

Company name: Ube Industries, Ltd.
Representative: Hiroaki Tamura
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 Executive Personnel Changes

TOKYO, February 28, 2008 — Ube Industries, Ltd., has announced that the company's Board of Directors decided today on the following changes to executive officers. The Board also provisionally determined changes to directors, which are scheduled to be formally resolved by the general meeting of shareholders planned for June 27 and the meeting of the Board of Directors that will follow it.

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1. Changes to Executive Officers

Newly appointed executive officer (as of April 1, 2008)

<u>Name</u>	<u>New Position</u>	<u>Current Position</u>
Jun Ueda	Executive Officer, General Manager of Planning & Control Dept., Cement & Construction Materials Company	General Manager of Planning & Control Dept., Cement & Construction Materials Company

Retiring as executive officer (as of March 31, 2008)

Yukio Fudeuchi, Executive Officer (to be appointed as an advisor)

2. Changes to Directors

Newly appointed director (as of June 27, 2008)

<u>Name</u>	<u>New Position</u>	<u>Current Position</u>
Michio Takeshita	Managing Director, Managing Executive Officer, General Manager of Energy & Environment Division, and Procurement & Logistics Division	Managing Executive Officer, General Manager of Energy & Environment Division, and Procurement & Logistics Division

Retiring as director (as of June 27, 2008)

Takashi Matsumoto (to be appointed as an advisor)