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March 28, 2019

To Whom It May Concern,

Name of Company: transcosmos inc.
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Announcement Regarding Organizational and Personnel Changes

transcosmos (the Company) today announced the following organizational changes and executive-level personnel changes.

1. Major organizational changes (effective as of April 1, 2019)

- Sales Headquarters
 - ◆ Establish “Chubu Region Sales Division”

- Digital Marketing・E-Commerce・Contact Center Headquarters
 - ◆ Reorganize the Account Sales team under the Account Executive Sector by Service category
 - Contact Center Services: “AE Division I,” “AE Division II,” “AE Division III,” “AE Division IV,” “AE West Japan Sales Division”

 - Digital Marketing Services: “AE Editorial Office I,” “AE Editorial Office II,” “AE Editorial Office III,” “AE Editorial Office IV,” “AE West Japan Editorial Office,” “AE Editorial Office V,” “AE Editorial Office VI”
 - ◆ Establish “GA Promotion Department” under the Account Executive Sector
 - ◆ Rename the “Account Executive Promotion Department” under the Account Executive Sector to “AE Strategy Division”
 - ◆ Establish “Services Planning Promotion Division” under the Digital Communication Center Sector, and merge the “Services Strategy Division” into the new division
 - ◆ Establish “Operations Management Division” under the Digital Communication Center Sector and merge the “Services Management Division” into the new division
 - ◆ Establish “Business Promotion Division” under the Digital Communication Center Sector, and merge the “Sales Promotion Division” into the new division
 - ◆ Rename the “Global E-Commerce・Direct Sales Division” to “E-Commerce・Direct Sales Division”

- BPO Services Headquarters
 - ◆ Establish “ITO Coordinate Department” under the Business Promotion Division
 - ◆ Split the “Account Management Department” under the Business Promotion Division into “Account Management Department I” and “Account Management Department II”

- Global Business Headquarters
 - ◆ Rename the “DEC Business Strategy Department” to “CX Business Strategy Department”

- Corporate Functions
 - ◆ Rename the “Services Promotion Division” to “Services Promotion Sector”
 - ◆ Rename the “Human Resources Management Department” under the Services Promotion Sector to “Human Resources Development Promotion Division”
 - ◆ Establish “Digital Technology Promotion Division” under the Services Promotion Sector
 - ◆ Rename the “Marketing Division” to “Business Innovation Division”
 - ◆ Rename the “Global Affiliated Companies Accounting & Finance Department” to “Global Affiliated Companies Accounting & Finance Division”
 - ◆ Establish “Business Management Department,” as a direct report function to President & COO
 - ◆ Abolish the “Corporate Management Sector,” and change the following functions direct report functions to President & COO: “Administration Division,” “Accounting & Finance Division,” “Affiliated Companies Accounting & Finance Division,” “Global Affiliated Companies Accounting & Finance Division,” “Portfolio Management Division,” and “Corporate Strategy Division”

2. Changes in directors’ and corporate officers’ areas of responsibility and positions, and appointment of new corporate officers (effective as of April 1, 2019)

(1) Change in director’s position

Name	New Position	Current Position
Masatoshi Kouno	Director, Senior Corporate Executive Officer Manager of BPO Services Headquarters Manager of Services Promotion Sector	Director, Corporate Executive Officer Manager of BPO Services Headquarters Manager of Service Promotion Division, BPO Services Headquarters Manager of Services Promotion Sector

(2) Changes in directors’ areas of responsibility

Name	New Position	Current Position
Koichi Iwami	Director, Executive Vice President Manager of Global Business Headquarters Responsible for Digital Marketing・ E-Commerce・Contact Center Headquarters Responsible for Services Promotion Sector	Director, Executive Vice President Manager of Global Business Headquarters Responsible for Digital Marketing・ E-Commerce・Contact Center Headquarters Responsible for Services Promotion Division
Masaaki Muta	Director, Senior Corporate Executive Officer Co-Manager of Digital Marketing・ E-Commerce・Contact Center Headquarters Co-Manager of Sales Headquarters Deputy Manager of Global Business Headquarters Responsible for Account Executive Sector, Digital Marketing・E-Commerce・Contact Center Headquarters	Director, Senior Corporate Executive Officer Co-Manager of Sales Headquarters Deputy Manager of Global Business Headquarters Responsible for Services Promotion Division Co-Manager of Digital Marketing・ E-Commerce・Contact Center Headquarters

