

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, 2025

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 (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, 2025, and 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 after the annual general meeting of shareholders, the details of which are described below:

Details

1. Major organizational changes (effective as of July 1, 2025)
 - Move the Government Relations & Public Affairs Division from the Business Development Sector and set under the Group Sales Headquarters.
2. Change in director (excluding directors who are Audit and Supervisory Committee Members)
 - (1) Appointment of a director (effective as of June 25, 2025)

Name	New position	Current position
Masami Yamamoto	Outside Director	—

3. Changes in corporate officers
 - (1) Appointment of corporate officers (effective as of June 25, 2025)

Name	New Position, New Roles & Responsibility
Naohiro Matsuhisa	Corporate Officer Division Manager, Digital Interactive Business Division, CX Business Headquarters

Name	New Position, New Roles & Responsibility
Naoto Osada	Corporate Officer Deputy Office Manager, Business Development Promotion Office, Business Development Sector & Directly reporting to ECX Division, CX Business Headquarters
Masao Hori	Corporate Officer Deputy Division Manager, Business Promotion Division & Responsible for Corporate Back Office Transformation Division, BPI Sector, BPO Services Headquarters & Representative Director & President, FJ transcosmos Fujitsu Human Resource Professionals Limited.
Toshikazu Kan	Corporate Officer Deputy Division Manager, Group Sales Strategy Division, Group Sales Headquarters
Masatoshi Araki	Corporate Officer Responsible for Internal Audit Office
Tatsuya Fujimoto	Corporate Officer Division Manager, M&A Advisory Services Division, Corporate Headquarters
Haruhiko Yokoyama	Corporate Officer Division Manager, Accounting & Finance Division, Corporate Headquarters
Jun Iwanami	Corporate Officer Deputy Division Manager, Human Resources Division, Human Resources Sector, Corporate Headquarters

(2) Changes in position (effective as of June 25, 2025)

Name	New position	Current position
Kazuhiko Tabuchi	Corporate Executive Officer	Corporate Senior Officer
Katsunari Kobayashi	Corporate Executive Officer	Corporate Senior Officer
Toshio Tokoro	Corporate Executive Officer	Corporate Senior Officer
Yoshikazu Majima	Corporate Executive Officer	Corporate Senior Officer
Daisuke Fujita	Corporate Senior Officer	Corporate Officer
Akihiko Kai	Corporate Senior Officer	Corporate Officer
Kumiko Nakatsu	Corporate Senior Officer	Corporate Officer

(3) Changes in positions and areas of responsibility
(effective as of July 1, 2025)

Name	New Roles & Responsibility	Current Roles & Responsibility
Satoshi Takayama	Corporate Executive Officer Division Manager, Government Relations & Public Affairs Division, Group Sales Headquarters & Division Manager, SX Division, Business Development Sector & Deputy Headquarters Manager, Sales Headquarters, Group Sales Headquarters, & Department Manager, Sustainability Promotion Department, Corporate Headquarters	Corporate Executive Officer Division Manager, Government Relations & Public Affairs Division & Division Manager, SX Division, Business Development Sector & Deputy Headquarters Manager, Sales Headquarters, Group Sales Headquarters, & Department Manager, Sustainability Promotion Department, Corporate Headquarters

(effective as of April 1, 2025)

Name	New Roles & Responsibility	Current Roles & Responsibility
Mieko Kobayashi	Corporate Officer Deputy Sector Manager, BPI Sector, BPO Services Headquarters & Division Manager, Services Promotion Division, BPO Headquarters & Division Manager, Service Management Promotion Division & Responsible for Corporate Back Office Transformation Division, BPI Sector, BPO Services Headquarters	Corporate Officer Deputy Sector Manager, BPI Sector, BPO Services Headquarters & Division Manager, Services Promotion Division & Division Manager, Service Management Promotion Division, BPI Sector, BPO Services Headquarters

BPI: Business Process Innovation; SX: Sustainability Transformation

4. New organization chart (effective as of July 1, 2025)

