

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 22, 2022

To Whom It May Concern,

Name of Company: transcosmos inc.  
Representatives: Koichi Iwami, Representative Director, Co-President  
Masaaki Muta, Representative Director, Co-President  
(Code No.9715, Tokyo Stock Exchange, Prime Market)  
Contact: Norikazu Okayasu  
Corporate Officer, Public Relation & Advertising Dept.  
Department Phone Number: +81-3-6709-2251

### Announcement Regarding Organizational and Executive Level Personnel Changes, including Representative Directors

transcosmos (the Company) hereby notifies that the Company resolved to elect its board of directors as proposed at its annual general meeting of shareholders held on June 22, 2022, and that the Company resolved to make the following organizational 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

1. Major organizational changes (effective as of July 1, 2022)
  - Establish Marketing Department under the Global Business Headquarters
2. Changes in representative directors (effective as of June 22, 2022)
  - (1) Reason for the changes  
To enhance the Company's management framework.
  - (2) Details of the changes

Name	New Position, Areas of Responsibility	Current Position, Areas of Responsibility
Masataka Okuda	Representative Director, Chairman Manager, Business Development Sector	President & COO & Manager, Business Development Sector
Koichi Iwami	Representative Director, Co-president Responsible for Diversity Promotion Department	Representative Director, Executive Vice President Manager, Global Business Headquarters & Responsible for DEC Headquarters & Responsible for Services Promotion Sector & Responsible for Diversity Promotion Department

Name	New Position, Areas of Responsibility	Current Position, Areas of Responsibility
Masaaki Muta	Representative Director, Co-president Responsible for Marketing Division	Director, Executive Vice President Co-Manager, DEC Headquarters & Co-Manager, Sales Headquarters & Deputy Manager, Global Business Headquarters & Responsible for AE Sector, DEC Headquarters & Responsible for Marketing Division
Masatoshi Kouno	Representative Director, Executive Vice President Manager, BPO Services Headquarters & Manager, Services Promotion Sector & Office Director, Business Development Office, BPO Services Headquarters & Manager, Services Promotion Division, BPO Services Headquarters	Director, Executive Vice President Manager, BPO Services Headquarters & Manager, Services Promotion Sector & Office Director, Business Development Office, BPO Services Headquarters & Manager, Services Promotion Division, BPO Services Headquarters
Takeshi Kamiya	Representative Director, Executive Vice President Manager, Corporate Strategy Division & Manager, Corporate Management Sector & Deputy Manager, Business Development Sector & Responsible for Global E-Commerce・Direct Sales Promotion Division, Business Development Sector & Responsible for Compliance Promotion Department	Director, Executive Vice President Manager, Corporate Strategy Division & Manager, Corporate Management Sector & Deputy Manager, Business Development Sector & Responsible for Global E-Commerce・Direct Sales Promotion Division, Business Development Sector
Koji Funatsu	Director, Corporate Advisor	Chairman & CEO & Responsible for Compliance Promotion Department

- (3) Career summaries of newly appointed representative directors  
Please see the separate sheets.

### 3. Changes in directors

- (1) Changes in position (effective as of June 22, 2022)

Name	New Position, Roles and Responsibilities	Current Position, Roles and Responsibilities
Kenshi Matsubara	Director, Executive Vice President Manager, DEC Headquarters	Director, Senior Corporate Executive Officer Co-Manager, DEC Headquarters
Hiroshi Kaizuka	Director, Executive Vice President Manager, Sales Headquarters & Responsible for AE Sector, DEC Headquarters	Director, Senior Corporate Executive Officer Co-Manager, Sales Headquarters
Kiyoshi Shiraishi	Director, Senior Corporate Executive Officer & CTO Deputy Manager, Services Promotion Sector & Responsible for Digital Technology Promotion Division	Director, Corporate Executive Officer & CTO Deputy Manager, Services Promotion Sector & Responsible for Digital Technology Promotion Division

(2) Change in areas of responsibility (effective as of June 1, 2022)

Name	New Position, Areas of Responsibility	Current Position, Areas of Responsibility
Masatoshi Kouno	Director, Executive Vice President Manager, BPO Services Headquarters & Manager, Services Promotion Sector & Office Director, Business Development Office, BPO Services Headquarters & Manager, Services Promotion Division, BPO Services Headquarters	Director, Executive Vice President Manager, BPO Services Headquarters & Manager, Services Promotion Sector & Office Director, Business Development Office, BPO Services Headquarters

