

Announcement of Changes in the Executive Officers

Idemitsu Kosan Co., Ltd. hereby announces that it has determined changes in its executive officers due to the business integration with Showa Shell Sekiyu K.K.

Please refer to “2. Reference: Directors and Executive Officers (as of April 1, 2019)” for a list of its directors and executive officers.

1. Changes in the Executive Officer

(As of April 1, 2019)

(1) Managing Executive Officer

(Changes in delegated affairs) *

Managing Executive Officer, Head of Petrochemicals Headquarters (Basic Chemicals Department, Petrochemicals Department, Advanced Materials & Performance Chemicals Department Idemitsu Unitech, and Prime Polymer)	Kiyoshi Homma	(currently, Director, Supervising Overseas/ Supply and Demand (Integrated Supply & Trading Department, Overseas Petroleum & Gas Department, Idemitsu Tanker, Idemitsu International (Asia), and Hokkaido Joint Oil Stockpiling))
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* Changes from the resolution of
 the board of directors meeting held
 on December 18, 2018

(2) Managing Executive Officer (Promotion)

Managing Executive Officer, Supply and Demand, Petroleum Sales (Integrated Supply & Trading Headquarters, Petroleum Marketing Headquarters)	Yuji Arai	(currently, Senior Executive Officer, Supervising Petroleum Sales, Logistics (Petroleum Marketing Department, S.I. Energy, i business partners, Apollo retailing, Idemitsu Retail Marketing, Logistics Department), General Manager of Logistics Department)
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(3) Managing Executive Officer (New Appointment)

Managing Executive Officer, Corporate Planning, Integration Promotion, External Affairs & Secretariat (Corporate Planning Department, Integration Promotion Department, External Affairs & Secretariat Department, Shoseki Engineering & Construction)	Atsuhiko Hirano	(currently, Representative Director & Chief Executive Officer of Solar Frontier)
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**(4) Senior Executive Officer
(Changes in delegated affairs)**

Senior Executive Officer,
General Manager of Human
Resources Department 1

Kazuhisa Harada

(currently, Senior Executive Officer,
General Affairs, Human Resources,
General Affairs Department, Human
Resources Department, and Idemitsu
Insurance Service,
General Manager of Human Resources
Department)

Senior Executive Officer,
Resources (Exploration &
Production Department and Coal
Business Department)

Eiji Hagiwara

(currently, Senior Executive Officer,
Resources, Renewable and New Energy
(Renewable and New Energy Department,
Exploration & Production Department,
Coal Business Department)

Senior Executive Officer,
Electronic Materials Business,
Agri-Bio Business, Intellectual
Property, Research (Advanced
Technology Research
Laboratories, Electronic Materials
Department, Agri-Bio Business
Department, Lithium Battery
Material Department, Intellectual
Property Department, SDS
Biotech),
General Manager of Lithium
Battery Material Department

Hajime Nakamoto

(currently, Senior Executive Officer,
Electronic Materials Business, Agri-Bio
Business, Intellectual Property, Research
(Intellectual Property Department, Agri-
Bio Business Department, Electronic
Materials Department, Lithium Battery
Material Department, Advanced
Technology Research Laboratories),
General Manager of Lithium Battery
Material Department)

Senior Executive Officer,
Head of Manufacturing &
Technology Headquarters
(Manufacturing & Technology
Department 1, Manufacturing &
Technology Department 2,
Technology & Engineering
Center, Idemitsu Engineering,
Showa Yokkaichi Sekiyu, Toa Oil,
Seibu Oil),
General Manager of
Manufacturing & Technology
Department 1

Hiroshi Maezawa

(currently, Senior Executive Officer,
General Manager of Chiba Complex)

**(5) Senior Executive Officer
(New Appointment)**

Senior Executive Officer,
Information Systems, General
Affairs, Safety, Environment,
Quality Assurance, (Information
Systems Department, General
Affairs Department, Safety,
Environment (HSSE)& Quality

