

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, 2024

To Whom It May Concern,

Name of Company: transcosmos 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 Personnel Changes

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 25, 2024, and that the Company resolved to make the following 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. Changes in director (excluding directors who are Audit & Supervisory Committee Members)

(1) Changes in representative director's position and areas of responsibility (effective as of July 1, 2024)

Name	Position	New Roles & Responsibility	Current Roles & Responsibility
Masatoshi Kouno	Representative Director, Executive Vice President	Headquarters Manager of BPO Services Headquarters & Responsible for Quality Control Department & Responsible for the collaboration between DCC and other departments, directly reporting to CX Business Headquarters	Headquarters Manager of BPO Services Headquarters & Responsible for Quality Control Department

(2) Changes in director's position and areas of responsibility (effective as of July 1, 2024)

Name	Position	New Roles & Responsibility	Current Roles & Responsibility
Eijiro Yamashita	Director, Senior Corporate Executive Officer	Co-headquarters Manager of Global Business Headquarters	Headquarters Manager of Global Business Headquarters

(3) Appointment of directors (effective as of June 25, 2024)

Name	New Position	Current Position
Yoshie Kadomatsu	Director, Corporate Senior Officer	Corporate Senior Officer
Norihiro Kuretani	Outside Director	—

2. Changes in corporate officers

(1) Appointment of corporate officers (effective as of June 25, 2024)

Name	New Position, New Roles & Responsibility
Masahito Kajiura	Corporate Officer Division Manager of Urban Solution Services Division, UES Sector, BPO Services Headquarters & Deputy Sector Manager of UES Sector, BPO Services Headquarters
Mitsuharu Monden	Corporate Officer Division Manager of Sales Division VII, Sales Headquarters, Group Sales Headquarters
Mieko Kobayashi	Corporate Officer Division Manager of Corporate Back Office Transformation Division, BPI Sector, BPO Services Headquarters & Deputy Sector Manager of BPI Sector, BPO Services Headquarters
Yohei Koumura	Corporate Officer Department Manager of Business Development Department, Global Business Headquarters
Yukihiko Sakata	Corporate Officer Division Manager of Human Resources Division, Human Resources Sector, Corporate Headquarters

(2) Changes in corporate officers' position (effective as of June 25, 2024)

Name	New Position	Current Position
Kiyoshi Shiraishi	Senior Corporate Executive Officer & CTO	Director, Senior Corporate Executive Officer & CTO
Shunsuke Okamoto	Senior Corporate Executive Officer & CIO	Senior Corporate Executive Officer
Takashi Sube	Senior Corporate Executive Officer	Corporate Executive Officer
Hiroyoshi Hara	Corporate Senior Officer	Corporate Officer
Dai Nakamura	Corporate Senior Officer	Corporate Officer
Kenichi Ooya	Corporate Senior Officer	Corporate Officer

(3) Changes in corporate officers' position and areas of responsibility (effective as of July 1, 2024)

Name	New Position, New Roles & Responsibility	Current Position, New Roles & Responsibility
Kiyoshi Shiraishi	Senior Corporate Executive Officer & CTO Responsible for Engineering Department & Responsible for Patent Management Office, Corporate Headquarters	Senior Corporate Executive Officer & CTO Responsible for Engineering Department & Responsible for Group Information Systems Division & Responsible for Patent Management Office, Corporate Headquarters
Takashi Sube	Senior Corporate Executive Officer Co-headquarters Manager & Division Manager of ASEAN Business Division, Global Business Headquarters	Senior Corporate Executive Officer Deputy Headquarters Manager & Division Manager of ASEAN Business Division, Global Business Headquarters

DCC: Digital Customer Communication; UES: Urban Engineering Service;

BPI: Business Process Innovation