



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 Directors and Executive Officers

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 Directors and Executive Officers for FY2026 (April 1, 2026, to March 31, 2027).

Changes in the appointment of Cosmo Energy Holdings' Directors, effective June 26, 2026, will be formally approved at the General Meeting of Shareholders and the subsequent Board of Directors' meeting scheduled for the same day. Other changes will be formally approved at the upcoming General Meetings of Shareholders and Board of Directors' meetings of each respective company, and will take effect on April 1, 2026.

1. Cosmo Energy Holdings

(1) Change in Representative Director (Effective April 1, 2026)

Name	New Position	Current Position
Junko Takeda	Director	Representative Director, Senior Executive Officer

(2) Change in Director (Effective June 25, 2026, excluding Directors who are Audit and Supervisory Committee Members)

Name	New Position	Current Position
Tadashi Okada (Newly Appointed)	Director, Senior Executive Officer	Director, Senior Executive Officer Cosmo Oil Marketing.

(3) Changes in Directors who are Audit and Supervisory Committee Members (Effective June 25, 2026)

Name	New Position	Current Position
Takayuki Uematsu	(Resigned)	Director, Audit and Supervisory Committee Member
Junko Takeda (Newly Appointed)	Director, Audit and Supervisory Committee Member	Representative Director, Senior Executive Officer

(4) Changes in Executive Officers (Effective April 1, 2026)

Name	New Position	Current Position
Tadashi Okada (Newly Appointed)	Senior Executive Officer	Director, Senior Executive Officer Cosmo Oil Marketing.
Takahiro Kudo (Newly Appointed)	Executive Officer, General Manager Corporate Planning Dept.	President, Representative Director, Cosmo Oil Lubricants Co., Ltd.
Kazuo Nakaya (Newly Appointed)	Executive Officer, General Manager IT Initiative Dept.	General Manager IT Initiative Dept.

2. Cosmo Oil

(1) Change in Director (Effective April 1, 2026) Changes in Executive Officers (Effective April 1, 2026)
Changes in Executive Officers (Effective April 1, 2026)

Name	New Position	Current Position
Koji Kusakari (Newly Appointed)	Director, Executive Officer	General Manager, Supply Dept.

3. Cosmo Energy Exploration & Production

(1) Change in Director (Effective April 1, 2026)
None

4. Cosmo Oil Marketing

(1) Change in Director (Effective April 1, 2026)

Name	New Position	Current Position
Hirotugu Mizuki (Newly Appointed)	Director, Executive Officer	General Manager, Dealer Sales Marketing Dept.

Reference: Other Personnel Change

Name	New Position	Current Position
Hirokatsu Harui	President, Representative Director, Cosmo Matsuyama Oil Co., LTD.	Director, Senior Executive Office General Manager, Sakai Refinery

(End)

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Cosmo Energy Holdings
Responsibilities of Executives (Effective April 1, 2026)

Executive Officers

Position	Name	Areas of Responsibility
Chief Executive Officer	Shigeru Yamada	Group CEO
Senior Executive Officer	Taisuke Matsuoka	Corporate Planning Dept., Finance Dept.
Senior Executive Officer (Newly Appointed)	Tadashi Okada	Business Portfolio Management Dept., Sustainability Initiative Dept., Human Resource Dept.
Senior Executive Officer Chief Digital Officer	Noriko Rzonca	AX Strategy Dept., Corporate Communication Dept., IT Initiative Dept.
Senior Executive Officer	Hiroaki Ohtsuka	Power Business Management Dept., New Business Development Dept.
Senior Executive Officer	Tomoki Iwai	Legal & General Affairs Dept., Accounting Dept.
Executive Officer	Hideyuki Wakao	General Manager, Internal Auditing Office.
Executive Officer (Newly Appointed)	Takahiro Kudo	General Manager, Corporate Planning Dept.
Executive Officer (Newly Appointed)	Kazuo Nakaya	General Manager, IT Initiative Dept.

*The Internal Auditing Office and Secretariat Office are under the supervision of the Group CEO.

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Responsibilities of Executives (Effective June 25, 2026)

Directors

Position	Name	Areas of Responsibility
Director, Group Chairperson	Hiroshi Kiriyama	Chair of Board of Directors
Representative Director, Group CEO	Shigeru Yamada	
Representative Director	Taisuke Matsuoka	
Director (Newly Appointed)	Tadashi Okada	
Director	Shigeki Iwane	
Independent Outside Director	Ryuko Inoue	
Independent Outside Director	Takuya Kurita	
Independent Outside Director	Takako Suzuki	
Director, Audit and Supervisory Committee Member (Newly Appointed)	Junko Takeda	(Concurrently serves as Audit and Supervisory Board Member of Cosmo Oil Co., Ltd., Cosmo Energy Exploration & Production Co., Ltd., and Cosmo Oil Marketing Co., Ltd.)
Independent Outside Director, Audit and Supervisory Committee Member	Yasuko Takayama	
Independent Outside Director, Audit and Supervisory Committee Member	Keiichi Asai	
Independent Outside Director, Audit and Supervisory Committee Member	Toshihiro Kuriyama	

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Cosmo Oil
Responsibilities of Executives (Effective April 1, 2026)

Position	Name	Areas of Responsibility
President, Representative Director, Chief Executive Officer	Nishi Katsushi	
Director, Senior Executive Officer	Satoshi Iwase	Management Dept., Procurement Dept., Mechanical Reliability Dept., Refining & Technology Dept., Chiba Refinery, Yokkaichi Refinery, Sakai Refinery.
Director, Senior Executive Officer	Hajime Nakashima	General Manager, Chiba Refinery.
Director, Executive Officer	Takeshi Takada	New Business Development Dept., Risk Management Dept.
Director, Executive Officer	Yasuhiro Ohnishi	Planning Dept., Research & Development Center.
Director, Executive Officer (Newly Appointed)	Koji Kusakari	Supply Dept., Crude Oil & Tanker Dept., Petroleum Products Dept.
Audit and Supervisory Board Member Audit and Supervisory Board Member	Tadashi Kuroda	
Audit and Supervisory Board Member Audit and Supervisory Board Member	Yuzuru Ojima	
Audit and Supervisory Board Member	Kumi Tabata	
Audit and Supervisory Board Member	Takayuki Uematsu	

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Cosmo Energy Exploration & Production
Responsibilities of Executives (Effective April 1, 2026)

Position	Name	Areas of Responsibility
President, Representative Director, Chief Executive Officer	Gota Sakai	
Director, Senior Executive Officer	Yoshihiko Sato	Strategic Planning & Administration Dept., Business Development Dept.
Director, Executive Officer	Toshinobu Kaneko	E&P Business Dept.
Audit and Supervisory Board Member	Hidefumi Takasu	
Audit and Supervisory Board Member	Takayuki Uematsu	

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Cosmo Oil Marketing
Responsibilities of Executives (Effective April 1, 2026)

Position	Name	Areas of Responsibility
President, Representative Director, Chief Executive Officer	Naoki Takayama	
Director, Senior Executive Officer	Keigo Nagao	Wholesale Marketing Dept., Industrial Fuel Marketing Dept.
Director, Executive Officer	Kazutomi Fujimoto	Sales Control Dept., Distribution & Operations Dept., Dealer Sales Marketing Dept.
Director, Executive Officer (Newly Appointed)	Hirotugu Mizuki	Sales Planning Dept., Retail Marketing Dept., Data Management Dept., Business Development Dept.
Audit and Supervisory Board Member	Yoshimitsu Sunano	
Auditor	Takayuki Uematsu	

(End)

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