



MEMBERSHIP

February 26, 2010

Company name: Ube Industries, Ltd.
Security code: 4208 (shares listed on First Section of Tokyo Stock Exchange and Fukuoka Stock Exchange)
URL: <http://www.ube.co.jp/>
Representative: Hiroaki Tamura,
President and Representative Director
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Ube Industries Announces Organizational and Personnel Changes

TOKYO, February 26, 2010 — Ube Industries, Ltd., has announced that the company's Board of Directors decided today on the following changes to its internal organizations and executive officers.

Ube has issued a separate announcement today concerning changes to the assignments of Representative Directors.

Company name: Ube Industries, Ltd.

I. Changes in Internal Organization

Date of Issue: April 1, 2010

A. Changes to Production & Technology Division

1. Ube will establish a new Production Technology Center under the Production Center, in order to strengthen the level of collaboration with production departments. The current Production Technology Center, existing before the change, will be eliminated.
2. The Development Center will be eliminated, in order to establish four development centers: the Polymers Development Center, Chemicals Development Center, Specialty Products Development Center, and Automotive Materials Development Center. The Research & Development Dept. (under the Specialty Chemicals & Products Company) will be eliminated under the new structure.
3. Ube will establish a Planning & Coordination Dept. to oversee planning, control and human resources development for technology and development departments.

B. Establishment of Pharmaceutical Div. and Pharma Quality Assurance Dept.

1. The API & Intermediates Business Unit (under the Specialty Chemicals & Products Company) and the Pharmaceuticals Development Dept. (under Corporate Research & Development) will be integrated to establish a Pharmaceutical Div. that will report directly to the President.
2. A Pharma Quality Assurance Dept. will be created as a separate department to audit organizations connected with the pharmaceuticals business.

II. Changes in Executive Personnel

Newly promoted Executive Officers (as of April 1, 2010)

<u>Name</u>	<u>New Position</u>	<u>Current Position</u>
Michio Takeshita	President and Group CEO	Senior Managing Executive Officer, Group CFO, General Manager of Corporate Planning & Administration Office, with responsibility for Ube Group Shared Service Center
Yuzuru Yamamoto	Senior Managing Executive Officer, Company President of Machinery and Metal Products Company	Managing Executive Officer, Company Vice President and General Manager of Machinery Division, Machinery & Metal Products Company
Nobuyuki Taenaka	Managing Executive Officer, General Manager of Pharmaceutical Div.	Executive Officer, General Manager of Development Management Dept., Production & Technology Division

Newly appointed Executive Officer (as of April 1, 2010)

<u>Name</u>	<u>New Position</u>	<u>Current Position</u>
Masato Izumihara	Executive Officer, Group CFO, General Manager of Corporate Planning & Administration Office, General Manager of Corporate Planning Dept., with responsibility for Ube Group Shared Service Center	General Manager of Corporate Planning Dept., Corporate Planning & Administration Office

Stepping down as Executive Officers (as of March 31, 2010)

Hiroaki Tamura, President and Group CEO (to be appointed as Chairman of the Board of Directors, as of April 1, 2010)

Yasuhisa Chiba, Vice-President and Executive Officer (to continue as a Director from April 1, 2010)

Koji Kihira, Senior Managing Executive Officer (to be appointed as an Advisor as of April 1, 2010)

III. Changes in Assignments of Directors (as of April 1, 2010)

<u>Name</u>	<u>New Position</u>	<u>Current Position</u>
Kazuhiko Okada	Vice-President and Executive Officer, Special Assistant to the President, with responsibility for Group CSR, Special Assignments, Energy & Environment Div., and Procurement & Logistics Div.	Vice President and Executive Officer, Special Assistant to the President, and Company President of Machinery & Metal Products Company, with responsibility for Group CSR, Energy & Environment Div. and Procurement & Logistics Div.
Hideyuki Sugishita	Managing Executive Officer, General Manager of Production & Technology Div., with responsibility for Environment & Safety Dept.	Managing Executive Officer, General Manager of Production & Technology Div.
Shinobu Watanabe	Managing Executive Officer, Company President of Specialty Chemicals & Products Company	Managing Executive Officer, Company Vice President of Specialty Chemicals & Products Company (with responsibility for business operations)
Ryoji Sugise	Executive Officer, Technology Officer of Chemicals & Plastics Company	Executive Officer, Company Vice President of Chemicals & Plastics Company (with responsibility for technology)
Shinji Ohara	Executive Officer, Technology Officer of Specialty Chemicals & Products Company	Executive Officer, Company Vice President of Specialty Chemicals & Products Company (with responsibility for technology)
Eiichi Itoguchi	Executive Officer, General Manager of Energy & Environment Div.	Executive Officer, General Manager of Energy & Environment Div.

