February 19, 2025

Company name: UBE Corporation
Representative: Masato Izumihara
President and Representative Director
Security code: 4208 (shares listed on Prime Section of Tokyo Stock Exchange)
Contact: Shuko Horie
General Manager, Corporate Communications Department
Tel: +81-3-5419-6110

UBE Announces Change of Executive Officers

UBE Corporation announced that its Board of Directors resolved today to make the following changes to executive officers and their assignments.

Company name: UBE Corporation

1. Changes in Executive Officers

Newly appointed executive officers (as of April 1, 2025)

Name	New Position	Current Position
Anusara Suthikulavet	Executive Officer President and CEO, UBE Chemicals (Asia) Public Company Limited, with responsibility for Asia region	General Manager, UBE Chemicals (Asia) Public Company Limited
Mitsuru Haramoto	Executive Officer Deputy General Manager, Ube Works General Manager, Ube Chemical Factory	Deputy General Manager, Performance Polymers & Chemicals Division
Takaaki Nishimori	Executive Officer Deputy General Manager, Specialty Products Division	General Manager, Sakai Factory, Specialty Products Division
Koji Sagaoka	Executive Officer President & CEO, UBE CORPORATION AMERICA INC., with responsibility for the Americas region	Manager, Corporate Planning Department
Seijiro Kamezawa	Executive Officer General Manager, High Performance Urethane Division (concurrently serving as General Manager of the division's Planning & Control Department and the Urethane Systems Business Department)	General Manager, High Performance Urethane Division (concurrently serving as General Manager of the division's Planning & Control Department and the Urethane Systems Business Department)

Promoted executive officers (as of April 1, 2025)

Name	New Position	Current Position
Yuki Nishida	CEO, with responsibility for DX Promotion Office, Information Systems Department, and C1 Chemicals Project	Senior Managing Executive Officer Assistant to the President, General Manager, DX Promotion Office, with responsibility for Information Systems Department and C1 Chemicals Project
Hisaaki Yokoo	Senior Managing Executive Officer General Manager, Elastomer Division President and Representative Director, UBE Elastomer Co. Ltd.	Managing Executive Officer General Manager, Elastomer Division President and Representative Director, UBE Elastomer Co. Ltd.
Hirofumi Nonaka	Managing Executive Officer General Manager, Performance Polymers & Chemicals Division	Executive Officer General Manager, Performance Polymers & Chemicals Division
Hirotaka Ishikawa	Managing Executive Officer CFO, with responsibility for Sustainability Department, Corporate Communications Department, Corporate Planning Department, Accounting Department, and Finance Department	Executive Officer CFO, with responsibility for Sustainability Department, Corporate Communications Department, Corporate Planning Department, Accounting Department, and Finance Department
Shinya Takahashi	Managing Executive Officer General Manager, Specialty Products Division	Executive Officer Deputy General Manager, Specialty Products Division

Changes to assignments (as of April 1, 2025)

Name	New Position	Current Position
Ryo Kawamura	Executive Officer CRO, CCO, with responsibility for Risk Management Department, Human Resources Department, General Affairs Department, Legal Department, Intellectual Property Department, and Business Reorganization Department	Executive Officer CRO, CCO, with responsibility for Risk Management Department, Human Resources Department, Legal & General Affairs Department, and Business Reorganization Department
Yoichi Yoshida	Executive Officer General Manager, Research & Development Division, with responsibility for development section	Executive Officer General Manager, Research & Development Division, with responsibility for development section and Intellectual Property Department

Stepping down from the position of executive officer (as of March 31, 2025)

Masato Izumihara
CEO (to be appointed Chairman of the Board of Directors as of April 1)

Keiichi Nagata
Senior Managing Executive Officer; General Manager, Specialty Products Division (to be appointed Advisor as of April 1)

Masayoshi Ota
Managing Executive Officer; President & CEO, UBE CORPORATION AMERICA INC., with responsibility for the Americas region (to be appointed Advisor as of April 1)

Watchara Pattananijnirundorn
Senior Executive Officer; President and CEO, UBE Chemicals (Asia) Public Company Limited, with responsibility for Asia region

Kazunori Yukimoto
Executive Officer; Deputy General Manager, Ube Works; General Manager, Ube Chemical Factory (to be appointed President and Representative Director of Ube Logistics Service, Ltd. as of April 1)

Reference: New UBE Corporation Management Team (Effective as of April 1, 2025)

1. Directors

Job Title	Name	Job Title	Name
Chairman of the Board of Directors	Masato Izumihara	Outside Director	Tsugio Mitsuoka
President and Representative Director	Yuki Nishida	Director, Audit and Supervisory Committee Member	Masayuki Fujii
Representative Director	Hirotaka Ishikawa	Outside Director, Audit and Supervisory Committee Member	Tamesaburo Yamamoto
Director	Yuzuru Yamamoto	Outside Director, Audit and Supervisory Committee Member	Satoko Suzuki
Outside Director	Takefumi Fukumizu	Outside Director, Audit and Supervisory Committee Member	Tatsuya Tanaka

Note: Yuzuru Yamamoto is scheduled to step down from the position of Director at the Annual General Meeting of Shareholders, scheduled to be held on June 26, 2025, and assume the position of Advisor.

2. Executive officers

Position	Name	Duties
Chief Executive Officer	Yuki Nishida	CEO, with responsibility for DX Promotion Office, Information Systems Department, and C1 Chemicals Project
Senior Managing Executive Officer	Hisaaki Yokoo	General Manager, Elastomer Division; President and Representative Director, UBE Elastomer Co. Ltd.
Managing Executive Officer	Yoichi Funayama	General Manager, Pharmaceuticals Division
	Futoshi Takase	General Manager, Ube Works, with responsibility for Production section and Production Technology Development Department
	Hirofumi Nonaka	General Manager, Performance Polymers & Chemicals Division
	Hirotaka Ishikawa	CFO, with responsibility for Sustainability Department, Corporate Communications Department, Corporate Planning Department, Accounting Department, and Finance Department
	Shinya Takahashi	General Manager, Specialty Products Division
Executive Officer	Ryo Kawamura	CRO, CCO, with responsibility for Risk Management Department, Human Resources Department, General Affairs Department, Legal Department, Intellectual Property Department, and Business Reorganization Department
	Kenji Hoshino	With responsibility for Environment & Safety Department, Quality Assurance Department, and Purchasing & Logistics Department
	José Ignacio Iglesias	Representative, UBE CORPORATION EUROPE S.A.U., with responsibility for the Europe region
	Yoichi Yoshida	General Manager, Research & Development Division, with responsibility for Development section
	(Newly appointed) Anusara Suthikulavet	President and CEO, UBE Chemicals (Asia) Public Company Limited, with responsibility for Asia region
	(Newly appointed) Mitsuru Haramoto	Deputy General Manager, Ube Works; General Manager, Ube Chemical Factory
	(Newly appointed) Takaaki Nishimori	Deputy General Manager, Specialty Products Division
	(Newly appointed) Koji Sagaoka	President & CEO, UBE CORPORATION AMERICA INC., with responsibility for the Americas region
	(Newly appointed) Seijiro Kamezawa	General Manager, High Performance Urethane Division (concurrently serving as the General Manager of the division's Planning & Control Department and the Urethane Systems Business Department)