

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, 2025

To Whom It May Concern,

Name of Company: transcocosmos 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 Change

transcocosmos (the Company) hereby notifies that the Company resolved to make the following organizational and personnel changes of its directors and corporate officers at the Company's board of directors meeting held on March 28, 2025.

Details

1. Major organizational changes (effective as of April 1, 2025)

(1) CX Business Headquarters

- Rename the DX Promotion Division under the CX Business Headquarters, CX Business Promotion Division
- Reorganize the eleven division-level organizations (Service Division I to X) under the DCC Sector into six division-level organizations and one department-level organization (Metropolitan Area Service Division, Kansai Service Division, Hokkaido Service Division, Kyushu Service Division, Okinawa Service Division, Tohoku Service Department, and Strategic Account Division)

(2) BPO Services Headquarters

- Abolish the Group Business Planning Department under the Business Promotion Division, and establish Project Management Department
- Establish Service Management Promotion Division under the Business Process Innovation Sector

(3) Corporate-related departments

- Establish CIO Office

2. Changes in directors' areas of responsibility (effective as of April 1, 2025)

Name	New Roles & Responsibility	Current Roles & Responsibility
Shunsuke Okamoto	Senior Corporate Executive Officer & CIO Office Director of CIO Office & Responsible for Group Information System Division, Corporate Headquarters	Senior Corporate Executive Officer & CIO Responsible for Group Information System Division, Corporate Headquarters
Kazuhiko Tabuchi	Corporate Senior Officer Deputy Headquarters Manager & Sector Manager of DCC Sector, CX Business Headquarters	Corporate Senior Officer Responsible for DCC Strategy, directly reporting to Group Sales Headquarters & Deputy Headquarters Manager & Co-Sector Manager of DCC Sector, CX Business Headquarters
Katsunari Kobayashi	Corporate Senior Officer Deputy Headquarters Manager & Responsible for CX Business Promotion Division & Deputy Sector Manager of DCC Sector, CX Business Headquarters & Responsible for DCC/trans-DX Strategy, directly reporting to Group Sales Headquarters & Deputy Division Manager of Marketing Division	Corporate Senior Officer Division Manager of DX Promotion Division, CX Business Headquarters & Responsible for TCIDX Strategy, directly reporting to Group Sales Headquarters & Deputy 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 DX Promotion Department & Department Manager of Group Business Planning Department, BPO Services Headquarters
Hirimitsu Kaneda	Corporate Officer Deputy Sector Manager of DCC Sector, CX Business Headquarters	Corporate Officer Co-sector Manager of DCC Sector & Deputy Division Manager of DX Promotion Division, CX Business Headquarters
Masanori Sato	Corporate Officer Deputy Sector Manager of DCC Sector, CX Business Headquarters	Corporate Officer Co-sector Manager of DCC Sector & Division Manager of Global Account Division, CX Business Headquarters
Hiroshi Okashita	Corporate Officer Deputy Sector Manager of BPI Sector & Division Manager of Sales Logistics Transformation Division, BPO Services Headquarters	Corporate Officer Deputy Sector Manager of BPI Sector, BPO Services Headquarters
Koichi Odagiri	Corporate Officer Responsible for DCC, directly reporting to Group Sales Headquarters & Responsible for Sales Division IV and V, Sales Headquarters, Group Sales Headquarters	Corporate Officer Division Manager of Sales Division IV, Sales Headquarters, Group Sales Headquarters
Katsushige Saito	Corporate Officer Deputy Division Manager of Service Promotion Division & Deputy Division Manager of CX Business 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 Service Promotion Division & Deputy Division Manager of Digital Interactive Business Division & Deputy Division Manager of Digital Agency Business Division, CX Business Headquarters
Kumiko Nakatsu	Corporate Officer Deputy Headquarters Manager & Deputy Division Manager of Digital Agency Business Division, CX Business Headquarters	Corporate Officer Deputy Division Manager of Digital Agency Business Division, CX Business Headquarters

Name	New Roles & Responsibility	Current Roles & Responsibility
Masahito Kajiura	Corporate Officer Division Manager of Urban Solution Services Division, UE Service Sector, BPO Services Headquarters	Corporate Officer Division Manager of Urban Solution Services Division, UE Service Sector & Deputy Sector Manager of UE Service Sector, BPO Services Headquarters
Mieko Kobayashi	Corporate Officer Deputy Sector Manager of BPI Sector & Division Manager of Service Promotion Division & Division Manager of Service Management Promotion Division, BPI Sector, BPO Services Headquarters	Corporate Officer Division Manager of Corporate Back Office Transformation Division & Deputy Sector Manager of BPI Sector, BPO Services Headquarters

Note: BPI: Business Process Innovation; UE: Urban Engineering; DCC: Digital Customer Communication

3. New organization chart (effective as of April 1, 2025)

