



February 8, 2022

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  
General Manager, General Affairs Department  
Tel: +81-3-5419-6110

## **Ube Industries Announces Organizational and Personnel Changes**

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.

Regarding the change of Representative Director, please refer to 'Ube Industries Announces Change of Representative Director' we announced today.

Company name: Ube Industries, Ltd.

### **I. Change in Internal Organization**

Date of Issue: April 1, 2022

#### (1) Companies

- Construction Materials Company and Machinery Company will be abolished.

#### (2) Chemicals Segment

a) Synthetic Rubber Div. will be changed the name to Elastomer Div.

b) Engineering Plastics & Fine Chemicals Div. will be changed the name to Performance Polymers & Chemicals Div.

c) Production Div. will be changed the name to Production & Technology Div.

d) Specialty Products Div.

- Establish Electronic and Industrial Materials Business Office and Production & Technology Supervisory Dept.

e) Performance Polymers & Chemicals Div.

- Establish Production & Technology Supervisory Dept.

f) Pharmaceutical Div.

- Establish Production & Technology Supervisory Dept.

g) Production & Technology Div.

- Ube-Fujimagari Factory will be integrated into Ube Chemical Factory.

- Establish UBE Electronic and Industrial Materials Factory, Power Management Dept., General Affairs & Administration Dept. and Maintenance Supervisory Dept.

- Production Technology Center will be changed the name to Production Technology Dept.

h) Research & Development Div.

- Strategic Core Technology Research Laboratory will be changed the name to Ube Research Laboratory.

- Frontier Technology Research Laboratory will be changed the name to Chiba Research Laboratory.

#### (3) Head Office

- Establish Group Management Dept.

- Integrate Accounting Dept. with Finance & Investor Relations Dept., and the name after the integration will be changed to Accounting & Finance Dept.
- Establish DX Promotion Office.
- Integrate Equipment Purchasing Dept. with Logistics Dept., and the name after the integration will be changed to Purchasing & Logistics Dept.
- Eliminate Osaka Branch.

## II. Changes in Executive Personnel

### *Newly appointed Executive Officer (as of April 1, 2022)*

<u>Name</u>	<u>New Position</u>	<u>Current Position</u>
Masahiro Naiki	Executive Officer, General Manager, Research & Development Div., with responsibility for development section and Intellectual Property Dept.	General Manager, Engineering Plastics Development Dept.

### *Newly promoted Executive Officers (as of April 1, 2022)*

<u>Name</u>	<u>New Position</u>	<u>Current Position</u>
Yuki Nishida	Senior Managing Executive Officer, Assistant to the President, General Manager, Production & Technology Div. and DX Promotion Office, with responsibility for Information Systems Dept.	Managing Executive Officer, General Manager, Engineering Plastics & Fine Chemicals Div.
Hisaaki Yokoo	Managing Executive Officer, General Manager, Elastomer Div., President and Representative Director of UBE Elastomer Co. Ltd.	Senior Executive Officer, General Manager, Synthetic Rubber Div., President and Representative Director of UBE Elastomer Co. Ltd.
Masayoshi Ota	Managing Executive Officer, General Manager, Performance Polymers & Chemicals Div.	Senior Executive Officer, General Manager, Research & Development Div., with responsibility for development section and Intellectual Property Dept.
Bruno de Bièvre	Senior Executive Officer, President of UBE CORPORATION EUROPE S. A. U. with responsibility for Atlantic region	Executive Officer, President of UBE CORPORATION EUROPE S. A. U. with responsibility for Atlantic regional chemical business

Watchara Pattananijrundorn	Senior Executive Officer, President and CEO of UBE Chemicals (Asia) Public Company Limited, with responsibility for Asia region	Executive Officer, President and CEO of UBE Chemicals (Asia) Public Company Limited, with responsibility for Asia regional chemical business
Yoichi Funayama	Senior Executive Officer, General Manager, Pharmaceutical Div.	Executive Officer, General Manager, Pharmaceutical Div.

*Changes to assignments (as of April 1, 2022)*

<u>Name</u>	<u>New Position</u>	<u>Current Position</u>
Hideo Tamada	Senior Managing Executive Officer, CRO, CCO, with responsibility for Risk Management Dept., Human Resources Dept., General Affairs Dept. and Legal Dept.	Senior Managing Executive Officer, CRO, CCO, with responsibility for Risk Management Dept., Human Resources Dept., General Affairs Dept., Legal Dept., Equipment Purchasing Dept., and Logistics Dept.
Masayuki Fujii	Managing Executive Officer, CFO, with responsibility for Group Management Dept., Corporate Planning Dept. and Accounting & Finance Dept.	Managing Executive Officer, CFO, with responsibility for Corporate Planning Dept., Accounting Dept. and Finance & Investor Relations Dept.
Hidetsune Miura	Senior Executive Officer, with responsibility for Environment & Safety Dept., Quality Assurance Dept., Purchasing & Logistics Dept. and Ube Corporate Service Dept.	Senior Executive Officer, with responsibility for Environment & Safety Dept., Quality Assurance Dept. and Ube Corporate Service Dept.
Futoshi Takase	Executive Officer, Deputy General Manager of Production & Technology Div. and General Manager of Ube Chemical Factory	Executive Officer, General Manager, Ube Chemical Factory with responsibility for Ube- Fujimagari Factory, Production Div.