Reference: New Director Organization (Effective as of April 1, 2010)

1. Directors and Auditors

Position	Name
Chairman of the Board and Director	Hiroaki Tamura
President and Representative Director	Michio Takeshita
Representative Director	Kazuhiko Okada
Director	Yasuhisa Chiba
Director	Akinori Furukawa
Director	Makoto Umetsu
Director	Yoshiomi Matsumoto ¹
Director	Michitaka Motoda ¹

Position	Name
Auditor (Full-time)	Masaki Kashibe
Auditor (Full-time)	Kazuo Yamanaka ²
Auditor (Full-time)	Keisuke Fujioka
Auditor (Part-time)	Mitsuhiro Fujita ²

¹Yoshiomi Matsumoto and Michitaka Motoda are Outside Directors as defined in Article 2, Paragraph 15 of Japan's Companies Act.

²Kazuo Yamanaka and Mitsuhiro Fujita are Outside Company Auditors as defined in Article 2, Paragraph 16 of the Companies Act.

2. Executive Officers

Position	Name	Assignment
President and Executive Officer (Promoted)	Michio Takeshita	Group CEO
Vice-President and Executive Officer	Kazuhiko Okada	Special Assistant to the President, with responsibility for Group CSR, Special Assignments, Energy & Environment Div., and Procurement & Logistics Div.
Senior Managing Executive Officer (Promoted)	Nobuyuki Takahashi	Company President of Chemicals & Plastics Company, and General Manager of Europe Operational Unit
	Akinori Furukawa	Group CCO, General Manager of General Affairs & Human Resources Office, with responsibility for Ube Industries Central Hospital
	Kazuma Sekiya	Vice President and Representative Director of Ube-Mitsubishi Cement Corporation, and Company President of Cement & Construction Materials Company
	Yuzuru Yamamoto	Company President of Machinery and Metal Products Company
Managing Executive Officer (Promoted)	Charunya Pichitkul	General Manager of Asia Operational Unit, Chemicals & Plastics Company, with responsibility for Thai Synthetic Rubbers Co., Ltd. and Ube Chemicals (Asia) Public Co., Ltd.
	Makoto Umetsu	General Manager of Corporate Research & Development, with responsibility for Intellectual Property Dept.
	Hideyuki Sugishita	General Manager of Production & Technology Div., with responsibility for Environment & Safety Dept.
	Shinobu Watanabe	Company President of Specialty Chemicals & Products Company
	Nobuyuki Taenaka	General Manager of Pharmaceutical Div.
Executive Officer (Newly appointed)	Takanobu Kubota	General Manager of Procurement & Logistics Div., with responsibility for Logistics Efficiency Improvement Project
	Ryoji Sugise	Technology Officer of Chemicals & Plastics Company
	Tomoki Musumi	General Manager of Human Resources Dept., General Affairs & Human Resources Office
	Tadashi Matsunami	Company Vice President of Cement & Construction Materials Company and General Manager of Cement Dept., with responsibility for Group Company Dept., Resources & Products Div., and Technical Development Center
	Shinji Ohara	Technology Officer of Specialty Chemicals & Products Company
	Jun Ueda	General Manager of Planning & Control Dept., Cement & Construction Materials Company, with responsibility for Construction Materials Div.
	Masayuki Kinouchi	With responsibility for Organic Chemistry Research Laboratory, Organic Specialty Materials Research Laboratory, and Process Technology Research Laboratory, Corporate Research & Development
	Eiichi Itoguchi	General Manager of Energy & Environment Div.
	Masanori Hirai	General Manager of Production & Technology Div. and General Manager of Material Recycle Div., Cement & Construction Materials Company
	Junichi Misumi	General Manager of Production Center and General Manager of Ube Chemical Factory, Production & Technology Div.
	Masato Izumihara	Group CFO, General Manager of Corporate Planning & Administration Office, General Manager of Corporate Planning Dept., with responsibility for Ube Group Shared Service Center