Company name: Ube Industries, Ltd.
Representative: Michio Takeshita
President and Representative Director
Security code: 4208 (shares listed on First Section of Tokyo Stock Exchange and Fukuoka Stock Exchange)
Contact: Shinsuke Tokumitsu
General Manager, IR/PR Department
Tel: +81-3-5419-6110

Ube Industries Announces Organizational and Personnel Changes

TOKYO, February 26, 2015 —Ube Industries, Ltd. has announced that the company's Board of Directors decided today on the following changes to its internal organizations, directors, executive officers and their assignments. Change of directors is scheduled to be formally approved by the general meeting of shareholders planned for June 26, 2015 and the meeting of the Board of Directors that will follow it.

Ube Industries has issued a separate announcement today concerning changes to its representative directors.

Company name: Ube Industries, Ltd.

I. Changes in Internal Organization

Date of Issue: April 1, 2015

A. Establishment of Chemicals Company

1) Chemicals & Plastics Company and Specialty Chemicals & Products Company will be integrated into Chemicals Company.
2) Ube Industries will establish Strategic Operational Department in Chemicals Company to oversee the business and technology strategy. Furthermore, the management function of Planning and Administration Dept. of Chemicals & Plastics Company and Strategy Planning Dept. of Specialty Chemicals & Products Company will be integrated into the new 'Management Department'.
3) Ube Industries will create a new Chemicals Quality Assurance Department in the Chemicals Company to further strengthen the framework for chemicals quality assurance.
4) Ube Industries will establish Engineering Plastics, Caprolactam and Industrial Chemicals Business Unit integrating the Engineering Plastics Business Unit and Caprolactam & Industrial Chemicals Business Unit
5) Ube Industries will establish Polyimide and Specialty Products Business Unit integrating the Polyimide Business Unit and Specialty Materials & Products Business Unit.
6) Ube Industries will establish Battery Materials and Fine Chemicals Business Unit integrating the Advanced Battery Materials Business Unit and Fine Chemicals Business Unit.

B. Changes to Production Technology Division
   1) All development center in Production Technology Division will be controlled directly by Chemicals Company. Production Technology Division will be renamed as 'Production Division' in the Chemicals Company.
   2) Following organizations in Production Technology Division will be eliminated: Administration Center, Production Center, Planning and Coordination Dept., Automotive Materials Development Center.

C. Changes to overseas operational units
   Europe Operational Unit and Asia Operational Unit will be controlled by Chemicals Company. The Europe Operational Unit will be renamed the Europe and Americas Operational Unit, expanding its territory to cover the group companies in the Americas.

2. Change of Directors

Newly appointed Directors (as of June 26, 2015)

Name	New Position	Current Position
Hideyuki Sugishita	Representative Director, Senior Managing Executive Officer, Company President of Chemicals Company	Senior Managing Executive Officer, Company President of Specialty Chemicals & Products Company
Tadashi Matsunami	Director, Senior Managing Executive Officer, Company President of Cement & Construction Materials Company	Managing Executive Officer, Company President of Cement & Construction Materials Company and General Manager of Cement Dept.
Takashi Shoda	Director (Part-time)	Advisor, Daiichi Sankyo Company, Ltd.
Mahito Kageyama	Director (Part-time)	Advisor, Toyota Tsusho Corporation

Stepping down as Directors (as of June 26, 2015)

Masato Izumihara (After June 26, exclusive duty for Managing Executive Officer)
Takanobu Kubota (to be appointed as an Auditor as of June 26)
Michitaka Motoda

3. Changes in Executive Personnel

Newly promoted Executive Officers (as of April 1, 2015)

Name	New Position	Current Position
Yuzuru Yamamoto	President, Group CEO	Senior Managing Executive Officer, Special Assistant to the President, Group CCO and General Manager of Procurement & Logistics Division, with responsibility for General Affairs & Human Resources Office
Tadashi Matsunami	Senior Managing Executive Officer, Company President of Cement & Construction Materials Company	Managing Executive Officer, Company President of Cement & Construction Materials Company and General Manager of Cement Dept.

Newly appointed Executive Officers (as of April 1, 2015)

Name	New Position	Current Position
Hideo Tamada	Executive Officer, General Mangaer of Procurement & Logistics Division, with responsibility for Ube Corporate Service Dept.	General Manager of Administration Dept. of Ube Industries Central Hospital
Hiroshi Nishida	Executive Officer, General Manager of Planning and Control Dept., with responsibility for Construction Material Div., Cement & Construction Materials Company	General Manager of Sales Management Dept., Ube-Mitsubishi Cement Corporation.
Masayuki Fujii	Executive Officer, Group CFO, General Manager of Corporate Planning & Administration Office	General Manager of Corporate Planning Dept.

