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: Hirotaka Ishikawa
General Manager, IR/PR Department
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Ube Industries Announces Personnel Changes

TOKYO, February 6, 2018 —Ube Industries, Ltd. has announced that the company's Board of Directors decided today on the following changes to its directors, executive officers and their assignments. Change of Representative Director is described in another release announced today.

Company name: Ube Industries, Ltd.

I. Change of Director

Newly promoted Director (as of June 28, 2018)

Name	New Position	Current Position
Masato Izumihara	Director, Senior Managing Executive Officer, Company President of Chemicals Company (to be promoted as the Company President of Chemicals Company as of April 1)	Managing Executive Officer, Vice President of Chemicals Company

Stepping donw as Director (as of June 28, 2018)

Name	New Position	Current Position
Hideyuki Sugishita	(To be stepping down as Senior Managing Executive Officer and Company President of Chemicals Company as of March 31.To be appointed as an Auditor)	Representative Director, Senior Managing Executive Officer, Company President of Chemicals Company

II. Changes in Executive Personnel

Newly promoted Executive Officers (as of April 1, 2018)

Name	New Position	Current Position
Masato Izumihara	Senior Managing Executive Officer, Company President of Chemicals Company	Managing Executive Officer, Vice President of Chemicals Company
Yukio Hisatsugu	Managing Executive Officer, Company President of Machinery Company	Executive Officer of Ube Industries, Ltd. President and Representative Director of Ube Machinery Corporation Ltd.
Makoto Koyama	Managing Executive Officer, Vice President of Cement & Construction Materials Company with responsibility for Group Company Dept. and Technical Development Center	Executive Officer, General Manager of Resources & Production Dept. with responsibility for Group Company Dept., Cement & Construction Materials Company
Hideo Tamada	Managing Executive Officer, Group CCO, General Manager of General Affairs & Human Resources Office and Procurement & Logistics Div. with responsibility for Group CSR	Executive Officer, Group CCO, General Manager of General Affairs & Human Resources Office and Procurement & Logistics Div. with responsibility for Group CSR

Newly appointed Executive Officers (as of April 1, 2018)

Name	New Position	Current Position
Keiichi Nagata	Executive Officer, General Manager of Polyimide and Specialty Products Div., Chemicals Company	Executive Trustee, General Manager of Polyimide and Specialty Products Div., Chemicals Company
Masaro Suehiro	Executive Officer, General Manager of Asia Operational Unit, Chemicals Company (President of UBE Chemicals (Asia) Public Co.,Ltd.)	Executive Trustee, President and COO of UBE Chemicals (Asia) Public Co.,Ltd.
Bruno de Bièvre	Executive Officer of Ube Industries, Ltd. President of UBE CORPORATION EUROPE S. A. U.	President of UBE CORPORATION EUROPE S. A. U.
Shigeru Ouchi	Executive Officer, General Manager of Cement Dept., Cement & Construction Materials Company	Director and Deputy General Manager of Tokyo Brunch of UBE-MITSUBISHI CEMENT CORPORATION
Mitsuo Ono	Executive Officer, General Manager of Planning & Control Dept., Cement & Construction Company	General Manager of Group Company Dept., Cement & Construction Company

Changes to assignments (as of April 1, 2018)

Name	New Position	Current Position
Tadashi Matsunamni	Senior Managing Executive Officer, Company President of Cement & Construction Materials Company with responsibility for Energy & Environment Dept.	Senior Managing Executive Officer, Company President of Cement & Construction Materials Company and General Manager of Cement Dept. with responsibility for Technical Development Center

