

*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 28, 2023

To Whom It May Concern,

Name of Company: transcocosmos inc.  
Representatives: Masaaki Muta, Representative Director, Co-President  
(Code No.9715, Tokyo Stock Exchange, Prime Market)  
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## Announcement Regarding Organizational Change and Changes in Representative Directors, Directors and Corporate Officers

transcocosmos (the Company) hereby notifies that the Company resolved at the Company's board of directors meeting held on March 28, 2023, to make the following organizational changes and executive-level personnel changes, including the representative directors, directors and corporate officers.

### Details

#### 1. Major organizational changes (effective as of April 1, 2023)

##### (1) Digital Marketing・E-Commerce・Contact Center Headquarters (DEC Headquarters)

- Rename the DEC Headquarters, CX Business Headquarters
- Abolish the Digital Transformation Sector, and set the Digital Agency Business Division, Digital Interactive Business Division and the ECX Division under the CX Business Headquarters
- Rename the Strategic Account Department I and the Strategic Account Department II under the Digital Customer Communication (DCC) Sector, Strategic Account Division I and Strategic Account Division II, respectively
- Establish Strategic Account Division III under the DCC Sector
- Rename the Service Department II under the DCC Sector, Service Division II
- Rename the Service Division VII under the DCC Sector, Service Department VII
- Establish Service Department VIII and Service Department IX under the DCC Sector

##### (2) BPO Services Headquarters

- Establish DX Promotion Department under the Business Promotion Division
- Establish DX Strategy Division under the Business Process Innovation (BPI) Sector
- Rename the IT Platform Division under the BPI Sector, Business IT Transformation Division
- Rename the Building Infrastructure Services Division under the Urban Engineering Service (UES) Sector, Urban Solution Services Division
- Rename the Engineering Solution Services Division under the UES Sector, Engineering Transformation Services Division

##### (3) Sales Headquarters

- Establish Alliance Sales Promotion Division under the Sales Headquarters

##### (4) Corporate Functions

- Establish HR・QC Promotion Division under the Services Promotion Sector
- Rename the Diversity Promotion Department, Diversity, Equity & Inclusion Promotion Department
- Rename the SDGs Promotion Department, Sustainability Promotion Department

## 2. Change in representative director (effective as of April 1, 2023)

### (1) Details of the change

Name	New Position, Areas of Responsibility	Current Position, Areas of Responsibility
Takeshi Kamiya	Representative Director, Co-President Division Manager of Corporate Strategy Division & Sector Manager of Corporate Management Sector & Co-Sector Manager of Business Development Sector & Responsible for Global EC·DS Promotion Division & Responsible for Compliance Promotion Department & Responsible for Diversity, Equity & Inclusion Promotion Department	Representative Director, Executive Vice President Division Manager of Corporate Strategy Division & Sector Manager of Corporate Management Sector & Deputy Sector Manager of Business Development Sector & Division Manager of Business Innovation Division & Responsible for Global EC·DS Promotion Division & Responsible for Compliance Promotion Department

### (2) Reason for the change

Election of a successor following the resignation of the Representative Director, Co-President.

## 3. Change (resignation) of representative director (effective as of March 31, 2023)

Name	Position, Areas of Responsibility	Reason for Change (Resignation)
Koichi Iwami	Representative Director, Co-President Responsible for Diversity Promotion Department	Personal reasons (also resigns as a director)

\*Along with the resignation of the director, the number of the Company's board of directors will decrease by one. However, the remaining number of directors satisfies the requirements stipulated by the Company's Act.

## 4. Changes in directors' positions and areas of responsibility (effective as of April 1, 2023)

Name	New Position, Areas of Responsibility	Current Position, Areas of Responsibility
Masataka Okuda	Representative Director, Chairman	Representative Director, Chairman Sector Manager of Business Development Sector
Kenshi Matsubara	Director, Executive Vice President Manager of CX Business Headquarters	Director, Executive Vice President Manager of DEC Headquarters
Hiroshi Kaizuka	Director, Executive Vice President Manager of Sales Headquarters & Responsible for AE Sector, CX Business Headquarters	Director, Executive Vice President Manager of Sales Headquarters & Responsible for AE Sector, DEC Headquarters

## 5. New director candidate (proposal for the election of new director candidate to shareholders is scheduled at the Company's annual general meeting of shareholders to be held in mid-June, 2023)

Name	New Position, Areas of Responsibility	Current Position, Areas of Responsibility
Eijiro Yamashita	Director, Senior Corporate Executive Officer Manager of Global Business Headquarters	Senior Corporate Executive Officer Manager of Global Business Headquarters

\*The Company will submit a proposal for the election of the director candidate to shareholders at its annual general meeting of shareholders scheduled to be held in the middle of June, 2023.

The Company will determine other director candidates to be proposed for election at the annual general meeting of shareholders after the deliberation and approval of the board of directors.

