

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 27, 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.
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Announcement Regarding Organizational Changes and Changes Involving Representative Director and Officers

transcosmos (the Company) hereby announces that, at the Company's Board of Directors meeting held on March 27, 2026, it resolved to make the following organizational changes and changes involving its representative director and officers.

Details

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

(1) CX Business Headquarters

- The Digital Interactive Business Division under the CX Business Headquarters will be renamed the Digital Produce Business Division, CX Business Headquarters
- The Strategic Account Division under the DCC Sector will be reorganized into the Strategic Account Department I and Strategic Account Department II

(2) BPO Services Headquarters

- The Business Promotion Division will be renamed the Business Promotion Sector
- The Account Management Division will be renamed the Account Management Sector
- The DX Department will be established under the Business Promotion Sector
- The IT Services Management Division will be established under the BPI Sector
- The Urban Solution Services Division under the UES Sector will be reorganized into the Urban Solution Service Division I and the Urban Solution Services Division II

(3) Group Sales Headquarters

- The AE Division V will be established under the CX-AE Sector, Group Sales Headquarters

(4) Corporate Functions

- The Group Finance Sector will be established under the Corporate Headquarters
- The Accounting & Finance Division, the Affiliated Company Corporate Management Division, and the Global Affiliated Company Corporate Management Division will be placed under the Group Finance Sector
- The Human Capital Development Division will be established under the Human Resources Sector, Corporate Headquarters
- The Administration Division will be reorganized into the Administrative Division and the Normalization Promotion Division
- The Consulting Division will be established directly under the Co-presidents
- The Quality Control Department directly under the Co-presidents will be renamed the Quality Control Division
- The Group Information Systems Division and the Patent Management Office will be placed directly under the Co-presidents

2. Change in Representative Director (effective as of April 1, 2026)

(1) Details of the change

Name	New Position / New Roles & Responsibilities	Current Position / Current Roles & Responsibilities
Masatoshi Kouno	Representative Director, Executive Vice President Headquarters Manager of BPO Services Headquarters & Responsible for the Quality Control Division & Responsible for the collaboration between DCC and other departments, directly reporting to CX Business Headquarters	Representative Director, Executive Vice President Headquarters Manager of BPO Services Headquarters & Responsible for the Quality Control Department & Responsible for the collaboration between DCC and other departments, directly reporting to CX Business Headquarters

(2) Reason for the change

The change is due to adjustments in areas of responsibility resulting from the organizational changes.

3. Changes in officers' areas of responsibility (effective as of April 1, 2026)

Name	New Position / New Roles & Responsibilities	Current Position / Current Roles & Responsibilities
Hiroyuki Uchimura	Senior Corporate Executive Officer Deputy Headquarters Manager & Sector Manager of Business Promotion Sector, BPO Services Headquarters	Senior Corporate Executive Officer Deputy Headquarters Manager & Division Manager of Business Promotion Division, BPO Services Headquarters
Kiyoshi Shiraishi	Senior Corporate Executive Officer & CTO Responsible for the Engineering Division & Responsible for the Patent Management Office	Senior Corporate Executive Officer & CTO Responsible for the Engineering Division & Responsible for the Patent Management Office, Corporate Headquarters
Kokkei Nakayama	Corporate Executive Officer Co-Sector Manager of China Business Sector, Global Business Headquarters & Deputy Division Manager of Engineering Division & Chairman of transcosmos Information Creative (China) Co., Ltd.	Corporate Executive Officer Co-Sector Manager of China Business Sector, Global Business Headquarters & Chairman of transcosmos Information Creative (China) Co., Ltd.

