

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.

September 28, 2023

To Whom It May Concern,

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

Announcement Regarding Organizational and Personnel Changes

transcocos (the Company) hereby notifies that the Company resolved to make the following organizational and personnel changes of its representative director, directors and corporate officers at the Company's board of directors meeting held on September 28, 2023.

Details

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

(1) Corporate Management Headquarters

- Establish Human Resources Sector and Information Systems Division under the Corporate Management Headquarters
- Move and set the Human Resources Division under the Human Resources Sector
- Move and set the Corporate Information Strategy Department under the Information Systems Division

(2) Services Promotion Sector

- Abolish the Services Promotion Sector, HR・QC Promotion Division and Digital Technology Promotion Division
- Move the Quality Control Department and the Systems Department from the sub-organizations of the HR・QC Promotion Division and Digital Technology Promotion Division to direct report to Co-presidents. Move other sub-organizations to the Human Resources Sector, Information Systems Division and Marketing Division

2. Changes in directors and corporate officers (effective as of October 1, 2023)

(1) Changes in directors' positions and areas of responsibility

Name	New Roles & Responsibility	Current Roles & Responsibility
Takeshi Kamiya	Representative Director, Co-president & Co-Sector Manager of Business Development Sector & In charge of DE & I Promotion Department	Representative Director, Co-president Division Manager of Corporate Strategy Division & Co-Sector Manager of Business Development Sector & In charge of Global EC・DS Promotion Division & In charge of DE & I Promotion Department

Name	New Roles & Responsibility	Current Roles & Responsibility
Masatoshi Kouno	Representative Director, Executive Vice President Headquarters Manager of BPO Services Headquarters & In charge of Information Systems Division, Corporate Management Headquarters & In charge of Quality Control Department	Representative Director, Executive Vice President Headquarters Manager of BPO Services Headquarters & Sector Manager of Services Promotion Sector
Kiyoshi Shiraishi	Director, Senior Corporate Executive Officer & CTO In charge of Information Systems Division, Corporate Management Headquarters & In charge of Systems Department	Director, Senior Corporate Executive Officer & CTO Deputy Sector Manager of Services Promotion Sector & In charge of Digital Technology Promotion Division

(2) Changes in positions and areas of responsibility

Name	New Roles & Responsibility	Current Roles & Responsibility
Toshio Tokoro	Corporate Senior Officer Deputy Headquarters Manager & Division Manager of Digital Interactive Business Division & Division Manager of Engineering Division, CX Business Headquarters & In charge of Systems Department	Corporate Senior Officer Deputy Headquarters Manager & Division Manager of Digital Interactive Business Division & Division Manager of Engineering Division, CX Business Headquarters
Tsutomu Hasegawa	Corporate Senior Officer Corporate Management Headquarters Representative Director & Chairman of transcosmos Partners Inc.	Corporate Senior Officer Deputy Sector Manager of Services Promotion Sector & Representative Director & Chairman of transcosmos Partners Inc.
Hirofumi Inoue	Corporate Senior Officer Deputy Sector Manager of Human Resources Sector, Corporate Management Headquarters	Corporate Senior Officer Deputy Sector Manager of Services Promotion Sector & Division Manager of HR・QC Promotion Division
Hideki Nagura	Corporate Senior Officer Co-Headquarters Manager & Sector Manager of Human Resources Sector & In charge of Human Resources Division, Corporate Management Headquarters	Corporate Senior Officer Co-Headquarters Manager & In charge of Human Resources Division, Corporate Management Headquarters
Kei Yamane	Corporate Senior Officer Co-Division Manager of Information Systems Division, Corporate Management Headquarters & Directly reporting to Global Business Headquarters	Corporate Senior Officer Deputy Division Manager of Digital Technology Promotion Division, Services Promotion Sector & Directly reporting to Global Business Headquarters
Yohei Yoshimitsu	Corporate Senior Officer Division Manager of Corporate Strategy Division	Corporate Senior Officer Deputy Division Manager of Corporate Strategy Division
Toru Tanii	Corporate Officer Division Manager of Global Account Department, DCC Sector, CX Business Headquarters	Corporate Officer Deputy Division Manager of Business Promotion Division, DCC Sector, CX Business Headquarters

Name	New Roles & Responsibility	Current Roles & Responsibility
Kenichi Hotei	Corporate Officer Co-Division Manager of Information Systems Division, Corporate Management Headquarters & Deputy Division Manager of DX Strategy Division, Business Process Innovation Sector, BPO Services Headquarters & Deputy Headquarters Manager of Corporate Management Headquarters	Corporate Officer Division Manager of Digital Technology Promotion Division, Services Promotion Sector & Deputy Division Manager of DX Strategy Division, Business Process Innovation Sector, BPO Services Headquarters & Deputy Headquarters Manager & Department Manager of Corporate Information Strategy Department, Corporate Management Headquarters

DE&I: Diversity, Equity & Inclusion; DCC: Digital Customer Communication; DS: Direct Sales

3. Appointment of a corporate officer (effective as of October 1, 2023)

Name	Position & Roles
Shunsuke Okamoto	Senior Corporate Executive Officer In charge of Special Mission Projects, Directly reporting to President's Office

4. New organization chart (effective as of October 1, 2023)