## 6. Changes in corporate officers' positions and areas of responsibility (effective as of April 1, 2023)

Name	New Position, Areas of Responsibility	Current Position, Areas of Responsibility
Masakatsu Moriyama	Senior Corporate Executive Officer Co-Sector Manager of Business Development Sector & Division Manager of Business Development Division	Senior Corporate Executive Officer Deputy Sector Manager of Business Development Sector & Division Manager of Business Development Division

Name	New Position, Areas of Responsibility	Current Position, Areas of Responsibility
Norimitsu Miyazawa	Corporate Executive Officer Deputy Headquarters Manager of CX Business Headquarters & Deputy Headquarters Manager of Sales Headquarters & Sector Manager of AE Sector, CX Business Headquarters & Deputy Division Manager of Marketing Division	Corporate Executive Officer Deputy Headquarters Manager of DEC Headquarters & Deputy Headquarters Manager of Sales Headquarters & Sector Manager of AE Sector, DEC Headquarters & Deputy Division Manager of Marketing Division
Yoichi Kawano	Corporate Executive Officer Responsible for Analytics Division, CX Business Headquarters	Corporate Executive Officer Responsible for Analytics Division, DEC Headquarters & CEO, transcosmos analytics Inc.
Satoshi Takayama	Corporate Executive Officer Division Manager of Government Relations & Public Affairs Division, Business Development Sector & Deputy Headquarters Manager & Responsible for Sales Division VI, Sales Headquarters & Department Manager of Sustainability Promotion Department, Corporate Management Sector	Corporate Executive Officer Division Manager of Government Relations & Public Affairs Division, Business Development Sector & Deputy Headquarters Manager & Responsible for Sales Division VI, Sales Headquarters & Deputy Division Manager of DX Promotion Division, DEC Headquarters & Department Manager of SDGs Promotion Department, Corporate Management Sector
Toshio Tokoro	Corporate Senior Officer Deputy Headquarters Manager & Division Manager of Digital Interactive Business Division & Division Manager of Engineering Division, CX Business Headquarters	Corporate Senior Officer Deputy Headquarters Manager & Co-Sector Manager of DTF Sector & Division Manager of Digital Interactive Business Division & Division Manager of Engineering Division, DEC Headquarters
Hiroyuki Morita	Corporate Senior Officer Office Director of Business Development Office	Corporate Senior Officer Directly reporting to Business Development Office, BPO Services Headquarters, Responsible for Business Smart Sourcing Service Division
Yoshikazu Majima	Corporate Senior Officer Deputy Headquarters Manager & Division Manager of Digital Agency Business Division & Responsible for ECX Division, CX Business Headquarters & Division Manager of Marketing Division	Corporate Senior Officer Deputy Headquarters Manager & Co-Sector Manager of DTF Sector & Division Manager of Digital Agency Business Division, DEC Headquarters & Division Manager of Marketing Division
Takeshi Kawamoto	Corporate Senior Officer Deputy Division Manager of Business Promotion Division & Department Manager of DX Promotion Department, BPO Services Headquarters	Corporate Senior Officer Deputy Division Manager of Business Promotion Division & Department Manager of Business Transformation Department, BPO Services Headquarters
Hirofumi Inoue	Corporate Senior Officer Deputy Sector Manager & Division Manager of HR/QC Promotion Division, Service Promotion Sector	Corporate Senior Officer Deputy Sector Manager of Services Promotion Sector
Makoto Noguchi	Corporate Senior Officer Deputy Sector Manager & Responsible for Accounting & Finance Division, Corporate Management Sector	Corporate Senior Officer Deputy Sector Manager & Division Manager of Accounting & Finance Division & Responsible for Business Management Department, Corporate Management Sector
Kazuhiko Tabuchi	Corporate Senior Officer Deputy Manager & Deputy Sector Manager of AE Sector & Responsible for AE Division II & Co-Sector Manager of DCC Sector, CX Business Headquarters	Corporate Senior Officer Deputy Manager & Deputy Sector Manager of AE Sector & Responsible for AE Division II & Department Manager of GA Promotion Department, & Co-Sector Manager of DCC Sector, DEC Headquarters

