



UBE Group Sustainability Report 2024

UBE / UBE Corporation

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President's Message

The initiatives for sustainability are the very essence of UBE's management. We will strive to be a sustainable company that focuses on specialty chemicals and contributes to the global environment.

Masato Izumihara
President & Representative Director



Our Ideals & History

The challenges and transformation we pursue today based on our founding principles are steps toward reshaping tomorrow and beyond.

Today, UBE Corporation stands at a major turning point in its long history going back to 1897, when the company was founded as a coal mining enterprise in what is now Ube City. In April 2022, we laid the groundwork for this new era by transitioning to a new group management system as a chemical business holding company, and by changing our name from Ube Industries.

However, the foundation on which our management rests remains the same. Our ideals as a company cannot be discussed without mentioning our **two founding principles**: "coexistence and mutual prosperity" and "from finite mining to infinite industry." In modern terms, the first principle refers to coexistence with all our stakeholders--not just our customers, partners, and employees, but also our shareholders, investors, local communities, and the global environment--while the second one expresses sustainable growth made possible by the structural transformation of our business into a model not heavily dependent on fossil fuels. These principles are the corporate DNA passed down to us and point us the direction of progress.

Guided by our founding principles, we refreshed **our corporate philosophy**, changing it to "Pursue technology and embrace innovation to create value for the future and contribute to social progress." And, we have defined **our purpose** as: "Leveraging the manufacturing technologies the UBE Group has cultivated throughout its long history, create the value required by society, in the safe and environmentally friendly method demanded by society, and deliver that value to the people. And by doing so, help to solve global environmental issues, which have become a common issue for all humankind, and contribute to people's lives and health, and an enriched future society."

To these we have added four values that we cherish: Ethics, Safety and Security, Quality, and People. Together, our philosophy, purpose, and values form our system of ideals.

In order to concretely map out the future that we aspire toward, when we formulated our current medium-term management plan started in fiscal 2022, we defined our "Vision for 2030 (Long-Term Vision)" as "a corporate group centered on specialty chemicals that contributes to the global environment, human health, and an enriched future society." Also, when we changed our company name to its current form, we adopted a tagline with the initials of the three T's: "Transform Tomorrow Today." This means that the diverse challenges and transformation we pursue now are steps for reshaping tomorrow and beyond. This is the perfect slogan for a company that has constantly taken on challenges while evolving its management system to reflect the changing times and business landscape.

Dedicating ourselves to "Transform Tomorrow Today," we will continue addressing the changes in society while proactively transforming ourselves.

How I see UBE

To transform UBE, we must have people who embrace and enjoy changes

As I noted, we are a company with a very long history. Our diverse group of talent has transformed our management system and business structure over the years by taking on many challenges without fearing change. I think that this is what makes UBE unique. When we changed our name to UBE Corporation in April 2022, we also set ourselves on a course to transform into a business structure centered on specialty chemicals. To succeed in this endeavor, we need challenge seekers who are passionate, agile, and change-oriented, and who are eager to plot their own career paths. While it is important for us to produce results on both the corporate and team levels, a look back at our past business expansion and growth reveals that we were able to surmount various adversities thanks to such talent with very strong character and the ability to drive the company forward with their unbridled passion and willingness to embrace change. When we take a closer look at our history, we are bound to encounter the



names of individuals who were integral to the success of various transformations of our organization and businesses. Indeed, UBE could not have evolved without talent who not only embraced change but also enjoyed it as well.

In addition to seeking to recruit such talent, I will also work to implant this ideal as a model for all employees.

In order to value and nurture unique human resources, a corporate culture that tolerates challenges and positive failures is necessary. Our corporate culture can be summed up as a willingness to frankly speak our minds while also sincerely engaging with others within and outside our organization. I think that it is vital for us to have effective internal communication and openness so that we can sustain that culture and so that I can continue speaking candidly with you. I am playing my part by creating communication opportunities to directly hear your voices. Specifically, I visit our worksites and hold a dozen or so meetings each year with all levels of personnel, from senior managers to young workers.

As moving forward with our big shift toward specialty businesses, it is important for us to foster an innovative workplace environment where each member's individuality can be leveraged even more. The top-priority challenge for accomplishing this is to advance diversity, equity, and inclusion. Innovation is hard to come by in a monoculture. We want to create an organization in which female employees can make the most of their abilities, and members with diverse backgrounds, including nationalities, experiences, and values, can play an active role on a global scale. This way, we can quickly detect changes and respond flexibly to the new environment.

Our outlook and actions for the future

**How do we stay on top of society's rapid changes?
The answer is direction and speed.**



The future is always difficult to predict, and the pace of change is accelerating. There are two key factors for succeeding in this endeavor: direction and speed.

As for the first one, the progress of the uncertain future is full of twists and turns, however, there is no mistaking the major direction in which the world is heading toward a sustainable society while addressing global environmental issues. The direction that we are currently striving to follow is to implement a growth strategy that integrates growth in specialty chemicals and contribution to the global environment.

Given the recent global energy situation and greater public awareness of global environmental issues, there is no future for our company if we rely on our traditional basic businesses, which entail heavy energy consumption and cost-driven competition. Instead, we will shift toward

the specialty chemicals business, which consumes less energy and generates strong revenue shielded from market volatility. We will focus on this segment and grow it. This path will help us to reduce our GHG emissions and move closer to carbon neutrality.

The key drivers for this growth will be polyimides--an area of specialty chemicals where we already excel--and polyimide-based products such as separation membranes, C1 chemicals, high-performance coatings, and pharmaceuticals.

One big topic in our efforts to expand globally is our decision to invest in the construction of a plant in Louisiana in the US for manufacturing the C1 chemicals DMC and EMC. These two chemicals are essential to the lithium-ion batteries used in electric vehicles, and the US completely depends on imports for its DMC/EMC supply (provided only by UBE and Chinese manufacturers). I believe that as a Japanese company our local production of DMC, which is also precursor for EMC, will have significant meaning for the economic security of the US, and our entry into the local supply chain is something that customers have been strongly wanting us to do.

The carbon neutrality has already been addressed in our current Medium-Term Management Plan, we have declared that we will work toward carbon neutrality in 2050 by first striving to meet these interim targets for FY2030: reducing our GHG emissions by 50% compared to FY2013, and increasing the consolidated net sales share of environmentally friendly products and technologies to at least 60%.

The other important factor is speed.

Since setting the current Medium-Term Management Plan into motion, we have tremendously accelerated our decision-making processes concerning growth investments in the specialty chemicals business. Also, we have been working to move up the schedule for many projects, and have greatly increased the size of our investments in Japan and overseas.

At the same time, we are pursuing digital transformation (DX) in all sorts of areas. DX is integral to our efforts to further streamline and speed up production, R&D, sales, supply chains, business management, and more. Moreover, we are seeking to leverage AI solutions that can further accelerate DX in ways that make our processes more sophisticated and provide greater value. Through our efforts to accelerate decision-making and implement DX, we will speed up the execution of our core strategy of growing the specialty chemical segment and contributing to the global environment, and will agilely respond to the rapid changes of the times.



Point

Contributing to a sustainable society

Actions and measures for addressing global environmental issues are sometimes perceived as constraints that can impede a company's growth. However, my view is that we should not take a passive approach to them, and instead actively incorporate them into our growth strategy.

We are tackling global environmental issues in the following three priority areas.

The first is our response to carbon neutrality.

As I mentioned, our carbon neutrality actions include setting a target of reducing our GHG emissions in FY2030 by 50%, and we will steadily work toward this goal. However, we cannot achieve such a reduction simply through low-key efforts to conserve energy and

streamline production processes. Most of our emissions come from basic chemical production, so we will also use this as an avenue for reaching our target. We will restructure this segment through various reforms, including discontinuing ammonia production in 2030, while shifting to the more environmentally friendly specialty chemicals business. Our GHG reduction targets have been certified as grounded in science by the Science Based Targets initiative.

The second is contributing to a circular economy. To realize a circular economy, we are working to reduce the amount of plastic and other waste generated by our own operations and are developing products and recycling technologies that utilize recycled materials and biomass.

We manufacture products that use feedstock certified by ISCC PLUS as derived from recycled material. Also, we have set a goal of increasing the net sales share of environmentally friendly products and technologies (including products that contribute to a circular economy) to at least 60% by FY2030.

The third is contributing to nature positive. Our actions here include identifying how our business operations depend on and impact nature, contributing to protection and restoration of natural environments and to sustainable use of ecosystem services, and reducing the rate of water resource consumption in all products. Moreover, we actively participate in forestation projects aimed at protecting water resources.

In addition to addressing global environmental issues, we are making various efforts to be a sustainable company and to contribute to the formation of a sustainable society.

As the core premise for these actions, we make a focused effort to advance respect for human rights. Our "UBE Group Human Rights Guideline" states, in this regard

include respecting the dignity of the individual, and eliminating discrimination based on gender, nationality, disability, age, social status, and other distinctions. And we align our commitments with the United Nations Global Compact, the world's largest corporate sustainability initiative for building a sound global community, and its four areas of action: human rights, labor, environment, and anti-corruption. We also work to spread awareness of this initiative.

Sustainability is exactly what UBE's management aims for. We will implement a PDCA cycle after clarifying appropriate measures for sustainability issues, including the three areas of global environmental issues and respect for human rights, as well as safety, quality, compliance, and so on. And We steadily implement our strategies and measures through approaches driven by stakeholder engagement.

What I value as a business manager.

Our businesses and people grow together.



I am sometimes asked what I value as a business manager. My answer is having good communication in many ways, including dialogue with our people out in the field. Another important thing is to listen to the honest opinions of many people.

CEO is sometimes called "The last man." This means there's no one else behind me. I make the final decisions, and I bear responsibility for everything. That's why I listen carefully to various opinions and ultimately make decisions. This is the most important thing to me as a leader.

What, then, is the role of the top manager? I would say it's to foster an innovative culture and ensure the growth of the company's businesses and people.

To accomplish that, I have to make sure that the company has a work environment and businesses that provide our employees with a sense of purpose and job satisfaction. I think that workers are better motivated and find reward in what they do if they're engaged in a growing business or one that the company is focused on growing. And, if that business does in fact grow, there's more room for the employees to take on bigger roles, and they can enjoy the higher positions and benefits that come with that. In this sense, business growth has positive meaning not just for the company, but also for its people.

So, I believe that a key role of a company's leader is to nurture together the business and the people by making sure that the company engages in such growth-oriented enterprises and that diverse human resources are empowered to exercise their talents to the fullest.

To our stakeholders

We aim for the next stage without fear of change.

We are right in the middle of a process of transformation.

As the phrase "Survival of the fittest" suggests, the ones who survive competition are not those who are simply stronger or wiser, but those who successfully adapt to their changing environment. Over the years since its founding, Ube has continued to grow by turning changes in the environment into new opportunities for business expansion. We, today's successors, have inherited that DNA. I am certain that we, like how our forebears overcame the changes of the times by repeatedly transforming the company, can embrace change and confidently take on bold challenges that will lead Ube to the next level of growth.



Aspiring to realize our Long-Term Vision of becoming "a corporate group centered on specialty chemicals that contributes to the global environment, human health, and an enriched future society," we will transform our businesses with an approach aimed at achieving both specialty chemical-driven growth and contributions to the global environment.

Thank you for your generous support.

Masato Izumihara
President & Representative Director



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In order to fulfill its purpose (raison d'être)* as a corporate group centered on specialty chemicals, the UBE Group aims to achieve sustainable growth by effectively utilizing its management resources and creating new value for society. The cornerstone of our efforts is a focus on realizing a sustainable world. Toward that end, we work to ensure that all executives and employees of the UBE Group are fully aware of the UBE Group Basic Policies for Sustainability, identifying material issues in the areas of growth, environment, society, and governance, and proactively seeking solutions to these issues.

※ **UBE Group's Purpose (raison d'être)**

Leveraging the manufacturing technologies the UBE Group has cultivated throughout its long history to create the value required by society, in the safe and environmentally friendly manner demanded by society, and deliver that value to the people. And by doing so, help to solve global environmental issues, which have become a common issue for all humankind, and contribute to people's lives and health, and an enriched future society.

UBE Group Basic Policies for Sustainability

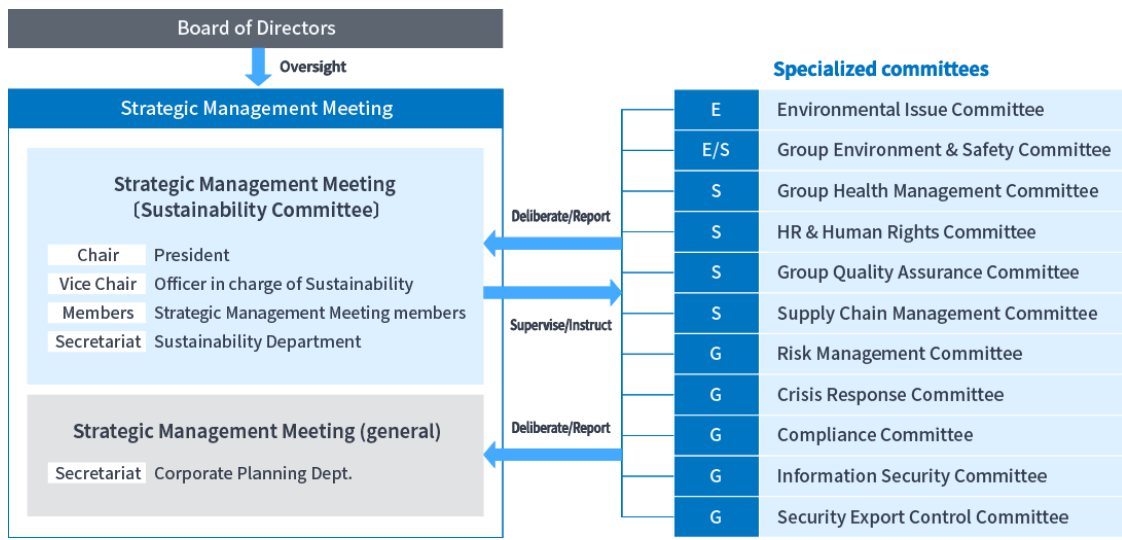
The UBE Group lives up to its founding spirit and corporate philosophy by pursuing Group sustainability through its business activities. At the same time, we are focused on strengthening our efforts to address global environmental issues and contributing to the realization of a sustainable world that exists in harmony with nature.

1. We will secure safety and quality in providing products and technologies that contribute to the environment.
2. We will practice appropriate information disclosure for all stakeholders and readily communicate with society.
3. We will pursue corporate governance that is in keeping with the demands of society and strive to continuously expand revenues and enhance our corporate value.
4. In accordance with laws and regulations at home and abroad, and international norms and guidelines that should be observed, and with respect for human rights, we will pursue our corporate activities in a sound and fair manner.
5. We will respect the culture and customs of all countries and regions and contribute to the development of local communities.

Our Sustainability Promotion Structure

The UBE Group considers promoting sustainability to be an integral part of corporate management. In order to fulfill its purpose (raison d'être) as a corporate group centered on specialty chemicals, the UBE Group aims to achieve sustainable growth by effectively utilizing its management resources and creating new value for society. The cornerstone of our efforts is a focus on realizing a sustainable world. Toward that end, we work to ensure that all executives and employees of the UBE Group are fully aware of the UBE Group Basic Policies for Sustainability. At the same time, we actively identify material issues in the areas of growth, environment, society, and governance and proactively seek solutions to these issues.

In April 2024, we established the Sustainability Committee* to secure a management-level body that meets to promote sustainability activities across the UBE Group and, to this end, exercises overall supervision of the specialized committees tasked with deliberating individual sustainability issues and formulating countermeasures for each. This committee is chaired by the President, with the officer in charge of the Sustainability Department acting as a vice chair, while the Board of Directors supervises the status of its activities. Consisting of general members of the Strategic Management Meeting, the Sustainability Committee meets twice a year in principle, and is also supported by the Sustainability Department serving as its secretariat. In addition, the committee acts in collaboration with the Risk Management Committee to deal with sustainability-related risks and opportunities identified in the course of business execution.



* In accordance with the Basic Policies for Sustainability, the committee formulates Group policies regarding sustainability as well as medium- to long-term and annual plans related to this subject while determining Group responses for such matters as the identification of issues confronting the Company, including material issues. Specialized committees tasked with handling each material issue related to sustainability serve as subcommittees under the Sustainability Committee, and are tasked with planning various measures to address material issues in accordance with the aforementioned policies, executing such measures and otherwise promoting sustainability initiatives.

Materiality and SDGs

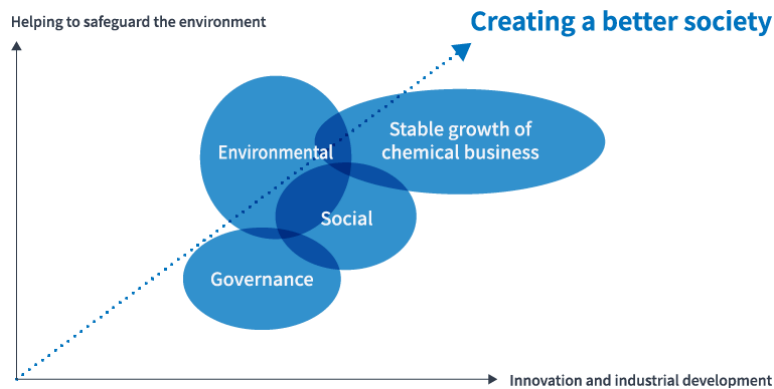
The UBE Group identifies and focuses on addressing material issues (materiality) that impact its sustainable growth by comprehensively considering global environmental issues and other various risks faced by the Group, as well as international consensus on sustainable social development and our own technological capabilities to lower environmental burdens.

Participating Consensuses





- SDGs
- UN Global Compact
- Sustainability Accounting Standards Board
- Global Human Rights Declaration
- Guiding Principles on Business and Human Rights
- ISO 26000
- GRI




Identifying Materiality

Highly important risks with a large potential impact on operations are separated into four different groups: Growth, Environmental (E), Social (S), and Governance (G). As a company responsible for large volumes of GHG emissions, we recognize that the most important risks fall under the Environmental classification, and use this understanding as a base for active initiatives toward lowering the volume of GHG emissions and continuously expanding our provision of environmentally friendly products and technology, thus going beyond simply reducing environmental risks to strive toward turning risks into opportunities. By comprehensively considering global environmental issues and other various risks facing the UBE Group, as well as international consensus on sustainable social development and our own technological capabilities to lower environmental burdens, the UBE Group identifies and focuses on tackling materiality (important issues) that impact its sustainable growth, and reports these to the Board of Directors.



Materiality within the UBE Group

Highly Important Risks with Large Potential Impacts on Operations	Materiality	The UBE Group's Measures	SDGs Items to Which We Contribute
Growth	Expanding the specialty chemicals business	By increasing the weight of specialty chemicals businesses in our business portfolio, we are striving to build an operating structure that generates stable growth regardless of economic trends and improve profit margins. Specialty chemicals businesses encompass many operations that generate minimal GHG emissions. We look to lower emissions rates by increasing the proportion such businesses comprise in our portfolio.	   

Highly Important Risks with Large Potential Impacts on Operations	Materiality	The UBE Group's Measures	SDGs Items to Which We Contribute
		<p>Additionally, to position ourselves as a leader among specialty chemical businesses, we are focusing on R&D activities and strategies in the intellectual property field.</p> <p>* Polyimide, separation membranes, ceramics, semiconductor gases, separators, composites, C1 chemicals, high-performance coatings, pharmaceuticals, phenol resin</p>	
Environment	Addressing global environmental issues	<p>Global environmental issues are those whose damage and repercussions go beyond national borders or regions to affect the entire planet, and are considered to stem from the growing impact of such human activities as population growth, high consumption volume, and international trade.</p> <p>UBE Group has organized its responses to global environmental issues within the following three groups, under which it proceeds with relevant efforts.</p> <ol style="list-style-type: none"> 1. Addressing Climate Change (Carbon Neutrality) 2. Contributing to a Recycling-Based Society (Circular Economy) 3. Contributing to the Conservation and Restoration of the Natural Environment (Nature Positive) <p>Efforts toward the realization of carbon neutrality by reducing GHG emissions across the value chain are especially intensifying. In addition, by providing products, technology and services connected to the circular economy and Nature Positive initiatives as well as engagement such as dialogue and cooperation with stakeholders, we contribute to resolving global environmental issues.</p>	
Society	Hiring and cultivating talent	<p>Talent will be the engine for the UBE Group's medium- and long-term growth. We will hire more women and foreign nationals while educating employees to cultivate talent with diverse values and perspectives, thereby enabling us to respond swiftly to changes in the business climate and pursue sustainable growth.</p>	
Governance	Strengthening management foundations (promoting governance and DX)	<p>To accelerate our initiatives to expand the specialty chemicals business and address global environmental issues, we are implementing DX among all employees in every line of work. Based on our medium-term management plan, "UBE Vision 2030 Transformation ~1st Stage~," we are improving our renewed management structure within the UBE Group. While we transition to specialty chemicals within UBE Corporation, a chemical business company, we have built systems to carry out proper governance as shareholders of the machinery and cement business companies under it. Furthermore, we are continuing to establish diversity within our Board of Directors and delegate authority to its executive side and build systems to conduct deeper discussions on materiality.</p>	

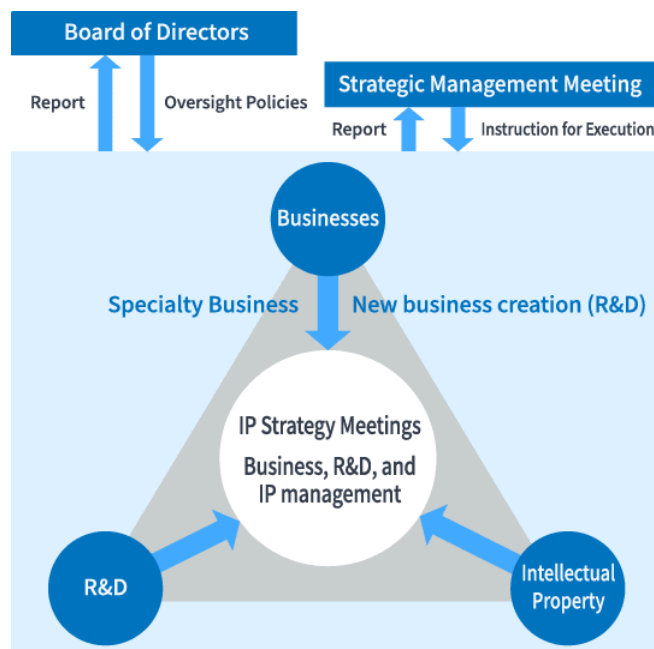
Innovation (Respect for Intellectual Property)

Basic Approach

We will gain a sustainable competitive edge in our specialty chemicals business by having our business, R&D, and IP departments collaborate closely in IP initiatives.

Management System

For the specialty chemicals business, we hold IP strategy meetings on realizing business ideals, in which we discuss IP acquisitions and progress with investments. Regular reports on overall IP activities go to the Strategic Management Meeting and the Board of Directors. These groups then issue instructions on and supervise policies and execution approaches for IP efforts.

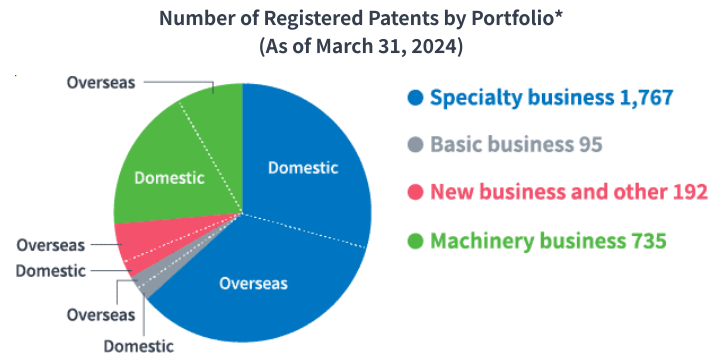


Performance

Status of Owned Patents

In fiscal 2023, the Company registered 178 new patents, bringing the total number of owned patents to 2,789 as of March 2024. In recent years, the number of patents and new patent registrations has declined after splitting off one of the chemicals businesses and taking inventory of patents held, but through steadfast procedures around patent rights, we were able to bring the above number in line with previous fiscal years' levels.

To center our corporate group on specialty chemicals, we have recently been raising the number of patent applications made from the specialty business as well as registration rates, and we plan to continue such policies.



* Patents held by the parent or an UBE Group company

Initiatives

Safeguarding and Utilizing Intellectual Property

For new inventions, our application review council assesses their essences and patentability and determines the scope of rights in view of the supply chain and future implementation approaches. By deciding appropriately on whether to keep information open or closed, we seek to sufficiently safeguard our technical achievements, establish high barriers to entry through IP, and build a sustainable competitive edge for our businesses.

Patent Clearance

We endeavor to respect the IP rights of other companies as we do our own. We accordingly do our utmost to conduct patent clearance searches and minimize business risks in existing businesses and at the commercialization stage in R&D.

Incentive System

In line with employee invention rules, we incentivize inventors upon applying for, registering, and implementing patent protections. At UBE Group R&D briefings, we honor inventors of patents that have contributed significantly to our business. Such recognition motivates inventors and encourages them to pursue further advances.

Employee Education

We are continuously improving the understanding of IP within the UBE Group, and conducting relevant education to foster a culture that is focused on and respects IP. In the past year, we made increased efforts to introduce e-Learning on IP, gave instruction on methods to determine the value of a patent, and provided and exchanged IP information within the Group.

Participation in Initiatives and Organizations

UN Global Compact

In April 2021, UBE signed the United Nations Global Compact Opens in new window and joined the UN Global Compact Network Japan, the local network of Global Compact participants in Japan.

UBE participates in 15 subcommittees as part of the Global Compact Network Japan. At quarterly cross-departmental meetings, the Company shares corporate best practices for the sustainability issues being addressed by each subcommittee. These efforts demonstrate the Company's active approach to carrying out group-wide sustainability management.

15 subcommittees in which UBE participates

Supply Chain Working Group

Environment Management Working Group

GC Internal Promotion Working Group

Kansai Area Working Group

Human Rights Due Diligence (HRDD) Working Group “Guiding Principles on Business and Human Rights”

Human Rights Education Working Group

Anti-Corruption Working Group

Disaster Risk Reduction (DRR) Working Group

SDGs Working Group

ESG Working Group

Creating Shared Value (CSV) Working Group (Management Framework)

Women's Empowerment Principles (WEPs) Working Group “Women's Empowerment Principles”

Reporting Working Group

Circular Economy Working Group

Well-Being Working Group

WE SUPPORT



[> The UN Global Compact](#)

TCFD

The UBE Group expressed its support for TCFD proposals in April 2020. We will assess and analyze the business risks and opportunities of climate change to the Group, reflecting these factors in our business strategy and disclosing information.



[> TCFD](#)

The UBE Group recognizes that opportunities for stakeholder engagement are important for the Group to coexist with society, and actively pursues the following five initiatives.

Stakeholders	UBE Group's Mission	Means/Opportunities of Engagement
Customers	Provide safe, high-quality products and services that are useful to society at fair prices and swiftly respond to customer needs	Communication through sales activities and information disclosure through various means (including the UBE Group website and product catalogs)
Suppliers	Engage in fair, honest transactions	Communication through purchasing activities
Employees	Provide fair pay and stable employment, develop human resources, properly manage work hours, and support work-life balance initiatives	Corporate briefings, Central Labor-Management Conference, training, reporting and counseling systems, internal publications, and the Company's intranet
Local communities and governments	Provide stable and fair employment, pay taxes appropriately, and engage in dialogue with local communities and society	Regional dialogue meetings, Tsubasa community gazette, charity concerts, industry-academia collaboration projects
Shareholders and investors	Continuously raise corporate value; provide timely, appropriate information disclosure; and maintain shareholder returns through stable, appropriate dividends and stock buybacks	IR activities (results briefings, investor briefings, facility tours, etc.), General Meeting of Shareholders, and information disclosure through various means (the UBE Group website, Integrated Report, and UBE Business Report)


Responsible Care Regional Dialogue Meetings

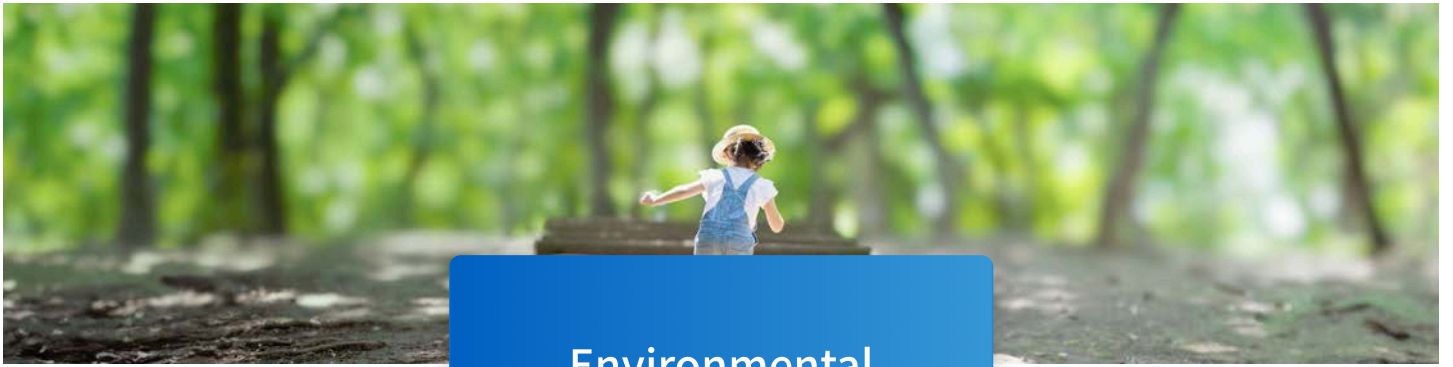
UBE's chemical plants are regional members of the Responsible Care Committee of the Japan Chemical Industry Association (JCIA), specifically in the Western Yamaguchi, Sakai/Senboku, and Chiba regions. JCIA member companies conduct biennial regional dialogue meetings in each region to inform community residents about their Responsible Care initiatives, which encompass environmental conservation, process safety and disaster prevention, and occupational safety.

Because UBE's production base is located in Ube City and since the dialogue meetings provide valuable interaction with regional industry, government, academia, and residents, the Company hosts an Ube regional dialogue meeting every other year in the absence of a Western Yamaguchi regional dialogue meeting, as an annual initiative.

UBE and its Group companies will continue to practice Responsible Care emphasizing dialogue with community residents, in order to coexist with and advance communities as well as for corporate growth.

Overview of Policies and Measures

Management Policy / Corporate Governance	<ul style="list-style-type: none"> > Founding Principles > UBE Corporate Philosophy > UBE Management Principles > Basic Policy for Establishing Internal Control
Sustainability	<ul style="list-style-type: none"> > UBE Group Basic Policies for Sustainability
Compliance	<ul style="list-style-type: none"> > UBE Group Compliance Guidelines > UBE Group Action Guidelines > UBE Group Anti-Bribery Guidelines > Basic Policy for Anti-Social Forces
Risk Management	<ul style="list-style-type: none"> > UBE Group Risk Management Framework
Environment and Safety	<ul style="list-style-type: none"> > UBE Group Environmental and Safety Guidelines > Basic Approach to Occupational Safety and Health Initiatives > Basic Approach to Process Safety and Disaster Prevention Initiatives > Basic Approach to Environmental Preservation Initiatives > Basic Guidelines on Global Environmental Issues > Basic Approach to Contributing to the Conservation and Restoration of the Natural Environment (Nature Positive) 
Quality	<ul style="list-style-type: none"> > UBE Group Fundamental Quality Guidelines
Human Rights and Labor	<ul style="list-style-type: none"> > UBE Group Human Rights Guidelines > UBE Group Human Resources Management Guidelines
Social Initiatives	<ul style="list-style-type: none"> > UBE Group Procurement Guidelines > Socially Responsible Procurement Guidelines > Policy on Conflict Minerals > UBE Group Guidelines for Social Contribution Activities
Information Management / Cybersecurity	<ul style="list-style-type: none"> > UBE Group Information Management Guidelines > UBE Group Information Security Guidelines > Privacy Policy > Policy on Information Disclosure



Environmental

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[“U-BE-INFINITY™”
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Addressing Global Environmental Issues

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[Environmental Performance Data](#) >

Responding to the Task Force on Climate-Related Financial Disclosures (TCFD)

Addressing global environmental issues, such as the transition to carbon neutrality, is a high priority for the Ube Group, and our medium-term management plan “UBE Vision 2030 Transformation ~1st stage~” addresses growth in specialty chemicals and helping to solve global environmental problems as a singular issue. We regard this issue as the most crucial of its kind with regard to securing continuous Group growth and increasing our corporate value. Resolving problems pertaining to global environmental issues is a chance for us, a corporate group working with specialty chemicals, to aim for continuous global growth.

1. Governance Structure

The UBE Group established the Global Environmental Issues Committee to identify and act on problems related to global environmental issues. The President and CEO chairs the Strategic Management Meeting (Sustainability Committee), which receives deliberation reports from the Global Environmental Issues Committee, deliberates on action plans and important issues, supervises relevant efforts, provides instructions, and constantly monitors progress on countermeasures. Reports on important matters go to the Board of Directors regularly, which the Board of Directors uses to provide appropriate oversight.



2. Strategy

In view of efforts to tackle climate change and transition to a low-carbon, decarbonized economy, management assessed a range of scenarios for 2030 and beyond, analyzed risks and opportunities for the UBE Group under each scenario, and formulated the required strategies. The scenarios covered all business units, including the Construction Materials Company, although the assessment below excludes information relating to that entity.

We explored and developed 2°C and 4°C transition scenarios as well as a physical risk scenario and analyzed Group risks and opportunities in each scenario. Our findings showed that while impacts are unavoidable in various scenarios if risks materialize as predicted, we were able to verify the potential for continued improvement in corporate value if we take advantage of opportunities that we expect to arise simultaneously with such materialization.

Scenario Analysis Assessment Steps

- Evaluate business unit performances under each scenario, including forecasts for private power generation
- Analyze UBE Group prospects based on findings for each scenario

- Develop a long-term resilience strategy for 2030 in preparation for 2050

Findings from the aforementioned scenario analysis with heavy financial impacts in the vicinity of 2030 are as follows.

Findings from Scenario Analysis

	Risk categories	Business risks	Impacts	Potential impacts	Timing	Responses
Risks	Transition	Greater costs and impacts on product prices from adoption of carbon pricing	Operations	¥30 to ¥37 billion	Short to long term	Rigorously conserve energy and improve processes
					Medium to long term	Maximize renewable energy usage
					Medium to long term	Restructure businesses, including by shifting to specialty chemicals
					Long term	Innovate technologies
	Transition	Adverse situation for coal-fired private power generation	Operations		Medium to long term	Switch to alternative fuels and produce and procure renewable electricity
	Transition	Requests to expand renewable energy deployments	Products		Medium to long term	Produce and procure renewable electricity
	Transition	Customers requesting disclosure of GHG emissions intensity by product and lower emissions	Products		Short to long term	Rigorously conserve energy and improve processes
					Medium to long term	Maximize renewable energy usage
					Medium to long term	Use non-fossil-based fuels (including biomass and from recycled materials)
Transition	Product sales falling from shift to EVs and less coal-fired power production	Products	¥2 to ¥3 billion	Short to long term	Undertake in-house and collaborative R&D to create and commercialize offerings that match market needs	
Physical	Shutdowns from more frequent and larger climate-related disasters	Operations	¥10 to ¥20 billion	Short to long term	Step up infrastructural and other disaster countermeasures	
Opportunities	Transition	Boost sales of environmentally friendly products and technologies across the supply chain	Products	¥53 to ¥69 billion	Short to long term	Offer more environmentally friendly products, including composites, synthetic rubber, polyimide, battery materials, and high-performance coatings
					Short to long term	Launch energy management materials, including heat-dissipating composite and radiative cooling materials
	Transition	New business growth and creation			Medium to long term	Develop and market carbon neutral technology (CO ₂ electrolysis, bio-based polymers), lightweight materials for xEVs and fuel cell vehicles, and advanced battery materials
					Medium to long term	Market nature sustainability-related technologies, including the use of raw materials derived from natural products.

In addition, we will begin to operate a Green Transformation Emission Trading Scheme (GX-ETS) in fiscal 2026, and in fiscal 2028 we plan to introduce carbon tax credits. We predict that these initiatives may drive up costs around ¥2 billion.

3. Risk Management

The Ube Group's responses to climate change have been registered and managed under a risk management system that monitors the unitary management of risk information and the status of countermeasures taken. Risks registered in the system are classified as operational, major, medium, and minor in line with their risk impacts. Operational and major risks are deliberated upon in Strategic Management Meetings, and are reflected in specific strategies and measures.

Regarding climate change countermeasures, content deliberated upon in Strategic Management Meetings (Sustainability Committee) related to global environmental issues is regularly reported to the Board of Directors, which conducts appropriate monitoring. In this way, risks related to climate change across the entire Group are identified and classified, enabling the Environmental Issues Committee, which is a Companywide entity chaired by the executive officer in charge of the Sustainability Department, to formulate and implement countermeasures and initiative policies.

4. Metrics and Targets

The Ube Group has designated targets for fiscal 2030 regarding initiatives addressing global environmental issues as follows.

GHG emissions:	50% reduction (compared to fiscal 2013)
Total range:	Main business locations of consolidated subsidiaries (Scope 1&2)
Consolidated percentage of net sales comprising environmentally friendly products and technologies:	At least 60%

While we research the possibility of stopping domestic ammonium production by 2030, the Ube Group plans to shift our business toward specialty chemicals, which we predict will allow us to meet the aforementioned GHG emission reduction targets.

Furthermore, GHG emissions in fiscal 2023 totaled 3.50 million tons due to such initiatives as the adoption of energy saving activities. This figure's total excludes cement-related operations transferred to Mitsubishi UBE Cement, which when compared similar data from fiscal 2013 shows a 26% reduction in GHG emissions. In addition, the percentage of consolidated net sales accounted for by environmentally friendly products and technologies for fiscal 2023 was 47%.

“U-BE-INFINITY™” Environmentally Friendly Product Brand

“U-BE-INFINITY™” Environmentally Friendly Product Brand

In April 2024, the UBE Group launched “U-BE-INFINITY™,” an environmentally friendly product brand. UBE Group products and technologies designed to contribute to the environment that are deemed to have outstanding environmental performance are granted this brand, with the goal of enhancing their added value.

The brand name is intended to express our aspiration to realize infinite social development together with our stakeholders. In addition, the brand’s logo uses diverse colors to represent our determination to never being content with the status quo and continuously evolve in order to help resolve global environmental issues.

The “U-BE-INFINITY™” brand thus includes products and technologies capable of contributing to carbon neutrality by reducing GHG emissions as well as a number that employ reused and biomass materials to help save resources or make recycling easier. On June 27, 2024, we launched the first lineup of “U-BE-INFINITY™” brand products as detailed below.



Newly developed products launched under this brand

Bio-composite	A composite that boasts a high content of wood biomass, which helps reduce CO ₂ emissions, and serves as an alternative for fossil-derived materials
Recycled carbon fiber reinforced nylon nylon composite	A nylon composite made using recycled carbon fiber as a raw material

We also plan to release the products and technologies listed below under this brand.

Products and technologies to be marketed under this brand (planned)

Sustainable caprolactam	Manufactured using sustainable raw materials certified under International Sustainability and Carbon Certification (ISCC) PLUS
Bio-based nylon	Made using plant-based raw materials
Recycled nylon	Made using ingredients derived from recycled nylon (PCR ^{*1} and PIR ^{*2} nylon/filler) materials
Recyclable nylon	A nylon-based compatibilizing resin that contributes to multi-material recycling efforts

*1 Post-consumer recycling: A recycling method that converts used products into resources

*2 Post-industrial recycling: A recycling method that converts scrap material emitted from factory processes into resources

> [U-BE-INFINITY™](#)

Addressing Global Environmental Issues: Basic Guidelines

Basic Guidelines for Addressing Global Environmental Issues

The UBE Group focuses on responding to climate change (carbon neutrality), and on contributing to a circular economy and nature conservation and restoration (nature positive). We are helping to resolve environmental issues by steadily implementing strategic measures. These include reducing GHG emissions across the value chain, providing environmentally friendly products, technologies, and services, and engaging with stakeholders.

Basic Activities Policy on Global Environmental Issues

To realize “Addressing climate change (carbon neutrality),” “Contributing to a circular society (circular economy),” and “Contributing to nature conservation and restoration (nature positive),” we have formulated the following strategies and KPIs and are steadily implementing them.

- Ensuring that the management cycle works properly by analyzing materiality, identifying risks and opportunities, formulating strategies and KPIs, and disclosing information
- Minimizing the impacts of internal operations
- Continuing to engage
 - Reach out to entire value chain (suppliers, employees, customers, investors, and communities) to resolve issues in everything from product and services purchases to in-house manufacturing and product processing, usage, and disposal
 - Disclose information appropriately to all stakeholders and encourage collaboration to resolve environmental issues

1. Addressing Global Climate Change (Carbon Neutrality) >

2. Contributing to a Recycling-Based Society (Circular Economy) >

Includes plastic waste in the oceans

3. Contributing to the Conservation and Restoration of the Natural Environment (Nature Positive) >

Includes biodiversity and water resource conservation

Responses in these three areas are evaluated and undertaken across the entire value chain

1. Addressing Global Climate Change (Carbon Neutrality)

Strategy

Reduce GHG emissions from internal operations.

Keep developing and providing environmentally friendly products and technologies that help cut GHG emissions.

Targets and Business Plan

We have formulated a business plan that encompasses overhauling our business structure and deploying measures to conserve energy so we can reach our fiscal 2030 target of halving GHG emissions from fiscal 2013 levels in line with our aim of becoming carbon neutral by 2050.

Significance

- The increase of GHG emissions into the atmosphere due to human activities is causing global warming and major changes in the climate.
- This could transform the natural environment and degrade ecosystem services. Rapid climate change could profoundly affect lives and businesses. It is our social responsibility and mission to tackle these changes as swiftly as possible.

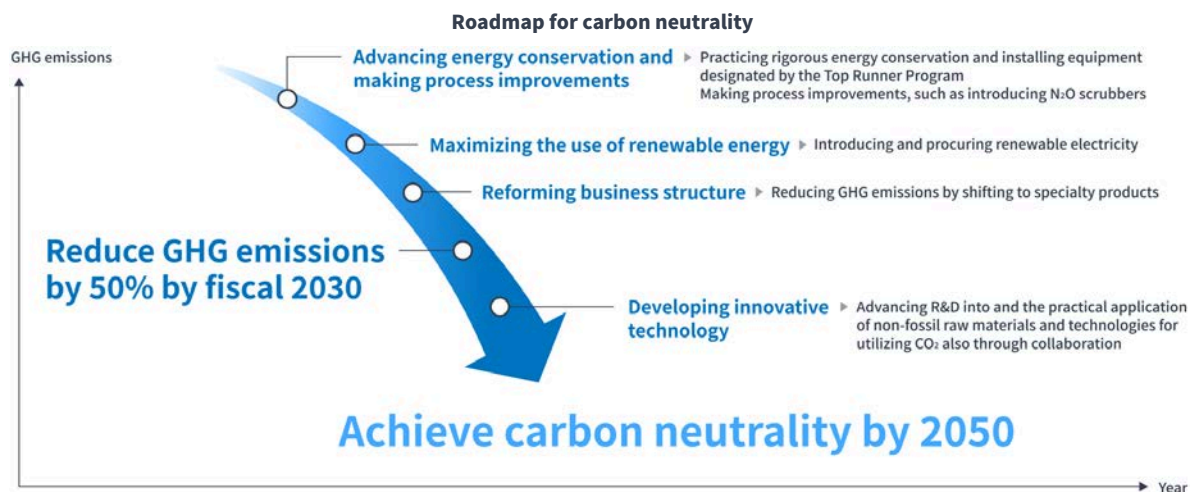
Fiscal 2030 Targets

- **GHG emission reduction targets: 50% reduction compared to FY2013**
- **Target percentage of consolidated net sales comprising environmentally friendly products and technologies: 60% or more**

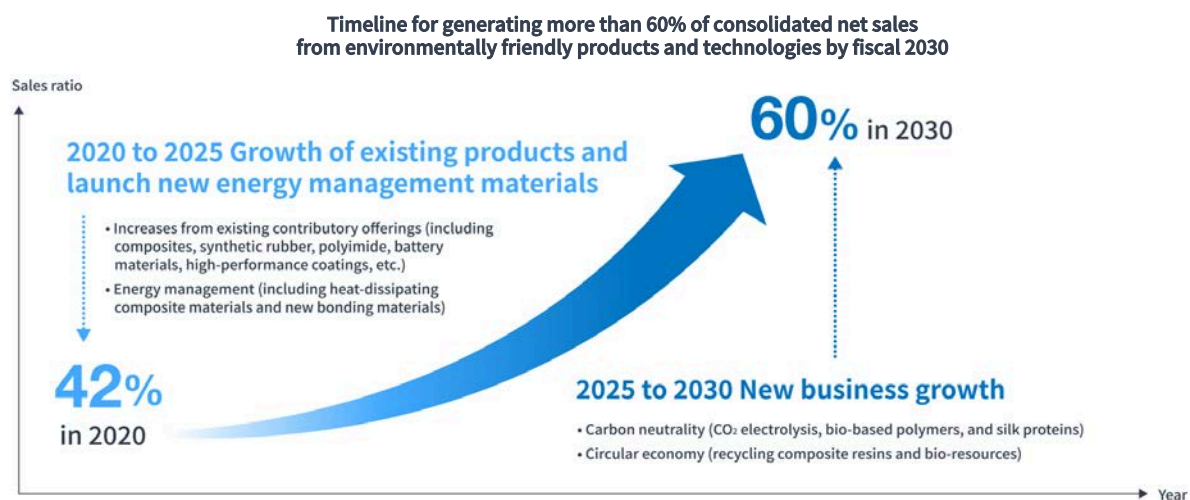
Roadmap for Carbon Neutrality

GHG emission reduction targets

While continually promoting thorough energy efficiency and reforms to production processes, we also promote maximal use of renewable energies and minimal use of fossil fuels. Furthermore, because the development of revolutionary technology is indispensable to achieving carbon neutrality by 2050, we are tackling this issue from a medium- to long-term viewpoint and transitioning to non-fossil fuels, including via external collaboration, while further researching, developing and adopting technologies that utilize CO₂.



* Top Runner Program: A system based on the Act on the Rational Use of Energy where machines and equipment showing the highest performance in efficient energy consumption are selected as Top Runners by the Ministry of Economy, Trade and Industry.



The UBE Group has formulated guidelines based on the revised ISO 14001:2015, and has defined environmentally friendly products and technologies.

Reforming business structure

The shift to specialty products, which have a relatively low energy burden, will help reduce the Group's GHG emissions by minimizing the use of fossil resources, and will also facilitate the development of a resilient business structure that is not greatly influenced by market conditions for raw materials and fuel. The UBE Group aims to create a business structure with a low environmental impact focused on specialty products to drive profitability and growth potential, while creating high added value for basic chemicals and carrying out business structure reforms.

Domestic ammonium production, which utilizes a process that generates a high volume of GHG emissions, was to be halted by 2030, but we are investigating whether this plan can be accelerated. In addition, we reduced the domestic production of caprolactam by 40% in May 2024, as this operation has a high energy burden which causes difficulty in formulating a medium- to long-term outlook regarding improvement in profitability.

Through these reforms to business structures, we believe we will achieve our goal of halving GHG emissions by FY2030.

Fiscal 2023 Initiatives

Receiving SBT^{*1} Certification

In November 2023, we received an acknowledgement that our fiscal 2030 GHG emission reduction targets across the entire UBE Group supply chain were aligned with the standards and recommendations of the certification organization SBT initiative (hereinafter SBTI).^{*2} In particular, the UBE Group's GHG

emission reduction targets for Scope 1 and 2 emissions were recognized as conforming with initiatives to limit the temperature increase to 1.5°C above pre-industrial levels.

Summary of Targets

Targets related to reducing corporate GHG emissions are evaluated in accordance with SBTi’s quantitative and qualitative standards as well as target inspection protocols, and are certified when satisfying all applicable requirements. A summary of two such items that were certified in this evaluation follow.

	Base Year	Target Year	Target Value	Method Used	SBTi Minimum Ambition
Absolute Scopes1&2*³ GHG Emissions	2021	2030	45%	Absolute contraction	42%
Scope3*³ GHG Emissions	2021	2030	25%	Absolute contraction	25%

The range of reductions in Scope 3 covers emissions associated with purchased goods and services, end-of-life treatment of sold products, and investments (which are proportional to Scope 1 and 2 emissions attributable to equity method affiliates, etc., and accounted for by equity stakes)

*1 Science-Based Targets (SBT): GHG emission reduction targets set by companies in accordance with levels requested in the Paris Agreement.

*2 Science-Based Targets Initiative (SBTi): An international organization that urges corporations to set ambitious emission reduction targets based on cutting-edge climate science, with the goal of accelerating corporate initiatives to halve emissions by 2030 and achieve net zero emissions by 2050.

*3 Scope1: Emissions generated directly by a business (burning fuel, factory processes)

Scope2: Indirect emissions generated through the use of electricity, heat and steam provided by other organizations

Scope3: Covers all emissions throughout a business’s supply chain, including those from its upstream and downstream constituents, other than the emissions generated by the business itself

Participating in GX League and GX-ETS

UBE has participated in the GX League and the GX-ETS (Emission Trading Scheme) since April 2023, and submitted our three-year plan for fiscal 2023-2025 as well as our fiscal 2030 GHG emission reduction targets in September of the same year.

A framework that pushes ahead with movement toward carbon neutrality to promote GX,* the GX League was established based on the GX Basic Concept devised by the Ministry of Economy, Trade and Industry.* GX-ETS is an emission transaction system within the GX League, and, while it is being managed as an independent transaction marketplace in Phase 1 (fiscal 2023-2025), discussions are taking place with an eye to full-scale operation in fiscal 2026 or later. The UBE Group strives to disclose information and reduce GHG emissions through GX-ETS activities.

* Green transformation (GX): Activities that aim to reform and realize the use of green energy while minimizing the use of fossil fuels

Deploying a System for Calculating Product GHG Emissions Data

UBE and NTT DATA Japan Corporation have jointly created a system to calculate product GHG emissions. In January 2023, we began providing data from that system to customers. This information makes it easier for customers to assess GHG emissions across their supply and value chains and helps them efficiently implement measures to reduce overall emissions.

We are using this system to make calculations for products produced at the Ube Chemical Factory, the Sakai Factory and the Ube Elastomer Chiba Factory.

Releasing the “U-BE-INFINITY™” Environmentally Friendly Product Brand

In April 2024, UBE launched “U-BE-INFINITY™,” an environmentally friendly product brand. UBE Group products and technologies designed to contribute to the environment that are deemed to have outstanding environmental performance are granted this brand, with the goal of enhancing their added value.

The brand name is intended to express our aspiration to realize infinite social development together with our stakeholders. In addition, the brand’s logo uses diverse colors to represent our determination to never be content with the status quo and continuously evolve in order to help resolve global environmental issues.

The “U-BE-INFINITY™” brand is thus aimed at recognizing products and technologies capable of contributing to carbon neutrality by reducing GHG emissions as well as those which are made using reused and biomass materials to help save resources or make recycling them easier. With the first two items chosen to bear the brand name from among our newly developed products, we plan to release various products and technologies under this brand going forward.

Furthermore, we have set up a specialized site for U-BE-INFINITY™.

Engagement with Primary Suppliers

In May 2023, we conducted a survey related to initiatives addressing global environmental problems as our first step toward engagement with each of our main primary suppliers of important resources. The results of this survey helped us better understand the present condition of initiatives among our primary suppliers while pinpointing future issues. UBE will continue to improve cooperation with our primary suppliers through such activities as well as to strive to contribute to solving global environmental issues across the entire supply chain.

2. Contributing to a Recycling-Based Society (Circular Economy)

Strategy

We will tap discarded and other resources effectively and recycle them. We will develop and provide circular materials, products, and technologies.

Targets and Business Plan

Our goal is to increase the sales ratio of environmentally friendly products and technologies, including products that contribute to the realization of a circular economy, to 60% by 2030. In addition, we aim to effectively utilize and reduce waste such as plastics generated by our own operations.

Significance

- Due to population growth and economic development, concerns around resource depletion and provision will increase. Also, the reuse of limited resources is connected to stable procurement.
- We will limit spiraling, such as with the large amount of plastics accumulating in the ocean due to linear resource flow.
- To realize a circular economy, reforms to redirect current linear resource flows into circular patterns must be undertaken, waste and product reuse encouraged, and an economic system that produces value from recycled resources established.

Fiscal 2023 Initiatives

Receiving ISCC PLUS certifications

The ISCC PLUS certification offers international recognition of guarantees to realize sustainable supply chains. At UBE and the following Group companies, we are manufacturing and selling ISCC PLUS-certified products whose biomass and non-biological renewable content is accounted for using a mass balance method.*1

- UBE CORPORATION EUROPE S.A.U.
- UBE Elastomers, Inc.; our Head Office; and the Chiba factory
- THAI SYNTHETIC RUBBERS COMPANY LIMITED Rayong Factory
- UBE TAIWAN CO., LTD.*2

*1 Mass balance method: A method used in the ISCC PLUS system wherein the total amount of biomass and recycled non-biological materials is compared to the total amount of nonrenewable materials utilized in a product to determine the percentage of 100% biomass and recycled non-biological materials the product contains based on the ratio comprised by the two categories of materials.

*2 **Through trader certification, it is possible to handle all products recognized under ISCC PLUS.**

3. Contributing to the Conservation and Restoration of the Natural Environment (Nature Positive)

Strategy

We will identify the impacts and dependencies of our business activities on nature, identify risks and opportunities, and contribute to the conservation and restoration of the natural environment and the sustainable use of ecosystem services. We also provide products, technologies, and services that help realize nature positive outcomes.

Targets and Business Plan

- Water sources: We analyze water stress trends based on the water conditions (context) and water supply and demand scenario at each site. At sites where water stress is expected to rise, we will reduce water withdrawal and improve water recycling rates by formulating water use strategies and monitoring KPIs.
- Environmental impacts of our operations, including from air, water, and soil pollution: We monitor and reduce pollutant emissions to eliminate environmental incidents.
- Engagement: We will work with the supply chain (environmental impact assessment), employees (education), customers (provision of environmentally friendly products and technologies), investors (provision of information and exchange of opinions), and local communities (environmental improvement activities). We will verify adverse effects (trade-offs) on the natural environment and minimize negative impacts.

Significance

A lot of the products, services, and energy supporting our lives are the fruits of nature. Protecting the environment, restoring nature, and preserving ecosystem services will help safeguard our living environment and livelihoods. Nature conservation and restoration can reduce weather related disasters while protecting cultures and traditions, landscapes, and our diets.

Initiatives

To address the conservation of nature (biodiversity) and water resources, we conduct risk analyses for offices and facilities.

> [Contributing to the Conservation and Restoration of the Natural Environment \(Nature Positive\) \(PDF: 531KB\)](#) 

> [Guidelines on Contributing to the Conservation and Restoration of the Natural Environment \(Nature Positive\) \(PDF: 2.34 MB\)](#) 

* Materials on the UBE Group's basic mindset and the status of activities related to contributing to the conservation and restoration of the natural environment (nature positive)

Fiscal 2023 Initiatives

Recognizing the Importance of Water Resources

Water, the procurement of which is dependent on nature, is used in a variety of ways within the chemical industry, such as in heating media (refrigeration, steam), solvents and cleaning. Water resources are therefore important to the UBE Group.

Based on information obtained using World Resources Institute's Aqueduct tools for evaluating water risk around the world, we assessed and classified water risk at important business locations, and were able to confirm that none of our locations are excessively dependent on water resources deemed to be of high risk.

To prepare for the possibility of increased water stress after 2030 at our locations in Thailand and Spain, we have set target rates for reducing the amount of water used per unit of production and for water recycling, and we are proceeding with various approaches accordingly.

Water Risk Assessment Results

Information obtained using Aqueduct and other tools supplements data gained from on-site locations has enabled us to classify water risk at major business locations into the five rankings shown below.

No water was taken from high-risk fresh water sources.

Risk Level	Percentage of Total Water Intake Volume	Location	Main Cause of Risk
High	0%	N/A	
Medium-High	0%	N/A	
Medium	3%	Important locations in Thailand, etc.	Tight supply and demand of water, drought
Medium-Low	1%	Important locations in Spain	Flooding
	96%	Important locations in Japan	
Low	3%	N/A	

Moreover, because water stress will tend to rise after 2030 at important locations in Thailand and Spain, we are proceeding with responses targeted by the following KPIs.

Location	KPI	KPI			
		Fiscal	Target	Fiscal 2023 results	Change
Important locations in Thailand	Reduce the percentage of water used per unit of production (compared to fiscal 2021)	Fiscal 2024	5% decrease	Fiscal 2023 results	44.5% increase*
	Water recycling rate	Fiscal 2024	26%	Fiscal 2023 results	27.7%
Important locations in Spain	Reduce the percentage of water used per unit of production (compared to fiscal 2022)	Fiscal 2030	10% decrease	Fiscal 2023 results	4.0% decrease
	Water recycling rate	Fiscal 2030	10%	Fiscal 2023 results	0%

Initiatives Related to the UBE Group's WASH Measures

We are proceeding with WASH (Water Access, Sanitary and Hygiene) measures related to SDG Goal 6; ensure availability and sustainable management of water and sanitation for all. WASH measures are aimed at providing everyone in the world with access to safe drinking water, handwashing water, and such hygienic equipment as modern toilets.

In the UBE Group, we outfit our locations with WASH environments, and our offices and facilities are setting goals to address employee health and establish a healthy working environment.

- Setting WASH targets (safe water for drinking, handwashing and hygienic equipment such as modern toilets) at all locations
- Enacting water-saving measures such as installing sensors on faucets at handwashing stations (Sakai Factory)

- Renewing water supply equipment and being thorough in wastewater management (UBE Machinery Group)
- Permanent mineral water server (Head Office)

Among the eight targets included in SDG 6, UBE Group is able to contribute to the realization of targets 6.3^{*1} and 6.4,^{*2} and we are proceeding with such responses through legal compliance and setting goals.

*1 SDG target 6.3: By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.

*2 SDG target 6.4: By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.

Verifying Proximity to Key Biodiversity Conservation Areas

Based on the Integrated Biodiversity Assessment Tool (IBAT) and information from important business locations, we verify the proximity of each site to nature conservation areas and key biodiversity conservation areas in addition to always determining the potential of impacting such areas and the severity of said impact.

- No locations border Ramsar Sites.
- The areas in Ube District that are adjacent to sea level have been designated protected areas corresponding to Management Category VI by the International Union for Conservation of Nature (IUCN).
- Fishing rights have been established for the areas in Ube District adjacent to seas in accordance with national regulations.
- The Koto River Estuary, which is adjacent to the Fujimagari District in Ube, is one of the 500 wetlands in Japan determined to be of high importance with regard to biodiversity by the Japanese Ministry of the Environment and is designated No. 400: Koto River, Ariho River and Asa River Estuary (salt marsh, river, tidal flats, and brackish water). This makes it a Key Biodiversity Area (KBA) where conservation is vital (Suonada Sea, Kotogawa Estuary). The Ministry of the Environment also states that the Koto River Estuary's tidal flats comprise an "Ecologically or Biologically Significant Marine Area" (EBSA). We do not directly release pollutants in this or other marine areas.

Other Fiscal 2023 Initiatives

Marine Plastic Waste

- Undertook joint cleanups with neighboring companies (Sakai Factory)
- Discussed the closed loop recycling of plastic bottle caps (UBE Machinery Group)
- Participated in year-end street cleanup that an Ube City volunteer group organizes (Ube Chemical Factory)
- Patrolled waste storage sites every quarter (Ube Chemical Factory)
- Promoted plastic recycling (Ube Chemical Factory)

Biodiversity Conservation

- Took part in forestation initiatives (Sakai Factory)
- Conducted environmental seminars within the factory (Sakai Factory)
- Participated in the city of Mine's Agriculture, Forestry and Fisheries Office's forestation initiatives to protect water (Ube Chemical Factory)
- Helped exterminate Argentine ants (an invasive species) by contributing to administrative reports and exterminated nests to prevent infestations from spreading beyond business sites (Ube Chemical Factory)



Employees participated in the 16th Forest Creation Experiential Activity for Water Conservation

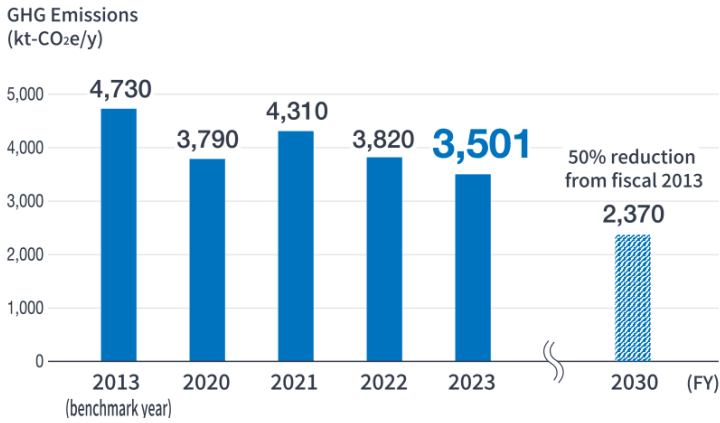
Internal Carbon Pricing

The UBE Group sets internal carbon pricing as a guideline for evaluating carbon prices in capital investment.

Objectives	<ol style="list-style-type: none"> 1. Raise awareness of the importance of CO₂ measures 2. Promote investments to reduce CO₂ through such measures as energy conservation and fuel conversion
Start date	April 1, 2010
Targeted greenhouse gas	Energy-related CO ₂
Listed items	Increase/decrease in CO ₂ , economic indices when CO ₂ is taken into account (CO ₂ increase/decrease of 1,000t-CO ₂ or more per year)
Materials and text covered	<ol style="list-style-type: none"> 1. Descriptions of facility plans to be discussed by Strategic Management Meeting members 2. Written requests for approval (at time of execution)
Carbon price	<p>15,000 yen/t-CO₂ (~FY2024)</p> <p>However, notifications will be issued as needed in the event of significant changes brought about by regulatory trends, etc. Carbon pricing is subject to change.</p>

Initiatives to Reduce GHG Emissions

Progress toward GHG Emissions Reduction Targets*



* Excluding cement-related business transferred to Mitsubishi UBE Cement Corporation.

