

December 19, 2025

To whom it may concern:

Corporate Name: Mitsui O.S.K. Lines, Ltd.  
Representative: Takeshi Hashimoto,  
President and Chief Executive Officer  
Security Code: 9104  
Listings: Tokyo Stock Exchange Prime Market  
Contact: Yosuke Ishibe, General Manager,  
Corporate Communication Division  
(TEL: +81 3 3587 6224)

**Notice of Personnel Changes: Chairman, President, Vice Presidents and Representative Directors  
(Provisional Appointments)**

Mitsui O.S.K. Lines, Ltd. (the Company; President & CEO: Takeshi Hashimoto) hereby announces that at the meeting of the Board of Directors held on December 19, 2025, resolutions were passed concerning the following personnel changes: Chairman, President, and Vice President, as well as Representative Directors (provisional appointments).

1. Reason for the Personnel Changes

Amid significant changes in the business environment surrounding the shipping industry, a smooth transition to the next-generation management structure is essential for the sustainable growth of our group. The Company has determined that this time—coinciding with the shift from Phase 1 to Phase 2 of the MOL Group Management Plan “BLUE ACTION 2035”—is appropriate.

This matter was resolved by the Board of Directors based on the reports of the Nomination Advisory Committee, which is chaired by an outside director and composed of a majority of outside directors. Outside auditors may attend the committee meetings to understand the deliberation process and express their opinions. This decision was made in accordance with the succession plan for the President and CEO.

2. Details of Personnel Changes

(1) Appointments of Chairman and President & CEO

Name	New Position	Current Position
Junichiro Ikeda	Director	Director, Chairman of the Board
Takeshi Hashimoto	Representative Director, Chairman of the Board	Representative Director, President, Chief Executive Officer
Jotaro Tamura	President, Chief Executive Officer	Senior Managing Executive Officer

## (2) Appointment of New Executive Vice Presidents

Name	New Position	Current Position
Hisashi Umemura	Executive Vice President Executive Officer	Senior Managing Executive Officer
Kazuya Hamazaki	Representative Director, Executive Vice President Executive Officer	Representative Director, Senior Managing Executive Officer

## 3. Effective Date of Personnel Changes

April 1, 2026

Junichiro Ikeda will retire as Director upon the expiration of his term at the conclusion of the Annual General Meeting of Shareholders on June 25, 2026 (planned), and will assume the position of Corporate Advisor.

Takeshi Hashimoto will be appointed as Chairman of the Board, without representative authority, following resolutions at the Annual General Meeting of Shareholders on June 25, 2026 (planned), and the subsequent Board of Directors meeting.

Furthermore, Jotaro Tamura and Hisashi Umemura will be appointed as Representative Directors following resolutions at the Annual General Meeting of Shareholders on June 25, 2026 (planned), and the subsequent Board of Directors meeting.

### 【Attached Reference Materials】

Profiles of the Newly Appointed President & CEO and Executive Vice President Executive Officers

### [REFERENCE PURPOSE ONLY]

This document has been translated from the Japanese original for reference purposes only.

In case of any discrepancy or inconsistency between this document and the Japanese original, the latter shall prevail.

## <Profile>

Name	Jotaro Tamura
Date of Birth	September 19, 1968
Birthplace	Chiba Prefecture
Education	March 1991 Graduated from the Faculty of Liberal Arts (now the Faculty of Human Sciences), Sophia University

## Professional Career

April 2018	Managing Director, Region Head - Europe and Africa Ocean Network Express (Europe) Ltd.
April 2020	General Manager of Corporate Planning Division
April 2022	Managing Executive Officer
April 2023	Managing Executive Officer, Chief Strategy Officer
April 2024	Senior Managing Executive Officer MOL (Asia Oceania) Pte. Ltd. Managing Director
April 2025	Senior Managing Executive Officer

Number of Shares Held: 19,118 shares

## <Profile>

Name	Hisashi Umemura
Date of Birth	June 8, 1968
Birthplace	Tokyo
Education	March 1992 Graduated from the Faculty of Agriculture, Kyoto University

## Professional Career

April 2018	General Manager of Finance Division
April 2021	Executive Officer, Chief Financial Officer
April 2022	Managing Executive Officer, Chief Financial Officer
April 2023	Managing Executive Officer, Chief Financial Officer, Chief Communication Officer
June 2023	Director, Managing Executive Officer, Chief Financial Officer, Chief Communication Officer
April 2024	Director, Senior Managing Executive Officer , Director General, Headquarters of Energy Business
June 2024	Senior Managing Executive Officer, Director General, Headquarters of Energy Business
April 2025	Senior Managing Executive Officer, Director General, Headquarters of Energy Business

Number of Shares Held: 18,861 shares

<Profile>

Name	Kazuya Hamazaki
Date of Birth	March 26, 1969
Birthplace	Mie Prefecture
Education	March 1992 Graduated from Faculty of Social Sciences, Hitotsubashi University

Professional Career

April 2020	General Manager of LNG Carrier Division
April 2021	Executive Officer
April 2023	Managing Executive Officer
April 2024	Senior Managing Executive Officer, Chief Financial Officer
June 2024	Director, Senior Managing Executive Officer, Chief Financial Officer
April 2025	Representative Director, Senior Managing Executive Officer, Chief Financial Officer

Number of Shares Held: 20,997 shares

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