Company name: Ube Industries, Ltd.
Representative: Masato Izumihara
President and Representative Director
Security code: 4208 (shares listed on First Section of Tokyo Stock Exchange and Fukuoka Stock Exchange)
Contact: Osamu Akutagawa
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Ube Industries Announces Organizational and Personnel Changes

TOKYO, February 9, 2021 — Ube Industries, Ltd. has announced that the company's Board of Directors resolved today on the following changes to its internal organization, executive officers and their assignments.

Company name: Ube Industries, Ltd.

I. Change in Internal Organization

Date of Issue: April 1, 2021

(1) Chemicals Company
- Chemicals Company will be abolished and Synthetic Rubber Div., Engineering Plastics and Fine Chemicals Div., Specialty Products Div., Pharmaceutical Div., Production Div., and Research and Development Div. shall be under the direct control of the President.
- Business Planning and Management Dept. and Technology Development Dept. will be abolished and their functions will be integrated into the Headquarters and Research and Development Div..
- QA Dept. shall be integrated into the head office Quality Management Dept., and the name after the integration will be changed to Quality Assurance Dept..
- EHS Dept. will be integrated into Environment and Safety Dept. in the head office.

(2) Procurement and Logistics Division
- Procurement and Logistics Div. will be abolished and Equipment Purchasing Dept. and Logistics Dept. will be placed under direct control of the President.

II. Changes in Executive Personnel

Newly appointed Executive Officer (as of April 1, 2021)

Name	New Position	Current Position
Hideo Tamada	Senior Managing Executive Officer, CRO, CCO, with responsibility for Risk Management Dept., Human Resources Dept., CSR & General Affairs Dept., Legal Dept., Equipment Purchasing Dept., and Logistics Dept.	Managing Executive Officer, CRO, CCO, with responsibility for Risk Management Dept., Human Resources Dept., CSR & General Affairs Dept. and Legal Dept.
Keiichi Nagata	Managing Executive Officer, General Manager, Specialty Products Div.	Senior Executive Officer, General Manager, Specialty Products Div., Chemicals Company

Changes to assignments (as of April 1, 2021)

Name	New Position	Current Position
Masato Izumihara	President, CEO	President, CEO, Company President, Chemicals Company
Yukio Hisatsugu	Managing Executive Officer, Company President, Machinery Company	Managing Executive Officer, Company Vice President, Machinery Company
Genji Koga	Managing Executive Officer, Assistant to the President in Chemical Business, General Manager, Production Div., with responsibility for Information Systems Dept.	Managing Executive Officer, Company Vice President, Chemicals Company, General Manager, Production Div., with responsibility for EHS Dept., Chemicals Company and Information Systems Dept.
Yuki Nishida	Managing Executive Officer, General Manager, Engineering Plastics & Fine Chemicals Div.	Managing Executive Officer, General Manager, Engineering Plastics & Fine Chemicals Div., Chemicals Company
Hidetsune Miura	Senior Executive Officer, with responsibility for Environment & Safety Dept., Quality Assurance Dept. and Ube Corporate Service Dept.	Senior Executive Officer, with responsibility for EHS Dept. and Quality Management Dept.
Hisaaki Yokoo	Senior Executive Officer, General Manager, Synthetic Rubber Div.	Senior Executive Officer, General Manager, Business Planning & Management Dept. and Synthetic Rubber Div., Chemicals Company

Masayoshi Ota	Senior Executive Officer, General Manager, Research & Development Div., with responsibility for development section and Intellectual Property Dept.	Senior Executive Officer, General Manager, Research & Development Div., with responsibility for Technology Development Dept. and development section, Chemicals Company, and Intellectual Property Dept.
Masarou Suehiro	Executive Officer, with responsibility for Auditing Dept.	Executive Officer, Deputy General Manager, Business Planning & Management Dept., with responsibility for group companies management, Chemicals Company
Bruno de Bièvre	Executive Officer, President of UBE CORPORATION EUROPE S. A. U. with responsibility for Atlantic regional chemical business	Executive Officer, President of UBE CORPORATION EUROPE S. A. U. with responsibility for Atlantic regional business, Chemicals Company
Watchara Pattananijnirundorn	Executive Officer, President and CEO of UBE Chemicals (Asia) Public Company Limited, with responsibility for Asia regional chemical business	Executive Officer, President and CEO of UBE Chemicals (Asia) Public Company Limited, with responsibility for Asia regional business, Chemicals Company
Yoichi Funayama	Executive Officer, General Manager, Pharmaceutical Div., with responsibility for HBM Business Development Project	Executive Officer, General Manager, Pharmaceutical Div., with responsibility for HBM Business Development Project, Chemicals Company
Futoshi Takase	Executive Officer, General Manager, Ube Chemical Factory with responsibility for Ube-Fujimagari Factory, Production Div.	Executive Officer, General Manager, Ube Chemical Factory with responsibility for Ube-Fujimagari Factory, Production Div., Chemicals Company

