

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.



December 26, 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 make the following organizational and personnel changes of its corporate officers at the Company's board of directors meeting held on December 26, 2025.

Details

1. Major organizational changes (effective as of January 1, 2026)
 - Global Business Headquarters
 - (1) Establish Global Account Sector under the Global Business Headquarters
 - Place the Global Sales Division and the Global Account Management Department under the Global Account Sector
 - Rename the CX Global Services Department to Global Services Department, and place it under the Global Account Sector
 - (2) Establish Business Development Division under the Global Business Headquarters
 - Place the Business Development Department and the Service Development Department under the Business Development Division
 - Integrate the E-Commerce Promotion Department and CX Promotion Department into a new ECDM Promotion Department, and place it under the Business Development Division
 - (3) Rename the Korea Business Division, China Business Division, and ASEAN Business Division to Korea Business Sector, China Business Sector, and ASEAN Business Sector, respectively
 - (4) Rename the Services Promotion Department to IT Security Department

2. Changes in corporate officers' areas of responsibility (effective as of January 1, 2026)

Name	New Roles & Responsibility	Current Roles & Responsibility
Takashi Sube	Senior Corporate Executive Officer Sector Manager, ASEAN Business Sector & Co-Headquarters Manager, Global Business Headquarters	Senior Corporate Executive Officer Co-Headquarters Manager & Division Manager, ASEAN Business Division, Global Business Headquarters
Kokkei Nakayama	Corporate Executive Officer Co-Sector Manager, China Business Sector, Global Business Headquarters & Chairman of transcosmos Information Creative (China) Co., Ltd.	Corporate Executive Officer Division Manager, China Business Division, Global Business Headquarters & Chairman of transcosmos Information Creative (China) Co., Ltd.
Hiroki Tanigawa	Corporate Executive Officer Co-Division Manager, Business Development Division, Global Business Headquarters	Corporate Executive Officer Division Manager, Europe Business Division, Global Business Headquarters
Hiroyoshi Hara	Corporate Senior Officer Deputy Sector Manager, ASEAN Business Sector & Deputy Sector Manager, Global Account Sector, Global Business Headquarters	Corporate Senior Officer Deputy Division Manager, ASEAN Business Division, Global Business Headquarters
Kiyonori Takechi	Corporate Senior Officer Sector Manager, Global Account Sector, Global Business Headquarters	Corporate Senior Officer Division Manager, US Business, Global Business Headquarters
Dai Nakamura	Corporate Senior Officer Division Manager, Group Sales Strategy Division, Group Sales Headquarters & Deputy Sector Manager, Global Account Sector & Deputy Division Manager, Global Sales Division, Global Business Headquarters & Deputy Division Manager, Marketing Division	Corporate Senior Officer Division Manager, Group Sales Strategy Division, Group Sales Headquarters & Deputy Division Manager, Global Sales Division, Global Business Headquarters & Deputy Division Manager, Marketing Division
Motoya Tanaka	Corporate Senior Officer Co-Division Manager, Business Development Division, Global Business Headquarters	Corporate Senior Officer Directly reporting to Global Business Headquarters
Wataru Sugahara	Corporate Officer Deputy Sector Manager, Global Account Sector & Division Manager, Global Sales Division, Global Business Headquarters	Corporate Officer Division Manager, Global Sales Division, Global Business Headquarters
Hiroyuki Tani	Corporate Officer Sector Manager, Korea Business Sector, Global Business Headquarters	Corporate Officer Division Manager, Korea Business Division, Global Business Headquarters
Toshiya Okada	Corporate Officer Co-Sector Manager, China Business Sector, Global Business Headquarters	Corporate Officer Deputy Division Manager, China Business Division, Global Business Headquarters
Yohei Koumura	Corporate Officer Department Manager, India Business Department, Global Business Headquarters	Corporate Officer Department Manager, India Business Department & Department Manager, Business Development Department, Global Business Headquarters
Akihisa Katsumata	Corporate Officer CIO Office Director	Corporate Officer Executive Staff of CIO Office

3. New organization chart (effective as of January 1, 2026)

