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: Osamu Akutagawa
General Manager, CSR & General Affairs Department
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Ube Industries Announces Organizational and Personnel Changes

TOKYO, February 7, 2019 — Ube Industries, Ltd. has announced that the company's Board of Directors resolved today on the following changes to its internal organizations, executive officers and their assignments.
Ube Industries separately announced today 'Ube Industries Appoints New Chairman, President and Representative Director'.

Company name: Ube Industries, Ltd.

I. Changes in Internal Organization

Date of Issue: April 1, 2019
Reorganize the organization from 3 companies & 2 divisions as Chemicals Company, Cement & Construction Materials Company, Machinery Company, Pharmaceutical Division, Energy & Environment Division to 3 companies as Chemicals Company, Construction Materials Company, Machinery Company.

1. Chemicals Company
   - Reorganize Engineering Plastics, Caprolactam & Industrial Chemicals Div., Polyimide & Specialty Products Div., and Battery Materials & Fine Chemicals Div. and establish Engineering Plastics & Fine Chemicals Div. and Specialty Products Div.
   - Pharmaceutical Div. will be incorporated into Chemicals Company
   - Corporate Research & Development will be incorporated into Chemicals Company
   - Reorganize Business Management Dept. and Strategy & Business Development Dept. and establish Business Planning & Management Dept. and Technology Development Dept.
   - Atlantic Operational Unit and Asia Operational Unit will be eliminated

2. Construction Materials Company
   - Energy & Environment Div. will be incorporated into Construction Materials Company and establish Energy Div. Establish Electric Power Dept. under Production & Technology Div.
   - Reorganize EHS & QA Dept. and establish QA Dept. and EHS Dept.
   - Eliminate Resources & Products Div.
   - Establish Mining Administration Dept. under Production & Technology Div.

3. Head Office
   - Eliminate Corporate Planning & Administration Office and General Affairs & Human Resources Office
   - Corporate Planning Dept., Accounting Dept., Finance & Investor Relations Dept. under Corporate Planning & Administration Office and Human Resources Dept., CSR & General Affairs Dept., Legal Dept. under General Affairs & Human Resources Office will report directly to President

II. Changes in Executive Personnel

Newly promoted Executive Officers (as of April 1, 2019)

Name	New Position	Current Position
Masato Izumihara	President, CEO, Company President, Chemicals Company	Senior Managing Executive Officer, Company President, Chemicals Company
Makoto Koyama	Senior Managing Executive Officer, Company President, Construction Materials Company	Managing Executive Officer, Company Vice President with responsibility for Group Company Dept. and Technical Development Center, Cement & Construction Materials Company
Genji Koga	Managing Executive Officer, Company Vice President, Chemicals Company, General Manager, Production Div., with responsibility for EHS Dept., Chemicals Company and Information Systems Dept.	Executive Officer, General Manager, Production Div., with responsibility for EHS Dept., Chemicals Company
Masayuki Fujii	Managing Executive Officer, CFO, with responsibility for Corporate Planning Dept., Accounting Dept., Finance & Investor Relations Dept.	Executive Officer, Group CFO, General Manager, Corporate Planning & Administration Office
Yuuki Nishida	Managing Executive Officer, General Manager, Engineering Plastics & Fine Chemicals Div., Chemicals Company	Executive Officer, General Manager, Battery Materials and Fine Chemicals Div., Chemicals Company
Makoto Aikawa	Senior Executive Officer, with responsibility for Environment & Safety Dept., Quality Management Dept., Intellectual Property Dept.	Executive Officer, with responsibility for Environment & Safety Dept. and Quality Management Dept.
Hiroshi Nishida	Senior Executive Officer, Ube Industries. Director and Senior Managing Executive Officer, Ube Material Industries, Ltd	Executive Officer, Director and Senior Managing Executive Officer, Ube Material Industries, Ltd.
Hidetsune Miura	Senior Executive Officer, General Manager, Ube Chemical Factory with responsibility for Ube-Fujimagari Factory, Production Div., Chemicals Company	Executive Officer, General Manager, Ube Chemical Factory with responsibility for Ube-Fujimagari Factory, Production Div., Chemicals Company
Yoshiaki Ito	Senior Executive Officer, General Manager, Production & Technology Div., with responsibility for Material Recycle Div., and development section, Construction Materials Company	Executive Officer, General Manager, Production & Technology Div. and Resources & Products Div. with responsibility for Material Recycle Div., Cement & Construction Materials Company
Yuzo Hanamoto	Senior Executive Officer, General Manager, Energy Div., Construction Materials Company	Executive Officer, General Manager, Energy & Environment Div. and Coal Business Unit.
Hisaaki Yokoo	Senior Executive Officer, General Manager, Business Planning & Management Dept., with responsibility for Synthetic Rubber Div., Chemicals Company	Executive Officer, General Manager, Business Management Dept., Chemicals Company

Masayoshi Oota	Senior Executive Officer, General Manager, Research & Development Div., with responsibility for Technology Development Dept. and development section, Chemicals Company	Executive Officer, General Manager, Strategy & Business Development Dept. with responsibility for development section., Chemicals Company
Keiichi Nagata	Senior Executive Officer, General Manager, Specialty Products Div., Chemicals Company	Executive Officer, General Manager, Polyimide & Specialty Products Div., Chemicals Company

Newly appointed Executive Officers (as of April 1, 2019)

