



Company name: Ube Industries, Ltd.  
Representative: Hiroaki Tamura  
President and Representative Director  
Shares listed on: First Section of Tokyo Stock Exchange,  
Fukuoka Stock Exchange  
Security code number: 4208  
Contact: Yasuko Sakamoto  
General Manager, IR/PR Department  
Tel: +81-3-5419-6110

## Ube Industries Announces Executive Personnel Changes

TOKYO, February 27, 2009 — Ube Industries, Ltd., has announced that the company's Board of Directors decided today on the following changes to executive officers.

Company name: Ube Industries, Ltd.

### 1. Changes in Executive Personnel

#### *Newly promoted Executive Officers (as of April 1, 2009)*

| <u>Name</u>        | <u>New Position</u>  | <u>Current Position</u>   |
|--------------------|--|---|
| Michio Takeshita   | Senior Managing Executive Officer, Group CFO, General Manager of Corporate Planning & Administration Office, with responsibility for Ube Group Shared Service Center | Managing Executive Officer, General Manager of Energy & Environment Div. and Procurement & Logistics Div.                         |
| Hideyuki Sugishita | Managing Executive Officer, General Manager of Production & Technology Div.  | Executive Officer, General Manager of Production Center and General Manager of Ube Chemical Factory, Production & Technology Div. |

#### *Newly appointed Executive Officers (as of April 1, 2009)*

| <u>Name</u>       | <u>New Position</u>  | <u>Current Position</u>   |
|-------------------|--|---|
| Masayuki Kinouchi | Executive Officer, with responsibility for Organic Chemistry Research Laboratory, Organic Specialty Products Research Laboratory, and Process Technology Research Laboratory, Corporate Research & Development | General Manager of Organic Specialty Products Research Laboratory, Corporate Research & Development |

|                 |   |   |
|-----------------|---|---|
| Eiichi Itoguchi | Executive Officer,<br>General Manager of Energy &<br>Environment Div.   | General Manager of Coal Business<br>Unit, Energy & Environment Div.   |
| Masanori Hirai  | Executive Officer,<br>General Manager of Production &<br>Technology Div. and General<br>Manager of Material Recycling<br>Div., Cement & Construction<br>Materials Company | General Manager of Material<br>Recycling Div., with responsibility<br>for Biomass Promotion Project,<br>Cement & Construction Materials<br>Company  |
| Junichi Misumi  | Executive Officer,<br>General Manager of Production<br>Center and General Manager of Ube<br>Chemical Factory, Production &<br>Technology Div.                             | General Manager of Sakai Factory,<br>with responsibility for Chemicals &<br>Plastics Sakai Manufacturing Dept.<br>and Specialty Chemicals &<br>Products Sakai Manufacturing<br>Dept., Production & Technology<br>Div. |

*Newly appointed Executive Officer (as of June 23, 2009)*

| <u>Name</u>      | <u>New Position</u>  | <u>Current Position</u>                                    |
|------------------|--|--|
| Shinobu Watanabe | Managing Executive Officer,<br>Company Vice President of<br>Specialty Chemicals & Products<br>Company (with responsibility for<br>business operations) | President and Representative<br>Director,<br>UMG ABS, Ltd. |

*Stepping down as Executive Officers (as of March 31, 2009)*

Masao Uno, Managing Executive Officer

Katsunori Suzuki, Managing Executive Officer (to be appointed as an advisor, as of April 1, 2009)

Tetsuo Sueshige, Managing Executive Officer (to be appointed as an advisor, as of April 1, 2009)

Ryuichi Deguchi, Executive Officer (to be appointed as an advisor, as of April 1, 2009)

**2. Changes in Assignments of Directors (as of April 1, 2009)**

| <u>Name</u>    | <u>New Position</u>  | <u>Current Position</u>  |
|----------------|--|--|
| Kazuhiko Okada | Vice President and Executive<br>Officer,<br>Special Assistant to the President,<br>and Company President of<br>Machinery and Metal Products<br>Company, with responsibility for<br>Group CSR, Energy & Environment<br>Div. and Procurement & Logistics<br>Div. | Vice President and Executive<br>Officer,<br>Special Assistant to the President,<br>and Company President of<br>Machinery and Metal Products<br>Company, with responsibility for<br>Group CSR |

|                   |   |   |
|-------------------|---|---|
| Kazuma Sekiya     | Senior Managing Executive Officer,<br>Company President of Cement &<br>Construction Materials Company   | Senior Managing Executive Officer,<br>Company President of Cement &<br>Construction Materials Company,<br>and General Manager of Cement<br>Dept.  |
| Takanobu Kubota   | Executive Officer,<br>General Manager of Procurement &<br>Logistics Div., with responsibility<br>for Logistics Optimization Project   | Executive Officer,<br>Assistant General Manager of<br>Procurement & Logistics Div., with<br>responsibility for Logistics<br>Optimization Project  |
| Ryoji Sugise      | Executive Officer,<br>Company Vice President of<br>Chemicals & Plastics Company<br>(with responsibility for technology)   | Executive Officer,<br>General Manager of Organic<br>Chemistry Research Laboratory,<br>with responsibility for<br>Pharmaceuticals Development<br>Dept.                                     |
| Tomoki Musumi     | Executive Officer,<br>General Manager of Human<br>Resources Dept., General Affairs &<br>Human Resources Office  | Executive Officer,<br>Company Vice President of<br>Specialty Chemicals & Products<br>Company (with responsibility for<br>business operations)   |
| Tadashi Matsunami | Executive Officer,<br>Company Vice President, with<br>responsibility for Cement Dept.,<br>Group Company Dept., and<br>Resources & Products Div., Cement<br>& Construction Materials Company | Executive Officer,<br>General Manager of Production &<br>Technology Div., with<br>responsibility for Material<br>Recycling Div., Cement &<br>Construction Materials Company               |
| Shinji Oohara     | Executive Officer,<br>Company Vice President of<br>Specialty Chemicals & Products<br>Company (with responsibility for<br>technology)  | Executive Officer,<br>Company Vice President (with<br>responsibility for technology) and<br>General Manager of Research &<br>Development Dept., Specialty<br>Chemicals & Products Company |
| Jun Ueda          | Executive Officer,<br>General Manager of Planning &<br>Control Dept., with responsibility<br>for Construction Materials Div.,<br>Cement & Construction Materials<br>Company                 | Executive Officer,<br>General Manager of Planning &<br>Control Dept., Cement &<br>Construction Materials Company  |