Company name: Ube Industries, Ltd.
Representative: Yuzuru Yamamoto
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, 2016 — Ube Industries, Ltd. has announced that the company's Board of Directors decided today on the following changes to its internal organizations, executive officers and their assignments.

Company name: Ube Industries, Ltd.

I. Changes in Internal Organization

Date of Issue: April 1, 2016

A. Change to Pharmaceutical Division

Ube Industries will establish a Pharma Quality Assurance Dept. under the Pharmaceutical Division. The current Pharma Quality Assurance Dept., report directly to the President and the Pharmaceutical Reliability Assurance Dept., under the Corporate Research & Development will be integrated into the new Pharma Quality Assurance Dept.

B. Rename of Machinery & Metal Products Company

Ube Industries will rename the Machinery & Metal Products Company to Machinery Company.

C. Change to Corporate Planning & Administration Office

Information Systems Department will report directly to the President.

II. Changes in Executive Personnel

Newly promoted Executive Officers (as of April 1, 2016)

Name	New Position	Current Position
Tokuhisa Okada	Senior Managing Executive Officer, Company President of Machinery Company	Managing Executive Officer, Company President of Machinery & Metal Products Company
Masahiko Nojima	Managing Executive Officer, General Manager of Engineering Plastics, Caprolactam and Industrial Chemicals Business Unit, General Manager of Europe and Americas Operational Unit, Chemicals Company	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
Masataka Ichikawa	Managing 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 and Technical Development Center

Newly appointed Executive Officers (as of April 1, 2016)

Name	New Position	Current Position
Yasushi Konno	Executive Officer, General Manager of Pharmaceutical Division	Executive Trustee, General Manager of Pharmaceutical Research Laboratory, Corporate Research & Development
Yuuki Nishida	Executive Officer, General Manager of Battery Materials and Fine Chemicals Business Unit, Chemicals Company	General Manager of Battery Materials and Fine Chemicals Business Unit, Chemicals Company

Changes to assignments (as of April 1, 2016)

Name	New Position	Current Position
Tadashi Matsunami	Senior Managing Executive Officer, Company President of Cement & Construction Materials Company and General Manager of Cement Dept.	Senior Managing Executive Officer, Company President of Cement & Construction Materials Company
Junichi Misumi	Managing Executive Officer, with responsibility for Environment & Safety Dept., Intellectual Property Dept., and Information System Dept.	Managing Executive Officer, with responsibility for Environment & Safety Dept., Pharma Quality Assurance Dept. and Intellectual Property Dept.
Masato Izumihara	Managing Executive Officer, Vice President of Chemicals Company	Managing Executive Officer, Vice President of Chemicals Company, with responsibility for Administration Dept. and Strategic Operational Department
Takafumi Tanaka	Executive Officer, General Manager of Administration Dept., Chemicals Company	Executive Officer, with responsibility for Polyimide and Specialty Products Business Unit and Battery Materials and Fine Chemicals Business Unit, Chemicals Company
Makoto Koyama	Executive Officer, with responsibility for Group Company Dept. and General Manager of Resources & Production Dept.	Executive Officer, with responsibility for Group Company Dept. and Resources & Products Dept., Cement & Construction Materials Company

Stepping down as Executive Officers (as of March 31, 2016)

- Nobuyuki Taenaka, Managing Executive Officer, General Manager of Pharmaceutical Div. (to be appointed as an Advisor as of April 1, 2016)
- Mitsuhiko Imoto, Executive Officer, General Manager of Cement Dept., Cement & Construction Materials Company, and Managing Executive Director of Ube-Mitsubishi Cement Corporation. (to be appointed as an Advisor of Ube Industries as of April 1, 2016 and to continue as a Managing Executive Director of Ube-Mitsubishi Cement Corporation)

Reference: New Director Organization (Effective as of April 1, 2016)

1. Directors and Auditors

Position	Name
Chairman of the Board of Directors and Director	Michio Takeshita
President and Representative Director	Yuzuru Yamamoto
Representative Director	Hideyuki Sugishita
Director	Tadashi Matsunami
Director (Outside Director)	Takashi Kusama
Director (Outside Director)	Keikou Terui
Director (Outside Director)	Takashi Shoda
Director (Outside Director)	Mahito Kageyama

Position	Name
Auditor	Setsuro Miyake
Auditor	Takanobu Kubota
Auditor (Outside Auditor)	Seiichi Ochiai
Auditor (Outside Auditor)	Miyako Suda

2. Executive Officers

Position	Name	Assignment
President	Yuzuru Yamamoto	Group CEO
Senior Managing Executive Officer	Hideyuki Sugishita	Company President of Chemicals Company
	Tadashi Matsunami	Company President of Cement & Construction Materials Company and General Manager of Cement Dept.
	Tokuhisa Okada (promoted)	Company President of Machinery Company
Managing Executive Officer	Charunya Phichitkul	General Manager of Asia Operational Unit of Chemicals Company
	Junichi Misumi	With responsibility for Environment & Safety Dept., Intellectual Property Dept., and Information System Dept.
	Masato Izumihara	Vice President of Chemicals Company
	Masahiko Nojima *(promoted)*	General Manager of Engineering Plastics, Caprolactam and Industrial Chemicals Business Unit, General Manager of Europe and Americas Operational Unit
	Masataka Ichikawa *(promoted)*	General Manager of Production & Technology Division, Cement & Construction Materials Company, with responsibility for Material Recycle Division and Technical Development Center
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
	Atsushi Yamamoto	Group CCO, General Manager of General Affairs & Human Resources Office, with responsibility for Group CSR
	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	General Manager of Administration Dept., 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 General Manager of Resources & Production Dept.
	Hideo Tamada	General Manager of Procurement & Logistics Div., With responsibility for Ube Corporate Service Dept.
	Hiroshi Nishida	General Manager of Planning and Control Dept., with responsibility for Construction Materials Dept., Cement & Construction Materials Company
	Masayuki Fujii	Group CFO,General Manager of Corporate Planning & Administration Office
	Yasushi Konno *(newly appointed)*	General Manager of Pharmaceutical Div.
	Yuuki Nishida *(newly appointed)*	General Manager of Battery Materials and Fine Chemicals Business Unit