

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.

June 25, 2020

To Whom It May Concern,

Name of Company: transcocos inc.  
Representative: Masataka Okuda, President & COO  
(Code No.9715, Tokyo Stock Exchange, First Section)  
Contact: Norikazu Okayasu  
General Manager, Public Relation & Advertising Dept.  
Department Phone Number: +81-3-4363-0123

### **Announcement Regarding Organizational Changes and Changes of Representative Directors and Directors**

transcocos (the Company) hereby notifies that the Company resolved to elect its board of directors and a director who is a substitute Audit and Supervisory Committee member as proposed at its annual general meeting of shareholders held on June 25, 2020, and that the Company resolved to implement the proposed organizational changes and personnel changes of its representative directors, directors and corporate officers at the Company's board of directors meeting held after the annual general meeting of shareholders, the details of which are described below:

#### Details of Resolution

- 1 Major organizational changes (effective as of June 1, 2020)
  - Establish Human Experience (HX) Consulting Department under the Global Business Headquarters.
- 2 Change in representative directors (effective as of June 25, 2020)
  - (1) Reason for the change  
In order to strengthen the Company's management structure.

(2) New appointment

| Name         | New Position                                      | Current Position                   |
|--------------|---|------------------------------------|
| Koichi Iwami | Representative Director, Executive Vice President | Director, Executive Vice President |

- (3) New Representative Director Biography  
Please refer to the attachment for the details.

### 3 Changes in directors

#### (1) New appointment (effective as of June 25, 2020)

| Name             | New Position     |
|------------------|------------------|
| Noriyoshi Suzuki | Outside Director |

#### (2) Changes in position (effective as of June 25, 2020)

| Name           | New Position                       | Current Position                             |
|----------------|------------------------------------|--|
| Masaaki Muta   | Director, Executive Vice President | Director, Senior Corporate Executive Officer |
| Takeshi Kamiya | Director, Executive Vice President | Director, Senior Corporate Executive Officer |

#### (3) Changes in areas of responsibility (effective as of July 1, 2020)

| Name          | New Position   | Current Position  |
|---------------|--|---|
| Shunsuke Sato | Director, Corporate Executive Officer & CMO<br>Deputy Manager of Business Development Sector<br>Manager of Global Business Development Division<br>Responsible for Business Innovation Division, Business Development Sector | Director, Corporate Executive Officer & CMO<br>Deputy Manager of Business Development Sector<br>Responsible for Business Innovation Division, Business Development Sector |

### 4 Changes in corporate officers

#### (1) New appointments (effective as of June 25, 2020)

| Name             | New Position   | Current Position   |
|------------------|--|--|
| Takayuki Maeda   | Corporate Officer<br>Deputy Manager of Account Executive Sector Digital Marketing · E-Commerce · Contact Center Headquarters   | General Manager<br>Deputy Manager of Account Executive Sector Digital Marketing · E-Commerce · Contact Center Headquarters   |
| Kazuhiro Yamada  | Corporate Officer<br>Manager of DEC Business Promotion Division, Digital Transformation Sector, Digital Marketing · E-Commerce · Contact Center Headquarters<br>Manager of Digital-Experience Division, Digital Marketing · E-Commerce · Contact Center Headquarters | General Manager<br>Manager of DEC Business Promotion Division, Digital Transformation Sector, Digital Marketing · E-Commerce · Contact Center Headquarters<br>Manager of Digital-Experience Division, Digital Marketing · E-Commerce · Contact Center Headquarters |
| Hiroshi Okashita | Corporate Officer<br>Manager of Back Office Services Division II, BPO Services Headquarters  | General Manager<br>Manager of Back Office Services Division II, BPO Services Headquarters  |
| Yoshie Kadomatsu | Corporate Officer<br>Manager of Building Infrastructure Services Division, BPO Services Headquarters   | General Manager<br>Manager of Building Infrastructure Services Division, BPO Services Headquarters   |
| Takeshi Kawamoto | Corporate Officer<br>Deputy Manager of Business Promotion Division, BPO Services Headquarters<br>Manager of Business Transformation Department, Business Promotion Division, BPO Services Headquarters   | General Manager<br>Deputy Manager of Business Promotion Division, BPO Services Headquarters<br>Manager of Business Transformation Department, Business Promotion Division, BPO Services Headquarters   |
| Yohei Yoshimitsu | Corporate Officer<br>Directly reporting to Corporate Strategy Division   | General Manager<br>Directly reporting to Corporate Strategy Division   |

