

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

