



February 8, 2024

Company name: UBE Corporation
Representative: Masato Izumihara
President and Representative Director
Securities code: 4208 (shares listed on Prime Section of
the Tokyo Stock Exchange)
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UBE Corporation Announces Organizational and Personnel Changes

UBE Corporation has announced that the company's Board of Directors resolved today on the following changes to its internal organization, executive officers and their assignments.

Company name: UBE Corporation

I. Changes in Internal Organization

Date of issue: April 1, 2024

- (1) Head Office
 - (i) Establish Sustainability Department
 - (ii) Establish Business Reorganization Department
 - (iii) Establish Production Technology Development Department
- (2) Abolish Production & Technology Division and Ube Corporate Service Department, and establish Ube Works
- (3) Ube Works
 - (i) Transfer Ube Chemical Factory and UBE Electronic and Industrial Materials Factory of the Production & Technology Div. to the Works
 - (ii) Rename Power Management Dept. of the Production & Technology Div. to Electric Power Department and transfer it to the Works
 - (iii) Establish General Affairs & Corporate Service Department and Administration Department
- (4) Specialty Products Division
 - (i) Transfer Sakai Factory of the Production & Technology Div. to the Specialty Products Div.

II. Changes in Executive Personnel

Newly appointed Executive Officers (as of April 1, 2024)

<u>Name</u>	<u>New Position</u>	<u>Current Position</u>
Kenji Hoshino	Executive Officer, with responsibility for Environment & Safety Dept., Quality Assurance Dept., and Purchasing & Logistics Dept.	General Manager of the Ube Pharmaceuticals Factory, Ube Chemical Factory, Production & Technology Div., and General Manager of Production & Technology Supervisory Dept., Pharmaceutical Div.
José Ignacio Iglesias	Executive Officer, President of UBE CORPORATION EUROPE S.A.U., with responsibility for Europe region	Strategy & Business Development Unit Leader, UBE CORPORATION EUROPE S.A.U., and Specialty Product Business Leader and Polybutadiene Business Leader, UBE Europe GmbH
Yoichi Yoshida	Executive Officer, General Manager of Research & Development Div., with responsibility for development section and Intellectual Property Dept.	President of UBE Scientific Analysis Laboratory, Inc.

Newly promoted Executive Officers (as of April 1, 2024)

<u>Name</u>	<u>New Position</u>	<u>Current Position</u>
Futoshi Takase	Managing Executive Officer, General Manager of Ube Works, with responsibility for Production Section and Production Technology Development Dept.	Senior Executive Officer, with responsibility for Environment & Safety Dept., Quality Assurance Dept., Purchasing & Logistics Dept., and Ube Corporate Service Dept.

Changes to assignments (as of April 1, 2024)

<u>Name</u>	<u>New Position</u>	<u>Current Position</u>
Yuki Nishida	Senior Managing Executive Officer, Assistant to the President, General Manager of DX Promotion Office, with responsibility for Information Systems Dept. and C1 Chemicals Project	Senior Managing Executive Officer, Assistant to the President, General Manager of Production & Technology Div. and DX Promotion Office, with responsibility for Information Systems Dept. and C1 Chemicals Project
Masayoshi Ota	Managing Executive Officer, President of UBE CORPORATION AMERICA INC., with responsibility for the Americas region	Managing Executive Officer, General Manager of Performance Polymers & Chemicals Div.
Hirofumi Nonaka	Executive Officer, General Manager of Performance Polymers & Chemicals Div.	Executive Officer, Deputy General Manager of Performance Polymers & Chemicals Div., and General Manager of Business Planning & Management Dept.
Hiroataka Ishikawa	Executive Officer, CFO, with responsibility for Sustainability Dept., Corporate Communications Dept., Corporate Planning Dept., Accounting Dept., and Finance Dept.	Executive Officer, CFO, with responsibility for Corporate Communications Dept., Corporate Planning Dept., Accounting Dept., and Finance Dept.
Kazunori Yukimoto	Executive Officer, Deputy General Manager of Ube Works, and General Manager of Ube Chemical Factory	Executive Officer, Deputy General Manager of Production & Technology Div., and General Manager of Ube Chemical Factory
Ryo Kawamura	Executive Officer, CRO, CCO, with responsibility for Risk Management Dept., Human Resources Dept., Legal & General Affairs Dept., and Business Reorganization Dept.	Executive Officer, General Manager of Legal & General Affairs Dept., with responsibility for Risk Management Dept. and Human Resources Dept.

