

Note: This English translation is for reference purposes only. In the event of any discrepancy between the Japanese original and this English translation, the Japanese original shall prevail.

March 27, 2020

To Whom It May Concern,

Name of Company: transcosmos inc.
Representative: Masataka Okuda, President and COO
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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, 2020)
 - Digital Marketing・E-Commerce・Contact Center Headquarters
 - ◆ Establish “AE Media Editorial Office” under the Account Executive Sector
 - ◆ Rename the “Digital Transformation Division” to “Digital Transformation Sector”
 - ◆ Rename “Customer Centric Planning Department” under the Digital Transformation Sector to “Customer Centric Division”
 - ◆ Move the “Consulting Sector” under the Services Promotion Sector to under the Digital Transformation Sector and rename it to “Human Experience Division”
 - ◆ Establish “DEC Business Promotion Division” under the Digital Transformation Sector
 - ◆ Move the “E-Commerce・Direct Sales Division” to under the Digital Transformation Sector and rename it to “ECX Division”
 - ◆ Rename the “Internet Promotion Service Division” to “Digital Agency Division”
 - ◆ Rename the “Digital Communication Center Sector” to “Digital Customer Communication Sector”
 - ◆ Rename the “Account Management Division” under the Digital Customer Communication Sector to “Strategic Account Division”
 - BPO Services Headquarters
 - ◆ Rename the “Business Development Department” under the Business Promotion Division to “Business Transformation Department”
 - Global Business Headquarters
 - ◆ Establish “Global Content Business Department”
 - ◆ Establish “Global Sales Department”
 - ◆ Establish “Corporate Planning Department” under the Global Business Strategy Division

- Corporate Functions

- ◆ Establish “Business Development Sector” and set the “Global Business Development Division,” “Government Relations & Public Affairs Division,” “Global E-Commerce・Direct Sales Promotion Division,” “Business Innovation Division” and “Business Development Division” under the sector
- ◆ Rename “Affiliated Companies Accounting & Finance Division” to “Affiliated Company Corporate Management Division”
- ◆ Rename “Global Affiliated Companies Accounting & Finance Division” to “Global Affiliated Company Corporate Management Division”

2. Changes in directors’ and corporate officers’ areas of responsibility and positions, and appointment of new corporate officers (effective as of April 1, 2020)

(1) Changes in directors’ areas of responsibility

Name	New Position	Current Position
Masataka Okuda	President & COO Manager of Business Development Sector	President & COO
Takeshi Kamiya	Director Senior Corporate Executive Officer Manager of Corporate Strategy Division Deputy Manager of Business Development Sector Manager of Global E-Commerce・Direct Sales Promotion Division, Business Development Sector	Director Senior 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
Kenshi Matsubara	Director Senior Corporate Executive Officer Co-Manager of Digital Marketing・E-Commerce・Contact Center Headquarters Manager of Digital Customer Communication Sector, Digital Marketing・E-Commerce・Contact Center Headquarters	Director Senior Corporate Executive Officer Co-Manager of Digital Marketing・E-Commerce・Contact Center Headquarters Manager of Digital Communication Center Sector, Digital Marketing・E-Commerce・Contact Center Headquarters
Ken Inazumi	Director Senior Corporate Executive Officer Co-Manager of Digital Marketing・E-Commerce・Contact Center Headquarters Manager of Digital Transformation Sector, Digital Marketing・E-Commerce・Contact Center Headquarters	Director Senior Corporate Executive Officer Co-Manager of Digital Marketing・E-Commerce・Contact Center Headquarters Manager of Digital Transformation Division, Digital Marketing・E-Commerce・Contact Center Headquarters
Kiyoshi Shiraishi	Director Corporate Executive Officer & CTO Deputy Manager of Services Promotion Sector Responsible for Digital Technology Promotion Division, Services Promotion Sector	Director Corporate Executive Officer & CTO Deputy Manager of Services Promotion Sector Manager of Digital Technology Promotion Division, Services Promotion Sector

Name	New Position	Current Position
Shunsuke Sato	Director Corporate Executive Officer & CMO Deputy Manager of Business Development Sector Responsible for Business Innovation Division, Business Development Sector	Director Corporate Executive Officer & CMO Responsible for Business Innovation Division

(2) Changes in corporate officers' areas of responsibility

Name	New Position	Current Position
Masakatsu Moriyama	Senior Corporate Executive Officer Deputy Manager of Business Development Sector Manager of Business Development Division, Business Development Sector	Senior Corporate Executive Officer Manager of Business Development Division
Takeshi Sankawa	Senior Corporate Executive Officer Deputy Manager of Business Development Sector Manager of Global Business Development Division, Business Development Sector Manager of Government Relations & Public Affairs Division, Business Development Sector	Senior Corporate Executive Officer Manager of Global Business Development Division Manager of Government Relations & Public Affairs Division
Eijiro Yamashita	Corporate Executive Officer Deputy Manager of Global Business Headquarters Manager of Global Business Strategy Division, Global Business Headquarters Manager of China Business Division, Global Business Headquarters Manager of Global Content Business Department CEO, Shanghai transcocosmos Marketing Services Co., Ltd. (transcosmos China)	Corporate Executive Officer Deputy Manager of Global Business Headquarters Manager of Global Business Strategy Division, Global Business Headquarters Manager of China Business Division, Global Business Headquarters CEO, Shanghai transcocosmos Marketing Services Co., Ltd. (transcosmos China)
Tsunehiro Fukushima	Corporate Executive Officer Manager of Human Experience Division, Digital Transformation Sector, Digital Marketing・E-Commerce・Contact Center Headquarters	Corporate Executive Officer Manager of Consulting Sector, Services Promotion Sector
Hirofumi Inoue	Corporate Senior Officer Deputy Manager of Services Promotion Sector	Corporate Senior Officer Deputy Manager of Services Promotion Sector Co-Manager of Human Resources Development Promotion Division, Services Promotion Sector
Kazuhiko Yamaki	Corporate Senior Officer Deputy Manager of Sales Headquarters Responsible for Sales Division I, Sales Headquarters	Corporate Senior Officer Deputy Manager of Sales Headquarters