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, 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 & 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
Toshio Tokoro	Corporate Executive Officer Division Manager of Engineering Division & Deputy Headquarters Manager & Responsible for Digital Produce Business Division, CX Business Headquarters	Corporate Executive Officer Division Manager of Engineering Division & Deputy Headquarters Manager & Responsible for Digital Interaction Business Division, CX Business Headquarters
Takeshi Kawamoto	Corporate Senior Officer Deputy Sector Manager of Business Promotion Sector, BPO Services Headquarters & Deputy Division Manager of Consulting Division	Corporate Senior Officer Deputy Division Manager of Business Promotion Division & Department Manager of DX Promotion Department, BPO Services Headquarters
Hirofumi Inoue	Corporate Senior Officer Deputy Headquarters Manager & Deputy Sector Manager & Responsible for Human Capital Development Division, Human Resources Sector, Corporate Headquarters & Division Manager of Marketing Division	Corporate Senior Officer Deputy Sector Manager of Human Resources Sector, Corporate Headquarters
Kei Yamane	Corporate Senior Officer Division Manager of Group Information Systems Division, Corporate Headquarters & Directly reporting to Global Business Headquarters	Corporate Senior Officer Co-Division Manager of Group Information Systems Division, Corporate Headquarters & Directly reporting to Global Business Headquarters
Yohei Yoshimitsu	Corporate Senior Officer Division Manager of Corporate Strategy Division & Division Manager of Consulting Division	Corporate Senior Officer Division Manager of Corporate Strategy Division
Kenichi Ooya	Corporate Senior Officer Deputy Division Manager of Corporate Strategy Division & Co-Headquarters Manager & Sector Manager of Group Finance Sector & Office Manager of Group Management Promotion Office, Corporate Headquarters	Corporate Senior Officer Deputy Division Manager of Corporate Strategy Division & Co-Headquarters Manager & Office Manager of Group Management Promotion Office, Corporate Headquarters
Daisuke Fujita	Corporate Senior Officer Sector Manager of Account Management Sector & Deputy Sector Manager of Business Promotion Sector, BPO Services Headquarters	Corporate Senior Officer Division Manager of Account Management Division & Deputy Division Manager of Business Promotion Division, BPO Services Headquarters
Kumiko Nakatsu	Corporate Senior Officer Deputy Headquarters Manager & Responsible for Digital Agency Business Division & Deputy Division Manager of Digital Produce Business Division, CX Business Headquarters	Corporate Senior Officer Deputy Headquarters Manager & Responsible for Digital Agency Business Division, CX Business Headquarters
Takayuki Maeda	Corporate Officer Deputy Headquarters Manager of CX-AE Headquarters & Responsible for AE Editorial Office IV, Group Sales Headquarters & Deputy Division Manager of Digital Produce Business Division, CX Business Headquarters	Corporate Officer Deputy Headquarters Manager of CX-AE Headquarters & Responsible for AE Editorial Office IV, Group Sales Headquarters & Deputy Division Manager of Digital Interactive Business Division, CX Business Headquarters

