



February 6, 2026
Cosmo Energy Holdings Co., Ltd.
Cosmo Oil Co., Ltd.
Cosmo Energy Exploration & Production Co., Ltd.
Cosmo Oil Marketing Co., Ltd.

Announcement of Changes in General Managers (Effective April 1, 2026)

Cosmo Energy Holdings Co., Ltd. (hereafter, "Cosmo Energy Holdings"), together with Cosmo Oil Co., Ltd. (hereafter, "Cosmo Oil"), Cosmo Energy Exploration & Production Co., Ltd. (hereafter, "Cosmo Energy Exploration & Production"), and Cosmo Oil Marketing Co., Ltd. (hereafter, "Cosmo Oil Marketing"), is pleased to announce the following changes in the appointment of General Managers, effective April 1, 2026.

1. Newly Appointed General Managers

(1) Cosmo Energy Holdings

Name	New Position	Current Position
Takahiro Kudo	Executive Officer General Manager, Corporate Planning Dept.	President, Representative Director, Cosmo Oil Lubricants Co., Ltd.
Yoshimura Takuichi	General Manager, AX Strategy Dept.	General Manager, Corporate DX Strategy Dept.
Hichi Akira	General Manager, New Business Development Dept.	General Manager, New Energy Business Management Dept.

(2) Cosmo Oil

Name	New Position	Current Position
Yoshihide Watanabe	General Manager, Procurement Dept.	Assistant General Manager, Chiba Refinery
Yukihiro Matsuyama	General Manager, Supply Dept.	GYXIS CORPORATION
Shigeaki Matsumoto	General Manager, Sakai Refinery	Assistant General Manager, Sakai Refinery
Osamu Chiyoda	General Manager, Research & Development Center	General Manager, Business Developing Dept. Cosmo Energy Exploration & Production

(3) Cosmo Oil Exploration & Production

Name	New Position	Current Position
Katsuya Watanabe	General Manager, Business Developing Dept.	General Manager, Research & Development Center Cosmo Oil

(4) Cosmo Oil Marketing

Name	New Position	Current Position
Ryo Shirahama	General Manager, Sales Control Dept.	General Manager, Distribution & Operations Dept.
Kaname Shiokawa	General Manager, Distribution & Operations Dept.	Cosmo Oil Sales Corporation
Mitsuhiko Takeda	General Manager, Data Management Dept.	Assistant General Manager, Dealer Sales Marketing Dept.
Hideaki Yoshioka	General Manager, Business Development Dept.	General Manager, Marketing Science Dept.
Tetsuhito Tanaka	General Manager, Dealer Sales Marketing Dept.	General Manager, Sales Control Dept.

Reference: Other Personnel Changes

Name	New Position	Current Position
Kazuyoshi Kaneda	Company Representative Cosmo Oil Lubricants Co., Ltd.	General Manager, Corporate Planning Dept. Cosmo Energy Holdings
Hisato Ishii	Cosmo E&P Albahriya Limited	General Manager, Procurement Dept. Cosmo Oil
Hiroyuki Fukushima	※	General Manager, Business Development Dept. Cosmo Oil Marketing

※Currently undisclosed

(End)

(The official language for Cosmo Energy Group's filings with the Tokyo Stock Exchange and Japanese authorities, and for communications with our shareholders, is Japanese. We have posted English versions of some of this information on this website. While these English versions have been prepared in good faith, Cosmo Energy Group does not accept responsibility for the accuracy of the translations, and reference should be made to the original Japanese language materials.)