Stepping down as Executive Officer (as of March 31, 2024)

Current Position

Hideo Tamada, Senior Managing Executive Officer, CRO, CCO, in charge of Risk Management Dept., Human Resources Dept., and Legal & General Affairs Dept. (Exclusive duty as Director after April 1)

Bruno De Bièvre, Senior Executive Officer, President of UBE CORPORATION EUROPE S. A. U., with responsibility for Atlantic region

Masahiro Naiki, Executive Officer, General Manager of Research & Development Div., with responsibility for development section and Intellectual Property Dept. (To be appointed President and Representative Director of Ube Film, Ltd. as of April 1)

Reference: New Director Organization (Effective as of April 1, 2024)

1. Directors

Title	Name	Title	Name
Chairman of the Board and Director	Yuzuru Yamamoto	Outside Director	Tsugio Mitsuoka
President and Representative Director	Masato Izumihara	Director, Audit and Supervisory Committee Member	Masayuki Fujii
Director	Hideo Tamada	Outside Director, Audit and Supervisory Committee Member	Tamesaburo Yamamoto
Director	Hiroataka Ishikawa	Outside Director, Audit and Supervisory Committee Member	Satoko Suzuki
Outside Director	Takefumi Fukumizu	Outside Director, Audit and Supervisory Committee Member	Tatsuya Tanaka

2. Executive Officers

Position	Name	Duties
President	Masato Izumihara	CEO
Senior Managing Executive Officer	Yuki Nishida	Assistant to the President, General Manager of DX Promotion Office, with responsibility for Information Systems Dept. and C1 Chemicals Project
	Keiichi Nagata	General Manager, Specialty Products Div.
Managing Executive Officer	Hisaaki Yokoo	General Manager, Elastomer Div., President and Representative Director of UBE Elastomer Co. Ltd.
	Masayoshi Ota	President of UBE CORPORATION AMERICA INC., with responsibility for the Americas region
	Yoichi Funayama	General Manager, Pharmaceutical Div.
	Futoshi Takase	General Manager of Ube Works, with responsibility for Production Section and Production Technology Development Dept.
Senior Executive Officer	Watchara Pattananijrondorn	President and CEO of UBE Chemicals (Asia) Public Company Limited, with responsibility for Asia region
Executive Officer	Hirofumi Nonaka	General Manager of Performance Polymers & Chemicals Div.
	Hiroataka Ishikawa	CFO, with responsibility for Sustainability Dept., Corporate Communications Dept., Corporate Planning Dept., Accounting Dept., and Finance Dept.
	Kazunori Yukimoto	Deputy General Manager of Ube Works, General Manager of Ube Chemical Factory
	Ryo Kawamura	CRO, CCO, with responsibility for Risk Management Dept., Human Resources Dept., Legal & General Affairs Dept., and Business Reorganization Dept.
	Shinya Takahashi	Deputy General Manager of Specialty Products Div.
	[Newly appointed] Kenji Hoshino	With responsibility for Environment & Safety Dept., Quality Assurance Dept., and Purchasing & Logistics Dept.
	[Newly appointed] José Ignacio Iglesias	President of UBE CORPORATION EUROPE S.A.U., with responsibility for Europe region
	[Newly appointed] Yoichi Yoshida	General Manager of Research & Development Div., with responsibility for development section and Intellectual Property Dept.