

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, 2022

To Whom It May Concern,

Name of Company: transcocos inc.
Representative: Masataka Okuda, President & COO
(Code No.9715, Tokyo Stock Exchange, First Section)
Contact: Norikazu Okayasu
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Announcement Regarding Organizational and Personnel Changes, including Representative Director

transcocos (the Company) hereby notifies that the Company resolved at the Company's board of directors meeting held on March 28, 2022, to make the following organizational changes and executive-level personnel changes, including the representative director.

Details

1. Major organizational changes (effective as of April 1, 2022)

(1) Digital Marketing・E-Commerce・Contact Center Headquarters

- Establish Engineering Division
- Rename the Analytics Center Department, Analytics Division
- Rename the Strategic Account Division I under the Digital Customer Communication Sector, Global Account Division
- Rename the Strategic Account Department II under the Digital Customer Communication Sector, Strategic Account Department I
- Rename the Strategic Account Department III under the Digital Customer Communication Sector, Strategic Account Department II
- Rename the Hokkaido Region Division, Tohoku Region Department, Metropolitan Region Division I, Metropolitan Regions Division II, West Japan Division, Kyushu Region Division, and Okinawa Region Division, Service Division I, Service Department II, Service Division III, Service Division IV, Service Division V, Service Division VI, and Service Division VII, respectively
- Rename the Service Planning Promotion Division under the Digital Customer Communication Sector, Communication Platform Promotion Division
- Establish Operations Transformation Division under the Digital Customer Communication Sector
- Rename the Operations Management Division under the Digital Customer Communication Sector, Human Resources Development Division
- Rename the Digital Agency Division under the Digital Transformation Sector, Digital Agency Business Division
- Rename the Digital Interactive Services Division under the Digital Transformation Sector, Digital Interactive Business Division

(2) BPO Services Headquarters

- Establish Business Process Innovation Sector and Urban Engineering Service Sector
- Set the Back Office Services Division II under the Business Process Innovation Sector, and reorganize it into Corporate Back Office Transformation Division and Sales Logistics Transformation Division
- Set the ITO Services Division under the Business Process Innovation Sector, and reorganize it into IT Platform Division and IT Smart Sourcing Division
- Set the Back Office Services Division I under the Business Process Innovation Sector, and rename it Business Smart Sourcing Service Division
- Establish Service Innovation Promotion Division under the Business Process Innovation Sector
- Establish Solution Promotion Division under the Business Process Innovation Sector
- Establish Services Promotion Division
- Rename the EPO Services Coordinate Department under the Business Promotion Division, UE Services Coordinate Department

(3) Corporate Functions

- Establish Marketing Division under President & COO
- Establish SDGs Department under the Corporate Management Sector

2. Change in representative director's position (effective as of April 1, 2022)

Name	New Position	Current Position
Koki Okuda	Director Founder	Founder & Group CEO

Reason for the Change: Change in management structure.

3. Changes in director' positions and areas of responsibility (effective as of April 1, 2022)

Name	New Position	Current Position
Masaaki Muta	Director, Executive Vice President Co-Manager of DEC Headquarters & Co-Manager of Sales Headquarters & Deputy Manager of Global Business Headquarters & Responsible for Account Executive Sector, DEC Headquarters & Responsible for Marketing Division	Director, Executive Vice President Co-Manager of DEC Headquarters & Co-Manager of Sales Headquarters & Deputy Manager of Global Business Headquarters & Responsible for Account Executive Sector, DEC Headquarters
Takeshi Kamiya	Director, Executive Vice President Manager of Corporate Strategy Division & Manager of Corporate Management Sector & Deputy Manager of Business Development Sector & Responsible for Global E-Commerce·Direct Sales Promotion Division	Director, Executive Vice President Manager of Corporate Strategy Division & Manager of Corporate Management Sector & Deputy Manager of Business Development Sector & Manager of Global E-Commerce·Direct Sales Promotion Division
Kenshi Matsubara	Director, Senior Corporate Executive Officer Co-Manager of DEC Headquarters	Director, Senior Corporate Executive Officer Co-Manager of DEC Headquarters & Manager of Digital Customer Communication Sector, DEC Headquarters

