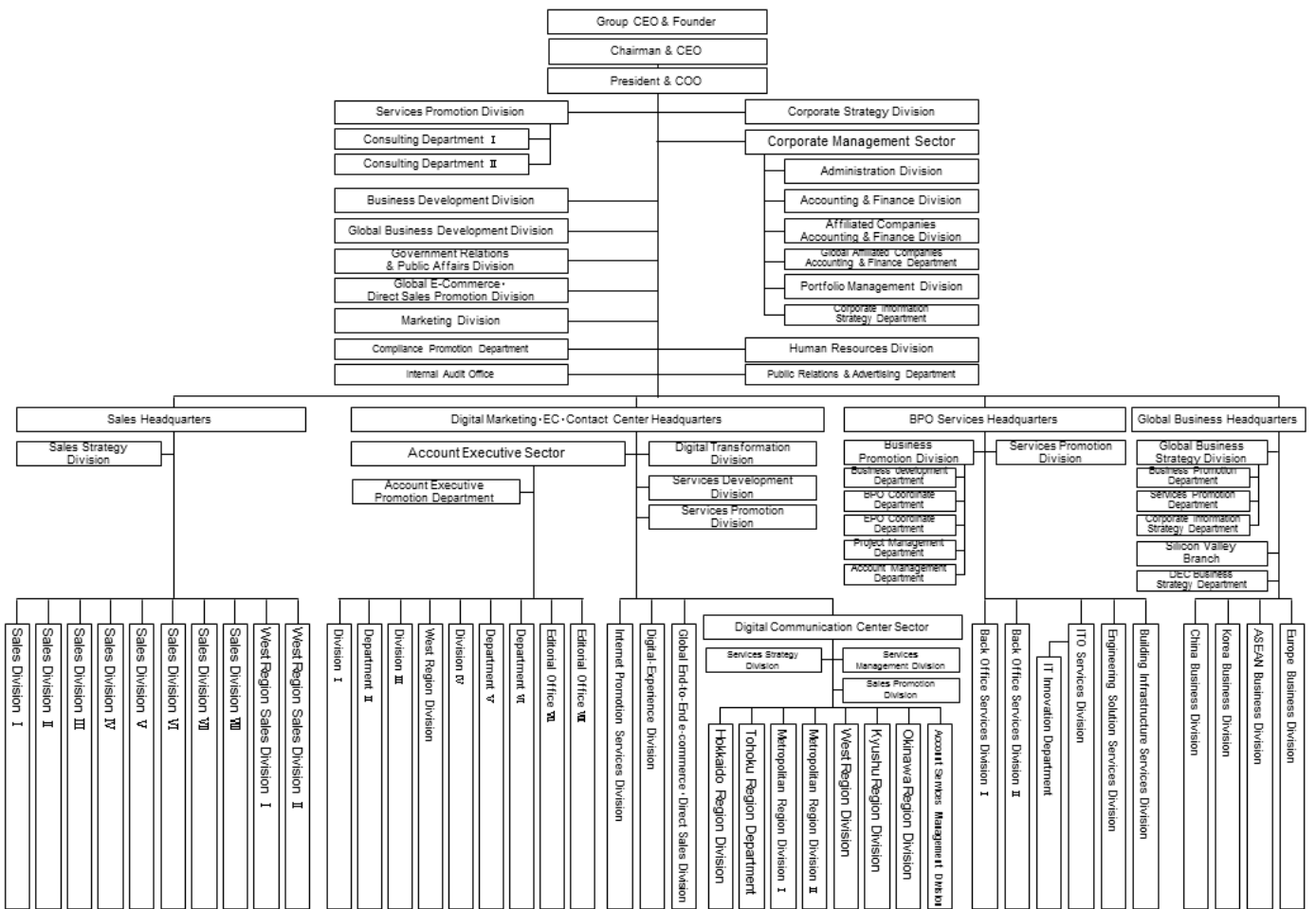
(4) Changes to the appointed duties of the Officers below

