May 13, 2025

Press Release

Company Name: Idemitsu Kosan Co., Ltd.
Representative Director and President: Noriaki Sakai
(Company Code: 5019, TSE Prime Market)
Contact person: Daisuke Mogi, General Manager, Investor Relations Office, Finance & Accounting Department
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Notice regarding change proposals of Representative Director, Directors and Auditors

Idemitsu Kosan Co., Ltd. announces that the Board of Directors has decided to propose changes to the representative director, directors and auditors, as described below, at the board meeting held on May 13, 2025.
These proposals will be approved and official at the 110th Ordinary General Meeting of Shareholders scheduled to be held on June 25, 2025, and at the Board of Directors' meeting after the meeting.

1. Reason for the changes
To further strengthen management capabilities

2. Change of Representative Director
(1) Appointment

Name	New	Current	Number of Shares held
Masahiko Sawa	Representative Director, Executive Vice President	Director, Executive Vice President	49,669

3. Change of Directors and Audit & Supervisory Board Members
(1) Appointment
Mio Kashiwamura Outside Director
Nami Kitamura Audit & Supervisory Board Member

(2) Retirement
Maki Kado Outside Director
Tsutomu Yoshioka Audit & Supervisory Board Member

4. Effective Date
June 25, 2025

End

【Reference】Management of Idemitsu Kosan Co., Ltd.
（Proposed on June 25, 2025)"

＜Directors＞

Shunichi Kito	Representative Director and Chairman
Noriaki Sakai	Representative Director and President
Atsuhiko Hirano	Representative Director and Executive Vice President Responsible for Oversea Business Strategy, Energy Resources Business Strategy, Corporate Solution Business and LPG Business Strategy
Masahiko Sawa	Representative Director and Executive Vice President Responsible for Corporate Strategy, Human Capital Strategy and Carbon Neutral Transformation Strategy, and Head of Safety & Environmental Protection Headquarters, Head of Quality Assurance Headquarters and Head of Carbon Neutral Transformation Strategic Headquarters
Masakazu Idemitsu	Director (part-time)
Kazunari Kubohara	Director (part-time)
Takeo Kikkawa	Outside Director
Jun Suzuki	Outside Director
Shiori Nagata	Outside Director
Mio Kashiwamura	Outside Director

＜Audit & Supervisory Board Members＞

Hidefumi Kodama	Audit & Supervisory Board Member
Nami Kitamura	Audit & Supervisory Board Member
Yumiko Ichige	Outside Audit & Supervisory Board Member
Masahiko Tezuka	Outside Audit & Supervisory Board Member

End

【Reference】 Biography of Candidate of Representative Director

Name Masahiko Sawa

Date of Birth: July 11, 1962

Biography	April 1990	Joined Idemitsu Kosan Co.,Ltd. (“Idemitsu Kosan”)
	April 2013	Deputy General Manager of Gas Business Department, Idemitsu Kosan
	June 2017	General Manager of Technology & Engineering Center, Idemitsu Kosan
	April 2019	Executive Officer and General Manager of Hokkaido Refinery, Idemitsu Kosan
	June 2021	Senior Executive Officer (in charge of Manufacturing & Technology), Idemitsu Kosan
	June 2022	Director, Managing Executive Officer, Idemitsu Kosan
	June 2024	Director, Executive Vice President, Idemitsu Kosan (Current)
	June 2025	Representative Director, Executive Vice President, Idemitsu Kosan (Proposed)

End

【Reference】Biography of Candidate of Director

Name	Mio Kashiwamura	
Biography	April 1998	Joined Recruit Co., Ltd. (currently, Recruit Holdings Co., Ltd.)
	April 2004	Executive Director, SHANGHAI RECRUIT ADVERTISING CO., LTD.
	October 2011	Sales MD Executive Manager of the 2nd MD Department, Ponpare Office, CAP* Company, Recruit Co., Ltd.
	April 2012	Executive Directing Manager of the Beauty Information Department, CAP* Company, Recruit Co., Ltd.
	October 2012	Senior Vice President, Recruit Lifestyle Co., Ltd. Executive Manager of the Beauty Information Department
	April 2015	Senior Vice President, Recruit Holdings Co., Ltd.
	April 2016	Representative Director and President, Recruit Staffing Co., Ltd.
	April 2018	SBU Executive Officer, Recruit Global Staffing B.V. (currently, RGF Staffing B.V.)
	April 2019	Senior Vice President, Recruit Co., Ltd. Representative Director and President, Recruit Marketing Partners Co., Ltd.
	April 2020	Senior Vice President, Recruit Holdings Co., Ltd.
	April 2025	Executive Vice President, Recruit Co., Ltd. (Current)
	June 2025	Outside Director (Proposed)

End

【Reference】Biography of Candidate of Audit & Supervisory Board Member

Name	Nami Kitamura	
Biography	April 1990	Joined Showa Shell Sekiyu K.K. (“Showa Shell”)
	April 2009	General Manager, New Business Promotion Department, Showa Shell
	March 2012	General Manager, Overseas Intellectual Property Strategy Office, Showa Shell
	October 2014	General Manager, Product Development Department, Atsugi Research Center, Solar Frontier K.K.
	April 2016	General Manager, Marketing Planning Department, Showa Shell
	April 2017	General Manager, Energy Solution Business Division, Showa Shell
	April 2019	General Manager, Public Relations Department
	July 2021	Executive Officer and General Manager, Public Relations Department
	March 2023	Executive Officer and General Manager, Bitumen Department, Advanced Materials Company (Current)
	June 2025	Audit & Supervisory Board Member (proposed)

End