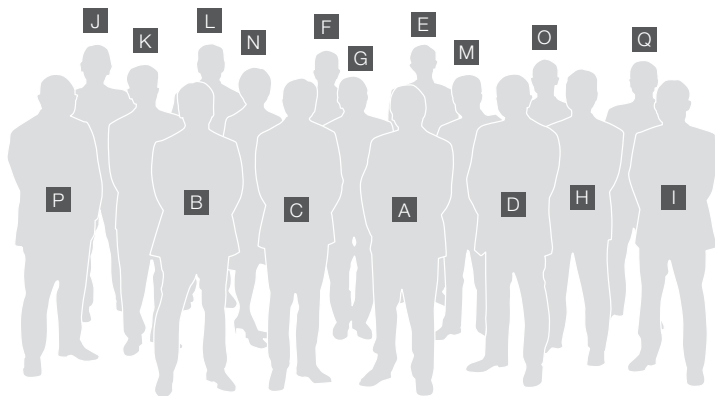


# Directors and Audit & Supervisory Board Members



## Directors and Audit & Supervisory Board Members (June 29, 2109)

Name	Position	Numbers of shares held	Experience		
<b>A Takashi Tsukioka</b>	Chairman and Representative Director	44,535	April 1975	Joined Idemitsu Kosan Co.,Ltd. ("Idemitsu Kosan")	
			June 2007	Executive Officer and General Manager of Supply & Logistics Department, Idemitsu Kosan	
			June 2008	Managing Executive Officer and General Manager of Supply & Logistics Department, Idemitsu Kosan	
			June 2009	Director and General Manager of Supply & Logistics Department, Idemitsu Kosan	
			June 2010	Managing Director and Managing Executive Officer and General Manager of Corporate Planning Department, Idemitsu Kosan	
			April 2011	Managing Director, Idemitsu Kosan	
			June 2012	Executive Vice President and Representative Director, Idemitsu Kosan	
June 2013	Representative Director & Chief Executive Officer, Idemitsu Kosan				
April 2018	Chairman and Representative Director, Idemitsu Kosan (to date)				
May 2018	President, Petroleum Association of Japan (to date)				
<b>B Tsuyoshi Kameoka</b>	Vice Chairman and Representative Director, Vice Chairman and Executive Officer	11,080	April 1979	Joined Shell Sekiyu K.K.	
			March 2006	Executive Officer, Showa Shell Sekiyu K.K. ("Showa Shell")	
			March 2009	Corporate Executive Officer, Showa Shell	
			March 2013	Executive Officer Vice President, Oil Business COO, Showa Shell	
			March 2014	Executive Officer, Oil Business COO, Showa Shell	
			March 2015	President & Representative Director, Group CEO, Energy Solution Business COO, Showa Shell	
			March 2016	President & Representative Director, Group CEO, Showa Shell	
March 2018	Representative Director, President, Executive Officer, CEO, Showa Shell				
April 2019	Vice Chairman and Representative Director, and Vice Chairman and Executive Officer, Idemitsu Kosan Co.,Ltd. (to date)				
<b>C Shunichi Kito</b>	President and Representative Director, Chief Executive Officer	18,408	April 1980	Joined Idemitsu Kosan Co.,Ltd. ("Idemitsu Kosan")	
			June 2011	Executive Officer and General Manager of Treasury Department, Idemitsu Kosan	
			June 2013	Director, Managing Executive Officer and General Manager of Treasury Department, Idemitsu Kosan	
			June 2014	Managing Director, Idemitsu Kosan	
			June 2017	Executive Vice President and Director, Idemitsu Kosan	
			April 2018	Representative Director & Chief Executive Officer, Idemitsu Kosan	
April 2019	President and Representative Director, and Chief Executive Officer, Idemitsu Kosan (to date)				
<b>D Tomonori Okada</b>	Representative Director, Executive Vice President and Executive Officer	9,036	April 1980	Joined Showa Sekiyu K.K.	