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, Services Development Division Manager	Corporate Executive Officer Digital Marketing·EC·Contact Center Headquarters Deputy Manager and Digital Marketing·EC·Contact Center Headquarters, DEC Strategy Division Manager
Hiroyuki Uchimura	Corporate Senior Officer BPO Services Headquarters Deputy Manager and BPO Services Headquarters, Business Promotion Division Manager	Corporate Senior Officer BPO Services Headquarters Deputy Manager and BPO Services Headquarters, Business Promotion Division Manager and BPO Services Headquarters, Business Promotion Division, Services Coordinate Department Manager
Tsutomu Hasegawa	Corporate Senior Officer BPO Services Headquarters Deputy Manager and BPO Services Headquarters, Services Promotion Division Manager and Services Promotion Division Deputy Manager	Corporate Senior Officer BPO Services Headquarters Deputy Manager and BPO Services Headquarters, Services Management Division Manager and Services Promotion Division Deputy Manager
Hirofumi Inoue	Corporate Senior Officer Digital Marketing·EC·Contact Center Headquarters Deputy Manager and Digital Marketing·EC·Contact Center Headquarters, Services Promotion Division Manager and Services Promotion Division Deputy Manager	Corporate Senior Officer Digital Marketing·EC·Contact Center Headquarters Deputy Manager and Services Promotion Division Deputy Manager

Name	New Position	Current Position
Hiroyuki Morita	Corporate Senior Officer Responsible for BPO Services Headquarters, Back Office Services Division I and Digital Marketing·EC·Contact Center Headquarters, Digital Transformation Division and Global End-to-End e-commerce·Direct Sales Division	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 and Digital Marketing·EC·Contact Center Headquarters, Digital Transformation Division
Yoshihiro Uematsu	Corporate Senior Officer Global Business Headquarters Deputy Manager and Global Business Headquarters, DEC Business Strategy Department Manager	Corporate Senior Officer Global Business Headquarters Deputy Manager and Digital Marketing·EC·Contact Center Headquarters Deputy Manager
Yoichi Kawano	Corporate Senior Officer Digital Marketing·EC·Contact Center Headquarters, Services Development Division, Analytics Center Department Manager and transcosmos analytics, Inc. President	Corporate Senior Officer Digital Marketing·EC·Contact Center Headquarters, MCM Analysis & Consulting Services Department Manager and transcosmos analytics, Inc. President
Mikio Yanashita	Corporate Senior Officer Services Promotion Division, Silicon Valley Branch	Corporate Senior Officer Services Promotion Division
Shinji Kanazawa	Corporate Officer 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 Officer Digital Marketing·EC·Contact Center Headquarters, Global End-to-End e- commerce·Direct Sales Division Deputy Manager
Masato Ogino	Corporate Officer Corporate Management Sector Deputy Manager and Responsible for Corporate Management Sector, Portfolio Management Division	Corporate Officer Corporate Management Sector Deputy Manager and Corporate Management Sector, Portfolio Management Division Manager
Kenta Kusano	Corporate Officer Marketing Division Manager	Corporate Officer Responsible for Chief Marketing (Singapore)
Shohei Shimoda	Corporate Officer Marketing Division Deputy Manager	Corporate Officer Digital Marketing·EC·Contact Center Headquarters, DEC Strategy Division Deputy Manager and Digital Marketing·EC·Contact Center Headquarters, DEC Strategy Division, DEC Tech Department Manager

Name	New Position	Current Position
Tsuyoshi Washio	Corporate Officer Responsible for BPO Services Headquarters, ITO Services Division and BPO Services Headquarters, Business Promotion Division Deputy Manager	Corporate Officer Report to BPO Services Headquarters, ITO Services Manager and BPO Services Headquarters, Business Promotion Division Deputy Manager
Keisuke Yoshida	Corporate Officer Sales Headquarters Deputy Manager and West Region Sales Manager, Responsible for Sales Headquarters, West Region Sales Division I and West Region Sales Division II	Corporate Officer West Region Sales Manager, Responsible for Sales Headquarters, West Region Sales Division I and West Region Sales Division II and Sales Headquarters, West Region Sales Division I Manager
Yoshikazu Majima	Corporate Officer Digital Marketing · EC · Contact Center Headquarters, Digital Transformation Division, Customer Centric Planning Department Manager	Corporate Officer Digital Marketing · EC · Contact Center Headquarters, Digital Transformation Division Deputy Manager and Digital Marketing · EC · Contact Center Headquarters, Account Executive Sector, Business Promotion Division Deputy Manager

3. Organization



The End