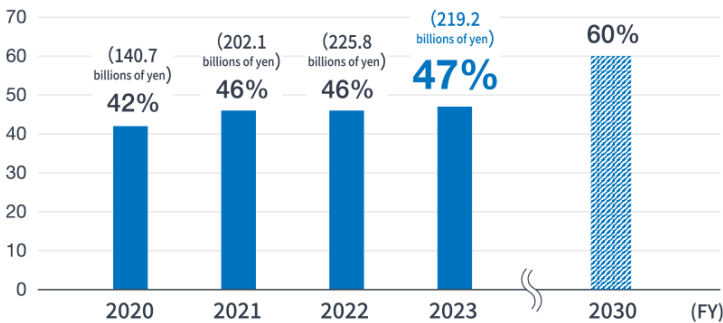
Fiscal 2023 GHG Emissions by Segment

Business sites	Scope 1	Scope 2	Total
Chemicals business	29,783	356	33,343
Japan	22,952	115	2,410
Thailand	402	217	619
Spain	280	24	305
UBE Machinery Group	158	9	167
Total	3,136*	366*	3,501

(kt-CO₂e/y)

Note: The figures marked with “★” are verified by a third party (Sustainability Accounting Co., Ltd.) and its assurance has been acquired. For the detail, please refer to the [assurance report \(Japanese only\)](#).

Consolidated Sales of Environmentally Friendly Products and Technologies*



* Excludes cement-related operations that have been transferred to the Ube Mitsubishi Cement Group.

Estimated Contributions to GHG Emissions Reductions of Environmentally Friendly Products and Technologies

Fiscal 2022: Approx. 10,400 kt -CO₂e/y

Notes:

- Calculations based on the UBE group's market shares and sales volumes of environmentally friendly products based on CO₂ reductions in usage stages compared with conventional counterparts for and products incorporating UBE Group environmentally friendly products and technologies (based on CO₂e reductions for one year of use based on volumes of end products used during fiscal 2022).
- For the detailed data, please refer to “ESG Data” as well as pages 6 to 7 of *Integrated Report Supplementary Information (Environment and Safety / Quality Assurance)* (PDF: 2.57MB) attached to the *Integrated Report 2024*.

> [ESG Data](#)

Trends in the Volume of GHG Emissions, Energy Consumption, etc.

GHG Emissions

(kt-CO₂e)

	2021(FY)	2022	2023	
Scope 1	3,790	3,390	3,136**★	Direct GHG emissions from a reporting entity, due to fuel use, etc.
Scope 2	520	430	366**★	Indirect GHG emissions from electricity and heat purchased from other entities
Scope 3	13,410	12,230	11,990	Indirect GHG emissions throughout the supply chain, such as those that occur during material procurement, transport and product processing, used and disposal
Total	17,720	16,050	15,492	

Notes:

- Scope 1 and 2 emissions in fiscal 2023 will be verified and disclosed in our GHG emission verification report.
- The figures marked with "★" are verified by a third party (Sustainability Accounting Co., Ltd.) and its assurance has been acquired. For the detail, please refer to the [assurance report \(Japanese only\)](#).

GHG Emission by Sector in Fiscal 2023

(kt-CO₂e/y)

Business Sites	Scope 1	Scope 2	Total
Chemical Business	2,970	360	3,330
Domestic	2,290	110	2,410
Thailand	400	220	620
Spain	280	20	310
Machinery Business	160	10	170
Total	3,130★	370★	3,500

Notes:

- Numbers may not add up due to rounding
- The figures marked with "★" are verified by a third party (Sustainability Accounting Co., Ltd.) and its assurance has been acquired. For the detail, please refer to the [assurance report \(Japanese only\)](#).

Scope 3 Emissions by Category

(kt-CO₂e/y)

	Category	2021(FY)	2022	2023
1	Purchased goods and services	3,080	2,490	2,460
2	Capital goods	40	70	90
3	Fuel and energy-related activities not included in Scope 1 or Scope 2	350	300	180
4	Upstream transportation & distribution	160	140	90
5	Waste generated in operations	20	40	40
6	Business travel	0	10	10
7	Employee commuting	10	10	10

	Category	2021(FY)	2022	2023
8	Upstream leased assets	0	0	0
9	Downstream transportation & distribution	70	70	80
10	Processing of sold products	450	460	480
11	Use of sold products	1,510	1,630	2,080
12	End-of-life treatment of sold products	1,100	910	890
13	Downstream leased assets	No relevant activities		
14	Franchises	No relevant activities		
15	Investments	6,620	6,110	5,590
Total		13,410	12,240	11,990

Note: Numbers may not add up due to rounding.

Emissions Data by GHG Category

GHG Categories	(kt-CO ₂ e/y)		
	2021(FY)	2022	2023
CO ₂	3,390	3,140	3,003
CH ₄ ^{*1}	0	0	0
N ₂ O	920	680	500
HFC ^{*1}	0	0	0
PFC	0	0	0
SF ₆ ^{*1}	0	0	0
NF ₃	0	0	0
Total^{*1}	4,310	3,820	3,501

*1 Less than 10,000t₂e

GHG Emission Intensity (GHG emissions per unit of production)

	(t-CO ₂ e/t-LC)		
	2021(FY)	2022	2023
GHG emission intensity	2.521	2.733	2.565

Note: Data for fiscal 2021 and beyond is aggregated and excludes the former Construction Materials Company.

Energy Consumption Data

(MWh/year)

	2021(FY)		2022		2023		Note
	Total	Derived from Renewable Energy	Total	Derived from Renewable Energy	Total	Derived from Renewable Energy	
Fuel consumption	8,417,000	0	6,131,000	0	6,066,000	0	Biomass
Purchased electricity consumption	800,000	176,000	629,000	160,000	633,000	168,000	Power from renewable energy
Purchased steam consumption	1,425,000	0	1,079,000	0	722,000	0	
Purchased hot and cool water consumption	—	—	—	—	63,000	0	
Private power generation (renewable energy)	2,000	2,000	2,000	2,000	2,000	2,000	Solar power
Total	10,644,000	178,000	7,841,000	162,000	7,486,000	170,000	

Note: Numbers may not add up due to rounding.

Energy Type Consumption Data

(MWh/year)

	2021(FY)	2022	2023
Thermal coal	6,963,000	5,144,000	5,127,000
Kerosene and light oil	263,000	157,000	155,000
Liquefied natural gas	626,000	391,000	340,000
Liquefied petroleum gas	138,000	129,000	123,000
Petroleum coke	0	0	0
Heavy oil	201,000	122,000	98,000
Gas and oil by-products	226,000	188,000	223,000
Biomass	0	0	0
Total	8,417,000	6,131,000	6,066,000

Trends in Environmental Data Relative to Initiatives to Reduce Environmental Burdens

Water Resource Usage

Scope of coverage: UBE's domestic factories, laboratories, and key consolidated subsidiaries with manufacturing plants

UBE Group Water Resource Usage (Fiscal 2021 through 2023)

Water Resource Withdrawals (Millions of cubic meters)		2019(FY)	2020	2021	2022	2023
Chemicals Business	Tap water	0.2	0.2	0.2	0.2	0.2
	Groundwater	2.0	2.0	2.2	2.0	2.1
	Industrial water	84	81	83	64	67
	Seawater	114	107	115	302 ^{*1}	343 ^{*1}
	Subtotal	200	190	200	369	413
Machinery Business	Tap water	0.1	0.2	0.1	0.1	0.1
	Groundwater	0.0	0.0	0.0	0.0	0.0
	Industrial water	1.0	1.0	0.9	0.8	0.9
	Seawater	0.0	0.0	0.0	0.0	0.0
	Subtotal	1.1	1.2	1.0	1.0	1.1
Total (UBE Group)		201	191	201	370	414 [★]

Water discharges (Million of cubic meters)		2019(FY)	2020	2021	2022	2023
Chemicals Business	Sewers ^{*2}	0.0	0.0	0.0	0.0	0.0
	Rivers and lakes	2.1	2.1	2.2	2.1	2.2
	Ocean areas	156	145	152	342 ^{*1}	382 ^{*1}
	Subtotal	158	147	154	345	384
Machinery Business	Sewers ^{*2}	0.0	0.0	0.0	0.0	0.0
	Rivers and lakes	0.0	0.0	0.0	0.0	0.0
	Ocean areas	0.9	0.8	0.8	0.7	0.8
	Subtotal	0.9	0.8	0.8	0.7	0.8
Total (UBE Group)		159	148	155	345	385

*1 Including cooling seawater used in private power generation

*2 Wastewater volume 10,000 tons or less

Note: The figure marked with "★" is verified by a third party (Sustainability Accounting Co., Ltd.) and its assurance has been acquired. For the detail, please refer to the [assurance report \(Japanese only\)](#)

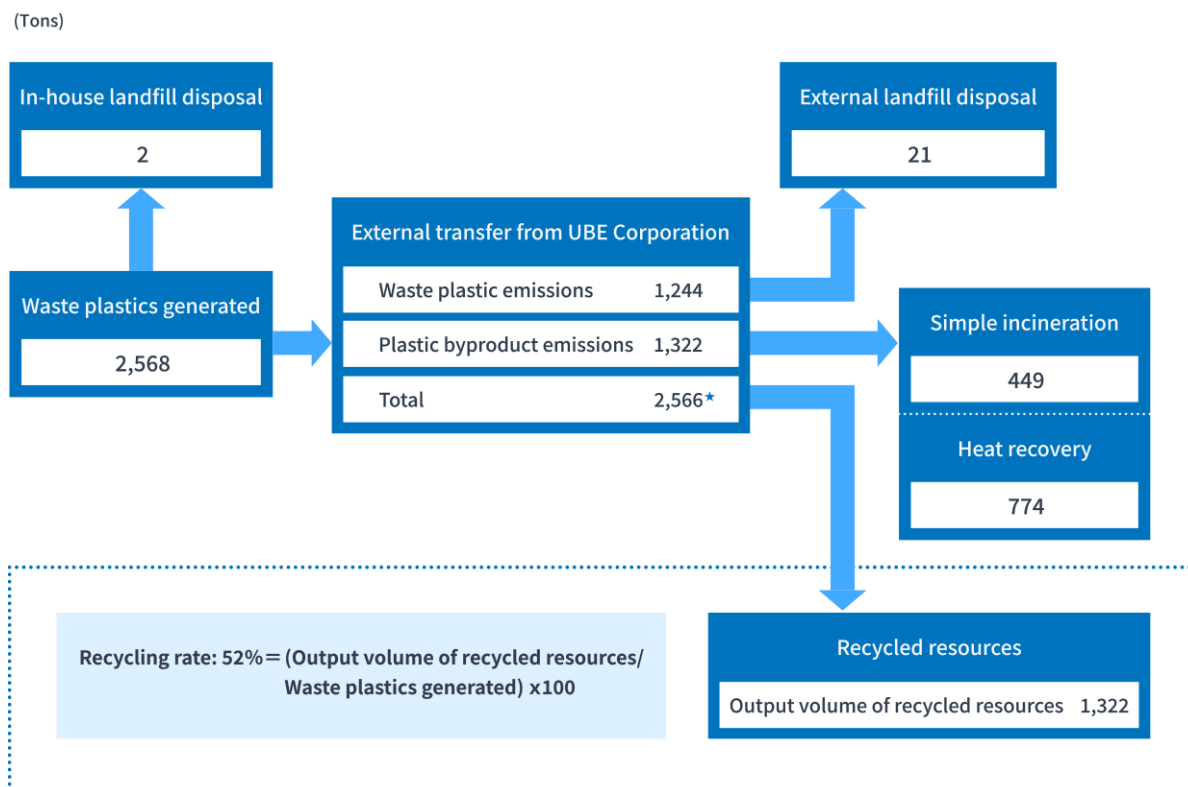
Response to the Fluorocarbon Emission Restriction Law

Promulgated in April 2015, the Act on Rational Use and Appropriate Management of Fluorocarbons is aimed at reducing leaks of fluorocarbon refrigerants (chlorofluorocarbon, hydrochlorofluorocarbon, and hydrofluorocarbon) to help prevent global warming and the further destruction of the ozone layer. We comply strictly with laws and regulations relating to chlorofluorocarbon refrigeration and air conditioning equipment inspections. We endeavor to prevent fluorocarbon leaks by improving their recovery and filling methods and strengthening equipment operations management.

We are systematically replacing chlorofluorocarbon refrigeration equipment from our processes with alternatives that use low global warming potential hydrofluorocarbons or non-chlorofluorocarbon refrigerants.

Recycling of Plastic Resources

Flow of Plastic Resource Recycling (UBE Corporation, fiscal 2023 results)



The Plastic Resource Circulation Act, which went into effect in April 2022, requires businesses to minimize and recycle industrial waste that contains plastics. UBE Corporation's efforts to use plastic resources effectively resulted in a 52% recycling rate in fiscal 2023. We will continue to push ahead with plastic recycling.

Scope of coverage: Data covers eight UBE business sites. These are the Sakai Factory, Ube Chemical Factory, Ube Chemical Factory Fujimagari Area, Ube Electronic and Industrial Materials Factory, Ube Research Laboratory, Pharmaceutical Research Laboratory, Future Tech Laboratory, and Osaka Research & Development Center.

Note: The figure marked with "★" is verified by a third party (Sustainability Accounting Co., Ltd.) and its assurance has been acquired. For the detail, please refer to the [assurance report \(Japanese only\)](#).

Environmental Performance

Overview of Group Environmental Impact (Fiscal 2019 through 2023)

Scope of coverage: UBE's domestic factories, laboratories, and key consolidated subsidiaries with manufacturing plants

	2019(FY)	2020	2021	2022	2023
Input					

		2019(FY)	2020	2021	2022	2023
Total Energy	Crude oil equivalent (Thousands of MWh)	22,140	20,920	21,340	7,841	7,486
Total raw materials (Thousands of tons)		16,298	15,381	15,819	2,177	2,054
Water resources (Million m³)	Freshwater used	97	94	96	68	71
	Seawater used	115	108	116	302*	343*

Note: Data for fiscal 2022 and beyond excludes the former Construction Materials Company.

* Includes cooling seawater used in private power generation.

Business activities (manufacturing) of the UBE Group ↓

Output

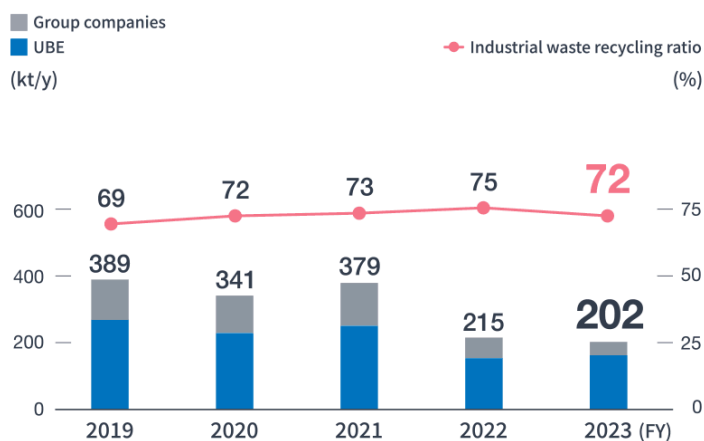
		2019(FY)	2020	2021	2022	2023
Airborne emissions	GHG (kt-CO₂e/y)	12,110	11,270	11,840	3,820	3,720
	SOx (t)	2,652	2,589	2,296	1,095	959
	NOx (t)	16,071	15,274	14,956	3,725	3,405
	Dust (t)	371	392	364	115	66
	PRTR substances (t)	180	190	194	143	164
Soil emissions	PRTR substances (t)	0	0	0	0	0
Waterborne emissions	Wastewater (Million m³)	163	152	159	345	385
	COD (t)	705	658	687	1,347	1,433
	Total phosphorus (t)	11	10	11	18	18
	Total nitrogen (t)	466	420	455	466	471
	PRTR substances (t)	112	82	91	72	27
Industrial waste emissions	External land fill disposal amount (t)	6,463	6,267	5,895	5,159	4,887
	Recycled volume (t)	389,000	340,543	379,024	214,755	200,151

* As the result of revisions to the scope of calculation, data for fiscal 2022 and beyond now excludes the former Construction Materials Company while including cooling seawater used in private power generation.

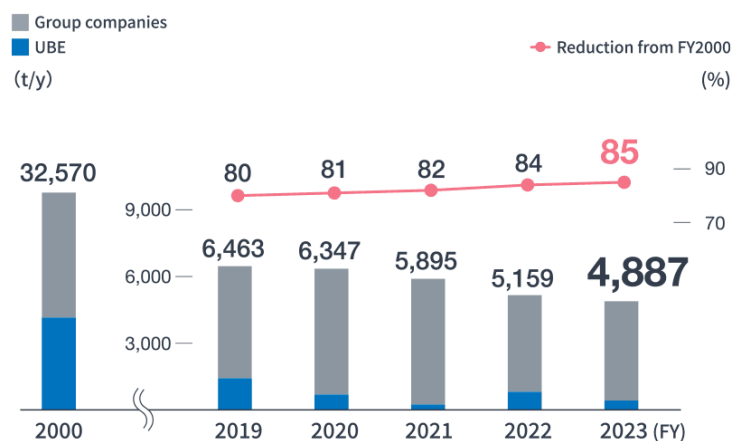
The UBE Group is committed to extensively managing atmospheric and water emissions of pollutants and contaminants, and endeavors to comply with agreements and voluntary standards. We are endeavoring to lower our environmental impact, managing it by checking progress with reduction plans in strategic management meetings and undertaking PDCA cycles. We will keep pursuing business activities that contribute to a circular economy by tackling environmental issues, lowering the volume of industrial waste produced and increasing the volume used, and constraining chemical substance emissions.

Reducing Industrial Waste

Industrial Waste Recycling Amount



Industrial Waste for External Final Disposal



Scope of coverage: UBE's domestic factories, laboratories, and key consolidated subsidiaries with manufacturing plants, representing 70% of such subsidiaries

Waste for External Final Disposal

Fiscal 2024 target: 87% reduction from fiscal 2000 level

The UBE Group is reducing and recycling industrial waste to help create a circular economy. Our medium-term goal is to cut external final disposal by 87% from the fiscal 2000 level by fiscal 2024. We have taken steps to reach that target. In fiscal 2023, our external landfill disposal amount was 85% below that of fiscal 2000. We will keep striving to reduce industrial waste.

Overall Flow of Industrial Waste: In-House

(FY)		①Industrial waste generated	②Reduction	③Recycling	④Final disposal
2019		561,591	145,425	247,568	263
2020		476,127	105,940	220,559	126
2021		522,644	114,866	233,175	127
2022		285,780	46,743	46,743	706
2023	Chemicals Business	232,560	55,485	7,196	130
	Machinery Business	44,826	0	27,718	0
	Total	277,386	55,485	34,914	130

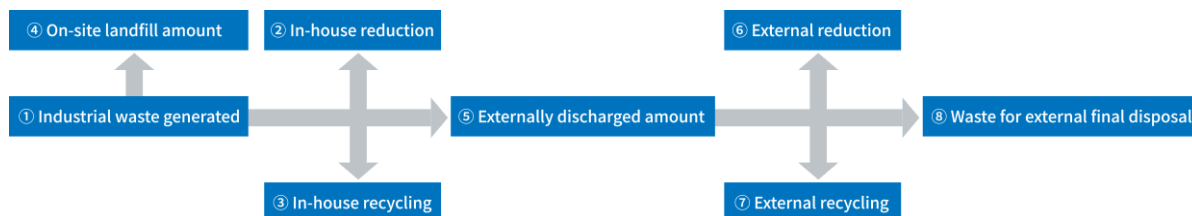
Overall Flow of Industrial Waste: External

(FY)		⑤Discharged amount	⑥Reduction	⑦Recycling	⑧Final disposal
2019		168,335	20,440	141,432	6,463
2020		149,502	23,171	119,984	6,347
2021		174,476	22,732	145,849	5,895
2022		197,676	18,418	174,099	5,159
2023	Chemicals Business	169,750	16,549	152,778	423

(FY)		⑤ Discharged amount	⑥ Reduction	⑦ Recycling	⑧ Final disposal
	Machinery Business	17,108	185	12,459	4,464
	Total	186,858★	16,734	165,237	4,887

Scope of coverage: UBE's domestic factories, laboratories, and key consolidated subsidiaries with manufacturing plants

Note: The figure marked with "★" is verified by a third party (Sustainability Accounting Co., Ltd.) and its assurance has been acquired. For the detail, please refer to the [assurance report \(Japanese only\)](#)



Polychlorinated Biphenyl (PCB) Waste Disposal

We thoroughly audit stabilizers and other equipment using PCBs. In addition, we are endeavoring to complete PCB waste disposals by the deadline set under the amended Act on Special Measures concerning Promotion of Proper Treatment of PCB Wastes. We comply with storage and disposal laws and ordinances processing, and utilize Japan Environmental Storage & Safety Corporation (JESCO) and certified detoxification contractors to systematically dispose of PCB waste.

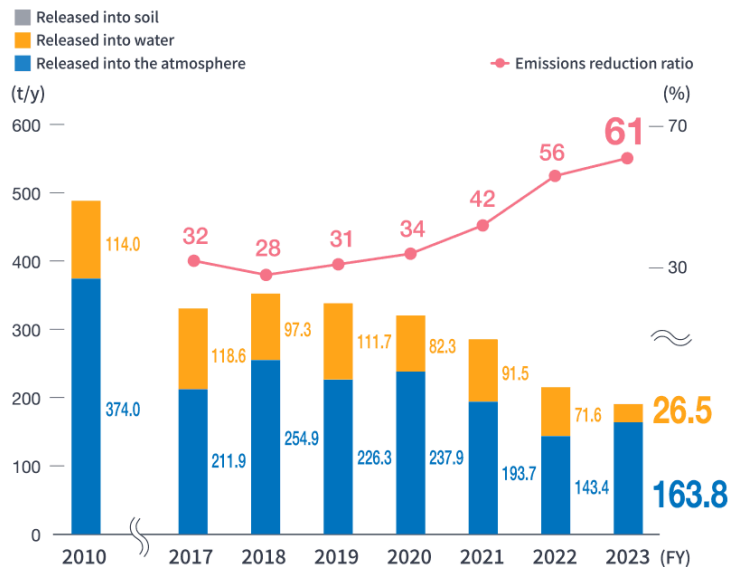
Number of Units of Equipment Incorporating PCBs in Storage (As of April 2024 for UBE Corporation)

	(Units)		
	In Use	In Storage	Total
High-concentration PCB	0	0	0
Low-concentration PCB	23	26	49

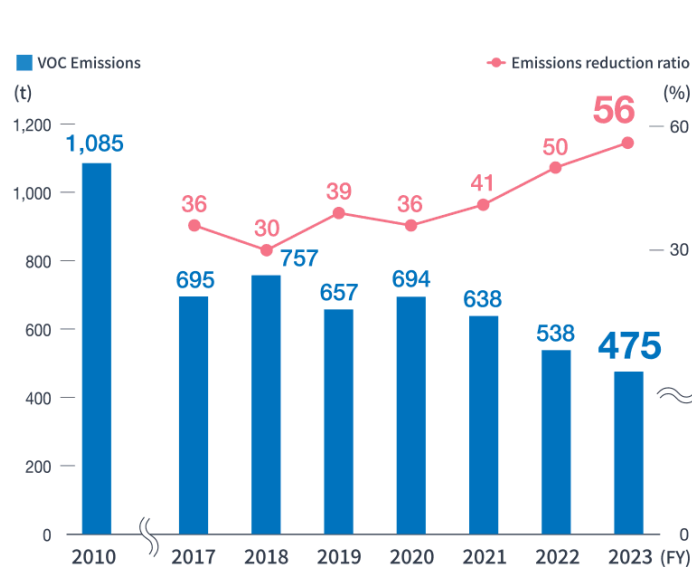
UBE Corporation completely disposed of high-concentration PCB waste in fiscal 2021. It is endeavoring to systematically collect and dispose of all low-concentration PCB waste by the deadline set under the amended Act on Special Measures concerning Promotion of Proper Treatment of PCB Wastes.

Suppressing Chemical Substance Emissions

Emissions Volume of PRTR Substances



VOC Emissions



Scope of coverage: UBE's domestic factories, laboratories, and key consolidated subsidiaries with manufacturing plants, representing 70% of such subsidiaries

Total Emissions of 20 Chemical Substances

Fiscal 2024 Target: 32% reduction from fiscal 2010 level

The UBE Group accorded Companywide priority to 20 key chemical substances^{*1} with high emission volumes from among those subject to the PRTR Law^{*2} and VOCs,^{*3} and endeavors to control their emissions. By fiscal 2023, we had reduced the total emissions of 20 chemical substances by 42% from the fiscal 2010 level (in terms of PRTR substances and VOC emissions reductions, as shown above, down 61% and 56%, respectively, from fiscal 2010). The reduction target for fiscal 2024 is 32%. We will continue to cut our emissions.

Total Volume of PRTR Substances Emitted/Transferred in Fiscal 2023

	Handling Volume (t)	Emission Volume (t)				Transfer Volume (t)	Number of PRTR Substances
		Atmosphere	Public Water	Soil	Total		
UBE Corporation	84,364	80.2	21.8	0.0	102.0	2,963	63
Other Group companies	107,452	83.6	4.8	0.0	88.4	852	40
Total (UBE Group)	191,817	163.8	26.5	0.0	190.4	3,815	78

Volumes of individual PRTR Substances Emitted/Transferred in Fiscal 2023 (Substances emitted 1 ton or more per year and dioxins)

Ordination Designation No.	Chemical Substance	CAS No.	Handling Volume (t)	Total Emissions Volume (t)				Transfer Volume (t)
				Atmosphere	Public Water	Soil	Total	
300	Toluene	108-88-3	1,109	54.0	9.8	0.0	63.7	462.6
629	Cyclohexane	110-82-7	542	37.8	0.0	0.0	37.8	0.2
400	Benzene	71-43-2	66	13.5	0.2	0.0	13.7	0.0
128	Chloromethane	74-87-3	10	9.5	0.0	0.0	9.5	0.0
213	N,N-dimethylacetamide	127-19-5	546	8.6	0.0	0.0	8.6	277.7
80	Xylene	1330-20-7	95	7.9	0.0	0.0	7.9	11.5
53	Ethylbenzene	100-41-4	19	6.8	0.0	0.0	6.8	10.6
595	Ethylenediamine tetraacetic acid and its potassium and sodium salts	60-00-4	10	0.0	5.0	0.0	5.0	0.2
240	Styrene	100-42-5	163	4.7	0.0	—	4.7	0.5
674	Tetrahydrofuran	109-99-9	549	4.6	0.0	0.0	4.6	281.4
405	Boron compound	74-94-2	25	0.1	4.2	0.0	4.2	5.1
737	Methyl isobutyl ketone	108-10-1	513	2.7	1.0	0.0	3.7	300.3
731	Heptane	142-82-5	122	3.0	0.0	0.0	3.0	119.5
349	Phenol	108-95-2	70,808	2.1	0.1	0.0	2.3	1,059.3

Ordination Designation No.	Chemical Substance	CAS No.	Handling Volume (t)	Total Emissions Volume (t)				Transfer Volume (t)
				Atmosphere	Public Water	Soil	Total	
624	Methyl salicylate	119-36-8	221	2.2	0.0	0.0	2.2	5.5
243	Dioxins* (mg-TEQ/year)	—	—	131	3	0	134	—

Scope of coverage: UBE's domestic plants, laboratories, and key domestic consolidated subsidiaries with manufacturing plants, representing 70% of such subsidiaries

Scope of coverage: UBE's domestic factories, laboratories, and key consolidated subsidiaries with manufacturing plants, representing 70% of such subsidiaries

* Mixture of multiple types; the volume of dioxins alone is measured by mg-TEQ

*1 20 chemicals selected independently: Methyl alcohol, butyl alcohol, toluene, epsilon-caprolactam, styrene, ammonia, cyclohexane, cyclohexanone, oxalic acid, vinyl acetate, xylene, n-hexane, ethylbenzene, chloromethane, benzene, dimethyl phthalate, N,N-dimethylacetamide, boric acid compound, phenol, hydrogen fluoride and its water-soluble salts

*2 Pollutant Release and Transfer Register (PRTR) Law: This legislation requires companies to identify business site chemical substance emissions and transfer volumes and report to the government. The Ministry of the Environment discloses the submitted information on its website. Such disclosure is designed to encourage voluntary efforts to improve chemical substance management.

*3 Volatile organic compounds (VOCs): These organic chemicals evaporate or sublimate easily, entering the atmosphere as gases. They are factors in the forming of suspended particulate matter (PM) and photochemical oxidant pollution.

Fiscal 2023 Environmental Impact Data by Facility

In Japan

			Emission into the Atmosphere (t/y)						Emission into Water (t/y)						
			SOx* ¹		NOx* ²		Dust		COD* ³		Total Phosphorus		Total Nitrogen		
			2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	
Chemicals Business	UBE	Sakai Factory / Osaka Research & Development Center	0.0	0.0	1.4	1.2	0.0	0.0	0.7	0.3	0.0	0.0	0.7	0.3	
		Ube Chemical Factory east and west area	17	14	59	58	2.1	1.5	398	393	5.5	5.6	352	357	
		Ube Chemical Factory Fujimagari Area	530	453	333	301	2.5	1.8	203	241	5.0	5.1	50	63	
		Power Management Dept. (private power generation)	532	477	2,755	2,809	100	57	713	767	6	6.5	48	34	
		Ube Electronic and Industrial Materials Factory (Former Meiwa Plastic Industries, Ltd.)	—	—	—	—	—	—	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		Ube Research Laboratory /	—	—	—	—	—	—	0.2	0.1	0.0	0.0	0.2	0.1	

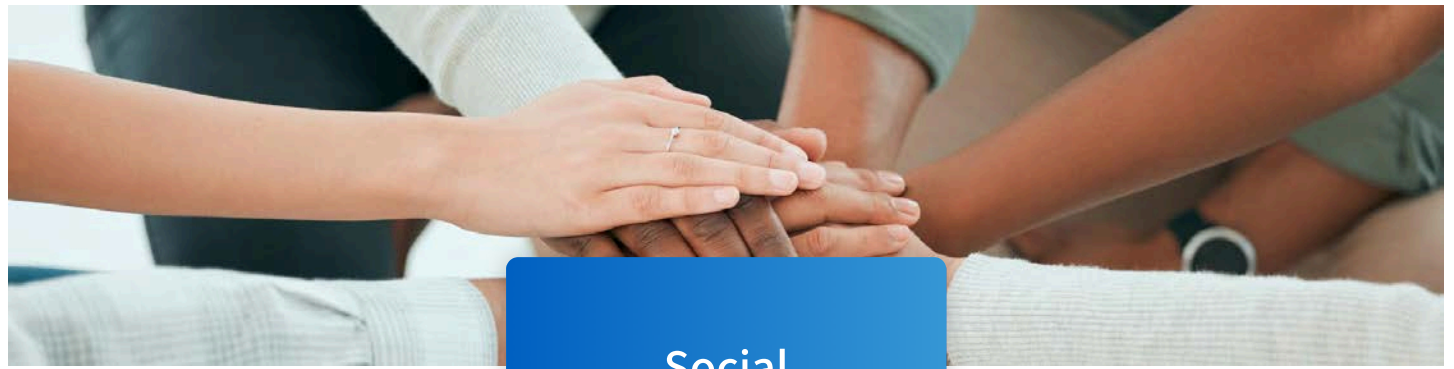
			Emission into the Atmosphere (t/y)						Emission into Water (t/y)					
			SOx*1		NOx*2		Dust		COD*3		Total Phosphorus		Total Nitrogen	
			2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
	Pharmaceutical Research Laboratory													
	Future Tech Laboratory (Former Chiba Research Laboratory)	—	—	—	—	—	—	0.0	0.0	0.0	0.0	0.0	0.0	
	Subtotal	1,079	944	3,149	3,169	105	60	1,315	1,401	16.9	17.2	451	455	
	API Corporation	3	2.4	6	4.6	0	0.1	13	12.7	0.3	0.3	10	11.5	
	UBE Elastomer Co. Ltd.	0.6	0.8	31.7	29.7	0.2	0.2	11.5	12.2	0.1	0.1	3.3	3.0	
	Ube Film, Ltd.	—	—	—	—	—	—	—	—	—	—	—	—	
	UBE Hydrogen Peroxide, Ltd.	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.4	0.0	0.0	0.3	0.3	
	UBE EXSYMO CO., LTD.	0.0	0.0	0.6	0.6	0.1	0.1	3.7	3.3	0.0	0.0	0.0	0.0	
	Total (Chemicals Business)	1,082	947	3,187	3,204	105	60	1,343	1,430	17	18	465	470	
Machinery Business	UBE Machinery Corporation, Ltd.	0.1	0.1	—	—	—	—	1.1	1.1	0.2	0.2	1.4	1.4	
	UBE Steel Co., Ltd.	13	12	88	201	9.4	6.0	2.6	2.4	—	—	—	—	
	Fukushima Ltd.	—	—	—	—	—	—	—	—	—	—	—	—	
	Total (Machinery Business)	13	12	88	201	9.4	6.0	3.7	3.5	0.2	0.2	1.4	1.4	
Total (UBE Group)		1,095	959	3,275	3,405	115	66	1,347	1,433	18	18	466	471	

Scope of coverage for "in Japan": UBE's domestic factories, laboratories, and key consolidated subsidiaries with manufacturing plants, representing 70% of such subsidiaries

Overseas

		Emission into the Atmosphere (t/y)						Emission into Water (t/y)					
		SOx*1		NOx*2		Dust		COD*3		Total Phosphorus		Total Nitrogen	
		2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Spain	UBE Corporation Europa, S.A. Unipersonal	8	9	442	347	5.5	4.3	130	108	1.0	0.8	58	50

		Emission into the Atmosphere (t/y)						Emission into Water (t/y)					
		SOx*1		NOx*2		Dust		COD*3		Total Phosphorus		Total Nitrogen	
		2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Thailand	UBE Chemical (Asia) Public Company Limited	3.5	4.9	20	20	4.7	6.2	29	39	0.7	0.3	1.9	3.7
	THAI SYNTHETIC RUBBERS COMPANY LIMITED	0.0	0.0	0.0	0.0	1.1	0.009	18	17	0.0	0.005	0.0	0.0
	UBE Fine Chemicals (Asia) Co., Ltd.	0.0	0.0	4.8	3.0	0.2	0.5	—	—	—	—	—	—
Total		11	14	468	370	11	11	177	163	2	1	60	54



Social

Respect for Human Rights >

Sustainable Procurement >

Talent Management >

Diversity, Equity and Inclusion >

Diverse, Flexible, and Efficient Work Practices >

Creating a Comfortable Workplace >

Health Management >

Responsible Care Activities >

Occupational Safety and Health >

Process Safety and Disaster Prevention >

Quality >

Product Liability (Management of Chemical Substances) >

Policy and Basic Mindset

Respecting Human Rights

To become “a corporate group centered on specialty chemicals that contributes to the global environment, human health, and an enriched future society,” as defined in “Vision UBE 2030 Transformation ~1st Stage~” from our “Vision for 2030,” the UBE Group has established the UBE Group Human Rights Policy as its policy for conducting corporate activities that respect human rights based on the UBE Corporate Philosophy, Purpose, and Management Principles.

[The UBE Group Action Guidelines](#) state our respect for individuals, fostering mutual understanding, and eliminating discrimination based on gender, nationality, race, disabilities, age, social status, religion, beliefs, or sexual orientation. In addition, the Group will refrain from all inhumane practices including forced labor, child labor, and human trafficking, as well as refraining from having any ties with individuals and organizations that are involved in such practices.

As a Group, we will continue to respect the human rights of all people and will advance proactive initiatives to continue living up to our Corporate Social Responsibility (CSR).

UBE Group Human Rights Guidelines

The UBE Group is committed to respecting human rights across all of its corporate activities. We comply with national and regional laws, regulations, and social norms in keeping with the globalization of our activities. We support and respect international standards on human rights, including the Universal Declaration of Human Rights and ILO Declaration on Fundamental Principles and Rights at Work. We rapidly identify, prevent, mitigate, and appropriately remedy negative impacts on human rights from our corporate activities in order to meet our social responsibilities as a corporation.

Positioning of These Guidelines and Scope of Application

These guidelines are consistent with the United Nations Guiding Principles on Business and Human Rights. Together with the UBE Group Action Guidelines, they guide our human rights efforts across our corporate activities, which are based on the UBE Corporate Philosophy and UBE Management Principles. These guidelines apply to all officers and employees of the UBE Group. We also ask all of our business partners, the entire supply chain, and all other parties involved in our business activities to conduct themselves according to the principles of these guidelines and respect human rights.

Respect for Human Rights

We respect the fundamental human rights of all persons and endeavor to help people live in peace and security. Furthermore, we ask all stakeholders of our business to respect and not infringe upon human rights in order to avoid indirectly contributing to human rights infringements.

Prohibiting Discrimination

We prohibit discrimination in all of its forms, including based on gender, nationality, ethnic background, race, disability, health condition, age, social status, home environment, religion, faith, gender identification, sexual orientation, or type of employment.

Prohibiting Harassment

We prohibit harassment in any form that violates the dignity of individuals including sexual harassment, harassment involving abuse of power, and harassment of pregnant employees.

Rights of Workers

We respect the basic rights of workers, including the freedom of association and right to collective bargaining. We do not tolerate forced labor or child labor in any form. We also comply with the laws and regulations that apply in the countries and regions in which we operate and engage in

responsible labor practices, including ensuring occupation health and safety in workplaces, fair and appropriate wages that take a living wage into account, and the proper management of working hours.

Education

We implement suitable human rights education to ensure that all officers and employees properly understand and are aware of human rights.

Human Rights Due Diligence

In order to meet our responsibility to respect human rights, we identify adverse impacts on human rights our corporate activities could have, based on the approach to human rights due diligence described in the Guiding Principles on Business and Human Rights. We implement initiatives to prevent and mitigate adverse human rights impacts, and endeavor to undertake suitable and effective remedies if adverse human rights impacts arise from our corporate activities. We also work to correct adverse human rights impacts that arise in supply chains.

Addressing Human Rights Infringements

If a human rights infringement is discovered, we promptly remove the source of the infringement on human rights and undertake corrective countermeasures or cooperate on countermeasures with support from within and outside the Group. To ensure that we rapidly identify and correct human rights issues, we suitably operate grievance mechanisms and continually work to develop effective mechanisms.

Engagement

We utilize specialized knowledge on human rights from within and outside the Group in various ways, and continually engage in dialogue with stakeholders on human rights issues that surround the UBE Group, seeking to advance our human rights initiatives.

Masato Izumihara
President and Representative Director
UBE Corporation

Support for the UN Global Compact

The UBE Group signed the United Nations Global Compact in April 2021, and continues to uphold its principles.

The Group also joined the Global Compact Network Japan to further enhance its human rights protection efforts by participating in two subcommittees led by member organizations: the Human Rights Due Diligence (HRDD) Working Group and the Human Rights Education Working Group.

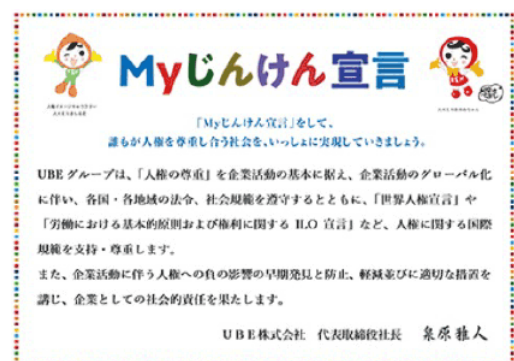
Announcing Our Support of the “My Jinken Declaration” (Declaration of Human Rights) Project Advocated by the Ministry of Justice

In August 2021, UBE announced its own “My Jinken Declaration” (Declaration of Human Rights), supporting the “My Jinken Declaration” project advocated by the Ministry of Justice.

The Ministry of Justice’s “My Jinken Declaration” initiative aims to realize a society in which everyone respects human rights. To this end, this initiative encourages various entities, including business corporations, and individual citizens to publicly declare their commitment to respecting human rights and to take action in keeping with such commitment.



President & Representative Director Masato Izumihara



UBE Group's "My Jinken Declaration"

Management System

Human Resources and Human Rights Committee

To strengthen the Group-wide promotion of human resource management, respect for human rights, and human rights due diligence, we established the Human Resources and Human Rights Committee, which is led by officers in charge of the Human Resources Dept. and Sustainability Promotion Dept. This committee deliberates and reports on matters to Strategic Management Meetings (Sustainability Committee), which are chaired by the CEO.

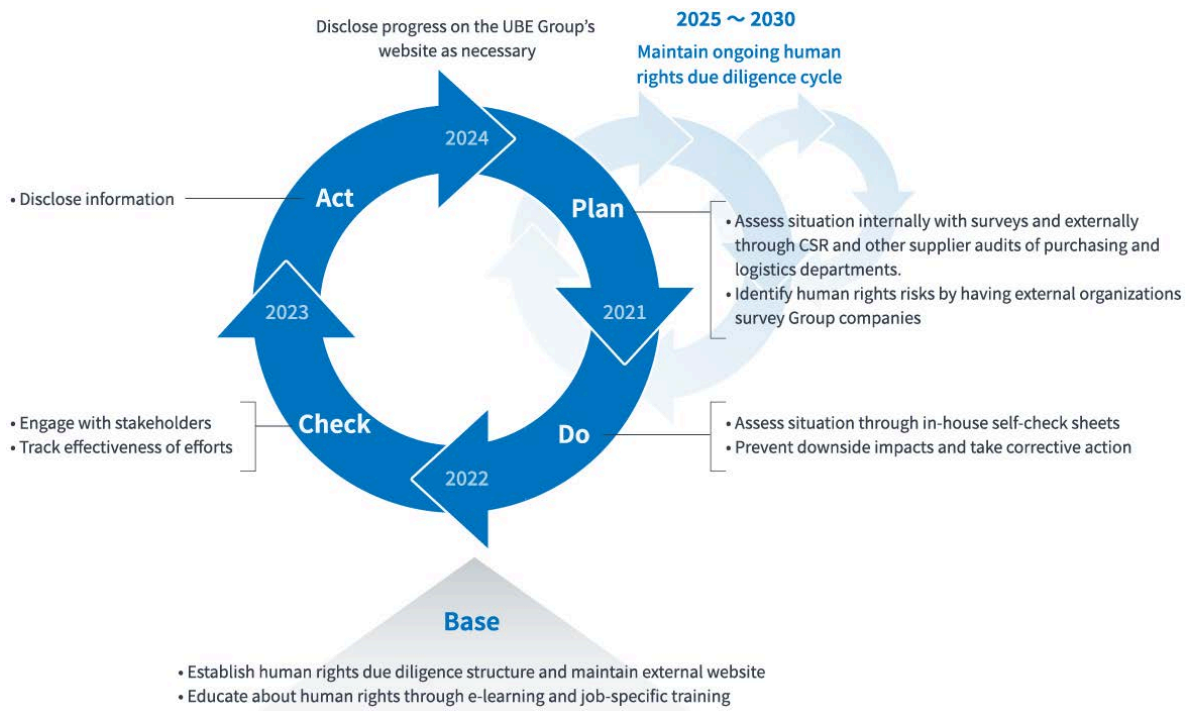
The Human Resources and Human Rights Committee is an interdepartmental organization in the UBE Group that identifies risks to the Group related to human resource management, respect for human rights and human rights due diligence. While deliberating and making decisions on response policies, it also sets goals that it manages and promotes.



Targets and Performance

Human Rights Due Diligence Initiatives

We endeavor to identify, prevent, and address any human rights infringements in our activities. We are proceeding with a PDCA cycle based on the following process. Furthermore, because global stances on human rights have shifted remarkably as of late and societal expectations toward corporate human rights policies have grown since the time when the processes were formulated, we are proceeding with internal discussions toward upgrading our current processes and internal systems.



Human Rights Due Diligence Progress

1. Desktop audits of Group company human rights risk by third-party agencies

In 2021, a specialized third-party agency carried out audits pertaining to human rights risks at 18 domestic (including UBE Corporation) and 21 overseas Group companies based on information from major global NGOs and media/SNS. The results showed that no risks demanded attention. We will continue conducting regular audits to investigate for human rights risks in the Group.

2. Investigating potential human rights risks through surveys given to employees attending e-Learning

In 2022, we coupled e-Learning for Group employees regarding human rights with a survey on risks related to human rights they felt in their work and daily lives in order to gauge opinions regarding potential human rights risks.

This survey was based on the Ministry of Justice's Human Rights Bureau's 25 categories of "risks associated with major human rights to be considered by companies as well as human rights related to corporate activities." Based on the responses received, we assessed the negative impacts felt by Group employees in each category.

Results showed that among the 25 different categories, the greatest impact was felt in the "harassment" category. To address this, we are enhancing our consultation system and improving education on harassment through e-Learning.

3. Sharing the status of initiatives and issues with major overseas locations

For our major overseas locations, we utilize the Self-Assessment Checklist from the UN Guiding Principles Reporting Framework to confirm progress at each location and share the contents of specific initiatives. We will continue to research the horizontal deployment of initiatives while considering the legal and cultural backgrounds of each country.

4. Engaging with stakeholders

Currently, discussions are under way within each relevant department to promote engagement with stakeholders, and we conduct developmental reappraisals of human rights due diligence processes and internal systems to bring them in line with the wider range of countermeasures that recent and noteworthy changes in attitudes toward human rights demand.

5. Tracking the effectiveness of efforts

To track the effectiveness of human rights due diligence initiatives, we verify the status of reports related to human rights via our internal reporting system. There were seven reports related to human rights in fiscal 2023, all of which were improved through internal guidance.

6. Specifying respect for human rights in our procurement guidelines and conducting supplier inspections

Please refer to "[Supply Chain Management](#)."

Human Rights Training and Education for Employees

We created a Groupwide framework to educate employees about human rights based on the UBE Group Human Rights Guidelines. We ensure that all employees understand and embody our stance on human rights in all aspects of business by providing ongoing training. In fiscal 2023, all UBE Group operations in Japan conducted an e-learning initiative marking Human Rights Week to showcase the topics of business and human rights and human rights due diligence and our initiatives to spread such awareness.

Human Rights Education Results (fiscal 2023)

Initiative	Times held	Participants
e-learning	1	7,042 (Domestic Group operations, including directors)
New employee training	1	71 (Parent company)
Job-specific training	1	428 (Parent company)

Initiatives

Compliance Hotline for Human Rights Issues

In cases where a human rights infringement is revealed through internal reporting, business reports, or other channels, the UBE Group takes prompt action to correct the situation and administers the appropriate internal discipline. In addition, the Group reports such cases to management and disseminates this information throughout the Group to improve its efforts to ensure respect for human rights and to prevent recurrence. In fiscal 2023, there have been seven cases in which internal reporting took place, and all were improved upon through internal guidance.

Human Rights Initiatives in Supply Chains

The UBE Group Sustainable Procurement Guidelines, which include measures to address human rights, apply to all Group business partners in order to ensure that human rights are respected throughout the entire supply chain. The Guidelines clearly state that the Group will not tolerate any inhumane acts, including forced labor, child labor, or human trafficking.

In accordance with these guidelines, the Group assesses risks from the perspective of sustainability by [conducting regular surveys](#) of its major business partners. The Group also works with business partners to address such human rights issues as labor conditions and the risk of human rights infringement.

The fourth business partner sustainability surveys revealed that suppliers have implemented a certain level of initiatives and measures pertaining to the human rights issues covered by the survey.

For more information, see [Supply Chain Management](#) and [Results of the Fourth Survey of Business Partners](#).

Policy and Basic Mindset

Purchasing (Supply Chain Management)

The UBE Group strives to establish mutually beneficial, fair and equitable trade relations with our business partners. [Our Basic Purchasing Policy](#) outlines the Group's compliance activities in the areas of fair and equitable transactions, objective assessment in the selection of business partners, legal compliance and confidentiality, green procurement, and sustainable procurement. To encourage our business partners to proceed with sustainability initiatives, we also promote sustainable procurement throughout the entire supply chain.

Basic Purchasing Policy

The UBE Group conducts purchasing operations in accordance with the following basic policy.

Fair and Equitable Transactions

Based on fair, equitable, and free competition, we engage in business transactions that are free of personal interest and that are not arbitrary, and we always seek to create business opportunities with new business partners. We also strive to establish equal and fair collaborative relationships with business partners and to enhance mutual understanding and trust from a long-term perspective.

Objective Assessment in Selection of Business Partners

In the selection of business partners, we make decisions based on economic rationality, after taking comprehensive account of such matters as quality, price, and delivery time.

Legal Compliance and Confidentiality

We comply with all relevant laws and social norms in our procurement operations, and we preserve confidentiality of information obtained in the course of conducting transactions.

Green Procurement

In the selection of items to purchase, we give consideration to environmental protection.

Sustainable Procurement

To raise our social credibility, we promote sustainable procurement throughout the supply chain, including among our business partners.

We seek to give priority to procurement from business partners who fulfill the following commitments.

- Have established an internal structure for practicing sustainability
- Ensure stable supply and emphasize quality
- Practice fair transactions in compliance with corporate ethics, the law, and social norms
- Place importance on environmental friendliness
- Work to address respect for human rights as well as safety and health management
- Value social contribution and communication with society, and practice information management and disclosure

UBE Group Sustainable Procurement Guidelines

The UBE Group engages in a variety of sustainability initiatives in order to earn the confidence of diverse stakeholders, including shareholders, customers, business partners, employees, and communities. To enhance the social credibility of the Group, we practice sustainable procurement throughout the entire supply chain, which includes all of our business partners.

1. Internal structure for practicing sustainability

- (1) Maintain corporate philosophy, basic management policy, and action guidelines, etc., for practicing sustainability within the organization.
- (2) Establish an organizational framework for practicing sustainability within the organization.
- (3) Produce and publish a report related to sustainability and the environment.

2. Ensuring stable supply and quality

- (1) To prepare for such contingencies as disasters and accidents, establish and maintain a risk management framework on a regular basis and inform all employees about it.
- (2) Establish a business continuity plan (BCP) that stipulates in advance the plan for securing business continuity in an emergency situation due to a disaster like an earthquake or influenza outbreak, and inform all employees about it.
- (3) Conduct assessments and tests to ensure product safety, and enable traceability. Also, put in place a certified quality management system such as ISO 9000.

3. Corporate ethics, compliance with the law and social norms, and fair transactions

- (1) Comply with the various laws, regulations, government directives, and rules applicable to business operations (Japan's Companies Act, Antitrust Act, and Subcontractors Act, and similar laws in other countries, labor-related laws and regulations, environment-related laws and regulations, etc.).
- (2) Develop an internal whistleblowing system for reporting illegal activities.
- (3) Prohibit the offering and acceptance of inappropriate benefits.
- (4) Prohibit transactions with organized crime and other antisocial forces (individuals or groups).
- (5) Practice fair transactions with business partners.

4. Consideration for the environment

- (1) Obtain external certifications for environmental management systems (systems for the overall management of environmental initiatives* encompassing an organizational framework, systematic initiatives, and assignment of responsibilities), such as ISO 14001 certification. Establish, operate, and continuously improve environmental management systems.
*Environmental initiatives include establishing environmental policies, implementing measures according to those policies, and executing plan-do-check-action (PDCA) cycles for environmental conservation initiatives.
- (2) Suitably manage and dispose of industrial waste according to the laws and regulations of the country in which the business operates. Practice the three Rs (reduce, reuse, and recycle) in all business activities. Additionally, establish voluntary targets for reducing landfill waste, such as by practicing resource recycling, and continually reduce landfill waste.
- (3) Establish voluntary targets for resource conservation and energy reduction, and continually ensure that resources and energy are effectively used.
- (4) Establish voluntary targets for reducing greenhouse gas (GHG) emissions, including carbon dioxide, methane, and nitrous oxide, and continuously reduce GHG emissions.
- (5) Continuously reduce water consumption through the optimal and effective use of water resources. Additionally, strive for water circulation that suitably preserves the function of water in human activities and for conservation of the environment.
- (6) Strive to exist in harmony with nature through consideration for biodiversity.
- (7) Secure compliance with laws and regulations relating to environmental conservation such as those concerning air emissions, water quality, and chemical substance emissions in the country in which the business operates and, if necessary, set voluntary standards to further raise compliance.

5. Respect for human rights, safety, and health

- (1) Prohibit all behavior that is inhumane. Prohibit all behavior that is inhumane including any form of abuse, corporal punishment or harassment. Practice respect for human rights.
- (2) Prohibit child labor. Prohibit the employment of children who are below the minimum working age and ensure that legally employed young people are not assigned work that would hinder their development.
- (3) Prohibit forced labor. Ensure that all employees are employed of their own free will and are never subjected to forced labor.
- (4) Prohibit overwork. Suitably manage employees' working hours, holidays, and vacations to ensure that they do not work more hours than legally permitted.
- (5) Pay suitable wages. Ensure that employees are paid at least the legally mandated minimum wage and prohibit the unjust reduction of wages.
- (6) Prohibit all forms of discrimination. Eliminate any discrimination in the recruitment and employment of human resources, and treat human resources fairly such as by providing equal opportunities.
- (7) Respect the fundamental rights of workers. Respect fundamental labor rights, including freedom of association and the right to collective bargaining, and build good relations with employees through close dialogue.
- (8) Suitably manage occupational safety. Ensure a safe work environment by identifying and managing the risk of accidents and human exposure to harmful chemical substances, noise, odors, etc., in the workplace.
- (9) Suitably manage the physical and mental wellbeing of employees. Secure compliance with relevant laws and regulations in the country in which the business operates and obtain health management certifications as recommended at the national and state/provincial levels.

6. Social contribution, communication with society, and information management and disclosure

- (1) Actively engage in social contribution activities.
- (2) Accurately report information needed by shareholders, such as financial information, outside the company.
- (3) Disclose in a timely and appropriate manner information related to quality and product safety.
- (4) Develop internal rules regarding the prevention of leaks of confidential information, and implement relevant system measures. Also, establish regulations regarding the protection of confidential information obtained through business transactions as well as personal and customer information, and manage it appropriately.
- (5) Implement measures to protect against such threats to computers and networks as computer viruses.

Policy on Conflict Minerals

The UBE Group practices the responsible procurement of raw materials in order to meet its social responsibilities as a corporation. We strive to trace the origins of six types of minerals, consisting of four identified as being of special concern (tin, tantalum, tungsten and gold) as well as cobalt and mica, which have recently been subject to rising social demand for traceability. We thus determine the presence of such minerals in purchased raw materials and verify details regarding procurement sources when the incorporation of any of these raw minerals is considered unavoidable in light of their characteristics.

If inspections show that conflict minerals (minerals that are mined and sold under the control of armed groups in the Democratic Republic of the Congo and surrounding regions) are used in purchased raw materials, the Group will immediately stop procurement of said raw materials or pressure business partners to change their procurement sources.

Support for Declaration on Partnership Building

April 1, 2022 — UBE Corporation announces its endorsement of the intent of the [Declaration on Partnership Building \(Japanese\)](#) established by the Council on Promoting Partnership Building for Cultivating the Future, whose members include the Chairman of Keidanren, the Chairman of the Japan Chamber of Commerce and Industry, the President of the Japanese Trade Union Confederation (RENGO), and relevant ministers (Minister of State for Economic and Fiscal Policy, Minister of Economy, Trade and Industry, Minister of Health, Labour and Welfare, Minister of Agriculture, Forestry and Fisheries, and Minister of Land, Infrastructure, Transport and Tourism). In accordance with this endorsement, the Company has issued its Declaration on Partnership Building.

Based on its founding spirit of coexistence and mutual prosperity, UBE will continue to enhance collaboration with suppliers with the goal of adding value throughout the supply chain.

Declaration on Partnership Building

1. Coexistence and mutual prosperity throughout the supply chain, and new collaborations across all corporate sizes and affiliations

- We will strive to work together with our business partners to realize a sustainable society that is conscious of human rights, labor standards, the environment and our other social responsibilities.

2. Compliance with the “Promotion Standards”

(1) Pricing method

- We will not demand unreasonable price reductions. We will give full consideration to requests from subcontractors for discussions on compensating transactions.

(2) Cost burdens such as mold management

- We conduct mold transactions based on contracts with subcontractors, promote the disposal of unneeded molds, and will not request subcontractors to store the molds without compensation.

(3) Terms of payment by bill, etc.

- We will pay subcontracting fees in cash as much as practicable. Should we pay those fees by promissory notes, we will never have subcontractors pay discounts or other fees. We will also endeavor to pay invoices within 60 days.

(4) Intellectual property and knowhow

- We will not urge subcontractors to enter into any one-sided non-disclosure agreement or take advantage of our trading position to demand that they disclose their know-how.

(5) Consideration for work-style reforms, etc.

- We will not require subcontractors, without proper compensation of the increased costs, to complete subcontract work within an unreasonably short term, nor will we direct sudden changes to the specifications of subcontract work, so that subcontractors can also pursue work-style reforms.

3. Other

- We have published guidelines to enhance UBE’s social credibility throughout the supply chain, including among business partners.
- In order to end the use of promissory notes, we will work to promote a shift to cash payments and electronic record receivables, including transactions between large corporations.

Management System

Supply Chain Management Committee

To further enhance the promotion of sustainable procurement across the supply chain, we established the Supply Chain Management Committee in April 2024, which is chaired by the officer in charge of the Purchasing and Logistics Dept. This Committee deliberates and reports on matters to our Strategic Management Meetings (Sustainability Committee), which are chaired by our CEO.

The Supply Chain Management Committee is an interdepartmental organization that identifies risks to the UBE Group related to sustainable procurement and deliberates and decides on response policies while setting goals to manage and promote proper sustainable procurement.



Targets and Performance

Sustainable Procurement

The UBE Group has established a Socially Responsible Procurement Policy and the UBE Group Sustainable Procurement Guidelines. These encompass respect for human rights, compliance with laws and social norms such as the exclusion of organized criminal groups and other anti-social forces, and commitment to the environment. Under the policy and guidelines, the Group aims to enhance sustainable practices throughout its supply chain. The latest edition of the guidelines, which are regularly revised to align with the latest societal demands, was published on the UBE Group website in June 2024. The Group informs new business partners of its [basic purchasing policy](#) and the [UBE Group Sustainable Procurement Guidelines \[Japanese\]](#) and refers them to the Group's website, and we request their cooperation with the Group so that we may promote sustainable procurement as a unified body.

Results from the Fourth Sustainability Survey of Business Partners

Since fiscal 2012, the Group has conducted surveys of business partners, and in fiscal 2021 we received responses from 271 major customers and business partners who collectively account for 90% of the purchase value of materials, construction, packaging materials, and fuel oils. The survey responses were aggregated and analyzed to provide feedback for all Group companies. The UBE Group also met with business partners with lower ratings to help them improve their efforts in this regard.

Using ratings from 1 to 5, the survey asked business partners to self-evaluate their CSR initiatives in six thematic areas (34 questions in total): (1) internal structure for practicing sustainability; (2) ensuring stable supply and quality; (3) corporate ethics, compliance with the law and social norms, and fair transactions; (4) consideration for the environment; (5) respect for human rights, safety, and health; and (6) social contribution, communication with society, and information management and disclosure. The survey found an overall average rate of 3.8, indicating that business partners are engaging in a decent level of effort on their initiatives. Large companies showed a high level of effort, at 4.5, while small and medium-sized companies were relatively low, at 3.5. Levels were effectively unchanged from the Third Survey.

A breakdown by topic revealed a high level of effort, at 4.3, on "respect for human rights, safety, and health," while "consideration for the environment" and "internal structures for practicing sustainability" were relatively low, at 3.3. Questions regarding human rights grew to include nine questions, and all responses to these questions indicated that more than 80% of respondents are engaging in a decent level of effort on measures and initiatives. Of special note, all 88 large companies were verified as not having registered any criminal reports of prohibited inhumane actions, forced labor, overwork or child labor. Learn more by visiting [Results of the Fourth Sustainability Survey of Business Partners](#).

In fiscal 2024, we will conduct the Fifth Sustainability Survey of Business Partners. This survey will utilize the standard survey tool (Common SAQ) formulated by Global Compact Network Japan (GCNJ), which we are a member of. Because this survey is based on the Common SAQ from GCNJ, which boasts a membership of more than 600 companies and organizations, we believe we can simplify the act of responding to these surveys for our business partners as we conduct inspections, evaluations and verifications in line with global standards.

FTSE Blossom Japan Index: Supply Chain Evaluation by FTSE Russell

The FTSE Blossom Japan Index of stocks was created by FTSE Russell. Its constituents include Japanese companies with outstanding environmental, social, and governance (ESG) initiatives. UBE has been selected as a constituent of this index. UBE's inclusion is based on its Group-wide efforts to promote sustainable procurement, including the implementation of its Sustainable Procurement Policy and the UBE Group Sustainable Procurement Guidelines. This policy and these guidelines encompass respect for human rights, compliance with laws and social norms such as the exclusion of organized criminal groups and other anti-social forces, and commitment to the environment. In the area of supply chain efforts, the Group received a high score of four out of five from the index managers.

Status of Progress on Major KPIs

We have established major Key Performance Indicators (KPI) that are in line with targets related to sustainable procurement, and are managing their progress. Progress on each of these major KPIs is as follows.

Subject		KPI	Targets	Performance	
Raw Materials	Equipment		FY2024	FY2022	FY2023
○	○	Proportion of value-based procurement purchased from suppliers that align with our minimum requirements for registered business partners	100%	100%	100%
○		Proportion of value-based procurement purchased from suppliers that consent to the UBE Group Sustainable Procurement Guidelines	100%	-	93.8%
○		Proportion of value-based procurement purchased from suppliers who are able to confirm zero human rights risks in individual evaluations	100%	100%	100%
○		Proportion of value-based procurement purchased from suppliers who are able to confirm zero conflict mineral risks in individual evaluations	100%	100%	100%
○	○	Proportion of value-based procurement purchased from suppliers who have completed SAQ sustainability surveys	90%	90% (2021 survey)	

Note: For domestic and overseas Group companies that are currently working on setting their KPIs, please refer to the home pages of each company.