*Stepping down as Executive Officer (as of March 31, 2022)*

Makoto Koyama, Senior Managing Executive Officer, President of Construction Materials Company (to continue as a Director from April 1 and to be appointed as the President and Representative Director of Mitsubishi UBE Cement Corporation as of April 1)

Yukio Hisatsugu, Managing Executive Officer, President of Machinery Company (to continue as the Chairman of the Board and Director of UBE MACHINERY CORPORATION, Ltd., which will change its trade name on April 1)

Genji Koga, Managing Executive Officer, Assistant to the President in Chemical Business, General Manager, Production Div., with responsibility for Information Systems Dept. (to be appointed as the President and Representative Director of UBE EXSYMO CO., LTD. as of April 1)

Hiroshi Nishida, Senior Executive Officer, President and Representative Director of Ube Material Industries, Ltd. (to be appointed as a Managing Executive Officer of Mitsubishi UBE Cement Corporation as of April 1)

Yoshiaki Ito, Senior Executive Officer, General Manager, Production & Technology Div., with responsibility for Material Recycle Div. and development section, Construction Materials Company (to be appointed as the President and Representative Director of Ube Material Industries, Ltd as of April 1)

Yuzo Hanamoto, Senior Executive Officer, General Manager, Energy Div., Construction Materials Company (to be appointed as a Managing Executive Officer of Mitsubishi UBE Cement Corporation as of April 1)

Shigeru Ouchi, Executive Officer, General Manager, Cement Div., Construction Materials Company, Director and Managing Executive Officer of UBE-MITSUBISHI CEMENT CORPORATION (to be appointed as a Managing Executive Officer of Mitsubishi UBE Cement Corporation as of April 1)

Mitsuo Ono, Executive Officer, General Manager, Planning & Control Dept., Construction Materials Company (to be appointed as a Senior Executive Officer of Mitsubishi UBE Cement Corporation as of April 1)

Hironori Miyauchi, Executive Officer, President and Representative Director of UBE MACHINERY CORPORATION, Ltd. (to continue as the President and Representative Director of UBE MACHINERY CORPORATION, Ltd., which will change its trade name on April 1)

Hiroaki Kojima, Executive Officer, with responsibility for Governance Control Dept., QA Dept. and EHS Dept., Construction Materials Company (to be appointed as a Senior Executive Officer of Mitsubishi UBE Cement Corporation as of April 1)

**Reference: New Director Organization (Effective as of April 1, 2022)**

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	Takashi Shoda
Director	Makoto Koyama	Outside Director, Audit and Supervisory Committee Member	Tadahiko Fukuhara
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	Hideo Tamada	CRO, CCO, with responsibility for Risk Management Dept., Human Resources Dept., General Affairs Dept. and Legal Dept.
	Yuki Nishida	Assistant to the President, General Manager, Production & Technology Div. and DX Promotion Office, with responsibility for Information Systems Dept.
Managing Executive Officer	Masayuki Fujii	CFO, with responsibility for Group Management Dept., Corporate Planning Dept. and Accounting & Finance Dept.
	Keiichi Nagata	General Manager, Specialty Products Div.
	Hisaaki Yokoo	General Manager, Elastomer Div., President and Representative Director of UBE Elastomer Co. Ltd.
	Masayoshi Ota	General Manager, Performance Polymers & Chemicals Div.
Senior Executive Officer	Hidetsune Miura	With responsibility for Environment & Safety Dept., Quality Assurance Dept., Purchasing & Logistics Dept. and Ube Corporate Service Dept.
	Bruno de Bièvre	President of UBE CORPORATION EUROPE S. A. U. with responsibility for Atlantic region
	Watchara Pattananijirundorn	President and CEO of UBE Chemicals (Asia) Public Company Limited, with responsibility for Asia region
	Yoichi Funayama	General Manager, Pharmaceutical Div.
Executive Officer	Masarou Suehiro	With responsibility for Auditing Dept.
	Futoshi Takase	Deputy General Manager of Production & Technology Div. and General Manager of Ube Chemical Factory
	Masahiro Naiki ( <i>newly appointed</i> )	General Manager, Research & Development Div., with responsibility for development section and Intellectual Property Dept.