



May 12, 2026

Press Release

Company Name: Idemitsu Kosan Co., Ltd.
Representative Director and President: Noriaki Sakai
(Company Code: 5019, TSE Prime Market)
Contact person: Shinko Sasaki,
General Manager Investor Relations Office,
Finance & Accounting Department

Notice of Change of Representative Director and Directors

Idemitsu Kosan Co., Ltd. (“Idemitsu Kosan”) announces that it has decided to implement a change in its Representative Director and Directors as detailed below at a board meeting held on May 12, 2026. We expect that this proposal will be approved at the 111th annual shareholders meeting scheduled to be convened on June 24, 2026

1. Reason for Changes
For stronger management foundations
2. Change of Representative Directors

Name	New	Current
Shunichi Kito	Director, Chairman and Chairperson of the Board of the Directors	Representative Director and Chairman
Noriaki Sakai	Representative Director, President and Chief Executive Officer	Representative Director and President
Atsuhiko Hirano	Representative Director, Executive Vice President and Chief Operating Officer	Representative Director and Executive Vice President
Masahiko Sawa	Representative Director, Executive Vice President and Chief Strategy Officer	Representative Director and Executive Vice President

3. Change of Directors and Audit & Supervisory Board Member
 - (1) Appointment
 - Takashi Sakata Director, Managing Executive Officer and Chief Financial Officer
 - Kazuma Ikeda Director, Managing Executive Officer and Chief Human Resources Officer
 - Sumiko Takeuchi Outside Director
 - So Hirano Outside Director
 - Yoshitaka Onuma Audit & Supervisory Board Member
 - (2) Retirement
 - Takeo Kikkawa Outside Director
 - Hidefumi Kodama Audit & Supervisory Board Member
4. Effective Date
June 24, 2026

End

【Reference】
Management of Idemitsu Kosan Co., Ltd.
(Proposed on June 24, 2026)

<Directors>

Shunichi Kito	Director, Chairman and Chairperson of the Board of Directors
Noriaki Sakai	Representative Director, President and Chief Executive Officer
Atsuhiko Hirano	Representative Director, Executive Vice President and Chief Operating Officer
Masahiko Sawa	Representative Director, Executive Vice President and Chief Strategy Officer Head of Safety & Environmental Protection Headquarters, Head of Quality Assurance Headquarters and Head of Carbon Neutral Transformation Strategic Headquarters
Takashi Sakata	Director, Managing Executive Officer and Chief Financial Officer
Kazuma Ikeda	Director, Managing Executive Officer and Chief Human Resources Officer
Masakazu Idemitsu	Director (part-time)
Kazunari Kubohara	Director (part-time)
Jun Suzuki	Outside Director
Shiori Nagata	Outside Director
Mio Kashiwamura	Outside Director
Sumiko Takeuchi	Outside Director
So Hirano	Outside Director

<Audit & Supervisory Board Members>

Nami Kitamura	Audit & Supervisory Board Member
Yoshitaka Onuma	Audit & Supervisory Board Member
Yumiko Ichige	Outside Audit & Supervisory Board Member
Masahiko Tezuka	Outside Audit & Supervisory Board Member

【Reference】
Brief Biography of the Candidates of the Directors

<Directors>

Name: Takashi Sakata

Brief Biography:

Apr. 1990	Joined Showa Shell Sekiyu K. K. ("Showa Shell")
Sep. 2005	Manager of Management Accounting Section, Accounting Department, Showa Shell
Sep. 2008	General Manager of Finance Department and Manager of Finance Section, Showa Shell
Apr. 2009	General Manager of Marketing and Sales Planning Department, Showa Shell
Apr. 2011	General Manager of Chugoku Branch, Showa Shell
Mar. 2015	Executive Officer and General Manager of Finance and Accounting Department, Showa Shell
Mar. 2018	Corporate Executive Officer, Chief Financial Officer, Public Affairs, Accounting, Finance and Financial Risk Management, Showa Shell
Apr. 2019	Senior Executive Officer, Procurement, and General Manager of Accounting Department, Idemitsu Kosan
Jun. 2021	Managing Director, Idemitsu International (Asia) Pte. Ltd.
Jul. 2024	Senior Executive Officer and General Manager of Finance and Accounting Department, Idemitsu Kosan
Jul. 2025	Managing Executive Officer and Chief Financial Officer, Financial Strategy (Current)
Jun. 2026	Director, Idemitsu Kosan (Proposed)