Stepping down as Executive Officer (as of March 31, 2021)

Tokuhisa Okada, Senior Managing Executive Officer, President of Machinery Company (to be appointed as an Advisor. as of April 1)

Masahiko Nojima, Managing Executive Officer, General Manager, Procurement & Logistics Div., with responsibility for Ube Corporate Service Dept. (to be appointed as a President and Representative Director of Ube Shipping & Logistics, Ltd.)

Toshiyuki Mineishi, Executive Officer with responsibility for Auditing Dept. (to be appointed as an Auditor of UBE-MITSUBISHI CEMENT CORPORATION)

Reference: New Director Organization (Effective as of April 1, 2021)

1. Director

Job Title	Name	Job Title	Name
Chairman of the Board and Director	Yuzuru Yamamoto	Director, Audit and Supervisory Committee Member	Atsushi Yamamoto
President and Representative Director	Masato Izumihara	Outside Director, Audit and Supervisory Committee Member	Seiichi Ochiai
Representative Director	Makoto Koyama	Outside Director, Audit and Supervisory Committee Member	Takashi Shoda
Director	Masayuki Fujii		
Director (Outside Director)	Keikou Terui		
Director (Outside Director)	Tetsuro Higashi		

2. Executive Officer

Position	Name	Duty
President	Masato Izumihara	CEO
Senior Managing Executive Officer	Makoto Koyama	Company President, Construction Materials Company
	Hideo Tamada	CRO, CCO,with responsibility for Risk Management Dept., Human Resources Dept., CSR & General Affairs Dept., Legal Dept., Equipment Purchasing Dept., and Logistics Dept.
Managing Executive Officer	Yukio Hisatsugu	Company President, Machinery Company
	Genji Koga	Assistant to the President in Chemical Business, General Manager, Production Div., with responsibility for Information Systems Dept.
	Masayuki Fujii	CFO, with responsibility for Corporate Planning Dept., Accounting Dept. and Finance & Investor Relations Dept.
	Yuki Nishida	General Manager, Engineering Plastics & Fine Chemicals Div.
	Keiichi Nagata	General Manager, Specialty Products Div.
Senior Executive Officer	Hiroshi Nishida	President and Representative Director of Ube Material Industries, Ltd.
	Hidetsune Miura	With responsibility for Environment & Safety Dept., Quality Assurance Dept. and Ube Corporate Service Dept.
	Yoshiaki Ito	General Manager, Production & Technology Div., with responsibility for Material Recycle Div. and development section, Construction Materials Company
	Yuzo Hanamoto	General Manager, Energy Div., Construction Materials Company
	Hisaaki Yokoo	General Manager, Synthetic Rubber Div.
	Masayoshi Ota	General Manager, Research & Development Div., with responsibility for development section and Intellectual Property Dept.

Executive Officer	Masarou Suehiro	With responsibility for Auditing Dept.
	Bruno de Bièvre	President of UBE CORPORATION EUROPE S. A. U. with responsibility for Atlantic regional chemical business
	Shigeru Ouchi	General Manager, Cement Div., Construction Materials Company, Director and Managing Executive Officer of UBE-MITSUBISHI CEMENT CORPORATION
	Mitsuo Ono	General Manager, Planning & Control Dept., Construction Materials Company
	Hironori Miyauchi	President and Representative Director of Ube Machinery Corporation Ltd.
	Watchara Pattananijnirundorn	President and CEO of UBE Chemicals (Asia) Public Company Limited, with responsibility for Asia regional chemical business
	Hiroaki Kojima	With responsibility for Governance Control Dept., QA Dept. and EHS Dept., Construction Materials Company
	Yoichi Funayama	General Manager, Pharmaceutical Div., with responsibility for HBM Business Development Project
	Futoshi Takase	General Manager, Ube Chemical Factory with responsibility for Ube-Fujimagari Factory, Production Div.