Name	New Position, Areas of Responsibility	Current Position, Areas of Responsibility
Kazuhiro Yamada	Corporate Senior Officer Division Manager of DX Promotion Division & Deputy Sector Manager of DCC Sector, CX Business Headquarters	Corporate Senior Officer Division Manager of DX Promotion Division, DEC Headquarters & Deputy Sector Manager of DTF Sector & Deputy Sector Manager of DCC Sector, DEC Headquarters
Takayuki Maeda	Corporate Officer Deputy Sector Manager of AE Sector, CX Business Headquarters	Corporate Officer Deputy Sector Manager of AE Sector, DEC Headquarters
Hirimitsu Kaneda	Corporate Officer Co-Sector Manager of DCC Sector & Division Manager of Communication Platform Promotion Division, CX Business Headquarters	Corporate Officer Co-Sector Manager of DCC Sector & Division Manager of Communication Platform Promotion Division, DEC Headquarters
Masanori Sato	Corporate Officer Co-Sector Manager of DCC Sector, CX Business Headquarters	Corporate Officer Co-Sector Manager of DCC Sector, DEC Headquarters
Katsunari Kobayashi	Corporate Officer Deputy Headquarters Manager & Responsible for Nationwide Distributor Sales Promotion Office & Responsible for Sales Division II & Deputy Division Manager of Alliance Sales Promotion Division, Sales Headquarters & Deputy Sector Manager of AE Sector, CX Business Headquarters & Deputy Division Manager of Marketing Division	Corporate Officer Deputy Manager & Responsible for Nationwide Distributor Sales Promotion Office & Responsible for Sales Division II, Sales Headquarters & Deputy Sector Manager of AE Sector, DEC Headquarters & Deputy Division Manager of Marketing Division
Kazuo Asano	Corporate Officer Deputy Manager & Division Manager of Alliance Sales Promotion Division, Sales Headquarters	Corporate Officer Deputy Manager of & Responsible for Sales Division V and Chubu Region Sales Division, Sales Headquarters
Kiminori Ozaki	Corporate Officer Directly reporting to CX Business Headquarters	Corporate Officer Deputy Sector Manager of DTF Sector & Division Manager of ECX Division, DEC Headquarters
Yuji Inaba	Corporate Officer Division Manager of Sales Division III, Sales Headquarters & Responsible for AE Division III, AE Sector, CX Business Headquarters	Corporate Officer Division Manager of Sales Division III, Sales Headquarters & Responsible for AE Division III, AE Sector, DEC Headquarters
Takuma Hirono	Corporate Officer Deputy Sector Manager of UE Service Sector & Deputy Division Manager of Business Promotion Division & Department Manager of UE Services Coordinate Department, BPO Services Headquarters	Corporate Officer Deputy Sector Manager of UE Service Sector & Division Manager of Engineering Services Division, BPO Services Headquarters
Yuzuru Mitsumoto	Corporate Officer President & CEO, me&stars inc., CX Business Headquarters	Corporate Officer Directly reporting to DTF Sector, DEC Headquarters
Tadayuki Togashi	Corporate Officer Vice President & COO, me&stars inc., CX Business Headquarters	Corporate Officer Directly reporting to DTF Sector, DEC Headquarters
Toru Tanii	Corporate Officer Deputy Division Manager of Business Promotion Division, DCC Sector, CX Business Headquarters	Corporate Officer Directly reporting to DCC Sector, DEC Headquarters
Dai Nakamura	Corporate Officer Division Manager of Sales Strategy Division, Sales Headquarters & Co-Department Manager of Global Sales Department, Global Business Headquarters & Deputy Division Manager of AE Strategy Division, CX Business Headquarters	Corporate Officer Division Manager of Sales Strategy Division, Sales Headquarters & Co-Department Manager of Global Sales Department, Global Business Headquarters & Deputy Division Manager of AE Strategy Division, DEC Headquarters
Kotobuki Morita	Corporate Officer Deputy Division Manager of DX Promotion Division, CX Business Headquarters	Corporate Officer Deputy Division Manager of DX Promotion Division & Business Planning Department & Vice President, transcocosmos analytics Inc., DEC Headquarters

Name	New Position, Areas of Responsibility	Current Position, Areas of Responsibility
Takuya Takahashi	Corporate Officer Deputy Sector Manager of DCC Sector & Division Manager of Business Promotion Division, CX Business Headquarters	Corporate Officer Deputy Sector Manager of DCC Sector & Division Manager of Business Promotion Division, DEC Headquarters
Katsushige Saito	Corporate Officer Deputy Division Manager of Services Promotion Division & Deputy Division Manager of Digital Interactive Business Division & Deputy Division Manager of Digital Agency Business Division, CX Business Headquarters	Corporate Officer Deputy Division Manager of Digital Interactive Business Division, DTF Sector & Deputy Division Manager of Digital Agency Business Division & Department Manager of Business Management Department, Digital Agency Division Business Division & Deputy Division Manager of Services Promotion Division & Department Manager of Human Resources Development Department, DEC Headquarters
Kenichi Hotei	Corporate Officer Division Manager of Digital Technology Promotion Division, Services Promotion Sector & Deputy Division Manager of DX Strategy Division, BPI Sector, BPO Services Headquarters & Department Manager of Corporate Information Strategy Department, Corporate Management Sector	Corporate Officer Division Manager of Digital Technology Promotion Division, Services Promotion Sector & Division Manager of Solution Promotion Division, BPI Sector, BPO Services Headquarters & Department Manager of Corporate Information Strategy Department, Corporate Management Sector

AE: Account Executive; BPI: Business Process Innovation; BPO: Business Process Outsourcing; DEC: Digital Marketing • E-Commerce • Contact Center; DCC: Digital Customer Communication; DS: Direct Sales; DTF: Digital Transformation; EC: E-Commerce; UE: Urban Engineering

7. New organization chart (effective as of April 1, 2023)