Changes to assignments (as of April 1, 2015)

Name	New Position	Current Position
Hideyuki Sugishita	Senior Managing Executive Officer, Company President of Chemicals Company	Senior Managing Executive Officer, Company President of Specialty Chemicals & Products Company
Charunya Phichitkul	Managing Executive Officer, General Manager of Asia Operational Unit of Chemicals Company	Managing Executive Officer, General Manager of Asia Operational Unit

Nobuyuki Taenaka	Managing Executive Officer, General Manager of Pharmaceutical Div.	Managing Executive Officer, General Manager of Pharmaceutical Div. and General Manager of Project Development & Management Dept.
Masato Izumihara	Managing Executive Officer, Vice President of Chemicals Company, with responsibility for Management Dept. and Strategic Operational Dept.	Managing Executive Officer, Group CFO and General Manager of Corporate Planning & Administration Office
Etsuo Matsunaga	Executive Officer, with responsibility for Polymers Development Center, Chemicals Development Center, Specialty Products Development Center, Inorganic Products Development Center, Advanced Energy Materials R&D Center and Development Management Group of Chemicals Company	Executive Officer, with responsibility for Planning & Coordination Dept., Polymers Development Center, Chemicals Development Center, Specialty Products Development Center, Inorganic Products Development Center, Advanced Energy Materials R&D Center, Automotive Materials Development Center of Production & Technology Div. and Deputy General Manager of Corporate Research & Development
Masahiko Nojima	Executive Officer, with responsibility for Synthetic Rubber Business Unit and Engineering Plastics, Caprolactam and Industrial Chemicals Business Unit, General Manager of Europe and Americas Operational Unit	Executive Officer, General Manager of Europe Operational Unit
Masataka Ichikawa	Executive Officer, General Manager of Production & Technology Division, Cement & Construction Materials Company, with responsibility for Material Recycle Division and Technical Development Center	Executive Officer, General Manager of Production & Technology Division, Cement & Construction Materials Company, with responsibility for Material Recycle Division
Atsushi Yamamoto	Executive Officer, Group CCO, General Manager of General Affairs & Human Resources Office, with responsibility for Group CSR	Executive Officer, General Manager of General Affairs & Human Resources Office, with responsibility for Group CSR

Mitsuhiko Imoto	Executive Officer, General Manager of Cement Dept., Cement & Construction Materials Company, and Managing Executive Director of Ube-Mitsubishi Cement Corporation.	Executive Officer, General Manager of Planning & Control Dept., Cement & Construction Materials Company
Makoto Aikawa	Executive Officer, General Manager of Production Division, Chemicals Company	Executive Officer, General Manager of Production & Technology Division
Takafumi Tanaka	Executive Officer, with responsibility for Polyimide and Specialty Products Business Unit and Battery Materials and Fine Chemicals Business Unit, Chemicals Company	Executive Officer, General Manager of Strategy Planning Dept., Specialty Chemicals & Products Company
Genji Koga	Executive Officer, Deputy General Manager of Production Division, Chemicals Company and General Manager of Ube Chemical Factory	Executive Officer, General Manager of Production Center, Production & Technology Div. and General Manager of Ube Chemical Factory
Makoto Koyama	Executive Officer, with responsibility for Group Company Dept. and Resources & Products Dept., Cement & Construction Materials Company	Executive Officer, Deputy General Manager of Production & Technology Div. with responsibility for Technical Development Center, Cement & Construction Materials Company,

Stepping down as Executive Officers (as of March 31, 2015)

Michio Takeshita, President and Group CEO (to be appointed as Chairman of the Board of Directors and Representative Director as of April 1, 2015, and as Chairman of the Board of Directors and Director as of June 26, 2015)
Shinobu Watanabe, Managing Executive Officer, Company President of Chemicals & Plastics Company (to be appointed as an Advisor as of April 1, 2015)
Takanobu Kubota, Managing Executive Officer, with responsibility for Ube Corporate Service Dept. (After April 1 2015, Exclusive duty for Director, After June 26 2015, appointed as an Auditor)
Tsuyoshi Sato, Executive Officer, with responsibility for Group Company Dept., Construction Materials Division and Resources & Products Div., Cement & Construction Materials Company (to be appointed as an Advisor as of April 1, 2015)