Initiatives (Procurement)

Sustainable Procurement Policy: UBE Group Sustainable Procurement Guidelines

In addition to standards for product quality, prices and delivery times, the UBE Group promotes responsible procurement activities from a social perspective, with a focus on human rights and labor, and from an environmental perspective, through the promotion of renewable energy and biodiversity conservation. Our mindset toward procurement has been codified in our Basic Procurement Policy and the UBE Group Sustainable Procurement Guidelines, which we ask our business partners to respect and uphold as we work together across the entire supply chain to realize a sustainable society.

Specifically, once new business partners have gained an understanding of our policies and mindset through the UBE Group Sustainable Procurement Guidelines, they must conduct internal due diligence before commencing transactions. We begin our transactions with them only after verifying that the results of this evaluation are satisfactory. Once transactions with them commence, we regularly monitor their understanding of our guidelines.

Basic Purchasing Terms and Conditions

We have established Basic Purchasing Terms and Conditions to govern the procurement of equipment as well as construction, fuel oil and packaging materials, and we ensure fair business operations by requiring our business partners to comply. When necessary and appropriate, we reappraise the Basic Purchasing Terms and Conditions, such as when societal demand increases or changes, and ensure the content aligns with the Group's Basic Purchasing Policies and other similar policies.

The contents of our Basic Purchasing Terms and Conditions of our major Group companies are in alignment, and matters related to sustainability are as follows.

- Basic Purchasing Terms and Conditions (excerpt)
- Article 33 (Sustainable procurement)
- Article 35 (Eliminating antisocial elements)

Please view our Basic Purchasing Terms and Conditions at the following site (Japanese).

<https://www.ube.com/ube/corporate/profile/koubai/yakkan/> 

Relationships with Suppliers

We conduct Sustainability Surveys of Business Partners regularly.

1. Survey Question Contents (Fourth Survey)

Question Subject (number of questions)	Main inquiries
1. Internal structure (4)	Maintenance of a corporate philosophy and policy, establishment of an organizational structure, generation of reports, etc.
2. Ensuring stable supply and quality (3)	Establishment of risk management systems, creation of business continuity plans (BCPs), etc.
3. Legal compliance and fair transactions (6)	Compliance with legal systems, presence of internal reporting systems, prohibition of relations with antisocial elements, practice of responsible mineral procurement, etc.
4. Consideration for the environment (7)	Acquisition of third-party certifications, practice of industrial waste management, introduction of energy-saving initiatives, etc.
5. Respect for human rights, safety, and health (9)	Prohibition of inhumane treatment, child and forced labor, etc.
6. Social contribution, other (5)	Engagement in social contribution activities, enforcement of measures to prevent confidential information leaks, etc.



2. Survey Results and Scores

Results of the Survey on Business Partners

Survey Year		Large companies (greater than ¥300 million in capital)	Small and medium-sized companies (¥300 million or less in capital)	Total
2016	Number of company respondents	54	154	208
	Score	4.5	3.3	3.6
2019	Number of company respondents	92	184	276
	Score	4.5	3.5	3.8
2021	Number of company respondents	88	183	271
	Score	4.5	3.5	3.8

3. Audits and Educational Activities

In the previous (fourth) survey, in addition to individual reviews for responding companies (showing company score as well as average score and rankings), we held discussions with the ten companies with the least amount of improvement regarding low scoring items.

4. Future Initiatives

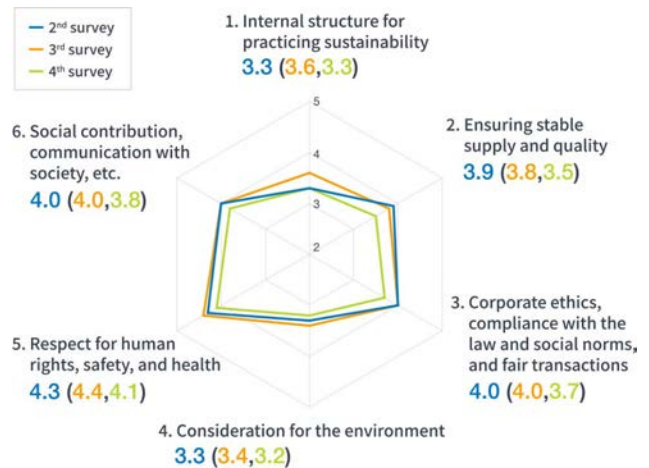
In our next (fifth) survey, we will reevaluate the breadth of questions posed utilizing the standard survey tool (Common SAQ) created by GCNJ. Regarding feedback, the Sustainability Promotion Dept., which leads activities related to sustainability, will take the lead on conducting unified improvement activities from various perspectives, including human rights, environmental and legal compliance, with business partners determined to require assistance via individual discussions and other such activities.

5. Reporting Hotlines for Suppliers, etc.

To maintain and promote compliance, the UBE Group upholds a policy of “obeying laws and regulations at home and abroad, as well as in-house regulations, social norms and other rules in the course of business execution and other aspects of corporate activities.” In this way, we strive to live up to society’s trust in the UBE Group via sincere business conduct. If you recognize any compliance violation, including potential or alleged cases of such violations, in connection with the UBE Group’s business activities, please report this via a hotline.

For more information, please click [here](#).

Comparison of Answers in 4th and Past Surveys (Radar Chart by Category)



BCP System

The Business Continuity Plan (BCP) for our procurement division has been designated as necessary to ensure our ability to maintain operations. This division has created a separate BCP for the aftermath of a large-scale earthquake with an epicenter in the Tokyo metropolitan area in light of the particularly large impact such a disaster would have, and is striving to maintain and improve the efficacy of this BCP through regular reassessments and continuing educational activities. Furthermore, we independently monitor information on supplier locations and the sources of the raw materials used in our products, so that when a natural disaster such as a large-scale earthquake occurs or a supplier has an accident, we are prepared to quickly assess the degree of impact and are able to respond to relevant inquiries.

Employee Education

We recognize the importance of educational activities for employees regarding maintaining and improving sustainable procurement, and we conduct regular educational activities where related internal divisions cooperatively utilize e-Learning systems.

(Fiscal 2023, Company-wide e-Learning examples)

Sustainability (including sustainable procurement), compliance, human rights, cybersecurity, DE&I, health and productivity management, global environmental issues (biodiversity conservation)

(Fiscal 2023, procurement division activity examples)

- Group procurement liaison meetings (annual)
- Liaison meetings regarding the Act against the Delay in Payment of Subcontract Proceeds, etc., to Subcontractors (annual)
- Internal education within the procurement division (twice annually: spreading knowledge about the results of the Survey of Business Partners and a summary of sustainable procurement)

Initiatives (Logistics)

Transport Safety

To ensure the safe transport of chemical substances, the UBE Group provides transport companies and drivers with safety information to use in case of an accident during transport. This is only part of the Group's commitment to preventing logistics accidents and enhancing logistics quality.

Sustainable Logistics

UBE Corporation endorses the Sustainable Logistics Movement and implements voluntary measures to realize the aims of the initiative.

1. Sustainable Logistics Movement

The Sustainable Logistics Movement, which was started by the Ministry of Land, Infrastructure, Transport and Tourism (MLIT), Ministry of Economy, Trade and Industry (METI) and Ministry of Agriculture, Forestry and Fisheries (MAFF), is an initiative aimed at ensuring stable logistics functions necessary for people's lives and for industrial activities while also contributing to economic growth in response to the worsening shortage of truck drivers. It aims to improve the productivity of truck transportation and raise logistical efficiency, while looking to realize a labor environment that makes it easier for women and drivers over the age of 60 to work. This initiative thus involves cooperation among shippers, logistics operators, and other entities through which they contribute their ideas to help one another improve.

2. Ube Industries Declaration to Take Voluntary Action

Action	Description
Use of Pallets	Increase pallet use with the acknowledgement of customers and business partners, reduce the burden of loading and unloading tasks on logistics companies, and reduce the time spent on loading and unloading.
Joint Collection and Delivery Destinations	In order to reduce the working hours of drivers, UBE Corporation will cooperate with Group companies to implement joint collection and joint delivery of cargo. We will give serious consideration to any suggestions from logistics companies to modify the cargo collection and delivery methods.
Improvement of Shipping Facilities	Expand and modify the layout of logistics facilities including warehouses, and reduce long distance transport.
Safety Measures for On-Site Transport, Loading, and Unloading	Identify the risk factors for on-site transport, loading, and unloading work, prepare work procedure manuals, and conduct safety education for business partners in order to enhance safety.
Cancellation or Suspension of Operations in Case of Weather Irregularity	Do not make unreasonable transport requests if a weather irregularity such as a typhoon, torrential rain or heavy snowfall is observed and/or forecast. Additionally, respect the decisions of transport companies if they deem it necessary to cancel or suspend operations for reasons of driver safety.

3. Actions Already Taken by UBE Group

The UBE Group launched a Logistics Re-Engineering Project in 2007 aimed at improving logistics efficiency, and has implemented a number of enhancements including implementing joint transport of freight and modal shifts to more efficient means of transport. For rubber product transportation, our Elastomer Business and the logistics company Kanko kisen Co., Ltd. were accredited as leading companies in the Fiscal 2011 Eco-Ship Modal Shift project of the Maritime Bureau of the Ministry of Land, Infrastructure, Transport and Tourism. The UBE Group established a Group Logistics Efficiency Liaison Group in 2016, which is working to increase the level of cooperation with customers and business partners, and improve transportation efficiency.

The Group considers the logistics crisis in Japan to be an issue affecting all of Japanese industry, and is working with customers and business partners to further streamline its logistics as part of the Group's efforts to reduce environmental impacts through supply chains.

Promoting a Modal Shift, Receiving the “Eco Rail Mark”

We are promoting a modal shift through the transport of goods on rails with the goal of caring for the global environment and diversifying our transportation methods. In November 2023, we were recognized as an “Eco Rail Mark Initiative Company” through the Eco Rail Mark project sponsored by the public interest incorporated association Railway Freight Association. The Eco Rail Mark can be granted to products or companies which are deemed to satisfy standards for the use of railway freight transport that is easy on the environment. The goal of this mark is to be an index of such practices by showing how a product has been transported so that consumers are informed when choosing it.



Policy and Basic Mindset

UBE Group Human Resources Management Guidelines

The UBE Group has issued these human resources management guidelines in order to enhance its corporate value and maximize the well-being of employees.

These guidelines present the shared values the UBE Group practices in human resources management. While Group companies have their respective rules, customs, and personnel provisions, these guidelines outline the Group's universal approach to human resources management and apply to all Group companies worldwide.

- (1) Value the diversity of our human resources and respect each person's individuality.
- (2) Keep employees' motivation high by encouraging their creativity and autonomy.
- (3) Provide many opportunities for all employees to develop themselves based on their own professionalism.
- (4) Pursue fair evaluation and remuneration.
- (5) Be receptive to diverse work styles, maintain good working environment, and further improve the working environment.

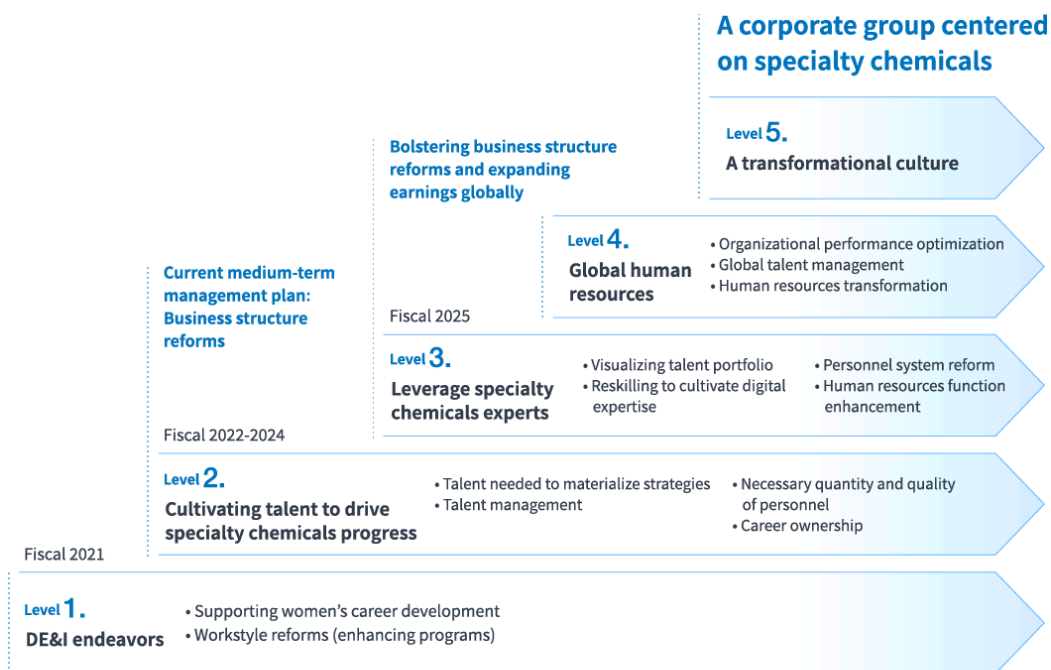
Basic Mindset Toward Our Talent Strategy to Promote Growth in Specialty Chemicals

1. Utilizing Our Talent Strategy in Tandem with Our Management Strategy

In the midst of a rapidly changing management environment, we must formulate and make use of a talent strategy that functions together with our management strategy to support a continued rise in corporate value.

To promote growth as a corporate group centered on specialty chemicals, the vision guiding our management strategy, we must strive to expand profit worldwide. We have formulated a five-level talent strategy to undertake such initiatives.

Under our current medium-term management plan, which corresponds to Level 2 of the talent strategy, we are continuing to cultivate DX-driven career ownership as a core component of our talent strategy. Because this necessitates a culture in which employees can consider their careers independently and realize personal growth, we are striving to create and improve human resource systems while organizing environments toward this end.



UBE's Talent Strategy

In order to foster a more innovative corporate culture in which employees can take control of their own careers, we will identify gaps in the required skill-sets of our employees and offer the appropriate training and career paths as necessary steps in attracting diverse talents and those who will contribute towards our focus on specialization.

2. Setting Aspirational Talent Targets

We changed our company name to UBE in April 2022, and as we seek to transform into a corporate group centered on specialty chemicals, it has become important to foster awareness among employees regarding shaping their own career paths rather than looking to conform with talents the Company has designated as targets. To make the vision of necessary talent clear in the UBE Growth Strategy, we have formulated new aspirational talent targets.

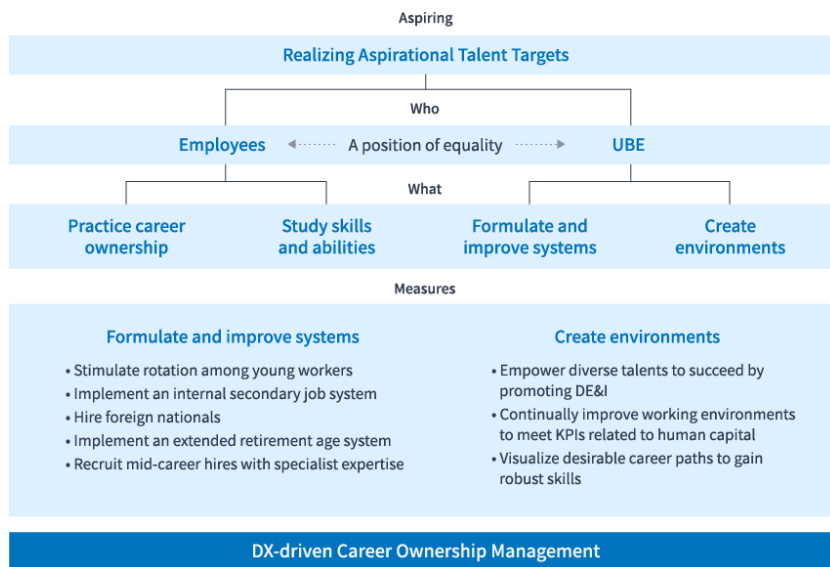
We are disseminating these aspirational talent targets among employees in fiscal 2024.

The UBE Group works together with its employees, helping them develop their talents so that they can be:

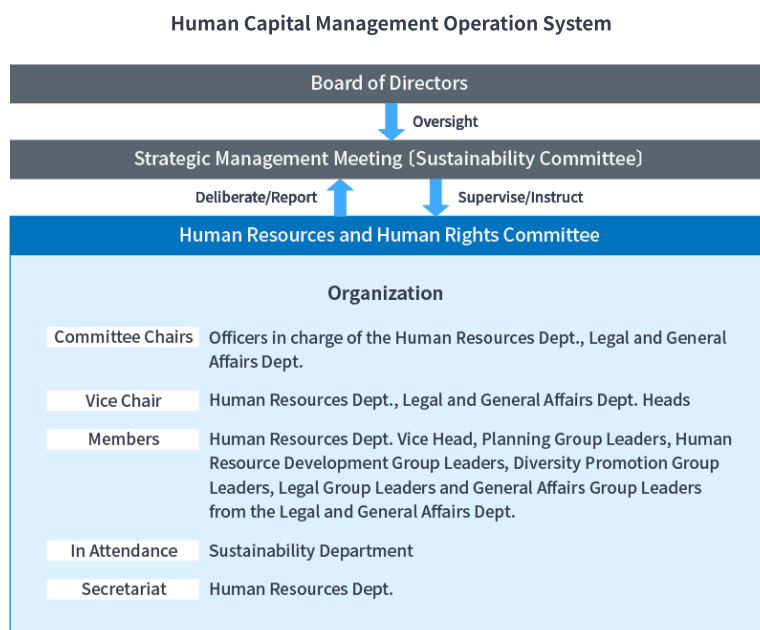
- 1. Businesspeople that independently produce and amass added value**
- 2. Challengers that have passion, efficiency and a flexible mindset**
- 3. Investigators that continuously learn and polish their strengths**
- 4. A team of UBE members that respects and commends their diverse partners**

3. Adopting a Basic Mindset Powered by Our Talent Strategy to Promote Growth in Specialty Chemicals

We consider the realization of our aspirational talent targets an integral part of efforts to promote growth in specialty chemicals. We define the relationship between a company and its employees as one of equals and, accordingly, have clarified the responsibilities to be borne by UBE and its employees. Based on these definitions, we have formulated measures to realize aspirational talent targets.



Management System



Targets and Performance

1. Status of Important Policies and Progress

We believe that an organization that consists of diverse members with varying backgrounds in such areas as abilities, wisdom, experience and values is better positioned to perceive change and thereby discover new issues. Thus, an organization of this kind will naturally give rise to an environment in which innovation comes easily. To create a stage that encourages diverse members to act together, we set KPIs in the field of human resources aimed at fostering such an environment. We verify the progress of these KPIs quarterly across the UBE Group and share our results to help secure progress.

Important Policies and Progress Under the Current Mid-Term Management Plan

Human Resources-Related KPIs (Consolidated Domestic)

	Results			Targets	
	(FY)	2021	2022	2023	2024
Ratio of women in managerial roles		3.3%	4.1%	4.6%	6.0%
Ratio of women in the workforce		14.5%	15.0%	15.0%	18.0%
Take-up rate of annual leave		71%	74%	84%	95%
Ratio of persons with disabilities in the workforce		2.33%	2.70%	2.68%	2.70%
Smoking rate		22%	23%	23%	20%

2. Dialogue with Employees

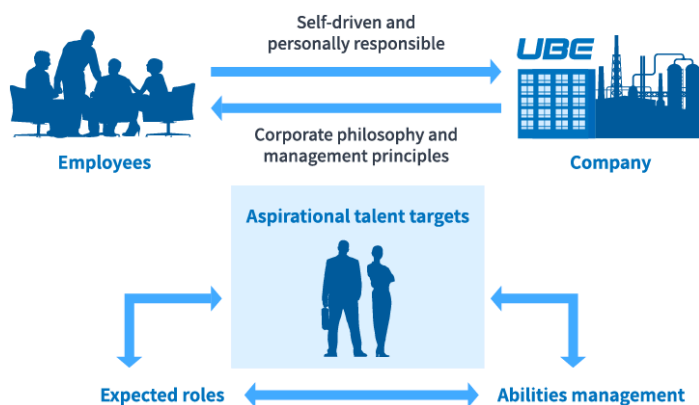
Through candid exchanges of ideas between top management (the President) and employees, UBE conducts initiatives to deepen our mutual understanding of issues at each workplace and future trends.

In fiscal 2023, these meetings were conducted with team leader-class managers holding posts in close proximity to general workplaces. (13 meetings, 73 participants)

3. Personnel System and Talent Education

The UBE Group pursues performance driven by the principles of autonomy and self-responsibility. This stems from our founding philosophy, which inspires us to continually generate technological innovation and promote self-transformation in response to changes in the environment. We have adopted a human resource system that clarifies expected roles for employees. It also objectively evaluates their performance so that each individual can maintain an awareness of their mission and issues for improvement, ultimately resulting in a sense of job satisfaction.

To stimulate job rotation among younger workers, we revised our system, widening the range of employees accepted for rotation based on their qualifications and age group, aiming for a fully equitable rotation structure. We also plan to introduce a system to delay retirement until the age of 65 in April 2026, and will continue to develop human resource policies that aim for improved efficacy and productivity by encouraging elderly employees to keep working as vigorously as they had been before turning 60. In addition, 58% of respondents to a survey indicated their desire to apply for an internal secondary job, which we understood to mean that employees had a high degree of interest. Therefore, we are gradually introducing an internal secondary job system.



By expanding its investment in human capital development, UBE is working to develop human capital for growth and innovation. To this end, we mainly utilize online training in order to promote interorganizational communication while also offering modified in-person training to improve efficiency and maximize results.

In our grade-specific training, we utilize third-party e-Learning services to create an environment in which individuals can autonomously continue to pursue career development.

In order to develop human resources who can work in a diverse business and globalized environment, the following approaches have been strengthened.

- OJT (on-the-job training)
- OFF-JT (off-the-job training: group training, etc.)
- Self-development support system

Through these approaches, UBE is actively working to develop human resources so that each and every employee can fully demonstrate his or her abilities through work.

In OFF-JT, we conduct training programs to develop the abilities needed at each stratum and position while reflecting the changes in the outside environment. To aid in self-improvement, we utilize various programs, such as correspondence courses as well as internal and external language courses, to support employees as they improve their abilities.

Investment per person/training hours per person

	UBE Co.	
	(FY)	
	2022	2023
Investment in off-the-job training per person*1	¥120,000	¥150,000
Training hours per person*2	17	19

*1 Calculation methodology: (Total education and training expenses + Labor costs for department overseeing training)/Number of employees on non-consolidated basis (as of fiscal year-end)

*2 Calculation methodology: (Total hours of group training + Total hours of e-learning)/Number of employees on on-consolidated basis (as of fiscal year-end)

Outline of Training System

		Level Based Training	Training by Theme	International Business Personnel Development	Support for self-improvement	Independent Training	Affiliates	
Director/Executive		Executive management study group New executive training					Group company new executive training	
Manager		Upper level management training Mid level management training New management training	Career & life planning training					
Grade M		Grade M training						
Career-track employees 1	Kikansyoku* employees 1 Kikansyoku* employees 2		Elder training Career & life planning training Mid-career recruitment training e-learning (Sustainability, Compliance, Human rights, Health, etc.)	Business English training Cultural sensitivity training Internal TOEIC exam Overseas MBA Programs Global business leader program	Various correspondence courses and support for those striving to acquire government-approved certifications TOEIC exams Various types of home-study courses and assistance	Company- and division-specific training		
	Kikansyoku* employees 3	Career-track employees 1 training						Training for Kikansyoku* employees 3
Career-track employees 2	Kikansyoku* employees 4							Training for Kikansyoku* employees 4
	Kikansyoku* employees 5	Basic management training						Training for Kikansyoku* employees 5
Career-track employees 3	Kikansyoku* employees 6	Follow-up training for career-track employees						Follow up training for Kikansyoku* employees
	Kikansyoku* employees 7	Training for newly hired generalists						Training for newly hired Kikansyoku* employees

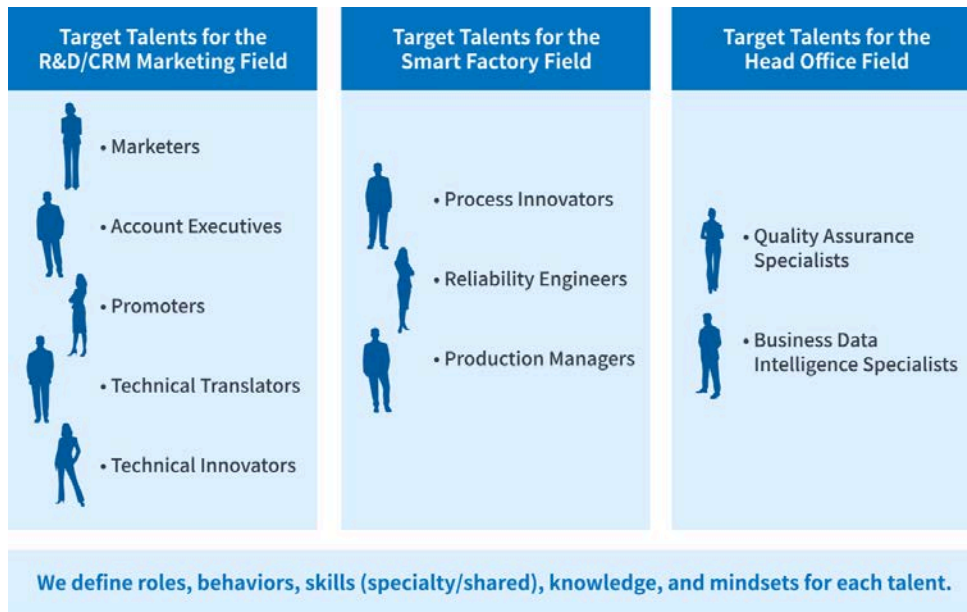
(2) Enhancing Global Human Resources Development

The UBE Group actively works to develop human resources that can contribute to its growing international business in various domains. To improve linguistic capabilities, we have begun to have all employees take the TOEIC exam, designating target points in English ability for each test. Also, we select trainees for dispatch overseas from among those who voluntarily apply and those put forward via departmental referrals. In addition, we conduct global business leader training with the goals of strengthening the ability of our employees to interact with other cultures and develop a global mindset among themselves while proactively expanding their opportunities for overseas experience.

(3) Talent Management through DX

We have defined the “10 Target Talents” (roles, skills, knowledge, behaviors, mindsets) needed to promote our transition to being a corporate group centered on specialty chemicals. Accordingly, we are formulating systems to create structures that encourage employees to take the ownership of their career paths and systematically striving to secure the talent needed to achieve our business goals through education.

Definitions for the 10 Target Talents

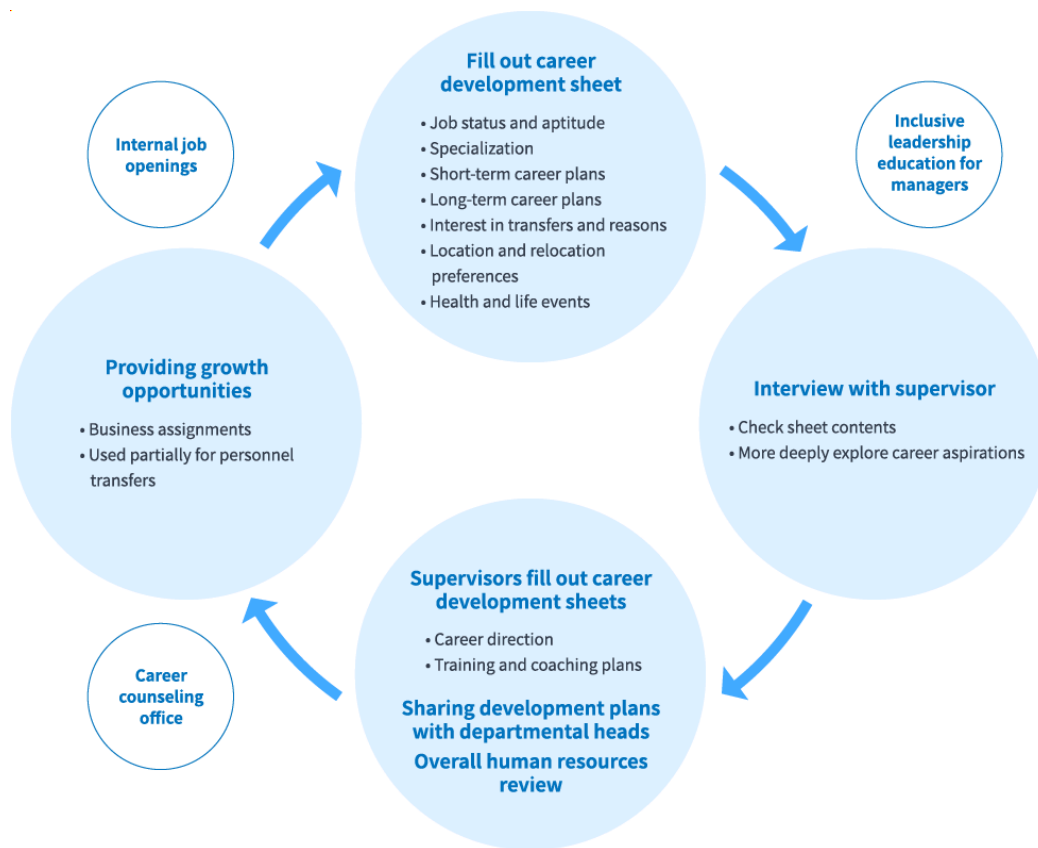


Employee Perspective: Describe the target talent, check gaps and learn (career ownership)

Manager Perspective: Confirm gaps through one-on-one meetings, systematically educate (talent pipeline)

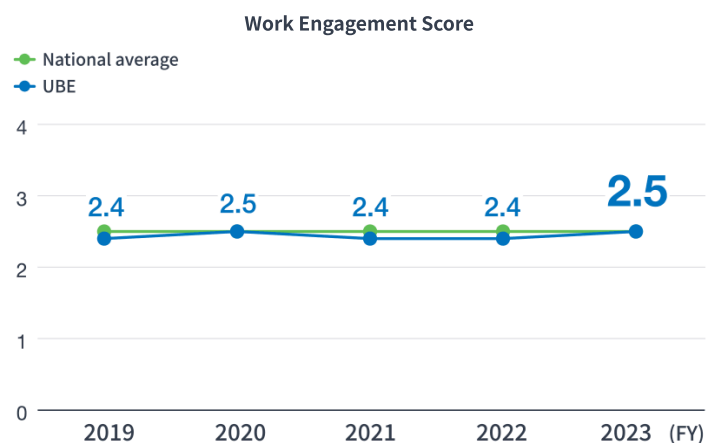
4. Increasing Job Satisfaction

We continue to create positive work environments. We will promote initiatives that focus on improving job satisfaction and work engagement, while fostering a culture in which employees prepare annual career development sheets to explore career plans through interviews with supervisors. We also offer employees opportunities to pursue new career paths by voluntarily applying for the types of jobs they want to take on. To this end, we are expanding our rotation systems, conducting trials of an internal secondary job system, posting internal transfer opportunities, and other initiatives to offer various routes of career advancement to employees.



5. Work Engagement

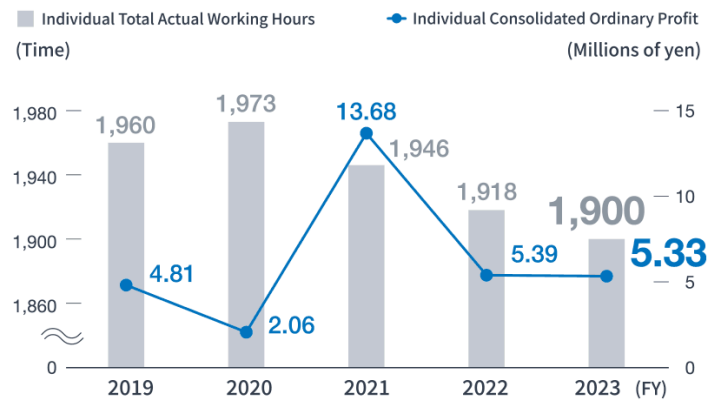
UBE uses the index based on the new Brief Job Stress Questionnaire that companies around Japan administer to employees to gauge work engagement levels and trends. In fiscal 2022 we introduced WFun and K6, which measure presenteeism, and, to understand areas and issues that need improvement, we created a structure that helps managers to more easily understand circumstances at each workplace. We also provide interactive positive mental health workshops via a conversational format in collaboration with external employee assistance programs designed to solve such issues. In addition, by sharing information between labor and management at joint consultation meetings, etc., including the results from the Well-Being Circle conducted by labor unions, we are ensuring that individual employees feel that they are respected and experience awareness toward growing, belonging and contributing, with the aim of fostering an organizational culture that can easily achieve innovation.



6. Analysis of Productivity Increases

We continue to create environments that enable flexible workstyles so that the diverse employees at UBE are able to utilize their abilities. One step is to shorten working hours. In order to spread knowledge across the Group that the aim is not merely to ease workloads but also to improve results and productivity, we began utilizing “Individual Consolidated Ordinary Profit” as a performance-related bonus indicator. We believe continued growth is connected to improving indicators around shortened business hours and individual consolidated ordinary profit, and we are advancing initiatives to facilitate such improvement.

Individual Consolidated Ordinary Profit and Individual Total Actual Working Hours



Notes:

1. Individual Consolidated Ordinary Profit is calculated without factoring in losses from the machinery business or UBE Mitsubishi Cement Co.
2. Values for fiscal 2023 include employees at business partners.

> ESG Data (Society) 

Diversity, Equity & Inclusion (DE&I)

Policy and Basic Mindset

Because we aim to become a specialty chemicals company, we know that we have to integrate diverse technologies, expertise, and perspectives to foster innovation so we can overhaul our corporate culture and drive that transformation. We are accordingly fostering gender equality, stepping up recruiting of talented individuals who can hit the ground running, and improving job satisfaction by reviewing our work structure for senior employees. We are also broadening career opportunities for individuals with disabilities.

We conduct surveys and enhance opportunities for dialogues to better understand the needs of individuals while expanding our support programs. This is because we prioritize equity and want our people to flourish.

Management System



Targets and Performance

Diversity in Human Resources

At the UBE Group, we strive to provide stable employment for diverse human resources, regardless of differences in gender, nationality, ethnicity, race, disability, health status, age, social status, family situation, religion, beliefs, gender identity, sexual orientation, employment status, etc.

Employee Data (as of March 31, 2023)

	Number of Employees	In which, Number of Managers	Average Age	Average Years of Service

	Number of Employees		In which, Number of Managers		Average Age	Average Years of Service
Male	2,004	89.3%	530	95.2%	43.2	16.4
Female	239	10.7%	27	4.8%	39.7	13.2
Total or Average	2,243	100.0%	557	100.0%	42.8	16.0

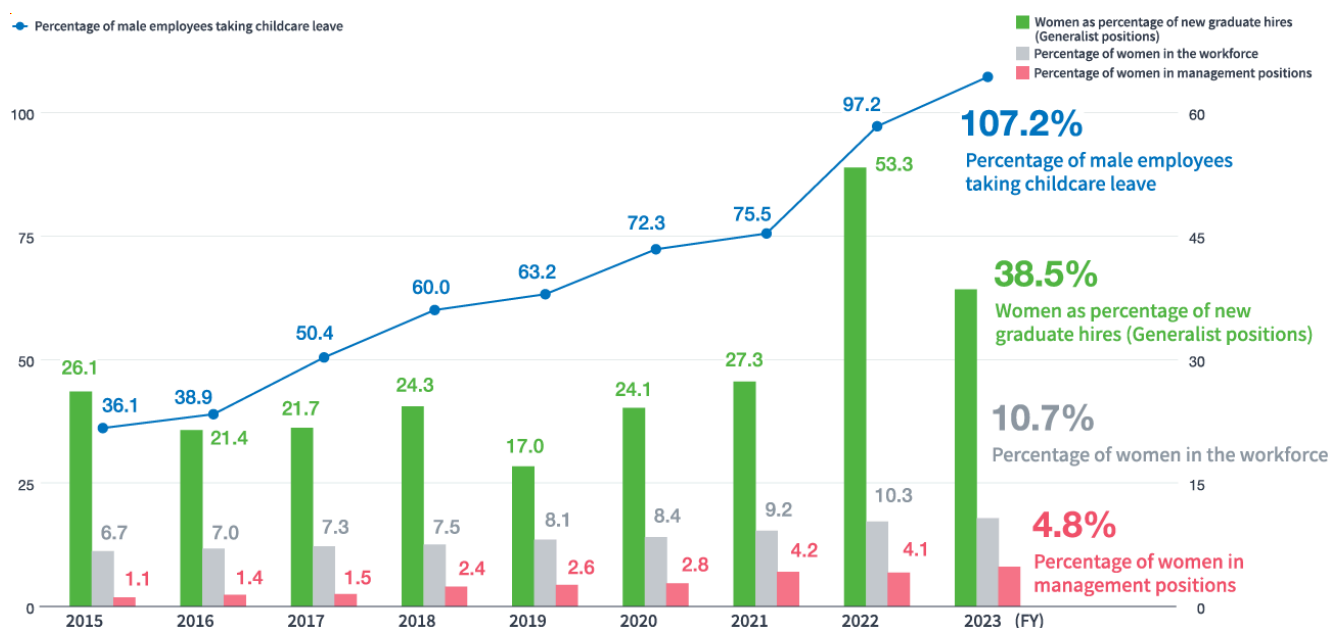
Human Resource-Related KPIs (Consolidated Domestic)

	Results			Targets	
	(FY)	2021	2022	2023	2024
Ratio of women in managerial roles		3.3%	4.1%	4.6%	6.0%
Ratio of women in the workforce		14.5%	15.0%	15.0%	18.0%
Take-up rate of annual leave		71%	74%	84%	95%
Ratio of persons with disabilities in the workforce		2.33%	2.70%	2.68%	2.70%
Smoking rate		22%	23%	23%	20%

1. Providing Greater Opportunities for Women

We are aiming to attain gender equality, which is a top priority, by setting targets for the percentages of women in management positions and in our workforce and accelerating such initiatives. We are simultaneously expanding each of our work-life balance support systems for life events (childbirth, childcare, nursing care, etc.) for all employees, regardless of gender or attributes. We additionally encourage men to take parental leave, for which we have achieved a take-up rate of 99% across the UBE Group.

Benchmarks for Providing Greater Opportunities for Women (Parent Company)



* The take-up rate for paternity leave among male employees is calculated by taking the number of employees who became fathers in a fiscal year (limited to those who are eligible for paternity leave) as (a) and the number of employees who have started a new period of paternity leave in the same fiscal year as (b), then dividing (b/a). When a child

is born in the fiscal year before the one used to calculate (b), but the father takes the leave the following year, the father is included in (b), so there are cases where the take-up rate exceeds 100%.

(1) Formulated a General Business Owner Action Plan Based on the Act on Promotion of Women's Participation and Advancement in the Workplace

In keeping with the Act on Promotion of Women's Participation and Advancement in the Workplace, UBE has formulated a General Business Owner Action Plan to create a working environment in which women can participate. We set the following three goals under a three-year plan starting in fiscal 2022.

- i. Have women account for 10% or more and 5% or more of our employees and managers, respectively, by the end of March 2025.
- ii. Boost the percentage of female new graduates hired for generalist positions to an average of 30% or more during the plan period.
- iii. Increase the percentage of male employees taking childcare leave during the plan period to 70% or more, with the average leave taken exceeding 15 days.

> [General Business Owner Action Plan Based on the Act on Promotion of Women's Participation and Advancement in the Workplace.pdf](#) 

(2) Voluntary Action Plan to Promote Women to Executive and Managerial Positions

To promote women to executive and managerial positions, we have formulated the following Voluntary Action Plan, and are focused on carrying it out. We are expanding individual career development interviews, planned rotations, meetings to exchange opinions with top executives, and other such efforts through the Human Resources Dept.'s "Women Leaders and Managers Education Program," thereby accelerating the promotions of women to executive and managerial positions. In June 2022, a woman was nominated to the role of Outside Director.

Voluntary Action Plan to Promote Women to Executive and Managerial Positions

Diversity, equity & inclusion underpins our management policies. We are striving to enhance work practice flexibility to cater to diverse personalities and values as well as to hire more women and offer them more opportunities to play active roles in our organization. We formulated the following action plan to increase the proportion of female managers to 15% by the end of fiscal 2030.

- Appoint women to more than 30% of new graduate career-track positions
- Implement various measures to foster women's career advancement
- Provide unconscious bias training
- Create a climate that empowers women to expand their job scopes
- Bolster support programs for childbirth, childcare, nursing care, and other life events and make those programs easily accessible for all female and male employees alike
- Eliminate long working hours

(3) Talent Pipeline for Women

In addition to promoting bringing more women into line manager roles and involving them in decision making processes, we strive to reflect diverse viewpoints at UBE by encouraging the participation of female employees in hiring and promotion interviews. As a part of these efforts, we foster career awareness through interviews and meetings with officers in charge of the Human Resources Dept. and the CEO, as well as by setting up pipelines for each generation.

The ratio of women among candidates for managerial positions at UBE is 18.8%, and the ratio of women among other career-track employees is 29.4%. We expect the ratio of women in managerial positions will increase ever more quickly going forward.

We have been holding meetings in which our female outside director, the CEO, and other officers exchange opinions on mid-level managerial positions where we identify issues related to women's participation.

Due to a low number of high-level women managers and thus a lack of role models, it can be difficult for employees to visualize achieving such a position. However, by proactively improving work engagement using work-life balance support systems and by providing information regarding job satisfaction, we strengthen our talent pipeline for women.

Furthermore, in technical positions, we seek to increase the number of women in STEM roles (Science, Technology, Engineering, Mathematics), which is a current social issue. To this end, we are participating in the Yamaguchi University Diversity Promotion Acceleration Consortium and similar programs, cultivating such employees by working in cooperation with educational institutions and local companies.

Shifts in the Number and Ratios of Female Officers and Employees

		Roles	2020	2021	2022	2023 (FY)
UBE's Talent Pipeline for Women	UBE (Non-Consolidated)	Officers	0	0	1	1
		High-Level Managers (People)	1	1	1	3
		Mid-Level Managers (People)	3	6	12	12
		Entry-Level Managers (People)	20	16	10	12
		Total Managers (People)	24	23	23	27
		Ratio of Women	2.8%	4.2%	4.1%	4.8%
		Managerial Candidates (People)	31	31	37	36
		Ratio of Women	13.2%	16.8%	18.4%	18.8%
		Other Career-Track Employees (People)	56	33	33	37
		Ratio of Women	22.8%	22.4%	25.4%	29.4%
	Number of New Employees (Career-Track Employees) (People)	14	9	8	10	
	Ratio of Women	24.1%	27.3%	53.3%	38.5%	
	Total Employees (People)	280	189	229	239	
	Ratio of Women	8.4%	9.2%	10.3%	10.7%	
Domestic Consolidated Companies	Ratio of Female Managers	2.6%	3.3%	4.1%	4.6%	
	Ratio of Female Employees	12.9%	14.5%	15.0%	15.0%	

* Values for fiscal 2022 and later include those in "partner employee" positions

(4) Wage Gaps between Men and Women

Difference in male and female wages (Parent company)

(FY)	Difference in male and female wages (Ratio of female to male wages)	
	2022	2023
All workers	78.8%	78.2%
Regular workers	79.4%	79.2%
Contract workers	55.8%	57.9%

Notes:

1. Disparities come from an underrepresentation of women in management-level regular and contract worker positions, so we are striving to hire and promote them.
2. Many women in regular worker positions do not do shift work, leading to wage gaps from not receiving shift and late-night allowances.

(5) Group-Wide Initiatives

While developing a DE&I policy for the Group, the results from a survey conducted in fiscal 2022 during training on unconscious bias showed that many felt that the UBE Group should be more assertive in our Group-wide promotion of DE&I. Therefore, following a meeting held between Group companies and UBE officers in fiscal 2023 to exchange opinions on the subject, we formulated action plans for each Group company in a combined training event. In fiscal 2024, we will use the results from undertaking these action plans to select issues, and will work to bring about innovation by assembling diverse skills, wisdom and perspectives, which comprises the goal of DE&I.

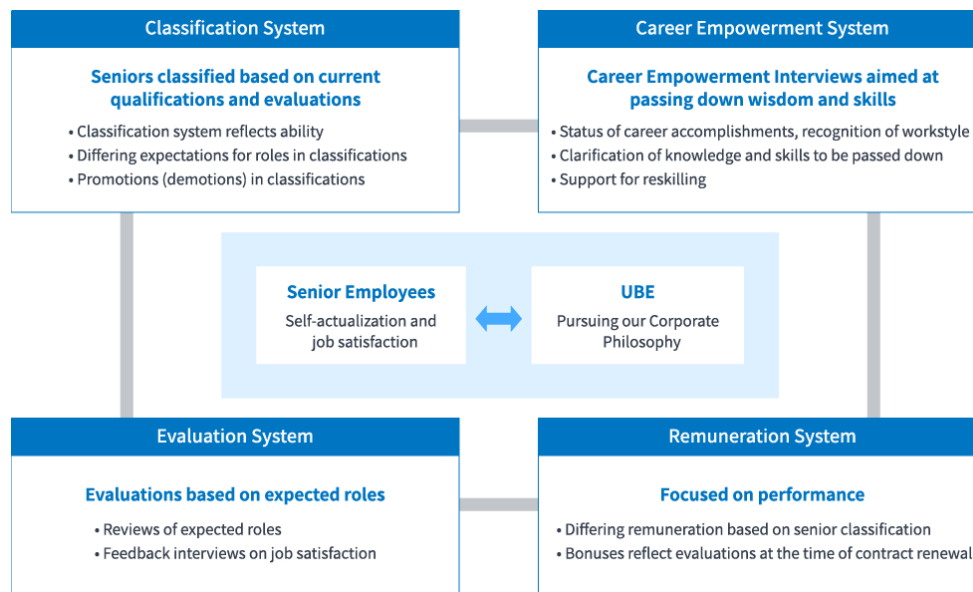
2. Promoting Activity Among Senior Talent

UBE provides career and life planning training for employees once they reach the age of 55 to help them continue working in various workplaces in and outside the Group after reaching the standard retirement age of 60. The aim is to enable them to retain job security by making continued use of their accumulated work expertise and skills, and we provide them with the opportunity to reappraise their lives.

In fiscal 2023, 93.0% of recent retirees were rehired and still remain active within the UBE Group.

To promote the participation of senior employees, we selected issues from the results of a survey conducted in fiscal 2022, and revised systems in fiscal 2023. These revisions emphasized transparency, clarified the roles expected of senior employees, and resulted in the introduction of an interview system that sets targets based on the shared acknowledgement of them and their supervisors as well as an evaluation system that focuses on performance. Notably, we clarified six types of roles we expect of senior employees, such as specialists with a high degree of expertise or employees capable of independently handling important matters in the medium to long term in special situations where younger employees may require support. Moreover, based on our experience providing support for those independently pursuing reskilling, we devised methods so that these employees may strive toward further self-actualization.

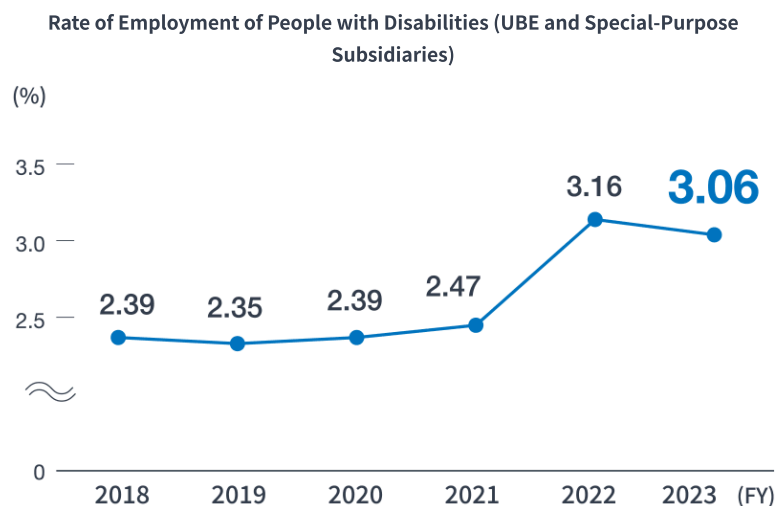
Diagram of Senior Employee Personnel System Structure



3. Employment of Persons with Disabilities

Since establishing a special-purpose subsidiary for persons with disabilities in 1991, the UBE Group has founded a support network for employing such individuals, and has long been expanding their range of duties. A team specializing in dealing with persons with disabilities creates a supportive environment by collaborating with local support bodies to assist with everything from recruiting to job placements. Specifically, this subsidiary matches individual strengths to tasks while nurturing its employees through career development interviews and performance evaluations. A parallel endeavor to broaden job opportunities through special purpose subsidiaries and agricultural jobs is also under way. In an effort to enhance employee understanding of an expanded range of duties, we conducted e-Learning in fiscal 2023.

We will continue to practice social inclusion and empower all people to showcase their skills and get fulfillment through their work.



4. Recruiting Specialists

We have committed to hiring diverse people to become a specialty chemicals company that contributes to people's lives and health and an enriched future society. We systematically hire new graduates and experienced individuals while recruiting non-Japanese nationals.

In fiscal 2023, mid-career professionals accounted for 36.1% of hires for generalist positions in Japan on a consolidated basis. This resulted from efforts to strengthen timely recruiting and secure specialists with immediately deployable capabilities in line with our business strategies.

Under our current medium-term management plan, we have set our target percentage for mid-career generalist hires at 50% or more for fiscal 2024, and we will continue to recruit specialists.

Hiring Breakdown (Parent company)

(FY)	2020	2021	2022	2023
New graduate hires (Generalist positions)	58 (14)	33 (9)	15 (8)	26 (10)
New graduate hires (Key employee positions)	69 (10)	36 (7)	32 (0)	33 (9)
Mid-career hires (Generalist positions)	5 (1)	2 (2)	10 (4)	9 (2)
Mid-career hires (Key employee positions)	13 (0)	11 (0)	22 (3)	14 (0)
Hires of non-Japanese nationals	1 (0)	2 (1)	0 (0)	2 (1)

* Values in parentheses represent the number of female employees

5. Employing Non-Japanese Nationals

To harness expertise from different values and cultures in the face of ongoing globalization, UBE revised the global business leader program to include local training in Japan, Thailand, and Spain, and has expanded personnel exchanges with employees of the UBE Group companies outside Japan. Additionally, every year UBE hires foreign nationals to work in Japan, and actively pursues personnel exchanges, including accepting personnel from international Group companies.

Diverse, Flexible, and Efficient Work Practices

Policy and Basic Mindset

UBE has put a work and vacation structure that encourages diverse work practices into place. We originally aimed for annual total working hours per person to be 1,900 hours by fiscal 2025, and successfully achieved this goal ahead of schedule in fiscal 2023. We will continue sharing monthly working hours data with all employees, aiming to encourage further reductions and strengthen such initiatives.

In April 2023, we rolled out a program that allows employees to take leave for non-occupational injuries or illness, nursing care, childcare, volunteer work, infertility treatment, personal and family anniversaries, and life events. Workers can use the program as a safety net when emergencies arise, making it easier for them to take annual paid leave.

To promote efficient work practices, we support employees in their continued use of telework and flextime hours, enabling them to maximize their performance in a flexible environment. That being said, as working online has become more widespread, we have begun noticing challenges related to communication. To address this, we are creating workplaces that encourage in-office attendance and promoting the use of cameras during online meetings to enhance workplace productivity while also maintaining psychological safety.

Management System



Targets and Performance

1. Paid Leave and Working Hours at UBE

Trends in Working Hours (UBE non-consolidated)

Changes in the number of annual paid leave days taken (UBE non-consolidated)



* Figures from fiscal 2023 onwards include employees at partner companies.

2. Work-Life Balance

By actively adopting new programs to help employees balance their work and childcare or family care responsibilities, UBE has enabled flexible work styles and created more supportive workplaces.

(1) UBE Work-Life Balance Handbook

In October 2022, we published a handbook to help employees balance their professional and personal commitments. It presents support programs for balancing work with childbirth, childcare, nursing care, and medical treatment. It provides user-friendly information on these programs. We foster understanding among supervisors and peers by providing training for managers and opportunities for safety and health committee lectures.



(2) General Employer Action Plan Based on the Act on Advancement of Measures to Support Raising Next-Generation Children

Furthermore, based on the Act on Advancement of Measures to Support Raising Next-Generation Children, UBE has developed an action plan to help ensure an employment environment that allows employees to use their abilities to the fullest while both working and raising children.

Under the three-year action plan launched in fiscal 2022, UBE is working toward the following three goals:

- Implementation of measures to support balance between work and family life
- Implementation of measures to encourage work-style reforms
- Expansion of social contribution programs related to raising the next generation.

(3) Main Work-Life Balance System

System	Description
Maternity leave *1	Up to six weeks prenatal and eight weeks postpartum
Childcare leave	Leave can be taken until the day before the child's first birthday (or the child's third birthday, in certain circumstances). The first fifteen days of leave are fully paid (total with childcare leave at childbirth and childcare leave).
Childcare leave at childbirth	Employees can take four weeks of childcare leave within eight weeks of the birth of a child; four weeks may be divided into two.
Childbirth leave *2	Employees whose spouses have given birth can take four days of paid leave.
Childcare assistance allowance	20,000 yen/month per child for employees who are raising a child under 3 years old
Shortened working time	The working hours of employees caring for children in elementary school or younger, nursing family members, seeing a doctor, and going to school can be shortened by up to two hours per day on request.
Flexible working hours	Eligible for all employees except shift workers (no core time)
Shorted/flexible work hours	Employees can use the shortened working time and flexible working hours systems together.
Child nursing leave	Employees can take leave on an hourly basis to nurse children in the sixth grade of elementary school or younger. (Five days per child can be taken each year, up to a maximum of 10 days a year for two or more children.)
Family nursing leave	Employees can take leave to provide nursing care for family members (up to a total of 365 days).
Family nursing short leave	Employees can take leave on an hourly basis to provide nursing care for family members (up to a maximum of 5 days a year for one family member, 10 days a year for two or more family members).
Half-day annual paid leave	Employees can take paid leave in half-day units
Hourly annual paid leave	Employees can take paid leave in hourly units (up to 40 hours annually)
Accumulated leave	Employees can accumulate up to 40 days of annual paid leave and use it to take time off for sickness/medical treatment, caregiving, fertility treatment, social and community contribution activities, volunteer activities, etc.
Life support leave	Employees to take leave for personal injury or illness, nursing care, childcare, volunteer work, infertility treatment, personal and family anniversaries, and life events. (5 days are granted each year and can be accumulated up to a maximum of 40 days.)
Telework	Employees can work from home as a means to improve work-life balance, raise productivity, and prepare BCPs.
Career restart	Gives employees the option to resume their careers if they have to quit for reasons out of their control, such as marriage, giving birth, parenting, caregiving or spouse's job transfer

*1 Available for female employees

*2 Available for male employees

> [ESG Data \(S/Social\)](#) 

Policy and Basic Mindset

Multi-Stakeholder Policy

> [Multi-Stakeholder Policy \(PDF: 182KB\)](#) 

Occupational Safety and Health

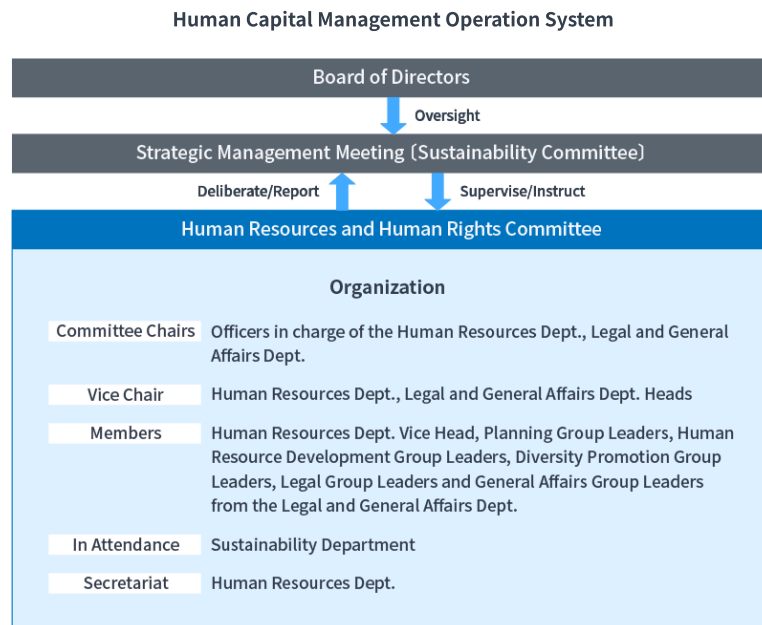
> [Occupational Safety and Health](#)

Health Management

> [Health Management](#)

> [ESG Data \(S/Social\) \(PDF: 744KB\)](#) 

Management System



Targets and Performance

1. Labor Union Relations

The UBE Group respects the basic rights of workers, including the freedom of association and the right to collective bargaining.

At UBE, we have concluded an agreement with the UBE Labor Union that encompasses worker rights. Management engages in negotiations and regular discussions with labor representatives to improve living standards and working conditions for union members and provide comfortable work environments. We endeavor to maintain and enhance healthy relationships between management and labor by having senior executives participate in conference sessions

with labor to exchange and honestly discuss views about the Company's issues and direction and share management policies and plans with union members while reflecting their feedback in management.

Meetings

- Central Labor-Management Conference
- Administrative Negotiations

2. Office and Plant Tours for Families

UBE Group companies give office and plant tours to the families of employees, so that they can see where their family member works and the conditions they regularly work under as well as the way they spend their time. This initiative is aimed at facilitating communication within families and increasing employee motivation.

Policy and Basic Mindset

UBE is committed to health management; going beyond disease management efforts and investing in initiatives aimed at maintaining and promoting health.

Below is a health management declaration released in collaboration with labor unions as a headline message of this section, demonstrating labor and management's unified efforts.

Health Management Declaration

Guided by the principles of coexistence and mutual prosperity, UBE and the UBE Group recognize that corporate growth is rooted in employee health maintenance and promotion, and believe that enhancing human capital is an investment that increases corporate value. Accordingly, we will continue actively advancing health management-related initiatives.

We will establish a comfortable workplace that values diversity and is conducive to both physical and mental health, providing all employees with opportunities to thrive and find meaning in their work.

Masato Izumihara

President & Representative Director

CEO

The UBE Labor Union recognizes that health and safety constitute the foundation of both corporate and union activities. Therefore, we are advancing initiatives to empower all union members to be able to voluntarily and proactively engage in health and safety efforts, encouraging them to consider this as part of their personal responsibility.

We aim to build a vibrant workplace that is conducive to both physical and mental health by conducting cultural and sporting events, seminars on various topics, and awareness activities that foster connection between union members.

We are committed to strengthening health management through cooperation between labor and management.