(2) Changes in position (effective as of June 25, 2020)

| Name             | New Position             | Current Position  |
|------------------|--------------------------|-------------------|
| Satoshi Takayama | Corporate Senior Officer | Corporate Officer |

(3) Changes in areas of responsibility (effective as of June 1, 2020)

| Name                | New Position   | Current Position  |
|---------------------|--|---|
| Tsunehiro Fukushima | Corporate Executive Officer<br>Manager of HX Consulting<br>Department, Global Business<br>Headquarters<br>Manager of Human Experience<br>Division, Digital Transformation Sector,<br>Digital Marketing · E-Commerce ·<br>Contact Center Headquarters | Corporate Executive Officer<br>Manager of Human Experience Division, Digital<br>Transformation Sector, Digital Marketing · E-<br>Commerce · Contact Center Headquarters |

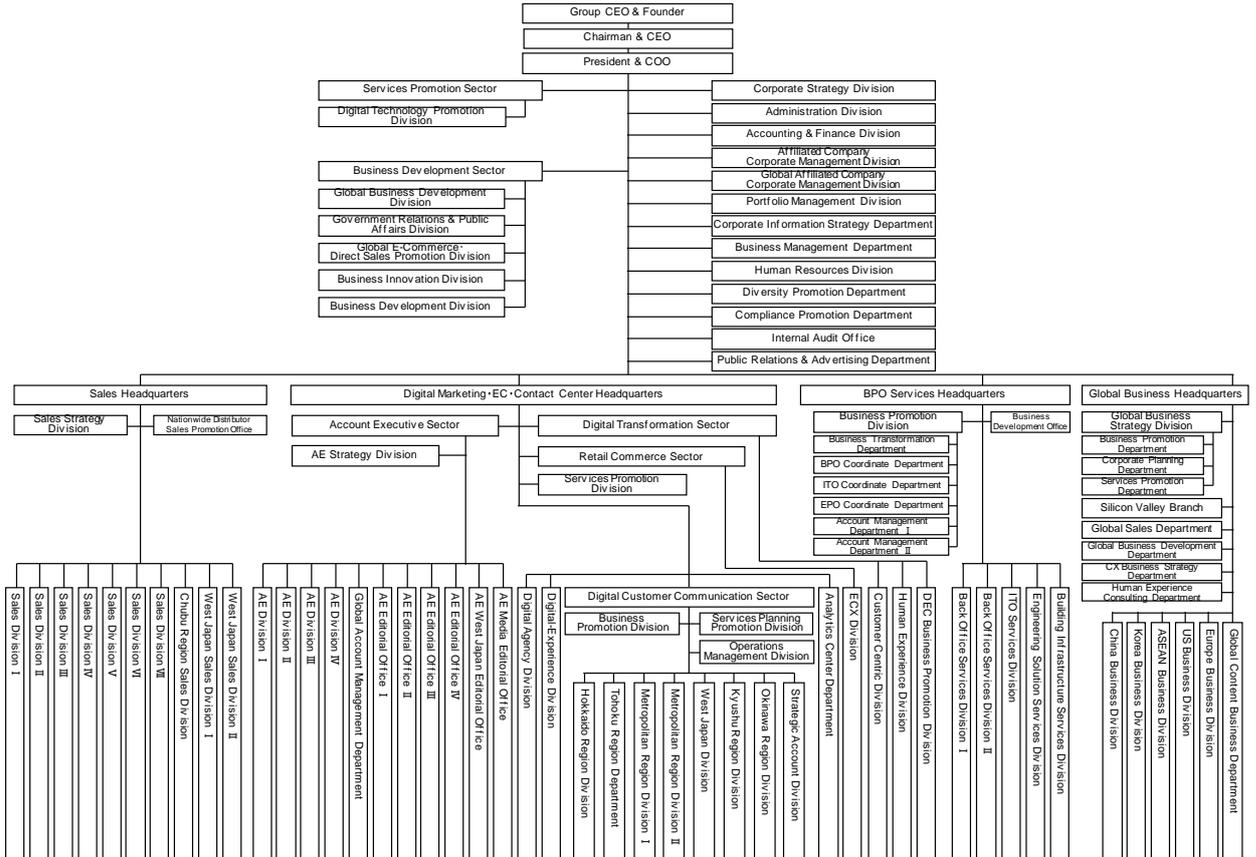
(4) Changes in areas of responsibility (effective as of July 1, 2020)

