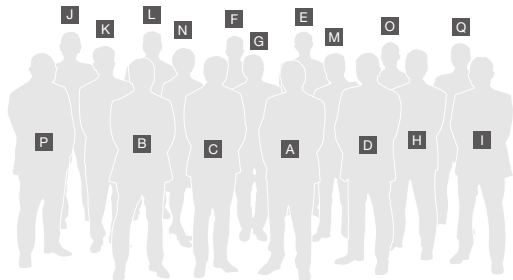




Directors and Audit & Supervisory Board Members



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

Name	Position	Numbers of shares held	Experience	
A Takashi Tsukioka	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
B Tsuyoshi Kameoka	Vice Chairman and Representative Director, Vice Chairman and Executive Officer	11,080	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)
			April 1979	Joined Shell Sekiyu K.K.
			March 2006	Executive Officer, Showa Shell Sekiyu K.K. ("Showa Shell")
C Shunichi Kito	President and Representative Director, Chief Executive Officer	18,408	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
D Tomonori Okada	Representative Director, Executive Vice President and Executive Officer	9,036	April 2019	Vice Chairman and Representative Director, and Vice Chairman and Executive Officer, Idemitsu Kosan Co., Ltd. (to date)
			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
E Takashi Matsushita	Director, Executive Vice President and Executive Officer	17,502	April 2018	Representative Director & Chief Executive Officer, Idemitsu Kosan
			April 2019	President and Representative Director, and Chief Executive Officer, Idemitsu Kosan (to date)
			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")
F Katsuaki Shindome	Director, Senior Managing Executive Officer	3,429	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)
			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
G Masakazu Idemitsu	Director	2,422,030	April 2013	Executive Officer and General Manager of Manufacturing & Technology Department, Idemitsu Kosan
			June 2014	Managing Executive Officer and General Manager of Manufacturing & Technology Department, 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)
			April 2019	Director, Showa Shell Sekiyu K.K. (to date)
H Kazunari Kubohara	Director	—	April 2019	Director, Showa Shell Sekiyu K.K. (to date)
			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
			Sep. 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)
I Toshiyuki Tanida	Audit & Supervisory Board Member	5,364	July 2017	Auditor, Medical Corporation Hakuikai 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)
			April 1984	Joined Idemitsu Kosan Co.,Ltd. ("Idemitsu Kosan")
			July 2013	Executive Officer and General Manager of Logistics Department, Idemitsu Kosan
J Kenji Takahashi	Audit & Supervisory Board Member	1,639	June 2018	Audit & Supervisory Board Member, Idemitsu Kosan (to date)
			April 2019	Auditor, Showa Shell Sekiyu K.K. (to date)
			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, 2019)

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