Kazunori Kawamura

UBE Labor Union Chairman

Management System

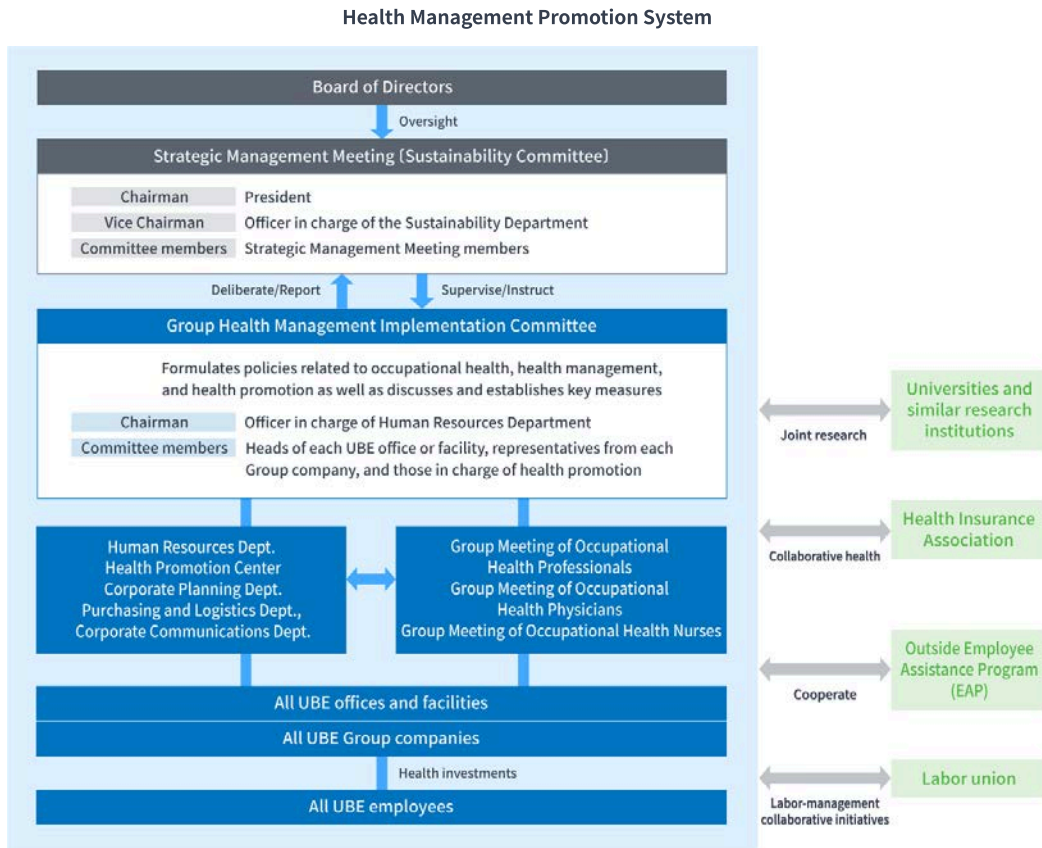
System for Promoting Health Management

- The UBE Group considers basic policies and measures for promoting health to be top management priorities. These management priorities are reviewed and established at Strategic Management Meetings (Sustainability Committee) chaired by the CEO, with oversight from the Board of Directors.
- The Group Health Management Implementation Committee, one of the specialized committees under the Strategic Management Meeting (Sustainability Committee), discusses basic policies related to health management and promotion as well as medium- to long-term plans and key items to be carried out each fiscal year. The content of these discussions is then reviewed and measures are established by the Strategic Management Meeting (Sustainability Committee).
- The content of discussions held by the Strategic Management Meeting is distributed across the entire Group. In doing this, and to ensure efficient operations, we utilize three meetings: Group Meeting of Occupational Health Professionals, Group Meeting of Occupational Health Physicians, and the Group Meeting of Occupational Health Nurses. These committees also drive various initiatives.
- At all of our offices and facilities, we have established a General Health Manager System that is unique to the UBE Group. Under this system, occupational health professionals, occupational health physicians, and occupational health nurses collaborate in identifying issues based on analyses on various kinds

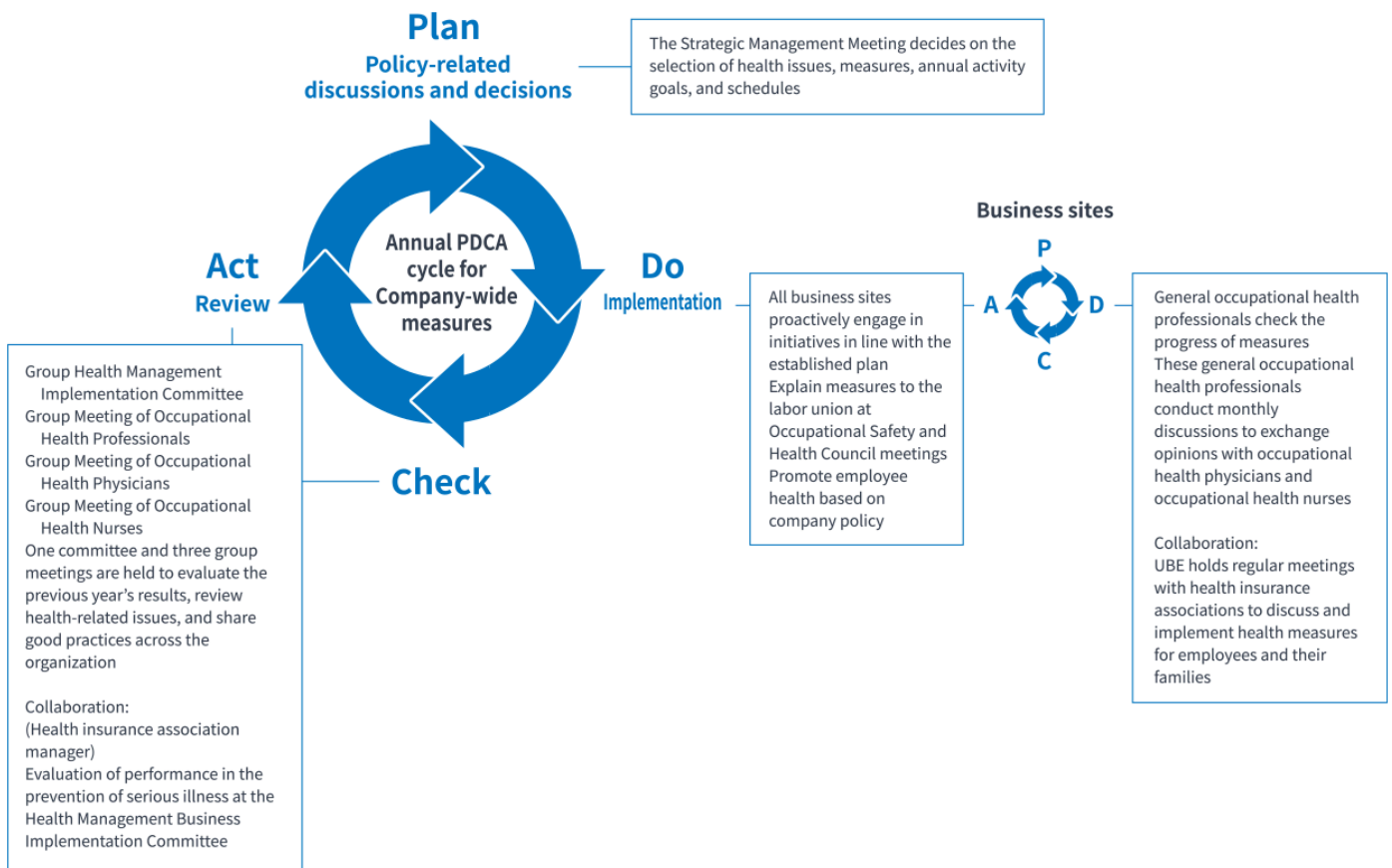
of data. These professionals additionally strive to maintain a safe, secure, and comfortable environment in which employees can find meaning in their work.

- In partnership with health insurance associations, UBE is working to strengthen preventive measures for serious illnesses, enhance specified health guidance measures, and support general collaborative health measures. We also work with external organizations, engaging in joint research projects with universities and research institutions, while actively utilizing outside Employee Assistance Programs (EAPs)*.

* Outside Employee Assistance Programs: Support from external specialist organizations for employees experiencing mental health issues, with the goal of enhancing organizational vitality.



Each business site implements activities using Plan-Do-Check-Act (PDCA) cycles in order to ensure continuous improvement of health promotion



Targets and Performance

Initiatives Aimed at Achieving our Vision for 2030

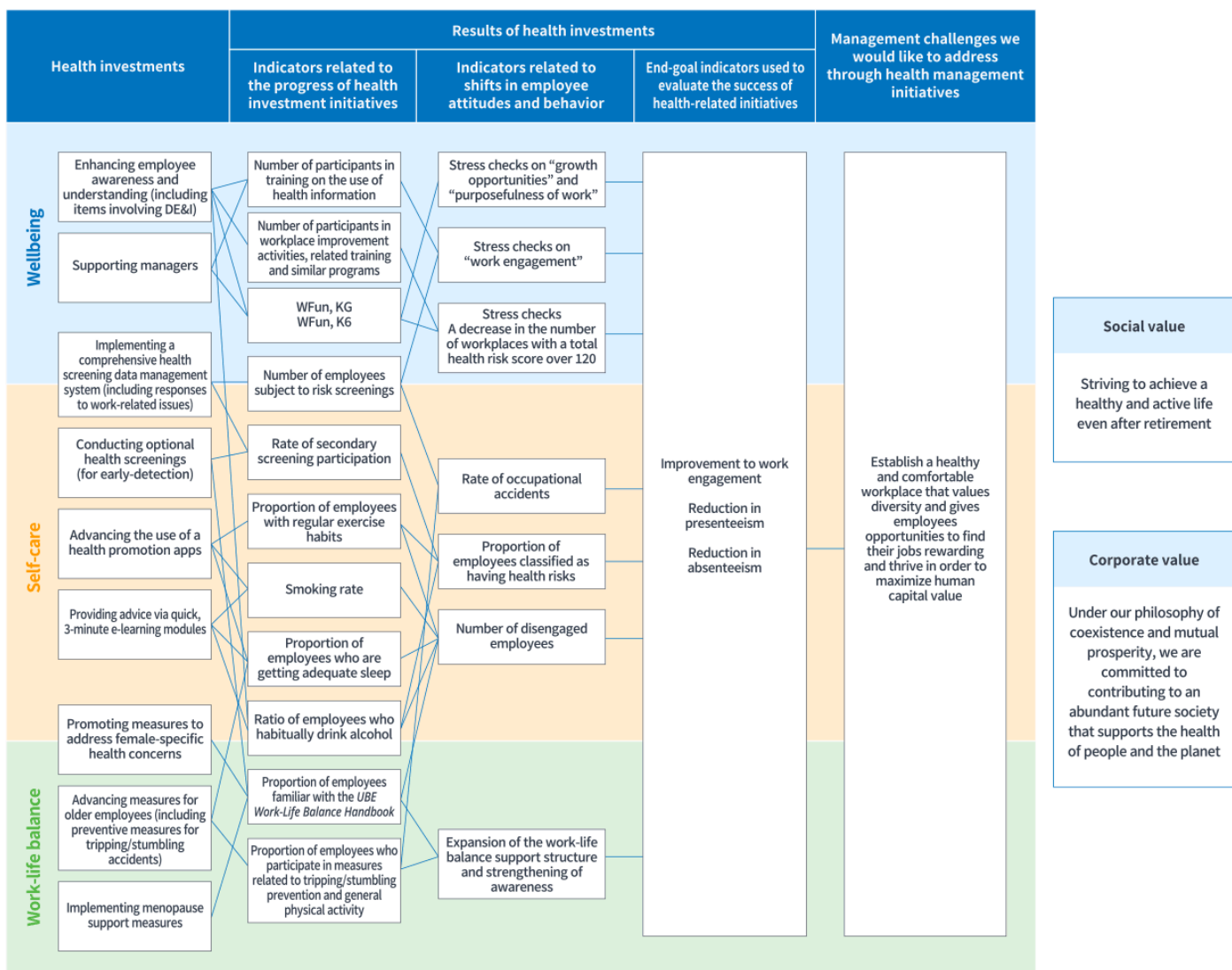
The UBE Group addresses diversity, equity, and inclusion as a top priority issue to enhance its human capital.

UBE is going beyond disease management efforts to invest in health maintenance and promotion measures. This includes spreading health and productivity management within the Group to create workplaces that are physically and mentally healthy and motivating to work in, as well as to improve employee work engagement.

As a health management goal, we aim to increase corporate value over the medium- to long-term. Under the medium-term management plan, we are advancing initiatives that aim to establish a comfortable workplace and promote respect for individuality and diversity in the interest of creating a motivating workplace and improving the human capital necessary for sustainable growth.

Based on feedback garnered from the health management survey, we have set key items, created a strategy map as indicated below, and are actively advancing related initiatives.

Strategy Map* for the Current Medium-Term Management Plan (2022–2024)*



* Partially revised in fiscal 2024

Priority Issues (Four Items), for the Current Medium-Term Management Plan (2022–2024)

1. Health Management
2. Support for Balancing Treatment and Work (including measures for mental health, brain and heart diseases, and malignant neoplasms)
3. Measures to Address Tobacco Use
4. Measures to Address Occupational Illness Risks

Initiatives and Targets

1. Health Management

1-1. Initiatives to Raise Employee Awareness and Understanding of Health Management

As an initiative to raise employee awareness and understanding of health management, the president, who is responsible for health management, and the chairman of the labor union jointly issued a Health Management Declaration. The Health Management Declaration is posted on the top page of the company intranet along with the UBE Corporate Philosophy, and Medium-Term Management Plan, making it easily accessible to employees at any time.

We have also created a health management slogan. Group-wide, we invite employees to submit slogan ideas, with the top entries being officially recognized by the President at safety and health rallies. Our slogan for fiscal 2024 was "Healthy habits begin with the actions of an individual, spread to everyone, and create a future where healthy living is the norm." This slogan is displayed on posters at all business sites across the UBE Group, with the aim of raising employee awareness and understanding of health management.

We periodically conduct surveys regarding employee's familiarity with health management initiatives to further gauge overall levels of awareness.

Item	Target for the End of FY2024	September 2022 ^{*1}	October 2023 ^{*2}
Awareness of health management	90%	97.7%	98.9%

*1 Results obtained from roughly half of employees

*2 Results obtained from approximately 65% of employees

As part of efforts to ensure employees' understanding of health management, in fiscal 2023, we advanced initiatives aimed at promoting exercise habits and health promotion-related e-learning, setting them both as key items.

Priority Action Items and Achievement Status for FY2023 in the Health Management Declaration

Priority Action Items	Targets	Achievement Status
Promotion programs for regular exercise	100% participation rate	96.3% ^{*1}
E-learning for health promotion (regarding cancer prevention)	100% attendance rate	95.2%

*1 As of March 2024

2. Support for balancing treatment and work (including measures for mental health, brain and heart diseases, and malignant neoplasms)

2-1. Absenteeism

At UBE, we strive to provide ongoing support for those balancing medical treatment and work.

We monitor the yearly trends of employees taking leave due to non-occupational injuries or illnesses, while also managing the incidence rate, severity, and return-to-work rate of those suffering from mental health issues. By conducting analyses of various issues with the goal of preventing them before they occur as well as working with outside EAPs, we are committed to providing return-to-work support across the entire UBE Group.

Moreover, we published the UBE Work-Life Balance Handbook in fiscal 2022, which outlines support systems for balancing work responsibilities with child rearing, nursing care, infertility treatments, and medical treatments. This handbook provides clear information for those using these systems and aims to promote understanding among management and colleagues. UBE has set up consultation desks at all business sites and appointed work-life balance coordinators tasked with creating an environment where employees can easily receive guidance, aiming to support those returning to work or balancing work with personal responsibilities.

[> ESG Data \(S/Social\)](#) 

2-2. Presenteeism

Presenteeism is when an employee continues working despite experiencing health issues, leading to a reduction in productivity. As tools to measure this, we introduced WFun^{*1} and K6^{*2}.

*1 WFun: A questionnaire designed to evaluate the degree of work impairment due to health issues

*2 K6: A questionnaire designed to evaluate the mental wellbeing of employees

We regard "pain" as one of the key symptoms involved in presenteeism. As an indicator of "pain," we confirm whether employees are experiencing lower back pain, a questionnaire item asked during regular health checks. According to fiscal 2023 results, approximately 8.5% of employees said they were experiencing lower back pain. Moreover, across all workstyles and genders, the percentage of those reporting lower back pain tended to increase with age. We are exploring age-specific support measures for employees dealing with such pain, such as revising working conditions, improving the working environment, and promoting stretching.

We are also conducting "Headache Seminars" for occupational health professionals work-life balance coordinators, and occupational health nurse, to enhance their knowledge and discuss how best to provide support.

Yearly Changes in Presenteeism (Measuring the presence of lower back pain, a questionnaire item asked during regular health checks)

	FY2019	FY2020	FY2021	FY2022	FY2023
Presenteeism	6.2%	7.1%	8.2%	7.9%	8.5%

2-3. Work Engagement

In accordance with Article 52-9 of the Ordinance on Industrial Safety and Health, in fiscal 2018, the number of stress check items were increased from 57 (in the Brief Job Stress Questionnaire) to 80 (in the new Brief Job Stress Questionnaire).

Two of these items (Q79 and Q80) are used to track changes in work engagement. We identified groups that need improvement, analyzed the characteristics (challenges) of those groups, and established a structure that enables workplace supervisors to readily understand the workplace conditions. To solve these issues, we are working with outside EAPs* by conducting dialogue-based workshops aimed at enhancing and maintaining mental health.

* Outside Employee Assistance Programs: External specialist organizations that provide support for employees experiencing mental health issues, with the goal of enhancing organizational vitality.

Annual Trends in Work Engagement (New Simplified Occupational Stress Check Questionnaire: Q79 and Q80 in 80 items)

Fiscal Year	2019	2020	2021	2022	2023
Q79	2.2	2.2	2.2	2.2	2.2
Q80	2.7	2.7	2.7	2.7	2.7

* Scoring: Agree = 4 points, Somewhat agree = 3 points, Somewhat disagree = 2 points, Disagree = 1 point

Initiatives to create motivating workplaces

Item	Target for the End of FY2024	FY2023
Workplaces managing the progress in boosting organizational vitality	50%	Promote the use of the “Health and Vitality Assessment Report,” contained within stress checks. Share health-related information with leaders at all workplaces to better address initiatives aimed at solving organizational challenges.

* Health and Vitality Assessment Report: Feedback sheet based on an e-Diagnosis for mental health

3. Measures to Address Tobacco Use

Item	Target for the End of FY2024	FY2023
Smoking rate	20% or less	19.9%

Seeking to further reduce the smoking rate, the UBE Group has planned anti-smoking education for new employees and employees in their 20s. The target implementation rate of this training is 100% by the end of the fiscal year for new employees and 100% by the end of fiscal 2024 for employees in their 20s.

4. Measures to Address Occupational Illness Risks

The UBE Group is continuously improving its frameworks for ensuring employees can perform their work duties in safe and secure environments, even in the presence of hazardous chemical substances.

We have been working to expand and enhance the functionality of our existing chemical handling and recording management system through joint research with the University of Occupational and Environmental Health, Japan, that is funded by a Health Labour Sciences Research Grant. We have also developed an application to assist with data input with the goal of lessening the workload of those working onsite. Alongside this, with the aim of strengthening self-management at all workplaces we also periodically provide training for occupational health professionals that is conducted by outside experts.

Item	Target for the End of FY2024	FY2023
Thoroughly manage the risk of work-related illness	Maintenance of working environment measurement records and work records for persons subject to special health checkups as defined in the internal rules on the three areas of management of chemical substances (submitted to industrial physicians)	Standardize industrial physician patrols across the company to check the status of three areas of management at work sites

Support for Performance Improvement

As measures to support employee wellbeing so that they can work enthusiastically, UBE provides training opportunities, engages in workplace improvement activities to vitalize the organization, is working to expand work-life balance support systems, and promotes initiatives aimed at helping employees establish regular exercise habits.

As an initiative aimed at improving employee understanding of health, e-learning sessions are held three times a year and three-minute health advice is provided at Safety and Health Committees.

We are working to improve employee understanding on a wide range of topics, including female-specific health concerns, menopause and mental wellbeing from the perspective of male and female hormones, mindful consumption of alcohol, dental and oral health, eating habits and nutrition, sleep, infectious disease prevention, eye strain, methods to prevent tripping/stumbling accidents, and hay fever.

As support for managers, we conduct training on line care and hold workshops on effectively using health-related data. To promote the maintenance of a Personal Health Record (PHR), UBE has introduced a system that allows employees to check the results of their own health checkups and stress checks using company PCs.

Health apps are provided for those who wish to use them, increasing exercise opportunities for employees and promoting an environment in which employees can manage their health autonomously. Additionally, to foster workplace communication, we designate a key person for each team and organize enjoyable events like walking rallies meant to help establish exercise habits among employees.

As an indicator of performance improvement, the UBE labor union organizes a wellbeing survey, and the results are reported to union members. In addition, each plant and other sites regularly conduct employee satisfaction surveys and hold roundtable meetings to proactively improve the environment so that employees can work comfortably.

Measures	Eligible Employees	FY2023 Results
Grade-specific training on mental health	Newly hired employees, mid-career hires, managers	Total: 275 employees
Training on use of health information	Managers (includes managers at sites outside Japan)	Attendance by 98.0% of managers (Target: Maintain attendance of 80% or more) Conduct annually, including refresher training
DE&I training	Directors and executive officers (of UBE), executive officers and human resource managers (of the UBE Group)	Held twice, with a total of 82 participants
DE&I e-learning program	Directors and executive officers, full-time and part-time employees (of the UBE Group)	6,431 participants
Health promotion e-learning program (Regarding health concerns for older employees)	Full-time employees	99.5% attendance rate
Providing health content through apps 1. Walking 2. Self-health management 3. Exercise	Full-time employees	1. Health app: 1,232 users 2. Self-health management: 408 participants 3. Exercise: Special column with RIZAP collaboration video disseminated in Safety and Health Committees
Outside Employee Assistance Program (EAP)	Employees and their families	Average of 10 cases per month

Note: In addition, our company PCs enable employees to see their health checkup data and receive stress checks results at any time.

Provision of Information	Eligible Employees	FY2023 Results
Information on mental health	UBE Group	24 times a year, posted on intranet
3-minute health advice	UBE Group	Provided in Safety and Health Committees held at each business site

Evaluation Index	Eligible Employees	FY2023 Results
Wellbeing Survey	Labor union members	72% response rate

Initiatives

Initiatives Involving the Supply Chain

1. Promoting Measures to Address Tobacco Use

UBE has a policy in its Rules of Employment that employees may not smoke on company premises during working hours. Partner companies and suppliers are also made aware of this rule to raise awareness of anti-smoking measures.

2. Providing Information on Health Management-Related Initiatives

UBE has created a leaflet that provides comprehensive information on all its health management-related initiatives and distributes it to all suppliers.

3. Joint Measures

We have worked together with the professional soccer team RENOFA Yamaguchi FC to create an original video on easy 3-minute stretching. The video provides movements designed to alleviate fatigue felt in the shoulders, lower back, and eyes, commonly experienced ailments felt after hours in an office or after performing work that requires standing for long periods of time.

Contribution to Society

1. Fostering Mental Health

Every year, the UBE Group invites the Japan Philharmonic Orchestra to Ube City and holds the UBE Group Charity Concert in order to contribute to the development of local culture through music. Prior to the concert, UBE conducts events to build bridges between the Japan Philharmonic Orchestra and the young people who will lead the next generation with the aim of promoting local culture and fostering mental health.

2. Contributing to Regional Revitalization through Sports Promotion

UBE has signed an official partnership agreement with RENOFA Yamaguchi FC, to help realize an enriched future society.

3. Provision of Information

UBE provides information on the health promotion activities that it has conducted to date.

- Presentation at the Japan Society for Occupational Health
- Publication in journals, etc.: Health Up 21, Sangyo Hoken to Kango (Occupational Health and Nursing), Yamaguchi Prefecture Smoking Prevention Guidelines
- Reports at various committee meetings (Yamaguchi Prefecture Industrial Physicians Association Executive Committee, Yamaguchi Prefecture Infectious Disease Health Crisis Management and Yamaguchi Prefecture Measles and Rubella Countermeasures Council, etc.)
- Support for students and medical associations
- Practical training for nursing students at Yamaguchi University and the University of Occupational and Environmental Health, Japan
- Training for industrial physicians certified by the Yamaguchi Medical Association and educational lectures conducted by the Yamaguchi Labour Standards Association
- To all of our suppliers (see above “Supply Chain” section)

Response to Global Health Issues

Because the UBE Group's business spans the globe, the Group not only complies with applicable laws and regulations, but also responds to the risk of infectious diseases, which include the three major global health issues of malaria, AIDS, and tuberculosis. As part of this response, employees with work assignments outside Japan are required to receive health checkups.

- Health checkup before departing Japan: Employees with three-month or longer assignments outside Japan
- Health checkup after returning to Japan: Employees working in Japan after working outside Japan for six months or longer

During health checkups before departing Japan, an industrial physician provides guidance and recommendations on the individual's health risks and necessary vaccinations. A public health nurse provides hygiene education and health guidance based on the living and food environments in the destination area.

The Overseas Crisis Management (OCM) Commission Secretariat has introduced the Alert Star business traveler management system. It regularly disseminates information and issues alerts, such as overseas safety bulletins.

* Alert STAR was introduced in April 2018 with the following two objectives.

- In the event of an emergency, such as a terrorist attack, natural disaster, or pandemic, the OCM secretariat and staff can centrally ascertain the current location of international travelers in the affected country and promptly confirm their safety.
- Business travelers can obtain local safety information.

Furthermore, to prevent the psychological isolation of expatriate employees due to remote work, we have established a web environment that allows them round-the-clock access to a stress check examination that has been designed based on Japan's Industrial Safety and Health Act to assess the degree of psychological burden. We have also established and offered a system that enables web-based consultations with industrial physicians when necessary.

To ensure health management for employees who are stationed outside Japan, we establish our own health checkup items adapted for locations outside Japan, set up an annual health checkup schedule, and encourage everyone eligible to participate. In addition, for Japanese employees, it is expected that the stress of work and life will be greater during an assignment outside Japan than when living in Japan. There is no Japanese statutory obligation that requires stress checks to be conducted outside Japan. However, UBE provides the opportunity to receive a stress check once a year, and we endeavor to prevent the onset of mental illness by asking employees assigned outside Japan to use the stress check results as a reference to ascertain their own stress level.

ESG Evaluations (Human Resources)

> [ESG Data \(S/Social\) \(PDF: 744KB\)](#) 

Policy and Basic Mindset



レスポンシブル・ケア®

The UBE Group's activities are based on the principles of Responsible Care (RC).

RC is a set of principles and practices inviting corporations that handle chemical substances to make voluntary efforts to protect the environment, safety and health at all stages of the process of chemical substance handling—from development, manufacturing, distribution, and use, to final consumption, disposal and recycling. It also entails disclosing the results of these activities and engaging in dialogue and communication with society.

The UBE Group embraces RC principles and implements RC activities across all of its business segments.

The UBE Group implements the following six RC initiatives.

1. Environmental Preservation

Initiatives for the health of the earth's people and natural environment

2. Process Safety and Disaster Prevention

Initiatives for the prevention of accidents at facilities and mitigation of natural disasters.

3. Occupational Safety and Health

Initiatives for the health and safety of workers.

4. Logistics Safety

Initiatives for the prevention of accidents related to logistics, and for disaster mitigation.

5. Product Stewardship

Disclosure and communication of the properties and handling methods of chemicals, for the safety and health of all persons who handle chemicals including customers, and for conservation of the environment.

6. Publication of Performance Reports and Dialogue with Society

Open reporting of the details and outcomes of activities, and social and community dialogue.

UBE Group Environmental and Safety Guidelines

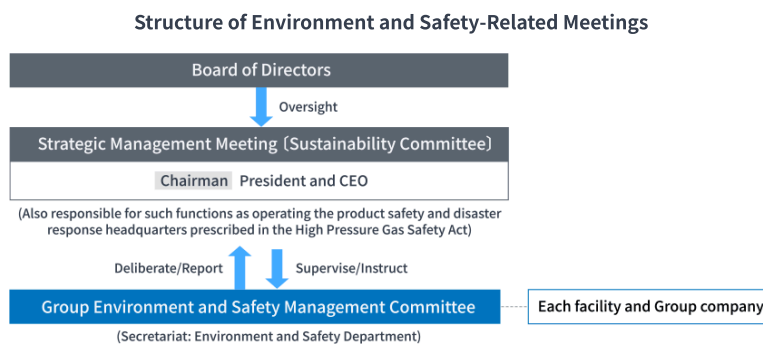
We have made it our shared value to prioritize safety in everything we do. This includes ensuring safety and security in the workplace and in local communities as well as conserving the global environment.

1. We will secure healthy, safe and comfortable working conditions, aiming to eliminate occupational accidents.
2. We will ensure the safety and security of facilities and operations, aiming to eliminate accidents at facilities.
3. We will reduce our emissions of waste and chemical substances, and contribute to establishing a recycling-based society by recycling and effectively using resources.
4. We will voluntarily and continuously work to address global environmental issues in order to contribute to a sustainable society.
5. We will strive to maintain and improve the health of working persons, who give vitality to society and corporations.

Management System

Environmental and Safety Promotion System

Policies and measures relating to such environmental safety components as occupational safety and health, process safety and disaster prevention, environmental preservation, and environmental issues are key management issues. The President and CEO chairs the Strategic Management Meeting (Sustainability Committee), which deliberates and decides on these issues. The meeting also serves as a process safety headquarters as 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 monitors the status of these activities.



Management System Certification Acquisitions

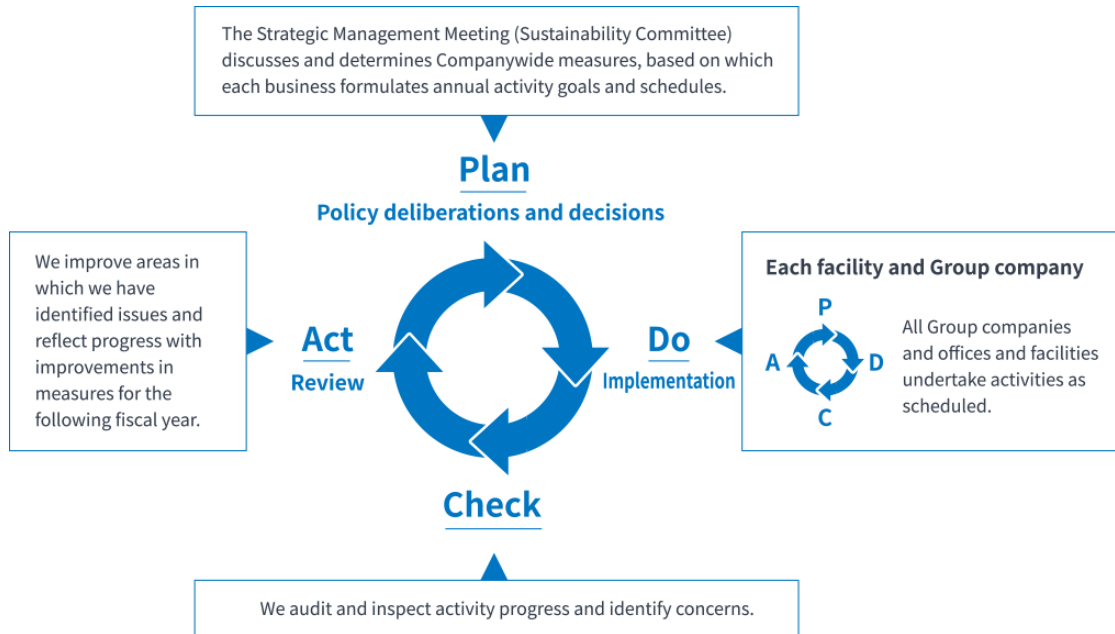
The acquisition of occupational health and safety and environmental management system certifications at UBE can be seen [here](#) .

Targets and Performance

Environmental Safety Measures

We implement PDCA cycles based on our environmental and safety measures to constantly improve efforts relating to occupational safety and health, process safety and disaster prevention, environmental preservation, and environmental issues.

Annual RC Activities' PDCA Cycle



Initiatives

Based on our policies and management system, we are proactively proceeding with responsible care activities.

Responsible Care Regional Dialogue Meetings



Environmental and Safety Activities

Details and data for environment and safety activities are presented in the *Integrated Report 2024*.

Responsible Care Report

In 2005 and after, the *Responsible Care Report* was included in the *CSR Report*. Since 2018, it has been part of the new *Integrated Report*.

> [CSR Report](#)

> [Integrated Report](#)

> [Responsible Care Report 2004 \(PDF: 1,110KB\)](#) 

> [Responsible Care Report 2003 \(PDF: 558KB\)](#) 

> [Responsible Care Report 2002 \(PDF: 982KB\)](#) 

*  PDF links marked will open in a new window.

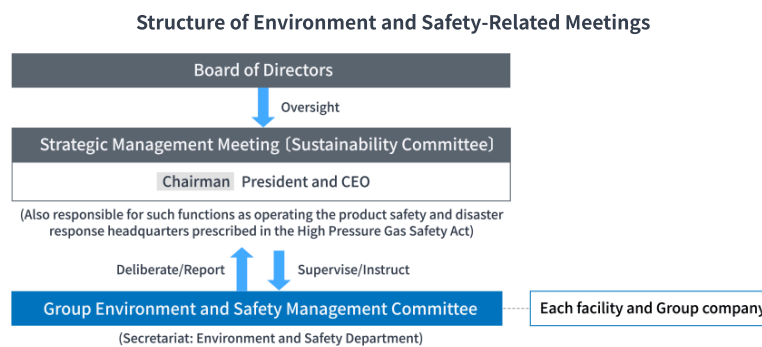
Policy and Basic Mindset

Basic Approach to Occupational Safety and Health Initiatives

The UBE Group strives to continue preventing occupational accidents by making operations inherently safe. The Group's efforts are designed to foster a safety-driven corporate culture and to reduce risks by enhancing safety initiatives and making continuous improvements. In the area of occupational health, each business site establishes an occupational safety and health management system to maintain and improve corporate activities. The UBE Group also endeavors to ensure the mental and physical health of employees by improving lifestyle habits through health checkups and follow-up care as well as various measures such as mental health consultations.

Management System

We promote occupational safety and health activities under the Environment and Safety Promotion System as part of our responsible care activities.



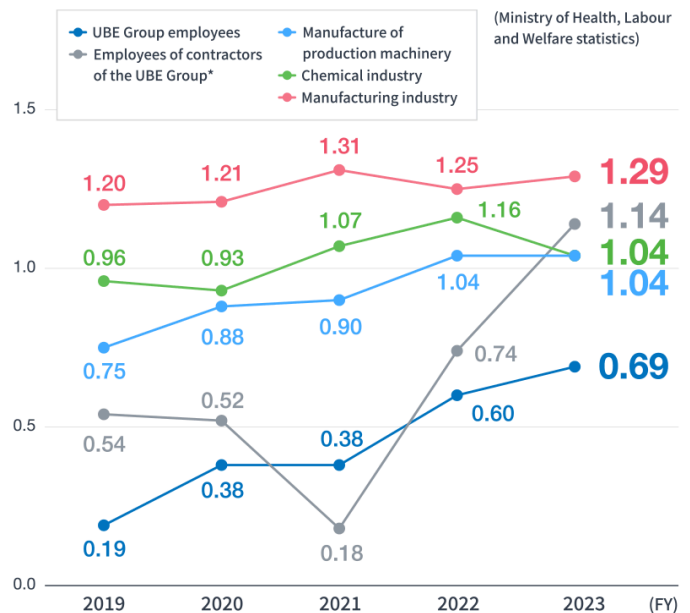
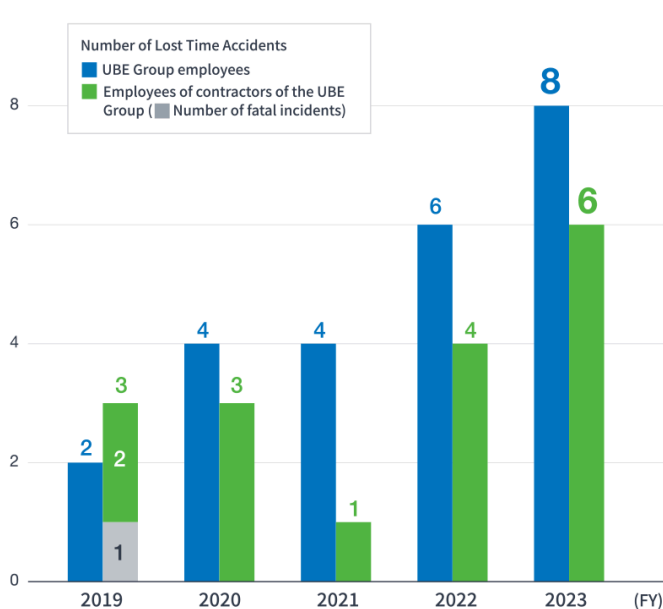
Targets and Performance

Eliminating Major Occupational Accidents

We have undertaken a range of activities to prevent occupational accidents. In recent years, we have positioned eliminating major occupational accidents as a priority item. We are therefore particularly focused on preventing accidents involving serious injuries.

Specifically, we conduct risk assessments of work that is highly susceptible to serious accidents by taking the characteristics of each workplace into account. Any risk identified through these assessments is robustly addressed as we implement systematic risk reduction measures and endeavor to make operations inherently safe. Other priority items include collaborating closely with partner companies* in safety activities and providing education and training aimed at enhancing safety awareness in order to ensure that safety activities undertaken by partner companies are on par with those undertaken by the UBE Group. Furthermore, we investigate the causes of all incidents regardless of whether or not such events result in lost time. And, based on lessons learned from these incidents and the success of countermeasures implemented, we horizontally roll out amendments within the Group, striving to prevent similar incidents.

* Partner companies: Including subcontractors like those who take on construction work.



Measures to Prevent Occupational Accidents

	Goals	Activities	Status and History of Initiatives
1. Setting occupational accident-related benchmarks	Prevent occupational accidents	Establish numerical goals	Fiscal 2023 target: Safety score of 280 or less (Grade B or above) Fiscal 2023 results: Safety score of 555 (Grade D or above)
2. Use of occupational accident information	Prevent similar accidents	Create occupational accident information database and publish it on intranet	We are using information on occupational accidents at each business site as important data sources for facilities and operational risk assessments.
3. Audits and inspections	Drive ongoing improvements at business sites and Group companies • Improve weak areas • Enhance safety levels	(1) Audits • Audits conducted by the Head Office and business site environmental safety personnel • Quantitative evaluation of business sites and Group companies in line with checklists and feedback	History of improvement activities inspired by audits and inspections Fiscal 2016: Begin assessments based on eight elements of a safety-driven culture, namely, governance, commitment, resource management, work management, motivation, learning, awareness, and communication • Fiscal 2022: Initiated audits and inspections targeting Group companies, including those handling chemicals • Business sites: Ube Chemical Factory, Sakai Factory, Ube Electronic and Industrial Materials Factory, R&D Division (Ube), and Future Tech Laboratory • Group companies: UBE Elastomer Co. Ltd. Chiba Factory, Ube Exsymo Co., Ltd. Gifu Factory and Fukushima Factory, Ube Film, Ltd., UBE Hydrogen Peroxide, Ltd., UBE Scientific Analysis Laboratory, Inc., and UBE Machinery Corporation, Ltd. • Fiscal 2023: Conducted special audits and inspections of Ube Steel Co., Ltd.
		(2) Inspections • Members of the president chaired inspection committee visit business sites • Confirming results of audit and activity achievements and conveying reviews	Main themes for inspections • Fiscal 2022: Clarify a fundamental rule of “Prioritize safety in everything we do” and thoroughly implement it • Fiscal 2023: Ensure that the above rule is upheld throughout the workforce
4. Safety and health rallies	Share information Encourage activities	Annual UBE Group health and safety rallies participants: Approximately 300 people (the President and other Group	• Zero accident efforts and resolutions to enhance workplace environments

	Goals	Activities	Status and History of Initiatives
		executives as well as employees, including online) participating	<ul style="list-style-type: none"> • Recognition by the president (to entities and individuals for outstanding contributions to health and safety) • Small safety team presentations on experiences • Special lectures from outside instructors on safety and health management • Reciting safety goals after rallies

Note: Safety score = (Frequency rate of lost time accidents×500+Frequency rate of without lost time accidents×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

Initiatives

Initiatives Toward Preventing Occupational Accidents

Fostering a Safety-Driven Corporate Culture

The UBE Group upholds a fundamental rule of “Prioritize safety in everything we do” and considers fostering a safety-driven corporate culture as the basis for its safety activities. To this end, we have defined eight elements of such a culture. These are governance, commitment, resource management, work management, motivation, learning, awareness, and communication. In keeping with the findings of assessments based on headquarters’ evaluation standards, business sites identify issues and formulate and execute plans to cultivate a culture of safety as part of ongoing improvement efforts.

Health and Safety Initiatives

UBE Group Safety and Health Rally

The UBE Group holds a safety and health rally every year. About 300 UBE Group officers and employees as well as business partners from across Japan participate, sharing information and fostering motivation. In addition, individuals and groups that have made particularly outstanding contributions to safety and health receive recognition from the company president. The event also features presentations from small safety groups on their experiences and special lectures from outside instructors about safety and health management, helping to raise safety awareness.

At the end of each rally, all participants, including officers, join together in reciting the Group’s safety pledge, renewing their commitment to eliminating accidents and improving work environments.



Occupational Safety and Health Council

This is a forum in which representatives of the Companywide union and UBE’s occupational safety and health officers gather to review annual occupational safety and health results and plans for the new fiscal year and discuss requests from both sides. Participants share prevailing issues and discuss ways to address them. We reflect forum results in the following year’s plans. Many major accidents have occurred among subcontractors. Labor representatives and

management recognize the importance of coordinating better with those firms. Our annual plans accordingly include measures to foster safety activities with subcontractors.

Labor-Management Councils

Following Occupational Health and Safety Council discussions with Companywide union representatives, regional business sites convene gatherings to discuss local union and management requests.

Initiatives for Health Management

[> Health management initiatives at UBE](#)

Policy and Basic Mindset

Basic Approach to Process Safety and Disaster Prevention Initiatives

The UBE Group strives to continue avoiding process accidents by developing worksite frameworks that prevent accidents and, to this end, ensures the thorough identification of risks and systematic implementation of far-reaching measures to counter those identified risks.

Management System

We promote process safety and disaster prevention activities under the Environment and Safety Promotion System as part of our responsible care activities.



Targets and Performance

We endeavor to eliminate process accidents across the UBE Group through initiatives that ensure our facilities are safe and secure. We also undertake activities to minimize damage in the event of major natural disasters. In fiscal 2023, we focused on zero equipment accidents, zero environmental accidents, improving safety at high-pressure gas sites, and implementing natural disaster measures.

Zero Equipment Accidents

Through the Accident Information Liaison Committee, accident information is shared and each business site implements horizontal development to prevent similar accidents from happening again. We are also working to strengthen equipment maintenance and management through the Safety Management Liaison Committee. These endeavors involve the sharing of case studies, as well as the horizontal rollout of best practices identified via Group Special Safety Activities (which are informed by improvement plans formulated to address issues at business sites that the UBE Group considers as requiring special safety management guidance) in addition to supporting transition to a smart factory.

Zero Environmental Accidents

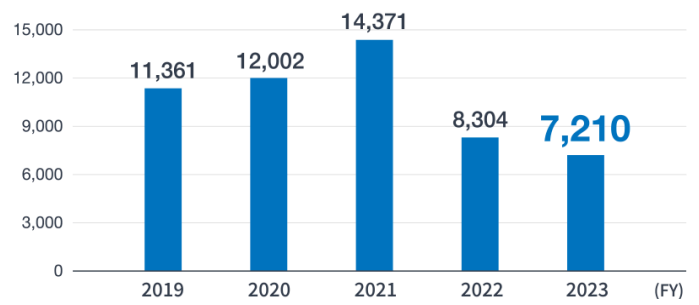
We constantly push ahead with the identification of environmental risks while promoting measures to mitigate such risks.

In fiscal 2023, we recorded 10 incidents. We have determined the root causes of each case and implemented measures to prevent recurrences.

UBE Group Facility-Related Accident

	Number of Accidents				
	2019	2020	2021	2022	2023 (FY)
UBE	4	13	5	5	4
Group companies	3	2	3	5	6

Occupational Safety, Health, and Disaster Prevention Expenditures of the UBE Group



Initiatives

Enhancing Process Safety Capabilities at Certified High-Pressure Gas Facilities

For certified high-pressure gas sites, we set up an improvement agenda in line with assessment findings from the Japan Industrial Safety Competency Center and engage in systematic improvement initiatives.

Implementing Natural Disaster Measures

We push ahead with measures to address natural disasters by having each business site conduct self-assessments in line with self-assessment criteria for such measures, and pursue ongoing improvements.

Policy and Basic Mindset

Guided by the UBE Management Policy, the UBE Group designates Fundamental Quality Guidelines that define the standards for quality assurance activities at the Group.

UBE Group Fundamental Quality Guidelines

In order to earn the trust of stakeholders, we will continually focus on safety and security in developing and providing products and services that meet customer expectations for quality.

1. We will always obtain the latest information on regulations and public standards that relate to quality, and we will adhere to them.
2. We will adhere to the agreements with customers.
3. We will build close relations with customers and provide the quality sought by customers.
4. We will continually improve our quality assurance systems.
5. We will develop products and services that can be safely and securely handled throughout the product life cycle, ensuring that we suitably provide necessary information.

Approach to Quality Activities

The UBE Group strives to improve quality by clarifying its basic approach to quality assurance activities and also by evaluating those activities.

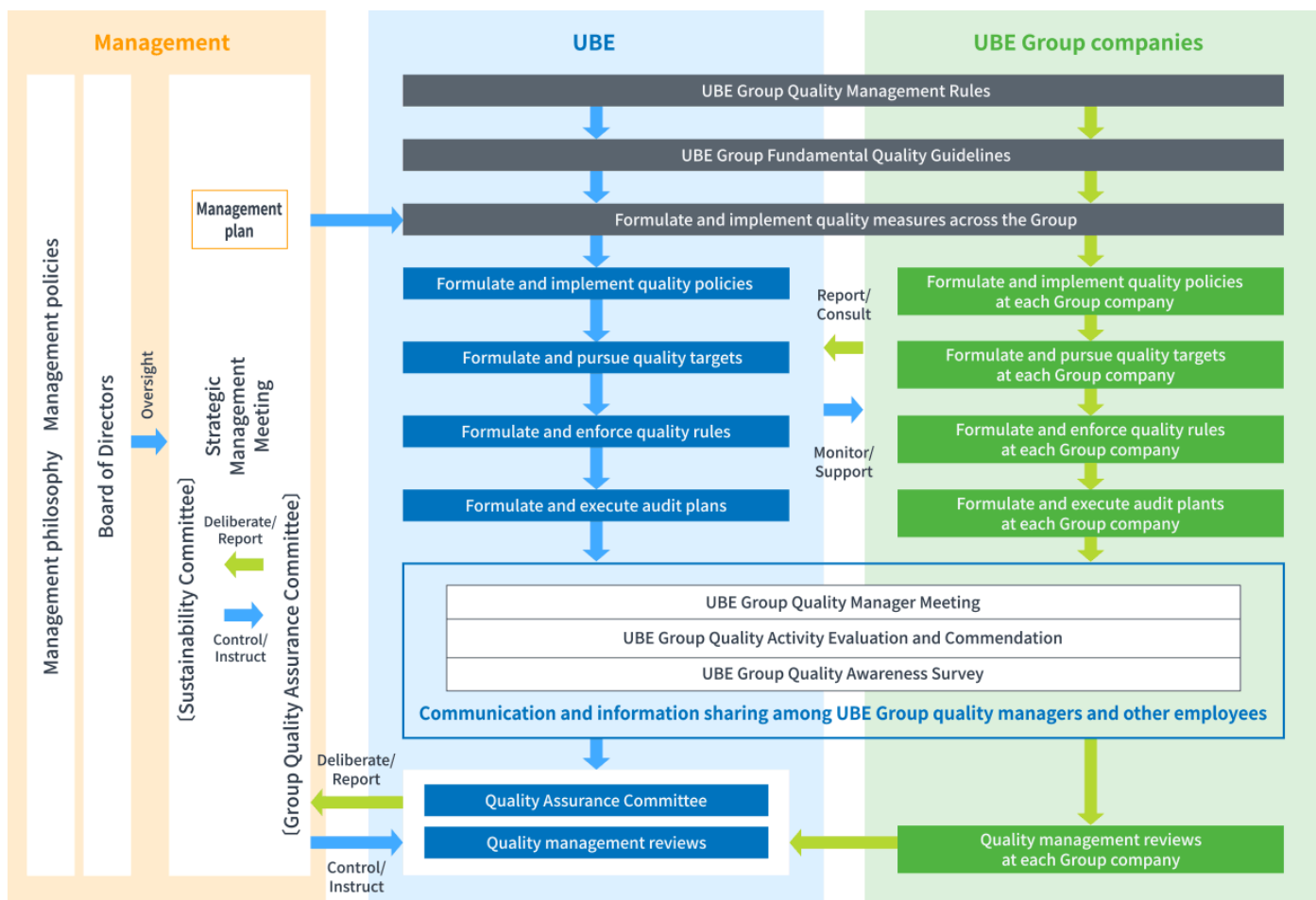
Quality activities are comprised of the following three activities.

1. Quality activities by the corporate internal control department
2. Quality assurance activities in accordance with quality assurance systems operated by Group companies
3. Quality assessment of the quality assurance activities of Group companies

Management System

The UBE Group has appointed an officer to be in charge of the Quality Assurance Dept. (Quality Executive Officer) who is responsible for overseeing the Group's quality activities. The Group also has established UBE Head Office internal control departments and the Group Quality Assurance Committee. Under the direction of the Quality Executive Officer, the corporate internal control department manages the Group's quality activities and establishes corporate internal controls. The Quality Executive Officer provides regular status reports regarding the establishment and operation of internal controls to ensure effective supervision by the Board of Directors.

Overview of the UBE Group Quality Management System



Initiatives

The UBE Group's quality activities are carried out via the following major initiatives executed by the Head Office internal control departments.

1. Raising quality awareness

Planning and implementing quality awareness activities in the UBE Group

2. Managing quality activities

Formulating UBE Group quality measures and managing their progress

Reporting the status of quality measure implementation and quality activities to the Group Quality Assurance Committee

3. Conducting audits

Improving UBE Group quality by conducting internal audits

The UBE Group encompasses a wide range of businesses worldwide, including chemicals, machinery, and construction materials. These businesses operate under a system that emphasizes independence. Each business strives to practice independent quality activities in line with its business profile, and the Head Office internal control departments (quality assurance department) support their independent activities.

Initiatives Undertaken by UBE Corporation

UBE Corporation maintains a quality management system (QMS) at its business divisions and factories in Japan. To prevent a recurrence of improprieties in quality checks detected during inspection in fiscal 2018, the Company is pursuing steady implementation of recurrence prevention measures, while also taking stronger initiatives to prevent any new issues. It is providing regular training aimed at enhancing quality awareness to improve the mindset of senior management and employees, revising internal rules, and preventing human error through the use of ICT. We will continue to steadily pursue these activities, work on continual improvement, and restore the confidence of our stakeholders.

In order to meet industry-specific requirements, the Pharmaceutical Division will maintain its own pharmaceutical quality system (PQS) and is committed to its pharmaceutical quality policy.

All employees will continue to maintain a strong awareness of quality, work to create the kind of value that only the UBE Group can create, and strive to provide the quality that customers need.

We also aim to shift our focus to the specialty chemicals business. Accordingly, UBE Corporation will step up quality-centered management that maximizes corporate value by enhancing customer satisfaction and ensuring product quality. We will thus accelerate our efforts to become an exceptional company with regard to quality.

UBE

Quality policy

We will assure globally the quality of products and services to our customer to provide satisfaction and win customer confidence.

1. We will comply with relevant laws and regulations, internal rules, contracts, and social norms.
2. We will grasp voice of the customers and create the new customer value.
3. We, all employees promote the quality-oriented management and work together to provide customer satisfaction.
4. We will provide products and services that can be used safely and securely throughout the product life cycle.
5. We will promote DX (digital transformation) and continuously improve our quality assurance system.

Masato Izumihara
President & Chief Executive Officer
UBE Corporation

Established April 1, 2023

Pharmaceutical Quality Policy **UBE**

We supply quality pharmaceuticals that are safe to use, in order to help maintain and enhance people's health.

1. At every stage of the product life cycle, we make ethical decisions and respect compliance.
2. We ceaselessly pursue technology innovation in order to consistently supply products and services that customers trust.
3. We assess and audit tasks related to pharmaceutical quality assurance and continuously optimize our pharmaceutical quality systems.
4. We continue to implement education and training systematically while ensuring close coordination among the relevant departments, in order to enhance the capabilities of the employees concerned and foster a culture of quality.

Yoichi Funayama
General Manager, Pharmaceutical Div.,
UBE Corporation

Initiatives Undertaken across the UBE Group

The UBE Group is determined to never forget the lessons learned from a past incident involving improprieties in quality checks and is rallying the Group's overall strength to implement various measures to prevent the recurrence of such an incident. We also promote education aimed at instilling both knowledge and awareness so that all officers and employees are vigilant with regard to quality assurance activities. In addition, recent results of quality awareness surveys targeting employees indicate that there has been a resurgence of activities undertaken at each workplace to raise quality awareness, while a steadily growing proportion of our workforce seems to be placing higher priority on quality in the course of business conduct.

Product Liability (Management of Chemical Substances)

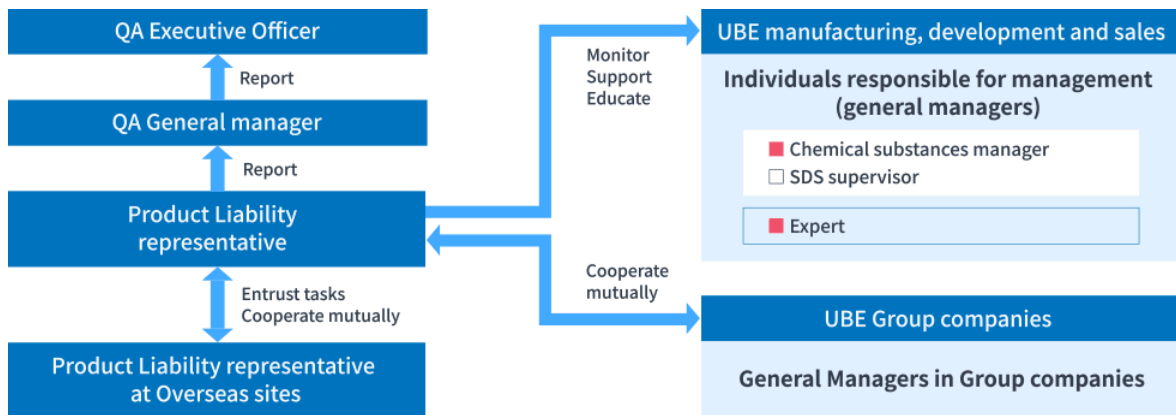
Policy and Basic Mindset

The UBE Group complies with the Chemical Substance Control Laws and Regulations of countries worldwide, including Japan. We ensure rigorous chemical management throughout distribution systems and proactively disclose safety information about our chemical products. Across these efforts, chemical management at UBE corporation takes into account health, safety, and the environment.

Management System

We have established a management system to ensure that all departments involved in our business operations control chemical substances appropriately. In Japan, we strive to step up both human resource education as well as ICT utilization in order to robust our mechanisms designed to prevent violations of the Chemical Substances Control Law (CSCL), Industrial Safety and Health Act, and other laws and regulations. For China, Taiwan, South Korea, Europe and the United States, which are our key overseas markets, we work closely with local subsidiary to ensure compliance with revisions to the laws and regulations of each country or region. Moreover, we intend to restructure the management systems in place at each of our locations in the United States over the course of fiscal 2024 to facilitate further business expansion.

UBE Group's Product Liability and Chemical Substance Management System



Targets and Performance

Target: Zero case of administrative instruction given or measures taken in connection with violations of chemical substance control laws and regulations

Scope: UBE Corporation

Fiscal 2023 results: 0 cases

Fiscal 2023 level of achievement: Met target

Fiscal 2023 target: 0 cases

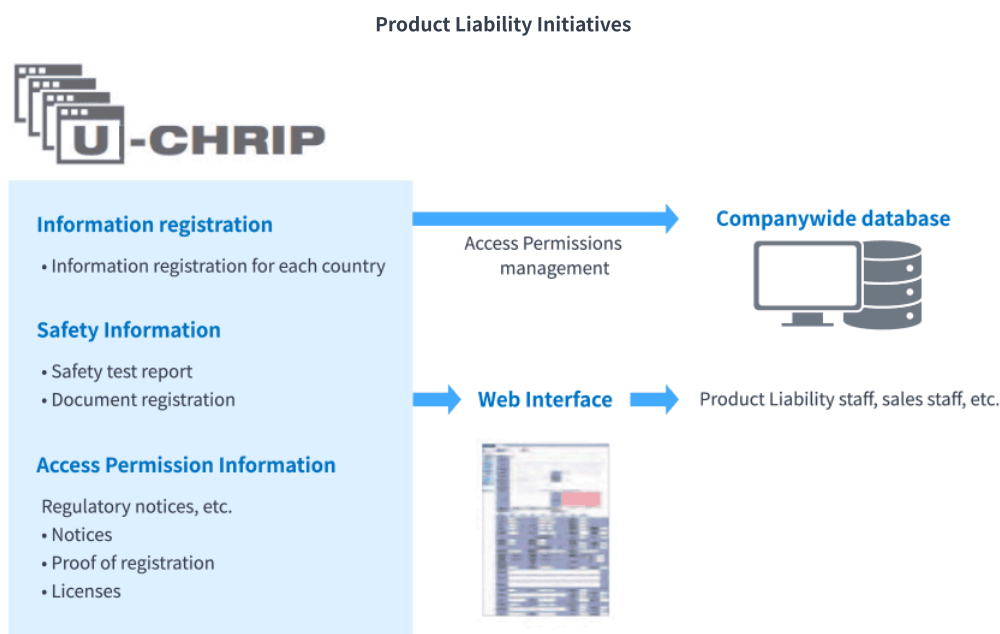
Initiatives

Complying with Chemical Substance Control Laws and Regulations

Product Liability is a part of quality, and we work to manage it in line with our quality management system. We use our Safety Data Sheet (SDS)^{*1} production support system, as well as the UBE-Chemical Regulation Information Platform (U-CHRIP), a comprehensive database developed by UBE for managing information about chemical substances, and other ICT tools to manage hazard information^{*2} on substances we use and our compliance status with regard to regulated substances that we handle. In this way, we ensure strict compliance with laws and regulations. We annually update and enhance U-CHRIP based on our assessments of system-related issues and shortfalls in its functions as we strive to align the platform with the latest chemical substance control laws and regulations in each country.

*1 Safety Data Sheet (SDS): A document that describes the hazard and toxicity information of the chemical substances contained in a product when a manufacturer provides a chemical substance or products containing chemical substances.

*2 Hazard information: Information regarding the potential dangers of a chemical substance.



U-CHRIP: UBE-Chemical Regulation Information Platform

Supply Chain Communication

UBE provides local-language versions of SDSs and product labels for all products, complying with regulations in each country or region to ensure the safe use of chemical products throughout their life cycles. We make SDSs for key products available for download from our website. We also identify hazardous chemical substances in our products and inform customers.

Supporting Long-Term Technological Research on Chemical Product Risk Assessment

The Japan Chemical Industry Association (JCIA) launched the Long-range Research Initiative (LRI),* a research subsidy project that is part of a voluntary undertaking being initiated globally by the International Council of Chemical Associations (ICCA). As a JCIA member, UBE began investing in this project in fiscal 2011 in order to support long-term research regarding the impact of chemical substances on human health and the environment.

* An international initiative aimed at providing long-term support to research activities focused on determining the impact of chemical substances on human health and the environment. In Japan, this project is promoted by the JCIA.

SDS

SDSs are necessary and important documents for the proper communication of hazard information on chemical products through the supply chain. UBE considers SDSs to be an integral part of its products and, regardless of the product-specific hazards, prepares and provides SDSs to customers. You can download the SDSs that you need by registering as a user on the [UBE Chemical Information new window website](#) .

Product Liability Education

Enhancing employee understanding of importance of Product Liability, is essential to the robust management of chemical substances and toward ensuring the safety of our products throughout their life cycles. UBE provides key personnel responsible for Product Liability and chemical management with necessary education, beginning with baseline knowledge. Moreover, employees who will be transferred to overseas locations receive briefings prior to their assignment on chemical substance management laws and regulations enforced in their destination countries.



Governance

Corporate Governance



**Policy on Information
Disclosure**



Risk Management



Crisis Management



Compliance



Anti-Corruption



Cybersecurity



Tax Initiatives



Policy and Basic Mindset

Basic Views on Corporate Governance

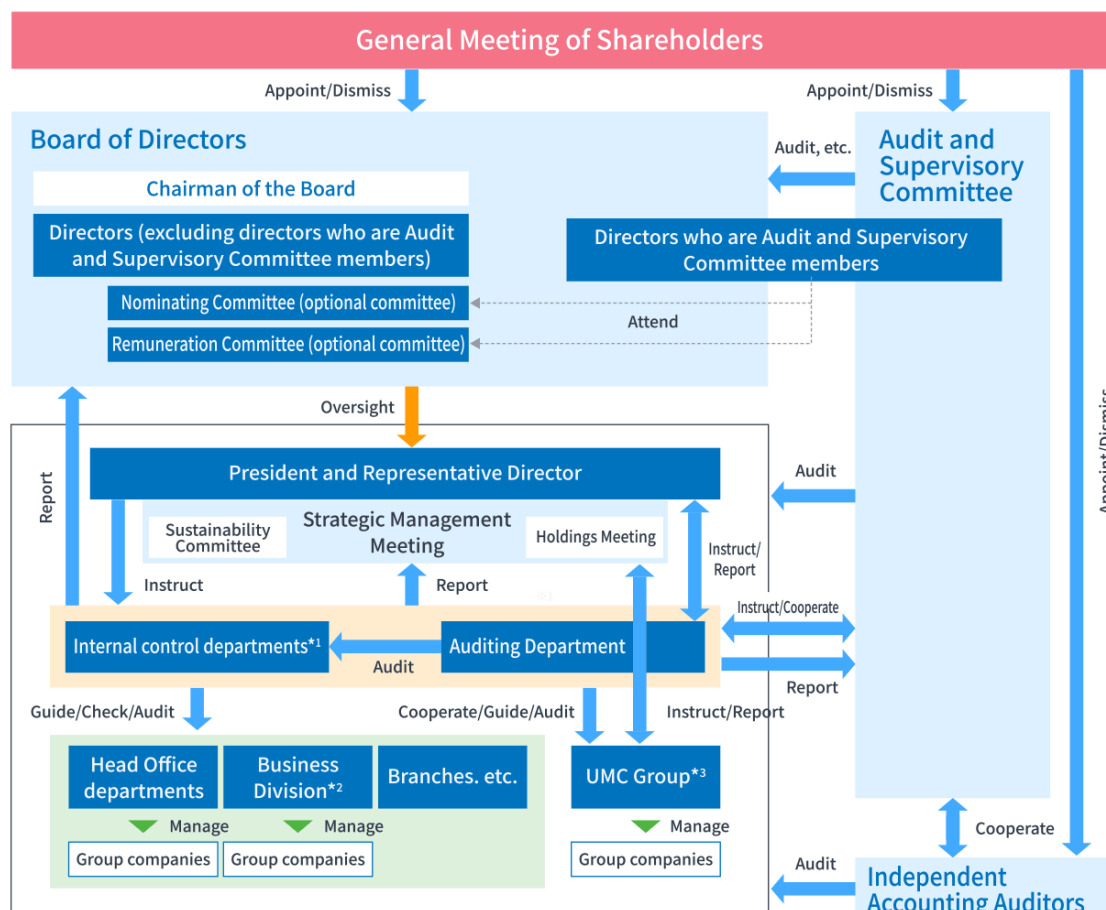
The basic mission of the UBE Group is to secure sustainable growth throughout the Group and enhance corporate value over the medium and long term. To achieve these goals, it is important to establish effective corporate governance that will enable the UBE Group to ensure the sustainability of appropriate business activities. Likewise, it is imperative that UBE fulfills its responsibilities to all stakeholders, including shareholders, customers, business partners, employees, and communities, while striving to earn their confidence. This is achieved through the establishment of a system by which directors who are Audit and Supervisory Committee members with the right to conduct audits and state opinions have voting rights at the Board of Directors. Thus, as a company with an Audit and Supervisory Committee, UBE will strive to strengthen the supervisory function of the Board of Directors over the execution of business and accelerate such execution by delegating a portion of important executive decisions to the President and Representative Director.

Going forward, UBE will continue striving to enhance corporate governance through activities that include streamlining management, increasing transparency, speeding up decision making, clarifying management responsibility, and strengthening management oversight functions.

[Corporate Governance Report](#)

Corporate Governance System

Overview of Corporate Governance and Internal Control Systems



*1 Internal control departments: Compliance Committee, Security Export Control Committee, Information Security Committee, Crisis Response Committee, Head Office departments working on internal control

*2 Business Division: 4 business divisions, Research & Development Division, Ube Works

*3 UMC Group companies under UBE Machinery Corporation, Ltd.