			March 2011	Corporate Executive Officer, Showa Shell Sekiyu K.K. ("Showa Shell")	
			March 2013	Senior Corporate Executive Officer, Showa Shell	
			June 2014	Director & Vice President, Seibu Oil Co., Ltd. ("Seibu Oil")	
			June 2015	Representative Director & President, Seibu Oil	
			March 2016	Representative Director, Vice President, Showa Shell	
			March 2018	Representative Director, Vice President, Executive Officer and Oil Business COO, Showa Shell	
April 2019	Representative Director, Executive Vice President and Executive Officer, Idemitsu Kosan Co.,Ltd. (to date)				
<b>E Takashi Matsushita</b>	Director, Executive Vice President and Executive Officer	17,502	April 1979	Joined Idemitsu Kosan Co.,Ltd. ("Idemitsu Kosan")	
			April 2010	Executive Officer and General Manager of Tokuyama Refinery and General Manager of Tokuyama Plant, Idemitsu Kosan	
			April 2013	Executive Officer and General Manager of Manufacturing & Technology Department, Idemitsu Kosan	
			June 2013	Director, Managing Executive Officer and General Manager of Manufacturing & Technology Department, Idemitsu Kosan	
			June 2014	Managing Director, Idemitsu Kosan	
			June 2017	Executive Vice President and Director, Idemitsu Kosan	
April 2018	Executive Vice President and Representative Director, Idemitsu Kosan				
April 2019	Director, and Executive Vice President and Executive Officer, Idemitsu Kosan (to date)				
<b>F Katsuaki Shindome</b>	Director, Senior Managing Executive Officer	3,429	April 1980	Joined Shell Sekiyu K.K.	
			March 2009	Executive Officer, Showa Shell Sekiyu K.K. ("Showa Shell")	
			March 2013	Corporate Executive Officer, Showa Shell	
			April 2019	Director and Senior Managing Executive Officer, Idemitsu Kosan Co.,Ltd. (to date)	
<b>G Masakazu Idemitsu</b>	Director	2,422,030	April 2010	Councilor, Public Interest Incorporated Foundation Idemitsu Museum of Arts	
			Dec. 2015	Director and Vice President, Nissho Kosan Co., Ltd. ("Nissho Kosan")	
			April 2016	Representative Director and President, Nissho Kosan (to date)	
			April 2019	Director, Idemitsu Kosan Co.,Ltd. (to date)	
<b>H Kazunari Kubohara</b>	Director	—	Dec. 2008	Registered as an attorney, established Kyuhodo Law Firm	
			April 2010	Committee Member, Tokyo Local Third-Party Committee to Check Pension Records, Ministry of Internal Affairs and Communications	
			April 2011	Delegate, Dai-Ichi Tokyo Bar Association	
			Sept. 2015	Auditor, General Incorporated Association for Realizing Prescription of Adequate Amount of Anti-Dementia Drugs (to date)	
			June 2016	Outside Statutory Auditor, Class Technology Co., Ltd. (to date)	
			July 2017	Auditor, Medical Corporation Hakueikai Miyake Dental Clinic (to date)	
			March 2018	Delegate, Japan Federation of Bar Associations (to date)	
April 2018	Vice Chairperson of the Legal Services Obstruction Countermeasures Committee, Dai-Ichi Tokyo Bar Association (to date)				
April 2019	Director, Idemitsu Kosan Co.,Ltd. (to date)				
<b>I Toshiyuki Tanida</b>	Audit & Supervisory Board Member	5,364	April 1984	Joined Idemitsu Kosan Co.,Ltd. ("Idemitsu Kosan")	
			July 2013	Executive Officer and General Manager of Logistics Department, Idemitsu Kosan	
			June 2018	Audit & Supervisory Board Member, Idemitsu Kosan (to date)	
			April 2019	Auditor, Showa Shell Sekiyu K.K. (to date)	
<b>J Kenji Takahashi</b>	Audit & Supervisory Board Member	1,639	April 1984	Joined Shell Sekiyu K.K.	
