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 27, 2019

To Whom It May Concern,

Name of Company: transcosmos inc. Representative: Masataka Okuda, President and COO (Code No.9715, Tokyo Stock Exchange, First Section) Contact: Norikazu Okayasu General Manager, Manager of Public Relation & Advertising Dept. Main Phone Number: +81-3-4363-1111

Announcement Regarding Organizational and Personnel Changes

transcosmos (the Company) hereby notifies that the Company resolved to implement the proposed organizational changes and personnel changes of its director and corporate officers as described below at the Company's board of directors meeting held on September 27, 2019.

Details of Resolution

- 1. Major organizational changes (effective as of October 1, 2019)
 - Establish "Business Development Office," a new function under the BPO Services Headquarters
 - Change the name of "Consulting Department II" under the Services Promotion Sector to "Consulting Department"
- 2. Change in areas of responsibility of director (effective as of October 1, 2019)

Name	New Position	Current Position
Masatoshi Kouno	Director, Senior Corporate Executive Officer Manager of BPO Services Headquarters Manager of Services Promotion Sector Manager of Business Development Office, BPO Services Headquarters	Director, Senior Corporate Executive Officer Manager of BPO Services Headquarters Manager of Services Promotion Sector

3. Changes in areas of responsibility of corporate officers (effective as of October 1, 2019)

Name	New Position	Current Position
Tsunehiro Fukushima	Corporate Executive Officer Manager of Consulting Department, Services Promotion Sector	Corporate Executive Officer Manager of Consulting Department II, Services Promotion Sector
Kei Yamane	Corporate Officer Deputy Manager of Digital Transformation Division, Digital Marketing • E-Commerce • Contact Center Headquarters Direct report to Global Business Headquarters Direct report to Business Innovation Division Deputy Manager of Digital Technology Promotion Division, Services Promotion Sector	Corporate Officer Direct report to Digital Transformation Division, Digital Marketing • E- Commerce • Contact Center Headquarters Direct report to Global Business Headquarters Direct report to Business Innovation Division

4. New organizational chart (effective as of October 1, 2019)