4. Changes in corporate officers

(1) New appointments (effective as of June 22, 2022)

Name	New Position
Takuya Takahashi	Corporate Officer Deputy Manager, Digital Customer Communication Sector, & Manager, Business Promotion Division, Digital Customer Communication Sector, DEC Headquarters
Daisuke Fujita	Corporate Officer Deputy Manager, Business Promotion Division, BPO Headquarters
Yuji Hishinuma	Corporate Officer Manager, Sales Division VI, Sales Headquarters
Kazutoshi Kurokawa	Corporate Officer Manager, BPO Services Coordinate Department, & Deputy Manager, Business Promotion Division, & Deputy Manager, Business Process Innovation Sector, BPO Services Headquarters
Katsushige Saito	Corporate Officer Deputy Manager, Digital Interactive Business Division, Digital Transformation Sector, & Deputy Manager, Digital Agency Business Division, Digital Transformation Sector, & Deputy Manager, Digital Agency Business Division, Digital Transformation Sector, & Deputy Manager, Services Promotion Division, DEC Headquarters
Satoshi Kurihara	Corporate Officer Deputy Manager, Business Process Innovation Sector, & Manager, Business Smart Sourcing Service Division, Business Process Innovation Sector, BPO Services Headquarters
Koichi Odagiri	Corporate Officer Manager, Sales Division IV, Sales Headquarters
Masahiko Doi	Corporate Officer Manager, West Japan Sales Division II, Sales Headquarters
Kenichi Hotei	Corporate Officer Manager, Digital Technology Promotion Division, Services Promotion Sector & Deputy Manager, Solution Promotion Division, Business Process Innovation Sector, BPO Services Headquarters & Manager, Corporate Information Strategy Department, Corporate Management Sector
Norikazu Okayasu	Corporate Officer Manager, Public Relations & Advertisement Department

## (2) Changes in position (effective as of June 22, 2022)

Name	New Position	Current Position
Tsuyoshi Washio	Corporate Executive Officer	Corporate Senior Officer
Satoshi Takayama	Corporate Executive Officer	Corporate Senior Officer
Kokkei Nakayama	Corporate Executive Officer	Corporate Senior Officer
Kazuhiko Tabuchi	Corporate Senior Officer	Corporate Officer
Keisuke Yoshida	Corporate Senior Officer	Corporate Officer
Kazuhiro Yamada	Corporate Senior Officer	Corporate Officer
Kiyonori Takechi	Corporate Senior Officer	Corporate Officer

## (3) Change in areas of responsibility (effective as of June 1, 2022)

Name	New Position, Areas of Responsibility	Current Position, Areas of Responsibility
Hiroshi Okashita	Corporate Officer Deputy Manager, Business Process Innovation Sector, BPO Services Headquarters	Corporate Officer Deputy Manager, Business Process Innovation Sector, & Manager, Corporate Back Office Transformation Division, Business Process Innovation Sector, BPO Services Headquarters

## (4) Changes in areas of responsibility (effective as of June 22, 2022)

Name	New Position, Areas of Responsibility	Current Position, Areas of Responsibility
Eijiro Yamashita	Senior Corporate Executive Officer Manager, Global Business Headquarters	Senior Corporate Executive Officer Deputy Manager, Global Business Headquarters & Manager, China Business Division, Global Business Headquarters & CEO, Shanghai transcocosmos Marketing Services Co., Ltd. (transcocosmos China)
Shinichi Nagakura	Senior Corporate Executive Officer Manager, Silicon Valley Branch, Global Business Headquarters & Chairman, CEO, transcocosmos America, Inc.	Senior Corporate Executive Officer Deputy Manager, Global Business Headquarters & Manager, Silicon Valley Branch, Global Business Headquarters & Chairman, CEO, transcocosmos America, Inc.
Norimitsu Miyazawa	Corporate Executive Officer Deputy Manager, DEC Headquarters & Manager, AE Sector, DEC Headquarters & Deputy Manager, Marketing Division	Corporate Executive Officer Manager, AE Sector, DEC Headquarters & Deputy Manager, Marketing Division
Takashi Sube	Corporate Executive Officer Deputy Manager, Global Business Headquarters & Manager, ASEAN Business Division, Global Business Headquarters	Corporate Executive Officer Manager, ASEAN Business Division, Global Business Headquarters
Kokkei Nakayama	Corporate Executive Officer Manager, China Business Division, Global Business Headquarters & President, transcocosmos Information Creative (China) Co., Ltd.	Corporate Senior Officer Deputy Manager, China Business Division, Global Business Headquarters & President, transcocosmos Information Creative (China) Co., Ltd.