			March 2016	Audit & Supervisory Board Member, Showa Shell Sekiyu K.K. ("Showa Shell")	
			April 2019	Audit & Supervisory Board Member, Idemitsu Kosan Co.,Ltd. (to date)	
			April 2019	Auditor, Showa Shell (to date)	

**Directors and Audit & Supervisory Board Members** (June 29, 2109)

Name	Position	Numbers of shares held	Experience
<b>K</b> Takeo Kikkawa	Outside Director	—	April 1987 Assistant Professor, Aoyama Gakuin University School of Business
			April 1996 Professor, Institute of Social Science, University of Tokyo
			April 2007 Professor, Hitotsubashi University Graduate School of Commerce and Management
			Jan. 2013 President, Business History Society of Japan
			June 2013 Outside Director, Mitsubishi Chemical Holdings Corporation
			April 2015 Professor, Graduate School of Innovation Studies, Tokyo University of Science (currently, Graduate School of Management, Tokyo University of Science) (to date)
			June 2017 Director, Idemitsu Kosan Co.,Ltd. (to date)
<b>L</b> Mackenzie Clugston	Outside Director	—	June 1982 Joined Department of Foreign Affairs and International Trade of the Canadian Government
			Nov. 2012 Ambassador of Canada to Japan
			June 2016 Outside Director, Kameda Seika Co., Ltd. (to date)
			Sep. 2016 Advisor, Sapporo Holdings Limited Professor, Kwansei Gakuin University (to date)
			June 2017 Director, Idemitsu Kosan Co.,Ltd. (to date)
			March 2018 Outside Director, Sapporo Holdings Limited (to date)
			June 2019 Outside Director, NGK SPARK PLUG CO., LTD.(to date)
<b>M</b> Norio Otsuka	Outside Director	664	April 1973 Joined NSK Ltd. ("NSK")
			June 2009 President and Chief Executive Officer, Chairperson of the Nomination Committee, NSK
			June 2015 Director, Chairman, NSK
			June 2016 Chairman, the Japan Bearing Industry Association
			March 2017 Outside Director, Showa Shell Sekiyu K.K.
			June 2017 Honorary Chairman, NSK
			June 2018 Outside Director, Sojitz Corporation (to date)
			April 2019 Director, Idemitsu Kosan Co.,Ltd. (to date)
			June 2019 Outside Director, Taisei Corporation (to date)
<b>N</b> Yuko Yasuda	Outside Director	199	April 1985 Joined IBM Japan, Ltd.
			Sep 1991 Joined Booz Allen Hamilton Inc.
			Sep 1993 Joined Russell Reynolds Associates Japan Inc. ("Russell Reynolds Associates Japan")
			June 1996 Managing Director, Russell Reynolds Associates Japan (to date)
			April 2003 Representative in Japan, Russell Reynolds Associates Japan
			Member of Executive Committee, Russell Reynolds Associates Inc. (resigned in March 2006)
			April 2013 Member of Executive Committee, Russell Reynolds Associates Inc. (reappointed, until March 2016)
			June 2015 Outside Director, SCSK Corporation
			March 2017 Outside Director, Showa Shell Sekiyu K.K.
			June 2018 Outside Director, Murata Manufacturing Co., Ltd.(to date)
			April 2019 Director, Idemitsu Kosan Co.,Ltd. (to date)
<b>O</b> Mitsunobu Koshiba	Outside Director	—	Oct. 1981 Joined Japan Synthetic Rubber Co., Ltd. (currently, JSR Corporation)
			June 2002 Officer and General Manager of Electronic Materials Department I, Electronic Materials Division, JSR Corporation ("JSR")
			June 2003 Officer, General Manager of Electronic Materials Division, and General Manager of ElectronicMaterials Department, JSR
			June 2004 Director, General Manager of Electronic Materials Division, JSR
			June 2005 Senior Officer, General Manager of Electronic Materials Division and Assistant in charge of Fine Chemicals Business, JSR
			June 2006 Managing Director, General Manager of Electronic Materials Division, JSR
			June 2007 Managing Director, JSR
			June 2008 Senior Managing Director, JSR
			April 2009 Representative Director and President, JSR
			June 2019 Representative Director and Chairman,JSR (to date)
			Director, Idemitsu Kosan Co.,Ltd. (to date)
<b>P</b> Taigi Ito	Outside Audit & Supervisory Board Member	4,656	May 1973 Registered as Certified Public Accountant (Registration No.5095)
			July 2004 Deputy Chairman, The Japanese Institute of Certified Public Accountants
			Jan. 2012 Chairman of the Disciplinary Committee, The Japanese Institute of Certified Public Accountants
			June 2012 Outside Audit & Supervisory BoardMember, Idemitsu Kosan Co.,Ltd. (to date)
			Outside Audit & Supervisory Board Member, IT Holdings Corporation (currently, TIS INC.) (to date)
			June 2014 Outside Audit & Supervisory Board Member, Mitsubishi Chemical Holdings Corporation
			Outside Audit & Supervisory Board Member, Mitsubishi Chemical Corporation
			June 2015 Outside Director, Mitsubishi Chemical Holdings Corporation (to date)
			Sep. 2018 Outside Director, Koa Shoji Holdings Co., Ltd (to date)
<b>Q</b> Kenji Yamagishi	Outside Audit & Supervisory Board Member	—	April 1973 Registered as an attorney
			April 1997 Vice President, Tokyo Bar Association
			April 2004 Secretary General, Japan Federation of Bar Associations
			July 2007 Committee Member, Central Third-Party Committee to Check Pension Records, Ministry of Internal Affairs and Communications
			March 2008 Outside Audit & Supervisory Board Member, Showa Shell Sekiyu K.K.
