

Company name: Ube Industries, Ltd.
Representative: Yuzuru Yamamoto
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 Organizational and Personnel Changes

TOKYO, February 7, 2019 — Ube Industries, Ltd. has announced that the company's Board of Directors resolved today on the following changes to its internal organizations, executive officers and their assignments.

Ube Industries separately announced today 'Ube Industries Appoints New Chairman, President and Representative Director'.

Company name: Ube Industries, Ltd.

I. Changes in Internal Organization

Date of Issue: April 1, 2019

Reorganize the organization from 3 companies & 2 divisions as Chemicals Company, Cement & Construction Materials Company, Machinery Company, Pharmaceutical Division, Energy & Environment Division to 3 companies as Chemicals Company, Construction Materials Company, Machinery Company.

1. Chemicals Company

- Reorganize Engineering Plastics, Caprolactam & Industrial Chemicals Div., Polyimide & Specialty Products Div., and Battery Materials & Fine Chemicals Div. and establish Engineering Plastics & Fine Chemicals Div. and Specialty Products Div.
- Pharmaceutical Div. will be incorporated into Chemicals Company
- Corporate Research & Development will be incorporated into Chemicals Company
- Reorganize Business Management Dept. and Strategy & Business Development Dept. and establish Business Planning & Management Dept. and Technology Development Dept.
- Atlantic Operational Unit and Asia Operational Unit will be eliminated

2. Construction Materials Company

- Energy & Environment Div. will be incorporated into Construction Materials Company and establish Energy Div. Establish Electric Power Dept. under Production & Technology Div.
- Reorganize EHS & QA Dept. and establish QA Dept. and EHS Dept.
- Eliminate Resources & Products Div.
- Establish Mining Administration Dept. under Production & Technology Div.

3. Head Office

- Eliminate Corporate Planning & Administration Office and General Affairs & Human Resources Office
- Corporate Planning Dept., Accounting Dept., Finance & Investor Relations Dept. under Corporate Planning & Administration Office and Human Resources Dept., CSR & General Affairs Dept., Legal Dept. under General Affairs & Human Resources Office will report directly to President

II. Changes in Executive Personnel

Newly promoted Executive Officers (as of April 1, 2019)

| <u>Name</u> | <u>New Position</u> | <u>Current Position</u> |
|------------------|---|---|
| Masato Izumihara | President, CEO, Company President, Chemicals Company | Senior Managing Executive Officer, Company President, Chemicals Company |
| Makoto Koyama | Senior Managing Executive Officer, Company President, Construction Materials Company | Managing Executive Officer, Company Vice President with responsibility for Group Company Dept. and Technical Development Center, Cement & Construction Materials Company |
| Genji Koga | Managing Executive Officer, Company Vice President, Chemicals Company, General Manager, Production Div., with responsibility for EHS Dept., Chemicals Company and Information Systems Dept. | Executive Officer, General Manager, Production Div., with responsibility for EHS Dept., Chemicals Company |
| Masayuki Fujii | Managing Executive Officer, CFO, with responsibility for Corporate Planning Dept., Accounting Dept., Finance & Investor Relations Dept. | Executive Officer, Group CFO, General Manager, Corporate Planning & Administration Office |
| Yuki Nishida | Managing Executive Officer, General Manager, Engineering Plastics & Fine Chemicals Div., Chemicals Company | Executive Officer, General Manager, Battery Materials and Fine Chemicals Div., Chemicals Company |
| Makoto Aikawa | Senior Executive Officer, with responsibility for Environment & Safety Dept., Quality Management Dept., Intellectual Property Dept. | Executive Officer, with responsibility for Environment & Safety Dept. and Quality Management Dept. |
| Hiroshi Nishida | Senior Executive Officer, Ube Industries. Director and Senior Managing Executive Officer, Ube Material Industries, Ltd | Executive Officer, Director and Senior Managing Executive Officer, Ube Material Industries, Ltd. |
| Hidetsune Miura | Senior Executive Officer, General Manager, Ube Chemical Factory with responsibility for Ube-Fujimagari Factory, Production Div., Chemicals Company | Executive Officer, General Manager, Ube Chemical Factory with responsibility for Ube-Fujimagari Factory, Production Div., Chemicals Company |
| Yoshiaki Ito | Senior Executive Officer, General Manager, Production & Technology Div., with responsibility for Material Recycle Div., and development section, Construction Materials Company | Executive Officer, General Manager, Production & Technology Div. and Resources & Products Div. with responsibility for Material Recycle Div., Cement & Construction Materials Company |
| Yuzo Hanamoto | Senior Executive Officer, General Manager, Energy Div., Construction Materials Company | Executive Officer, General Manager, Energy & Environment Div. and Coal Business Unit. |
| Hisaaki Yokoo | Senior Executive Officer, General Manager, Business Planning & Management Dept., with responsibility for Synthetic Rubber Div., Chemicals Company | Executive Officer, General Manager, Business Management Dept., Chemicals Company |

