

Company name:	Ube Industries, Ltd.
Representative:	Masato Izumihara President and Representative Director
Security code:	4208 (shares listed on First Section of Tokyo Stock Exchange and Fukuoka Stock Exchange)
Contact:	Osamu Akutagawa General Manager, CSR & General Affairs Department Tel: +81-3-5419-6110

Ube Industries Announces Organizational and Personnel Changes

TOKYO, February 7, 2020 — Ube Industries, Ltd. has announced that the company's Board of Directors resolved today on the following changes to its internal organization, executive officers and their assignments.

Company name: Ube Industries, Ltd.

I. Change in Internal Organization

Date of Issue: April 1, 2020

1. Construction Materials Company
 - Eliminate Group Company Dept. and establish Governance Control Dept.

II. Changes in Executive Personnel

Newly appointed Executive Officer (as of April 1, 2020)

<u>Name</u>	<u>New Position</u>	<u>Current Position</u>
Futoshi Takase	Executive Officer, General Manager, Ube Chemical Factory with responsibility for Ube-Fujimagari Factory, Production Div., Chemicals Company	General Manager, Chiba Petrochemical Factory, Production Div., Chemicals Company

Changes to assignments (as of April 1, 2020)

<u>Name</u>	<u>New Position</u>	<u>Current Position</u>
Hiroshi Nishida	Senior Executive Officer, President and Representative Director of Ube Material Industries, Ltd. (Planned)	Senior Executive Officer, Director and Senior Managing Executive Officer of Ube Material Industries, Ltd
Hidetsune Miura	Senior Executive Officer, with responsibility for Environment & Safety Dept. and Quality Management Dept.	Senior Executive Officer, General Manager, Ube Chemical Factory with responsibility for Ube-Fujimagari Factory, Production Div., Chemicals Company
Hisaaki Yokoo	Senior Executive Officer, General Manager, Business Planning & Management Dept. and Synthetic Rubber Div., Chemicals Company	Senior Executive Officer, General Manager, Business Planning & Management Dept., with responsibility for Synthetic Rubber Div., Chemicals Company

<u>Name</u>	<u>New Position</u>	<u>Current Position</u>
Masayoshi Ota	Senior Executive Officer, General Manager, Research & Development Div., with responsibility for Technology Development Dept. and development section, Chemicals Company, and Intellectual Property Dept.	Senior Executive Officer, General Manager, Research & Development Div., with responsibility for Technology Development Dept. and development section, Chemicals Company
Hiroaki Kojima	Executive Officer, with responsibility for Governance Control Dept., QA Dept. and EHS Dept., Construction Materials Company	Executive Officer, with responsibility for Group Company Dept., QA Dept. and EHS Dept., Construction Materials Company

Stepping down as Executive Officer (as of March 31, 2020)

Makoto Aikawa, Senior Executive Officer, with responsibility for Environment & Safety Dept., Quality Management Dept. and Intellectual Property Dept. (to be appointed as a President and Representative Director of Ube Film, Ltd. as of April 1)

Reference: New Director Organization (Effective as of April 1, 2020)

1. Directors

Position	Name
Chairman of the Board and Director	Yuzuru Yamamoto
President and Representative Director	Masato Izumihara
Representative Director	Makoto Koyama
Director	Masayuki Fujii
Director (Outside Director)	Keikou Terui
Director (Outside Director)	Tetsuro Higashi

Position	Name
Director, Audit and Supervisory Committee Member	Atsushi Yamamoto
Outside Director, Audit and Supervisory Committee Member	Seiichi Ochiai
Outside Director, Audit and Supervisory Committee Member	Takashi Shoda

2. Executive Officers

Position	Name	Assignment
President	Masato Izumihara	CEO, Company President, Chemicals Company
Senior Managing Executive Officer	Tokuhiisa Okada	Company President, Machinery Company
	Makoto Koyama	Company President, Construction Materials Company
Managing Executive Officer	Masahiko Nojima	General Manager, Procurement & Logistics Div., with responsibility for Ube Corporate Service Dept.
	Yukio Hisatsugu	Company Vice President, Machinery Company
	Hideo Tamada	CRO, CCO, with responsibility for Risk Management Dept., Human Resources Dept., CSR & General Affairs Dept. and Legal Dept.
	Genji Koga	Company Vice President, Chemicals Company, General Manager, Production Div., with responsibility for EHS Dept., Chemicals Company and Information Systems Dept.
	Masayuki Fujii	CFO, with responsibility for Corporate Planning Dept., Accounting Dept. and Finance & Investor Relations Dept.
	Yuki Nishida	General Manager, Engineering Plastics & Fine Chemicals Div., Chemicals Company
Senior Executive Officer	Hiroshi Nishida	President and Representative Director of Ube Material Industries, Ltd
	Hidetsune Miura	With responsibility for Environment & Safety Dept. and Quality Management Dept.
	Yoshiaki Ito	General Manager, Production & Technology Div., with responsibility for Material Recycle Div. and development section, Construction Materials Company
	Yuzo Hanamoto	General Manager, Energy Div., Construction Materials Company
	Hisaaki Yokoo	General Manager, Business Planning & Management Dept. and Synthetic Rubber Div., Chemicals Company
	Masayoshi Ota	General Manager, Research & Development Div., with responsibility for Technology Development Dept. and development section, Chemicals Company, and Intellectual Property Dept.
	Keiichi Nagata	General Manager, Specialty Products Div., Chemicals Company

Executive Officer	Masarou Suehiro	Deputy General Manager, Business Planning & Management Dept., with responsibility for group companies management, Chemicals Company
	Bruno de Bièvre	President of UBE CORPORATION EUROPE S. A. U. with responsibility for Atlantic regional business, Chemicals Company
	Shigeru Ouchi	General Manager, Cement Div., Construction Materials Company, Director and Managing Executive Officer of UBE-MITSUBISHI CEMENT CORPORATION
	Mitsuo Ono	General Manager, Planning & Control Dept., Construction Materials Company
	Toshiyuki Mineishi	With responsibility for Auditing Dept.
	Hironori Miyauchi	President and Representative Director of Ube Machinery Corporation Ltd.
	Watchara Pattananijrundorn	President and CEO of UBE Chemicals(Asia) Public Company Limited, with responsibility for Asia regional business, Chemicals Company
	Hiroaki Kojima	With responsibility for Governance Control Dept., QA Dept. and EHS Dept., Construction Materials Company
	Yoichi Funayama	General Manager, Pharmaceutical Div., with responsibility for HBM Business Development Project, Chemicals Company
	Futoshi Takase (<i>Newly appointed</i>)	General Manager, Ube Chemical Factory with responsibility for Ube-Fujimagari Factory, Production Div., Chemicals Company