Tsutomu Yoshioka

(currently, Showa Shell Sekiyu K.K.
Audit & Supervisory Board Member)

Assurance Department, Idemitsu Insurance Service, Creco)

Senior Executive Officer, Credit & Finance Risk, Internal Control, (Credit and Financial Risk Management Department, Internal Control Promotion Department) Collaborate with Legal Department

Yuri Inoue

(currently, Showa Shell Sekiyu K.K. Corporate Executive Officer, Legal (including Corporate Governance and Personal Data Protection), Internal Control Promotion and Human Resources, General Manager of Legal Division)

Senior Executive Officer, Head of Petroleum Marketing Headquarters, (Petroleum Marketing Department, Retail Marketing Department, Distribution & Operations Department, Industrial Energy Department, Apollo retailing, Idemitsu Retail Marketing, S.I. Energy, Idemitsu Credit, Leef Energy, Rising Sun, Wakamatsu Gas)

Kenichi Morishita

(currently, Showa Shell Sekiyu K.K. Corporate Executive Officer, Oil Business Center (Distribution & Operations, Import Terminal, Sales, Retail Sales, Retail EPOCH Project Team, Marketing Planning and Branch Office))

Senior Executive Officer, Technical Products & Business Development, (Technical Products & Business Development Department, Nippon Grease, Shosekikako), Chairman and Representative Director of Shell Lubricants Japan

Makoto Abe

(currently, Showa Shell Sekiyu K.K. Corporate Executive Officer, Chief Technology Officer, Oil Business Center (Lubricants & Bitumen and Commercial Sales), Research & Development Strategy, General Manager of Lubricants & Bitumen Division)

Senior Executive Officer, Head of Energy Solution Business Headquarters, (Power Sales Department, Power & Renewable Energy Business Department, Energy Solution Business Department), Representative Director & Chief Executive Officer of Solar Frontier)

Hiroshi Watanabe

(currently, Showa Shell Sekiyu K.K. Corporate Executive Officer, ICT Promotion, Corporate Planning, Secretariat and ICT Strategy)

Senior Executive Officer, Head of Integrated Supply & Trading Headquarters, (Integrated Supply & Trading Department, Supply Planning Department, Crude & Chemical Feedstock Department, Global Business Development Department, Idemitsu International (Asia),

Satoshi Handa

(currently, Showa Shell Sekiyu K.K. Corporate Executive Officer, Oil Business Center (Crude & Marine, Supply, and Chemicals))

Hokkaido Joint Oil Stockpiling,
Niigata Joint Oil Stockpiling)

Senior Executive
Officer Procurement (Procurement
Department),
General Manager of Accounting
Department

Takashi Sakata

(currently, Showa Shell Sekiyu K.K.
Corporate Executive Officer, Chief
Financial Officer, Public Affairs,
Accounting, Finance and Financial Risk
Management)

**(6) Executive Officer
(Changes in delegated affairs)**

Executive Officer
General Manager of Corporate
Planning Department

Soichi Kobayashi

(currently, Executive Officer,
Corporate Planning (Corporate Planning
Department),
General Manager of Corporate Planning
Department)

Executive Officer
Lubricants Business, (Lubricants
Department 1, Lubricants
Department 2
, Idemitsu Lube(China), Idemitsu
Lube Asia Pacific, Idemitsu
Lubricants America)

Masashi Yokomura

(currently, Executive Officer,
Lubricants Business, (Lubricants
Department 1, Lubricants Department 2),
General Manager of Lubricants
Department 2)

Executive Officer,
General Manager of Chiba
Complex

Shinji Araki

(currently, Executive Officer,
General Manager of Hokkaido Refinery)

Executive Officer,
Public Relations, Corporate
Sustainability, (Public Relations
Department and Corporate
Sustainability Department)

Michiyo Terakami

(currently, Executive Officer,
Public Relations, Corporate Sustainability
(Public Relations Department, Corporate
Sustainability Department))

