

Sustainability

Approach to sustainability

The UBE Group ensures that all executives and employees are fully aware of the UBE Group Basic Policies for Sustainability and works to identify material issues and seek solutions to these issues.

UBE Group Basic Policy for Sustainability

We recognize that the establishment of sustainability management refers to a state in which a company identifies sustainability-related issues, evaluates and understands their impact, formulates and implements appropriate solutions, transparently discloses the results of such measures, and is able to operate such a system on an ongoing basis.

The UBE Group aims for sustainable growth by establishing sustainability management, building good relationships with all stakeholders, and creating new value for society.

● Scope

This policy applies to the UBE Group (UBE Corporation and its consolidated subsidiaries) and covers the entire value chain and stakeholders.

● Goal

In order for the UBE Group to grow and develop with a sustainable society for the next 100 years, we will establish the highest level of sustainability management in the industry. To achieve this, we will implement the following measures.

1. We will provide the value needed by society, continuously expand profits, and maximize corporate value.
2. We will build a corporate culture in which diverse talent can play an active role and improve work engagement.
3. We will ensure safety and quality while providing products and technologies that contribute to the environment.
4. In accordance with domestic and international laws and regulations, as well as international norms and guidelines to be observed, we will practice respect for human rights and conduct sound and fair corporate activities.
5. We will actively address global environmental problems

and contribute to the conservation and reconstruction of the natural environment.

6. We will appropriately disclose information to all stakeholders and foster smooth communication with society.
7. We respect the cultures and customs of each country and region and contribute to the development of local communities.

● Commitment

In order to establish sustainability management, we will supervise each specialized committee of the Sustainability Committee, build a system that contributes to the improvement of sustainability across the entire supply chain, and maintain an organization capable of operating it on an ongoing basis.

- By 2030, we will be ranked in the top 5% of sustainability surveys conducted by external evaluation organizations.
- We will review the goals, targets, and progress of each expert committee once a year and provide appropriate advice.
- We will engage with stakeholders at least once a year.

● Responsible Departments and Review

The Sustainability Committee supervises the implementation status of each specialized committee, with support from the Secretariat (Sustainability Department).

This Policy is subject to regular review at least once every year. Any revisions, whether as part of a scheduled review or required during the fiscal year, will be deliberated and approved by the Sustainability Committee.

Sustainability promotion structure

The Board of Directors oversees the policy and progress of initiatives in the promotion of sustainability activities. Under the Board of Directors, the Sustainability Committee, with the president and CEO serving as chair and the executive officer in charge of the Sustainability Department serving as vice chair, is positioned as the Strategic Management Meeting to supervise and promote Group-wide sustainability activities.

In fiscal 2024, the Sustainability Committee met three times and reviewed the UBE Group Basic Policies for Sustainability and the basic policies for each subcommittee. The committee also formulated the UBE Group Code of Conduct, which summarizes the Group's appropriate standards of behavior and values.

Please see the UBE Group's sustainability website for details.

United nations global compact

In April 2021, we signed the United Nations Global Compact and joined the Global Compact Network Japan. We participate in 13 subcommittees of the network.