Board of Directors

The Board of Directors supervises the execution status of particular businesses that are considered important in light of management strategies while monitoring their operating results. Moreover, outside directors are appointed in order to incorporate an independent, third-party perspective into decision making and management supervision, with the aim of securing the efficacy, transparency, and objectivity of business management.

In accordance with laws, regulations, and the Articles of Incorporation, the Regulations of the Board of Directors have been codified to define key managerial issues to be decided by the Board of Directors. These include basic corporate policies as well as business endeavors deemed important due to monetary value involved or associated risks. Thus, the Board of Directors deliberates and makes decisions on these matters by leveraging multifaceted perspectives as well as specialists' viewpoints. In doing so, the Board gives due consideration to how to best embody UBE's Corporate Philosophy and Purpose. In addition to delegating other matters to the President and Representative Director, the Board supervises the appropriateness and efficiency of operations executed by each director and executive officer.

The Board of Directors consists of 10 directors, five of whom are independent outside directors and is, in principle, chaired by a director who has no concurrent executive officer position. Furthermore, the Nominating and Remuneration committees are placed to serve as advisory bodies to the Board of Directors. UBE has also adopted an executive officer system to facilitate the clearer separation of supervisory and business execution functions while allowing executive officers to better concentrate on business execution.

Audit and Supervisory Committee

The Audit and Supervisory Committee consists of directors who serve concurrently as Audit and Supervisory Committee members. The Committee monitors and verifies the development and operational status of internal control systems, and also supervises the directors and other business executives, in accordance with laws and regulations and the Regulations of the Audit and Supervisory Committee. In addition, outside directors who serve as Audit and Supervisory Committee members attend meetings of the Nominating and Remuneration committees to supervise the appointment and dismissal of directors (excluding directors who are Audit and Supervisory Committee members) as well as their remuneration, verifying procedures and other related details.

Major activities of the Committee are as follows: 1) holding regular meetings for the exchange of opinions with the President and Representative Director; 2) performing audits of the executive directors, executive officers, business divisions, internal control departments and other business units (including those of subsidiaries); 3) gathering necessary information by, for example, receiving audit reports from UBE's independent accounting auditors and internal audit departments, attending the Strategic Management Meeting and other important meetings, inspecting important approval documents, and regularly exchanging information with the corporate auditors of subsidiaries; and 4) reporting the results of the audit to the Board of Directors.

In principle, a meeting of the Audit and Supervisory Committee is held every month. Additional meetings are held any time deemed necessary. In fiscal 2023, the Audit and Supervisory Committee met 16 times. The attendance rate was 100% for all of the Audit and Supervisory Committee members.

Audit and Supervisory Committee



Nominating Committee

The Nominating Committee serves as an advisory body to the Board of Directors and, with regard to the appointment and dismissal of senior management members, including the President and Representative Director, holds deliberations on such subjects before the Board of Directors reaches a decision. The Committee ensures independent and objective advisory functions, since outside directors account for a majority of the members and an outside director serves as the chair.

Remuneration Committee

Overview of Procedure for Determining Remuneration, etc., for Officers

1. The Remuneration Committee, which is an advisory body to the Board of Directors, chaired by an outside director, and has outside directors (excluding directors who are Audit and Supervisory Committee members) as a majority of its members, deliberates on officer remuneration, etc., for individual directors (excluding directors who are Audit and Supervisory Committee members) to ensure transparency and objectivity. The results of the committee's deliberations are proposed and reported to the Board of Directors, and the Board of Directors then determines the remuneration, etc., for directors. The amount of individual remuneration for directors who are Audit and Supervisory Committee members is determined in consultation with the Audit and Supervisory Committee members.
2. The process for determining the amount of remuneration, etc., for directors was as follows: At the Remuneration Committee meeting in May 2023, the amount of remuneration, etc., for each individual director (excluding directors who are Audit and Supervisory Committee members) for fiscal 2023 was deliberated based on the degree of achievement of the performance targets by each individual director (excluding directors who are Audit and Supervisory Committee members) in fiscal 2022. At the Board of Directors meeting in June 2023, UBE, respecting the recommendations of the Remuneration Committee, determined the amount of remuneration, etc., for each individual director (excluding directors who are Audit and Supervisory Committee members). The Board of Directors and the Remuneration Committee confirmed that the performance and evaluation of individuals for each index were appropriate and that remuneration was calculated in accordance with the Policy on Determining Remuneration Amounts and Calculation Methods (excluding directors who are Audit and Supervisory Committee members) above, and they determined that the amount of remuneration for each individual was appropriate.
The individual performance targets for directors (excluding directors who are Audit and Supervisory Committee members) for fiscal 2022 were discussed at the Remuneration Committee meeting in April 2022 and were decided at the Board of Directors in May 2022, respecting the recommendations from the said Committee.

Details of Activities by the Remuneration Committee, etc.

The activities undertaken by the Committee during fiscal 2023 to deliberate and determine remuneration, etc., for directors (excluding directors who were Audit and Supervisory Committee members) were as outlined below.

Committee, etc.	Number of Meetings	Details of Discussion
Remuneration Committee	Three	<ul style="list-style-type: none">• Discussion on setting fiscal 2023 performance targets for officers• Evaluation of performance of officers in fiscal 2022 and deliberation and determination of the amount of individual remuneration to be paid in fiscal 2023• Deliberation on allotment of restricted stock remuneration in fiscal 2023
Board of Directors	Three	<ul style="list-style-type: none">• Discussion/decision on setting fiscal 2023 performance targets for officers• Evaluation of performance of officers in fiscal 2022 and deliberation and determination of amount of individual remuneration to be paid in fiscal 2023• Deliberation/decision on the amount of restricted stock remuneration, stock remuneration, etc. for fiscal 2023

Strategic Management Meeting

Chair: President (CEO)

Secretariat: Corporate Planning Dept.

UBE's Strategic Management Meeting functions as one of its meeting bodies aimed at making management decisions, ensuring the separation of the supervisory function and the business execution function in running the Company and ensuring transparent and efficient corporate management.

The Strategic Management Meeting deliberates on management policies of, resource allocations for, and matters needing coordination across the UBE Group, as well as business strategies and other key management issues that impact the management structure of the entire Group. UBE has defined the meeting's mode of operation and matters requiring its discussion in the Strategic Management Meeting Regulations and the Standards for Matters to Be Submitted to the Strategic Management Meeting.

Strategic Management Meeting (Sustainability Committee)

Chair: President (CEO)

Vice chair: Officer in charge of the Sustainability Promotion Dept.

Secretariat: Sustainability Promotion Dept.

The Strategic Management Meeting (Sustainability Committee) deliberates and decides on key matters related to the UBE Group's sustainability, in accordance with the Basic Policies for Sustainability. It also deliberates and decides on key matters related to the safety management of high-pressure gas and other facilities, serving as the security measures headquarters defined by the High Pressure Gas Safety Act.

In order to promote sustainability activities across the UBE Group, this meeting body provides overall supervision for specialized committees tasked with deliberating individual sustainability issues and formulating countermeasures for each, while the Board of Directors supervises the status of its activities. In addition, it acts in collaboration with the Risk Management Committee to deal with sustainability-related risks and opportunities identified in the course of business execution.

Meanwhile, specialized committees plan and execute various measures to address each material issue in accordance with Company-wide policies. In this way, these committees strive to resolve individual sustainability issues based on action plans deliberated on and approved by the Strategic Management Meeting (Sustainability Committee).

Specialized Committees Related to Sustainability

Environmental Issue Committee

Chair: Officer in charge of the Sustainability Promotion Dept.

Secretariat: Environmental Issue Countermeasure Group, Sustainability Promotion Dept.

This committee formulates, examines, and discusses the UBE Group's medium- to long-term strategies and action policies to address global environmental issues, while the Strategic Management Meeting (Sustainability Committee), chaired by the President (CEO), makes decisions regarding these matters.

Also, the UBE Group Environmental Issue Countermeasure Liaison Meeting, chaired by the head of the Sustainability Promotion Dept., has been placed under the Environmental Issue Committee so that content of relevant discussions under way at the Strategic Management Meeting is distributed across the entire Group and thus efficient operations are realized.

Group Environment & Safety Committee

Chair: Officer in charge of the Environment & Safety Dept.

Secretariat: Environment & Safety Dept.

This committee formulates, examines, and discusses the UBE Group's basic policies, medium- to long-term strategies and plans and key items to be carried out each fiscal year in areas related to the environment and safety (occupational safety, process safety and disaster prevention, and environmental preservation). The content of these discussions is then reviewed and finalized at the Strategic Management Meeting (Sustainability Committee) chaired by the President (CEO).

Group Health Management Implementation Committee

Chair: Officer in charge of the Health Promotion Center at the Human Resources Dept.

Secretariat: Human Resources Dept.

This committee deliberates on basic policies related to health management and promotion as well as medium- to long-term plans and key items to be carried out each fiscal year across UBE Corporation and the UBE Group. The content of these discussions is then reviewed and finalized at the Strategic Management Meeting (Sustainability Committee) chaired by the President (CEO).

Moreover, the Group Health Management Implementation Committee utilizes three subordinate organizations, namely, the Group Meeting of Health Supervisors, Group Meeting of Industrial Health Physicians, and Group Meeting of Industrial Health Nurses. This helps ensure that the content of relevant discussions held by the Strategic Management Meeting (Sustainability Committee) is distributed across the entire Group in order to realize efficient operations. These organizations also drive various initiatives.

HR & Human Right Committee

Chairs: Officers in charge of the Human Resources Dept. and the Legal and General Affairs Dept.

Secretariat: Human Resources Dept.

This committee identifies risks UBE may face in connection with human resources and human rights in order to promote human resource strategies linked with the UBE Group's overall management strategies and to ensure respect for human rights. It also establishes relevant policies and targets while disseminating measures aimed at achieving these targets across the organization and evaluating them. The progress under and outcomes of such measures

are then reviewed at the Strategic Management Meeting (Sustainability Committee), which is chaired by the President (CEO) and tasked with making relevant management decisions.

Group Quality Assurance Committee

Chair: President (CEO)

Secretariat: Quality Assurance Dept.

This committee deliberates and decides on quality policies, quality targets, quality assurance measures, and other relevant key management issues for UBE Corporation and the UBE Group while undertaking quality-related management reviews.

It has also established the following subordinate committee and meeting bodies in order to promote quality management across the UBE Group and to efficiently carry out reporting and deliberations on quality.

- Quality Assurance Committee (QMS operation and management for UBE Corporation)
- UBE Group Meeting for Staff in Charge of Quality (information sharing and communication with domestic Group companies)
- GFT*-QA Meeting (information sharing and communication with overseas Group companies)
- UBE Group Quality Rally (raising quality awareness and promoting quality-centered management)

* GFT: Global Functional Team

Supply Chain Management Committee

Chair: Officer in charge of the Purchasing and Logistics Dept.

Vice chair: Head of the Purchasing and Logistics Dept.

Secretariat: Purchasing and Logistics Dept.

This committee sets policies and targets regarding the development of an appropriate and sustainable procurement structure for the entire UBE Group while establishing and evaluating measures to be implemented across the Group to achieve these targets. These matters are reviewed and finalized at the Strategic Management Meeting (Sustainability Committee) chaired by the President (CEO).

Risk Management Committee

Chair: President (CEO)

Vice Chair: Chief Risk Officer (CRO)

Secretariat: Risk Management Dept.

This committee ensures the sharing of information regarding the status of risk management at the UBE Group (e.g., risks identified and the content of countermeasures). It also verifies the appropriateness and effectiveness of risk management in order to determine major risks for UBE Corporation and deliberate on countermeasures to address them. The content of these discussions is then reviewed and finalized at the Strategic Management Meeting (Sustainability Committee) chaired by the President (CEO).

Crisis Response Committee

Chair: Chief Risk Officer (CRO)

Secretariat: Legal and General Affairs Dept.

This committee formulates, examines, and deliberates action policies and activity plans to counter four types of crises that may generally occur in society surrounding the UBE Group and materially impact its business operations. These crises are 1) natural disasters; 2) infectious disease pandemics; 3) emergencies in foreign countries; and 4) misconduct and other critical incidents. The content of these discussions is then reviewed and finalized at the Strategic Management Meeting (Sustainability Committee) chaired by the President (CEO).

It has also established the subordinate Overseas Crisis Management (OCM) Committee in order to properly manage the safety of our expatriates and their families as well as otherwise respond to crises involving our overseas locations.

Compliance Committee

Chair: Chief Compliance Officer (CCO)

Vice Chair: Compliance Officer (CO)

Secretariat: Compliance Promotion Secretariat (Legal and General Affairs Dept.)

This committee formulates, examines, and deliberates action policies and activity plans aimed at ensuring and promoting robust compliance across the UBE Group and is tasked with implementing measures to that end. The content of these discussions is also reviewed and finalized at the Strategic Management Meeting (Sustainability Committee) chaired by the President (CEO).

Information Security Committee

Chair: Information Security Supervisor (officer in charge of Information System Dept.)

Secretariat: Department in charge of information security (Information System Dept.)

To ensure information security for the UBE Group, this committee serves as an advisory body supporting the Information Security Supervisor and formulates, examines, and deliberates important matters related to information security while implementing relevant security measures. The content of these discussions is also reviewed and finalized at the Strategic Management Meeting (Sustainability Committee) chaired by the President (CEO).

Security Export Control Committee

Chair: Officer in charge of the Risk Management Dept.

Vice Chair: Officer in charge of the Quality Assurance Dept.

Secretariat: Risk Management Dept. (consolidated control) and Quality Assurance Dept. (screening)

This committee strives to ensure the appropriateness of the Group's voluntary management aimed at maintaining compliance with export regulations imposed upon its products and technologies that can be utilized for military purposes. To this end, it formulates, examines, and deliberates action policies in the area of security export control and is tasked with implementing relevant measures. The content of these discussions is also reviewed and finalized at the Strategic Management Meeting (Sustainability Committee) chaired by the President (CEO).

Holdings Meeting

The Holdings Meeting, which is held by UBE as the holding company, deliberates key management issues for the UMC Group and receives reports on important matters that affect the business management of the UBE Mitsubishi Cement Group. UBE has defined the meeting's mode of operation and matters requiring its discussions in the Holdings Meeting Regulations and the Standards for Matters to Be Submitted to the Holdings Meeting.

Status of Directors' Attendance at the Board of Directors, the Audit and Supervisory Committee and Other Optional Committees

From April 1, 2023 to March 31, 2024

Title	Name	Board of Directors		Nominating Committee		Remuneration Committee		
		Number of Meetings Attended	Attendance Rate	Number of Meetings Attended	Attendance Rate	Number of Meetings Attended	Attendance Rate	
Inside directors who are not Audit and Supervisory Committee members	Yuzuru Yamamoto	13/13	100%	2/2	100%	3/3	100%	
	Masato Izumihara	13/13	100%					
	Hideo Tamada	13/13	100%					
	Masayuki Fujii	3/3	100%					Stepped down on June 29, 2023 to become a director serving as an Audit and Supervisory Committee member

Title	Name	Board of Directors		Nominating Committee		Remuneration Committee		
		Number of Meetings Attended	Attendance Rate	Number of Meetings Attended	Attendance Rate	Number of Meetings Attended	Attendance Rate	
	Hiroataka Ishikawa	10/10	100%					Appointed on June 29, 2023
Outside directors who are not Audit and Supervisory Committee members	Takefumi Fukumizu	13/13	100%	2/2	100%	3/3	100%	
	Tsugio Mitsuoka	10/10	100%	2/2	100%			Appointed on June 29, 2023
Inside directors who are Audit and Supervisory Committee members	Atsushi Yamamoto	3/3	100%					Retired on June 29, 2023
	Masayuki Fujii	10/10	100%					Appointed on June 29, 2023
Outside directors who are Audit and Supervisory Committee members	Takashi Shoda	3/3	100%			3/3	100%	Retired on June 29, 2023
	Tamesaburo Yamamoto	13/13	100%					
	Satoko Suzuki	13/13	100%					
	Tatsuya Tanaka	10/10	100%					Appointed on June 29, 2023

Evaluation of the Board of Directors' Effectiveness

UBE conducts periodic evaluations of the Board of Directors' effectiveness, striving to enable it, as the decision-making body of a company with an Audit and Supervisory Committee, to enhance the effectiveness of corporate governance, to clarify issues to be addressed and improvement measures to be executed in order to secure sustainable corporate growth, and to increase corporate value over the medium to long term. The Board of Directors is thus striving to further enhance the effectiveness of its operations while staying focused on exercising management supervisory functions.

In order to achieve appropriate decision-making and management supervision for business activities, the Board of Directors consists of persons with a wealth of business and operational experience as directors (excluding directors who are Audit and Supervisory Committee members and outside directors), and persons with an independent and objective viewpoint and a high level of insight who are able to actively express their opinions and make recommendations as outside directors. In addition, the Board of Directors is composed of directors with extensive experience and a high level of expertise in the areas of corporate management and management strategy, finance and accounting, sales and marketing, manufacturing, technology, research and development, and IT/DX, compliance and risk management, sustainability (environment and society), human resource management, and internationality,

which ensures diversity, including that of gender. UBE appoints persons with the appropriate experience and skills as well as the required knowledge of finance, accounting, and law as directors who are Audit and Supervisory Committee members.

The number of directors is specified as 10 or less (excluding directors who are Audit and Supervisory Committee members), and the number of directors who are Audit and Supervisory Committee members is specified as five or less in the Articles of Incorporation. The Board of Directors is currently composed of six directors (excluding directors who are Audit and Supervisory Committee members), two of whom are outside directors, and four directors who are Audit and Supervisory Committee members, three of whom are outside directors. UBE has determined that the effectiveness of the Board of Directors and the Audit and Supervisory Committee can be ensured through these measures.

UBE convenes an annual Evaluation Meeting for Effectiveness of the Board of Directors composed of all directors, in which the effectiveness of the Board of Directors, based on directors' self-assessment of the Board of Directors (to be obtained through questionnaires, etc.), is deliberated upon. Specifically, the Board of Directors consolidates and collectively examines results of directors' self-assessments to finalize an evaluation of its effectiveness. The most recent round of this Evaluation Meeting concluded that the Board of Directors was appropriately structured and operated during fiscal 2023, with active discussions and appropriate deliberations and oversight being conducted, and as such, it was determined that the Board of Directors was effective in focusing on the oversight function of management. In conjunction with this Evaluation Meeting, UBE also received an evaluation by a third-party organization for the first time.

Policies and Procedures for the Nomination of Director Candidates

In order to realize appropriate decision making and management supervision, UBE nominates director candidates based on the required traits described below.

1. Candidates for directors (excluding directors who are Audit and Supervisory Committee members and outside directors): Persons with a wealth of business and operational experience as directors
2. Candidates for outside directors: Persons with independent and objective viewpoints and high levels of insight who are able to actively express their opinions and make recommendations as outside directors with the aim of helping to secure the efficacy, transparency and objectivity of management
3. Candidates for directors who are Audit and Supervisory Committee members: Persons with the appropriate experience and skills as well as the requisite knowledge of finance, accounting and law

On the other hand, UBE may consider the dismissal of a director who is deemed to have failed to fully realize their functions. The procedures for the appointment and dismissal of directors are as outlined below.

1. The appointment and dismissal of directors (excluding directors who are Audit and Supervisory Committee members) shall be deliberated by the Nominating Committee, which serves as an advisory body to the Board of Directors and is attended by outside directors who are Audit and Supervisory Committee members. Then, a proposal regarding appointment or dismissal shall be finalized by the Board of Directors and submitted to the General Meeting of Shareholders to obtain its approval.
2. The appointment and dismissal of directors who are Audit and Supervisory Committee members shall be deliberated by the Nominating Committee. Then, a proposal regarding appointment or dismissal shall be finalized by the Board of Directors after acquiring consent from the Audit and Supervisor Committee and submitted to the General Meeting of Shareholders to obtain its approval.

Skills Matrix

In order to achieve appropriate decision making and management supervision for business activities, the Board of Directors appoints directors (excluding outside directors) with a wealth of business and operational experience as well as outside directors with an independent and objective viewpoint and a high level of insight who are able to actively express their opinions and make recommendations.

With the aim of confirming diversity in the Board of Directors' composition, has prepared and maintains a skills matrix designed to indicate the skills expected of directors in the eight areas of corporate management and management strategy; finance and accounting; sales and marketing; manufacturing, technology, research and development, and IT/DX; compliance and risk management; sustainability (environment and society); human resource management; and internationality. This skills matrix thus provides a summary list of the knowledge, experience and competencies possessed by each director and is disclosed to all stakeholders, including investors, through the Notice of Convocation for the General Meeting of Shareholders and the Integrated Report.

[> General Meeting of Shareholders](#)

Currently, of the ten directors on UBE's Board of Directors, five are independent outside directors, with some possessing management experience at other companies.

Officer Remuneration

Matters concerning Determination of the Total Amount of Remuneration for Directors

1. The total amount of remuneration for directors was approved at the 113th Ordinary General Meeting of shareholders on June 27, 2019, as follows: As of the conclusion of this General Meeting of Shareholders, the number of directors was nine (including four outside directors).

6 directors (excluding directors who were Audit and Supervisory Committee members):	An annual amount up to ¥720 million (includes an annual amount up to ¥85 million for outside directors)
3 directors who were Audit and Supervisory Committee members:	An annual amount up to ¥150 million

2. Regarding the total amount of share compensation for directors, it was resolved at the 116th Ordinary General Meeting of Shareholders held on June 29, 2022, as follows: As of the conclusion of this General Meeting of Shareholders, the number of directors was ten (including five outside directors).

4 directors (excluding directors who were Audit and Supervisory Committee members and outside directors):	Up to ¥70 million annually (The total amount of monetary claims to be paid as remuneration, etc., relating to restricted stocks, separate from cash remuneration)
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Total Amounts of Remuneration, etc. for Each Category of Officer, Total Amounts for Each Type of Remuneration, etc., and the Number of Eligible Officers

(Fiscal 2023 results)

Classification	Number of Directors	Fixed Compensation (Million yen)	Performance-linked Remuneration (Million yen)			Total Remuneration (Million yen)
			Base Compensation	Annual Incentives	Long-term Incentives	
					Of which, Restricted Stock Remuneration	
Directors excluding directors who are Audit and Supervisory Committee Members	7	141	37	57	27	236
(Of which, outside directors)	(2)	(21)	(-)	(-)	(-)	(21)
Directors who are Audit and Supervisory Committee members	6	81	-	-	-	81
(Of which, outside directors)	(4)	(43)	(-)	(-)	(-)	(43)
Total	13	223	37	57	27	318

Classification	Number of Directors	Performance-linked Remuneration (Million yen)				Total Remuneration (Million yen)
		Fixed Compensation (Million yen)	Annual Incentives	Long-term Incentives		
				Base Compensation	Of which, Restricted Stock Remuneration	
(Of which, outside directors)	(6)	(64)	(-)	(-)	(-)	(64)

(Notes) 1. There are no employee-directors.

2. The remuneration of directors who are Audit and Supervisory Committee members consists solely of a fixed base remuneration.

3. Stock remuneration (restricted stock remuneration) is the amount recorded as an expense in the current fiscal year in accordance with accounting standards. Therefore, it is not a form of remuneration paid in monetary form, nor is it a form of remuneration with guaranteed payment of money.

Matters Related to the Amount of Officer Remuneration and Policy on Methods for Calculating That Amount

Policy on Determining Remuneration, etc., for Directors (excluding directors who are Audit and Supervisory Committee members)

Items (1) through (7) below were resolved as UBE's "Policy on Determining Remuneration, etc., for Directors (excluding directors who are Audit and Supervisory Committee members)".

(1) Basic Policy

The remuneration of the Company's directors (hereinafter referred to as "directors," excluding directors who are Audit and Supervisory Committee members) consists of a remuneration structure that functions as a sufficient incentive for the continuous enhancement of corporate value. When determining the individual remuneration for directors, the basic policy is to set an appropriate level of remuneration in line with the responsibilities of each director within the limit of remuneration for directors resolved by the General Meeting of Shareholders.

With regard to the remuneration of directors (excluding outside directors) (hereinafter referred to as "Inside Directors"), the Company will strengthen the linkage with its performance and reflect achievement of not only single fiscal-year company performance but also medium- and long-term targets in remuneration. The Company will also provide share compensation-based remuneration in addition to cash remuneration to ensure that the structure of remuneration incentivizes efforts to improve corporate value over the medium and long term.

More specifically, the remuneration of Inside Directors consists of fixed remuneration for each position as base compensation as well as an annual incentive and a long-term incentive in the form of company performance-linked remuneration. The annual incentive is composed of remuneration based on Company-wide performance and remuneration based on the achievement of annual individual performance targets.

Meanwhile, the long-term incentive is composed of remuneration based on the achievement of medium-to-long-term individual performance targets and is composed of remuneration in the form of cash and restricted stock.

With regard to the remuneration of outside directors, the Company pays base compensation only, at a fixed amount.

Classification	Fixed / Performance-linked Remuneration	Structure of Remuneration	Name of Item	Form of Payment
Inside Directors	Fixed compensation	Base compensation	Fixed remuneration for each position	Cash remuneration
	Performance-linked remuneration	Annual incentive	Company-wide performance-linked remuneration	
			Remuneration based on the achievement of annual individual performance targets	
	Long-term incentive	Remuneration based on the achievement of medium-to-long-term individual performance targets		

Classification	Fixed / Performance-linked Remuneration	Structure of Remuneration	Name of Item	Form of Payment
			Restricted stock remuneration	Share compensation
Outside Directors	Fixed compensation	Base compensation	N/A (base compensation only, at a fixed amount)	Cash remuneration

(2) Policy on Determining the Amount of Base Compensation

The annual amount of base compensation for the Inside Directors is determined according to the positions of the directors.

The annual amount of base compensation for outside directors is determined as a fixed amount.

(3) Policy on Determining the Details of Performance-Linked Remuneration (Excluding Restricted Stock Remuneration) and Method for Calculating the Amount

Of performance-linked remuneration for the Inside Directors, that based on Company-wide performance is calculated and determined by multiplying consolidated ordinary profit in the previous fiscal year by the coefficient for each position. Consolidated ordinary profit is used as the indicator because it also reflects the performance of equity-method affiliates, thereby incentivizing efforts to improve the performance of the entire UBE Group each fiscal year.

In addition, remuneration based on the achievement of annual individual performance targets and remuneration based on the achievement of medium-to-long-term individual performance targets are determined according to the level of achievement of targets each officer sets at the beginning of the previous fiscal year and the medium-to-long-term targets are based on a pre-determined evaluation table for each position.

Name of Item	Classification	Method of Calculation
Company-Performance-Linked Remuneration	Company performance	Consolidated ordinary profit in the previous fiscal year × Coefficient for each position
Remuneration Based on the Achievement of Annual Individual Performance Targets	Individual performance	Level of achievement of annual targets for each officer
Remuneration Based on the Achievement of Medium-to-Long-Term Individual Performance Targets	Individual performance	Level of achievement of three- to five-year medium-to-long-term targets for each officer

(4) Details of Non-Cash Remuneration and Policy on Determining Method for Calculating the Amount

Non-cash remuneration for the Inside Directors consists of restricted stock. With the aim of increasing the incentive for Insider Directors to achieve medium-to-long-term targets and enhance corporate value, restricted stocks are granted according to the positions of officers. In addition, for the fiscal year following the three-year Medium-Term Management Plan period of the Company only, the number of shares granted is adjusted by 80% to 130% depending on the level of achievement of the management indicators (consolidated ordinary profit, consolidated free cash flow, and consolidated ROE) during the period.

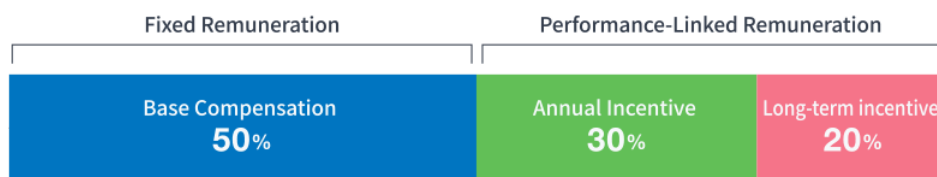
Name of Item	Classification	Method of Calculation
Restricted Stock Remuneration	Company performance	Ordinary year = A, Adjusted year = B A. Base amount for each position ÷ Average share price during the previous fiscal year + Number of shares carried over from the previous fiscal year B: Base amount for each position ÷ Average share price during the previous fiscal year × (100% + grant ratio ranging from – 20% to - 30%) + Number of shares carried over from the previous fiscal year

Note: The number of shares granted is adjusted by 80% to 130% depending on the level of achievement of the management indicators during the period.

(5) Policy on Determining the Ratio for the Amount of Each Kind of Remuneration for Each Inside Director

The composition of the remuneration for each category of Inside Directors is set appropriately, taking into consideration the balance between base compensation and performance-linked remuneration (including restricted stock remuneration), with an emphasis on the enhancement of corporate value over the medium-to-long term while securing the level and stability of base compensation.

More specifically, the payment ratios of the base compensation, annual incentive, and long-term incentive (including restricted stock remuneration) are set roughly at 50%, 30%, and 20% respectively, based on the past records of the average consolidated ordinary profit and the median amount of the annual and medium-to-long-term individual performance target evaluation.



Note: The composition of remuneration for the President and the Chairman of the Board places less weight on base compensation and more on annual incentives.

(6) Policy on Determining the Timing and Conditions for the Granting of Remuneration, etc.

The individual remuneration for directors (excluding restricted stock remuneration for the Inside Directors) is paid for a one-year term of office from July to June of the following year. The total amount is divided into 12 and paid monthly.

Restricted stock for the Inside Directors is allotted and granted within one year of the date of the Ordinary General Meeting of Shareholders for each fiscal year.

(7) Policy on Determining the Details of Individual Remuneration, etc., for Directors

The Remuneration Committee, which is an advisory body to the Board of Directors and chaired by an outside director with outside directors as a majority of its members, deliberates on the individual remuneration for directors to ensure transparency and objectivity. The results of the committee's deliberations are proposed and reported to the Board of Directors, and the Board of Directors then determines the individual remuneration, etc., for directors.

The level of remuneration for directors is determined through comprehensive consideration while verifying its objective suitability with constant reference to officer remuneration research data from external research organizations and comparison with remuneration levels at major manufacturers that are similar to UBE in size and industry category.

Targets and Results for Indicators Relating to Performance-Linked Remuneration (Excluding Restricted Stock Remuneration)

Performance-linked remuneration is composed of the following.

1. Remuneration linked to Company-wide performance;
2. Remuneration linked to the achievement of annual individual performance targets; and
3. Remuneration linked to the achievement of medium-to-long-term individual performance targets.

For item 1, consolidated ordinary profit in the previous fiscal year is used as an indicator for remuneration linked to Company-wide performance, and the amount of remuneration is calculated based on a formula in which the indicator is multiplied by a coefficient for each position (consolidated ordinary profit in the previous fiscal year × coefficient for each position).

For item 2, the annual targets that each officer set at the beginning of the previous fiscal year are used as the indicators for remuneration linked to the achievement of annual individual performance targets.

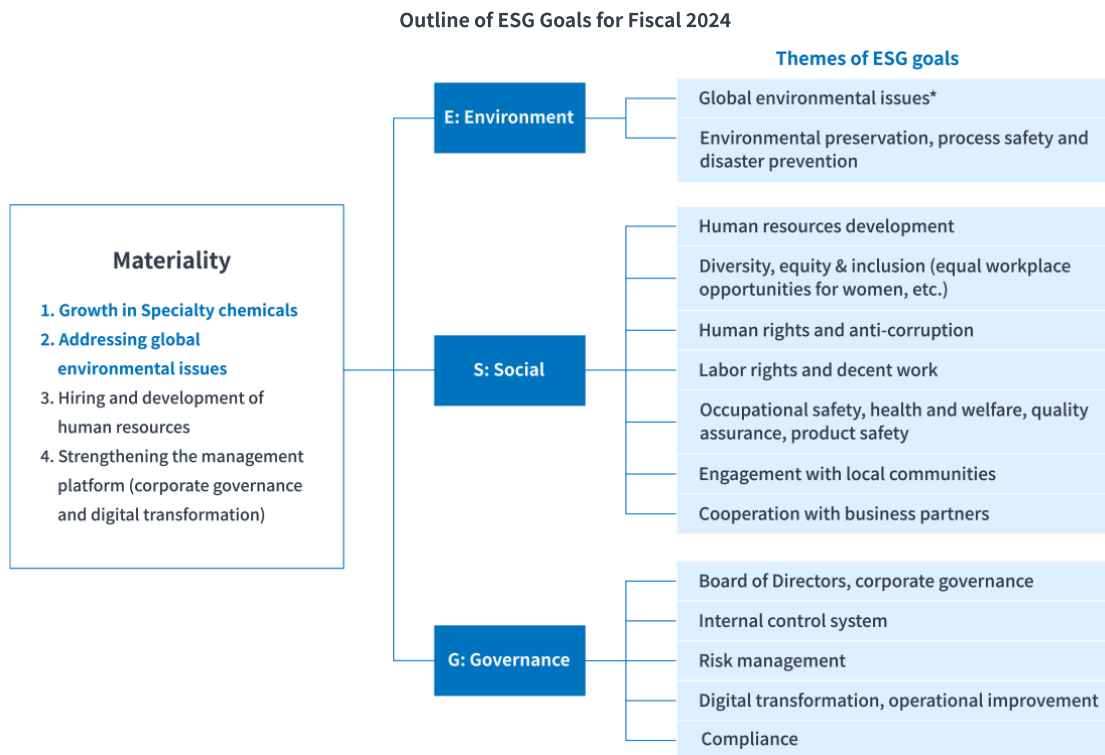
For item 3, the medium-to-long term targets that each officer set at the beginning of the previous fiscal year are used as the indicators for remuneration linked to the achievement of medium-to-long term individual performance targets.

For item 2 (remuneration linked to the achievement of annual individual performance targets) and item 3 (remuneration linked to the achievement of medium-to-long-term individual performance targets), the amount of remuneration is determined in accordance with the level of achievement of the indicators.

Targets and results of the above indicators are as follows.

Name of Item	Indicator	Targets (FY2022)	Results (FY2022)
Company-Wide Performance-Linked Remuneration	Consolidated ordinary profit	¥31.0 billion	¥(8.6) billion
Remuneration Based on Evaluation of Achievement of Annual Individual Performance Targets	Annual targets	For each individual	For each individual
Remuneration Based on Evaluation of Achievement of Medium- to Long-Term Individual Performance Targets	Medium- to long-term targets	For each individual	For each individual

Initiatives related to ESG are included in annual targets and medium- to long-term targets. UBE's most important management issues, which are growth in specialty chemicals and addressing global environmental issues, are based on ESG-related initiatives. UBE incorporates ESG goals that match each officer's functions, sets targets, evaluates performance and calculates remuneration to strengthen the incentives for achieving the goals. The details of the initiatives set as the targets for ESG goals differ for each officer's area of responsibility. The amount of remuneration calculated based on the level of achievement of ESG targets accounted for approximately 10% of total remuneration. The same system applies for executive officers.



* Global environmental issues: Set guidelines in three priority areas in response to changes in the external environment

1. Addressing Climate Change (Carbon Neutrality)
2. Contributing to a Recycling-Based Society (Circular Economy)
3. Contributing to the Conservation and Restoration of the Natural Environment (Nature Positive)

Status of Cross-Shareholdings

Basic Mindset

UBE may strategically hold listed or unlisted stock when it is deemed necessary to maintain and strengthen business alliances and trading relationships and to smoothly promote the Company's business activities.

For listed shares among the strategically held stocks, the Board of Directors conducts an annual review of individual securities and makes a comprehensive judgment on whether the shareholding is appropriate in consideration of the Company's capital costs. Strategically held stocks that are considered not to have sufficient significance to hold will be promptly sold, taking into account the trends in the stock market.

Moreover, in the exercise of voting rights for strategic shareholdings, UBE determines its approval and disapproval for proposals after a comprehensive judgement based on whether the proposal will produce a return for the Company through an increase in the shareholder value of the investee company.

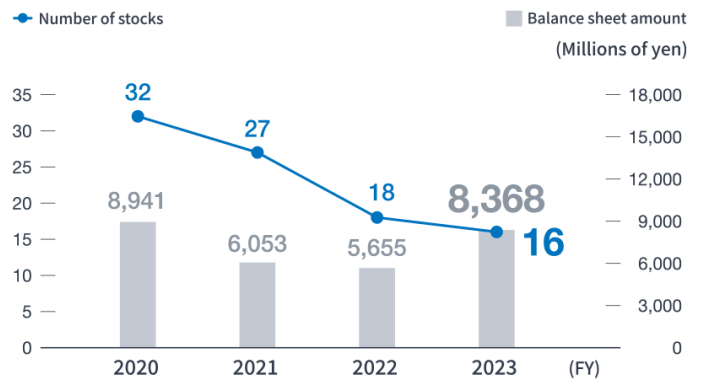
Breakdown of Cross-Shareholding

As of March 31, 2024, UBE's Cross-Shareholdings consist of 72 stocks totaling ¥9,003 million (16 listed stocks totaling ¥8,368 million and 56 unlisted stocks totaling ¥635 million), with the total value of these stockholdings accounting for around 2.1% of consolidated net assets. Trends in these stockholdings are as presented in the chart below.

Cross-Shareholdings by Number of Stocks, Type, and Balance-Sheet Amount

Category		2020	2021	2022	2023 (FY)
Number of stocks	Listed	32	27	18	16
	Unlisted	84	80	57	56
	Total	116	107	75	72
Balance sheet amount (Millions of yen)	Listed	8,941	6,053	5,655	8,368
	Unlisted	4,314	2,765	634	635
	Total	13,255	8,818	6,289	9,003

Four-Year Trend in the Total Number of Stocks in Cross-Shareholding and Their Balance Sheet Amount





Policy on Information Disclosure

1. Basic position for Information Disclosure

UBE group's investor relations (IR) activities are dedicated to earnestly educating equity markets about our management principles, management strategy and business situation. We strive to disclose information in a timely, appropriate and fair manner to increase the transparency of our management, and earn the confidence of equity markets.

UBE group actively engages in mutual communication with parties involved in equity markets, such as shareholders, investors, and securities analysts. These efforts are aimed at closing the recognition gap and receiving feedback for management, with regard to the perception of UBE group and rating in equity markets.

2. Information subject to disclosure

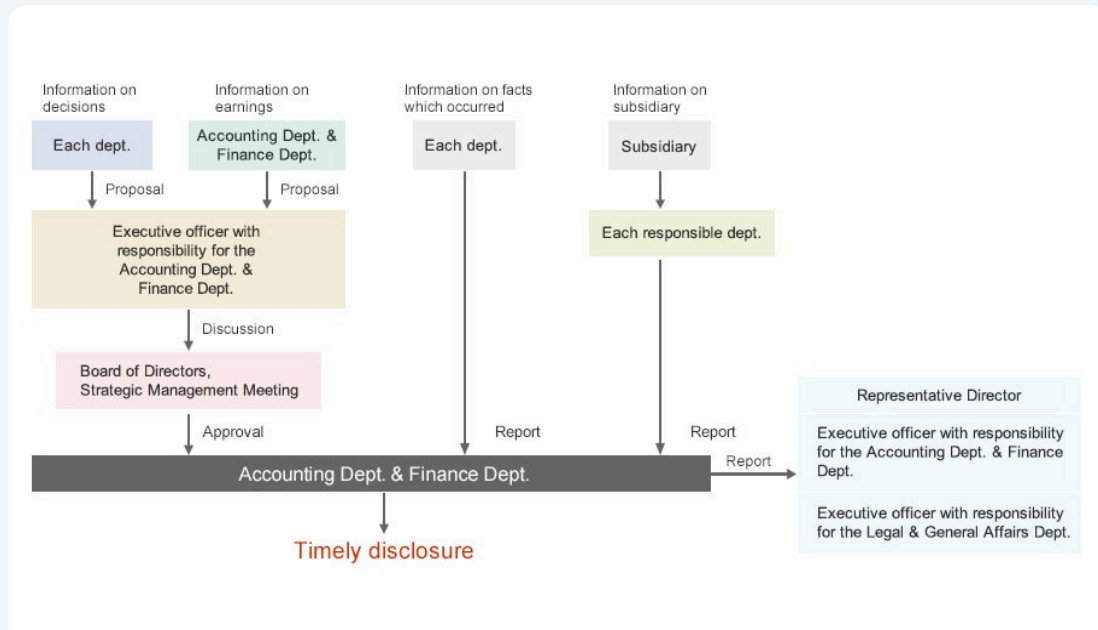
UBE group is committed to achieving compliance with the Financial Instruments and Exchange Act and other related legislation, and discloses important corporate information in accordance with rules for timely disclosure prescribed by the Tokyo Stock Exchange (TSE). Furthermore, we actively and fairly disclose information that we deem to be useful in helping shareholders, investors, and other all stakeholders to understand the Company, even beyond the scope of TSE rules for timely disclosure.

3. Means of Information Disclosure

Information that is designated by TSE rules for timely disclosure is published through TDnet operated by the TSE, and issued to press clubs covering the Tokyo area and Ube region. We endeavor to rapidly publish the information we disclose on our website.

We also strive for fair and broad information disclosure through our website and media channels, for information that is beyond the scope of TSE rules for timely disclosure.

4. Framework for Timely Disclosure of Corporate Information



Policy and Basic Concept

UBE Group Risk Management Guideline

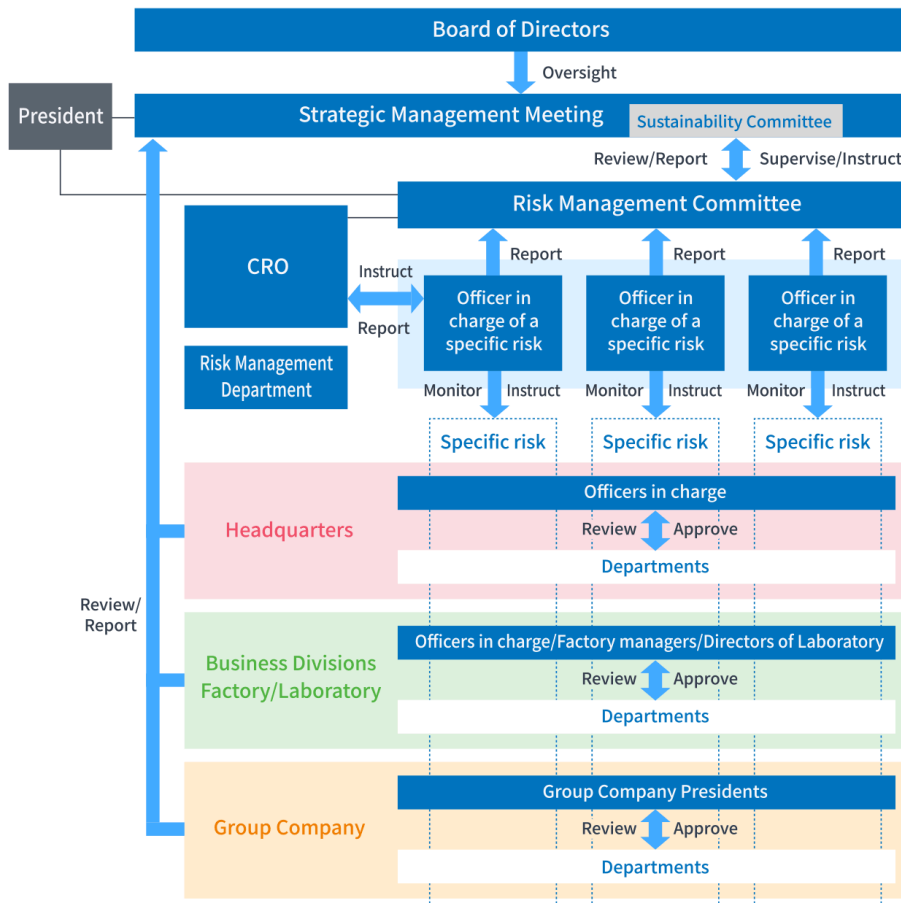
UBE manages risks to the UBE Group appropriately and stipulates risk management rules designed to minimize damage arising from risk materialization in accordance with the Basic Policy for Establishing Internal Control, which was formulated via a resolution by the Board of Directors. In this way, risk management is implemented for all Group companies.

Risk Management System

The President of UBE appoints a director or executive officer to serve as Chief Risk Officer (CRO). The CRO is responsible for promoting and supervising the implementation of risk management tasks for the UBE Group. The Risk Management Department provides administrative and other support for the CRO, as the secretariat for risk management.

Management risks that impact the entire Group are reported to the Risk Management Committee for review. They are then submitted to the Strategic Management Meeting, where the members discuss their risk recognition and risk management approaches as well as the effectiveness of countermeasures. The details of reviews are regularly reported to the Board of Directors, which monitors the risk management.

Individual officers are appointed to manage serious risks. Under the risk management system, the assigned officer evaluates the risk concerned along with the effectiveness of relevant risk management measures from a Group-wide perspective. The officer then provides guidance and instruction to relevant departments for risk management measure implementation in the following fiscal year.

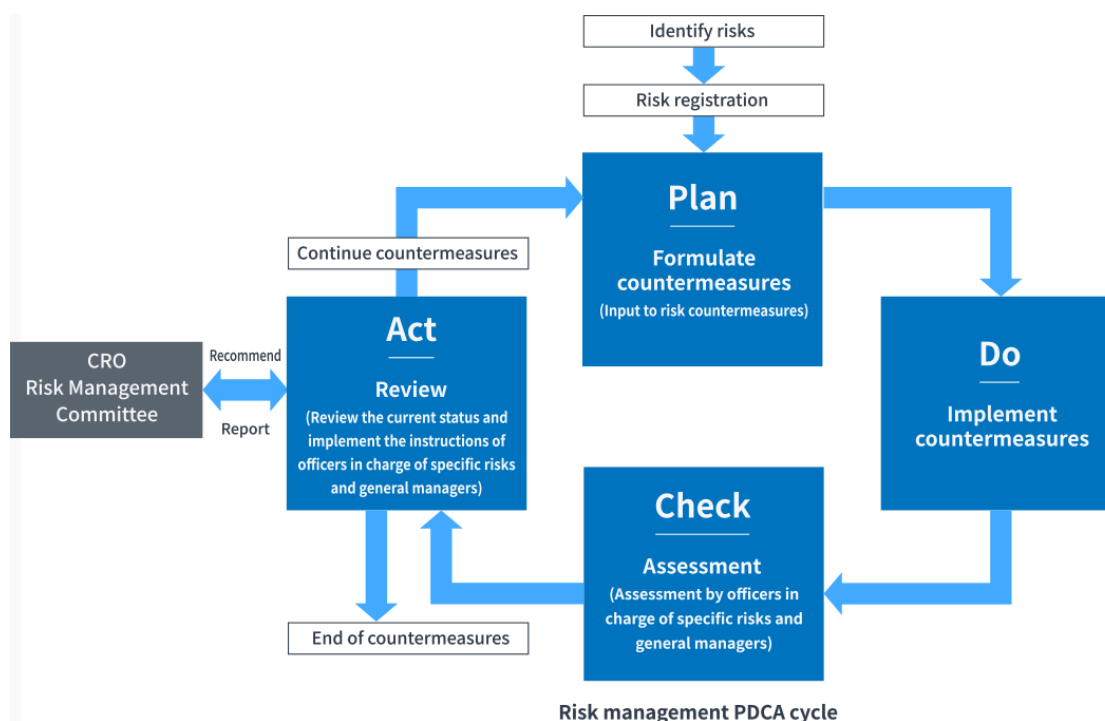


Objectives and Performance

System and Implementation

The risk management system is operated by UBE's departments and Group companies that identify and determine the risk level based on the impact of each risk and the likelihood that it will materialize. Each risk is then registered, upon the approval of department managers, as a risk for UBE in accordance with their risk level and is managed via a PDCA cycle that encompasses planning the risk countermeasure, taking action to implement the risk countermeasure, conducting evaluations after action is taken, and implementing further countermeasures based on these evaluations in line with orders by managers. Through the risk management processes, UBE monitors, shares and visualizes the status of countermeasures as well as risk information within the Company.

Thus, the UBE Group updates its definition of business and other risks in reference with the latest risk situation.



Initiatives

The main risk items considered to be relevant to the UBE Group's business operations and have potential to materially affect investor judgment are as listed below.

- (1) [Variables that affect the operating results of each business](#) ∨
- (2) [Environmental issues](#) ∨
- (3) [Product quality and liability](#) ∨
- (4) [Major accidents \(explosion, fire and leakage\)](#) ∨
- (5) [R&D](#) ∨
- (6) [Natural disasters](#) ∨
- (7) [Information security](#) ∨
- (8) [Laws and regulations](#) ∨

- (9) [Human capital and human rights](#) ▾
- (10) [Financial market](#) ▾
- (11) [Overseas expansion \(country risks\)](#) ▾
- (12) [Intellectual property rights](#) ▾
- (13) [Acquisition and capital alliances](#) ▾
- (14) [Lawsuits](#) ▾
- (15) [Supply chain](#) ▾

Business and Other Risks

The UBE Group considers the following risk items to be relevant to its business operations and have the potential to materially affect investor judgment.

These risk items may negatively impact the Group's operating results and financial position. As it is aware that these risks may materialize, the UBE Group is doing its utmost to avoid, disperse, or transfer such risks; develop countermeasures to be implemented when such risks materialize; and otherwise undertake robust crisis management measures.

Although the following includes items that will become relevant only in the future, the variables listed are determined based on decisions made by the UBE Group at the end of the fiscal year specified. Business and other risks recognized by the Group are not limited to those listed below.

Scope: Fiscal 2023: April 1, 2023 to March 31, 2024

(1) Variables that affect the operating results of each business

The UBE Group manufactures and markets a wide variety of products in the chemical and machinery fields and, accordingly, assumes the following risks.

① Chemicals business

In the area of basic chemicals, the UBE Group's operating results may be negatively affected by a rapid increase in the supply of similar products manufactured by competitors should their production capacities be enhanced. These operations may be similarly affected if prices of benzene, butadiene, and other principal raw materials fluctuate radically due to changes in the balance of supply and demand worldwide or surges in the prices of such energy sources as crude oil, as these phenomena can cause the profit margin to narrow considerably. Moreover, because the Group depends on particular regions and suppliers to supply some raw materials, it may not be able to secure necessary materials should a supplier accident or other similar incident occur. As for specialty chemicals, the market entry of alternatives could cause a quick fall in sales of products the Group handles in such areas as IT devices and digitized home appliances. Accordingly, the Group's operating results may be negatively affected by a decline in sales volumes due to a failure to meet customer requests in a timely manner or lower sales prices stemming from intensifying competition.

To address these risks, the Group is enhancing its profit base by proactively engaging in the following initiatives: (1) monitoring trends in the market prices of raw materials and swiftly translating raw material price hikes into product prices to secure appropriate spreads; (2) pursuing cost reduction measures at factories and downsizing the capacities of or withdrawing from low-profitability businesses; (3) accelerating growth in specialty chemicals through the prioritized allocation of management resources.

② Machinery business

The UBE Group's mainstay products in the machinery business consist of die-casting machines, injection molding machines, conveyers, dust collectors, chemical processing equipment, crushing machines, and others. The Group's operations in this area may be affected by a decline in the number of internal combustion engine vehicles sold or stagnation in public infrastructure projects. These operations may be similarly affected if surges in prices of raw materials and fuel cause the business performance of such corporations as power companies to remain stagnant for a long period of time or prompt businesses to embrace a more prudent stance toward capital expenditure aimed at promoting decarbonization or cut back on their budgets for facility repair, resulting in a decline in orders received, products shipped, or services delivered by the Group. In the face of ongoing market globalization, the Group may also face a decline in sales due to the deceleration of economic growth at overseas market regions, fallout from trade friction, and a rise in competing manufacturers.

To address these risks, the Group is enhancing its profit base by proactively engaging in the following initiatives: (1) expanding and stabilizing profit through the enhancement of its post-sale service business, which encompasses products manufactured by other companies; (2) stepping up cost reduction measures; and (3) augmenting its capabilities to meet customer needs in such growth markets as those related to carbon neutrality solutions, DX, and recycling.

(2) Environmental issues

While aware of the need to tackle climate change, the UBE Group has effectively utilized coal in the course of pursuing business expansion. However, if carbon taxes are introduced or stricter regulations on carbon emissions are enforced, the Group may incur greater costs due to, for example, an increase in the tax burden. Furthermore, the UBE Group's corporate value may be negatively affected by the stagnation of product sales due to poor ratings from stakeholders who consider the Group to be lagging behind others in climate change response within the context of growing public awareness of environmental conservation and the quickening pace of transition to a decarbonized society. If changes in the world's natural environment lead to a higher frequency of natural disasters with greater severity, the Group's production activities may be negatively affected due to damage to its manufacturing facilities, the disruption of its logistics network or difficulties in raw material procurement.

In addition, the Group's corporate value may be negatively affected by the stagnation of product sales due to delays in its response to shifts in customer demand stemming from growing interest in circular economy, nature positive, and other such initiatives focused on preserving the global natural environment.

To address these risks, the Group has positioned tackling global environmental issues as its most important management challenge. The Group is focused on curbing the generation and emission of GHGs via greater energy efficiency and the transition to carbon-neutral biomass fuel. At the same time, the Group is fully taking advantage of its strengths to promote the development and popularization of products and technologies that bring about a lower environmental burden, contributing to the realization of a decarbonized society. The Group also recycles plastic waste and is working to develop technology to recycle composite plastics that have been previously difficult to reclaim. This is one example of our proactive efforts to facilitate resource recycling.

(3) Product quality and liability

The UBE Group's products are used in diverse areas, ranging from automotive parts, digitized home appliances and pharmaceuticals to living essentials and other commodities. These products are also used in social infrastructure development. Because of this, the release of a defective product to the market could have a widespread impact. Even if such a product was found to have caused no serious safety or human health issues, such an incident could cost the Group dearly both in terms of monetary expense due to product recalls or customer compensation and a loss of social trust, resulting in stagnation in its business activities.

To address these risks, the UBE Group is striving to establish a structure to prevent the unlikely production and release of defective products by, for example, properly maintaining equipment designed to enable stable process management, installing appropriate measurement instruments, preparing operational manuals, and educating employees. At the same time, the Group has obtained product liability insurance that covers incidents in Japan and abroad. Moreover, as part of countermeasures introduced against past improprieties, we have established the Quality Assurance Committee and hold annual UBE Group Quality Conference. Thus, the Group is determined to ensure that lessons from the above incident are never forgotten, and is striving to prevent its recurrence through the enhancement of quality governance and the provision of ongoing education for all employees.

(4) Major accidents (explosion, fire and leakage)

The UBE Group's manufacturing sites, particularly facilities used for chemical production, utilize a wide variety of hazardous substances as raw materials and are powered by a massive amount of high-pressure gas, electricity, steam and other energy sources. There thus exists the possibility of a major explosion, fire, or leakage due to a facility failure, human error, or natural disaster. If such an incident occurs, the life and well-being of the Group's employees and residents of neighboring communities could be seriously threatened. Similarly, such an incident may result in significant damage to these people's assets, in addition to affecting the surrounding natural environment to a great extent. This will, in turn, lead to a profound impact on the UBE Group's business performance due to the loss of opportunities resulting from the suspension of production activities or incurrence of expenses due to accident response, operational restoration, or the provision of compensation for customers or residents of local communities.

To address these risks, the Group has identified "Safety comes first" as a shared value in our environment and safety activities. This value is upheld in all aspects of our efforts to prevent explosion, fire, leakage, or other accident. These efforts include thoroughly practicing the basics of safety-oriented action; maintaining stringent compliance with relevant laws and regulations; undertaking periodic and appropriate inspections; maintaining and repairing facilities as necessary; securing well-educated and seasoned employees; preparing management manuals; implementing risk assessments via, for example, Hazard and Operability Study (HAZOP); transitioning to a smart factory through DX; executing periodic disaster drills; and conducting environment and safety audits.

(5) R&D

The UBE Group is engaged in R&D aimed at releasing new technologies and products in a timely matter to accommodate consumer needs while exploring the seeds of next-generation businesses. While the period required to complete an R&D project may be extended, the project itself may not progress as planned. If a new product development project sees significant delays in its schedule or is totally abandoned, the Group's business competitiveness could deteriorate, exerting a negative impact on operating results. The Group's pharmaceutical business could be similarly affected if governmental approval of a new pharmaceutical product is not granted as expected or withheld completely.

To address these risks, the Group is allocating its management resources to priority businesses based on the business portfolio it has structured on a close assessment of future market needs. In this way, the Group is striving to accomplish its R&D goals earlier and enhance the accuracy of each R&D endeavor to secure growth in specialty chemicals.

(6) Natural disasters

The UBE Group maintains manufacturing and sales bases in Japan and countries abroad. If these facilities were to suffer significant damage due to a major earthquake, typhoon, torrential rainstorm, tsunami, or other disaster on an unexpected scale, our production and/or sales activities undertaken at these sites could be suspended. This may, in turn, result in a loss of opportunity due to delays in raw material procurement or product shipments or cause the Group to incur considerable expenses in connection with the restoration of buildings and manufacturing equipment, the disposal of inventories, or the resumption of facilities. In short, any of these scenarios could negatively affect the Group's operating results.

To address these risks, the UBE Group has set up the Crisis Response Committee and the Natural Disaster Countermeasure Committee in addition to preparing disaster response manuals and other documents, conducting systematic repair and reinforcement of manufacturing facilities, and executing periodic disaster drills and education. We also strive to identify and counter individual risks via the use of our risk management system. In order to ensure the early resumption of operations, we have also prepared business continuity plans (BCPs) in preparation for natural disasters. These BCPs are periodically rehearsed via drills and reviewed as necessary.

(7) Information security

The UBE Group uses various systems for plant control and other operational purposes. If these systems were to be forced to suspend their operations due to cyberattacks, which become increasingly sophisticated every year, or other unforeseen incidents, the Group's operating results could be negatively affected due to the stoppage of its production activities, payment of compensation for resulting damage or a loss of social standing. The Group could face similar consequences if an incident involving the leakage or destruction of important information occurs.

The UBE Group recognizes cybersecurity as an important management risk. We have thus set up an Information Security Committee, developed relevant regulations and ensured that our entire workforce is aware of them. Furthermore, we implement technical countermeasures aimed at detecting and preventing unauthorized access to our facilities. In addition, we prepare an IT-BCP and rehearse it through drills. We also provide all officers and employees with cybersecurity education and training while establishing a Computer Security Incident Response Team (CSIRT) and developing a structure to minimize damage arising from a security incident. The status of these and other countermeasures is periodically reviewed in order to make improvements and reduce cybersecurity risks.

(8) Laws and regulations

The UBE Group operates manufacturing and sales bases in Japan and abroad while supplying products to a diverse range of countries and regions. Accordingly, it needs to comply with laws and regulations associated with manufacturing and sales activities undertaken in each of these countries and regions. If any of these laws and regulations were to be revised, the Group may incur expenses when upgrading or altering manufacturing and other facilities or updating working environments. Furthermore, if the Group violates laws or regulations, it may be subjected to significant fines or penalties, or be liable to compensate damages. These violations could also result in the imprisonment of employees involved. If any of these risks materializes, the Group may face restrictions on its business activities or suffer from the deterioration of its social standing.

To address these risks, the UBE Group strives to ensure and practice legal compliance while endeavoring to prevent business conduct that could harm fair and open competition in the market. In order to secure the soundness of its corporate activities, the Group appoints Compliance Officers and has established the Compliance Committee, the membership of which includes corporate lawyers, to provide these officers with advice. Moreover, we have set up UBE C-Line, an internal reporting system, to accommodate direct reporting from officers and employees outside hierarchical reporting lines and ensure the swift detection and correction of compliance-related issues.

We have prepared a list of laws and regulations in Japan and countries overseas that are applicable to our business activities. We have also developed a structure for ensuring that departments in charge of operations governed by specific laws and regulations can share the latest information with other relevant departments regarding the revision or abolishment of such laws and regulations without omission. Furthermore, our risk management system is designed to identify legal and regulatory risks and inform the implementation of countermeasures against each such risk. We also strive to foster a corporate culture that honors and firmly maintains compliance with laws and regulations by, for example, conducting periodic e-Learning and training for all Group officers and employees.

In recent years, businesses have been facing a growing call for international trade management focused on ensuring security export control. In response, we have established the Security Export Control Committee as part of our structure for avoiding the risk of legal and regulatory violations in this area.

(9) Human capital and human rights

The UBE Group is operating amid intense market competition, and it is therefore essential to enhance the Group's corporate value through the ongoing provision of products and services, the creation of innovative products and new markets, and the establishment of high-value-added business models. These endeavors require talent equipped with profound strength in their areas of expertise and capable of integrating diverse technologies, knowledge and perspectives to foster innovation. Moreover, it is similarly important to secure seasoned workers and other similar talent equipped with know-how in such tasks as plant operations, as they play key roles in on-the-job training (OJT) and other educational and training activities. If the Group were to face difficulties in securing such talent or lose key talent, its operating activities could be negatively affected.

To address these risks, the UBE Group has identified a management policy of "advancing the initiatives of establishing a comfortable workplace and respecting individuality and diversity." In line with this policy, we promote diversity, equity & inclusion. In addition to advancing women's empowerment, we strive to help senior talent remain key workforce members while providing employment for persons with disabilities. We thus offer workplaces in which such members can find a sense of job fulfillment. Furthermore, we endeavor to regularly raise wages and otherwise improve the treatment of our employees. We also develop flexible workstyles that enable all our diverse talent to earn success while reducing working hours.

Meanwhile, the UBE Group and its supply chain are being called upon to step up efforts to address human rights-related issues in the midst of global public awareness of the relationship between business and human rights. If we were to fail to implement proper measures to this end, our corporate value could be negatively affected.

To address these risks, the UBE Group is striving to ensure respect for human rights throughout the supply chain and is, to this end, working together with its business partners in accordance with the UBE Group Human Rights Policy. We are also promoting the development of a human rights due diligence structure. Furthermore, we are developing an in-house structure for providing human rights-related education to ensure that all Group officers and employees maintain a correct understanding and awareness of such matters and remain capable of acting accordingly.

(10) Financial market

The UBE Group procures funds through borrowings from financial institutions, the issuance of corporate bonds and other methods. If drastic turmoil in a key financial market makes it impossible for the Group to procure funds under favorable terms and conditions, the Group may fail to secure sufficient funds for growth investment and other endeavors. Similarly, a major downgrading of the Group's credit ratings or other incident leading to the drastic deterioration of its creditworthiness could hinder fundraising efforts.

