



February 4, 2026

Company name: UBE Corporation
 Representative: Yuki Nishida
 President and Representative Director
 Security code: 4208 (shares listed on Prime Section of
 Tokyo Stock Exchange)
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UBE Corporation Announces Organizational and Personnel Changes

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

Company name: UBE Corporation

1. Change in Internal Organization

Date of Issue: April 1, 2026

- (1) Abolish the Corporate Planning Department and the M&A Promotion Office; establish the Corporate Strategy Department and the Corporate Management Department.
- (2) Abolish the Business Reorganization Department.
- (3) Establish a Production Technology Research Laboratory within the Research & Development Division.
- (4) Establish a Production Division and transfer the Ube Works, Sakai Factory, Yoshitomi Factory, Production Engineering Department, and Plant Operation Technology Training Center under it.
- (5) Transfer the C1 Chemical Project to the Performance Polymers & Chemicals Division.

2. Changes in Executive Officers

Newly appointed executive officers (as of April 1, 2026)

Name	New Position	Current Position
Shino Nakada	Executive Officer, with responsibility for Internal Audit Dept.	General Manager, Internal Audit Dept.
Kazuhito Soga	Executive Officer, General Manager, Pharmaceuticals Div.	Deputy General Manager, Ube Works; General Manager, General Affairs&Corporate Service Dept.
Yoshihiro Ushigoe	Executive Officer, General Manager, Corporate Strategy Dept.	General Manager, M&A Promotion Office

Promoted executive officers (as of April 1, 2026)

Name	New Position	Current Position
Yoichi Funayama	Senior Managing Executive Officer General Manager, Specialty Products Div.	Managing Executive Officer General Manager, Pharmaceuticals Div.
Ryo Kawamura	Managing Executive Officer, CHRO, CCO, with responsibility for Human Resources Dept., Talent Strategy Dept., General Affairs Dept., Legal Dept., and Intellectual Property Dept.	Executive Officer, CCO, with responsibility for Human Resources Dept., Talent Strategy Dept., General Affairs Dept., Legal Dept., Intellectual Property Dept., and Business Reorganization Dept.

Changes to assignments (as of April 1, 2026)

Name	New Position	Current Position
Yuki Nishida	CEO	CEO, with responsibility for M&A Promotion Office, DX Promotion Office, Information Systems Dept., and C1 Chemicals Project
Futoshi Takase	Managing Executive Officer, General Manager, Production Div., Ube Works	Managing Executive Officer, General Manager, Ube Works, with responsibility for Production section and Production Technology Development Dept.
Hiroataka Ishikawa	Managing Executive Officer, CFO, CRO, with responsibility for Sustainability Dept., Corporate Communications Dept., Corporate Management Dept., Accounting Dept., and Finance Dept.	Managing Executive Officer, CFO, CRO, with responsibility for Sustainability Dept., Corporate Communications Dept., Corporate Planning Dept., Accounting Dept., Finance Dept., and Deputy responsibility for M&A Promotion Office
Shinya Takahashi	Managing Executive Officer, CSO, with responsibility for Corporate Strategy Dept., DX Promotion Office, Information Systems Dept.	Managing Executive Officer, General Manager, Specialty Products Div.
Kenji Hoshino	Executive Officer, CLO, with responsibility for Environment & Safety Dept., Quality Assurance Dept., and Purchasing & Logistics Dept.	Executive Officer, with responsibility for Environment & Safety Dept., Quality Assurance Dept., and Purchasing & Logistics Dept.
Yoichi Yoshida	Executive Officer, CTO, General Manager, Research & Development Div.	Executive Officer, General Manager, Research & Development Div., with responsibility for Development section, and Deputy responsibility for M&A Promotion Office
Mitsuru Haramoto	Executive Officer, Deputy General Manager, Production Div.; General Manager, Ube Chemical Factory	Executive Officer, Deputy General Manager, Ube Works; General Manager, Ube Chemical Factory

1. Directors

Job Title	Name	Job Title	Name
Chairman of the Board of Directors	Masato Izumihara	Outside Director	Tsugio Mitsuoka
President and Representative Director	Yuki Nishida	Director, Audit and Supervisory Committee Member	Masayuki Fujii
Representative Director	Hirofumi Nonaka	Outside Director, Audit and Supervisory Committee Member	Tamesaburo Yamamoto
Director	Ryo Kawamura	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
Chief Executive Officer	Yuki Nishida	CEO
Senior Managing Executive Officer	Hisaaki Yokoo	General Manager, Elastomer Division; President and Representative Director, UBE Elastomer Co. Ltd.
	Yoichi Funayama	General Manager, Specialty Products Division
Managing Executive Officer	Futoshi Takase	General Manager, Production Div., Ube Works
	Hirofumi Nonaka	General Manager, Performance Polymers & Chemicals Div.
	Hirofumi Nonaka	CFO, CRO, with responsibility for Sustainability Dept., Corporate Communications Dept., Corporate Management Dept., Accounting Dept., and Finance Dept.
	Shinya Takahashi	CSO, with responsibility for Corporate Strategy Dept., DX Promotion Office, Information Systems Dept.
	Ryo Kawamura	CHRO, CCO, with responsibility for Human Resources Dept., Talent Strategy Dept., General Affairs Dept., Legal Dept., Intellectual Property Dept.
	Ryo Kawamura	CHRO, CCO, with responsibility for Human Resources Dept., Talent Strategy Dept., General Affairs Dept., Legal Dept., Intellectual Property Dept.
Executive Officer	Kenji Hoshino	CLO, with responsibility for Environment & Safety Department, Quality Assurance Dept., and Purchasing & Logistics Dept.
	José Ignacio Iglesias	Representative, UBE CORPORATION EUROPE S.A.U., with responsibility for the Europe region
	Yoichi Yoshida	CTO, General Manager, Research & Development Div.
	Anusara Suthikulavet	President and CEO, UBE Chemicals (Asia) Public Company Limited, with responsibility for Asia region
	Mitsuru Haramoto	Deputy General Manager, Production Div.; General Manager, Ube Chemical Factory
	Takaaki Nishimori	Deputy General Manager, Specialty Products Div.
	Koji Sagaoka	President & CEO, UBE CORPORATION AMERICA INC., with responsibility for the Americas region
	Seijiro Kamezawa	General Manager, High Performance Urethane Div.
	(Newly appointed) Shino Nakada	with responsibility for Internal Audit Dept.
	(Newly appointed) Kazuhito Soga	General Manager, Pharmaceuticals Div.
	(Newly appointed) Yoshihiro Ushigoe	General Manager, Corporate Strategy Dept.
	(Newly appointed) Yoshihiro Ushigoe	General Manager, Corporate Strategy Dept.

Abbreviations:

CEO : Chief Executive Officer

CFO : Chief Financial Officer

CRO : Chief Risk Officer

CSO : Chief Strategy Officer

CHRO : Chief Human Resources Officer

CCO : Chief Compliance Officer

CLO : Chief Logistics Officer

CTO : Chief Technology Officer