Executive Officer,
General Manager of Finance
Department

Noriaki Sakai

(currently, Executive Officer,
General Manager of Treasury
Department)

**(7) Executive Officer
(New Appointment)**

Executive Officer,
Energy Solution Business
Headquarters,
General Manager of Energy
Solution Business Department

Minoru Yagyuuda

(currently, Showa Shell Sekiyu K.K.
Executive Officer,
Energy Solution Business Center (Power
Demand and Supply and Power Sales))

Executive Officer,
General Manager of Kanto Branch
Office 1

Nobuhiko Watanabe

(currently, Showa Shell Sekiyu K.K.
Executive Officer,
Oil Business Center (Manager in
Metropolitan Branch))

Executive Officer,
General Manager of Integration
Promotion Department

Tetsuji Mishina

(currently, Showa Shell Sekiyu K.K.
Executive Officer,
Corporate Planning,
General Manager of Corporate Planning
Division)

Executive Officer,
General Manager of Human
Resources Department 2

Tsutomu Kunomura

(currently, Showa Shell Sekiyu K.K.
Executive Officer,
Human Resources,
General Manager of Human Resources
Division)

(8) Retirement

Assistant to President
(Vietnam Project)

Itaru Matsuhira

(currently, Senior Executive Officer
Manufacturing & Technology Division
(Manufacturing & Technology
Department, Refinery・Complex,
Technology & Engineering Center,
Idemitsu Engineering),
General Manager of Manufacturing &
Technology Department)

Shinichi Naruuchi

(currently, Senior Executive Officer,
General Manager of Coal Business
Department)

2. Reference: Directors and Executive Officers (as of April 1, 2019)

(1) Directors, Auditors

Chairman and Representative Director	Takashi Tsukioka
Vice Chairman and Representative Director	Tsuyoshi Kameoka
President and Representative Director	Shunichi Kito
Representative Director	Tomonori Okada
Director	Takashi Matsushita
Director	Katsuaki Shindome
Director (part-time)	Masakazu Idemitsu
Outside Director	Kazunari Kubohara
Outside Director	Takeo Kikkawa
Outside Director	Mackenzie Clugston
Outside Director	Norio Otsuka
Outside Director	Yuko Yasuda
Audit & Supervisory Board Member	Toshiyuki Tanida
Audit & Supervisory Board Member	Kenji Takahashi
Outside Audit & Supervisory Board Member	Taigi Ito
Outside Audit & Supervisory Board Member	Kenji Yamagishi

(2) Executive Officers

Vice Chairman and Executive Officer	Tsuyoshi Kameoka
Chief Executive Officer	Shunichi Kito
Executive Vice President and Executive Officer Manufacturing & Technology, Energy Solution, and Technical Products	Tomonori Okada
Executive Vice President and Executive Officer Petrochemicals, Functional Materials, Intellectual Property/Research, and Vietnam Project (Vietnam Business Development Department)	Takashi Matsushita
Executive Vice President, Executive Officer Resources, Corporate Planning, External Affairs and Public Relations, ESG, and Legal (Legal Department)	Susumu Nibuya
Senior Managing Executive Officer Human Resources (Human Resources Department 1 and Human Resources Department 2), Information Systems, General Affairs, and Internal Control	Katsuaki Shindome
Head of Safety and Environmental Protection Headquarters and Head of Quality Assurance Headquarters	
Managing Executive Officer Accounting and Finance (Accounting Department and Finance Department)	Toshiaki Sagishima
Managing Executive Officer Head of Petrochemicals Headquarters (Basic Chemicals Department, Petrochemicals Department, Advanced Materials & Performance Chemicals Department, Idemitsu Unitech and Prime Polymer)	Kiyoshi Homma
Managing Executive Officer Supply and Demand, Petroleum Sales (Integrated Supply & Trading Headquarters, Petroleum Marketing Headquarters)	Yuji Arai
Managing Executive Officer Corporate Planning, Integration Management, External Affairs & Secretariat (Corporate Planning Department, Integration Promotion Department, External Affairs & Secretariat Department, Shoseki Engineering & Construction)	Atsuhiko Hirano
Senior Executive Officer General Manager of Human Resources Department 1	Kazuhisa Harada
Senior Executive Officer Resources (Exploration & Production Department and Coal Business Department)	Eiji Hagiwara
Senior Executive Officer Electronic Materials Business, Agri-Bio Business, Intellectual Property, Research (Advanced Technology Research Laboratories, Electronic Materials Department, Agri-Bio	Hajime Nakamoto