Name	New Position, Areas of Responsibility	Current Position, Areas of Responsibility
Toshio Tokoro	Corporate Senior Officer Deputy Manager, DEC Headquarters & Co-Manager, Digital Transformation Sector, & Manager, Digital Interactive Business Division, Digital Transformation Sector, & Manager, Engineering Division, DEC Headquarters	Corporate Senior Officer Co-Manager, Digital Transformation Sector, DEC Headquarters & Manager, Digital Interactive Business Division, Digital Transformation Sector, & Manager, Engineering Division, DEC Headquarters
Yoshihiro Uematsu	Corporate Senior Officer Deputy Manager, CX Business Strategy Department, Global Business Headquarters	Corporate Senior Officer Deputy Manager, Global Business Headquarters & Deputy Manager, CX Business Strategy Department, Global Business Headquarters
Yoshikazu Majima	Corporate Senior Officer Deputy Manager, DEC Headquarters & Co-Manager, Digital Transformation Sector, & Manager, Digital Agency Business Division, Digital Transformation Sector, DEC Headquarters & Manager, Marketing Division	Corporate Senior Officer Co-Manager, Digital Transformation Sector, DEC Headquarters & Manager, Digital Agency Business Division, Digital Transformation Sector, DEC Headquarters & Manager, Marketing Division
Kwon.Sang- chuel	Corporate Senior Officer Deputy Manager, Global Business Headquarters & Manager, Korea Business Division, Global Business Headquarters & President and COO, transcosmos Korea Inc.	Corporate Senior Officer Global Business Headquarters, Manager, Korea Business Division, Global Business Headquarters & President and COO, transcosmos Korea Inc.
Kazuhiko Tabuchi	Corporate Senior Officer Deputy Manager, DEC Headquarters & Deputy Manager, AE Sector, & Co-Manager, Digital Customer Communication Sector, & Responsible for AE Division II , Account Executive Sector, DEC Headquarters	Corporate Officer Deputy Manager, AE Sector, DEC Headquarters & Co-Manager, Digital Customer Communication Sector, & Responsible for AE Division II , Account Executive Sector, DEC Headquarters
Kiyonori Takechi	Corporate Senior Officer Manager, US Business Division, Global Business Headquarters	Corporate Officer ASEAN Business Division, Global Business Headquarters & Managing Director, transcosmos(Thailand) Co., Ltd.
Hiroyoshi Hara	Corporate Officer ASEAN Business Division, Global Business Headquarters & Managing Director, transcosmos(Thailand) Co., Ltd.	Corporate Officer ASEAN Business Division, Global Business Headquarters & President Director, PT. transcosmos Indonesia
Toru Tanii	Corporate Officer Deputy Manager, US Business Division, Global Business Headquarters	Corporate Officer Manager, US Business Division, Global Business Headquarters & President, COO, transcosmos America, Inc.

(5) Change in areas of responsibility (effective as of July 1, 2022)