			April 2009 President, Tokyo Bar Association
			Vice President, the Japan Federation of Bar Associations
			May 2012 President, the Japan Federation of Bar Associations
			April 2019 Outside Audit & Supervisory Board Member, Idemitsu Kosan Co.,Ltd. (to date)

Reason for appointment	Committee		Attendance at Board of Directors Meetings in FY2018	Attendance at Audit & Supervisory Board in FY2018
	Nominating Advisory Committee	Compensation Advisory Committee		
Mr. Takeo Kikkawa has not engaged in corporate management in any manner other than serving as an outside officer. However, management has judged that he will be able to perform his duties as an Outside Director properly as he has long experience and wide knowledge as a university professor, has full knowledge about corporate management as an expert in business administration studies and especially in energy industry theory, and satisfies the "Requirements for Independence of Outside Officers" of the Company.	Chairman		15 of 15 (100%)	—
Mr. Mackenzie Clugston has not engaged in corporate management in any manner other than serving as an outside officer. However, management has judged that he will be able to perform his duties as an Outside Director properly as he is familiar with business, administration, and international affairs as a former diplomat and a university professor, has full knowledge about corporate management, and satisfies the "Requirements for Independence of Outside Officers" of the Company.		○	15 of 15 (100%)	—
Management has judged that Mr. Norio Otsuka will be able to perform his duties as an Outside Director properly as he served as President and Chief Executive Officer, and Director, Chairman of NSK, has promoted its global growth strategy, enhanced its corporate governance, and accumulated wide experience and advanced insight regarding corporate management, and satisfies the "Requirements for Independence of Outside Officers" of the Company.	○		Appointed in April 2019	—
Management has judged that Ms. Yuko Yasuda will be able to perform her duties as an Outside Director properly as she served as Representative in Japan of Russell Reynolds Association Japan, and engaged in the executive assessment of a corporation and in the training of CEO successors, has accumulated wide experience as a business manager and broad knowledge about the training of global leaders, and satisfies the "Requirements for Independence of Outside Officers" of the Company.		Chairman	Appointed in June 2019	—
Mr. Mitsunobu Koshiba has long been engaged in research and electronic materials business at JSR, served as the General Manager of Electronic Materials Division, and has been serving as the Representative Director and President of JSR since 2009. Management has judged that Mr. Mitsunobu Koshiba will be able to perform his duties as an Outside Director properly as he has expertise in the technology area as well as long experience and wide knowledge as a business manager, and satisfies the "Requirements for Independence of Outside Officers" of the Company.			Appointed in June 2019	—
Mr. Taigi Ito has not engaged in corporate management in any manner other than serving as an outside officer. However, management has judged that he will be able to perform his duties as an Outside Audit & Supervisory Board Members properly as he is familiar with corporate accounting as a certified public accountant and a university professor, has full knowledge about corporate management, and satisfies the "Requirements for Independence of Outside Officers" of the Company.	○		14 of 15 (93%)	16 of 16 (100%)
Mr. Kenji Yamagishi has not engaged in corporate management in any manner other than serving as an outside officer. However, management has judged that he will be able to perform his duties as an Outside Audit & Supervisory Board Members properly as he is familiar with corporate legal affairs as an attorney, has full knowledge about corporate management, and satisfies the "Requirements for Independence of Outside Officers" of the Company.		○	Appointed in April 2019	Appointed in April 2019