

## Changes in Commissions of Duties and Management

Ube Industries, Ltd. announces that its board of directors meeting held today has decided the changes in commissions of duties effective on April 1, 2005 and in management officially elected at the board of directors meeting after the next general meeting held on 29 June, 2005 as follows.

### 1. Changes in Commissions of duties

**Date of Issue: April 1, 2005**

#### **(Director)**

New	Currently	Name
Director in charge of Chemicals & Plastics Company, Specialty Chemicals & Products Company, and Energy & Environment Sector	Director in charge of Chemicals & Plastics Division, Specialty Chemicals & Products Division, and Energy & Environment Division	Yukuo Suzuki (Senior Managing Director)

#### **(Executive Officers)**

New	Currently	Name
Vice-President and Executive Officer	Vice-President and Executive Officer, in charge of headquarters, and GM of General Affairs & Personnel Office	Hiroyuki Koike (Vice-President and Executive Officer)
Special Assistant to President	Company President of Cement & Construction materials Company	Hiroaki Tamura (Senior Managing Executive Officer)
Group CTO and GM of Corporate Research & Development	GM of Production Division, Corporate Research & Development, and in charge of Business Creation & Development	Yasuhisa Chiba (Senior Managing Executive Officer)
Company President of Machinery & Metal Products Company	GM of Corporate Planning & Administration Office	Kazuhiko Okada (Senior Managing Executive Officer)
Chief Staff of Machinery & Metal Products Company	Company President of Machinery & Metal Products Company	Isao Tamura (Managing Executive Officer)
Company President of Specialty Chemicals & Products Company	GM of Specialty Chemicals & Products Division, GM of Business Development Unit, and in charge of Business Creation & Development	Koji Kihira (Managing Executive Officer)

Company President of Chemicals & Plastics Company	GM of Chemicals & Plastics Division	Nobuyuki Takahashi (Managing Executive Officer)
Group CCO, GM of General Affairs & Personnel Office, and in charge of CSR	GM of Finance Department and in charge of Ube Group Shared Service Department	Akinori Furukawa (Managing Executive Officer)
Company President of Cement & Construction Materials Company and GM of Cement Department	Company Vice-President of Cement & Construction Materials Company, GM of Cement Department, and in charge of Group Company Department, Construction Materials Division, and Resources & Products Division	Kazuma Sekiya (Managing Executive Officer)
In charge of Environment & Safety Department, Ube Corporate Service Department, and Central Hospital	GM of Procurement & Logistics Division and in charge of Environment & Safety Department, Ube Corporate Service Department, Central Hospital, and Health Care & Support Center	Kenichi Abe (Managing Executive Officer)
GM of Energy & Environment Sector and Procurement & Logistics Division	GM of Energy & Environment Division	Michio Takeshita (Executive Officer)
Group CFO, GM of Corporate Planning & Administration Office and Planning & Accounting Department	GM of Planning & Accounting Department	Masao Uno (Executive Officer)
GM of Production Division and Production Center	GM of Production Center, Ube Chemical Factory and in charge of UNO Project of Chemicals & Plastics Division	Katsunori Suzuki (Executive Officer)
GM of Asia Operational Unit of Chemicals & Plastics Company and in charge of Thai Synthetic Rubbers Co., Ltd., Ube Nylon (Thailand) Ltd., and Thai Caprolactam Public Co., Ltd.	GM of Asia Operational Unit of Chemicals & Plastics Division and in charge of Thai Synthetic Rubbers Co., Ltd., Ube Nylon (Thailand) Ltd., and Thai Caprolactam Public Co., Ltd.	Charunya Phichitkul (Executive Officer)
Company Vice-President of Chemicals & Plastics Company and GM of Europe Operational Unit	GM of Europe Operational Unit and in charge of Ube Corporation Europe, S.A.	Shinobu Watanabe (Executive Officer)

## **2. Changes in Management**

**Date of Issue: June 29, 2005**

### **(Representative Officers)**

<b>New</b>	<b>Currently</b>	<b>Name</b>
Chairman of the Board	Chairman of the Board President & Representative Director	Kazumasa Tsunemi
President & Representative Director	Senior Managing Director	Hiroaki Tamura
Representative Director	Senior Managing Director	Yasuhisa Chiba
Representative Director	Senior Managing Director	Kazuhiko Okada

### **(Newly Appointed Directors)**

	<b>Name</b>
Director	Akinori Furukawa
Director	Masao Uno
Director (Part-time)	Yoshiomi Matsumoto
Director (Part-time)	Michitaka Motoda

### **(Promoted Executive Officer)**

<b>New</b>	<b>Currently</b>	<b>Name</b>
Group Chief Executive Officer	Senior Managing Executive Officer	Hiroaki Tamura
Vice-President and Executive Officer	Senior Managing Executive Officer	Yasuhisa Chiba
Vice-President and Executive Officer	Senior Managing Executive Officer	Kazuhiko Okada
Senior Managing Executive Officer	Managing Executive Officer	Koji Kihira
Senior Managing Executive Officer	Managing Executive Officer	Nobuyuki Takahashi
Senior Managing Executive Officer	Managing Executive Officer	Akinori Furukawa
Senior Managing Executive Officer	Managing Executive Officer	Kazuma Sekiya
Managing Executive Officer	Executive Officer	Michio Takeshita
Managing Executive Officer	Executive Officer	Masao Uno
Managing Executive Officer	Executive Officer	Katsunori Suzuki
Managing Executive Officer	Executive Officer	Charunya Phichitkul

### **(Newly Appointed Executive Officers)**

<b>New</b>	<b>Commissions of Duties</b>	<b>Name</b>
Executive Officer	GM of Production & Technology Division of Cement & Construction Materials Company	Tetsuo Sueshige
Executive Officer	Vice-GM of Corporate Research & Development	Makoto Umetsu

Executive Officer	Vice-President of Specialty Chemicals & Products Company and in charge of API & Intermediates Business Unit, Fine Chemicals Business Unit, and Electronic Parts Development Project	Nobuyuki Taenaka
Executive Officer	GM of Finance Department and in charge of Ube Group Shared Service Center	Takanobu Kubota

**(Newly Appointed Auditors)**

	<b>Name</b>
Auditor	Kazuo Yamanaka
Auditor (Part-time)	Hiroshi Takimoto

**(Directors to Retire)**

<b>Currently</b>	<b>Name</b>
Executive Vice-President & Representative Director	Hiroyuki Koike (Appointed to Be Advisor)
Senior Managing Director	Yukuo Suzuki (Appointed to Be Advisor)
Senior Managing Director	Tadaaki Hirano (Appointed to Be Advisor)
Managing Director	Isao Tamura (Appointed to Be Advisor)

**(Executive Officers to Retire)**

<b>Currently</b>	<b>Name</b>
Group Chief Executive Officer	Kazumasa Tsunemi (Concentrated on Chairman of the Board)
Vice-President and Executive Officer	Hiroyuki Koike (Appointed to Be Advisor)
Managing Executive Officer	Isao Tamura (Appointed to Be Advisor)

**(Auditors to Retire)**

	<b>Name</b>
Auditor	Tadashi Yamamoto
Auditor (Part-time)	Koichi Fukuda