| Name               | New Position   | Current Position   |
|--------------------|--|--|
| Satoshi Takayama   | Corporate Senior Officer<br>Manager of Government Relations &<br>Public Affairs Division, Business<br>Development Sector<br>Deputy Manager of Sales Headquarters<br>Responsible for Sales Division VI,<br>Sales Headquarters | Corporate Senior Officer<br>Deputy Manager of Government Relations &<br>Public Affairs Division, Business Development<br>Sector<br>Deputy Manager of Sales Headquarters<br>Responsible for Sales Division VI, Sales<br>Headquarters  |
| Soichiro Tomiyoshi | Corporate Officer<br>Deputy Manager of Global Business<br>Development Division, Business<br>Development Sector<br>Director of Business Development<br>Promotion Office, Business<br>Development Sector                       | Corporate Officer<br>Directly reporting to Global Business<br>Development Division<br>Directly reporting to Government Relations &<br>Public Affairs Division, Business Development<br>Sector<br>Director of Business Development Promotion<br>Office, Business Development Sector |
| Tadayuki Togashi   | Corporate Officer<br>Deputy Manager of Global Business<br>Development Division, Business<br>Development Sector<br>Directly reporting to Business Innovation<br>Division, Business Development Sector                         | Corporate Officer<br>Directly reporting to Business Innovation<br>Division, Business Development Sector  |
| Yohei Yoshimitsu   | Corporate Officer<br>Deputy Manager of Corporate Strategy<br>Division  | Corporate Officer<br>Directly reporting to Corporate Strategy<br>Division  |

5 Election of an outside director who is a substitute audit and supervisory committee member (effective as of June 25 2020)

| Name           | New Position   |
|----------------|--|
| Miwa Tsurumori | Substitute Outside Director (Audit and Supervisory Committee member) |

6 New organizational chart (effective as of July 1, 2020)



**【Attachment】**

1. Biography of Koichi Iwami, New Representative Director

| Name<br>(Date of Birth)            | Biography  | Number<br>of the<br>Company<br>shares<br>held (in<br>1,000) |
|------------------------------------|--|---|
| Koichi Iwami<br>(January 10, 1967) | April 1993 Joined Ajinomoto Co., Inc.<br>March 2001 Joined the Company<br>June 2002 Director, Deputy Manager of Business Development Division<br>June 2003 Managing Director, Services Manager of Marketing Chain Management Services Business Division<br>June 2005 Senior Executive Managing Director<br>June 2006 Director, Executive Vice President<br>March 2012 Chairman of transcocosmos Korea Inc.<br>February 2015 Director of UNQ (Shanghai) Supply Chain Management Co., Ltd. (present post)<br>June 2017 Director, Executive Vice President, Manager of Global Business Headquarters, responsible for DEC Headquarters and Services Promotion Division of the Company<br>March 2018 Chairman, Director & CEO of transcocosmos Korea Inc. (present post)<br>April 2019 Director, Executive Vice President, Manager of Global Business Headquarters, responsible for DEC Headquarters and Services Promotion Sector of the Company (present post)<br>June 2020 Representative Director, Executive Vice President, Manager of Global Business Headquarters, responsible for DEC Headquarters and Services Promotion Sector (present post) | 2   |

(Note) “DEC” shown in the biography is an abbreviation of “Digital Marketing・E-Commerce・Contact Center.”