

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, 2026

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 Organizational and Personnel Changes

transcosmos inc. (the Company) announces that, at a meeting of its Board of Directors held on September 28, 2026, it resolved to make the following organizational changes and changes involving its officers.

Details

1. Major organizational changes (effective as of October 1, 2026)

(1) CX Business Headquarters

- The AX Promotion Office will be established under the CX Business Headquarters

(2) BPO Services Headquarters

- The AX Promotion Office will be established under the BPO Services Headquarters
- The Business Innovation Promotion Division will be established under the Business Process Innovation Sector

2. Changes in officers' areas of responsibility (effective as of October 1, 2026)

Name	New Position / New Roles & Responsibilities	Current Position / Current Roles & Responsibilities
Katsunari Kobayashi	Corporate Executive Officer Deputy Headquarters Manager & Division Manager of CX Business Promotion Division & Office Director of AX Promotion Office, CX Business Headquarters & Responsible for DCC/trans-DX Strategy, directly reporting to Group Sales Headquarters & Deputy Division Manager of Marketing Division	Corporate Executive Officer Deputy Headquarters Manager & Division Manager of CX Business Promotion Division, CX Business Headquarters & Responsible for DCC/trans-DX Strategy, directly reporting to Group Sales Headquarters & Deputy Division Manager of Marketing Division

Name	New Position / New Roles & Responsibilities	Current Position / Current Roles & Responsibilities
Takeshi Kawamoto	Corporate Executive Officer Deputy Sector Manager of Business Promotion Sector & Office Director of AX Promotion Office, BPO Services Headquarters & Deputy Division Manager of Consulting Division	Corporate Executive Officer Deputy Sector Manager of Business Promotion Sector, BPO Services Headquarters & Deputy Division Manager of Consulting Division
Kazuo Asano	Corporate Senior Officer Deputy Headquarters Manager & Responsible for Alliance Sales Promotion Division, Sales Headquarters, Group Sales Headquarters	Corporate Senior Officer Deputy Headquarters Manager & Division Manager of Alliance Sales Promotion Division, Sales Headquarters, Group Sales Headquarters
Dai Nakamura	Corporate Senior Officer Division Manager of Group Sales Strategy Division, Group Sales Headquarters & Deputy Sector Manager of Global Account Sector, Global Business Headquarters & Deputy Division Manager of Marketing Division & Directly Reporting to Corporate Headquarters	Corporate Senior Officer Division Manager of Group Sales Strategy Division, Group Sales Headquarters & Deputy Sector Manager of Global Account Sector, Global Business Headquarters & Deputy Division Manager of Marketing Division
Satoshi Kurihara	Corporate Officer Deputy Sector Manager of BPI Sector & Deputy Office Director of AX Promotion Office & Division Manager of Business Innovation Promotion Division, BPI Sector & Responsible for Business Smart Sourcing Service Division, BPI Sector, BPO Services Headquarters	Corporate Officer Division Manager of Business Smart Sourcing Service Division & Deputy Sector Manager of BPI Sector, BPO Services Headquarters

3. New organization chart (as of October 1, 2026)