

Environmental Safety Management

The UBE Group has made safeguarding the environment, safety, and health top priorities so it can provide products and services that contribute to better lives and achieve solid and sustainable growth.

In keeping with the goals set out in the UBE Group Environmental and Safety Guidelines, the key implementation items of the UBE Group environment and safety measures are incorporated into the activities carried out at business sites/Group companies and partner companies*.

* Partner companies: Including construction and other contractors

UBE Group environmental and safety guidelines

Based on the SLQDC* order of priority for action and the principle of “safety takes priority over everything,” the UBE Group ensures, through education and training, that employees understand and comply with legal requirements and internal standards related to safety and health, process safety and disaster prevention, and environmental protection, and that they act responsibly in line with these standards. We will also ensure safety and security for those working at the Group and local communities by promoting communication not only within the Group but also with government and the community.

* SLQDC: An acronym using the initial letters of Safety, Law, Quality, Delivery, and Cost, which indicates the order of priority in manufacturing.

● Scope

The guidelines cover the UBE Group (UBE Corporation and its consolidated subsidiaries), as well as companies that are within the scope of the UBE Group’s safety management.

● Goals

The UBE Group will firmly establish the value of “safety takes priority over everything” and ensure safety and security in workplaces and in the local community. To this end, we will implement the following.

- (1) We will secure a healthy, safe, and comfortable working environment for workers.

- (2) We will ensure the safety and security of facilities and maintain stable operations.
- (3) We will properly identify emissions of waste and chemical substances and provide timely and appropriate information disclosure.
- (4) We will establish and implement various measures to promote the occupational health of employees.

● Commitment

- Annual occupational accident safety score* of 280 or less
- Annual number of facility accidents: 0
- Annual number of environmental accidents: 0

Incidents counter under the above items are defined by UBE.

* Safety score = (Lost work time injury frequency rate x 500 + No lost work time injury frequency rate x 100) Grade range A: 0 to 140, B: 140 over to 280, C: 280 over to 490, D: 490 over to 700, E: 700 over

● Responsible Department and Review

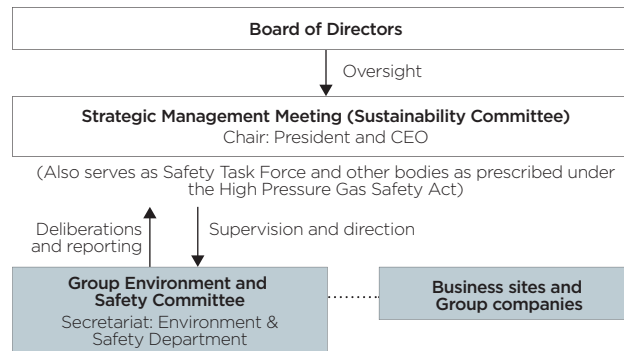
The Environment & Safety Department is responsible for overall management.

These guidelines are reviewed regularly every year, discussed, and approved by the Strategic Management Meeting (Sustainability Committee). Reviews are also conducted as needed during the fiscal year.

Environmental and safety organization

Policies and measures relating to such environmental safety components as occupational safety and health,

Structure of environment and safety meetings



process safety and disaster prevention, and environmental preservation are key management issues. The Group Environment and Safety Committee formulates these policies and measures. The president and CEO chairs the Strategic Management Meeting (Sustainability Committee), which deliberates and decides on them. The meeting also serves as a process safety headquarters prescribed in a ministerial order relating to high-pressure gas safety (HPGS), discussing and determining important matters relating to process safety at certified sites for high-pressure gas. The Board of Directors oversees these activities.

Implementation of UBE Group environmental and safety measures

Based on the UBE Group’s environmental and safety measures, we rigorously implement PDCA cycles to constantly enhance occupational safety and health, safety and disaster prevention, and environmental preservation.

Annual RC activities’ PDCA cycle



Occupational Safety and Health / Process Safety and Disaster Prevention / Quality Assurance and Product Safety

Occupational safety and health / Process safety and disaster prevention

We undertake occupational safety and health as well as process safety and disaster prevention initiatives in keeping with the UBE Group Environmental and Safety Guidelines. The guidelines embody a firm commitment to “safety takes priority over everything” by ensuring safety and security in workplaces and in communities.