*DEC Headquarters = Digital Marketing·E-Commerce·Contact Center Headquarters

4. Changes in director' positions and areas of responsibility (effective as of April 1, 2022)

Name	New Position	Current Position
Yoichi Kawano	Corporate Executive Officer Responsible for Analytics Division, DEC Headquarters & CEO, transcocosmos analytics Inc.	Corporate Executive Officer Responsible for Analytics Center Department, DEC Headquarters & CEO, transcocosmos analytics Inc.
Norimitsu Miyazawa	Corporate Executive Officer Manager of Account Executive Sector, DEC Headquarters & Deputy Manager of Marketing Division	Corporate Executive Officer Manager of Account Executive Sector, DEC Headquarters
Satoshi Takayama	Corporate Senior Officer Manager of Government Relations & Public Affairs Division, Business Development Sector & Deputy Manager of Sales Headquarters & Responsible for Sales Division VI, Sales Headquarters & Deputy Manager of DX Promotion Division, DEC Headquarters & Manager of SDGs Department, Corporate Management Sector	Corporate Senior Officer Manager of Government Relations & Public Affairs Division, Business Development Sector & Deputy Manager of Sales Headquarters & Responsible for Sales Division VI, Sales Headquarters & Deputy Manager of DX Promotion Division, DEC Headquarters
Tsuyoshi Washio	Corporate Senior Officer Deputy Manager of BPO Services Headquarters & Manager of Business Process Innovation Sector, BPO Services Headquarters	Corporate Senior Officer Manager of ITO Services Division, BPO Services Headquarters & Deputy Manager of Business Promotion Division, BPO Services Headquarters & Manager of Global Business Promotion Department, Business Promotion Division, BPO Services Headquarters
Matashiro Kashiwagi	Corporate Senior Officer Co-Manager of Digital Transformation Sector, DEC Headquarters & Deputy Manager of Global E-Commerce· Direct Sales Promotion Division, Business Development Sector	Corporate Senior Officer Co-Manager of Digital Transformation Sector, DEC Headquarters
Shinji Kanezawa	Corporate Senior Officer Manager of Global E-Commerce· Direct Sales Promotion Division, Business Development Sector & Deputy Manager of Sales Headquarters	Corporate Senior Officer Deputy Manager of Sales Headquarters & Deputy Manager of Global E-Commerce· Direct Sales Promotion Division, Business Development Sector
Yoshikazu Majima	Corporate Senior Officer Co-Manager of Digital Transformation Sector, DEC Headquarters & Manager of Digital Agency Business Division, Digital Transformation Sector, DEC Headquarters & Manager of Marketing Division	Corporate Senior Officer Co-Manager of Digital Transformation Sector, DEC Headquarters & Manager of Digital Agency Division, Digital Transformation Sector, DEC Headquarters
Toshio Tokoro	Corporate Senior Officer Co-Manager of Digital Transformation Sector, DEC Headquarters & Manager of Digital Interactive Business Division, Digital Transformation Sector, DEC Headquarters & Manager of Engineering Division, DEC Headquarters	Corporate Senior Officer Co-Manager of Digital Transformation Sector, DEC Headquarters & Manager of Digital Interactive Services Division, Digital Transformation Sector, DEC Headquarters
Yoshie Kadomatsu	Corporate Senior Officer Deputy Manager of BPO Services Headquarters & Manager of Urban Engineering Service Sector, BPO Services Headquarters	Corporate Senior Officer Building Infrastructure Services Division, BPO Services Headquarters

