

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)  
 Contact: Yasuko Sakamoto  
 General Manager, IR/PR Department  
 Tel: +81-3-5419-6110

## Ube Industries Announces Personnel Changes

TOKYO, February 28, 2013 — 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, 2013)*

<u>Name</u>	<u>New Position</u>	<u>Current Position</u>
Masanori Hirai	Managing Executive Officer and General Manager of Production & Technology Div., Cement & Construction Materials Company, with responsibility for Material Recycle Div. and Technical Development Center	Executive Officer and General Manager of Production & Technology Div., Cement & Construction Materials Company, with responsibility for Material Recycle Div. and Technical Development Center
Junichi Misumi	Managing Executive Officer and General Manager of Production & Technology Div.	Executive Officer and General Manager of Production & Technology Div.
Masato Izumihara	Managing Executive Officer, Group CFO and General Manager of Corporate Planning & Administration Office	Executive Officer, Group CFO and General Manager of Corporate Planning & Administration Office
Tokuhisu Okada	Managing Executive Officer, Company President of Machinery & Metal Products Company, and President and Representative Director of Ube Machinery Corporation Ltd.	Executive Officer, President and Representative Director of Ube Machinery Corporation Ltd. and General Manager of Machinery Div., Machinery & Metal Products Company

#### *Newly appointed Executive Officers (as of April 1, 2013)*

<u>Name</u>	<u>New Position</u>	<u>Current Position</u>
Mitsuhiko Imoto	Executive Officer and General Manager of Planning & Control Dept., Cement & Construction Materials Company	Director of Ube-Mitsubishi Cement Corporation and Assistant Manager of Tokyo Branch
Takafumi Kurauchi	Executive Officer and General Manager of Energy & Environment Div.	General Manager of Coal Business Unit, Energy & Environment Div.
Yukio Hisatsugu	Executive Officer and General Manager of Machinery Div., Machinery & Metal Products Company	Director of Ube Machinery Corporation Ltd. and General Manager of Metal & Plastics Processing Machine Headquarters, with responsibility for Technical Development Dept.

<u>Name</u>	<u>New Position</u>	<u>Current Position</u>
Makoto Aikawa	Executive Officer, General Manager of Production Center, Production & Technology Div. and General Manager of Ube Chemical Factory	General Manager of Chiba Petrochemical Factory, Production Center, Production & Technology Div.
Takafumi Tanaka	Executive Officer and General Manager of Strategy Planning Dept., Specialty Chemicals & Products Company	General Manager of Strategy Planning Dept., Specialty Chemicals & Products Company

*Changes to assignments (as of April 1, 2013)*

<u>Name</u>	<u>New Position</u>	<u>Current Position</u>
Yuzuru Yamamoto	Senior Managing Executive Officer, Special Assistant to the President, Group CCO and General Manager of Procurement & Logistics Div., with responsibility for General Affairs & Human Resources Office	Senior Managing Executive Officer and Company President of Machinery & Metal Products Company
Hideyuki Sugishita	Senior Managing Executive Officer and Company President of Specialty Chemicals & Products Company	Senior Managing Executive Officer and Company President of Chemicals & Plastics Company
Shinobu Watanabe	Managing Executive Officer and Company President of Chemicals & Plastics Company	Managing Executive Officer and Company President of Specialty Chemicals & Products Company
Takamasa Kubota	Managing Executive Officer, with responsibility for Ube Corporate Service Dept. and Ube Industries Central Hospital	Managing Executive Officer and General Manager of Procurement & Logistics Div., with responsibility for Logistics Efficiency Improvement Project and Ube Corporate Service Dept.
Etsuo Matsunaga	Executive Officer, with responsibility for Polymers Development Center, Chemicals Development Center, Specialty Products Development Center, Advanced Energy Materials R&D Center, Automotive Materials Development Center of Production & Technology Div.; and Deputy General Manager of Corporate Research & Development, with responsibility for UBE Group Business Promotion Office on Inorganic Specialty Products	Executive Officer, General Manager of Production Center, Production & Technology Div. and General Manager of Ube Chemical Factory
Masahiko Nojima	Executive Officer and General Manager of Europe Operational Unit	Executive Officer, with responsibility for Business Operation of Chemicals & Plastics Company and General Manager of Planning & Administration Dept.
Atsushi Yamamoto	Executive Officer and General Manager of General Affairs & Human Resources Office, with responsibility for Group CSR	Executive Officer, General Manager of Human Resources Dept. and General Manager of General Affairs & Human Resources Office