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| Masayoshi Oota | Senior Executive Officer, General Manager, Research & Development Div., with responsibility for Technology Development Dept. and development section, Chemicals Company | Executive Officer, General Manager, Strategy & Business Development Dept. with responsibility for development section., Chemicals Company |
| Keiichi Nagata | Senior Executive Officer, General Manager, Specialty Products Div., Chemicals Company | Executive Officer, General Manager, Polyimide & Specialty Products Div., Chemicals Company |

Newly appointed Executive Officers (as of April 1, 2019)

| <u>Name</u> | <u>New Position</u> | <u>Current Position</u> |
|-----------------------------|---|--|
| Toshiyuki Mineishi | Executive Officer, with responsibility for Auditing Dept. | General Manager, Accounting Dept., Corporate Planning & Administration Office |
| Hironori Miyauchi | Executive Officer, President, Ube Machinery Corporation Ltd. | President, Ube Machinery Corporation Ltd. |
| Watchara Pattananijirundorn | Executive Officer, President and CEO, UBE Chemicals(Asia) Public Company Limited, with responsibility for Asia regional business, Chemicals Company | Executive Vice President, UBE Chemicals(Asia) Public Company Limited |
| Hiroaki Kojima | Executive Officer, with responsibility for Group Company Dept., QA Dept., and EHS Dept., Construction Materials Company | General Manager, Kanda Cement Factory, Production & Technology Div., Cement & Construction Materials Company |
| Yoichi Funayama | Executive Officer, General Manager, Pharmaceutical Div., with responsibility for HBM Commercialization Project, Chemicals Company | General Manager, Corporate Planning Dept., Corporate Planning & Administration Office |

Changes to assignments (as of April 1, 2019)

| <u>Name</u> | <u>New Position</u> | <u>Current Position</u> |
|-----------------|--|--|
| Masahiko Nojima | Managing Executive Officer, General Manager, Procurement & Logistics Div., with responsibility for Ube Corporate Service Dept. | Managing Executive Officer, General Manager, Engineering Plastics, Caprolactam & Industrial Chemicals Div., and Atlantic Operational Unit, Chemicals Company |
| Hideo Tamada | Managing Executive Officer, CRO, CCO, with responsibility for Risk Management Dept., Human Resources Dept., CSR & General Affairs Dept., Legal Dept. | Group CCO, General Manager, General Affairs & Human Resources Office and Procurement & Logistics Div. with responsibility for Group CSR |
| Masarou Suehiro | Executive Officer, Deputy General Manager, Business Planning & Management Dept., with responsibility for group companies management, Chemicals Company | General Manager, Asia Operational Unit, Chemicals Company, President & CEO, UBE Chemicals(Asia) Public Company Limited. |
| Bruno de Bièvre | President, UBE CORPORATION EUROPE S.A.U. with responsibility for Atlantic regional business | President, UBE CORPORATION EUROPE S.A.U. |

Stepping down as Executive Officers (as of March 31, 2019)

Michio Takeshita, Director, Chairman of the Board (to continue as a Director as of April 1, 2019)

Yuzuru Yamamoto, Representative Director, President, group CEO (to be appointed as a Chairman of the Board and a Representative Director as of April 1, 2019)

Tadashi Matsunami, Representative Director, Senior Managing Executive Officer, Company President, Cement & Construction Materials Company, with responsibility for Energy & Environment Div. (to continue as a Director as of April 1, 2019)

Junichi Misumi, Managing Executive Officer, with responsibility for Information System Dept. and Ube Corporate Service Dept. (to be appointed as an Advisor as of April 1, 2019)

Morihisa Yokota, Executive Officer, General Manager, Corporate Research & Development with responsibility for Intellectual Property Dept. (to be appointed as an Advisor as of April 1, 2019)