Occupational safety and health

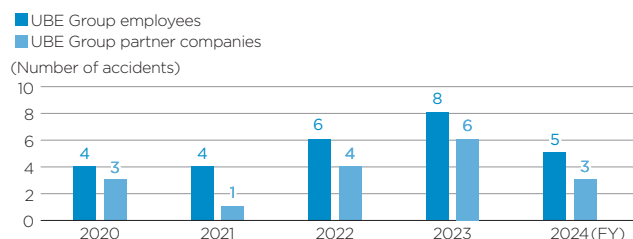
We aim to eliminate occupational accidents, and endeavor to reinforce and keep enhancing safety initiatives by fostering a culture of safety. We also strive to reduce risks in operations that are prone to major accidents and make them inherently safe.

We prioritize engaging in safety initiatives with partner companies and educating and training them to enhance safety awareness.

We investigate and respond to all accidents, including both lost time injuries (LTIs) and non-lost time injuries.” We thereafter confirm the effectiveness of these measures and roll them out across our organization to prevent similar incidents.

In order to secure healthy, safe, and comfortable working conditions for employees, we have set improvement of the working environment as an issue and make efforts to promote an autonomous chemical substance management

UBE Group (Japan) number of lost work time accidents



Note: Aggregated data not including former construction materials company.

system, implement effective measures to prevent heatstroke, and prevent noise-related hearing loss.

Process safety and disaster prevention

The UBE Group conducts safety activities to ensure safe and secure facilities and stable operations, as well as natural disaster prevention activities to minimize damage in the event of a natural disaster with the aim of eliminating facilities accidents. In fiscal 2024, we addressed eliminating facilities accidents, eliminating environmental accidents, improving high pressure gas safety capabilities, and promoting natural disaster countermeasures as our key implementation items.

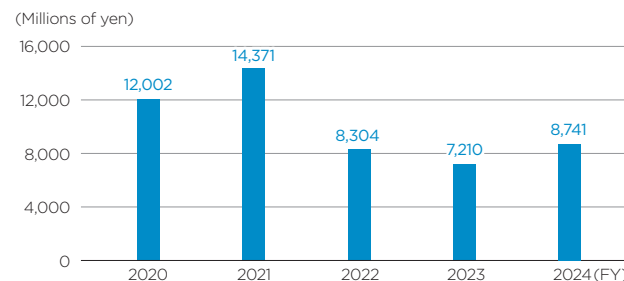
Please see the UBE Group’s sustainability website for details on occupational safety and health and process safety and disaster prevention initiatives.

<https://www.ube.com/ube/en/sustainability/>

UBE Group number of facilities accidents

FY	2020	2021	2022	2023	2024
UBE	13	5	5	4	8
Group companies	2	3	5	6	3

UBE Group safety, health, and disaster prevention countermeasures expenses



Quality assurance and product safety

We undertake quality assurance and product safety initiatives based on the UBE Group Fundamental Quality Guidelines.

Quality assurance

The UBE Group aims to deliver quality worthy of the trust of customers and society, and we are united in our commitment to activities focused on quality.

To prevent past cases of improper quality inspection practices from being forgotten, we are implementing a range of measures and promoting education about quality assurance in terms of both knowledge and awareness for all employees to ensure that they embrace quality assurance activities. We conduct a quality awareness survey among employees every other year. This survey confirmed that employees across workplaces are increasingly committed to improving quality, with a growing percentage of employees prioritizing it.

We will ensure that we respond to changes such as the expansion of specialty businesses and business structure reform, while working toward new value creation and increasing customer satisfaction by leveraging quality-focused management, one of UBE’s core strengths.

Product safety

We factor health, safety, and the environment into chemical substance management. We do this by complying with domestic and international laws and regulations covering chemical substance management, closely overseeing these substances in the supply chain, continuing to strengthen the functionality of U-CHRIP, our in-house-developed database, to comprehensively manage chemical information, and disclosing Safety Data Sheets (SDS)* for key products on our website.

In fiscal 2025, we will strengthen chemical substance management systems of our U.S. sites in the urethane business and other areas and promote global cooperation with our sites in Europe and Asia.

* Safety Data Sheet (SDS): Documentation containing hazard and toxicity information about chemical substances that manufacturers disclose when supplying chemical substances and products incorporating them

Please see the UBE Group’s sustainability website for details on quality assurance and product safety initiatives.

<https://www.ube.com/ube/en/sustainability/>