Name	New Position	Current Position
Kazuhiko Tabuchi	Corporate Officer Deputy Manager of Account Executive Sector, DEC Headquarters & Co-Manager of Digital Customer Communication Sector, DEC Headquarters	Corporate Officer Deputy Manager of Account Executive Sector, DEC Headquarters & Deputy Manager of Digital Customer Communication Sector, DEC Headquarters
Katsunari Kobayashi	Corporate Officer Deputy Manager of Sales Headquarters & Responsible for Nationwide Distributor Sales Promotion Office, Sales Headquarters & Responsible for Sales Division II, Sales Headquarters & Deputy Manager of Account Executive Sector, DEC Headquarters & Deputy Manager of Marketing Division	Corporate Officer Deputy Manager of Sales Headquarters & Responsible for Nationwide Distributor Sales Promotion Office, Sales Headquarters & Responsible for Sales Division II, Sales Headquarters & Deputy Manager of Account Executive Sector, DEC Headquarters
Kazuhiro Yamada	Corporate Officer Manager of DX Promotion Division, DEC Headquarters & Deputy Manager of Digital Transformation Sector, DEC Headquarters & Deputy Manager of Digital Customer Communication Sector, DEC Headquarters	Corporate Officer Manager of DX Promotion Division, DEC Headquarters & Deputy Manager of Digital Transformation Sector, DEC Headquarters
Hiroshi Okashita	Corporate Officer Deputy Manager of Business Process Innovation Sector, BPO Services Headquarters & Manager of Corporate Back Office Transformation Division, Business Process Innovation Sector, BPO Services Headquarters	Corporate Officer Manager of Back Office Services Division II, BPO Services Headquarters
Toshiro Funahashi	Corporate Officer Directly Reporting to BPO Services Headquarters, Responsible for Urban Engineering Service Sector, BPO Services Headquarters & President and CEO, APPLIED TECHNOLOGY CO., LTD.	Corporate Officer Directly Reporting to BPO Services Headquarters, Responsible for Building Infrastructure Services Division, BPO Services Headquarters & President and CEO, APPLIED TECHNOLOGY CO., LTD.
Takuma Hirono	Corporate Officer Deputy Manager of Urban Engineering Service Sector, BPO Services Headquarters & Manager of Engineering Solution Services Division, Urban Engineering Service Sector, BPO Services Headquarters	Corporate Officer Manager of Engineering Solution Services Division, BPO Services Headquarters
Kenta Kusano	Corporate Officer Directly Reporting to Global Business Headquarters	Corporate Officer Manager of Global Marketing Sector, Global Business Headquarters & Manager of Business Innovation Division, Business Development Sector
Shohei Shimoda	Corporate Officer Manager of Business Innovation Division, Business Development Sector & Deputy Manager of CX Business Strategy Sector, Global Business Headquarters	Corporate Officer Deputy Manager of Business Innovation Division, Business Development Sector & Deputy Manager of CX Business Strategy Sector, Global Business Headquarters
Hiromitsu Kaneda	Corporate Officer Co-Manager of Digital Customer Communication Sector, DEC Headquarters & Manager of Service Planning Promotion Division, Digital Customer Communication Sector, DEC Headquarters	Corporate Officer Deputy Manager of Digital Customer Communication Sector, DEC Headquarters & Manager of Service Planning Promotion Division, Digital Customer Communication Sector, DEC Headquarters

Name	New Position	Current Position
Masanori Sato	Corporate Officer Co-Manager of Digital Customer Communication Sector, DEC Headquarters	Corporate Officer Deputy Manager of Digital Customer Communication Sector, DEC Headquarters
Katsuhiko Kotani	Corporate Officer Deputy Manager of Urban Engineering Service Sector, BPO Services Headquarters & Vice President, APPLIED TECHNOLOGY CO., LTD.	Corporate Officer Deputy Manager of Building Infrastructure Services Division, BPO Services Headquarters & Vice President, APPLIED TECHNOLOGY CO., LTD.

*DEC Headquarters = Digital Marketing • E-Commerce • Contact Center Headquarters

5. New organization chart (effective as of April 1, 2022)