Morihisa Yokota	Executive Officer, General Manager of Corporate Research & Development	Executive Officer, General Manager of Corporate Research & Development and Core Technology Laboratory
Hiroshi Nishida	Executive Officer of Ube Industries, Ltd. Director and Senior Managing Executive Officer of Ube Material Industries, Ltd (planned)	Executive Officer, General Manager of Planning & Control Dept., with responsibility for Construction Materials Div., Cement & Construction Materials Company
Yoshiaki Ito	Executive Officer, General Manager of Production & Technology Div. and Resources & Products Div. with responsibility for Material Recycle Div., Cement & Construction Materials Company	Executive Officer, General Manager of Production & Technology Div. with responsibility for Material Recycle Div., Cement & Construction Materials Company

Stepping down as Executive Officers (as of March 31, 2018)

- Hideyuki Sugishita, Senior Managing Executive Officer, Company President of Chemicals Company (to be appointed as an Advisor as of June 28)
- Charunya Phichitkul, Managing Executive Officer, General Manager of Asia Operational Unit, Chemicals Company (to be appointed as a part-time director of UBE Chemicals (Asia) Public Co.,Ltd.)
- Masataka Ichikawa, Managing Executive Officer, President of Ube Material Industries, Ltd. (to be appointed as an Advisor as of April 1. And re-appointed as the President of Ube Material Industries, Ltd.)

Reference: New Director Organization (Effective as of April 1, 2018)

1. Directors and Auditors

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

Position	Name
Auditor	Takanobu Kubota
Auditor	Atsushi Yamamoto
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	Tadashi Matsunami	Company President of Cement & Construction Materials Company with responsibility for Energy & Environment Dept.
	Tokuhisa Okada	Company President of Machinery Company
	Masato Izumihara	Company President of Chemicals Company
Managing Executive Officer	Junichi Misumi	With responsibility for Information System Dept. and Ube Corporate Service Dept.
	Masahiko Nojima	General Manager of Engineering Plastics, Caprolactam and Industrial Chemicals Div., and General Manager of Atlantic Operational Unit, Chemicals Company
	Yukio Hisatsugu	Vice President of Machinery Company
	Makoto Koyama	Vice President with responsibility for Group Company Dept. and Technical Development Center, Cement & Construction Materials Company
	Hideo Tamada	Group CCO, General Manager of General Affairs & Human Resources Office and Procurement & Logistics Div. with responsibility for Group CSR
Executive Officer	Makoto Aikawa	With responsibility for Environment & Safety Dept. and Intellectual Property Dept.
	Morihisa Yokota	General Manager of Corporate Research & Development
	Genji Koga	General Manager of Production Division, with responsibility for Chemicals Environmental Safety & Quality Assurance Dept., Chemicals Company
	Hiroshi Nishida	Director and Senior Managing Executive Officer of Ube Material Industries, Ltd (planned).
	Masayuki Fujii	Group CFO, General Manager of Corporate Planning & Administration Office
	Yasushi Konno	General Manager of Pharmaceutical Div.
	Yuuki Nishida	General Manager of Battery Materials and Fine Chemicals Div.
	Hidetsune Miura	General Manager of Ube Chemical Factory with responsibility for Ube Fujimagari Factory, Production Div., Chemicals Company
	Yoshiaki Ito	General Manager of Production & Technology Div. and Resources & Products Div. with responsibility for Material Recycle Div., Cement & Construction Materials Company
	Yuuzo Hanamoto	General Manager of Energy & Environment Div. and Coal Business Unit.
	Hisaaki Yokoo	General Manager of Administration Dept., Chemicals Company
	Masayoshi Ota	General Manager of Strategy & Business Planning Dept. with responsibility for Development Dept., Chemicals Company
	Keiichi Nagata *(newly appointed)*	General Manager of Polyimide and Specialty Products Div., Chemicals Company
	Masaro Suehiro *(newly appointed)*	General Manager of Asia Operational Unit, Chemicals Company
	Bruno de Bièvre *(newly appointed)*	President of UBE CORPORATION EUROPE S. A. U.
	Shigeru Ouchi *(newly appointed)*	General Manager of Cement Dept., Cement & Construction Company
	Mitsuo Ono *(newly appointed)*	General Manager of Planning & Control Dept., Cement & Construction Company