3. Changes in Auditors

Newly appointed Auditors (as of June 26, 2015)
Takanobu Kubota (Director, Managing Executive Officer, Ube Industries, Ltd.)
Miyako Suda (Special Advisor, The Canon Institute for Global Studies)

Stepping down as Auditors (as of June 26, 2015)
Naoya Kitamura (to be appointed as an Advisor as of June 26)
Hitoshi Sugio

Reference: New Director Organization (Effective as of April 1, 2015)

1. Directors and Auditors

Position	Name	Position	Name
Chairman of the Board of Directors and Representative Director	Michio Takeshita	Auditor (Full-time)	Setsuro Miyake
President and Representative Director	Yuzuru Yamamoto	Auditor (Full-time)	Naoya Kitamura
Director	Masato Izumihara	Auditor (Part-time)	[2]Hitoshi Sugio
Director	Takanobu Kubota	Auditor (Part-time)	[2]Seiichi Ochiai
Director	[1]Michitaka Motoda		
Director	[1]Takashi Kusama		
Director	[1]Keikou Terui		

[1]Michitaka Motoda, Takashi Kusama and Keikou Terui are Outside Directors as defined in Article 2, Paragraph 15 of Japan's Companies Act.
[2]Hitoshi Sugio and Seiichi Ochiai are Outside Company Auditors as defined in Article 2, Paragraph 16 of Japan's Companies Act.

2. Executive Officers

Position	Name	Assignment
President,	Yuzuru Yamamoto *(promoted)*	Group CEO
Senior Managing Executive Officer	Hideyuki Sugishita	Company President of Chemicals Company
	Tadashi Matsunami *(promoted)*	Company President of Cement & Construction Materials Company
Managing Executive Officer	Charunya Phichitkul	General Manager of Asia Operational Unit of Chemicals Company
	Nobuyuki Taenaka	General Manager of Pharmaceutical Div.
	Junichi Misumi	With responsibility for Environment & Safety Dept., Pharma Quality Assurance Dept. and Intellectual Property Dept.
	Masato Izumihara	Vice President of Chemicals Company, with responsibility for Management Dept. and Strategic Operational Department
	Tokuhisa Okada	Company President of Machinery & Metal Products Company
Executive Officer	Etsuo Matsunaga	With responsibility for Polymers Development Center, Chemicals Development Center, Specialty Products Development Center, Inorganic Products Development Center, Advanced Energy Materials R&D Center and Development Management Group of Chemicals Company
	Masahiko Nojima	With responsibility for Synthetic Rubber Business Unit and Engineering Plastics, Caprolactam and Industrial Chemicals Business Unit, General Manager of Europe and Americas Operational Unit
	Masataka Ichikawa	General Manager of Production & Technology Division, with responsibility for Material Recycle Division and Technical Development Center, Cement & Construction Materials Company
	Atsushi Yamamoto	Group CCO, General Manager of General Affairs & Human Resources Office, with responsibility for Group CSR
	Mitsuhiko Imoto	General Manager of Cement Dept., Cement & Construction Materials Company and Managing Executive Director of Ube-Mitsubishi Cement Corporation.
	Takafumi Kurauchi	General Manager of Energy & Environment Div.
	Yukio Hisatsugu	President and Representative Director of Ube Machinery Corporation Ltd.
	Makoto Aikawa	General Manager of Production Division, Chemicals Company

	Takafumi Tanaka	With responsibility for Polyimide and Specialty Products Business Unit and Battery Materials and Fine Chemicals Business Unit, Chemicals Company
	Morihisa Yokota	General Manager of Corporate Research & Development
	Genji Koga	Deputy General Manager of Production Division, Chemicals Company and General Manager of Ube Chemical Factory
	Makoto Koyama	With responsibility for Group Company Dept. and Resources & Products Dept., Cement & Construction Materials Company
	Hideo Tamada *(newly appointed)*	General Manage of Procurement & Logistics Div., With responsibility for Ube Corporate Service Dept.
	Hiroshi Nishida *(newly appointed)*	General Manager of Planning and Control Dept., with responsibility for Construction Materials Dept., Cement & Construction Materials Company
	Masayuki Fujii *(newly appointed)*	Group CFO,General Manager of Corporate Planning & Administration Office