



MEMBERSHIP

February 10, 2023

Company name: UBE Corporation
Representative: Masato Izumihara
President and Representative Director
Securities code: 4208 (shares listed on Prime Section of the
Tokyo Stock Exchange and Fukuoka 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. Change in Internal Organization

Date of Issue: April 1, 2023

- (1) Performance Polymers & Chemicals Div.
 - Establish Business Planning & Management Dept.

II. Changes in Executive Personnel

Newly appointed Executive Officer (as of April 1, 2023)

<u>Name</u>	<u>New Position</u>	<u>Current Position</u>
Hirofumi Nonaka	Executive Officer, Deputy General Manager of Performance Polymers & Chemicals Div.	Executive Trustee, Deputy General Manager of Performance Polymers & Chemicals Div.
Hiroataka Ishikawa	Executive Officer, CFO, General Manager of Accounting & Finance Dept. with responsibility for Group Management Dept. and Corporate Planning Dept.	General Manager, Accounting & Finance Dept.
Kazunori Yukimoto	Executive Officer, Deputy General Manager of Production & Technology Div. and General Manager of Ube Chemical Factory	General Manager of Sakai Factory, Production & Technology Div. and General Manager of Production & Technology Supervisory Dept., Specialty Products Div.
Ryo Kawamura	Executive Officer, General Manager of Legal Dept., with responsibility for Risk Management Dept., Human Resources Dept. and General Affairs Dept.	General Manager, Legal Dept.
Shinya Takahashi	Executive Officer, Deputy General Manager of Specialty Products Div.	General Manager, Corporate Planning Dept.

Newly promoted Executive Officers (as of April 1, 2023)

<u>Name</u>	<u>New Position</u>	<u>Current Position</u>
Keiichi Nagata	Senior Managing Executive Officer, General Manager, Specialty Products Div.	Managing Executive Officer, General Manager, Specialty Products Div.
Yoichi Funayama	Managing Executive Officer, General Manager, Pharmaceutical Div.	Senior Executive Officer, General Manager, Pharmaceutical Div.
Futoshi Takase	Senior Executive Officer, with responsibility for Environment & Safety Dept., Quality Assurance Dept., Purchasing & Logistics Dept. and Ube Corporate Service Dept.	Executive Officer, Deputy General Manager of Production & Technology Div. and General Manager of Ube Chemical Factory

Changes to assignments (as of April 1, 2023)

<u>Name</u>	<u>New Position</u>	<u>Current Position</u>
Hideo Tamada	Senior Managing Executive Officer, CRO, CCO, in charge of Risk Management Dept., Human Resources Dept., General Affairs Dept. and Legal Dept.	Senior Managing Executive Officer, CRO, CCO, with responsibility for Risk Management Dept., Human Resources Dept., General Affairs Dept. and Legal Dept.

Stepping down as Executive Officer (as of March 31, 2023)

Masayuki Fujii, Managing Executive Officer, CFO, with responsibility for Group Management Dept., Corporate Planning Dept., Accounting & Finance Dept. and Back Office Optimization Project (Exclusive duty for Director after April 1)

Hidetsune Miura, Senior Executive Officer, with responsibility for Environment & Safety Dept., Quality Assurance Dept., Purchasing & Logistics Dept. and Ube Corporate Service Dept. (to be appointed as the President and Representative Director of UBE LOGISTIC SERVICE, LTD. as of April 1)

Masarou Suehiro, Executive Officer, with responsibility for Auditing Dept. (to be appointed as a Director, Senior Managing Executive Officer of UBE EXSYMO CO., LTD. as of April 1)

Reference: New Director Organization (Effective as of April 1, 2023)

1. Director

Job Title	Name	Job Title	Name
Chairman of the Board and Director	Yuzuru Yamamoto	Director, Audit and Supervisory Committee Member	Atsushi Yamamoto
President and Representative Director	Masato Izumihara	Outside Director, Audit and Supervisory Committee Member	Takashi Shoda
Representative Director	Hideo Tamada	Outside Director, Audit and Supervisory Committee Member	Tamesaburo Yamamoto
Director	Masayuki Fujii	Outside Director, Audit and Supervisory Committee Member	Satoko Suzuki
Director (Outside Director)	Takefumi Fukumizu		

2. Executive Officer

Position	Name	Duty
President	Masato Izumihara	CEO
Senior Managing Executive Officer	Hideo Tamada	CRO, CCO, in charge of Risk Management Dept., Human Resources Dept., General Affairs Dept. and Legal Dept.
	Yuki Nishida	Assistant to the President, General Manager, Production & Technology Div. and 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	General Manager, Performance Polymers & Chemicals Div.
	Yoichi Funayama	General Manager, Pharmaceutical Div.
Senior Executive Officer	Bruno de Bièvre	President of UBE CORPORATION EUROPE S. A. U. with responsibility for Atlantic region
	Watchara Pattananijnirundorn	President and CEO of UBE Chemicals (Asia) Public Company Limited, with responsibility for Asia region
	Futoshi Takase	With responsibility for Environment & Safety Dept., Quality Assurance Dept., Purchasing & Logistics Dept. and Ube Corporate Service Dept.
Executive Officer	Masahiro Naiki	General Manager, Research & Development Div., with responsibility for development section and Intellectual Property Dept.
	Hirofumi Nonaka <i>(newly appointed)</i>	Deputy General Manager of Performance Polymers & Chemicals Div.
	Hiroataka Ishikawa <i>(newly appointed)</i>	Executive Officer, CFO, General Manager of Accounting & Finance Dept. with responsibility for Group Management Dept. and Corporate Planning Dept.
	Kazunori Yukimoto <i>(newly appointed)</i>	Deputy General Manager of Production & Technology Div. and General Manager of Ube Chemical Factory

	Ryo Kawamura <i>(newly appointed)</i>	Executive Officer, General Manager of Legal Dept., with responsibility for Risk Management Dept., Human Resources Dept. and General Affairs Dept.
	Shinya Takahashi <i>(newly appointed)</i>	Deputy General Manager of Specialty Products Div.