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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# Notice Regarding Reduction of Compensation to Directors

TOKYO, June 7, 2018 — Ube Industries, Ltd. today announced that that the Board of Directors meeting held on June 6, 2018 passed a resolution to reduce the compensation to Directors, in light of the seriousness of recent improprieties identified at the UBE Group and to practice management accountability. The details of the reduction in compensation are outlined below.

On February 21, 2018, Ube Industries assembled an investigation committee comprising attorneys without conflicts of interest and an external director, in order to confirm the facts of the incident, investigate the causes, and confirm the validity of recurrence prevention measures. On June 5, 2018, Ube Industries received the investigation report issued by the investigation committee. (Refer to the separate statement issued today regarding the report by the committee investigating improprieties in quality checks for low-density polyethylene).

Ube Industries deeply regrets the inconvenience and concern caused to customers, business partners, shareholders and other stakeholders due to improprieties that occurred at Ube Industries and the UBE Group.

The UBE Group will also reduce compensation to directors of Group companies where improprieties occurred.

1. Details of Reduction in Compensation

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| Yuzuru Yamamoto | President & Representative Director | Monthly compensation fully withheld |
| Michio Takeshita | Chairman of the Board of Directors & Director | Monthly compensation 60% withheld |
| Tadashi Matsunami | Representative Director, Senior Managing Executive Officer, Company President of Cement & Construction Materials Company | Monthly compensation 60% withheld |
| Hideyuki Sugishita | Director | Monthly compensation 60% withheld |
| Masato Izumihara | Senior Managing Executive Officer, Company President of Chemicals Company | Monthly compensation 30% withheld |
| Genji Koga | Executive Officer; General Manager of Production Division, with responsibility for Chemicals Environmental Safety & Quality Assurance Department, Chemicals Company | Monthly compensation 30% withheld |

2. Period in Effect

In effect for one month from June 2018