Name: Kazuma Ikeda

Brief Biography:

Apr. 1991	Joined Idemitsu Kosan Co., Ltd. ("Idemitsu Kosan")
Apr. 2019	Deputy General Manager of Retail Marketing Department, Idemitsu Kosan
Jul. 2021	Representative Director and President, Idemitsu Retail Marketing Co., Ltd.
Apr. 2023	General Manager of Human Resources Department, Idemitsu Kosan
Jul. 2024	Executive Officer and General Manager of Human Resources Department, Idemitsu Kosan
Jul. 2025	Senior Executive Officer, Human Resources, and General Manager of Human Resources Department, Idemitsu Kosan (Current)
Jun. 2026	Director, Idemitsu Kosan (Proposed)

<Outside Directors>

Name: Sumiko Takeuchi

Brief Biography:

Apr. 1994	Joined Tokyo Electric Power Company, Incorporated
Jan. 2012	Director and Senior Fellow of Specified Nonprofit Corporation, International Environment and Economy Institute (Current)
Apr. 2016	Visiting Professor, Tsukuba University
Apr. 2018	Visiting Professor, Kansai University
Oct. 2018	Co-representative of U3 Innovations LLC (Current)
Jun. 2019	Outside Director of the Board of Japan Pulp and Paper Co., Ltd. (Current)
Apr. 2020	Specially Appointed Professor of Tohoku University (Current)
Apr. 2021	Advisor, Deloitte Tohmatsu Financial Advisory LLC
Jul. 2022	Outside Director of GRID INC. (Current)
Jun. 2024	Outside Director and Audit and Supervisory Committee Member of NIPPON STEEL CORPORATION (Current)
Jun. 2026	Outside Director, Idemitsu Kosan (Proposed)

Name: So Hirano

Brief Biography:

Apr. 2010	Assistant Professor, Faculty of Economics, Seijo University
Apr. 2013	Associate Professor, Faculty of Economics, Seijo University
Dec. 2014	Temporary Committee Member of Industrial Structure Council, Ministry of Economy, Trade and Industry (METI)
Oct. 2019	Temporary Committee Member of Advisory Committee for Natural Resources and Energy, METI (Current)
Apr. 2020	Professor, Faculty of Economics, Seijo University (Current)
Aug. 2020	Chairman, The Study Group for the Advancement of Yokkaichi Complex (Current)
Jun. 2026	Outside Director, Idemitsu Kosan (Proposed)

【Reference】

Brief Biography of the Candidate of the Audit & Supervisory Board Member

< Audit & Supervisory Board Member >

Name: Yoshitaka Onuma

Brief Biography:

Apr. 1988	Joined Idemitsu Kosan Co., Ltd. ("Idemitsu Kosan")
Jul. 2010	Manager of SPS and PPS Group, Functional Materials Department, Idemitsu Kosan
Dec. 2015	Deputy General Manager of Accounting Department, Idemitsu Kosan
Apr. 2019	Deputy General Manager of Finance Department, and Corporate Pension Fund, Idemitsu Kosan
Jul. 2020	General Manager of Finance Department, Idemitsu Kosan
Jul. 2022	Executive Officer and General Manager of Finance and Accounting Department, Idemitsu Kosan
Jul. 2024	Executive Officer, Business Investment Promotion and General Manager of Business Investment Office, Idemitsu Kosan (Current)
Jun. 2026	Audit & Supervisory Board Member, Idemitsu Kosan (Proposed)