Name	New Position	Current Position
Toshiyuki Mineishi	Executive Officer, with responsibility for Auditing Dept.	General Manager, Accounting Dept., Corporate Planning & Administration Office
Hironori Miyauchi	Executive Officer, President, Ube Machinery Corporation Ltd.	President, Ube Machinery Corporation Ltd.
Watchara Pattananijnirundorn	Executive Officer, President and CEO, UBE Chemicals(Asia) Public Company Limited, with responsibility for Asia regional business, Chemicals Company	Executive Vice President, UBE Chemicals(Asia) Public Company Limited
Hiroaki Kojima	Executive Officer, with responsibility for Group Company Dept., QA Dept., and EHS Dept., Construction Materials Company	General Manager, Kanda Cement Factory, Production & Technology Div., Cement & Construction Materials Company
Youichi Funayama	Executive Officer, General Manager, Pharmaceutical Div., with responsibility for HBM Commercialization Project, Chemicals Company	General Manager, Corporate Planning Dept., Corporate Planning & Administration Office

Changes to assignments (as of April 1, 2019)

Name	New Position	Current Position
Masahiko Nojima	Managing Executive Officer, General Manager, Procurement & Logistics Div., with responsibility for Ube Corporate Service Dept.	Managing Executive Officer, General Manager, Engineering Plastics, Caprolactam & Industrial Chemicals Div., and Atlantic Operational Unit, Chemicals Company
Hideo Tamada	Managing Executive Officer, CRO, CCO, with responsibility for Risk Management Dept., Human Resources Dept., CSR & General Affairs Dept., Legal Dept.	Group CCO, General Manager, General Affairs & Human Resources Office and Procurement & Logistics Div. with responsibility for Group CSR
Masarou Suehiro	Executive Officer, Deputy General Manager, Business Planning & Management Dept., with responsibility for group companies management, Chemicals Company	General Manager, Asia Operational Unit, Chemicals Company, President & CEO, UBE Chemicals(Asia) Public Company Limited.
Bruno de Bièvre	President, UBE CORPORATION EUROPE S.A.U. with responsibility for Atlantic regional business	President, UBE CORPORATION EUROPE S.A.U.

Stepping down as Executive Officers (as of March 31, 2019)

Michio Takeshita, Director, Chairman of the Board (to continue as a Director as of April 1, 2019)

Yuzuru Yamamoto, Representative Director, President, group CEO (to be appointed as a Chairman of the Board and a Representative Director as of April 1, 2019)

Tadashi Matsunami, Representative Director, Senior Managing Executive Officer, Company President, Cement & Construction Materials Company, with responsibility for Energy & Environment Div. (to continue as a Director as of April 1, 2019)

Junichi Misumi, Managing Executive Officer, with responsibility for Information System Dept. and Ube Corporate Service Dept. (to be appointed as an Advisor as of April 1, 2019)

Morihisa Yokota, Executive Officer, General Manager, Corporate Research & Development with responsibility for Intellectual Property Dept. (to be appointed as an Advisor as of April 1, 2019)

Yasushi Konno, General Manager, Pharmaceutical Div. (to be appointed as an Advisor as of April 1, 2019)

Reference: New Director Organization (Effective as of April 1, 2019)

1. Directors and Auditors

Position	Name
Chairman of the Board and Representative Director	Yuzuru Yamamoto
President and Representative Director	Masato Izumihara
Director	Michio Takeshita
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	Takanobu Kubota
Auditor	Atsushi Yamamoto
Auditor (Outside Auditor)	Seiichi Ochiai
Auditor (Outside Auditor)	Miyako Suda

2. Executive Officers

Position	Name	Assignment
President	Masato Izumihara	CEO, Company President, Chemicals Company
Senior Managing Executive Officer	Tokuhisa 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., 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., Finance & Investor Relations Dept.
	Yuuki Nishida	General Manager, Engineering Plastics & Fine Chemicals Div., Chemicals Company
Senior Executive Officer	Makoto Aikawa	With responsibility for Environment & Safety Dept., Quality Management Dept., Intellectual Property Dept.
	Hiroshi Nishida	Senior Managing Executive Officer and Director, Ube Material Industries, Ltd
	Hidetsune Miura	General Manager, Ube Chemical Factory, Production Div., Chemicals Company, with responsibility for Ube-Fujimagari Factory
	Yoshiaki Ito	General Manager, Production & Technology Div., Construction Materials Company, with responsibility for Material Recycle Div., and development section
	Yuzo Hanamoto	General Manager, Energy Div., Construction Materials Company
	Hisaaki Yokoo	General Manager, Business Planning & Management Dept., with responsibility for Synthetic Rubber Div., Chemicals Company
	Masayoshi Oota	General Manager, Research & Development Div., with responsibility for Technology Development Dept. and development section, Chemicals Company
	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, UBE CORPORATION S.A. U. with responsibility for Atlantic regional business, Chemicals Company
	Shigeru Ouchi	General Manager, Cement Div., Construction Materials Company
	Mitsuo Ono	General Manager, Planning & Control Dept., Construction Materials Company
	Toshiyuki Mineishi *(newly appointed)*	With responsibility for Auditing Dept.
	Hironori Miyauchi *(newly appointed)*	President and Representative Director, Ube Machinery Corporation Ltd.
	Watchara Pattananijnirundorn *(newly appointed)*	President and CEO, UBE Chemicals(Asia) Public Company Limited, with responsibility for Asia regional business, Chemicals Company
	Hiroaki Kojima *(newly appointed)*	With responsibility for Group Company Dept., QA Dept., and EHS Dept., Construction Materials Company
	Youichi Funayama *(newly appointed)*	General Manager, Pharmaceutical Div., with responsibility for HBM Commercialization Project, Chemicals Company