Name	New Position	Current Position
Tutomu Hasegawa	Corporate Senior Officer Deputy Manager of Services Promotion Sector	Corporate Senior Officer Deputy Manager of Services Promotion Sector Co-Manager of Human Resources Development Promotion Division, Services Promotion Sector
Shinji Kanezawa	Corporate Officer Deputy Manager of Sales Headquarters Deputy Manager of Global E-Commerce·Direct Sales Promotion Division, Business Development Sector	Corporate Officer Deputy Manager of Sales Headquarters Deputy Manager of Global E-Commerce·Direct Sales Promotion Division
Kei Yamane	Corporate Officer Deputy Manager of Digital Technology Promotion Division, Services Promotion Sector Manager of TCI Platform Promotion Department, Digital Technology Promotion Division, Services Promotion Sector Responsible for System Project Management Promotion Department, Digital Transformation Sector, Digital Marketing·E-Commerce·Contact Center Headquarters Directly reporting to Global Business Headquarters	Corporate Officer Deputy Management of Digital Transformation Division, Digital Marketing·E-Commerce·Contact Center Headquarters Directly reporting to Global Business Headquarters Directly reporting to Business Innovation Division Deputy Manager of Digital Technology Department, Services Promotion Sector
Kenta Kusano	Corporate Officer Manager of Business Innovation Division, Business Development Sector	Corporate Officer Manager of Business Innovation Division
Shohei Shimoda	Corporate Officer Directly reporting to Business Innovation Division, Business Development Sector	Corporate Officer Directly reporting to Business Innovation Division
Yoshikazu Majima	Corporate Officer Manager of Customer Centric Division, Digital Transformation Sector, Digital Marketing·E-Commerce·Contact Center Headquarters Responsible for Digital Agency Division, Digital Marketing·E-Commerce·Contact Center Headquarters	Corporate Officer Deputy Manager of Digital Transformation Division, Digital Marketing·E-Commerce·Contact Center Headquarters Manager of Customer Centric Planning Department, Digital Transformation Division, Digital Marketing·E-Commerce·Contact Center Headquarters
Satoshi Takayama	Corporate Officer Deputy Manager of Government Relations & Public Affairs Division, Business Development Sector Deputy Manager of Sales Headquarters Responsible for Sales Division VI, Sales Headquarters	Corporate Officer Deputy Manager of Government Relations & Public Affairs Division Deputy Manager of Sales Headquarters

Name	New Position	Current Position
Soichiro Tomiyoshi	Corporate Officer Directly reporting to Global Business Development Division, Business Development Sector Directly reporting to Government Relations & Public Affairs Division, Business Development Sector Manager of Business Development Promotion Office, Business Development Sector	Corporate Officer Directly reporting to Global Business Development Division Directly reporting to Government Relations & Public Affairs Division
Kazuhiko Tabuchi	Corporate Officer Deputy Manager of Account Executive Sector, Digital Marketing・E-Commerce・Contact Center Headquarters Deputy Manager of Digital Customer Communication Sector, Digital Marketing・E-Commerce・Contact Center Headquarters	Corporate Officer Deputy Manager of Account Executive Sector, Digital Marketing・E-Commerce・Contact Center Headquarters Deputy Manager of Digital Customer Communication Sector, Digital Marketing・E-Commerce・Contact Center Headquarters Manager of Business Promotion Division, Digital Communication Center Sector, Digital Marketing・E-Commerce・Contact Center Headquarters Manager of GA Promotion Department, Account Executive Sector, Digital Marketing・E-Commerce・Contact Center Headquarters
Kotobuki Morita	Corporate Officer Manager of Business Planning Department, Digital Transformation Sector, Digital Marketing・E-Commerce・Contact Center Headquarters	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 Deputy Manager of Sales Headquarters Manager of Sales Division V, Sales Headquarters Manager of Chubu Region Sales Division, Sales Headquarters	Corporate Officer Manager of Sales Division V, Sales Headquarters Manager of Sales Division I, Sales Headquarters Manager of Chubu Region Sales Division, Sales Headquarters
Tadayuki Togashi	Corporate Officer Directly reporting to Business Innovation Division	Corporate Officer Directly reporting to Business Innovation Division President & CEO, Interest Design Inc.
Yuzuru Mitsumoto	Corporate Officer Directly reporting to Business Innovation Division	Corporate Officer Directly reporting to Business Innovation Division Director & COO, Interest Design Inc.

3. New organizational chart (effective as of April 1, 2020)