*Stepping down as Executive Officers (as of March 31, 2013)*

- Akinori Furukawa, Vice President and Executive Officer, Special Assistant to the President and Group CCO, with responsibility for Group CSR, Ube Industries Central Hospital and General Affairs & Human Resources Office (to continue as a Representative Director from April 1, 2013)
- Ricardo Lopez Soria, Managing Executive Officer and General Manager of Europe Operational Unit
- Eiichi Itoguchi, Managing Executive Officer and General Manager of Energy & Environment Div. (to be appointed as an Advisor as of April 1, 2013)
- Shinji Ohara, Executive Officer and Technology Officer of Specialty Chemicals & Products Company (to be appointed as an Advisor as of April 1, 2013)

## Reference: New Director Organization (Effective as of April 1, 2013)

### 1. Directors and Auditors

Position	Name	Position	Name
Chairman of the Board of Directors	Hiroaki Tamura	Auditor (Full-time)	Keisuke Fujioka
President and Representative Director	Michio Takeshita	Auditor (Full-time)	Setsuro Miyake
Representative Director	Akinori Furukawa	Auditor (Full-time)	Takeshi Iwabuchi <sup>2</sup>
Director	Masato Izumihara	Auditor (Part-time)	Hitoshi Sugio <sup>2</sup>
Director	Michitaka Motoda <sup>1</sup>	<sup>1</sup> Michitaka Motoda, Shoji Noguchi and Tetsuro Azuma are Outside Directors as defined in Article 2, Paragraph 15 of Japan's Companies Act. <sup>2</sup> Takeshi Iwabuchi and Hitoshi Sugio are Outside Company Auditors as defined in Article 2, Paragraph 16 of the Companies Act.	
Director	Shoji Noguchi <sup>1</sup>		
Director	Tetsuro Azuma <sup>1</sup>		

### 2. Executive Officers

Position	Name	Assignment	
President, Executive Officer	Michio Takeshita	Group CEO	
Senior Managing Executive Officer	Yuzuru Yamamoto	Special Assistant to the President, Group CCO and GM of Procurement & Logistics Div., with responsibility for General Affairs & Human Resources Office	
	Hideyuki Sugishita	Company President of Specialty Chemicals & Products Company	
Managing Executive Officer	Charunya Phichitkul	GM of Asia Operational Unit	
	Shinobu Watanabe	Company President of Chemicals & Plastics Company	
	Nobuyuki Taenaka	GM of Pharmaceutical Div. and GM of Project Development & Management Dept.	
	Takamasa Kubota	With responsibility for Ube Corporate Service Dept. and Ube Industries Central Hospital	
	Tadashi Matsunami	Company President of Cement & Construction Materials Company and GM of Cement Dept.	
	Masayuki Kinouchi	GM of Corporate Research & Development	
	Ryoji Sugise	Deputy GM of Corporate Research & Development, with responsibility for Pharma Quality Assurance Dept. and Intellectual Property Dept.	
	(Promoted)	Masanori Hirai	GM of Production & Technology Div., Cement & Construction Materials Company, with responsibility for Material Recycle Div. and Technical Development Center
	(Promoted)	Junichi Misumi	GM of Production & Technology Div.
	(Promoted)	Masato Izumihara	Group CFO and GM of Corporate Planning & Administration Office
(Promoted)	Tokuhisa Okada	Company President of Machinery & Metal Products Company, and President and Representative Director of Ube Machinery Corporation Ltd.	
Executive Officer	Tsuyoshi Sato	Group Company Dept., Construction Materials Div. and Resources & Products Div., Cement & Construction Materials Company	
	Etsuo Matsunaga	With responsibility for Polymers Development Center, Chemicals Development Center, Specialty Products Development Center, Advanced Energy Materials R&D Center, Automotive Materials Development Center of Production & Technology Div.; and Deputy GM of Corporate Research & Development, with responsibility for UBE Group Business Promotion Office on Inorganic Specialty Products	
	Masahiko Nojima	GM of Europe Operational Unit	
	Masataka Ichikawa	With responsibility for Environment & Safety Dept.	
	Atsushi Yamamoto	GM of General Affairs & Human Resources Office, with responsibility for Group CSR	
	(Newly appointed)	Mitsuhiko Imoto	GM of Planning & Control Dept., Cement & Construction Materials Company
	(Newly appointed)	Takafumi Kurauchi	GM of Energy & Environment Div.
(Newly appointed)	Yukio Hisatsugu	GM of Machinery Div., Machinery & Metal Products Company	
(Newly appointed)	Makoto Aikawa	GM of Production Center, Production & Technology Div. and GM of Ube Chemical Factory	
(Newly appointed)	Takafumi Tanaka	GM of Strategy Planning Dept., Specialty Chemicals & Products Company	