Business Department, Lithium Battery Material Department, Intellectual Property Department, SDS Biotech), General Manager of Lithium Battery Material Department	Hiroshi Maezawa
Senior Executive Officer Head of Manufacturing & Technology Headquarters (Manufacturing & Technology Department 1, Manufacturing & Technology Department 2, Technology & Engineering Center, Idemitsu Engineering, Showa Yokkaichi Sekiyu, Toa Oil, Seibu Oil), General Manager of Manufacturing & Technology Department 1	Tsutomu Yoshioka
Senior Executive Officer Information Systems, General Affairs, Safety, Environment, Quality Assurance, (Information Systems Department, General Affairs Department, Safety, Environment (HSSE) & Quality Assurance Department, Idemitsu Insurance Service, Creco)	Yuri Inoue
Senior Executive Officer Credit & Finance Risk, Internal Control, (Credit and Financial Risk Management Department, Internal Control Promotion Department) Collaborate with Legal Department	Kenichi Morishita
Senior Executive Officer Head of Petroleum Marketing Headquarters, (Petroleum Marketing Department, Retail Marketing Department, Distribution & Operations Department, Industrial Energy Department, Apollo retailing, Idemitsu Retail Marketing, S.I. Energy, Idemitsu Credit, Leaf Energy, Rising Sun, Wakamatsu Gas)	Makoto Abe
Senior Executive Officer Technical Products & Business Development, (Technical Products & Business Development Department, Nippon Grease, Shosekikako), Chairman and Representative Director of Shell Lubricants Japan	Hiroshi Watanabe
Senior Executive Officer Head of Energy Solution Business Headquarters, (Power Sales Department, Power & Renewable Energy Business Department, Energy Solution Business Department), Representative Director & Chief Executive Officer of Solar Frontier)	Satoshi Handa
Senior Executive Officer Head of Integrated Supply & Trading Headquarters, (Integrated Supply & Trading Department, Supply Planning Department, Crude & Chemical Feedstock Department, Global Business Development Department, Idemitsu International (Asia), Hokkaido Joint Oil Stockpiling, Niigata Joint Oil Stockpiling)	Takashi Sakata
Senior Executive Officer Procurement (Procurement Department), General Manager of Accounting Department	Soichi Kobayashi
Executive Officer General Manager of Corporate Planning Department	Masashi Yokomura
Executive Officer Lubricants Business, (Lubricants Department 1, Lubricants Department 2, Idemitsu Lube (China), Idemitsu Lube Asia Pacific, Idemitsu Lubricants America)	Shinji Araki
Executive Officer General Manager of Chiba Complex	Michiyo Terakami
Executive Officer Public Relations, Corporate Sustainability, (Public Relations Department, Corporate Sustainability Department)	Noriaki Sakai
Executive Officer General Manager of Finance Department	Mitsuhide Hachiyama
Executive Officer General Manager of Tokuyama Complex	Minoru Yagyuu
Executive Officer Energy Solution Business Headquarters, General Manager of Energy Solution Business Department	Nobuhiko Watanabe
Executive Officer General Manager of Kanto Branch Office 1	Tetsuji Mishina
Executive Officer General Manager of Integration Promotion Department	Tsutomu Kunomura
Executive Officer General Manager of Human Resources Department 2	

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