Yasushi Konno, General Manager, Pharmaceutical Div. (to be appointed as an Advisor as of April 1, 2019)

Reference: New Director Organization (Effective as of April 1, 2019)

1. Directors and Auditors

| Position | Name |
|---|-------------------|
| Chairman of the Board and Representative Director | Yuzuru Yamamoto |
| President and Representative Director | Masato Izumihara |
| Director | Michio Takeshita |
| Director | Tadashi Matsunami |
| Director (Outside Director) | Takashi Kusama |
| Director (Outside Director) | Keikou Terui |
| Director (Outside Director) | Takashi Shoda |
| Director (Outside Director) | Mahito Kageyama |

| Position | Name |
|---------------------------|------------------|
| Auditor | Takanobu Kubota |
| Auditor | Atsushi Yamamoto |
| Auditor (Outside Auditor) | Seiichi Ochiai |
| Auditor (Outside Auditor) | Miyako Suda |

2. Executive Officers

| Position | Name | Assignment |
|-----------------------------------|--------------------------|---|
| President | Masato Izumihara | CEO, Company President, Chemicals Company |
| Senior Managing Executive Officer | Tokuhisa Okada | Company President, Machinery Company |
| | Makoto Koyama | Company President, Construction Materials Company |
| Managing Executive Officer | Masahiko Nojima | General Manager, Procurement & Logistics Div., with responsibility for Ube Corporate Service Dept. |
| | Yukio Hisatsugu | Company Vice President, Machinery Company |
| | Hideo Tamada | CRO, CCO, with responsibility for Risk Management Dept., Human Resources Dept., CSR & General Affairs Dept., Legal Dept. |
| | Genji Koga | Company Vice President, Chemicals Company, General Manager, Production Div., with responsibility for EHS Dept., Chemicals Company and Information Systems Dept. |
| | Masayuki Fujii | CFO, with responsibility for Corporate Planning Dept., Accounting Dept., Finance & Investor Relations Dept. |
| | Yuki Nishida | General Manager, Engineering Plastics & Fine Chemicals Div., Chemicals Company |
| | Senior Executive Officer | Makoto Aikawa |
| Hiroshi Nishida | | Senior Managing Executive Officer and Director, Ube Material Industries, Ltd |
| Hidetsune Miura | | General Manager, Ube Chemical Factory, Production Div., Chemicals Company, with responsibility for Ube-Fujimagari Factory |
| Yoshiaki Ito | | General Manager, Production & Technology Div., Construction Materials Company, with responsibility for Material Recycle Div., and development section |
| Yuzo Hanamoto | | General Manager, Energy Div., Construction Materials Company |
| Hisaaki Yokoo | | General Manager, Business Planning & Management Dept., with responsibility for Synthetic Rubber Div., Chemicals Company |
| Masayoshi Oota | | General Manager, Research & Development Div., with responsibility for Technology Development Dept. and development section, Chemicals Company |
| Keiichi Nagata | | General Manager, Specialty Products Div., Chemicals Company |

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|-------------------|--|---|
| Executive Officer | Masarou Suehiro | Deputy General Manager, Business Planning & Management Dept., with responsibility for group companies management, Chemicals Company |
| | Bruno de Bièvre | President, UBE CORPORATION S.A. U. with responsibility for Atlantic regional business, Chemicals Company |
| | Shigeru Ouchi | General Manager, Cement Div., Construction Materials Company |
| | Mitsuo Ono | General Manager, Planning & Control Dept., Construction Materials Company |
| | Toshiyuki Mineishi <i>(newly appointed)</i> | With responsibility for Auditing Dept. |
| | Hironori Miyauchi <i>(newly appointed)</i> | President and Representative Director, Ube Machinery Corporation Ltd. |
| | Watchara Pattananijrundorn <i>(newly appointed)</i> | President and CEO, UBE Chemicals(Asia) Public Company Limited, with responsibility for Asia regional business, Chemicals Company |
| | Hiroaki Kojima <i>(newly appointed)</i> | With responsibility for Group Company Dept., QA Dept., and EHS Dept., Construction Materials Company |
| | Yoichi Funayama <i>(newly appointed)</i> | General Manager, Pharmaceutical Div., with responsibility for HBM Commercialization Project, Chemicals Company |