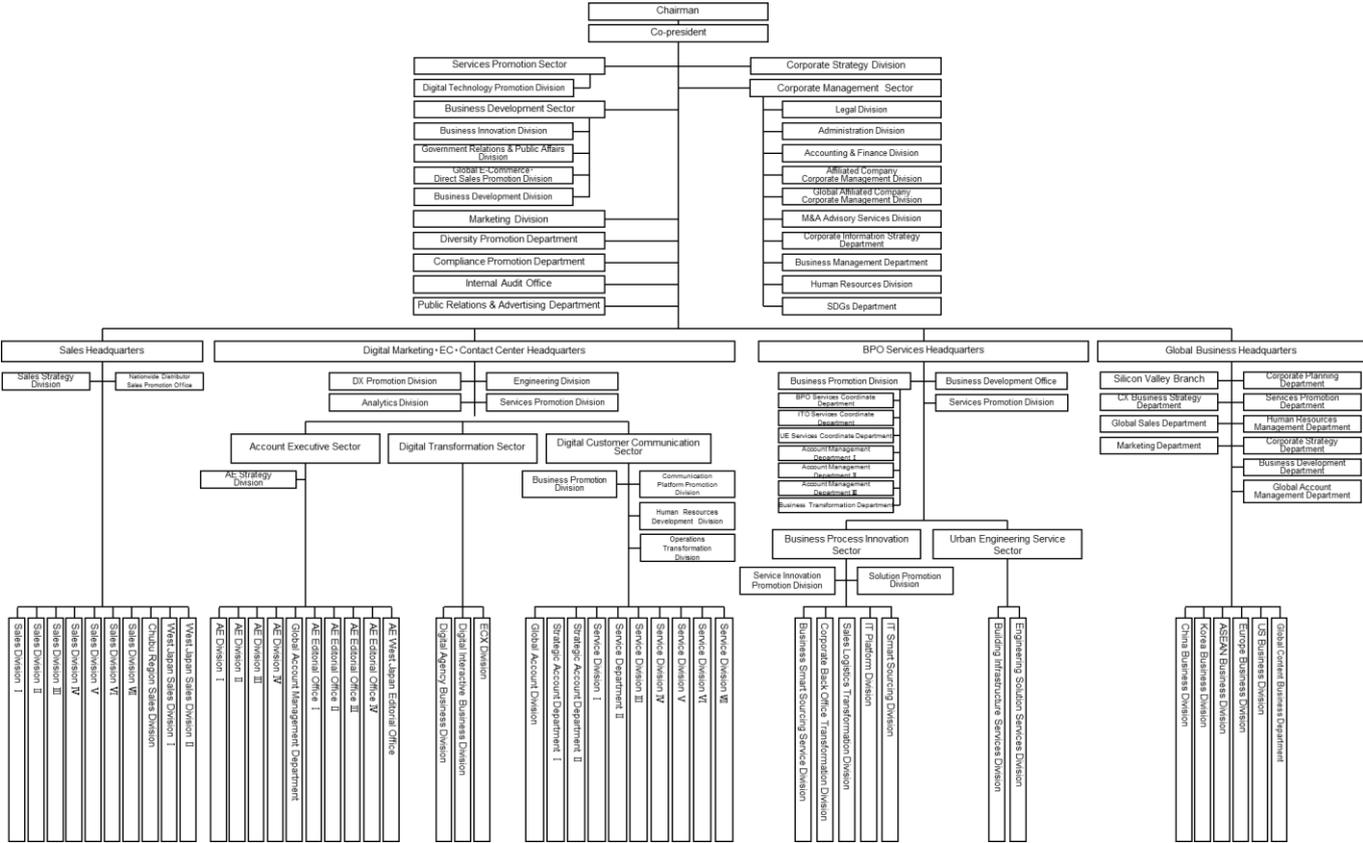
Name	New Position, Areas of Responsibility	Current Position, Areas of Responsibility
Norikazu Okayasu	Corporate Officer Manager, Public Relations & Advertisement Department & Manager, Marketing Department, Global Business Headquarters	Corporate Officer Manager, Public Relations & Advertisement Department