Name	New Position	Current Position
Kiyoshi Shiraishi	Director, Corporate Executive Officer & CTO Deputy Manager of Services Promotion Sector Manager of Digital Technology Promotion Division, Services Promotion Sector	Director, Corporate Executive Officer & CTO Deputy Manager of Services Promotion Division
Shunsuke Sato	Director, Corporate Executive Officer & CMO Responsible for Business Innovation Division	Director, Corporate Executive Officer & CMO Responsible for Marketing Division
Takeshi Kamiya	Director, Corporate Executive Officer Manager of Corporate Strategy Division Manager of Global E-Commerce・Direct Sales Promotion Division Responsible for E-Commerce・Direct Sales Division, Digital Marketing・E-Commerce・Contact Center Headquarters	Director, Corporate Executive Officer Manager of Corporate Strategy Division Manager of Global E-Commerce・Direct Sales Promotion Division Manager of Global E-Commerce・Direct Sales Division, Digital Marketing・E-Commerce・Contact Center Headquarters

(3) Appointment of new corporate officers

Name	New Position
Kazuhiko Tabuchi	Corporate Officer Deputy Manager of Account Executive Sector, Digital Marketing・E-Commerce・Contact Center Headquarters Deputy Manager of Digital Communication Center, Digital Marketing・E-Commerce・Contact Center Headquarters Manager of Business Promotion Division, Digital Communication Center, Digital Marketing・E-Commerce・Contact Center Headquarters Manager of GA Promotion Department, Account Executive Sector, Digital Marketing・E-Commerce・Contact Center Headquarters
Takuma Hirono	Corporate Officer Manager of Engineering Solution Services Division, BPO Services Headquarters
Toshio Tokoro	Corporate Officer Responsible for Digital Experience Division, Digital Marketing・E-Commerce・Contact Center Headquarters
Hiroyoshi Hara	Corporate Officer President Director of PT. transcocosmos Indonesia, ASEAN Business Division, Global Business Headquarters
Kiyonori Takechi	Corporate Officer Managing Director of transcocosmos(Thailand) Co., Ltd., ASEAN Business Division, Global Business Headquarters
Kotobuki Morita	Corporate Officer Deputy Manager of Digital Transformation Division, Digital Marketing・E-Commerce・Contact Center Headquarters Manager of Business Planning Department, Digital Transformation Division, Digital Marketing・E-Commerce・Contact Center Headquarters
Kazuo Asano	Corporate Officer Manager of Sales Division V, Sales Headquarters Manager of Sales Division I, Sales Headquarters Manager of Chubu Region Sales Division, Sales Headquarters
Toshiro Funahashi	Corporate Officer Responsible for Building Infrastructure Services Division, BPO Services Headquarters President of APPLIED TECHNOLOGY CO., LTD.

(4) Changes in corporate officers' position

Name	New Position	Current Position
Takeshi Sankawa	Senior Corporate Executive Officer Manager of Global Business Development Division Manager of Government Relations & Public Affairs Division	Corporate Executive Officer Manager of Global Business Development Division Manager of Government Relations & Public Affairs Division
Hiroyuki Uchimura	Corporate Executive Officer Deputy Manager of BPO Services Headquarters Manager of Business Promotion Division, BPO Headquarters	Corporate Senior Officer Deputy Manager of BPO Services Headquarters Manager of Business Promotion Division, BPO Headquarters
Yoichi Kawano	Corporate Executive Officer Responsible for Analytics Center Department, Digital Marketing・E-Commerce・Contact Center Headquarters President of transcocosmos analytics Inc.	Corporate Senior Officer Manager of Analytics Center Department, Digital Marketing・E-Commerce・Contact Center Headquarters President of transcocosmos analytics Inc.