To address these risks, the Group is focused on maintaining robust cash flows in the course of business management while securing and maintaining a sound financial position. We also strive to secure sufficient liquidity by retaining cash, deposits, commitment lines, and other methods in addition to dispersing repayment (redemption) periods and diversifying fundraising methods. By doing so, we strive to mitigate the impact of fluctuations in the fundraising environment. Furthermore, although the UBE Group is exposed to foreign exchange fluctuation risks due to its involvement in importing raw materials and exporting products, the Group endeavors to balance the overall volume of monetary claims and obligations while, as necessary, executing foreign exchange forward contracts in order to mitigate the impact of such risks.

(11) Overseas expansion (country risks)

The UBE Group's chemicals and machinery businesses run a number of production, development, and service bases in countries abroad, mainly in Asia, North, Central and South America, and Europe. In fiscal 2023, the Group's overseas sales accounted for around 50% of its consolidated net sales. These business activities inherently involve exposure to risks arising from deteriorating political or economic situations in countries overseas; social turmoil due to war, conflict, terrorism or other similar incidents; the enforcement of harsher regulations on foreign businesses in the destination country; changes in economic or trade policies; stronger environment-related regulations; and labor disputes. If any such risk materializes, the Group's operating results could be negatively affected.

To address these risks, the UBE Group has prepared manuals describing how to consolidate information and otherwise respond to emergencies in order to ensure that an incident affecting its overseas businesses is swiftly handled. We also effectively utilize consultants specializing in this field. Furthermore, we have secured a structure in which the Crisis Response Committee plays a central role in gathering necessary information and sharing it with locations in affected regions in a timely and appropriate manner. In addition, we made it a rule to establish a crisis response headquarters during emergencies to implement swift and accurate countermeasures even as we place the utmost priority on the safety of our employees.

(12) Intellectual property rights

The UBE Group considers intellectual property rights important assets and, accordingly, strives to enhance its business competitiveness via the use of such assets. However, there is a possibility of unforeseen incidents leading to an outflow of the Group's important technology and know-how or the infringement of its intellectual property rights. On the other hand, if the Group were to be involved into a legal dispute with another company over intellectual property rights, the Group may be subjected to an unfavorable court ruling. This could, in turn, cause the Group's business competitiveness to decline and negatively affect its operating results.

To address these risks, the Group is striving to acquire and manage intellectual property rights at home and abroad and to properly manage data regarding its technological know-how and other informational assets. By doing so, we endeavor to protect our intellectual property rights. Moreover, we honor intellectual property rights possessed by third parties and make every effort to ensure patent clearance.

(13) Acquisition and capital alliances

The UBE Group is engaged in corporate acquisition, capital alliances, and other measures aimed at expanding its operations, acquiring technologies and enhancing its competitiveness at home and abroad. These endeavors, however, could yield a negative impact on the Group's operating results due to a failure to achieve synergetic effects as initially expected, failed efforts to improve costs, the discovery of unforeseen defects, an unexpected expansion of liability, or the deterioration of corporate value due to stagnant business performance or a worsened financial position of investees.

The Group is doing its utmost to reduce these risks by, for example, conducting appropriate market surveys and due diligence at a preliminary stage, taking a prudent stance in business assessments and contract negotiations while implementing processes to ensure sufficient internal discussions.

(14) Lawsuits

The UBE Group may be involved into lawsuits or other legal proceedings in the course of handling the wide range of businesses in Japan and abroad. Although it is inherently hard to predict the future impact of such incidents, it is safe to say that the Group's operating results may be negatively affected if it is subjected to an unfavorable ruling or judgment in a lawsuit or other proceeding. The main cases currently undergoing legal proceedings are as described below.

Since May 2008, a series of lawsuits have been filed by construction workers and their bereaved families against the Japanese Government and over 40 construction material manufacturers, including UBE Board Co., Ltd. (a consolidated subsidiary), in connection with asbestos-related diseases allegedly induced by the inhalation of dust from asbestos-containing materials used at construction sites. Although these plaintiffs have filed class action lawsuits requesting compensation for damages, all court rulings issued thus far have rejected claims against our subsidiary. Today, however, 15 of such cases are still pending at several courts across Japan, with a total of ¥6.4 billion in compensation demanded for damages.

Informed by an awareness of the implications of these suits and other litigation risks, we regularly implement training on legal and regulatory compliance while gathering information related to laws and regulations applicable to our operations to prevent the occurrence of such disputes. Even in cases where the Group is involved in lawsuits, we handle such lawsuits by collaborating properly with lawyers and other specialists. By doing so, we endeavor to mitigate impacts on our business performance.

Note: The above-mentioned amount of compensation represents the sum of all claims collectively filed against defendants, including UBE Board and other construction material manufacturers.

(15) Supply chain

The UBE Group procures a variety of raw materials, fuels, and other resources from suppliers at home and abroad while also shipping its products to domestic and overseas customers. In the course of procurement, the Group may be affected by surges in raw material and fuel prices or the disruption of procurement routes due to the bankruptcy of affiliated companies, the breakout of war, conflict, terrorism, or pandemics, the occurrence of natural disasters, deterioration of global environmental issues, or the discovery of human rights violations. In the area of logistics, the Group may incur higher costs or face disruptions to its network due to driver shortages, the tighter regulations around drivers working overtime, or higher fuel costs.

To address these risks, where appropriate the Group engages in negotiations with suppliers and strives to address hikes in raw material, fuel, and resource prices in a way that complies with relevant laws and regulations, such as the Act against Delay in Payment of Subcontract Proceeds, Etc. to Subcontractors. Also, the Group strives to mitigate the impact of such price hikes on profit by swiftly aligning product prices with them while cutting back on manufacturing costs. To address the risk of disruption in procurement paths, we disperse the locations of raw material and fuel suppliers as well as our production bases

while building our stockpiles to essential volumes. In this way, we maintain our ability to minimize damages even when such risks materialize. We are also further pursuing a modal shift in our domestic logistics activities to counter rising logistics costs and risks of disruption. Toward this end, we are constantly striving to secure a stable international transportation structure by employing multiple transportation methods. To reduce the burden on drivers in Japan, we have expanded the lot size of cargos to be transported and reduced the volume of small-lot cargos handled even as we consolidate the number of vehicles in our operations. In addition, we act in collaboration with our partner companies tasked with on-premises logistics to assess and reduce drivers' waiting time as well as time spent loading and unloading.

Policy and Basic Mindset

The UBE Group has established a Crisis Response Committee to respond to four categories of crises affecting the UBE Group or in society at large around it, namely 1) natural disasters, 2) epidemics, 3) overseas emergencies, and 4) misconduct and other crises. This committee deliberates and decides on responses to crises with the potential to greatly impact the business operations of the UBE Group in order to ensure the safety of employees.

Group Business Continuity Plan Basic Policy

The Group recognizes the high degree of risk that would be posed to business operations by the occurrence of such events as a large-scale earthquake in the Tokyo metropolitan area or the spread of a novel epidemic and has therefore placed employee safety and building trust with customers and local communities at the forefront of its efforts to minimize the negative impacts of such events. To enable the swift recovery and maintenance of operations, we have designated basic policies in our Group Business Continuity Plans (BCPs).

1. Ensuring the Safety of Human Life

We value the lives of employees and other individuals affected by such events as large-scale earthquakes in the Tokyo metropolitan area or the spread of a novel epidemic, and ensuring their safety is our highest priority.

2. Swift Recovery and Maintenance of Operations

We strive to limit the impact on capital necessary for business continuation to an absolute minimum and to achieve the swift recovery and maintenance of all operations. We also minimize impacts to external groups such as customers and local communities in response to the trust they invest in us.

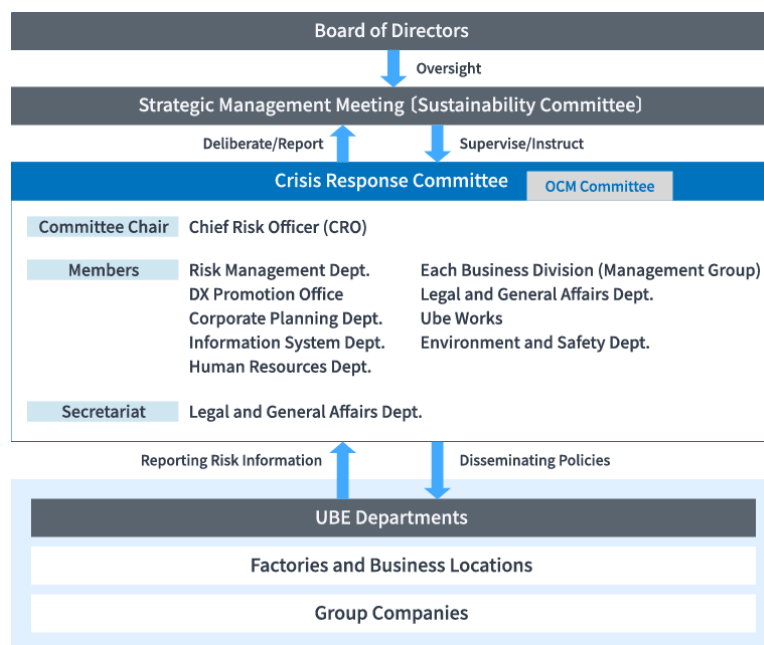
3. Regular Actions to Increase BCP Efficacy

We regularly and continuously conduct education and training on BCPs to improve their efficacy.

Management System

Based on our Group Crisis Response Regulations, we established the Crisis Response Committee as a Company-wide interorganizational entity headed by the Chief Risk Officer (CRO). This committee meets regularly to foster awareness of crisis responses as well as to revise action plans, BCPs and manuals. We also established a subcommittee known as the Overseas Crisis Management (OCM) Committee to manage the safety of local staff and their families as well as handle crisis responses at our overseas bases.

We have formulated Standards for First Responses in the Event of Accidents or Disasters as the basis of a checklist to be used when responding to incidents and have set up a reporting line to connect offices and facilities to people in charge at our Head Office should disaster strike, thus enabling rapid reaction to crises and efficient reporting systems.



Crisis Response Committee Duties

- Deliberate and decide on basic matters related to responses to the following four categories of crises that would greatly impact the UBE Group’s business operations and society at large.
 1. Natural disasters
 2. Epidemics
 3. Overseas emergencies
 4. Misconduct and other crises
- Direct the creation, compilation and management of manuals regarding these four types of events, starting with BCPs, for the UBE Group. Additionally, conduct inquiries and establish systems for Company-wide responses and mechanisms in the event of such an incident.

OCM Committee Duties

- Properly disseminate knowledge on such events as overseas security situations and trends in epidemics at proper times, and prepare overseas emergency response manuals for the UBE Group in preparation for such incidents.
- Prior to dispatching staff scheduled for overseas postings and their accompanying families, provide education on such matters as the security situation in the country of posting. Also, provide ongoing health management support for staff posted overseas as well as those on long-term business trips.
- Conduct on-site risk inspections at overseas locations and residences of local staff through consultants

Targets and Performance

We understand the considerable risk to business operations posed by crises, especially in the case of natural disasters such as large-scale earthquakes in the Tokyo metropolitan area or torrential rains as well as by the spread of novel epidemics, and we work to minimize impacts should they occur, with the safety of employees and building trust with customers and local communities at the forefront of such efforts. To enable the swift recovery and maintenance of operations, we have established a Group Business Continuity Plan Basic Policy. This policy naturally includes “ensuring the safety of human life” and the “swift recovery and maintenance of operations” along with the major theme of taking “regular actions to increase the efficacy of BCPs,” which encompass improvement through continuous education and drills in non-crisis times.

As part of our BCP measures, we have compiled a *Head Office Natural Disaster Response Manual*, which provides Head Office employees with response policies and instructions for action. This manual stipulates that should a large-scale earthquake in the Tokyo metropolitan area cause the Head Office to sustain damage rendering it only partially functional, we will shift Head Office functions to such major locations as Ube Works. At the same time, a disaster response headquarters will be set up to quickly establish a chain of command, while emergency customer response centers will be launched to address our

customers' needs swiftly and properly. We have also formulated BCPs for each UBE business and department in preparation for the spread of epidemics and large-scale damage to factories.

By formulating and revising these BCPs, we minimize the impact of natural disasters and epidemics while placing the utmost priority on securing the safety of employees and building trust with customers and local communities. In these ways we are striving to enable the swift recovery and maintenance of operations.

Initiatives

Natural Disasters

We have established a Crisis Response Committee and a Natural Disaster Countermeasure Committee, created response manuals and other such materials for when a disaster occurs, conducted planned maintenance and improvements to building and manufacturing equipment, carried out regular disaster drills, and ensured that employees are provided with appropriate instruction. To swiftly restore operations when natural disasters strike, we have formulated BCPs that we regularly revise and conduct drills for. For events considered to be of particularly high concern, for example, a large-scale earthquake in the Tokyo metropolitan area, we have devised an overhead view table of first responses to such an event, and have disseminated information at offices and facilities on action guidelines covering a time frame from just after the event occurs to three days later.

Spread of Epidemics

We have formulated a Novel Disease Response Manual that categorizes responses within five periods, namely non-occurrence, overseas cases, early domestic cases, domestic epidemic, and lull. We disseminate this knowledge throughout the Group; regularly revise BCPs at offices and facilities; and designate thorough disease prevention measures, appropriate responses regarding contagious individuals, and methods as well as response policies for business continuation, thus building flexibility in accordance with disease conditions into our responses. The Crisis Response Committee also collects timely information regarding the status of foreign and domestic pandemics, governmental and municipal responses and policies, and on the status of contagious individuals within the Group. It also creates action and response policies to prevent infections among employees as needed while conducting other such measures to minimize impacts on business activities.

Overseas Crisis Management (OCM)

In order to quickly respond to emergency conditions in our overseas business expansion regarding such events as deteriorating governmental or economic conditions and social unrest stemming from wars, conflict, terrorism, etc., abroad, we have established the OCM Committee as a subcommittee of the Crisis Response Committee to create manuals on such concepts as gathering information and emergency responses. Through the effective use of expert consultation, this committee has also created systems to gather requisite information and share it in a timely and appropriate manner with our locations in affected countries. Furthermore, it establishes disaster response headquarters when necessary, and as it seeks to quickly and properly address matters while prioritizing employee health, it regularly conducts safety inspections at overseas bases and the residences of local staff through consultants.

Policy and Basic Mindset

UBE Group Compliance Guidelines

The UBE Group is committed to ensuring compliance in the execution of its corporate activities and business, in accordance with laws and regulations in and outside of Japan, internal regulations, and social norms and rules. Through the integrity of its actions, it will live up to the expectations of society.

The UBE Group operates compliance-based business on the following pillars.

1. Establishment of UBE Group Action Guidelines

The UBE Group established the Action Guidelines, in order to ensure that officers and employees conduct business in accordance with laws and regulations in and outside of Japan, internal regulations, and social conscience. We revise the guidelines as needed to meet shifting social expectations of corporations and distribute booklets featuring the latest version of the guidelines, our compliance structure, internal reporting systems, and other relevant matters, to officers and employees to infuse compliance throughout the Group.

2. Preparation of Framework for Securing and Practicing Compliance

UBE appoints Compliance Officers who are responsible for overseeing tasks related to ensuring and practicing compliance at the UBE Group. The Compliance Officers receive advice from the UBE Group Compliance Committee, and supervise and manage compliance frameworks for each department and Group company. Under the Compliance Officers' direction, the compliance frameworks are securing and practicing compliance through education and training, rapid correction of compliance issues, and the adoption and execution of recurrence prevention measures through continuous monitoring.

3. Internal Reporting System

The UBE Group internal reporting system (UBE C-Line) enables employees to report compliance violations directly to the Compliance Promotion Secretariat, to facilitate the rapid identification and resolution of compliance issues of the Group.

Basic Policy for Anti-Social Forces

The UBE Group is firm in its response against groups or individuals comprising anti-social forces (organized crime groups) that pursue economic profit with violence, coercion or fraudulent measures, and rejects all relation to such forces. Exercising caution that funds are not used in money laundering or to benefit terrorist groups, we have designated the following basic policies and created a system toward such ends.

- We do not maintain relations of any kind or conduct transactions with anti-social forces.
- We refuse to meet the demands of anti-social forces, and will pursue legal avenues against such demands through civil courts and criminal justice.
- Under no circumstances will we pay money to or cover up transactions with anti-social forces.
- We will work closely with external organizations, including police authorities, the National Center for Removal of Criminal Organizations, and attorneys, to protect against anti-social forces.
- We will maintain a unified corporate front in the face of demands from anti-social forces in order to protect the safety of our officers and employees.

UBE Group Action Guidelines

> [UBE Group Action Guidelines \(Full PDF: 152 KB\)](#) 

The UBE Group lives up to its founding spirit and corporate philosophy by pursuing Group sustainability through its business activities. At the same time, we are focused on strengthening our efforts to address global environmental issues and contributing to the realization of a sustainable world that exists in harmony with nature.

- In accordance with laws and regulations at home and abroad, and norms and guidelines that should be observed, and with respect for human rights, we will pursue our corporate activities in a sound and fair manner.
- We will pursue corporate governance that is in keeping with the demands of society and strive to continuously expand revenues and enhance our corporate value.
- We will secure safety and quality in providing products and technologies that contribute to the environment.
- We will strive to reduce the environmental impact of our business activities and effectively utilize resources in order to conserve the global environment.
- We will practice appropriate information disclosure for all stakeholders and readily communicate with society.
- As a good corporate citizen, we will engage in social initiatives at home and abroad, to contribute to the growth of communities.

Chapter 1. Create New Value

We will develop and supply technologies, products and services that are safe, serve useful purposes, and earn the confidence of the public.

- (1) We will consistently offer safe and useful technologies, products and services that are environmentally friendly and at appropriate prices, in order to satisfy customers and earn their trust.
- (2) We will seek out challenges and develop technologies, products and services that address the diverse needs of society and pave the way for the future.

Chapter 2. Legal Compliance

We will comply with applicable laws/regulations and internal regulations, conducting ourselves as befits members of a sound society.

- (1) We will comply with the letter and spirit of all laws/regulations, and refrain from illegal activity.
- (2) We will refrain from crossing lines of common decency and social norms, even if it does not relate to violating laws.
- (3) We will observe internal regulations and rules, while engaging in conduct that clearly separates the public and private.
- (4) We will refrain from any conduct that diminishes assets, credibility and public reputation of the UBE Group.
- (5) We will perform proper accounting and tax declarations in accordance with applicable laws and regulations.
- (6) We will refrain from having any ties with antisocial forces including having transactions with them.

Chapter 3. Fairness and Integrity

We will promote fair and open competition while executing our work with integrity as we pursue our business activities both at home and abroad.

- (1) We will practice fair trade and compete in the marketplace based on technologies, quality, pricing and service, and not impede healthy and open competition.
- (2) We will refrain from unfair practices that are damaging to competitor corporations and business partners, and refrain from pursuing profits through improper means.
- (3) We will continually maintain sound and normal ties with governments and regulators in all aspects of our business activities.

Chapter 4. Safety and the Environment

We will make it our shared value to prioritize safety in everything we do, realizing safety and security in the workplace and local communities, and conserving the global environment.

- (1) We will secure healthy, safe and comfortable working conditions, aiming to eliminate occupational accidents.
- (2) We will ensure the safety and security of facilities and operations, aiming to eliminate facilities accidents.
- (3) We will reduce our emissions of waste and chemical substances, and contribute to establishing a recycling-based society by recycling and effectively using resources.
- (4) We will voluntarily and continuously work to address global environmental issues in order to contribute to a sustainable society.
- (5) We will strive to maintain and improve the health of working persons, who give vitality to society and corporations.

Chapter 5. Quality and Trust

In order to earn the trust of stakeholders, we will continually focus on safety and security in developing and providing products and services that meet customer expectations for quality.

- (1) We will always obtain the latest information on regulations and public standards that relate to quality, and we will adhere to them.
- (2) We will adhere to the agreements with customers.
- (3) We will build close relations with customers and provide the quality sought by customers.
- (4) We will continually improve our quality assurance systems.

- (5) We will develop products and services that can be safely and securely handled throughout the product life cycle, ensuring that we suitably provide necessary information.

Chapter 6. Human Rights and Labor

We will respect human rights and create healthy and positive workplaces that are comfortable to work in, as we pursue our business activities both at home and abroad.

- (1) We will respect the personal dignity of all persons including their personalities and individuality, while promoting mutual understanding and refraining from discrimination based on gender, nationality, race, physical and mental challenges, age, social status, religion, creed and sexual orientation and other gratuitous attribution.
- (2) We will refrain from all inhumane practices including forced labor and child labor, as well as refrain from having any ties with individuals and organizations that are involved in such practices.
- (3) We will promote good communication and establish workplaces that are free of harassment.
- (4) We will be receptive to diverse ways of working and realize a work-life balance.
- (5) We will build and maintain positive ties between labor and management, with an emphasis on mutual trust.

Chapter 7. Protection and Disclosure of Information

We will protect information and properly disclose corporate information.

- (1) We will protect personal information and the information of our business partners.
- (2) We will take every possible precaution for the handling of unpublished corporate information (insider information) and company confidential information.
- (3) We will provide stakeholders with accurate corporate information and disclose it in a timely and fair manner.

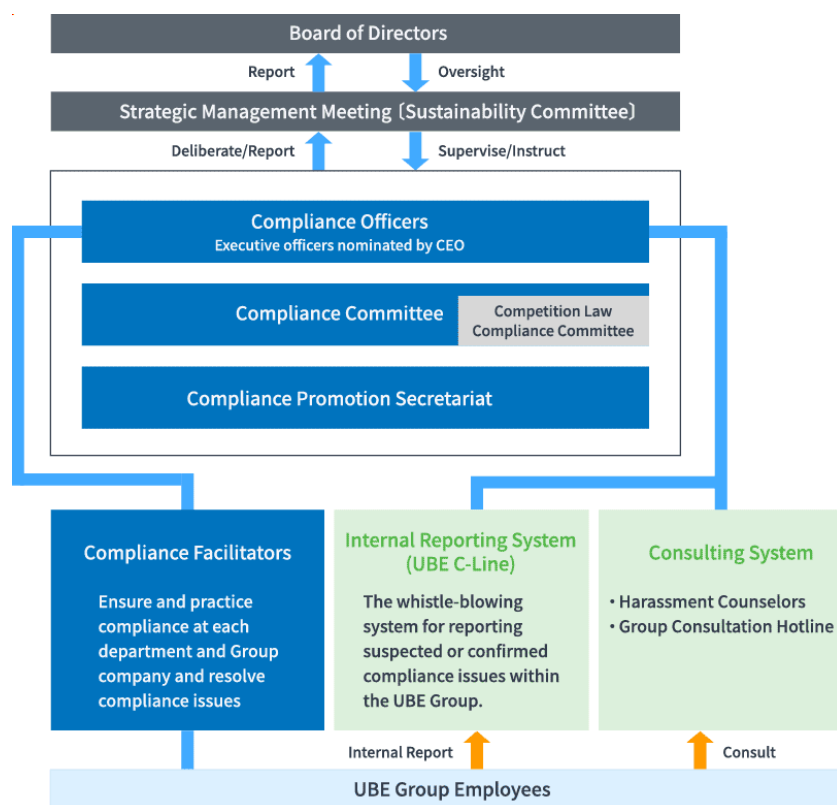
Management System

Compliance Promotion System

The Compliance System is as follows.

The Compliance Officers (executive officers) are responsible for overseeing compliance at the UBE Group and advised by the Compliance Committee. Compliance Facilitators are assigned for each department and Group company to ensure that compliance is practiced and resolve compliance issues in cooperation with the Compliance Promotion Secretariat.

The Compliance Committee is one of the working committees dealing with internal control of the UBE Group, and Compliance Officers regularly report on compliance issues and situations to the Strategic Management Meeting (Sustainability Committee) and the Board of Directors, receiving monitoring and direction on initiatives.



Targets and Performance

Targets

In accordance with the UBE Group Compliance Policy and our Action Guidelines, we are proceeding with the following initiatives.

Targets	Frequency	Dates Held in Previous Fiscal Year	Dates Held in Subsequent Fiscal Year (Planned)
Regular meetings of the Compliance Committee	Quarterly	Quarterly (fiscal 2023)	Quarterly (fiscal 2024)
Annual reports to the Board of Directors and the Strategic Management Meeting	Annually	April 2024	Fiscal 2025
Compliance e-Learning for all employees	Twice annually	Twice in fiscal 2023	Twice in fiscal 2024
Meetings of liaison groups regarding the Act Against the Delay in Payment of Subcontract Proceeds, Etc., to Subcontractors	Twice annually	October 2023	October 2024
Training on relevant laws and regulations (Antimonopoly Act; Act Against the Delay in Payment of Subcontract Proceeds, Etc., to Subcontractors; etc.)	More than once annually	Twice in fiscal 2023	Twice in fiscal 2024
Compliance awareness survey for all employees	Once every four years	October 2023	Fiscal 2027

Number of the internal reports

(related to harassment)

FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
32 (14)	22 (13)	25 (16)	34 (16)	35 (18)	25 (13)

Initiatives

Compliance with Competition Law

The Competition Law Compliance Committee operates within the UBE Group Compliance Committee to ensure that corporate activities are soundly executed and do not prevent fair and free competition in markets. It establishes a framework to prevent against cartels and monopolies, in accordance with competition laws (anti-monopoly laws) in and outside of Japan. For example, if conducting a sales meeting with a same industry competitor, rules are in place that require prior approval from the managing department and the filing of a follow-up report in order to prevent a cartel and address the root of the problem.

Compliance with Export Laws and Regulations

The UBE Group implements export controls to prevent the unauthorized export or supply of restricted goods and technologies, in accordance with the Foreign Exchange and Foreign Trade Act and other legislation intended to maintain peace and security in Japan and the international community. The Group operates the Security Export Control Committee, which works to ensure that Group companies are fully aware of the restrictions.

Political Contributions

As stipulated in the Political Funds Control Act, the UBE Group donates political funds only if such donation is approved as prescribed in its internal rules.

Expenditures for Political Contributions in FY2023	¥800,000
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Internal Reporting System (UBE C-Line)

The UBE Group internal reporting system (UBE C-Line) enables employees* to directly report suspected or confirmed compliance issues (human rights infringements (e.g., bullying, harassment, discrimination and labor issues), corruption (e.g., bribery, excessive entertainment and adhesion), fraud (e.g., fictitious claims and embezzlement), falsification of product data, and other illegal activities) within the UBE Group. Employees are enabled to report anonymously and protected from retaliation by internal regulations.

When a compliance case is opened, the Compliance Promotion Secretariat cooperates with the organization concerned and investigates the matter in order to arrive at a resolution involving disciplinary actions and corrections as warranted. We post some cases such as harassment in the workplace on the intranet as appropriate, and strive to prevent recurrence by sharing information and calling attention to incidents.

* Encompasses officers and employees of Group companies as well as the officers and employees of subcontractors.

Reporting Hotlines for Suppliers, etc.

The UBE Group is committed to ensuring compliance in the execution of its corporate activities and business, in accordance with laws and regulations in and outside of Japan, internal regulations, and social norms and rules.

If you recognize any compliance violation, including potential or alleged cases of such violations, in connection with the UBE Group's business activities, please inform this to us using the following form.

> [Reporting form opens a new window](#)

This is a dedicated form for reports submitted by external individuals, such as suppliers. Please use the "[Inquiries](#)" page when communicating your opinions to or seeking consultation with the UBE Group.

Note: Applicable cases of compliance violations include acts of harassment, violations of human rights, acts of corruption such as bribes (both provision and acceptance) or collusion, such acts of misconduct as false billing and embezzlement, and the falsification of product or other data as well as other forms of illegal conduct.

Employee Training

The UBE Group conducts compliance education mainly as follows.

- Grade-specific compliance training (new employees, new managers, etc.)
- Training on compliance toward relevant laws and regulations (Antimonopoly Act; Act Against the Delay in Payment of Subcontract Proceeds, Etc., to Subcontractors; Unfair Competition Prevention Act, etc.)
- Compliance e-Learning for all employees: Twice annually (harassment; accounting fraud; competition law; Act Against the Delay in Payment of Subcontract Proceeds, Etc., to Subcontractors; quality fraud; etc.)
- Distribution of UBE Group Action Guidelines booklets
- Compliance Promotion Month and messages from the CCO (every October)
- Compliance awareness surveys
- Posters with compliance slogans and other features designed to instill compliance awareness
- Spreading awareness of our internal reporting system

Policy and Basic Mindset

The UBE Group stipulates in the UBE Group Action Guidelines that it acts in compliance with social norms and maintains a sound and normal relationship with political entities and administrations and has put in place anti-bribery guidelines to prevent corruption, including the bribery of public servants in and outside of Japan.

UBE Group Policy on Bribery Prevention

The UBE Group will not engage with any person in any act of bribery such as the provision and acceptance of improper benefits in terms of the importance of bribery prevention for domestic and foreign public officers and other related individuals or entities.

(1) Prohibition of bribery

Personnel of the UBE Group will not engage in the provision, acceptance or promises of any demands for money or other undue favors, and the proposal or authorization of the provision or acceptance of them to or from public officers or other related individuals or entities, with the intention of obtaining improper benefits in domestic and foreign businesses.

(2) Development of a bribery prevention framework

The UBE Group will develop whistleblowing system and audit system in a fair and equitable manner, and will maintain and operate the appropriate framework designed to prevent acts of bribery.

(3) Recording of transaction detail

The UBE Group will accurately and properly record accounting books and go through accounting procedures in order to prevent acts of bribery and ensure the early detection of them.

(4) Implementation of Education

The UBE Group will continually implement education and training to its personnel in order to maintain and improve the ethical mindset for preventing bribery.

“Public officers and other related individuals and entities” includes any of the following persons or entities:

- A person engaged in public duties for the national or local governments in Japan or other countries,
- A person engaged in the affairs of the national or local governments in Japan or other countries,
- A person engaged in public duties for a public body,
- A political party or a staff member,
- A person engaged in public duties for an international organization,
- A person authorized by foreign government or public body, and
- Any other person similar to any of them above.

Management System

The management system is the same as [our compliance promotion system](#).

Targets and Performance

Disciplinary Actions Taken Against Corrupt Practices

There were no cases of disciplinary action taken against corrupt practices in fiscal 2023, and there were no penalties or fines levied against such acts.

Disciplinary actions taken against corrupt practices in fiscal 2023	0 cases
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Initiatives

Main Initiatives

The UBE Group has stipulated matters related to anti-corruption in the UBE Group Action Guidelines and the UBE Group Bribery Prevention Policy, and, through the use of a self-check system as well as audits and other measures taken by internal auditing departments, the Group regularly monitors the status of its adherence to anti-corruption principles.

The Compliance Committee and Compliance Officers jointly operate a structure for securing robust compliance that is monitored by the Board of Directors, with the Strategic Management Meeting (Sustainability Committee) providing them with direct supervision and instructions. Based on this structure, we strive to prevent corruption throughout the entire supply chain and, to this end, conduct training through e-Learning and other methods for officers and employees. We have also established hotlines for business partners and the internal reporting system “UBE C-Line,” both of which enable us to accommodate reports and requests for consultation on relevant matters. When such reporting results in cases involving the suspicion of bribery of public officials, excess hospitality toward business partners, receipt of money or goods, collusion, or other such acts of corruption, Compliance Officers and relevant departments act to quickly assess the truth of such matters and take measures as necessary.

UBE has signed the UN Global Compact, and has pledged to uphold the anti-corruption principle. The Company is also a member of the Global Compact Network Japan.

Employee Education

The UBE Group conducts the following employee anti-corruption education.

- Regular education via e-Learning for officers and employees (bribery of public officials, collusion with business partners, etc.), group training
- Audits conducted through self-check systems and internal auditing departments

Policy and Basic Mindset

UBE Group Information Management Guidelines

We protect information and properly disclose our corporate information.

1. We strive to protect personal information and the information of our business partners.
2. We use every precaution for the handling of undisclosed corporate information (insider information) and the Group's confidential information.
3. We promptly and fairly disclose and supply accurate corporate information to stakeholders.

UBE Group Information Security Guidelines

1. To help build a world of abundance by creating products, technologies, and services that deliver value, the UBE Group operates an information security framework to disclose, use, protect, and manage information as a corporation that has earned the trust and appreciation of society.
2. The UBE Group strives to ensure that each officer and employee of the Group recognizes the importance of information assets and complies with relevant laws and regulations, by establishing internal rules, conducting employee education and raising awareness, and implementing information security measures. This is intended to fully secure information security systems, which have a tremendous impact on corporate activities. Additionally, in order to ensure that information security is maintained, we periodically inspect the information security related activities and continuously improve them.

Personal Information Protection (Privacy Policy)

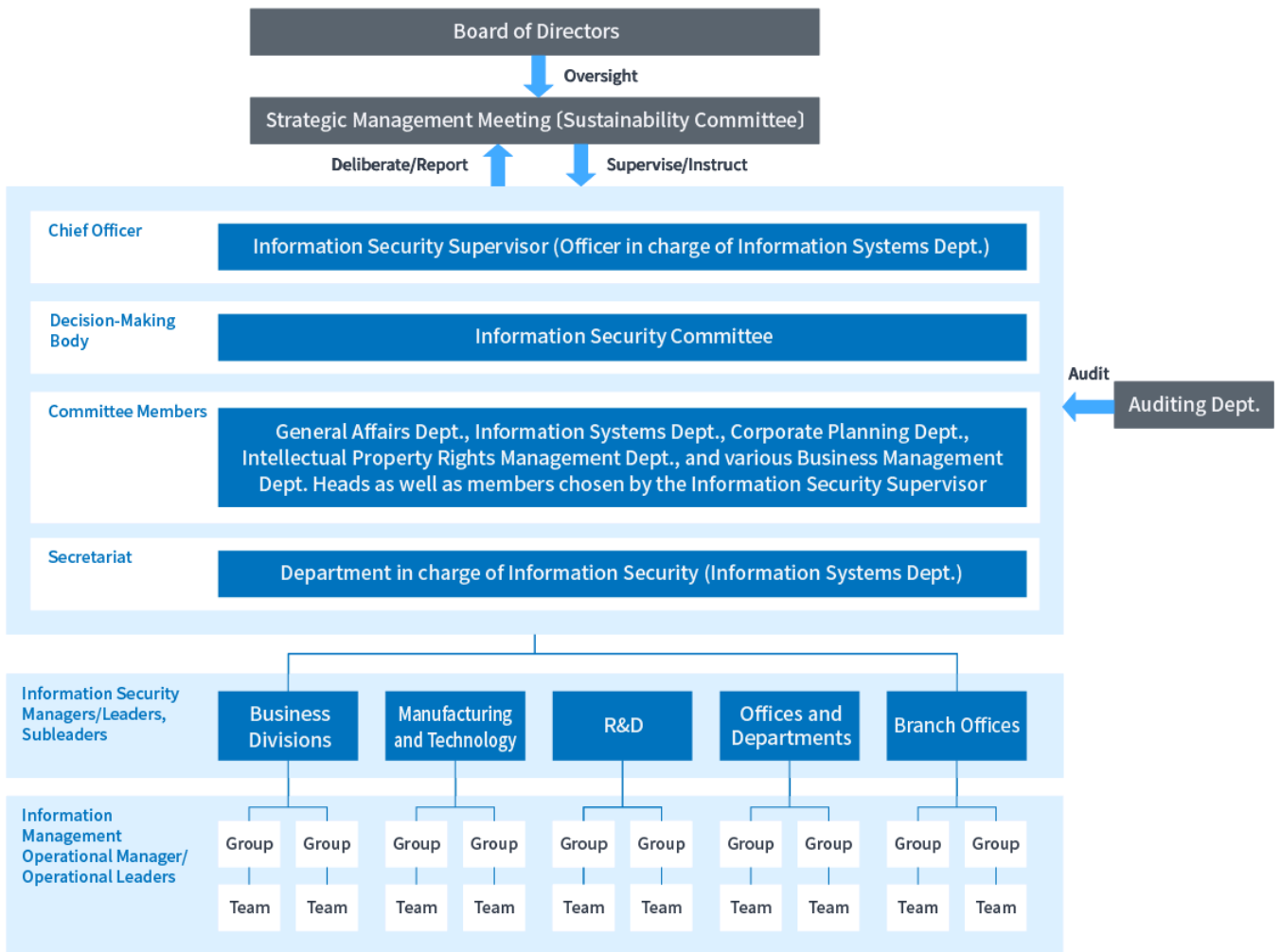
The UBE Group has established the following Privacy Policy, and is taking initiatives to implement, maintain, and improve its measures for personal information protection.

1. The UBE Group has established and shall comply with rules concerning the appropriate handling of personal information, taking into consideration the details and scale of the Group's business. These rules pertain to the acquisition, usage, transfer, safekeeping, provision, and deletion of personal information.
2. The UBE Group shall practice regulatory compliance with laws and ordinances concerning personal information protection.
3. The UBE Group will carry out safety measures to ensure against incidents such as the loss, destruction, falsification, and leakage of personal information. Furthermore, the Group will act quickly to implement necessary corrective actions should any such incident occur.
4. The UBE Group will regularly reassess and improve its policy on personal information protection.

Management System

Information Security Operation System

The UBE Group designates an Information Security Officer as the person with the highest responsibility for information security. The Information Security Committee supports and advises the Information Security Officer by proposing and discussing critical matters related to information security. This provides a framework for the Group to implement various initiatives designed to maintain information security.



Targets and Performance

We recognize cybersecurity as an important management risk, and we have created the following categories for security measures while building information security systems.

Management Measures (Organizations and People)

- Create internal systems, regulations and standards related to information security and formulate plans on information security measures (Plan), carry out such measures (Do), and continually improve them (Check/Action).
- Raise employee understanding of security through development activities, such as education on information security, targeted email attack drills, and security-related reminders.

Physical Measures

- Manage office entrances and exits and strengthen security measures, such as the maintenance of site boundaries and monitoring of entry gates at factories and other such locations.

Technological Measures

- Respond appropriately to increasingly sophisticated cyberattacks and strengthen security measures through a framework supporting the proactive use of IoT and ICT.

Initiatives

The department in charge of information security designates targets for each countermeasure (KPI) and strengthens security measures.

Addressing Risks and Evaluating Measures

- We evaluate the effectiveness of responses to each variation in security guidelines using response evaluation tools provided by third parties, then compare them to industry averages and revise measures that are comparatively slow. (Ministry of Economy, Trade and Industry; Cybersecurity Management Guidelines; NIST/Cyber Security Framework, etc.)

Employee Education and Drills

- **Information Security Education**

Annual e-Learning for all employees

- **Targeted Attack E-mail Drills**

Drills and follow-up checks conducted twice annually for all employees that use email

- **Security Incident Response Drills**

We organize a Computer Security Incident Response Team (CSIRT), which conducts annual drills simulating a predicted viral infection and checks systems to ensure minimal damage due to security incidents.

- **IT-BCP Drills**

We prepare for the unlikely possibility of a disaster related to our data centers by verifying system environments and structures to reboot business systems at backup sites.

Internal Audits

We regularly audit our status regarding internal information security as well as conformity and compliance with ISO and other standards. Audit reports and recommendations regarding revisions are given to information security supervisors.

Policy and Basic Mindset

Based on its Founding Principles and Corporate Philosophy, the UBE Group (hereinafter the “Group”) has designated its basic behavioral standards for corporate activities under the “UBE Group Sustainability Basic Policy,” and conducts sound and impartial corporate activities in accordance with international standards and guidelines based on foreign and domestic laws and regulations while practicing respect for human rights.

Demonstrating its recognition that contributing to the development of society is one of its important duties as a company, the Group engages in the appropriate payment of taxes in each country and region in which it undertakes business activities. Further, in line with the UBE Group Sustainability Basic Policy, it thoroughly enforces the following policies.

Taxation Policy

1. Respecting Laws and Regulations

In each country and region in which the Group conducts business, it strives to ensure the proper payment of taxes in accordance with the appropriate laws and regulations as well as bilateral tax conventions, OECD Transfer Pricing Guidelines, Action Plans on Base Erosion and Profit Shifting (BEPS), and other such regulations.

2. Tax Planning

While respecting various national and regional tax-related laws and regulations, the Group utilizes favorable tax systems within a scope based on business conditions as it strives to raise its corporate value.

Moreover, the Group does not utilize tax havens, conduct tax planning that is not in line with business conditions, or engage in any action with the goal of tax evasion.

3. Addressing Uncertain Tax Positions

The Group strives to file and pay taxes in accordance with various national and regional tax-related laws and regulations and, to address tax systems that have become increasingly complex, it seeks counsel from third-party experts and utilizes advance inquiry systems provided by tax authorities when necessary, striving to thereby minimize the risk of needing to engage in such proceedings as tax litigation and the payment of additional taxes.

4. Transfer Pricing

Based on the OECD Transfer Pricing Guidelines as well as various national laws and regulations, the Group has set the price of transactions such that profit is distributed in accordance with the functions handled and risk taken on by each Group company engaging in transactions with relevant overseas entities.

Moreover, to reduce risks associated with transfer pricing, the Group solicits advice from third-party experts, prepares transfer pricing documents in line with tax-related laws and regulations, and utilizes Advanced Pricing Arrangements via tax authorities when necessary.

5. Relations with Tax Authorities

In addition to engaging in proper tax filing and payment practices in the various countries and regions in which it conducts business activities, the Group strives to build and maintain good relations with tax authorities by addressing their requests properly and in a timely manner.

Management System

The Group’s CFO is responsible for tax governance.

The Group allocates appropriately credentialed members to each company’s tax department. In addition, the Group utilizes third-party experts when necessary to build complete systems at each company for handling basic tax issues.

For issues such as dealing with transfer pricing tax systems and when addressing tax matters worldwide, UBE Corporation’s Accounting Dept. takes on a central role, ensuring that the Group responds appropriately and proceeds in cooperation with those in charge of each party’s taxes.

Through the continuous Group-wide dissemination of information and other such initiatives, the Group strives to maintain and improve its awareness of tax compliance while addressing changes due to newly established, revised or abolished tax-related laws and regulations in the various countries and regions in which it undertakes business activities in order to ensure the proper filing and payment of taxes.

Social Contribution Activities

Policy and Basic Mindset

Over the more than 100 years since the founding of UBE Corporation, the UBE Group has sought to coexist and mutually prosper with all stakeholders and consistently apply creativity to manufacturing.

The UBE Group will continue to transform itself and leverage original technology to make products that meet the needs of today. As a good corporate citizen that seeks to coexist with society, the Group is committed to pursuing social initiatives in and outside of Japan and contributing to the development of communities.

UBE Group Guidelines for Social Contribution Activities

Under the UBE Group's founding spirit of "mutual coexistence and prosperity" and as a responsible corporate citizen of the international community, we will engage in diverse social initiatives and foster positive community relations.

1. We will broadly utilize technologies and human resources from diverse business sectors to build positive societal relations.
2. Our business locations will take a central role and make certain to engage in social initiatives that contribute to the advancement of communities.
3. We will actively support each employee who chooses to be involved in volunteer initiatives.
4. We will pursue social investments centering on the following areas: global environment, communities, science and research, and education and culture.

Approach to Community Investment

Our business strategy is formulated based on our founding principles and UBE Management Principles. The former stipulates respect for "coexistence and mutual prosperity," while the latter focuses on creating value as a corporate group that contributes to all stakeholders, including local communities. We target the global environment, local communities, and other areas for priority social contribution investments (community investments) based on such material issues as the environment, society, and governance.

Management System

Framework for Social Initiatives

Social initiatives are implemented under the guidance of the UBE Group Guidelines for Social Contribution Activities. These guidelines are a matter of deliberation and approval by the headquarters executive meeting, which is headed by a director of UBE and is responsible for deliberating on the Group's business strategies and other important matters. In line with the guidelines, Group companies and business sites implement self-driven social initiatives, which they regularly report to senior management.

The Sustainability Promotion Department conducts an annual survey on social initiative performance among business sites, Head Office departments and Group companies. The department uses the survey data to track the Group's social initiative performance and reports on it to the officer responsible. The entire Group is made aware of the performance so that they can execute social initiatives more effectively.

Budgets for social initiatives and corporate donations are approved by the President or officer responsible, depending on the amount involved.

Targets and Performance

Actual Expenditures for Social Contribution Activities

The UBE Group's Basic Guidelines for Social Contribution Activities guides its investment in various social initiatives. The Group tracks and publicly releases its annual social contributions and investments, focusing on the following four areas.

1. Global Environment

We will seek to conserve the global environment in all its diversity and ensure a global environment that is safe and secure to live in for future generations.

2. Communities

We will contribute to the advancement of communities, under the founding spirit of "coexistence and mutual prosperity" that has guided the UBE Group for over 120 years.

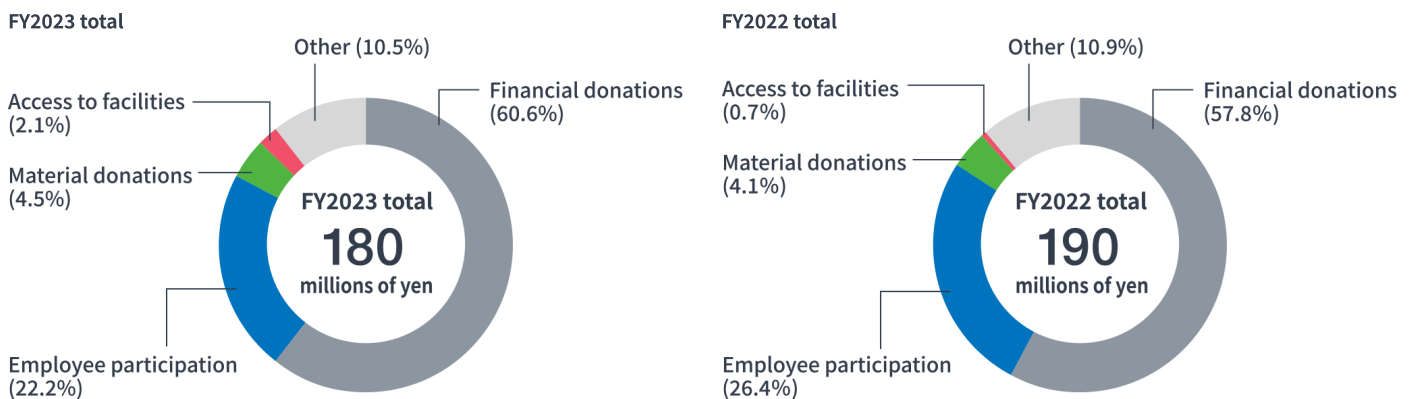
3. Science and Research

We will aim to contribute to scientific progress and foster richly creative human resources by collaborating with universities and research institutes.

4. Education and Culture

We will broadly send the message of chemistry as an appealing field to future generations in whose hands we will leave the future, and will continue to support cultural activities and the arts.

Actual expenditures for social contribution activities are as follows.



Item	Description
1. Financial donations	Financial donations related to social initiatives and welfare
2. Material donations	Material donations, including the provision of UBE Group products to social welfare organizations
3. Access to facilities	Expenses related to providing external access to Group facilities such as gymnasiums, grounds, and meeting rooms
4. Employee participation and outreach	Labor and travel expenses for employees participating in social initiatives during working hours, such as participating in a community event as part of work duties, hosting lectures, etc.
5. Other	Donations and expenses for other activities not falling under the preceding four categories

Note: The above is consistent with the implementation procedures for Survey on Corporate Philanthropic Activities from Keidanren (the Japan Business Federation)

Summary of Main Social Initiatives

Four Areas Covered by Guidelines	Description and Purpose of Initiatives	Performance		Detailed Description and Results (Values in parentheses represent beneficiaries)
		Frequency of Implementation	No. of Employees Involved	
Global Environment	Conserve ecosystems around business sites and conserve the environment in communities, through tree planting and clean-up efforts	39 in total	1,503 in total	<ol style="list-style-type: none"> 1. Environmental maintenance of watersheds 2. Clean-up efforts for beaches, roads around plants, and neighboring communities 3. Planting of flower beds at business sites 4. Tree planting 5. Participation in conservation efforts involving controlled burns in mountain areas and symbiotic forest activities <p>While conducting the above activities, we were praised for our contributions to conservation efforts of marine environments, receiving a Medal with Green Ribbon as a member of the Ube and Onoda Ocean Cleanup Committee in recognition of achievements in social volunteering activities.</p>
Communities	Promote a better understanding of the Group's business among a wide range of stakeholders, by inviting them to tour our business sites and factories and participating in local events	76	671	Group business sites receive visits from a wide range of stakeholders, including students, the general public, and business partners, which gives them a better understanding of the Group's business. These efforts have elicited letters of appreciation from schools and other stakeholders. UBE also hosts an industrial tour organized by the Ube Visitors & Convention Association that is conducted 12 times per year. (12,642 beneficiaries)
Science and Research	Help stabilize the operation of academic research institutes and promote technology development by extending donations and scholarships as well as lending staff to provide instruction	38	62	The Group is helping to further stabilize the operation of research institutes, including universities, and promoting new technology development by making regular donations and lending its researchers to provide instruction. (1,354 beneficiaries)
Education and Culture	Hold lectures centered on social themes for schools, companies and public organizations	25	57	The Group dispatches lecturers to events centered on such social issues as career education or environment and business. (1,866 beneficiaries)
	Help young people to better understand the Group's business, foster career awareness, and choose occupations through internships	9	112	Every year the Group offers internships to gain work experience at the head office or plants. The level of satisfaction among the participants is high and the program has led to the hiring of employees.
	Increase awareness of chemistry and an understanding of the chemical industry's social contributions by organizing science experiment workshops	2	20	The Group organizes science experiment workshops to foster children's interest in chemistry. The workshops have drawn positive feedback from participants and have been featured in local media and on television. (184 participants)

Four Areas Covered by Guidelines	Description and Purpose of Initiatives	Performance		Detailed Description and Results (Values in parentheses represent beneficiaries)
		Frequency of Implementation	No. of Employees Involved	
	Enhance the local music culture and foster the next generation by holding concerts and supporting the arts	1	16	<p>The UBE Group Charity Concert has been held every year since 2008 with the Japan Philharmonic Orchestra performing in Ube City, Yamaguchi Prefecture. All ticket proceeds are donated to local music-related organizations.</p> <p>The concerts provide the citizens of Ube City with the opportunity to experience classical music in all its magnificence performed by a full orchestra, and are in line with the Group's founding spirit of "coexistence and mutual prosperity." The concert is enhancing the local music culture and helping to foster the next generation. (1,200 beneficiaries with donations amounting to approximately ¥2.93 million)</p>

Initiatives

> [UBE Classical Concert](#)

> ["Tsubasa" community gazette](#)

> [Activity Reports by Region](#)

Since 2008, UBE has been inviting the Japan Philharmonic Orchestra to Ube City, Yamaguchi Prefecture, where the Company was founded, to hold a concert of classical music with a full orchestra. The goal is to contribute to the development of local culture through music based on UBE's founding principle of harmonious coexistence.

17th UBE Classical Concert

[Outline of the Concert in 2024 \(from a news release \(Japanese only\) !\[\]\(c3d993ca47bfe2a953c700506ce31fa0_img.jpg\)\)](#)

On October 13, 2024, we held the 17th UBE Classical Concert^{*1} at the Watanabe Memorial Hall in Ube, Yamaguchi. Since 2008, we have been hosting this event as part of efforts to embody our founding spirit of “mutual coexistence and prosperity,” with the objective of contributing to the development of local culture through music. To this end, we invited the Japan Philharmonic Orchestra to perform in Ube, Yamaguchi, the place of our founding, while donating all admission ticket proceeds^{*2} to local music-related organizations.

In line with the catchphrase “With citizens, with music,” this project is aimed at promoting music culture among the next generation and, therefore, is particularly focused on educating young people. As we did for the previous performance, we invited elementary and junior high school students from the cities of Ube, Sanyoonoda, and Miya to attend the concert free of charge. As a result, 240 such students attended the concert.

The 17th Concert featured Mr. Takeshi Oi as its conductor, who performs with famous orchestras across Japan and engages in a variety of activities aimed at helping the general public become familiar with classical music. Also featured was flutist Ayako Takagi. As a solo flutist, she has played with orchestras in Europe as well as in Japan and is widely known for her outstanding musical capabilities that transcend genres. As this was our first time inviting a solo flutist, pieces selected for the concert included “Flute Concerto No. 2 in D Major” by W. A. Mozart and others that had never been chosen for prior concerts. However, exposure to these pieces led the audience to feel a fresh and fascinating atmosphere throughout the performance. Radetzky March—a famous piece composed by Johann Strauss I—was performed as an encore, with the listeners clapping their hands along with its rhythm and enjoying a sense of unity between themselves and the orchestra. Thus, a positive atmosphere was present throughout the event, suggesting that Mr. Oi's passionate approach toward communicating the joy of music to a wide audience has proven successful. We also received a number of positive comments from attendees via questionnaires, with one stating that “My children and I very much enjoyed the concert. They were excited by the pieces they knew, but were also quite interested in the pieces they'd never heard before.”

On the day before the concert, we also held a friendship concert featuring a string quartet at Yamaguchi University Hospital. This mini-concert was performed at a smaller venue than usual due to ongoing repair work within the university's premises. However, this enabled patients, their families, hospital staff and other attendees to enjoy a live music performance in a more intimate setting. A music clinic sponsored by the Watanabe Memorial Culture Association was also held that day at a junior high school in Ube, which was attended by 48 members of the school's brass band. This was the first time we had held an in-person music clinic in the past five years, and the professional musicians from the Japan Philharmonic Orchestra gave the students friendly guidance.



A friendship concert



Music clinic at a junior high school in Ube City

Concert Outline

Date and Time	October 13 (Sunday) 13:10 Venue Opens 14:00 Concert Begins 15:45 Concert Ends
Performers	Conductor: Takeshi Ooi Soloist (Flute): Ayako Takagi Orchestra: the Japan Philharmonic Orchestra
Pieces	Suppé / Leichte Kavallerie Overture Mozart / Flute Concerto No. 2 in D Major, K. 314 Intermission Johann Strauss II / Comic Opera “Die Fledermaus” Overture Johann Strauss II / Viennese Spirit Waltz, Op. 235 Mozart / Divertimento in D Major, K. 136 Rossini / William Tell Overture

*1 In 2022, the “UBE Group Charity Concert” was renamed the “UBE Classical Concert.”

*2 As we did in the previous year, our 2024 plan calls for donating instruments to junior high schools in Ube City. Looking ahead, we intend to implement a 10-year instrument donation plan based on the needs of school brass bands.

UBE Classical Concert



To improve the music culture of local communities and help nurture the next generation, we have invited the Japan Philharmonic Orchestra to perform at the Watanabe Memorial Hall in Ube, Yamaguchi every year since 2008.

Also, since 2022, in line with the basic concept “Together with Residents, Together with Music,” we have been making sweeping renewals to the content offered through this project, with a focus on children’s education and the promotion of music culture among the next generation.

Our hope is that through this performance we are able to spark an interest, however small, in classical music among the young people who will become leaders for the next generation, and to this end we waive all fees for the 400 elementary and junior high school students from the cities of Ube, Sanyoonoda and Mine that we invite to attend each year.

In addition, proceeds from ticket sales are donated to improve local music culture, and we maintain an ongoing program under which we donate instruments to support the activities of junior high school brass bands.

Furthermore, we plan to hold this year’s friendship concert at Yamaguchi University Hospital. Friendship concerts are performed every year before or after the main concert.



Main performance



A friendship concert at Yamaguchi University Hospital



A friendship concert at Ube-kohsan Central Hospital



A friendship concert (Tanpopo Concert) at Ube-kohsan Central Hospital



Music clinic at a junior high school in Ube City



Mini-concert by Japan Philharmonic Orchestra instructors after a music clinic at a junior high school in Ube City



Joint performance by the Japan Philharmonic Orchestra instructors and junior high school students after the music clinic at a junior high school in Ube City

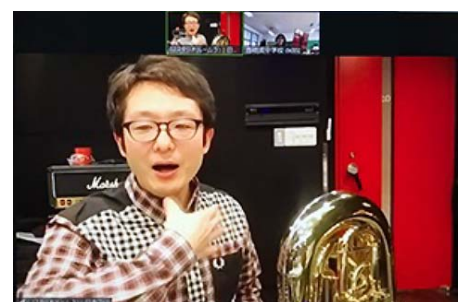
History of UBE Classical Concert

<p>1st concert (2008)</p>	<p>As a social contribution activity for the local community, the company began holding the UBE Group Charity Concert at the Ube City Watanabe Memorial Hall, which was built to commemorate the achievements of UBE's founder, Sukesaku Watanabe, and has hosted performances by many famous musicians in Japan and from around the world. It was first held as a summer family concert for children, but since most of the audience were adults, the company decided to hold it as an autumn classical concert from the following year.</p>
<p>2nd – 9th concerts</p>	<p>The original Composer Series programs were presented.</p>
<p>4th concert (2011)</p>	<p>Elementary and junior high school students were invited free of charge to the dress rehearsal. This was continued thereafter until 9th concert and changed to invitations to main performances, etc., from the 10th concert onward.</p>
<p>5th concert</p>	<p>Hearing-impaired people were invited to the dress rehearsal, and body sonics were used. This was continued thereafter.</p>

(2012)	
10th concert (2017)	Premium events were held to commemorate the 10th anniversary of the concert. Participants were selected by lottery from among those who had purchased tickets for the concert. The events were: (1) 60 people invited to an orchestra talk and instrument hands-on experience, (2) 100 people invited to observe the dress rehearsal, and (3) approximately 100 junior high school students in Ube City invited free of charge to the main performance (the invitation was changed from the dress rehearsal to the main performance).
11th concert (2018)	The company continued to invite about 100 junior high school students in Ube City to the main performance free of charge.
12th concert (2019)	The soloist signed autographs.
13th concert (2020)	The concert was held with thorough measures to prevent the transmission of COVID-19 (e.g., by holding two performances per day with only 20% of the seating capacity filled).
14th concert (2021)	The concert was held with thorough measures to prevent the transmission of COVID-19 (e.g., by filling only 50% of the seating capacity).
15th concert (2022)	In light of the company's name change to UBE Corporation, the 80th anniversary of its incorporation, and the 125th anniversary of its founding, the purpose of the concert was changed to place more emphasis on supporting children's music education (in schools), and the name was changed to UBE Classical Concert. Elementary and junior high school students not only from Ube City, but also from the neighboring cities of Sanyo Onoda and Mine are invited to the main performance. UBE hopes to provide more children with opportunities to experience classical music and to support their growth through music education. UBE also sees this as a contribution to SDG 4, "Quality Education."
16th concert (2023)	The conductor for the concert was Mr. Junichi Hirokami. Mr. Hirokami had also been the conductor for the 13th concert in 2020, which was held with thorough measures to prevent the transmission of COVID-19 (e.g., holding two performances without intermissions per day at each stage and filling only 250 seats, or 25%, of the seating capacity). The 16th concert marked his much-awaited reappearance, and the selection of pieces that he conducted included symphonies. The concert also featured Ms. Rio Arai, a solo violinist who uploads YouTube videos designed to communicate the appeal of the violin in an approachable manner who is also frequently featured in various media.
17th concert (2024)	The concert was our first time inviting a solo flutist.

Music clinic and mini-concerts

On the day before the UBE Classical Concert, instructors from the Japan Philharmonic Orchestra are invited to conduct a music clinic in which they instruct brass band students on their instruments. They also give a mini concert by themselves and a joint concert with junior high school students. These events are held in classrooms and gymnasiums at junior high schools in Ube City. They are organized by the Watanabe Memorial Culture Association with the cooperation of UBE Corporation. In 2020 and 2021, the music clinics were changed to a remote* format to prevent transmission of COVID-19. Face-to-face instruction allows the instructors to check the sound and condition of the instruments while remote instruction has the advantage of being able to tailor the instruction to each individual's challenges. UBE is cooperating fully in the organization of these events associated with the UBE Classical Concert, including the use of its human capital.



Remote lesson in a music clinic

* One-on-one lessons using the online conferencing tool Zoom

Comments from students

- I am glad that I was able to play beautifully in the joint performance after the clinic because I learned better how to produce sound and how to play musically. (Horn, 2nd year junior high school student)
- I had never been able to produce high notes, but after being taught, I was able to do it for the first time. I am very satisfied. (Trumpet, 1st year junior high school student)



Face-to-face instruction in a music clinic

The 10th UBE Classical Concert — Commemorative Concert

The conductor of the 2017 concert, the 10th anniversary concert, was Sachio Fujioka, who wielded the baton for the second time in four years. The soloist was Ayako Uehara, a talented pianist who won the first prize in the piano section of the 12th International Tchaikovsky Competition. She performed Rachmaninoff's Piano Concerto No. 2 in C minor, Op. 18 and Tchaikovsky's Symphony No. 5 in E minor, Op. 64. At the beginning of the concert, Mr. Fujioka, the conductor, provided musical commentary and introduced Ms. Uehara. Ms. Hiromi Shoji of Libertas Ube, Ltd. served as sign language interpreter. Rachmaninoff's Piano Concerto No. 2 was the most requested piece on the previous year's visitor questionnaire. This piece was also in the news when figure skater Mao Asada used it in her free program at the Sochi Olympics.

This masterpiece is known as a difficult piano piece, but Ms. Uehara played it with overwhelming technical mastery and an intense touch as if she were possessed by something. With the dazzling beauty of the high notes and a thrilling and earnest battle with the orchestra, it was truly a once-in-a-lifetime performance.

On this occasion, Ms. Uehara gave an encore, which is unusual for a soloist. The encore piece was Tchaikovsky's *Méditation*. It was an entrancing solo piano performance.

After a 20-minute intermission, the second half was Tchaikovsky's Symphony No. 5. Mr. Fujioka said, "I am happy to perform the No. 5 for the first time with the Japan Philharmonic Orchestra. The Japan Philharmonic's dynamic sound makes it the best orchestra in Japan for Russian music." Just as he had said, the performance was dynamic, full of grandeur and intonation. Regarding the fourth movement in particular, Mr. Fujioka declared, "I hope the performance will be something out of the ordinary, as if the devil himself were in the music," and true to his word, the piece came to a grand conclusion with an unearthly sound.

The encore was the second movement Waltz from Tchaikovsky's *Serenade for Strings*. The enchanting rhythm was intoxicating, as if it had cast a spell on the audience.



