

Company name: Ube Industries, Ltd.
Representative: Michio Takeshita
President and Representative Director
Security code: 4208 (shares listed on First Section of Tokyo
Stock Exchange and Fukuoka Stock Exchange)
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Ube Industries Announces Personnel Changes

TOKYO, February 29, 2012 — Ube Industries, Ltd. has announced that the company's Board of Directors decided today on the following changes to its executive officers and their assignments.

Changes in Executive Personnel

Newly promoted Executive Officers (as of April 1, 2012)

<u>Name</u>	<u>New Position</u>	<u>Current Position</u>
Hideyuki Sugishita	Senior Managing Executive Officer and Company President of Chemicals & Plastics Company	Managing Executive Officer and Company President of Chemicals & Plastics Company
Ryoji Sugise	Managing Executive Officer and Deputy General Manager of Corporate Research & Development, with responsibility for Pharma Quality Assurance Dept. and Intellectual Property Dept.	Executive Officer with responsibility for Pharmaceuticals Reliability Assurance Dept., Organic Chemistry Research Laboratory and Pharmaceuticals Research Laboratory, Corporate Research & Development
Jun Ueda	Managing Executive Officer, Managing Director of Ube-Mitsubishi Cement Corporation and Vice President of Cement & Construction Materials Company	Executive Officer, Managing Director of Ube-Mitsubishi Cement Corporation and Vice President of Cement & Construction Materials Company
Eiichi Itoguchi	Managing Executive Officer and General Manager of Energy & Environment Div.	Executive Officer and General Manager of Energy & Environment Div.

Newly appointed Executive Officers (as of April 1, 2012)

<u>Name</u>	<u>New Position</u>	<u>Current Position</u>
Masataka Ichikawa	Executive Officer with responsibility for Environment & Safety Dept.	General Manager of Production Administration Dept. and General Manager of Technology Dept., Production & Technology Div., Cement & Construction Materials Company
Atsushi Yamamoto	Executive Officer, General Manager of Human Resources Dept. and General Manager of General Affairs & Human Resources Office	General Manager of Human Resources Dept., General Affairs & Human Resources Office

Stepping down as Executive Officers (as of March 31, 2012)

- Makoto Umetsu, Managing Executive Officer with responsibility for Environment & Safety Dept., Pharma Quality Assurance Dept. and Intellectual Property Dept. (to continue as a Director from April 1, 2012)
- Tomoki Musumi, Executive Officer and General Manager of General Affairs & Human Resources Office (to be appointed as an Advisor as of April 1, 2012)

Reference: New Director Organization (Effective as of April 1, 2012)

1. Directors and Auditors

Position	Name
Chairman of the Board of Directors	Hiroaki Tamura
President and Representative Director	Michio Takeshita
Representative Director	Akinori Furukawa
Director	Makoto Umetsu
Director	Masato Izumihara
Director	Michitaka Motoda ¹
Director	Shoji Noguchi ¹

Position	Name
Auditor (Full-time)	Keisuke Fujioka
Auditor (Full-time)	Setsuro Miyake
Auditor (Full-time)	Takeshi Iwabuchi ²
Auditor (Part-time)	Hitoshi Sugio

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

²Takeshi Iwabuchi and Hitoshi Sugio are Outside Company Auditors as defined in Article 2, Paragraph 16 of the Companies Act.

2. Executive Officers

Position	Name	Assignment	
President, Executive Officer	Michio Takeshita	Group CEO	
Vice President and Executive Officer	Akinori Furukawa	Special Assistant to the President and Group CCO, with responsibility for Group CSR, Ube Industries Central Hospital and General Affairs & Human Resources Office	
Senior Managing Executive Officer	Yuzuru Yamamoto	Company President of Machinery & Metal Products Company	
(Promoted)	Hideyuki Sugishita	Company President of Chemicals & Plastics Company	
Managing Executive Officer	Charunya Phichitkul	General Manager of Asia Operational Unit, with responsibility for Thai Synthetic Rubbers Co., Ltd. and Ube Chemicals (Asia) Public Co., Ltd.	
	Shinobu Watanabe	Company President of Specialty Chemicals & Products Company	
	Nobuyuki Taenaka	General Manager of Pharmaceutical Div. and General Manager of Project Development & Management Dept.	
	Takanobu Kubota	General Manager of Procurement & Logistics Div., with responsibility for Logistics Efficiency Improvement Project and Ube Corporate Service Dept.	
	Tadashi Matsunami	Company President of Cement & Construction Materials Company and General Manager of Cement Dept.	
	Masayuki Kinouchi	General Manager of Corporate Research & Development	
	Ricardo Lopez Soria	General Manager of Europe Operational Unit, with responsibility for Ube Corporation Europe, S.A., Ube Engineering Plastics, S.A. and Ube Chemical Europe, S.A	
(Promoted)	Ryoji Sugise	Deputy General Manager of Corporate Research & Development, with responsibility for Pharma Quality Assurance Dept. and Intellectual Property Dept.	
(Promoted)	Jun Ueda	Managing Director of Ube-Mitsubishi Cement Corporation and Vice President of Cement & Construction Materials Company	
(Promoted)	Eiichi Itoguchi	General Manager of Energy & Environment Div.	
Executive Officer	Shinji Ohara	Technology Officer of Specialty Chemicals & Products Company	
	Masanori Hirai	General Manager of Production & Technology Div., Cement & Construction Materials Company, with responsibility for Material Recycle Div. and Technical Development Center	
	Junichi Misumi	General Manager of Production & Technology Div.	
	Masato Izumihara	Group CFO and General Manager of Corporate Planning & Administration Office	
	Tsuyoshi Sato	With responsibility for Group Company Dept., Construction Materials Div. and Resources & Products Div., Cement & Construction Materials Company	
	Etsuo Matsunaga	General Manager of Production Center, Production & Technology Div. and General Manager of Ube Chemical Factory	
	Tokuhisa Okada	President and Representative Director of Ube Machinery Corporation Ltd. and General Manager of Machinery Div., Machinery & Metal Products Company	
	Masahiko Nojima	Business Operation Officer of Chemicals & Plastics Company and General Manager of Planning & Administration Dept.	
	(Newly appointed)	Masataka Ichikawa	With responsibility for Environment & Safety Dept.
	(Newly appointed)	Atsushi Yamamoto	General Manager of Human Resources Dept. and General Manager of General Affairs & Human Resources Office