

December 19, 2025

MOL Names New Chairman, President and Vice Presidents

TOKYO—Mitsui O.S.K. Lines, Ltd. (MOL; President & CEO: Takeshi Hashimoto; Headquarters: Minato-ku, Tokyo) today announced that at the Board of Directors meeting on December 19, the following appointments were approved, effective April 1, 2026: Chairman, President, and Vice Presidents.

1. Personnel changes (effective April 1, 2026)

(1) Appointments of Chairman and President & CEO

| Name | New Position (Responsibilities) | Current Position (Responsibilities) |
|-------------------|---|---|
| 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 (Deputy Director General, Headquarters of Product Transport Business, Coordination of Singapore Sub-Headquarters, Responsible for; Containership Business, Southeast Asia and Oceania Region) |

(2) Appointments of New Vice Presidents

| Name | New Position (Responsibilities) | Current Position (Responsibilities) |
|-----------------|--|--|
| Hisashi Umemura | Executive Vice President Executive Officer (Chief Operating Officer) | Senior Managing Executive Officer (Director General, Headquarters of Energy Business) |
| Kazuya Hamazaki | Representative Director, Executive Vice President Executive Officer (Chief Financial Officer) | Representative Director, Senior Managing Executive Officer (Chief Financial Officer) |

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 on June 25, 2026(planned).

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.

2. Statements from Appointees

Takeshi Hashimoto

"Since assuming the presidency in April 2021, I have directed the formulation of the group management plan 'BLUE ACTION 2035' to achieve both growth and stable management for our company. We have advanced growth investments for portfolio transformation, regional strategies to accelerate globalization, and environmental strategies to address sustainability challenges. During Phase 1 (FY2023–FY2025), we executed future-oriented investments, including large-scale M&A. During Phase 2 (FY2026–FY2030), which begins in April 2026, we will steadily realize the returns from the actions taken in Phase 1. Amidst a rapidly changing business environment, it is essential to address a wide range of management challenges—such as defining strategic direction, managing field operations, and engaging with key stakeholders—including investors, the stock market, and financial institutions—to achieve sustainable growth. To this end, a smooth transition to a management structure designed for the next generation is crucial. We have therefore determined that now is the appropriate time to appoint the new President and shift to a collaborative management structure led by three Chief Officers: the Chief Executive Officer, Chief Operating Officer, and Chief Financial Officer. Tamura, who will take on the role of leading the company, has successfully led global organizations, particularly in the containership business, and has earned deep trust both within and outside the company. We believe he is the right person to strengthen the human capital and organizational capabilities that will underpin our earning power in Phase 2, and we expect him to lead our group into a bright future."

New President & CEO Jotaro Tamura

"Upon assuming the position of President and CEO, I am deeply aware of the immense responsibility this entails. Guided by the Corporate Mission, MOL Group Vision, and MOL Group Values: MOL CHARTS established in April 2021—in which I was personally involved—I will devote my full efforts to steering the MOL Group as we enter the latter half of the 2020s. I will lead our global organization, drawing on the strengths cultivated throughout our long history, to achieve the transformations necessary for the next era and to fulfill the goals set forth in our Group Management Plan, 'BLUE ACTION 2035.' Furthermore, to maximize corporate value in collaboration with all stakeholders, I believe that as leader I must not only demonstrate balanced decision-making and action based on broad perspective and foresight, but also place greater emphasis on strengthening teamwork among the management team. From this standpoint, I intend to swiftly establish and implement a new structure requiring close coordination with the Chief Operating Officer and Chief Financial Officer."

3. Profiles of the New President and Vice Presidents

For further details, please refer to the attached profile.

<Profile>

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|---------------|---|
| 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 of New President & CEO Tamura

| | |
|------------|---|
| 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, Managing Director, MOL (Asia Oceania) Pte. Ltd. |
| April 2025 | Senior Managing Executive Officer |

<Profile>

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



Professional Career of New Vice President Umemura

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|------------|---|
| 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 |

<Profile>

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|---------------|---|
| 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 of New Vice President Hamazaki

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|------------|---|
| 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 |