Name	New Position / New Roles & Responsibilities	Current Position / Current Roles & Responsibilities
Hirimitsu Kaneda	Corporate Officer Deputy Sector Manager of DCC Sector & Deputy Division Manager of Digital Produce Business Division, CX Business Headquarters	Corporate Officer Deputy Sector Manager of DCC Sector, CX Business Headquarters
Takuya Takahashi	Corporate Officer Deputy Division Manager of CX Business Promotion Division, CX Business Headquarters	Corporate Officer Deputy Sector Manager of DCC Sector & Division Manager of Business Promotion Division, CX Business Headquarters
Kazutoshi Kurokawa	Corporate Officer Deputy Sector Manager of Business Promotion Sector & Department Manager of BPO Services Coordinate Department, BPO Services Headquarters	Corporate Officer Deputy Division Manager of Business Promotion Division & Department Manager of BPO Services Coordinate Department, BPO Services Headquarters
Seigo Tasaki	Corporate Officer Deputy Sector Manager of Business Promotion Sector & Department Manager of ITO Services Coordinate Department, BPO Services Headquarters	Corporate Officer Deputy Division Manager of Business Promotion Division & Department Manager of ITO Services Coordinate Department, BPO Services Headquarters
Hiroshi Okashita	Corporate Officer Division Manager of Sales Logistics Transformation Division, BPI Sector, BPO Services Headquarters	Corporate Officer Deputy Sector Manager & Division Manager of Sales Logistics Transformation Division, BPI Sector, BPO Services Headquarters
Mieko Kobayashi	Corporate Officer Division Manager of Service Management Promotion Division & Responsible for Corporate Back Office Transformation Division & Division Manager of Services Promotion Division, BPI Sector, BPO Services Headquarters & Division Manager of Services Promotion Division, BPO Services Headquarters	Corporate Officer Deputy Sector Management & Division Manager of Service Management Promotion Division & Responsible for Corporate Back Office Transformation Division, BPI Sector, BPO Services Headquarters & Division Manager of Services Promotion Division, BPO Services Headquarters
Masahito Kajura	Corporate Officer Division Manager of Urban Solution Services Division I , UES Sector, BPO Services Headquarters	Corporate Officer Division Manager of Urban Solution Services Division, UES Sector, BPO Services Headquarters
Toshiro Funahashi	Corporate Officer Responsible for UES Sector, directly reporting to BPO Services Headquarters & Chairman of Applied Technology Co., Ltd.	Corporate Officer Responsible for UES Sector, directly reporting to BPO Services Headquarters & President & CEO of Applied Technology Co., Ltd.
Katsushige Saito	Corporate Officer Deputy Division Manager of Digital Produce Business Division & Deputy Division Manager of Services Promotion Division, CX Business Headquarters	Corporate Officer Deputy Division Manager of Services 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
Hiroyuki Kohara	Corporate Officer Deputy Headquarters Manager & Responsible for Administration Division & Responsible for Normalization Promotion	Corporate Officer Deputy Headquarters Manager & Division Manager of Administration Division, Corporate Headquarters

	Division, Corporate Headquarters	
Name	New Position / New Roles & Responsibilities	Current Position / Current Roles & Responsibilities
Atsuhiko Suwahara	Corporate Officer Deputy Headquarters Manager & Division Manager of Affiliated Company Corporate Management, Group Finance Sector, Corporate Headquarters	Corporate Officer Deputy Headquarters Manager & Division Manager of Affiliated Company Corporate Management, Corporate Headquarters
Haruka Kikuchi	Corporate Officer Deputy Headquarters Manager & Division Manager of Global Affiliated Company Corporate Management, Group Finance Sector, Corporate Headquarters	Corporate Officer Deputy Headquarters Manager & Division Manager of Global Affiliated Company Corporate Management, Corporate Headquarters
Kenichi Hotei	Corporate Officer Deputy Division Manager of Group Information Systems Division	Corporate Officer Co-Division Manager of Group Information Systems Division & Deputy Headquarters Manager of Corporate Headquarters
Naohiro Matsuhisa	Corporate Officer Division Manager of Digital Produce Business Division & Deputy Division Manager of CX Business Promotion Division, CX Business Headquarters	Corporate Officer Division Manager of Digital Interactive Business Division, CX Business Headquarters
Masao Hori	Corporate Officer Deputy Sector Manager of Business Promotion Sector, BPO Services Headquarters & President & CEO of FJ transcosmos Human Resource Professionals Limited	Corporate Officer Deputy Division Manager of Business Promotion Division & Responsible for Corporate Back Office Transformation Division, BPI Sector, BPO Services Headquarters & President & CEO of FJ transcosmos Human Resource Professionals Limited
Haruhiko Yokoyama	Corporate Officer Deputy Headquarters Manager & Division Manager of Accounting & Finance Division, Group Finance Sector, Corporate Headquarters	Corporate Officer Division Manager of Accounting & Finance Division, Corporate Headquarters

BPI: Business Process Innovation; UES: Urban Engineering Services; DCC: Digital Customer Communication

4. New organization chart (as of April 1, 2026)