Main performance

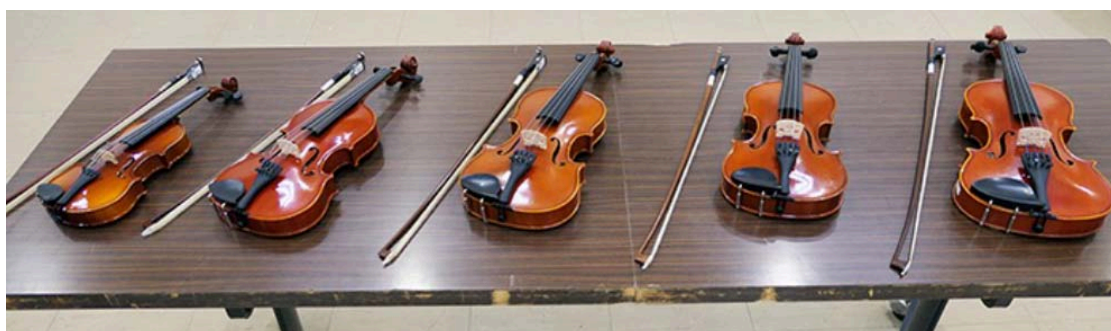
To commemorate the 10th concert, two premium events were held on the same day before the main performance: (1) an orchestra talk and instrument hands-on experience, and (2) a dress rehearsal observation.

- (1) The orchestra talk and instrument hands-on experience was attended by 35 people. Japan Philharmonic Executive Director and viola player Yuji Goto gave an interesting explanation of the orchestra's composition and how the instruments work. The hands-on experience with musical instruments was a lot of fun, as some participants were able to experience the delight of playing a violin for the first time.
- (2) For the dress rehearsal observation, 100 lottery winners and 30 children with disabilities from Ube General Special Needs School and other special-needs schools (including their guardians and accompanying adults) were invited to observe the final rehearsal before the performance. Once again, for

the benefit of the hearing-impaired, five seats with a sensory sound system were prepared for use during the dress rehearsal and the main performance with the cooperation of Pioneer Corporation and Libertas Ube, Ltd.



Orchestra talk and instrument hands-on experience



Friendship concerts were held at Yamaguchi University Hospital and Ube-kohsan Central Hospital on the day before the main performance. Previously, the friendship concerts featured a string quartet (two violins, viola, and cello), but for the first time, the audience enjoyed a woodwind quintet (flute, oboe, clarinet, bassoon, and horn). In addition, the Tanpopo Concert was also held at the Ube-kohsan Central Hospital in order to allow the general public as well as patients to attend. The concert was fully attended, drawing 130 people. On the same day, a community concert was held at Higashikiwa Junior High School as part of a project of the Watanabe Memorial Culture Association (whose representative director at the time was Michio Takeshita). The concert featured eight members of the Japan Philharmonic Orchestra and junior high school students from Ube City (Higashikiwa Jr. High, Nishikiwa Jr. High, and Konan Jr. High).

The first part, a music clinic, was attended by 118 brass band club members from three junior high schools in the city. Divided into trumpet, trombone, horn, tuba, clarinet, flute, and percussion classes, the students were warmly instructed on their individual instruments by members of the Japan Philharmonic.

The second part was a mini-concert open to the public. The Japan Philharmonic Orchestra gave a brass quintet performance as well as a joint performance with junior high school students. The piece for the joint performance had previously been The High School Cadets, but this was the first time it was changed to Ghibli Songs. The 330 audience members applauded loudly.



A friendship concert at Yamaguchi University Hospital



A friendship concert at Ube-kohsan Central Hospital



Tanpopo Concert at Ube-kohsan Central Hospital



A music clinic held in conjunction with a community concert at Higashikiwa Junior High School



A mini-concert held in conjunction with a community concert at Higashikiwa Junior High School



A community concert at Higashikiwa Junior High School with a joint performance by orchestra members and students

	Mozart / Divertimento in D Major, K. 136 Rossini / William Tell Overture
Performers	Conductor: Takeshi Ooi Soloist (Flute): Ayako Takagi Orchestra: the Japan Philharmonic Orchestra
Sponsor	UBE Corporation
In Partnership with	(Public Interest Incorporated Foundation) Watanabe Memorial Culture Association, Ube Music Appreciation Society
Supporters	Ube City, Ube Board of Education, Ube Culture Creation Foundation, Ube Nippo, tys TV Yamaguchi, FMY FM Yamaguchi, FM Kirara
General Admission Ticket	General admission: ¥5,000 (tax included, all designated seats) * Seats can be selected. * All proceeds from ticket purchases will be donated to improve Ube's music culture.
Reservations and Sales for General Admission Tickets	Reservations and sales are done via the Internet or by phone. (Orders will be accepted beginning September 11 at 9:00)
Ticket Agency	Ube Culture Creation Foundation Ticket Service 0836-39-6969 Hours: 9:00-17:00

*  Text is in Japanese. Links will open in a new window.

Latest Edition



December 2024

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[Tsubasa No.6 Back \(PDF: 3.83MB\)](#)



November 2014

[Tsubasa No.5 Front \(PDF: 3.37MB\)](#)

[Tsubasa No.5 Back \(PDF: 2.63MB\)](#)



May 2014

[Tsubasa No.4 Front \(PDF: 2.89MB\)](#)

[Tsubasa No.4 Back \(PDF: 2.69MB\)](#)

News Release

November 2012 [Creating the Tsubasa Community Gazette \(PDF: 390KB\)](#)

For the more than 100 years since its founding, the UBE Group has sought to coexist and mutually prosper with all stakeholders and has consistently pursued manufacturing that is rich in creativity.

The UBE Group will continue to transform itself and leverage its original technology to make products that meet the needs of today. As a member of society that is committed to coexistence, the Group will actively pursue social contribution activities that benefit society.

We report on social contribution activities undertaken domestically as well as at our main overseas locations in Spain and Thailand.

* Note: The results of activities and other such information is assembled in "[Actual Expenditures for Social Contribution Activities.](#)"

UBE

March 2024	16th UBE Classical Concert – Donating Proceeds from Ticket Sales
November 2023	15th Forest Creation Experiential Activity for Water Conservation
October 2023	UBE Cup 46th Yamaguchi Prefecture Western Region Junior Soccer Tournament
September 2023	UBE Fureai Summer Festival
August, 2023	Dream/Chemistry-21 Children's Chemistry Experiment Show 2023
February, 2023	UBE Special Sponsorship of the 39th Ube Ekiden Road Relay Race, FM Kirara Cup
November, 2022	Sponsorship of the 71st Ube Festival
October, 2022	15th UBE Group Classical Concert (October 2022)
July, 2022	UBE Supports Hideaki Anno Exhibition as Special Sponsor
February, 2022	UBE Partners with Renofa Yamaguchi FC as Official Top Sponsor

Spain

December 2023	Donated to the Rare Disease Patient Organization ASEMI
May 2023	Participation in Jaume I University's Job Fair
May 2023	Participated in the First Castellón Corporate Marathon
January 2023	Participated in the Joint Monitoring Committee for Plastic Recycling at Jaume I University
December, 2022	Donation of Christmas Presents to the Red Cross
October, 2022	UCE Participates in a Seminar on Green Hydrogen for Vocational Students
June, 2022	Red Cross of Castellón and UCE Renew Cooperation Agreement
May, 2022	UCE Participates in Webinar for Women's International Shipping & Trading Association
May, 2022	German Mechanical Engineering Students Visit UCE
May, 2022	Vocational School Students in Benicarló Visit UCE's Quality Control Laboratory
May, 2022	UCE Joins a Provincial Conference on Health and Productivity Management
April, 2022	UCE Participates in Employment and Company Seminar at the University of Valencia
April, 2022	UCE Employee Group Takes Part in Walk to End Cancer
March, 2022	Visit by 9 students and instructors from the Miral Camp School Electrical Specialization course
January, 2022	Co-sponsorship of program to promote entrepreneurship education among high school students in Almassora, Castellón

Thailand

- September 2023 [UBE \(Thailand\) Took Part in the Rayong Cleanup Event on International Coastal Cleanup Day 2023](#)
- March 2023 [UBE \(Thailand\) Provided iPEC Program Scholarships for Two Students](#)
- February 2023 [UBE \(Thailand\) Began co-sponsoring an Educational Program for Outstanding Technician Development](#)
- October 2022 [Donated 800 bottles of insect repellent in support of flood victims](#)
- March, 2022 [Co-sponsoring an educational program for developing excellent technicians](#)

ESG Data / References

ESG Data

Environmental

- > [ESG Data \(Environmental\)](#)  (PDF: 687KB)

Social

- > [ESG Data \(Social\)](#)  (PDF: 744KB)

Governance

- > [ESG Data \(Governance\)](#)  (PDF: 489KB)

Status of Certifications for Our Management System

- > [Environmental: ISO14001 Registration Certificate](#)  (PDF: 12.1MB)
- > [Social: ISO45001 Registration Certificate](#)  (PDF: 11.1MB)

References

Integrated Report

- > [Integrated Report \(2018-present\)](#)

Other IR/Sustainability-Related Materials

- > [Corporate Brochure and Video](#)
- > [Securities Report](#)
- > [IR Presentation Materials \(Medium-Term Management Plan, Results\)](#)
- > [Corporate Governance Report](#)
- > [Financial Results](#)
- > [Ordinary General Meeting of Shareholders](#)

> [Annual Reports \(2001 to 2017\)](#)

> [CSR Reports \(2014 to 2017\)](#)

> [Responsible Care Reports \(2001 to 2004\)](#)

> [Final Disposal Sites](#)

External Assessments

FTSE Good Index Series

The [FTSE4Good Index Series](#) is a series of stock indexes developed by FTSE Russell, a subsidiary of the London Stock Exchange Group. Companies that demonstrate strong environmental, social and governance (ESG) practices are selected for the index based on a rating model that is highly aligned with international standards for each aspect of ESG including the United Nations Sustainable Development Goals (SDGs).



FTSE Blossom Japan

The [FTSE Blossom Japan Index](#) is a stock index developed by FTSE Russell composed of Japanese companies that demonstrate strong environmental, social and governance (ESG) practices. The Government Pension Investment Fund (GPIF), one of the largest public pension funds in the world, has selected FTSE Blossom Japan Index as its stock index for ESG investment.



FTSE Blossom Japan Sector Relative Index

The [FTSE Blossom Japan Sector Relative Index](#),* developed by Global Index Provider FTSE Russell, is designed to measure the performance of Japanese companies that have relatively strong Environmental, Social, and Governance (ESG) practices in individual industries or sectors. This index is constructed so that industry or sector weights align with the Japanese equity market. In addition, this index supports the transition to a low carbon economy by selecting companies with high GHG emissions as constituent stocks only if they have achieved a reduction in GHG emissions based on the TPI Management Quality Score. The Government Pension Investment Fund (GPIF), one of the largest public pension funds in the world, has selected FTSE Blossom Japan Sector Relative Index as its stock index for ESG investment.



FTSE Blossom Japan Sector Relative Index

* FTSE Russell (registered trademark of FTSE International Limited and Frank Russell Company) hereby confirms that UBE Corporation has been independently assessed and found to satisfy the requirements for inclusion in the FTSE Blossom Japan Sector Relative Index. The FTSE Blossom Japan Sector Relative Index is widely used in the creation and evaluation of sustainable investment funds and other financial products.

MSCI Japan ESG Select Leaders Index

The MSCI Japan ESG Select Leaders Index is designed to indicate companies that have high environmental, social and governance (ESG) performance and is based on data from MSCI ESG Research of Morgan Stanley Capital International, Inc. Constituent selection is based on a comprehensive evaluation of ESG-related risks, and companies with high ESG performance relative to their sector peers are selected from among companies listed among the top 700 in Japan based on market capitalization. The Government Pension Investment Fund (GPIF), the largest public pension fund in the world, has selected MSCI Japan ESG Select Leaders Index as its stock index for ESG investment.

2024 CONSTITUENT MSCI JAPAN ESG SELECT LEADERS INDEX

* The inclusion of UBE Corporation in any MSCI index, and the use of MSCI logos, trademarks, service marks or index names herein do not constitute a sponsorship, endorsement or promotion of UBE Corporation by MSCI or any of its affiliates. The MSCI indexes are the exclusive property of MSCI. MSCI and the MSCI index names and logos are trademarks or service marks of MSCI or its affiliates.

MSCI Japan Empowering Women Index (WIN)

The MSCI Japan Empowering Women Index, developed by Morgan Stanley Capital International, Inc., is designed to indicate companies that lead their sector groups in terms of promoting and maintaining gender diversity among the companies listed among the top 700 in Japan based on market capitalization. These companies are selected based on data regarding the employment of women disclosed in accordance with Japan's Act on Promotion of Women's Participation and Advancement in the Workplace. The Government Pension Investment Fund (GPIF), one of the largest public pension

2023 CONSTITUENT MSCI日本株女性活躍指数 (WIN)

funds in the world, has selected the MSCI Japan Empowering Women Index as its stock index for ESG investment.

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S&P/JPX Carbon Efficient Index

The S&P/JPX Carbon Efficient Index is jointly developed by S&P Dow Jones Indices and the Japan Exchange Group. The weighting in the index is determined by the degree of disclosure of environmental information and the evaluation of carbon efficiency (tonnes of CO2 emissions per sales revenue) for constituent stocks of the Tokyo Stock Price Index (TOPIX). The Government Pension Investment Fund (GPIF), one of the largest public pension funds in the world, has selected S&P/JPX Carbon Efficient Index as its stock index for ESG investment.



SOMPO Sustainability Index

Selected as a member of SOMPO Sustainability Index operated by Sompo Asset Management Co., Ltd., an index composed of approximately 300 member companies demonstrating excellent ESG performance.



Morningstar Japan ex-REIT Gender Diversity Tilt Index

Morningstar Japan ex-REIT Gender Diversity Tilt Index, built with the data and scoring methodology of Equileap, is designed to emphasize the stocks of companies that have strong gender diversity policies embedded in their corporate culture and that ensure equal opportunities to employees, irrespective of their gender. The Government Pension Investment Fund (GPIF), one of the largest public pension funds in the world, has selected Morningstar Japan ex-REIT Gender Diversity Tilt Index as its stock index for ESG investment.



Nikko Investor Relations Co., Ltd. Corporate Website Ranking

Selected as a AAA Website in the 2022 All Japanese Listed Companies' Website Ranking conducted by Nikko Investor Relations Co., Ltd.



Guidelines/Third-Party Certifications

[GRI Standard Index](#)



[TCFD Index](#)



[Independent Third-Party
Certification Report \(SusA\)](#)



Independent Third-Party Certification Report (SusA)



> [Independent Third-Party Certification Report \(SusA\) \(PDF: 371KB\)](#) 



Independent Assurance Statement

December 13, 2024

Mr. Masato Izumihara
President & Representative Director
UBE Corporation

1. Purpose

We, Sustainability Accounting Co., Ltd., have been engaged by UBE Corporation ("the Company") to provide limited assurance on the Company's following data for the year ended March 31, 2024: 355 kt-CO₂e for Scope3 Category12 accounting for the Company and its domestic consolidated subsidiaries ("the Environmental performance data"). The purpose of this process is to express our conclusion on whether the Environmental performance data were calculated in accordance with the Company's standards. The Company's management is responsible for calculating the Environmental performance data. Our responsibility is to independently carry out a limited assurance engagement and to express our assurance conclusion.

2. Procedures Performed

We conducted our assurance engagement in accordance with International Standard on Assurance Engagement 3000 (ISAE 3000) and International Standard on Assurance Engagement 3410 (ISAE 3410). The key procedures we carried out included:

- Interviewing the Company's responsible personnel to understand the Company's standards and reviewing the Company's standards
- Performing cross-checks on a sample basis and performing a recalculation to determine whether the Environmental performance data were calculated in accordance with the Company's standards.

3. Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the Environmental performance data have not been calculated in all material respects in accordance with the Company's standards.

We have no conflict of interest relationships with the Company.

Takashi Fukushima
Representative Director
Sustainability Accounting Co., Ltd.

> [Independent Third-Party Certification Report \(SusA\) \(Scope3\) \(PDF: 1.72MB\)](#)

Editorial Policy

Introduction

Here at UBE's Sustainability Website, we distribute information so that stakeholders may understand our initiatives toward contributing to a sustainable society and striving toward continuous growth within the UBE Group. Thus, mainly from the Environmental (E), Social (S) and Governance (G) perspectives, we have assembled information on all initiatives related to sustainability being advanced by the UBE Group, including data on policies, promotional systems, activity results, and numerical values. In addition, we report on the status of initiatives in particular fiscal years through annually issued PDF copies of our sustainability website under the title "[UBE Group Sustainability Report](#)."

* To understand the Long-Term Vision advanced by the UBE Group, please also refer to our "[Integrated Report](#)," in which we present various growth strategies, results and technologies.

Period

Fiscal 2023 (April 2023 to March 2024)

Also includes some activities and information from outside this period.

Scope

UBE Corporation as well as foreign and domestic Group companies

Terms

The Company: UBE Corporation

UBE Group: UBE Corporation and consolidated subsidiaries

Contact Us

We accept inquiries related to our sustainability initiatives via the Internet. Please make use of the following inquiry form.

[> Inquiry Form](#)

Referenced Guidelines

GRI Sustainability Reporting Standards

[> GRI Standard Index](#)

Task Force on Climate-Related Financial Disclosures (TCFD)

[> TCFD Index](#)

[> Addressing TCFD Recommendations](#)

Date of Publication

September 2024 (Annual Revision)

Date of Previous Publication: January 2024



Philosophy and Policy

Our Philosophy and Policy

UBE was founded over 120 years ago on the principles of "coexistence and mutual prosperity" with communities and "from finite mining to infinite industry." UBE and its Group companies have continued to embrace these founding principles, expanding the scope of their businesses while tackling new technologies and continually transforming in order to keep with the changing times and structural changes in industry.

UBE has clearly restated its corporate philosophy and management principles as a basis for its business efforts in meeting ever-diversifying and complex needs, and creating new value for society. In April 2019, the Company updated its philosophy and principles to share with all stakeholders.

In accordance with these changes, the Company has also revised the UBE Group Action Guidelines, which were established as a template to guide the business conduct of all personnel of UBE and UBE Group companies.

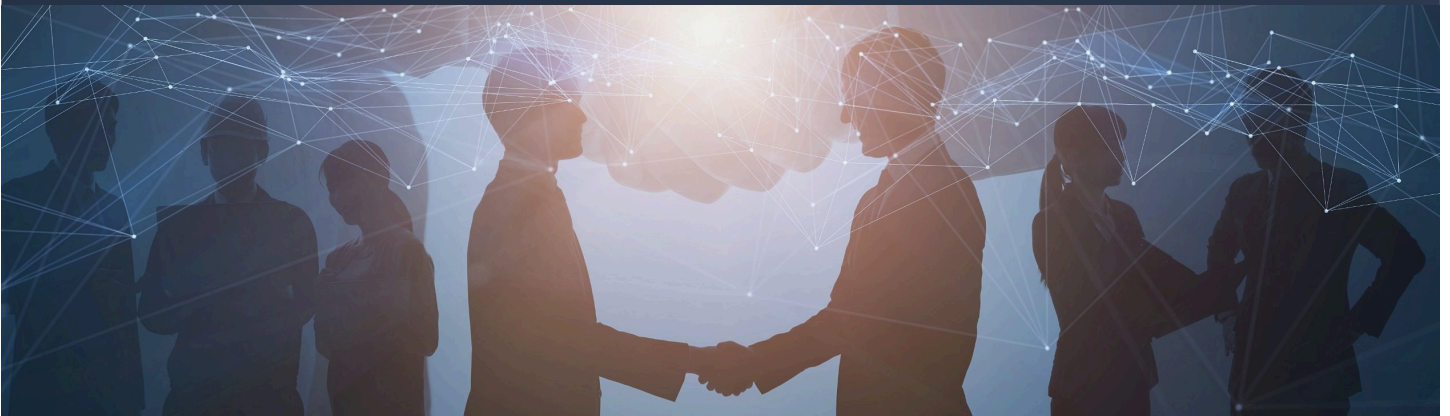
In 2022, UBE has clearly defined its purpose, its raison d'être as a group and announced it.

UBE Group Action Guidelines



Founding Principles

Coexistence and mutual prosperity"
From nite mining to in nite industry"



UBE Corporate Philosophy and Purpose

UBE Corporate Philosophy

Pursue technology and embrace innovation to
create value for the future and contribute to
social progress.

Purpose

Leveraging the manufacturing technologies the UBE Group has cultivated throughout its long history, create the value required by society, in the safe and environmentally friendly manner demanded by society, and deliver that value to the people. And by doing so, help to solve global environmental issues, which have become a common issue for all humankind, and contribute to people's lives and health, and an enriched future society.

UBE Management Principles

1. Ethics

Be highly ethical, comply with laws and regulations, and respect social norms

2. Safety and Security

Work to conserve the global environment and practice safe, secure manufacturing

3. Quality

Deliver quality that
earns the trust of
customers and
society

4. People

Respect individuality
and diversity, and
build healthy and
comfortable
workplaces

Based on the new philosophy and policies that form the foundation of our corporate management, the UBE Group is committed to the global development of business activities to create new value that will lead to the future, and to the further enhancement of information disclosure on the environment, society, and corporate governance (ESG information) in order to enhance our corporate value.

We will continue to be a value-creating company that contributes to all stakeholders, including shareholders, customers, business partners, employees, and local communities, as well as to the global environment.



Basic Policy for Establishing Internal Control

1. Securing Appropriate Business Execution by UBE and Group Companies

The basic mission of the UBE Group, comprising UBE and its Group companies, is to secure sustainable growth throughout the Group and enhance corporate value over the medium and long term. To achieve these goals, it is important to establish effective corporate governance to enable the UBE Group to ensure the sustainability of appropriate business activities, and fulfill its responsibilities to all stakeholders, including shareholders, customers, business partners, employees, and communities, while striving to earn their confidence. This is achieved through the establishment of a system by which directors who

are Audit and Supervisory Committee members with the right to conduct audits and state opinions have voting rights at the Board of Directors. Thus, as a company with an Audit and Supervisory Committee, it will strive to strengthen the supervisory function of the Board of Directors over business execution and speed up business execution by delegating important decisions on business execution to the President and Representative Director.

The operational method and decision-making system of the UBE Group, which are a fundamental element for establishing corporate governance to realize this are as follows. The Group Management Guidelines are positioned as the basic policy for the implementation of this method and system.

A. Group Management

a. Group management

The Board of Directors oversees the status of execution of important business based on the management strategy and operating results. The President and Representative Director is entrusted by the Board of Directors to oversee the business execution of the UBE Group. The President and Representative Director outlines the direction of business execution and sets objectives for Chemicals segment (Synthetic rubber division, Engineering plastics & Fine

chemicals division, Specialty products division, Pharmaceuticals division, Production division and Research & Development division) and internal companies, and determines the allocation of business resources in terms of distributing personnel, material, and financial resources to achieve the objectives of each internal company. In addition, the President and Representative Director endeavors to address important matters of business execution that are beyond the scope of the authority of internal companies.

Furthermore, the President and Representative Director delegates authority to the executive directors and executive officers who report periodically on the status of business execution in the medium- and long-term management plans and the status of establishment and operation of the internal control system in order to ensure the effectiveness of the supervisory functions of the Board of Directors.

b. Management of internal companies and business execution

Business resources are allocated to internal companies, guided by the direction agreed with Group management. Internal companies strive to effectively use these resources and execute their business autonomously to achieve their objectives.

c. Group administration

Corporate administrative departments within the UBE Group assist with the formulation of strategies for Group management and management of internal companies. These departments also procure business resources comprising personnel, material, and financial resources, to efficiently serve both the shared and specific needs of business departments.

B. Decision Making

UBE uses the following system for meetings on management decisions, in order to separate the supervisory function and the business execution function in running the company and secure the transparent and efficient execution of management.

a. Board of Directors

The Board of Directors deliberates on and makes decisions about matters that are stipulated in the Companies Act of Japan and Regulations of the Board of Directors, the basic corporate direction of the companies and important matters of business execution, from a medium- and long-range perspective on behalf of the interests of shareholders. Furthermore, UBE appoints outside directors in order to provide an independent, third-party perspective for decision-making and monitoring of management, and secure the efficiency,

transparency, and objectivity of management. UBE also employs a Nominating Committee and a Remuneration Committee, which are each made up of several directors and report to the Board of Directors.

b. Group Strategic Management Meeting

The Group Strategic Management Meeting deliberates on and makes decisions about allocation of resources for the entire UBE Group and matters needing coordination within the Group, important matters that impact the entire Group and important matters related to Construction Materials segment and Machinery segment, in accordance with the Group Management Guidelines and the Group Strategic Management Meeting Regulations.

Group Strategic Management Meeting (Environment & Safety) deliberates on and makes decisions about important matters having to do with the security of high pressure gas equipment, etc., serving as the security measures headquarters called for in Japan's High Pressure Gas Safety Act.

c. Chemical Strategic Management Meeting

The Chemical Strategic Management Meeting deliberates and decides on important matters at the Chemicals segment, including business strategy for UBE and its Group companies. These decisions are guided by the Group Management Guidelines and Chemical Strategic Management Meeting Regulations.

d. Company Management Meeting

The Company Management Meeting deliberates and decides on important matters at the internal company level, including business strategy for UBE and its Group companies. These decisions are guided by the Group Management Guidelines and rules of each Operating Committee.

2. Securing Regulatory Compliance and Adherence to the Articles of Incorporation by Directors and Employees Executing Duties at UBE and Group Companies

The UBE Group has developed a set of Personal Action Guidelines outlining the Company's corporate ethics. The guidelines outline the standards and criteria for compliance in corporate activities, which directors and employees are expected to adhere to.

UBE appoints compliance officers who are

responsible for securing and promoting compliance throughout the Company, preventing acts that undermine fair and free market competition, and ensuring the soundness of corporate activities, and operates a Compliance Promotion Committee that includes a legal adviser and acts as an advisory body for compliance officers. Furthermore, UBE makes it a basic condition of export management to prohibit the illegal export or supply of restricted cargo and technology that are subject to export regulations aimed at maintaining international peace and safety, including foreign exchange and international trade legislation.

The Company operates a Restricted Cargo and Export Management Committee to ensure that these restrictions are comprehensively communicated within the UBE Group.

In addition, UBE operates the UBE C-Line as a direct hotline for directors and employees to report on compliance matters by surpassing normal channels. This encourages rapid reporting and swift correction of compliance issues.

The Personal Action Guidelines outlines the UBE Group's basic commitment to eradicating anti-social forces. In addition, the Board of Directors has established a Basic Policy for Anti-Social Forces. The policy outlines specific strategies to block relations with anti-social forces such as entities and organizations that threaten civil

society, and directs the Company's steadfastly refuse to meet unreasonable demands.

UBE will furthermore ensure that there is an internal framework in place to secure compliance with accounting standards and other regulations, and ensure the reliability of financial reporting.

3. Preservation and Management of Information concerning Execution of Duties by Directors of UBE and System for Reporting Matters concerning Execution of Duties by Directors of Group Companies to UBE

Documentation including magnetic recordings are stored and also made viewable as needed, in accordance with regulatory requirements and internal rules relating to the Board of Directors, internal memos, Group Strategic Management Meeting, Chemical Strategic Management Meeting and Company Management Meeting.

UBE requires directors of its Group companies to report to UBE on essential matters in accordance with the rules of various committees stipulated by UBE. Additionally, UBE also requires them to immediately report on important events at their companies to UBE.

4. Rules and Other Measures for Risk Management at UBE and Group Companies

UBE identifies risks that could hinder the achievement of business objectives, and assesses the probability and impact of the risks in order to implement suitable measures, in the decision making by the Board of Directors, Group Strategic Management Meeting and Chemical Strategic Management Meeting.

As internal structures related to managing the crisis of losses at UBE and Group companies, UBE has established a unified company-wide management system that identifies risks and

collects information on likelihood and impact of occurrence and creating a department that engages in integrated management of risk information.

The following committees also pursue risk management for specific areas of risks.

A. Information Security Committee

The Information Security Committee develops information security policies, and endeavors to ensure that all employees are familiar with the policies while monitoring compliance. The committee also prepares rules and regulations for information security.

B. Crisis Management Committee

The Crisis Management Committee operates a unified framework for internal and external crisis management. The committee prepares manuals that outline procedures for information gathering and prescribe the internal and external response to swiftly handle emergencies that arise in and outside of Japan.

5. Securing Efficient Execution of Duties by Directors of UBE and Group Companies

As a company with an Audit and Supervisory Committee, UBE clearly separates the supervisory function and business execution function in running the company with the aim of speeding up decision making as the Board of Directors. The Board of Directors plays a role as a body that promotes the maximization of shareholder value from a medium- and long-range perspective, on behalf of the interests of shareholders, concentrates on the supervisory function while delegating the authority to execute important business to the President and Representative Director. UBE has also introduced a system of executive officers, putting in place a system that allows executive officers to concentrate on executing business.

The Board is chaired by a director who does not serve as an executive officer. By monitoring the suitability and efficiency of business execution, the Board endeavors to increase transparency and maximize shareholder value while minimizing risks.

UBE continually studies its corporate governance

and strives to strengthen and speed up its business execution, to achieve strategic decision making and better corporate governance.

As written in the first basic policy ("Securing Appropriate Business Execution by UBE and Group Companies"), Group companies as part of the UBE Group will also endeavor to ensure that their directors efficiently execute their duties through Group management and management of internal companies.

6. Framework for Support Staff where Required by the Audit and Supervisory Committee, Independence of Support Staff from Directors (Excluding Directors who are Audit and Supervisory Committee members), and Securing the Effectiveness of Instructions from the Audit and Supervisory Committee to Support Staff

UBE assigns dedicated staff to assist the Audit and Supervisory Committee. The dedicated support staff assist with formulating audit plans and conducting audits by the Audit and Supervisory Committee, to facilitate the efficient and smooth execution of audits under the supervision of the Audit and Supervisory Committee. Moreover performance review, personnel transfers and disciplinary actions involving the dedicated support staff must be authorized by the Audit and Supervisory Committee.

The Audit and Supervisory Committee consults with the President and Representative Director with regard to enhancing support staff, securing independence from directors (excluding directors who are Audit and Supervisory Committee members), and securing the effectiveness of instructions that the Audit and Supervisory Committee issues to support staff.

7. Reporting by Directors (Excluding Directors Who Are Audit and Supervisory Committee Members), Executive Officers and Employees of UBE and Group Companies, and Corporate Auditors of Group Companies, to UBE's Audit and Supervisory Committee; Prohibiting Adverse Treatment Due to Reporting

Directors (excluding directors who are Audit and Supervisory Committee members) and employees of UBE and its Group companies and corporate auditors of the Group companies immediately report to UBE's Audit and Supervisory Committee if they uncover a major legal violation by UBE or a Group company, important facts related to compliance, or facts that could potentially be seriously damaging. UBE prohibits adverse treatment of personnel because of the reporting, and makes UBE and its Group companies fully aware that such adverse treatment is prohibited.

8. Policy for Reimbursing (After or In Advance) Expenses for the Execution of Duties by Directors Who Are Audit and Supervisory Committee Members, and Handling of Other Expenses and Liabilities from Execution of Duties

When a director who is an Audit and Supervisory Committee member issues an invoice to be reimbursed in advance for executing duties, UBE pays the expenses or debts without delay, unless it is discovered that the expenses or liabilities connected with the invoice are not essential to the duties of the director who is an Audit and Supervisory Committee member concerned.

9. Other Matters concerning Audit Execution by Corporate Auditors

To ensure that directors who are Audit and Supervisory Committee members are kept aware of the process for important decisions and status of business execution, directors who are Audit and Supervisory Committee members attend important meetings to provide feedback. In addition, directors who are Audit and Supervisory Committee members review important approval documents and can request business reports from directors (excluding directors who are Audit and Supervisory Committee members), executive officers, and employees.

The Audit and Supervisory Committee regularly meets with the President and Representative Director, to verify the management policy and exchange opinions on important issues.

The Audit and Supervisory Committee conducts preliminary discussions about internal audit plans with internal audit departments. It also receives regular reports, including the results of audits, and may provide instructions to internal audit departments as necessary.

The Audit and Supervisory Committee exchanges

information with corporate auditors at Group companies, and may request internal audit departments to investigate or give them instructions as necessary. Furthermore, the Audit and Supervisory Committee receives briefings from UBE's independent accounting auditors on the accounting audit plan and audit results, and works collaboratively with independent accounting auditors through the regular exchange of information.

Directors who are Audit and Supervisory Committee members may attend meetings of the Nominating Committee and the Remuneration Committee, which are subordinate bodies to the Board of Directors, in order to provide oversight of personnel matters and remuneration of directors (excluding directors who are Audit and Supervisory Committee members).

Overview of Group Environmental Impact

Input

Category	Boundary	Unit	2019	2020	2021	2022	2023
Total energy	Group companies	thousands of MWh	22,140	20,920	21,340	7,841	7,486
Total raw materials		(thousands of tons)	16,298	15,381	15,819	2,177	2,054
Water resources		million m ³	97	94	96	68	71
		Seawater used	115	108	116	302	343

Output

Category	Boundary	Unit	2019	2020	2021	2022	2023	
Airborne emissions	Group companies	GHG	10,000 t - CO ₂ e/yr	1,211	1,127	1,184	382	350
		SOx	t	2,652	2,589	2,296	1,095	959
		NOx	t	16,071	15,274	14,956	3,275	3,405
		Dust	t	371	392	364	115	66
		PRTR substances	t	226	238	194	143	164
Soil emissions	Group companies	PRTR substances	t	0	0	0	0	0
Waterborne emissions	Group companies	Wastewater	million m ³	163	152	159	345	385
		COD	t	705	658	687	1,347	1,433
		Total phosphorus	t	11	10	11	18	18
		Total nitrogen	t	466	420	455	466	471
		PRTR substances	t	112	82	91	72	27
Industrial waste emissions	Group companies	Off-site disposal volume	t	6,463	6,347	5,892	5,159	4,887
		Recycled volume	t	389,000	339,834	378,917	214,755	200,151

UBE Group Water Resource Usage

Water resource inputs (Note)

Category	Boundary	Unit	2019	2020	2021	2022	2023	
UBE	Ube Corporation	Tap water	Millions of cubic meters	0.4	0.4	0.4	0.2	0.17
		Groundwater		0	0	0	0	0
		Industrial water		73	71	64	54	57
		Seawater		115	108	116	302	342
		Subtotal		188	179.4	180.4	357	399
Group companies	Group companies	Tap water	0.3	0.3	0.2	0.0	0.1	
		Groundwater	2.1	2.1	2.2	2	2.1	
		Industrial water	22	21	29	11	11	
		Seawater	0.0	0.0	0.0	0.0	0.0	
		Subtotal	24	23	32	13	14	
Total (UBE Group)	UBE Group		212	202	212.4	369	414	

Water discharges

Category	Boundary	Unit	2019	2020	2021	2022	2023	
UBE	Ube Corporation	Sewers	Millions of cubic meters	0.0	0.0	0.0	0.0	0.0
		Rivers and lakes		0.0	0.0	0.0	0.0	0.0
		Ocean areas		159	148	154	340	379
		Subtotal		159	148	154	340	379
Group companies	Group companies	Sewers	0.1	0.1	0.0	0.0	0.0	
		Rivers and lakes	2.1	2.1	2.2	2.1	2.2	
		Ocean areas	2.0	1.9	2.9	2.7	3.6	
		Subtotal	4.2	4.1	5.1	4.8	5.8	
Total (UBE Group)	UBE Group		163	152	159	345	385	

Note: Water resource inputs are in keeping with the Ministry of the Environment's Environmental Reporting Guidelines 2018. These inputs are withdrawal from external sources to business sites.

Environmental Preservation: Environmental Accounting

Environmental Preservation Costs

Category		Unit	2020	2021	2022	2023	2020	2021	2022	2023
Classification	Main Activity	¥100 million	Capital Investment				Costs			
Cost by business area	Pollution prevention		Investing in and maintaining energy-saving facilities	12.2	13.6	9.6	3.1	43.8	44.2	36.2
		Investing in and maintaining air and water pollution prevention facilities	11.7	6.1	2.7	2.3	39.4	33.4	1.5	1.1
		Global environment preservation	Recycling and reducing industrial waste	3.4	2.6	0.1	0.0	34.6	32.1	8.7
Upstream/downstream costs		Container/packaging recycling, green purchasing	0.0	0.0	0.0	0.0	4.8	9.0	5.4	4.4
Costs of management activities		Acquiring, running, and maintaining environmental	0.1	0.0	0.0	0.1	5.8	5.1	3.1	2.9
Research and development costs		R&D of environmentally friendly products and technologies	0.0	0.0	0.0	0.0	2.9	1.7	0.8	0.8
Costs of social activities		Greening and beautifying offices/facilities and their surroundings	0.0	0.2	0.2	0.4	2.4	3.9	0.8	0.8
Costs of cleaning up environment damage		Payment of environment-related levy	0.0	0.0	0.0	0.0	1.4	1.3	0.9	0.8
total			27.4	22.5	12.6	5.9	135.1	130.7	57.4	51.4

Economic Effect

Category	Unit	2020	2021	2022	2023
Income effect	¥100 million	45.0	42.1	6.7	2.1
Savings effect		58.2	66.4	31.5	30.4

Environmental Preservation: Environmental Impact Data by Facility

Fiscal 2019 and 2020 Environmental Impact Data by Facility

		Emissions into the Atmosphere											
		SOx*1 Emissions				NOx*4 Emissions				Dust Emissions			
Category	Unit	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
Sakai Factory / Osaka Research & Development Center		0.0	0.0	0.0	0.0	1.4	1.6	1.4	1.2	0.1	0.1	0.0	0.0
Ube Chemical Factory east and west area		1,572	1,495	17	14	3,331	3,327	59	58	118	97	2.1	1.5
Ube Chemical Factory Fujimagari area		451	335	530	453	295	363	333	301	1.3	1.5	2.5	1.8
Power Mngement Dept.(private power generation)		-	-	532	477	-	-	2755	2809	-	-	100	57
Ube Electronic and Industrial Materials Factory (Former Meiwa Plastic Industries, Ltd.)		-	-	-	-	-	-	-	-	-	-	-	-
Ube Research Laboratory / Pharmaceuticals Research Laboratory		-	-	-	-	-	-	-	-	-	-	-	-
Future Tech Laboratory		-	-	-	-	-	-	-	-	-	-	-	-
Subtotal (UBE)		2,023	1,830	1,079	944	3,627	3,692	3,149	3,169	119	99	105	60
API Corporation				2.6	2.4			5.9	4.6			0.1	0.1
UBE Elastomer Co. Ltd.		-	0.7	0.6	0.8	-	37	31.7	29.7	-	0.2	0.2	0.2
UBE Film, Ltd.		-	-	-	-	-	-	-	-	-	-	-	-
UBE Hydrogen Peroxide Limited		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
UBE EXSYMO CO., LTD.		0.0	0.0	0.0	0.0	0.5	0.6	0.6	0.6	0.1	0.1	0.1	0.1
UBE Machinery Corporation, Ltd.		0.1	0.1	0.1	0.1	-	-	-	-	-	-	-	-
UBE Steel Co., Ltd.		12	12	13	12	70	88	88	201	6.9	7.7	9.4	6.0
Fukushima, Ltd.		-	-	-	-	-	-	-	-	-	-	-	-
Subtotal (Group companies)		12	13	16	15	70.5	126	126	236	7	8	9.8	6.4
Total (UBE Group)	t	2,035	1,843	1,095	959	3,698	3,817	3,275	3,405	126	107	115	67

overseas

UBE Corporation Europa, S.A. Unipersonal		80	84	8	9	497	443	442	347	9.0	8.6	5.5	4.3
UBE Chemical (Asia) Public Company Limited		4.8	6.8	3.5	4.9	40	32	20	20	5.1	3.3	4.7	6.2
THAI SYNTHETIC RUBBERS COMPANY LIMITED		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.6	0.9	1.1	0.009
UBE Fine Chemicals (Asia) Co., Ltd.		0.0	0.0	0.0	0.0	4.6	5.5	4.8	3	0.1	0.2	0.2	0.5
Total	t	85	91	11	14	542	481	468	370	15	13	11	11

		Emissions into Water											
		COD*3 Emissions				Total Phosphorus Emissions				Total Nitrogen Emissions			
Category	Unit	2020	2021	2022	2023	2020	2021	2022	2023	2020	2021	2022	2023
Sakai Factory / Osaka Research & Development Center		1.0	0.6	0.7	0.3	0.1	0.0	0.0	0.0	0.8	0.6	0.7	0.3
Ube Chemical Factory east and west area		415	424	398	393	5.1	5.3	5.5	5.6	359	393	352	357
Ube Chemical Factory Fujimagari area		205	226	203	241	4.3	5.1	5	5.1	51	53	50	63
Power Mngement Dept.(private power generation)		-	-	713	767	-	-	6.4	6.5	-	-	48	34
Ube Electronic and Industrial Materials Factory (Former Meiwa Plastic Industries, Ltd.)		-	-	0.0	0.0	-	-	0.0	0.0	-	-	0.0	0.0
Ube Research Laboratory / Pharmaceuticals Research Laboratory		0.2	0.2	0.2	0.1	0.1	0.0	0.0	0.0	0.2	0.1	0.2	0.1
Future Tech Research Laboratory		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Subtotal (UBE)		621	651	1,315	1,401	10	10	17	17	411	447	451	455
API Corporation				12.6	12.7			0.3	0.3			10.2	11.5
UBE Elastomer Co. Ltd.		-	12	11.5	12.2	-	0.1	0.1	0.1	-	3.5	3.3	3.0
UBE Film, Ltd.		-	-	-	-	-	-	-	-	-	-	-	-
UBE Hydrogen Peroxide Limited		0.3	0.4	0.4	0.4	0.0	0.4	0.0	0.0	0.3	0.4	0.3	0.3
UBE EXSYMO CO., LTD.		3.5	3.4	3.7	3.3	-	-	0.0	0.0	-	-	0.0	0.0
UBE Machinery Corporation, Ltd.		1.4	1.2	1.1	1.1	0.3	0.2	0.2	0.2	2.1	1.7	1.4	1.4
UBE Steel Co., Ltd.		2.3	2.1	2.6	2.4	-	-	-	-	-	-	-	-
Fukushima, Ltd.		-	-	-	-	-	-	-	-	-	-	-	-
Subtotal (Group companies)		7.5	19	32	4	0.3	0.7	0.6	0.6	2.4	5.6	15.2	16.2
Total (UBE Group)	t	658	670	1,347	1,433	10	11	18	18	413	452	466	471

overseas

UBE Corporation Europa, S.A. Unipersonal		277	145	130	108	1.4	0.9	1	0.8	170	31	58	50
UBE Chemical (Asia) Public Company Limited		42	36	29	39	1.3	0.6	0.7	0.3	8.6	2.7	1.9	3.7
THAI SYNTHETIC RUBBERS COMPANY LIMITED		19	21	18	17	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
UBE Fine Chemicals (Asia) Co., Ltd.		-	-	-	-	-	-	-	-	-	-	-	-
Total	t	338	202	177	163	2.7	1.5	2	1	179	34	60	54

Environmental Preservation:PRTR

Total Volume of PRTR Substances Emitted/Transferred in Fiscal 2020

	Handling Volume	Emissions Volume (Tons)				Increase/Decrease Rate Compared with Fiscal 2019 (Total Emissions)	Transfer Volume (Tons)	Number of PRTR Substances
		Atmosphere	Public Water	Soil	Total			
UBE	274,401	78.9	71.7	0.0	150.6	(15.4)%	2142.4	56
Other Group companies	30,038	159.0	10.5	0.0	169.5	5.9%	1,218.4	25
Total (UBE Group)	304,439	237.9	82.2	0.0	320.1	-5.3%	3,360.8	66

Total Volume of PRTR Substances Emitted/Transferred in Fiscal 2021

	Handling Volume	Emissions Volume (Tons)				Increase/Decrease Rate Compared with Fiscal 2020 (Total Emissions)	Transfer Volume (Tons)	Number of PRTR Substances
		Atmosphere	Public Water	Soil	Total			
UBE	197,015	87.9	80.9	0.0	168.8	12.1%	1,999.0	40
Other Group companies	143,448	105.4	10.6	0.0	116.0	-31.6%	2,025.6	29
Total (UBE Group)	340,463	193.3	91.5	0.0	284.8	-11.0%	4,024.6	58

Total Volume of PRTR Substances Emitted/Transferred in Fiscal 2022

	Handling Volume	Emissions Volume (Tons)				Increase/Decrease Rate Compared with Fiscal 2020 (Total Emissions)	Transfer Volume (Tons)	Number of PRTR Substances
		Atmosphere	Public Water	Soil	Total			
UBE	186,418	94.4	71.6	0.0	166.0	10.2%	3,462.0	55
Other Group companies	107,397	49.0	0.0	0.0	49.0	-71.1%	262.0	13
Total (UBE Group)	293,816	143.4	71.6	0.0	215.0	-32.8%	3,724.0	68

Total Volume of PRTR Substances Emitted/Transferred in Fiscal 2023

	Handling Volume	Emissions Volume (Tons)				Increase/Decrease Rate Compared with Fiscal 2020 (Total Emissions)	Transfer Volume (Tons)	Number of PRTR Substances
		Atmosphere	Public Water	Soil	Total			
UBE	84,364	80.2	21.8	0.0	102.0	-38.6%	2,963.0	63
Other Group companies	107,452	83.6	4.8	0.0	88.4	80.4%	852.0	40
Total (UBE Group)	191,817	163.8	26.5	0.0	190.4	-11.4%	3,815.0	78

Volumes of Individual PRTR Substances Emitted/Transferred in Fiscal 2020 (Top 10 by UBE's Emission Volumes and Dioxins)

Ordinance Designation No.	Chemical Substance	CAS No.	Unit	Handling Volume	Total Emissions Volume (Tons)				Increase/Decrease Rate Compared with Fiscal 2019 (Total Emissions)	Transfer Volume (Tons)
					Atmosphere	Public Water	Soil	Total		
300	Toluene	108-88-3	t	868	68.9	11.1	0.0	80.0	(9.3)%	361.5
76	Epsilon-caprolactam	105-60-2		116,231	0.0	64.1	0.0	64.1	(30.4)%	783.4
240	Styrene	100-42-5		253	42.8	0.0	0.0	42.8	7.5%	0.5
134	Vinyl acetate	108-05-4		6,246	24.8	0.0	0.0	24.8	22.8%	0.0
80	Xylene	-		155	21.2	0.0	0.0	21.2	1.1%	9.0
53	Ethylbenzene	100-41-4		23	17.3	0.0	0.0	17.3	15.3%	7.9
392	Normal hexane	110-54-3		189	14.7	0.0	0.0	14.7	-10.5%	51.1
104	Chlorodifluoromethane	75-45-6		13	12.3	0.0	0.0	12.3	288.0%	1.1
400	Benzene	71-43-2		92	9.4	0.2	0.0	9.6	11.6%	3.3
213	N,N-dimethylacetamide	127-19-5		677	9.3	0.0	0.0	9.3	10.7%	287.7
243	Dioxins (Note) mg-TEQ/year	-	-	182.2	3.4	0.0	185.6	(40.7)%	0.0	

Note: Contains various compounds

Volumes of Individual PRTR Substances Emitted/Transferred in Fiscal 2021 (Top 10 by UBE's Emission Volumes and Dioxins)

Ordinance Designation No.	Chemical Substance	CAS No.	Unit	Handling Volume	Total Emissions Volume (Tons)				Increase/Decrease Rate Compared with Fiscal 2020 (Total Emissions)	Transfer Volume (Tons)
					Atmosphere	Public Water	Soil	Total		
300	Toluene	108-88-3	t	956	72.2	15.4	0.0	87.6	15.0%	284
76	Epsilon-caprolactam	105-60-2		136,689	0.0	67.5	0.0	67.5	5.3%	699
134	Ethyl acetate	108-05-4		5,649	22.5	0.0	0.0	22.5	-9.3%	0.0
392	Normal hexane	110-54-3		185	15.7	0.0	0.0	15.7	6.8%	12.2
80	Xylene	-		160	13.1	0.0	0.0	13.1	-32.5%	9.9
104	Chlorodifluoromethane	75-45-6		12.7	12.3	0.0	0.0	12.3	0.0%	0.4
128	Chloromethane	74-87-3		12.2	12.2	0.0	0.0	12.2	37.1%	0.0
53	Ethylbenzene	100-41-4		23.5	10.5	0.0	0.0	10.5	-32.7%	8.9
400	Benzene	71-43-2		72.1	10.3	0.1	0.0	10.4	8.3%	0.0
213	N,N-dimethylacetamide	127-19-5		755	9.8	0.0	0.0	9.8	5.4%	296
243	Dioxins (Note) mg-TEQ/year	-	-	444.2	8.9	0.0	453.1	144.1%	0.0	

Note: Contains various compounds

Volumes of Individual PRTR Substances Emitted/Transferred in Fiscal 2022 (Top 10 by UBE's Emission Volumes and Dioxins)

Ordinance Designation No.	Chemical Substance	CAS No.	Unit	Handling Volume	Total Emissions Volume (Tons)				Increase/Decrease Rate Compared with Fiscal 2021 (Total Emissions)	Transfer Volume (Tons)
					Atmosphere	Public Water	Soil	Total		
300	Toluene	108-88-3	t	835	55.4	13.9	0.0	69.3	-13.3%	203
76	Epsilon-caprolactam	105-60-2		97,916	0.0	49.9	0.0	49.9	-22.2%	251
104	Chlorodifluoromethane	75-45-6		20	20.3	0.0	0.0	20.3	17.2%	0.0
400	Benzene	71-43-2		66	12.9	0.1	0.0	13.0		0.0
128	Chloromethane	74-87-3		12	12.3	0.0	0.0	12.3	27.9%	0.0
80	Xylene	-		128.4	10.4	0.0	0.0	10.4		11.4
53	Ethylbenzene	100-41-4		23.5	9.4	0.0	0.0	9.4	-55.8%	10.7
213	N,N-dimethylacetamide	127-19-5		605.3	8.2	0.0	0.0	8.2	-33.5%	267.6
240	Styrene	100-42-5		185.7	4.9	0.0	0.0	4.9	-88.5%	0.6
405	Boron compound	-		27	0.1	4.3	0.0	4.4	-52.8%	6
243	Dioxins (Note) mg-TEQ/year	-	-	83.3	2.5	0.0	85.8	-53.8%	0.0	

Note: Contains various compounds

Volumes of Individual PRTR Substances Emitted/Transferred in Fiscal 2023 (Top 10 by UBE's Emission Volumes and Dioxins)

Ordinance Designation No.	Chemical Substance	CAS No.	Unit	Handling Volume	Total Emissions Volume (Tons)				Increase/Decrease Rate Compared with Fiscal 2022 (Total Emissions)	Transfer Volume (Tons)
					Atmosphere	Public Water	Soil	Total		
300	Toluene	108-88-3	t	1,109	54	10	-	64	-8.1%	463
629	cyclohexane	110-82-7		542	38	0.0	-	38		0.2
400	benzene	71-43-2		66	14	0.2	-	14	5.5%	-
128	chloromethane	74-87-3		10	10	-	-	10	-22.3%	-
213	N,N-Dimethylacetamide	127-19-5		546	9	-	-	8.6	5.3%	278
80	xylene	1330-20-7		95	8	-	-	7.9	-24.3%	12
53	Ethylbenzene	100-41-4		19	7	-	-	6.8		11
595	Ethylenediaminetetraacetic acid and its salts	60-00-4		10	-	5.0	-	5.0		0.2
240	styrene	100-42-5		163	5	-	-	4.7	-4.5%	0.5
674	Tetrahydrofuran	109-99-9		549	5	-	-	4.6		281
405	Boron compounds	74-94-2		25	0	4.2	-	4.2	-3.6%	5.1
737	Methyl isobutyl ketone	108-10-1		513	3	1.0	-	3.7		300
731	heptane	142-82-5		122	3	-	-	3.0		119
349	phenol	108-95-2		70,808	2	0.1	-	2.3		1,059
624	Methyl salicylate	119-36-8	221	2	-	-	2.2		5.5	
243	Dioxins (Note) mg-TEQ/year	-	-	131	3.0	-	134	56.2%	-	

Note: Contains various compounds

Treatment of Industrial Waste

FY	Unit	Industrial waste generated	in-house			Waste discharged from factories	Contracted		
			reduction	recycling	On-site landfill amount		reduction	recycling	Waste for external final disposal
2019	t	561,591	145,425	247,568	263	168,335	20,440	141,432	6,463
2020	t	476,127	105,940	220,559	126	149,502	23,171	119,984	6,347
2021	t	522,644	114,866	233,175	127	174,476	22,732	145,849	5,895
2022	t	285,780	46,743	40,656	706	197,676	18,418	174,099	5,159
2023	t	277,386	55,485	34,914	130	186,858	16,734	165,237	4,887

Environmental Issues:Tackling Global Warming

GHG Emissions

Category	Boundary	Unit	2019	2020	2021	2022	2023	
Scope 1	*1	kt-CO2e	11,400 ※3	10,690	3,790 (11,250)	3,390	314	Direct GHG emissions from a reporting entity, due to fuel use, etc.
Scope 2	*1	kt-CO2e	700※3	580	520 (590)	430	37	Indirect GHG emissions from electricity and heat purchased from other entities
Scope 3	※2	kt-CO2e	15,100	13,470	2,480	12,230	1,199	Indirect GHG emissions throughout the supply chain, such as those that occur during material procurement, transport and product processing, use and disposal
Total		kt-CO2e	27,200	24,740	6,790	16,050	1,550	

Notes *1 Factories designated for energy management in scope of consolidation and major overseas factories (Thailand and Spain)

*2 Factories designated for energy management in scope of consolidation in Japan, calculated based on the Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain (Ministry of the Environment and Ministry of Economy, Trade, and Industry)

The figures in parentheses are the figures aggregated in the same boundary as the previous year, including the former construction material Co of the in-house company.

GHG Emissions by Company in 2020

Category	Unit	Scope 1	Scope 2	Total
Chemicals Company	kt-CO2e	2,970	510	3,480
Domestic		2,150	200	2,350
Thailand		410	290	700
Spain		410	20	430
Construction Materials Company		7,530	70	7,600
Machinery Company		190	10	200
Total		10,690	580	11,270

GHG Emissions by Department in 2021

Category	Unit	Scope 1	Scope 2	Total
Chemicals Company	kt-CO2e	3,590	510	4,100
Domestic		2,790	200	2,990
Thailand		440	310	760
Spain		360	0	360
Machinery Company		200	10	210
Total		3,790	520	4,310

GHG Emissions by Department in 2022

Category	Unit	Scope 1	Scope 2	Total
Chemicals Company	kt-CO2e	3,220	410	3,630
Domestic		2,350	120	2,470
Thailand		600	280	880
Spain		270	10	280
Machinery Company		170	20	190
Total		3,390	430	3,820

GHG Emissions by Department in 2023

Category	Unit	Scope 1	Scope 2	Total
Chemicals Company	kt-CO2e	297	36	333
Domestic		229	11	241
Thailand		40	22	62
Spain		28	2	30
Machinery Company		16	1	17
Total		314	37	350

Scope 3 Emissions by Category

Category	Unit	2019	2020	2021	2022	2023	
1 Purchased goods and services	kt-CO2e	2,180	2,040	1,100	2,490	2,460	
2 Capital goods					70	90	
3 Fuel and energy-related activities not included in Scope 1 or Scope 2					300	180	
4 Upstream transportation & distribution					140	90	
5 Waste generated in operations					40	40	
6 Business travel					10	10	
7 Employee commuting					10	10	
8 Upstream leased assets					0	0	
9 Downstream transportation & distribution					70	80	
10 Processing of sold products			200	180	180	460	480
11 Use of sold products			8,960	7,650	1,200	1,630	2,080
12 End-of-life treatment of sold products						910	890
13 Downstream leased assets						-	-
14 Franchises						-	-
15 Investments						6,110	5,590
Total		11,340	9,870	2,480	12,230	11,990	

※ The data after FY2021 is aggregated data of UBE Group offices in Japan, not including the in-house company of the former construction materials.

Emissions Data by GHG Category

Category	Unit	2019	2020	2021	2022	2023	
CO ₂	kt-CO2e	11,230	10,410	3,390	3,140	3,000	
Breakdown							
Energy-derived CO ₂				●2,160	-	-	
Non-energy-derived CO ₂ (including waste-derived CO ₂)			10	-	1,230	-	-
CH ₄ ※1			870	10	-	-	0
N ₂ O			-	850	920	680	500
HFC※1			0	0	0	0	0
PFC			0	0	0	0	0
SF ₆ ※1			0	0	0	0	0
NF ₃			0	0	0	0	0
Total			12,110	11,270	4,310	3,820	3,500

※1 less than 10,000t-CO2e

※ The data after FY2021 is aggregated data of UBE Group offices in Japan, not including the in-house company of the former construction materials.

Figures marked with ● are guaranteed by third-party verification. For details, please refer to the guarantee document.

GHG Emission Intensity (GHG emissions per unit of production)

Category	Unit	2019	2020	2021	2022	2023
GHG emission intensity	t-CO2e/t-Lc	3.282	3.263	2.251	2.733	2.565

※ Construction Materials Company: CO2 emission intensity (excluding waste) for Ube, Kanda, and Isa cement factories totaled 710kg-CO2e/t-cement Intensity for periodical reports of production value under Energy Conservation

Unit: t-CO₂/t-Lc is defined as CO₂ emissions (metric tons) per unit of lactam equivalent production volume (metric tons)

Energy Consumption Data

Category	Unit	2020		2021		2022		2023		Notes
		Total	Derived from Renewable Energy	Total	Derived from Renewable Energy	Total	Derived from Renewable Energy	Total	Derived from Renewable Energy	
Fuel consumption	MWh/year	19,030,000	670,000	8,417,000	0	6,131,000	0	6,066,000	0	Biomass Power from renewable energy
Purchased electricity consumption		840,000	60,000	800,000	176,000	629,000	160,000	633,000	168,000	
Purchased steam consumption		1,050,000	0	1,425,000	0	1,079,000	0	722,000	0	
Private power generation (renewable energy)		2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	Solar power
Total		20,920,000	730,000	10,644,000	178,000	7,841,000	162,000	7,486,000	170,000	

Totals may not add up because numbers are rounded off.

※ The data after FY2021 is aggregated data of UBE Group offices in Japan, not including the in-house company of the former construction materials.

Energy Type Consumption Data

Category	Unit	2019	2020	2021	2022	2023
Thermal coal	MWh/year	17,400,000	16,170,000	6,963,000	5,144,000	5,127,000
Kerosene and light oil		400,000	370,000	263,000	157,000	155,000
Liquefied natural gas		590,000	650,000	626,000	391,000	340,000
Liquefied petroleum gas		150,000	130,000	138,000	129,000	123,000
Petroleum coke		550,000	520,000	0	0	0
Heavy oil		320,000	270,000	201,000	122,000	98,000
Gas and oil by-products		230,000	250,000	226,000	188,000	223,000
Biomass		500,000	670,000	0	0	0
Total		20,140,000	19,030,000	8,417,000	6,131,000	6,066,000

※ The data after FY2021 is aggregated data of UBE Group offices in Japan, not including the in-house company of the former construction materials.

UBE management system acquisitions for the environment were as shown in the table below.