(Note) DEC: Digital Marketing・E-Commerce・Contact Center

BPO: Business Process Outsourcing

AE: Account Executive

5. New organization chart (effective as of July 1, 2022)



【Separate sheets】

1. Career summaries of newly appointed representative directors

Name (Date of Birth)	Career Summary	No. of Company's shares held (in thousands)
Masaaki Muta (February 9, 1965)	<p>Apr. 1989    Joined Recruit Co., Ltd.</p> <p>Jun. 1999    Managing Director, Doubleclick Japan Inc.</p> <p>Nov. 2001    Director, Vice President, K.K. AskJeeves Japan</p> <p>Jun. 2003    Joined transcosmos inc. Director, Deputy Manager of Sales Division I , Marketing Chain Management Services Business Division</p> <p>Jun. 2012    Corporate Executive Director, Manager of Sales Headquarters &amp; Manager of Global Sales Sector, Sales Headquarters</p> <p>Apr. 2015    Senior Corporate Executive Director, Manager of Sales Headquarters &amp; Deputy Manager of Services Promotion Division</p> <p>Jun. 2017    Director, Senior Corporate Executive Officer, Manager of Sales Headquarters &amp; Responsible for Services Promotion Division &amp; Division &amp; Responsible for AE Sector, DEC Headquarters</p> <p>Jun. 2020    Director, Executive Vice President, Co-Manager of DEC Headquarters &amp; Co-Manager of Sales Headquarters &amp; Deputy Manager of Global Business Headquarters &amp; Responsible for AE Sector, DEC Headquarters</p> <p>Apr. 2022    Director, Executive Vice President, Co-Manager of DEC Headquarters &amp; Co-Manager of Sales Headquarters &amp; Deputy Manager of Global Business Headquarters &amp; Responsible for AE Sector, DEC Headquarters &amp; Responsible for Marketing Division</p> <p>Jun. 2022    Representative Director, Co-president, Responsible for Marketing Division (present post)</p>	4

Name (Date of Birth)	Career Summary	No. of Company's shares held (in thousands)
Masatoshi Kouno (August 22, 1965)	<p>Mar. 1986    Joined transcosmos inc.</p> <p>Jun. 2011    Corporate Senior Officer, Manager of Services Promotion Sector</p> <p>Jun. 2013    Executive Managing Director, Manager of Business Process Outsourcing Services Headquarters &amp; Deputy Manager of Services Promotion Division</p> <p>Jun. 2017    Director, Corporate Executive Officer, Manager of BPO Services Headquarters &amp; Manager of Services Promotion Division</p> <p>Apr. 2019    Director, Senior Corporate Executive Officer, Manager of BPO Services Headquarters &amp; Manager of Services Promotion Division</p> <p>Jun. 2021    Director, Executive Vice President, Manager of BPO Services Headquarters &amp; Manager of Services Promotion Division &amp; Office Director of Business Development Office, BPO Services Headquarters</p> <p>Jun. 2022    Representative Director, Executive Vice President, Manager of BPO Services Headquarters &amp; Manager of Services Promotion Division &amp; Office Director of Business Development Office, BPO Services Headquarters &amp; Manager of Services Promotion Division, BPO Services Headquarters (present post)</p>	6

Name (Date of Birth)	Career Summary	No. of Company's shares held (in thousands)
Takeshi Kamiya (August 30, 1973)	<p>Apr. 1998    Joined NIPPON TELEGRAPH AND TELEPHONE CORPORATION</p> <p>Jul. 2005    Joined Bain&amp;Company Japan, Inc.</p> <p>Oct. 2015    Joined transcocosmos inc. Corporate Senior Officer, Manager of Corporate Strategy Division</p> <p>Jun. 2016    Corporate Executive Officer, Manager of Corporate Strategy Division</p> <p>Jun. 2017    Director, Corporate Executive Officer, Manager of Corporate Strategy Division &amp; Deputy Manager of DEC Headquarters &amp; Manager of Global E-Commerce/Direct Sales Promotion Division, DEC Headquarters &amp; Manager of Global E-Commerce/Direct Sales Division, DEC Headquarters</p> <p>Jun. 2019    Director, Senior Corporate Executive Officer, Manager of Corporate Strategy Division &amp; Manager of Global E-Commerce/Direct Sales Promotion Division, DEC Headquarters &amp; Responsible for Global E-Commerce/Direct Sales Promotion Division, DEC Headquarters</p> <p>Jun. 2020    Director, Executive Vice President, Manager of Corporate Strategy Division &amp; Deputy Manager of Business Development Sector, Responsible for Global E-Commerce/Direct Sales Promotion Division, Business Development Sector</p> <p>Apr. 2022    Director, Executive Vice President, Manager of Corporate Strategy Division &amp; Manager of Corporate Management Sector &amp; Deputy Manager of Business Development Sector &amp; Responsible for Global E-Commerce/Direct Sales Promotion Division, Business Development Sector</p> <p>Jun. 2022    Representative Director, Executive Vice President, Manager of Corporate Strategy Division &amp; Manager of Corporate Management Sector &amp; Deputy Manager of Business Development Sector &amp; Responsible for Global E-Commerce/Direct Sales Promotion Division, Business Development Sector &amp; Responsible for Compliance Promotion Department (present post)</p>	1

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