(5) Changes in corporate officers' areas of responsibility

Name	New Position	Current Position
Kenshi Matsubara	Senior Corporate Executive Officer Co-Manager of Digital Marketing・E-Commerce・Contact Center Headquarters Manager of Digital Communication Center, Digital Marketing・E-Commerce・Contact Center Headquarters	Senior Corporate Executive Officer Co-Manager of Digital Marketing・E-Commerce・Contact Center Headquarters Deputy Manager of Services Promotion Division
Atsushi Ono	Corporate Executive Officer Manager of Consulting Department I , Services Promotion Sector	Corporate Executive Officer Deputy Manager of Services Promotion Division Manager of Consulting Department I , Services Promotion Division
Norimitsu Miyazawa	Corporate Senior Officer Manager of Account Executive Sector, Digital Marketing・E-Commerce・Contact Center Headquarters Manager of AE Division III, Account Executive Sector, Digital Marketing・E-Commerce・Contact Center Headquarters Manager of AE Editorial Office VI, Account Executive Sector, Digital Marketing・E-Commerce・Contact Center Headquarters	Corporate Senior Officer Manager of Account Executive Sector, Digital Marketing・E-Commerce・Contact Center Headquarters
Hirofumi Inoue	Corporate Senior Officer Deputy Manager of Services Promotion Sector Co-Manager of Human Resources Development Promotion Division	Corporate Senior Officer Deputy Manager of Services Promotion Division
Tsutomu Hasegawa	Corporate Senior Officer Deputy Manager of Services Promotion Sector Co-Manager of Human Resources Development Promotion Division	Corporate Senior Officer Deputy Manager of Services Promotion Division

Name	New Position	Current Position
Yoshihiro Uematsu	Corporate Senior Officer Deputy Manager of Global Business Headquarters Manager of CX Business Strategy Department, Global Business Headquarters	Corporate Senior Officer Deputy Manager of Global Business Headquarters Manager of DEC Business Strategy Department, Global Business Headquarters
Tsuyoshi Washio	Corporate Senior Officer Manager of ITO Services Division, BPO Services Headquarters Deputy Manager of Business Promotion Division, BPO Services Headquarters Manager of Global Promotion Department, Business Promotion Division, BPO Services Headquarters	Corporate Senior Officer Responsible for ITO Services Division, BPO Services Headquarters Deputy Manager of Business Promotion Division, BPO Services Headquarters
Keisuke Yoshida	Corporate Officer Deputy Manager of Sales Headquarters	Corporate Officer Deputy Manager of Sales Headquarters Manager of West Japan Sales Responsible for West Japan Sales Division I , West Japan Sales Division II , Sales Headquarters
Kei Yamane	Corporate Officer Direct report to Digital Transformation Division, Digital Marketing・E-Commerce・Contact Center Headquarters Direct report to Global Business Headquarters Direct report to Business Innovation Division	Corporate Officer Direct report to Global Business Headquarters
Masato Ogino	Corporate Officer Responsible for Portfolio Management Division	Corporate Officer Deputy Manager of Corporate Management Sector Responsible for Portfolio Management Division, Corporate Management Sector
Kenta Kusano	Corporate Officer Manager of Business Innovation Division	Corporate Officer Manager of Marketing Division
Shohei Shimoda	Corporate Officer Direct report to Business Innovation Division	Corporate Officer Deputy Manager of Marketing Division
Hiroyuki Kohara	Corporate Officer Manager of Administration Division Responsible for Business Management Department	Corporate Officer Deputy Manager of Corporate Management Sector Manager of Administration Division, Corporate Management Sector Head of Corporate Promotion Office, Corporate Management Sector
Makoto Noguchi	Corporate Officer Manager of Accounting & Finance Division Responsible for Business Management Department	Corporate Officer Deputy Manager of Corporate Management Sector Manager of Accounting & Finance Division, Corporate Management Sector

Name	New Position	Current Position
Satoshi Takayama	Corporate Officer Deputy Manager of Government Relations & Public Affairs Division Deputy Manager of Sales Headquarters	Corporate Officer Deputy Manager of Government Relations & Public Affairs Division
Soichiro Tomiyoshi	Corporate Officer Direct report to Global Business Development Division Direct report to Government Relations & Public Affairs Division	Corporate Officer Direct report to Global Business Development Division

3. New organizational chart (effective as of April 1, 2019)