*See [here](#) for the occupational safety and health management system (Society)

Environmental Management System (EMS) Acquisitions (Acquisition rate*: 92%)

Companies	Business Sites	EMS	Year and Month of Acquisition	Registration Agencies
UBE Corporation	Ube Chemical Factory	ISO14001	March 2000	Lloyd's Register Quality Assurance Limited (LRQA)
	Ube Chemical Factory Fujimagari area	ISO14001	March 2001	Lloyd's Register Quality Assurance Limited (LRQA)
	Sakai Factory	ISO14001	February 2000	Lloyd's Register Quality Assurance Limited (LRQA)
	Ube Electric and Industrial Materials Factory	ISO14001	April 2002	The High Pressure Gas Safety Institute of Japan
	Power Management Dept.	ISO14001	January 2014	Japan Quality Assurance Organization (JQA)
	Ube Research Laboratory and Pharmaceutical Research Laboratory	ISO14001	December 1999	Lloyd's Register Quality Assurance Limited (LRQA)
	Future Tech Laboratory	ISO14001	December 1999	Lloyd's Register Quality Assurance Limited (LRQA)
Ube Logistics Service, Ltd.	Ube Site ¹	ISO14001	March 2000	Lloyd's Register Quality Assurance Limited (LRQA)
	Sakai Site ² · Nagoya Site ²	ISO14001	February 2000	Lloyd's Register Quality Assurance Limited (LRQA)
	Chiba Site ³	ISO14001	July 1999	Japan Chemical Quality Assurance Ltd. (JCQA)
UBE FILM ,LTD.	Headquarters and Onoda Factory	ISO14001	April 2004	Perry Johnson Registrars, Inc.
	Narita Factory	ISO14001	October 2007	Perry Johnson Registrars, Inc.
	Sano Factory	ISO14001	April 2023	Perry Johnson Registrars, Inc.
UBE Hydrogen Peroxide, Ltd.	Ube Factory	ISO14001	December 2003	Japan Chemical Quality Assurance Ltd. (JCQA)
UBE EXSYMO CO., LTD.	Gifu Site	ISO14001	January 2003	Japan Quality Assurance Organization (JQA)
	Fukushima Site	ISO14001	December 2001	Japan Quality Assurance Organization (JQA)
Ube Maxell Co., Ltd.	Ube Site ¹	ISO14001	March 2000	Lloyd's Register Quality Assurance Limited (LRQA)
	Sakai Site ²	ISO14001	February 2000	Lloyd's Register Quality Assurance Limited (LRQA)
API Corporation	Yoshitomi Plant	ISO14001	February 2001	Japan Chemical Quality Assurance Ltd. (JCQA)
Ems-Ube Ltd.	Lauro lactam Factory ¹	ISO14001	March 2000	Lloyd's Register Quality Assurance Limited (LRQA)
UBE Elastomer Co. Ltd.	Chiba Factory	ISO14001	July 1999	Japan Chemical Quality Assurance Ltd. (JCQA)
UBE-MARUZEN POLYETHYLENE Co., Ltd.	Chiba Factory ³	ISO14001	July 1999	Japan Chemical Quality Assurance Ltd. (JCQA)
MU Ionic Solutions Corporation	Sakai Factory ²	ISO14001	February 2000	Lloyd's Register Quality Assurance Limited (LRQA)
UBE MACHINERY CORPORATION, Ltd.	Headquarters Factory and Nagoya Site	ISO14001	November 1999	Lloyd's Register Quality Assurance Limited (LRQA)
T&U ELECTRONICS CO.,LTD.	Headquarters Factory	ISO14001	October 2001	GCC Japan
UBE STEEL CO., LTD.	Headquarters Factory	ISO14001	March 2005	Lloyd's Register Quality Assurance Limited (LRQA)
FUKUSHIMA LTD.	Headquarters Factory and Tokyo Office	ISO14001	February 1998	Japan Quality Assurance Organization (JQA)

* Percentage of domestic plants and laboratories of UBE Corporation, Ltd. and consolidated subsidiaries that operate this management system

1 Included in the certification scope of UBE Corporation Ube Chemical Factory

2 Included in the certification scope of UBE Corporation Sakai Factory

3 Included in the certification scope of UBE Elastomer Co., Ltd. Chiba Plant

Employees

	Category	Boundary	Unit	2019	2020	2021	2022	2023	
Number of employees	Total number of employees	UBE Group	Persons	10,890	10,897	9,849	8,166	7,882	
	Men		Persons	9,446	9,427	8,409	6,800	6,614	
	Women		Persons	1,444	1,470	1,440	1,366	1,268	
	(% women)		%	13.3	13.5	14.6	16.7	16.1	
	Number of non-regular employees		Persons	1,135	1,156	1,222	734	864	
	(% non-regular employees)		%	9.4	100.0	11.0	8.2	7.1	
	Total number of employees		UBE Corporation	Persons	3,329	3,318	2,058	2,194	2,243
	Men			Persons	3,060	3,038	1,869	1,972	2,004
	Women			Persons	269	280	189	222	239
	(% women)			%	8.1	8.4	9.2	10.3	10.7
	Number of non-regular employees	Persons		247	209	172	183	190	
	(% non-regular employees)	%		6.9	5.9	7.7	7.7	7.8	
	Total number of employees at Group companies in Japan	Group companies in Japan		Persons	6,019	6,019	6,308	4,405	4,183
	Men			Persons	5,193	5,191	5,415	3,650	3,504
	Women			Persons	826	828	893	755	679
	(% women)			%	13.7	13.8	14.2	17.1	19.4
	Total number of employees at Group companies outside Japan	Group companies outside Japan	Persons	1,542	1,560	1,483	1,933	1,456	
	Men		Persons	1,193	1,198	1,125	1,178	1,106	
	Women		Persons	349	362	358	755	350	
	(% women)		%	22.6	23.2	24.1	39.1	31.6	
(% local employees)	%		96.9	96.8	96.4	96.6	98.7		
By region	Persons		Asia	898	852	782	845	739	
Europe			559	596	592	605	609		
Americas, other			85	112	109	117	108		
Age of employees	Average age	UBE Corporation	Age	41.7	41.7	42.4	42.7	42.8	
	Men		Age	41.9	41.8	42.6	42.9	43.2	
	Women		Age	39.8	39.8	40.7	40.5	39.7	
	By age		Persons	20s or younger	597	618	325	325	339
	30s			924	901	536	555	527	
	40s			849	849	580	611	602	
	50s			757	765	497	551	606	
	60s or above			202	185	120	152	169	
	UBE Group total		UBE Group	Persons	2,376	2,397	2,069	1,562	1,496
	Men			Persons	2,272	2,311	1,980	1,455	1,416
Women	Persons	104		86	89	107	80		
(% women)	%	4.4		3.6	4.3	6.9	5.3		
Number of managers	UBE total	UBE Corporation	Persons	898	849	552	558	557	
	Men		Persons	875	825	529	535	530	
	Women		Persons	23	24	23	23	27	
	(% women)		%	2.6	2.8	4.2	4.1	4.8	
	Senior Management total	UBE Corporation	Persons	86	78	53	50	47	
	Men		Persons	85	78	53	50	46	
	Women		Persons	1	0	0	0	1	
	(% women)		%	1.2	0.0	0.0	0.0	2.1	
Percentage of employees with disabilities	Fiscal year average	UBE Corporation *	%	2.35	2.39	2.47	3.16	3.06	

*Includes a designated special subsidiary.

Hiring

Category		Boundary	Unit	2019	2020	2021	2022	2023
New graduate hires (Career-track employees)	Number of hires	UBE Corporation	Persons	47	58	33	15	26
	Men		Persons	39	44	24	7	16
	Women		Persons	8	14	9	8	10
	(% women)		%	17	24.1	27.3	53.3	38.5
New graduate hires (Kikanshoku* employees)	Number of hires	UBE Corporation	Persons	56	69	36	32	33
	Men		Persons	48	59	29	32	24
	Women		Persons	8	10	7	0	9
Mid-career hires	Number of hires	UBE Corporation	Persons	64	18	13	40	24
	Men		Persons	57	17	10	29	22
	Women		Persons	7	1	3	11	2
3-year retention rate of new graduate hires (generalist positions)	3-year retention rate	UBE Corporation	%	97.8	97.3	91.5	92.4	93.9
	Men		%	100	96.4	94.9	94.7	95.8
	Women		%	90	100.0	75	85.0	88.9
Turnover rate of regular employees (who resigned for personal reasons)	Employee turnover	UBE Corporation	%	1.4	1.4	1.4	1.0	1.4
	Men		%	1.4	1.4	1.2	1.0	1.2
	Women		%	1.9	1.8	3.1	1.4	2.6
Average years of service	Average years of service	UBE Corporation	Year	15.9	16	16.44	15.4	16.0
	Men		Year	16	16.2	16.59	15.6	16.4
	Women		Year	14.8	14.2	14.94	13.1	13.2
Reemployment rate of retired employees		UBE Corporation	%	85.7	96.8	89.3	93.5	93.0

*Technical employees and administrative employees

Training

Category		Boundary	Unit	2019	2020	2021	2022	2023
Level-based training								
Job-grade specific training	Number of participants	UBE Group	Persons	227	Canceled	108	44	56
	Average training time per participant		Hours	22.2		19	19	26.5
Basic management training	Number of participants	UBE Group	Persons	54	75	63	32	40
	Average training time per participant		Hours	16	18	17	17	24.7
Career-track employee training	Number of participants	UBE Corporation	Persons	168	197	152	87	123
	Average training time per participant		Hours	40.5	16.9	28	28	30.5
Kikanshoku employee training	Number of participants	UBE Corporation	Persons	223	223	258	139	230
	Average training time per participant		Hours	30.6	15.7	15	15	16.5
Theme-based training								
Elder training	Number of participants	UBE Corporation	Persons	34	39	26	47	58
	Average training time per participant		Hours	8	7	7	7	7
Refresher courses	Number of participants	UBE Corporation	Persons	98	130	126	124	60
	Average training time per participant		Hours	8	6.5	2	2	4.3
Group company new executive training	Number of participants	UBE Group	Persons	13	Canceled	Canceled	25	Canceled
	Average training time per participant		Hours	16			6	
Global training program								
Cultural sensitivity training	Number of participants	UBE Corporation	Persons	29	21	23	14	18
	Average training time per participant		Hours	8	7	7	7	7
Global business leader training program	Number of participants	UBE Group	Persons	17	Canceled	15	15	16
	Average training time per participant		Hours	104		40	48	49.5
Overseas MBA programs	Number of participants	UBE Corporation	Persons	2	Postponed	3	1	1
	Period of dispatch		Year	1		1	1	1

*Some training programs were postponed or canceled in fiscal 2020 due to COVID-19 pandemic.

*Training time per employee is 15 hours. (2021, UBE Corporation)

Labor

Category		Boundary	Unit	2019	2020	2021	2022	2023
Total actual annual working hours		UBE Corporation	Hours per person	1,949	1,955	1,946	1,916	1,900
Average monthly overtime hours			Hours per person	14.7	14.2	15.1	16.8	16.0
Annual paid leave taken			Days per person	15.4	13.1	15.7	16.9	17.4
Annual paid leave granted			Days per person	19.0	19.7	19.8	19.8	19.8
Percentage of annual paid leave taken			%	81	67	79	85.5	88.2
Violations of Labor Standards Act			Number of violations		0	0	0	1

Support for Work-Life Balance

Category		Boundary	Unit	2019	2020	2021	2022	2023
Number of employees taking childcare leave	Number of employees using it	UBE Corporation	Persons	80	89	78	78	81
	Men		Persons	72	86	71	71	74
	Women		Persons	8	3	7	7	7
Percentage of employees taking childcare leave	Men		%	63.2	72.3	75.5	97.2	99
	Women		%	100	100	100	100	100
Average number of childcare leave days taken	Men		Days	5.2	8.0	7.0	10.0	12.3
	Women		Days	351	245	117	142.0	151.0
Percentage of employees returning after childcare leave	Men		%	100	100	100	100	100
	Women		%	100	100	100	100	100
Number of employees taking maternity leave	Women		Persons	8	5	9	10	8
Childbirth leave	Men	Persons	91	91	94	62	52	
	% of eligible employees using it	%	79.8	76.5	75.5	84.9	75.4	
Number of employees taking child nursing leave	Number of employees using it	Persons	9	4	2	3	6	
	Men	Persons	2	2	0	0	1	
	Women	Persons	7	2	2	3	5	
Number of employees taking family nursing leave	Number of employees using it	Persons	0	0	1	1	1	
	Men	Persons	0	0	1	1	1	
	Women	Persons	0	0	0	0	0	
Number of employees taking family nursing short leave	Number of employees using it	Persons	4	4	4	3	4	
	Men	Persons	3	2	3	1	2	
	Women	Persons	1	2	1	2	2	
Number of employees taking shortened working time for child/family care	Number of employees using it	Persons	24	22	22	24	26	
	Men	Persons	1	2	1	2	1	
	Women	Persons	23	20	21	22	25	
Number of employees registered with career restart system (as of fiscal-year end)			Persons	8	9	12	12	15

Labor Union

Category	Boundary	Unit	2019	2020	2021	2022	2023
Number of members		Persons	2,401	2,334	1,397	1,513	1,524
Membership rate (collective bargaining coverage)	UBE Corporation	%	69.6	69.0	67.9	68.3	67.9

Occupational Safety and Security

Category		Boundary	Unit	2019	2020	2021	2022	2023	
Number of fatal incidents	UBE Group employees	UBE Group	Number	0	0	0	0	0	
	Employees of partner companies of the UBE Group			1	1	0	0	0	
Number of Lost-Time Incidents	UBE Group employees	UBE Group		3	5	5	6	8	
	Employees of partner companies of the UBE Group			7	5	2	4	6	
	Profit attributable to Partner company employees	UBE employees	UBE Corporation	Number	1	3	0	3	0
		UBE employees Partner company employees	UBE Corporation		4	4	0	1	2
			UBE Group companies		2	2	5	3	8
Lost-time injury frequency rate	UBE employees	UBE Group	Number	0.19	0.32	0.33	0.60	0.69	
	Partner company employees			0.74	0.52	0.19	0.74	1.14	
Number of process accidents	UBE Corporation	UBE Corporation	Number	4	13	5	5	4	
	UBE Group	UBE Group		3	2	3	5	6	
Safety, health and disaster prevention expenditures			UBE Group (Million yen)	11,361	12,002	14,371	8,304	7,210	

Health

重点課題	Category	Boundary	Unit	Targets	2019	2020	2021	2022	2023
Identify risk of cerebral and cardiac disease using health checkup findings and reduce abnormal findings rate	Regular health checkup uptake rate	UBE Corporation	%	100%	100	100	100	100	100
	Complete checkup uptake rate			Increase compared to the previous fiscal year	98.6	98.8	98.8	99.4	99.1
	Rate of high-risk individuals according to UBE criteria			Reduce compared to the previous fiscal year	7.2	8.8	7.9	7.6	8.4
Detect and treat cancer early using health checkup findings	Secondary screening rate for cancer	UBE Corporation	%	increase compared to the previous fiscal year	96.8	89.9	98.2	99.0	97.0
Promote workplace improvement activities using stress check findings	Stress check uptake rate	UBE Corporation	%	95% or higher	97.2	96.9	97.2	93.5	96.3
	Number of departments with stress check total health risk values of 120 and higher			Reduce compared to the previous fiscal year	43	34	20	20	19
	Percentage of high-stress individuals ¹ in stress check			Reduce compared to the previous fiscal year	11.6	10.3	10.1	11.5	9.1
Reduce the number of employees on long-term leave	New case rate	UBE Corporation	%	Reduce compared to the previous fiscal year	0.55	0.47	0.46	0.72	0.85
	Mental health severity rate			Reduce compared to the previous fiscal year	0.76	0.73	0.51	0.60	0.77
	Return to work rate			50% or higher	31.8	61	66.7	36.7	37.8
Zero passive smoking	Smoking rate	UBE Corporation	%	(FY2021) 23% or less	25.2	23.6	20	19.6	19.9
		UBE Group ²			25.9	24.4	22.3	22.7	23.0
Other Health Indicators (Scope: Health Checkup Recipients of All Ages)	Percentage of employees with appropriate body weight	UBE Corporation	%	Increase compared to the previous fiscal year	67.3	66.7	68.2	66.9	66.9
	Percentage of employees who regularly exercise ³			Increase compared to the previous fiscal year	28.4	31	35.2	37.9	37.8

¹ As stipulated in the Stress Check Guidelines (revised August 2018), Ministry of Health, Labour and Welfare

² Group companies that have concluded an occupational health outsourcing contract or a similar agreement

³ Regularly exercise: Engaging in at least 30 minutes of exercise at least twice a week

Number of Patents Held (Registered)

Category	Boundary	Unit	2019	2020	2021	2022	2023
In Japan							
Number of patents held	UBE Group	Number	186	177	178	111	107
Cumulative number of patents held as of fiscal year-end			2,726	2,380	2,172	1,442	1,443
Outside Japan							
Number of patents held	UBE Group	Number	143	158	126	76	71
Cumulative number of patents held as of fiscal year-end			2,025	1,842	1,634	1,457	1,346
United States			41	20	16	13	9
Europe			9	21	10	3	6
China			30	37	40	17	19
South Korea			24	25	28	17	16
Taiwan			15	6	11	10	5
Other countries/regions			24	49	21	16	16

Actual Expenditures for Social Initiatives

Category	Boundary	Unit	2019	2020	2021	2022	2023
Expenditures for social initiatives	UBE Group	(Million yen)	306.8	216.8	205.3	189.3	182.9
Expenditures by Form of Social Initiative							
寄付金(金銭) donations			37.2	53.0	54.8	57.8	60.6
Material donations			2.1	5.1	1.9	4.1	4.5
Access to facilities	UBE Group	%	4.5	0.7	0.1	0.7	2.1
Employee participation and outreach			46.3	29.7	31.1	26.4	22.2
Other			9.9	11.4	12.0	10.9	10.5

*Donated five million yen to UBE Foundation in fiscal 2017 as part of UBE's 120th anniversary projects.

Management System Certification Acquisitions (Occupational Safety and Health)

*See [here](#) for the environmental management system (Environment)

Occupational Safety and Health Management System (OSHMS) Acquisitions (Acquisition rate*: 90%)

Companies	Business Sites	OSHMS	Year and Month of Acquisition	Registration Agencies
UBE Corporation	Ube Chemical Factory	ISO45001	February 2006	Lloyd's Register Quality Assurance Limited (LRQA)
	Ube Chemical Factory Fujimagari area	ISO45001	January 2017	Lloyd's Register Quality Assurance Limited (LRQA)
	Sakai Factory	ISO45001	March 2012	Lloyd's Register Quality Assurance Limited (LRQA)
	Ube Electric and Industrial Materials Factory	ISO45001	April 2007	The High Pressure Gas Safety Institute of Japan
	Power Management Dept.	ISO45001	September 2006	Japan Quality Assurance Organization (JQA)
	Ube Research Laboratory and Pharmaceutical Research Laboratory	ISO45001	October 2021	Lloyd's Register Quality Assurance Limited (LRQA)
	Future Tech Laboratory	ISO45001	October 2020	GCC Japan
Ube Logistics Service, Ltd.	Ube Site ¹	ISO45001	March 2011	Lloyd's Register Quality Assurance Limited (LRQA)
	Sakai Site ²	ISO45001	March 2012	Lloyd's Register Quality Assurance Limited (LRQA)
	Chiba Site ³	ISO45001	April 2006	Japan Chemical Quality Assurance Ltd. (JCQA)
	Nagoya Site ²	ISO45001	March 2012	Lloyd's Register Quality Assurance Limited (LRQA)
UBE FILM ,LTD.	Headquarters and Onoda Factory	ISO45001	May 2009	Perry Johnson Registrars, Inc.
	Narita Factory	ISO45001	May 2009	Perry Johnson Registrars, Inc.
	Sano Factory	ISO45001	May 2009	Perry Johnson Registrars, Inc.
UBE Hydrogen Peroxide, Ltd.	Ube Factory	ISO45001	January 2007	Japan Chemical Quality Assurance Ltd. (JCQA)
UBE EXSYMO CO., LTD.	Gifu Site	ISO45001	February 2006	Japan Quality Assurance Organization (JQA)
	Fukushima Site	ISO45001	February 2006	Japan Quality Assurance Organization (JQA)
Ube Maxell Co., Ltd.	Ube Site ¹	ISO45001	February 2006	Lloyd's Register Quality Assurance Limited (LRQA)
	Sakai Site ²	ISO45001	February 2006	Lloyd's Register Quality Assurance Limited (LRQA)
UBE Scientific Analysis Laboratory, Inc.	Ube area and Chiba area	ISO45001	September 2022	Japan Quality Assurance Organization (JQA)
Ems-Ube Ltd.	Lauroctam Factory ¹	ISO45001	February 2006	Lloyd's Register Quality Assurance Limited (LRQA)
UBE Elastomer Co. Ltd.	Chiba Factory	ISO45001	April 2006	Japan Chemical Quality Assurance Ltd. (JCQA)
UBE-MARUZEN POLYETHYLENE Co., Ltd.	Chiba Factory ³	ISO45001	April 2006	Japan Chemical Quality Assurance Ltd. (JCQA)
MU Ionic Solutions Corporation	Sakai Factory ²	ISO45001	March 2012	Lloyd's Register Quality Assurance Limited (LRQA)
UBE MACHINERY CORPORATION, Ltd.	Headquarters Factory and Nagoya Site	ISO45001	December 2005	Lloyd's Register Quality Assurance Limited (LRQA)
T&U ELECTRONICS CO.,LTD.	Headquaters Factory	ISO45001	March 2006	GCC Japan
UBE STEEL CO., LTD.	Headquaters Factory	ISO45001	January 2007	Lloyd's Register Quality Assurance Limited (LRQA)
FUKUSHIMA LTD.	Headquaters Factory	ISO45001	October 2000	JIC QUALITY ASSURANCE LTD.

* Percentage of domestic plants and laboratories of UBE, Ltd. and consolidated subsidiaries that operate this management system

1 Included in the certification scope of UBE Corporation Ube Chemical Factory

2 Included in the certification scope of UBE Corporation Sakai Factory

3 Included in the certification scope of UBE Elastomer Co., Ltd. Chiba Plant

Directors and Executive Officers

category		Boundary	Unit	2019	2020	2021	2022	2023		
Number of directors	Inside	UBE Corporation	Persons	Men	4	4	4	4	4	
				Women	–	–	–	–	–	
	Outside			Men	2	2	2	2	2	
				Women	–	–	–	–	–	
Number of directors in the Audit & Supervisory Committee*	Inside	UBE Corporation	Persons	Men	1	1	1	1	1	
				Women	–	–	–	–	–	
	Outside			Men	2	2	2	2	2	
				Women	–	–	–	1	1	
	Total			9	9	9	10	10		
	Percentage of female directors			%	0	0	0	0.1	0.1	
	Percentage who are outside directors			%	44.4	44.4	44.4	50.0	50.0	
	Number of corporate auditors			Inside	UBE Corporation	Persons	Men	–	–	–
Women		–	–				–	–	–	
Subtotal		–	–				–	–	–	
Outside		Men	–	–			–	–	–	
		Women	–	–			–	–	–	
		Subtotal	–	–			–	–	–	
Total		–	–	–			–	–		
Percentage of female corporate auditors		%	–	–			–	–	–	
Percentage who are outside corporate auditors		%	–	–	–	–	–			
Number of executive officers	Men		UBE Corporation	Persons	26	23	23	14	16	
	Women				–	–	–	–	–	
	Total				26	23	23	14	16	
	Percentage of female executive officers				%	0.0	0.0	0.0	0.0	0.0

* Shareholders resolved at the 113th Ordinary General Meeting of Shareholders held on June 27, 2019, to transition to a Company with Audit & Supervisory Committee structure

Compliance

category	Boundary	Unit	2019	2020	2021	2022	2023
Number of Reports to the Internal Reporting System	UBE Group	件 (翻訳不要)	32	25	34	35	25
Number of legal actions for anti-competitive behavior		件	0	0	0	0	0
Number of legal actions for corruption		件	0	0	0	0	0

Others

category	Boundary	Unit	2019	2020	2021	2022	2023
Political Contributions	UBE Corporation	(Million yen)	1.2	0.9	0.8	0.6	0.6
	UBE Group	(Million yen)	4.4	3.4	2.6	1.0	0.8

As stipulated in the Political Funds Control Act, the UBE Group donates political funds only if it is approved as prescribed in its internal rules.

Certificate of Approval

This is to certify that the Management System of:

UBE Corporation Ube Chemical Factory

1978-10, Kogushi, Ube-shi, Yamaguchi-ken 755-8633, Japan

has been approved by LRQA to the following standards:

ISO 14001:2015
JIS Q 14001:2015

Approval number(s): ISO 14001 – 0077385

This certificate is valid only in association with the certificate schedule bearing the same number on which the locations applicable to this approval are listed.

The scope of this approval is applicable to:

Development and manufacture of chemical, pharmaceutical and plastic products.
Research and development of organic, inorganic chemistry products.

Yasushi Horikawa

Japan Operations Manager

Issued by: LRQA Limited



Certificate Schedule

Location	Activities
Ube Chemical Factory 1978-10, Kogushi, Ube-shi, Yamaguchi-ken 755-8633, Japan	ISO 14001:2015 Development and manufacture of chemical, pharmaceutical and plastic products.
Ube Research Laboratory 1978-5, Kogushi, Ube-shi, Yamaguchi-ken 755-8633, Japan	ISO 14001:2015 Research and development of organic / inorganic chemicals.
Ube Head Office the first building 1978-96, Kogushi, Ube-shi, Yamaguchi-ken 755-8633, Japan	ISO 14001:2015 Research and development of organic / inorganic chemicals and plastic.
Polymers R&D Lab 1980, Okinoyama, Kogushi, Ube-shi, Yamaguchi-ken 755-8633, Japan	ISO 14001:2015 Research and development of organic / inorganic chemicals.
Ems-Ube, Ltd. 1978-96, Kogushi, Ube-shi, Yamaguchi-ken 755-8633, Japan	ISO 14001:2015 Manufacture of lauro lactam.
Ube Logistics Service, Ltd. 1978-10, Kogushi, Ube-shi, Yamaguchi-ken 755-8633, Japan	ISO 14001:2015 Compound logistics, contract manufacturing and analysis of production.
Ube Logistics Service, Ltd. Okinoyama Warehouse 1980-26, Okinoyama, Kogushi, Ube-shi, Yamaguchi-ken 755-0067, Japan	ISO 14001:2015 Warehouse.
Ube Logistics Service, Ltd. Nishioki Warehouse 15-1, Oaza-Nishioki, Sanyo Onoda-shi, Yamaguchi-ken 756-0885, Japan	ISO 14001:2015 Warehouse.



Certificate Schedule

Location	Activities
UBE MAXELL CO., LTD. Ube Factory 1978-10, Kogushi, Ube-shi, Yamaguchi-ken 755-8633, Japan	ISO 14001:2015 Development and manufacture of chemical products.
Ube Chemical Factory Fujimagari area 2575, Oaza-Fujimagari, Ube-shi, Yamaguchi-ken 755-0057, Japan	ISO 14001:2015 Manufacture of industrial chemicals.
Ube Logistics Service, Ltd. Fujimagari area 2575, Oaza-Fujimagari, Ube-shi, Yamaguchi-ken 755-0057, Japan	ISO 14001:2015 Manufacture of industrial chemicals.
Fujimagari Warehouse 2575-62, Oaza-Fujimagari, Ube-shi, Yamaguchi-ken 755-0057, Japan	ISO 14001:2015 Warehouse.
Plant Operation Technology Training Center 2575-62, Oaza-Fujimagari, Ube-shi, Yamaguchi-ken 755-0057, Japan	ISO 14001:2015 Trainings for specialized technology and safety education.
Research & Development Division 1978-5, Kogushi, Ube-shi, Yamaguchi-ken 755-8633, Japan	ISO 14001:2015 Research, development and analysis of organic and inorganic chemical products.
Pharmaceutical Research Laboratory 1978-5, Kogushi, Ube-shi, Yamaguchi-ken 755-8633, Japan	ISO 14001:2015 Research, development and analysis of pharmaceutical products.



0001

Certificate of Approval

This is to certify that the Management System of:

UBE Corporation Sakai Factory

3-1, Chikko-Shinmachi, Nishi-ku, Sakai-shi, Osaka-fu 592-8543, Japan

has been approved by LRQA to the following standards:

ISO 14001:2015
JIS Q 14001:2015

Approval number(s): ISO 14001 – 0077356

This certificate is valid only in association with the certificate schedule bearing the same number on which the locations applicable to this approval are listed.

The scope of this approval is applicable to:

Design, development and manufacture of polyolefin microporous film.
Design and development of polyurethane materials, plastic products and fine chemical products.
Manufacture of aqueous ammonia, lithium-ion battery electrolyte, gas separation membranes and polyimide film.
Stockholding and delivery of hydrogen peroxide, nitric acid and liquid ammonia.

Yasushi Horikawa

Japan Operations Manager

Issued by: LRQA Limited



Certificate Schedule

Location	Activities
<p>Sakai Factory 3-1, Chikko-Shinmachi, Nishi-ku, Sakai-shi, Osaka-fu 592-8543, Japan</p>	<p>ISO 14001:2015 Design and development of polyurethane materials, plastic products and fine chemical products. Manufacture of aqueous ammonia, gas separation membranes and polyimide film.</p>
<p>Ube Logistics Service, Ltd. Sakai Branch 3-1, Chikko-Shinmachi, Nishi-ku, Sakai-shi, Osaka-fu 592-8543, Japan</p>	<p>ISO 14001:2015 Warehouse and distribution. Stockholding and delivery of hydrogen peroxide, nitric acid and liquid ammonia.</p>
<p>Ube Logistics Service, Ltd. Nagoya Office 32, Sorami-cho, Minato-ku, Nagoya-shi, Aichi-ken 455-0847, Japan</p>	<p>ISO 14001:2015 Stockholding and delivery of liquid ammonia.</p>
<p>UBE MAXELL CO., LTD. Sakai Factory 3-1, Chikko-Shinmachi, Nishi-ku, Sakai-shi, Osaka-fu 592-8543, Japan</p>	<p>ISO 14001:2015 Design, development and manufacture of polyolefin microporous film.</p>
<p>MU Ionic Solutions Corporation Sakai Plant 3-1, Chikko-Shinmachi, Nishi-ku, Sakai-shi, Osaka-fu 592-8543, Japan</p>	<p>ISO 14001:2015 Manufacture of lithium-ion battery electrolyte.</p>



0001

写



環境マネジメントシステム 審査登録証

UBE株式会社

宇部電子工業部材工場

山口県宇部市大字小串1988番地の20

上記で実施されている環境マネジメントシステムは、当協会ISO審査センターによる審査の結果、附属書02ER・236R7-01Aに記載の活動の範囲において、下記のとおり適用規格に適合し、同センターに登録されていることを証明します。

適用規格： ISO 14001:2015/ JIS Q 14001:2015

登録番号： 02ER・236

初回登録日： 2002年4月26日

発行番号： 236R7-01

登録更新日： 2023年4月26日

発行日： 2023年3月10日

有効期限： 2026年4月25日

高圧ガス保安協会

会長
近藤 賢二



ISO審査センター担当理事
兼 上級経営管理者

白井 基晴



写

環境マネジメントシステム 審査登録証附属書

附属書番号： 02ER・236R7-01A

UBE株式会社

宇部電子工業部材工場

山口県宇部市大字小串1988番地の20

製品、プロセス、サービスで特定される活動：

1. フェノール系樹脂
2. 機能性材料
の設計、製造

〔登録された環境マネジメントシステムに含まれる組織等〕

主事業所に含まれる組織：

機能品事業部 電子工業部材事業室 電子工業部材技術グループ、
品質保証部 機能品品質保証グループ 電子工業部材チーム

発行日： 2023年3月10日

〒105-8447 東京都港区虎ノ門4丁目3番13号
ヒューリック神谷町ビル

高圧ガス保安協会
ISO審査センター

担当理事 兼 上級経営管理者

白井 基晴



登録証

UBE株式会社 研究開発本部千葉地区

〒290-0045 千葉県市原市五井南海岸8-1

貴組織のマネジメントシステムは、LRQAにより、以下の規格に適合していることを証します。

ISO 14001:2015
JIS Q 14001:2015

登録番号： ISO 14001 – 00041310

この認証の登録範囲は以下の通りです。

有機・無機化学品、ライフサイエンスに関わる製品の研究開発

本登録証は、以下による他の認証機関からの認証の継続である。

初回登録日: ISO 14001 : 24-DEC-1999, Global Compliance Certification 登録番号: JP28400-E-5

堀川 康

日本代表

発行者: LRQAリミテッド



0001

ISO 14001 マネジメントシステム登録証



登録証番号 : JQA-EM7039

登録事業者 :

UBE三菱セメント株式会社
環境エネルギー事業部 電力部 宇部発電所
山口県宇部市大字小串1978-10



当機構は、上記事業者の環境マネジメントシステムを審査した結果、付属書に記載する範囲において、下記規格の要求事項に適合していることを証します。

ISO 14001 :2015 / JIS Q 14001 :2015



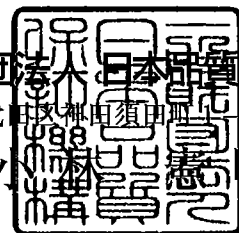
091

登録日 : 2014年 1月 10日
登録更新日 : 2023年 1月 10日

有効期限 : 2026年 1月 9日

本登録証の有効性は、当機構までお問い合わせの上、確認することができます。

一般財団法人 日本品質保証機構
東京都千代田区柳町1丁目25
理事長 八木 憲明



Member of



本証には付属書がありますので、合わせてご覧ください。



ISO 14001 付属書



登録証番号 : JQA-EM7039

1 / 1

登録事業者 :

UBE三菱セメント株式会社

環境エネルギー事業部 電力部 宇部発電所

登録活動範囲 :

火力、水力、太陽光発電及び変電設備の運転、設備工事及び補修工事

関連事業所 :

- ・厚東川水力発電所
山口県宇部市大字木田字落島
[水力発電設備の運転・管理]

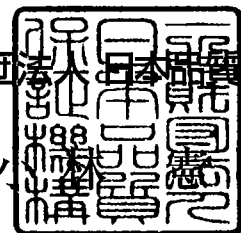
登録日 : 2014年 1月 10日
登録更新日 : 2023年 1月 10日

有効期限 : 2026年 1月 9日

本登録証の有効性は、当機構までお問い合わせの上、
確認することができます。

一般財団法人日本品質保証機構

理事長



Member of



本付属書は本証の一部のため、合わせてご覧ください。

JQA



PERRY JOHNSON REGISTRARS, INC.

登録証

ペリージョンソン レジストラーは、
下記の組織の環境マネジメントシステムを審査しました。

宇部フィルム 株式会社

本社・小野田事業所 山口県山陽小野田市大字小野田1020
(上記の事業所はマルチサイト認証の対象である。付属書を参照のこと。)

ここに本組織が

ISO 14001:2015

に適合していることを証します。

また、本登録の範囲は、以下のとおりとします。

合成樹脂フィルム、合成樹脂フィルム製品の製造及び販売

本登録は、上記規格の審査登録を管理するシステム規定に従い授与され、組織は、その規定を遵守、適合し、審査登録機関の任務を尊重することをここに誓約する。



Terry Boboige

代表取締役社長 テリー・ボボイジ



Perry Johnson Registrars, Inc. (PJR)
755 West Big Beaver Road, Suite 1340
Troy, Michigan 48084
(248) 358-3388

本認証の効力は、継続して実施されるサーベイランス、及び必要とされるサイトのサンプリング実施に基づくものである。

発効日 2024年5月4日
有効期限 2027年5月3日

登録証番号 C2024-02099
ページ： 1/3



PERRY JOHNSON REGISTRARS, INC.

Certificate of Registration

Perry Johnson Registrars, Inc., has audited the Environmental Management System of:

Ube Film, Ltd.

Headquarters / Onoda Office 1020 Oaza Onoda Sanyoonoda-shi, Yamaguchi JAPAN

(This is a multisite scheme. See Appendix for site specific details.)

(Hereinafter called the Organization) and hereby declares that Organization is in conformance with:

ISO 14001:2015

This Registration is in respect to the following scope:

Manufacture and Sale of Synthetic Resin Films and Synthetic Resin Film Products

This Registration is granted subject to the system rules governing the Registration referred to above, and the Organization hereby covenants with the Assessment body duty to observe and comply with the said rules.



Terry Boboige

Terry Boboige, President



Perry Johnson Registrars, Inc. (PJR)
755 West Big Beaver Road, Suite 1340
Troy, Michigan 48084
(248) 358-3388

The validity of this certificate is dependent upon ongoing surveillance and fulfillment of required sampling of sites.

*Effective Date: May 4, 2024
Expiration Date: May 3, 2027*

*Certificate No.: C2024-02099-T
Page 1 of 3*



PERRY JOHNSON
REGISTRARS, INC.

付属書

本社・小野田事業所
山口県山陽小野田市大字小野田1020

合成樹脂フィルム、
合成樹脂フィルム製品の製造及び販売

成田工場
千葉県山武郡芝山町大台字宝永作3155-28

合成樹脂フィルム、
合成樹脂フィルム製品の製造

佐野工場
栃木県佐野市栄町1-3

合成樹脂フィルム、
合成樹脂フィルム製品の製造

東京支店
東京都文京区湯島1-6-3
湯島一丁目ビル5F

合成樹脂フィルム、
合成樹脂フィルム製品の販売

大阪営業所
大阪府大阪市西区江戸堀1丁目10番8号
パシフィックマークス肥後橋9階

合成樹脂フィルム、
合成樹脂フィルム製品の販売

合成樹脂フィルム、合成樹脂フィルム製品の製造及び販売

代表取締役社長 テリー・ボボイジ

登録証番号 C2024-02099

ページ： 2/3

Perry Johnson Registrars, Inc. (PJR)
755 West Big Beaver Road, Suite 1340
Troy, Michigan 48084
(248) 358-3388

本認証の効力は、継続して実施されるサーベイランス、及び必要とされるサイトのサンプリング実施に基づくものである。



PERRY JOHNSON
REGISTRARS, INC.

付属書

名古屋営業所
愛知県名古屋市東区東桜1-1-10
アーバンネット名古屋ビル20F

合成樹脂フィルム、
合成樹脂フィルム製品の販売

九州営業所
福岡県福岡市博多区博多駅前4丁目16番6号
オフィスニューガイア博多駅前No.50 601

合成樹脂フィルム、
合成樹脂フィルム製品の販売

合成樹脂フィルム、合成樹脂フィルム製品の製造及び販売

代表取締役社長 テリー・ボボイジ

登録証番号 C2024-02099
ページ： 3/3

Perry Johnson Registrars, Inc. (PJR)
755 West Big Beaver Road, Suite 1340
Troy, Michigan 48084
(248) 358-3388

本認証の効力は、継続して実施されるサーベイランス、及び必要とされるサイトのサンプリング実施に基づくものである。



PERRY JOHNSON REGISTRARS, INC.

Appendix

Headquarters / Onoda Office
1020 Oaza Onoda
Sanyoonoda-shi, Yamaguchi JAPAN

*Manufacture and Sale of Synthetic Resin Films and
Synthetic Resin Film Products*

Narita Plant
3155-28 Aza Hoeisaku Odai Shibayama-machi
Sambu-gun, Chiba JAPAN

*Manufacture of Synthetic Resin Films and Synthetic
Resin Film Products*

Sano Plant
1-3 Sakae-cho
Sano-shi, Tochigi JAPAN

*Manufacture of Synthetic Resin Films and Synthetic
Resin Film Products*

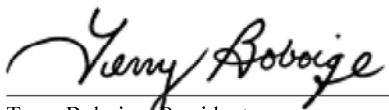
Tokyo Branch
Yushima 1Chome Bldg. 5F
1-6-3 Yushima
Bunkyo-ku, Tokyo JAPAN

*Sale of Synthetic Resin Films and Synthetic Resin Film
Products*

Osaka Sales Office
Pacific Marks Higobashi 9F
1-10-8 Edobori Nishi-ku
Osaka-shi, Osaka JAPAN

*Sale of Synthetic Resin Films and Synthetic Resin Film
Products*

Manufacture and Sale of Synthetic Resin Films and Synthetic Resin Film Products



Terry Boboige, President

Certificate No.: C2024-02099-T
Page 2 of 3

Perry Johnson Registrars, Inc. (PJR)
755 West Big Beaver Road, Suite 1340
Troy, Michigan 48084
(248) 358-3388

The validity of this certificate is dependent upon ongoing surveillance and fulfillment of required sampling of sites.



PERRY JOHNSON REGISTRARS, INC.

Appendix

*Nagoya Sales Office
Urbannet Nagoya Bldg. 20F
1-1-10 Higashisakura Higashi-ku
Nagoya-shi, Aichi JAPAN*

*Sale of Synthetic Resin Films and Synthetic Resin Film
Products*

*Kyushu Sales Office
Office NEW GAEA Hakataekimae No.50 #601
4-16-6 Hakataekimae Hakata-ku
Fukuoka-shi, Fukuoka JAPAN*

*Sale of Synthetic Resin Films and Synthetic Resin Film
Products*

Manufacture and Sale of Synthetic Resin Films and Synthetic Resin Film Products

Terry Boboige

Terry Boboige, President

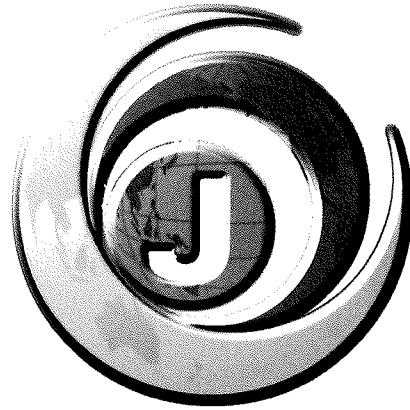
Perry Johnson Registrars, Inc. (PJR)
755 West Big Beaver Road, Suite 1340
Troy, Michigan 48084
(248) 358-3388

Certificate No.: C2024-02099-T
Page 3 of 3

The validity of this certificate is dependent upon ongoing surveillance and fulfillment of required sampling of sites.

環境マネジメントシステム

認 証 書



登録番号	JCQA-E-0515	登録日	2003年12月1日
更新日	2021年12月1日	有効期限	2024年11月30日

社名（事業所名）： 宇部MC過酸化水素株式会社
宇部工場

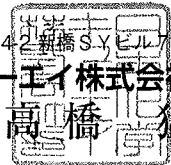
所在地： 山口県宇部市大字藤曲 2575-78

標記登録番号を記した付属書に記載の認証範囲で特定される貴社（事業所）の環境マネジメントシステムは、当社の環境マネジメントシステム審査登録制度による審査の結果、**JIS Q 14001:2015 (ISO 14001:2015)** に適合していることを証します。

発行日 2021年11月26日



〒105-0003
東京都港区西新橋 1-14-2 新橋S.Y.ビル7階
日本化学キューエイ株式会社
代表取締役社長 高橋 猛



環境マネジメントシステム

付 属 書

登録番号 JCQA-E-0515 登録日 2003年12月1日

更新日 2021年12月1日 有効期限 2024年11月30日

拡大日

社名（事業所名）： 宇部MC過酸化水素株式会社

所在地：

宇部工場：

山口県宇部市大字藤曲 2575-78

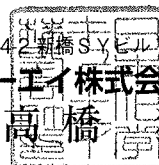
活動範囲：

過酸化水素の製造

発行日 2021年11月26日



〒105-0003
東京都港区西新橋 1-14-2 新橋S.Yビル7階
日本化学キューエイ株式会社
代表取締役社長 高橋 猛



ISO 14001

マネジメントシステム登録証

登録証番号：JQA-EM2069

登録事業者：

宇部エクシモ株式会社

福島事業所／岐阜事業所

福島事業所：福島県郡山市富久山町福原字塩島1番地10

岐阜事業所：岐阜県岐阜市藪田西2丁目1番1号



091

当機構は、上記事業者の環境マネジメントシステムを審査した結果、付属書に記載する範囲において、下記規格の要求事項に適合していることを証します。

ISO 14001 :2015 / JIS Q 14001 :2015

登録日：2001年12月28日

登録更新日：2022年12月28日

有効期限：2025年12月27日

本登録証の有効性は、当機構までお問い合わせの上、確認することができます。

一般財団法人 日本品質保証機構

東京都千代田区神田須田町1-2-5

理事長 小林 憲明



Member of



本証には付属書がありますので、合わせてご覧ください。



ISO 14001

付属書

登録証番号 : JQA-EM2069

1 / 1



登録事業者 :

宇部エクシモ株式会社
福島事業所 / 岐阜事業所

登録活動範囲 :

福島事業所 :

合成繊維、複合材料の製造、加工

岐阜事業所 :

樹脂製品、複合材料、ファインセラミックスの製造、加工

登録日 : 2001年 12月 28日

登録更新日 : 2022年 12月 28日

有効期限 : 2025年 12月 27日

本登録証の有効性は、当機構までお問い合わせの上、
確認することができます。

一般財団法人 日本品質保証機構

理事長 小林 憲明



Member of



本付属書は本証の一部のため、合わせてご覧ください。



COPY

ISO 14001 Management System Certificate

Certificate Number : JQA-EM2069

Organization :

UBE EXSYMO CO., LTD.

FUKUSHIMA ESTABLISHMENT / GIFU ESTABLISHMENT

FUKUSHIMA ESTABLISHMENT :

1-10 AZA SHIOJIMA, FUKUHARA, FUKUYAMA-CHO, KORIYAMA-SHI, FUKUSHIMA, JAPAN

GIFU ESTABLISHMENT :

2-1-1 YABUTANISHI, GIFU-SHI, GIFU, JAPAN



MS
CM009



091

JQA certifies that the above organization operates the Environmental Management System, within the scope of the Appendix attached, which has been assessed and found to comply with the requirements of;

ISO 14001 :2015 / JIS Q 14001 :2015

Registration Date : December 28, 2001

Last Renewal Date : December 28, 2022

Expiry Date : December 27, 2025

Feel free to contact JQA for the validity of this certificate.

NORIAKI KOBAYASHI
PRESIDENT

1-25 KANDASUDACHO, CHIYODA-KU, TOKYO, JAPAN

JAPAN QUALITY ASSURANCE ORGANIZATION

To be used in conjunction with attached Appendix.

Member of



ISO 14001

Appendix

Certificate Number : JQA-EM2069

1 / 1



Organization :

UBE EXSYMO CO., LTD.

FUKUSHIMA ESTABLISHMENT / GIFU ESTABLISHMENT

Scope of Registration:

FUKUSHIMA ESTABLISHMENT:

PRODUCTION AND PROCESSING OF SYNTHETIC FIBERS AND COMPOSITE MATERIALS.

GIFU ESTABLISHMENT:

PRODUCTION AND PROCESSING OF PLASTICS PRODUCTS, COMPOSITE MATERIALS AND FINE CERAMICS.

Registration Date : December 28, 2001

Last Renewal Date : December 28, 2022

Expiry Date : December 27, 2025

Feel free to contact JQA for the validity of this certificate.

A handwritten signature in black ink, appearing to read 'N. Kobayashi'.

NORIAKI KOBAYASHI
PRESIDENT

JAPAN QUALITY ASSURANCE ORGANIZATION

This Appendix is an integral part of the Certificate and should only be used in conjunction with the Certificate.

Member of



環境マネジメントシステム

認 証 書 〔副〕



登録番号 JCQA-E-0228 登録日 2001年2月26日

更新日 2024年3月26日 有効期限 2027年3月25日

社名（事業所名）： 田辺三菱製薬工場株式会社 吉富工場

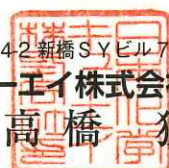
所在地： 福岡県築上郡吉富町大字小祝 955

標記登録番号を記した付属書に記載の認証範囲で特定される
貴社（事業所）の環境マネジメントシステムは、当社の環境
マネジメントシステム審査登録制度による審査の結果、
JIS Q 14001:2015 (ISO 14001:2015)
に適合していることを証します。

発効日 2024年3月4日



〒105-0003
東京都港区西新橋 1-14-2 新橋 S.Y.ビル 7 階
日本化学キューエイ株式会社
代表取締役社長 高橋 猛



環境マネジメントシステム

付 属 書 〔副〕

登録番号	JCQA-E-0228	登録日	2001年2月26日
更新日	2024年3月26日	有効期限	2027年3月25日
拡大日			

社名（事業所名）： 田辺三菱製薬工場株式会社 吉富工場

活動範囲：

錠剤(普通錠、口腔内崩壊錠)、散・顆粒剤の医薬品（糖尿病治療薬、抗ヒスタミン薬、腎系・抗不安薬等）の製剤製造
医薬品原薬・中間体及び治験薬の研究開発・製造
酸化防止剤、感熱紙剤、防菌・防黴・防腐剤の研究開発・製造
有機過酸化物の製造

事業所及び活動範囲：

田辺三菱製薬工場株式会社 吉富工場：

福岡県築上郡吉富町大字小祝 955

錠剤(普通錠、口腔内崩壊錠)、散・顆粒剤の医薬品（糖尿病治療薬、抗ヒスタミン薬、腎系・抗不安薬等）の製剤製造

関連会社：

株式会社エーピーアイ コーポレーション 吉富事業所：

福岡県築上郡吉富町大字小祝 955

医薬品原薬・中間体及び治験薬の研究開発・製造

酸化防止剤、感熱紙剤、防菌・防黴・防腐剤の研究開発及び製造

アルケマ吉富株式会社 吉富工場：

福岡県築上郡吉富町大字小祝 955

有機過酸化物の製造

三菱ケミカルエンジニアリング株式会社 黒崎事業所 九州設備管理センター：

福岡県築上郡吉富町大字小祝 955

吉富事業場内の各社設備機器の保守、点検、工事請負等

発効日 2024年3月4日



〒105-0003
東京都港区西新橋 1-14-2 新橋S.Yビル7階
日本化学キューエイ株式会社
代表取締役社長 高橋 猛



Environmental Management System

CERTIFICATE OF CONFORMITY



Certificate No. :	J C Q A - E - 0 2 2 8	Registration Date :	2001 . 2 . 26
Recertificate Date :	2024 . 3 . 26	Expiry Date :	2027 . 3 . 25

Name of Registered Organization: **Mitsubishi Tanabe Pharma Factory Ltd. Yoshitomi Plant**

Address of Registered Organization: **955, Oaza Koiwai, Yoshitomi-cho, Chikujō-gun, Fukuoka, 871-0801, Japan**

JAPAN CHEMICAL QUALITY ASSURANCE LTD. Certifies that the Environmental Management System of the above organization specified in the appendix, has been assessed and verified to be in accordance with the requirements of the environmental management system standards as shown below:

*Environmental Management System Standards: J I S Q 14001 : 2015
(I S O 14001 : 2015)*

The Effective Date: 2024 . 3 . 4

JAPAN CHEMICAL QUALITY ASSURANCE LTD. (JCQA)
Shimbashi-SY Bldg. 7F, 1-14-2, Nishishimbashi,
Minato-ku, Tokyo, 105-0003, Japan



J. Takahashi

Takeshi Takahashi

PRESIDENT REPRESENTATIVE DIRECTOR

Environmental Management System

APPENDIX TO CERTIFICATE
OF CONFORMITY

Certificate No. :	J C Q A - E - 0 2 2 8	Registration Date :	2001 . 2 . 26
Recertificate Date :	2024 . 3 . 26	Expiry Date :	2027 . 3 . 25
Extension Date :			

Name of Registered Organization: **Mitsubishi Tanabe Pharma Factory Ltd. Yoshitomi Plant**

Scope of Activity:

Pharmaceutical Manufacture of Drugs for Tablets (Ordinary tablets, orally disintegrating tablets), Powders/Granules, such as Antidiabetic drugs, antihistamines, and renal/antianxiety drugs, and others.
Research & Development and Manufacture of Active Pharmaceutical Ingredients, Industrial Intermediates and Investigational New Drug.
Research & Development and Manufacture of Antioxidants & Biocides, Developers for Heat-sensitive Paper, Antibacterial & Antifungal Agents.
The Manufacture of Organic Peroxide.

Address of Registered Organization & Scope of Activity:

Mitsubishi Tanabe Pharma Factory Ltd. Yoshitomi Plant :
955, Oaza Koiwai, Yoshitomi-cho, Chikujo-gun, Fukuoka, 871-0801, Japan
Pharmaceutical Manufacture of Drugs for Tablets (Ordinary tablets, orally disintegrating tablets), Powders/Granules, such as Antidiabetic drugs, antihistamines, and renal/antianxiety drugs, and others.

Associated Company :

API Corporation Yoshitomi Plant :
955, Oaza Koiwai, Yoshitomi-cho, Chikujo-gun, Fukuoka, 871-0801, Japan
Research & Development and Manufacture of Active Pharmaceutical Ingredients, Industrial Intermediates and Investigational New Drug.
Research & Development and Manufacture of Antioxidants & Biocides, Developers for Heat-sensitive Paper, Antibacterial & Antifungal Agents.

Arkema Yoshitomi, Ltd. Yoshitomi Plant :

955, Oaza Koiwai, Yoshitomi-cho, Chikujo-gun, Fukuoka, 871-0801, Japan
Manufacture of Organic Peroxide.

Mitsubishi Chemical Engineering Corporation Kurosaki Division Kyushu Maintenance Management & Construction Department :

955, Oaza Koiwai, Yoshitomi-cho, Chikujo-gun, Fukuoka, 871-0801, Japan
Maintenance, inspection of the equipment and facilities, and construction contracts inside the Yoshitomi site

The Effective Date: 2024 . 3 . 4



JAPAN CHEMICAL QUALITY ASSURANCE LTD. (JCQA)
Shimbashi-SY Bldg. 7F, 1-14-2, Nishishimbashi,
Minato-ku, Tokyo, 105-0003, Japan

T. Takahashi

Takeshi Takahashi

PRESIDENT REPRESENTATIVE DIRECTOR

環境マネジメントシステム

認 証 書



登録番号	JCQA-E-0072	登録日	1999年7月26日
更新日	2023年7月26日	有効期限	2026年7月25日

社名（事業所名）：UBE エラストマー株式会社
千葉工場 他

所在地：千葉県市原市五井南海岸8番地1

標記登録番号を記した付属書に記載の認証範囲で特定される
貴社（事業所）の環境マネジメントシステムは、当社の環境
マネジメントシステム審査登録制度による審査の結果、
JIS Q 14001:2015 (ISO 14001:2015)
に適合していることを証します。

発行日 2023年7月3日



〒105-0003
東京都港区西新橋 1-14-2 新橋S.Yビル7階
日本化学キューエイ株式会社
代表取締役社長 高橋 猛



Environmental Management System

CERTIFICATE OF CONFORMITY



Certificate No. :	J C Q A - E - 0 0 7 2	Registration Date :	1 9 9 9 . 7 . 2 6
Recertificate Date :	2 0 2 3 . 7 . 2 6	Expiry Date :	2 0 2 6 . 7 . 2 5

Name of Registered Organization: **UBE Elastomer Co. Ltd.**
Chiba Factory et al.

Address of Registered Organization: **8-1, Goi-minamikaigan, Ichihara-shi, Chiba, 290-8550, Japan**
et al.

JAPAN CHEMICAL QUALITY ASSURANCE LTD. Certifies that the Environmental Management System of the above organization specified in the appendix, has been assessed and verified to be in accordance with the requirements of the environmental management system standards as shown below:

Environmental Management System Standards: J I S Q 1 4 0 0 1 : 2 0 1 5
(I S O 1 4 0 0 1 : 2 0 1 5)

The Date of Issue: 2023. 7. 3

JAPAN CHEMICAL QUALITY ASSURANCE LTD. (JCQA)
Shimbashi-SY Bldg. 7F, 1-14-2, Nishishimbashi,
Minato-ku, Tokyo, 105-0003, Japan



T. Takahashi

Takeshi Takahashi
PRESIDENT REPRESENTATIVE DIRECTOR

環境マネジメントシステム

付 属 書

登録番号	JCQA-E-0072	登録日	1999年7月26日
更新日	2023年7月26日	有効期限	2026年7月25日
拡大日			

社名（事業所名）：UBE エラストマー株式会社

活動範囲：

ポリブタジエンゴム、ポリエチレンとその加工品及び防水材の開発並びに製造

事業所及び活動範囲：

千葉工場：

千葉県市原市五井南海岸 8 番地 1

ポリブタジエンゴム、ポリエチレンとその加工品及び防水材の開発並びに製造

関連会社：

宇部丸善ポリエチレン株式会社 千葉工場：

千葉県市原市五井南海岸 8 番地 1

ポリエチレンとその加工品の開発及び製造

宇部物流サービス株式会社 千葉事業所：

千葉県市原市五井南海岸 8 番地 1

ポリブタジエンゴム、ポリエチレンとその加工品及び防水材の開発並びに製造

宇部興産建材株式会社 千葉防水材工場：

千葉県市原市五井南海岸 8 番地 1

防水材の開発並びに製造

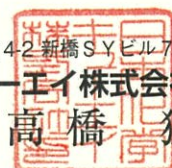
発行日 2023年7月3日



〒105-0003
東京都港区西新橋 1-14-2 新橋 S.Yビル 7 階

日本化学キューエイ株式会社

代表取締役社長



高橋 猛

Environmental Management System

**APPENDIX TO CERTIFICATE
OF CONFORMITY**

Certificate No. :	J C Q A - E - 0 0 7 2	Registration Date :	1 9 9 9 . 7 . 2 6
Recertificate Date :	2 0 2 3 . 7 . 2 6	Expiry Date :	2 0 2 6 . 7 . 2 5
Extension Date :			

Name of Registered Organization: **UBE Elastomer Co. Ltd.**

Scope of Activity:

The Development and Production of Polybutadiene, Polyethylene, Polyethylene Products, and Waterproofing Material

Address of Registered Organization & Scope of Activity:

Chiba Factory :

8-1, Goi-minamikaigan, Ichihara-shi, Chiba, 290-8550, Japan

The Development and Production of Polybutadiene, Polyethylene, Polyethylene Products, and Waterproofing Material

Associated Company :

Ube-Maruzen Polyethylene Co., Ltd. Chiba Factory :

8-1, Goi-minamikaigan, Ichihara-shi, Chiba, 290-8550, Japan

The Development and Production of Polyethylene, Polyethylene Products

Ube Logistics Service, Ltd. Chiba Office :

8-1, Goi-minamikaigan, Ichihara-shi, Chiba, 290-0045, Japan

The Development and Production of Polybutadiene, Polyethylene, Polyethylene Products, and Waterproofing Material

UBE Construction Materials Co., Ltd. Chiba Waterproofing Material Factory :

8-1, Goi-minamikaigan, Ichihara-shi, Chiba, 290-0045, Japan

The Development and Production of Waterproofing Material

The Date of Issue: 2023. 7. 3



JAPAN CHEMICAL QUALITY ASSURANCE LTD.(JCQA)
Shimbashi-SY Bldg. 7F, 1-14-2, Nishishimbashi,
Minato-ku, Tokyo, 105-0003, Japan

T. Takahashi

Takeshi Takahashi

PRESIDENT REPRESENTATIVE DIRECTOR

登録証

UBEマシナリー株式会社

〒755-8633 山口県宇部市大字小串字沖ノ山1980

貴組織のマネジメントシステムは、LRQAにより、以下の規格に適合していることを証します。

ISO 14001:2015
JIS Q 14001:2015

登録番号： ISO 14001 – 0076688

この登録証には、同じ登録番号を持つ附属書が添付されています。
登録証は附属書と併せて有効となります。

この認証の登録範囲は以下の通りです。

ダイカストマシン、射出成形機、押出プレス、粉碎装置（縦型ミル）、除塵機（スクリーン）、破碎機（クラッシャ）、運搬機、窯業機、減速機、圧力容器、その他付属機器の設計・開発・製作・据付工事、営業、調達及びメンテナンスサービス
（技術支援及び予備品の供給含む）
鋼製橋梁及び水門を含む鋼構造物の設計・製作及び建設工事

堀川 康

日本代表

発行者: LRQAリミテッド



0001

登録証 附属書

対象となる事業所	活動範囲
本社 〒755-8633 山口県宇部市大字小串字沖ノ山1980	ISO 14001:2015 登録範囲のとおり
東京支店 〒105-6791 東京都港区芝浦1-2-1	ISO 14001:2015 粉碎装置（縦型ミル）、除塵機（スクリーン）、破碎機（クラッシャ）、運搬機、窯業機、減速機、圧力容器、ダイカストマシン、射出成形機、押出プレスの営業活動
名古屋支店 〒461-0005 愛知県名古屋市東区東桜1-1-10	ISO 14001:2015 ダイカストマシン、射出成形機の営業活動
大阪支店 〒541-0052 大阪府大阪市中央区安土町3-3-9	ISO 14001:2015 粉碎装置（縦型ミル）、除塵機（スクリーン）、破碎機（クラッシャ）、運搬機、窯業機、減速機、圧力容器、射出成形機、橋梁の営業活動
九州支店 〒810-0001 福岡県福岡市中央区天神1-2-12	ISO 14001:2015 粉碎装置（縦型ミル）、除塵機（スクリーン）、破碎機（クラッシャ）、運搬機、窯業機、減速機、圧力容器、橋梁の営業活動
北海道サービスセンター 〒007-0837 北海道札幌市東区北37条東28-6-1	ISO 14001:2015 破碎機の営業及びメンテナンスサービス
東北サービスセンター 〒020-0834 岩手県盛岡市永井20-5-1	ISO 14001:2015 破碎機の営業及びメンテナンスサービス



0001

登録証 附属書

対象となる事業所	活動範囲
大宮サービスセンター 〒331-0811 埼玉県さいたま市北区吉野町2-175-10	ISO 14001:2015 破碎機の営業及びメンテナンスサービス
大阪サービスセンター／大阪ステーション 〒567-0036 大阪府茨木市上穂積1-2-10	ISO 14001:2015 破碎機、ダイカストマシン、射出成形機の営業及びメンテナンスサービス
関東ステーション 〒373-0014 群馬県太田市植木野町975-1	ISO 14001:2015 ダイカストマシン、射出成形機の営業及びメンテナンスサービス
湘南ステーション 〒242-0029 神奈川県大和市上草柳121-4	ISO 14001:2015 ダイカストマシン、射出成形機の営業及びメンテナンスサービス
東海ステーション 〒436-0056 静岡県掛川市中央1-25-6	ISO 14001:2015 ダイカストマシン、射出成形機の営業及びメンテナンスサービス
名古屋ステーション 〒468-0015 愛知県名古屋市天白区原3-1803	ISO 14001:2015 ダイカストマシン、射出成形機の営業及びメンテナンスサービス
広島営業所／広島ステーション 〒739-1731 広島県広島市安佐北区落合1-19-36	ISO 14001:2015 ダイカストマシン、射出成形機の営業及びメンテナンスサービス



登録証 附属書

対象となる事業所

活動範囲

宇部サービスセンター／宇部ステーション
〒755-8633 山口県宇部市大字小串字沖ノ山1980

ISO 14001:2015
破碎機、ダイカストマシン、射出成形機の営業及び
メンテナンスサービス

名古屋事業所
〒455-0024 愛知県名古屋市港区大江町6-4

ISO 14001:2015
射出成形機の設計・開発、調達、製作



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CERTIFICATE OF REGISTRATION



株式会社ティーユーエレクトロニクス

山口県宇部市大字善和字牛明 203-143

グローバル・コンプライアンス・サーティフィケーション(GCC)の審査の結果、
要求事項に適合していることを証明します。

環境マネジメントシステム ISO 14001:2015

認証範囲

プリント基板の開発、設計、製造

その他の事業所

本社工場: 山口県宇部市大字善和字牛明 203-143

認証番号: JP24476-E-4
初回認証日: 2001年10月5日
発行日: 2023年12月8日
有効期限: 2026年12月9日

Mousa Sharifi
Managing Director

光山 茂

Shigeru Mitsuyama
Country Manager

Global Compliance Certification



Global Compliance Certification

Level 1, 77 Pacific Highway, North Sydney NSW 2060 | www.gccertification.com

Global Compliance Certification is accredited by Joint Accreditation System of Australia and New Zealand (JAS-ANZ)
This certificate remains the property of Global Compliance Certification and must be returned upon its request.
This certificate is only valid in connection with the successful performance of the surveillance audits.

CERTIFICATE OF REGISTRATION



THIS IS TO CERTIFY THAT

T&U ELECTRONICS COMPANY, LTD.

203-143 Aza-Ushiake Oaza-Yoshiwa Ube-shi Yamaguchi Japan

CONFORMS TO THE REQUIREMENT OF

ENVIRONMENTAL MANAGEMENT SYSTEM ISO 14001:2015

FOR THE FOLLOWING SCOPE

Development, design, and manufacture of print substrates

Sites Address:

Head Office Factory: 203-143 Aza-Ushiake Oaza-Yoshiwa Ube-shi Yamaguchi Japan

Certificate Number:	JP24476-E-4
Original Certificate Date:	05/10/2001
Certificate Issue Date:	08/12/2023
Certificate Expiry Date:	09/12/2026

Mousa Sharifi - Managing Director
Global Compliance Certification



Global Compliance Certification

Level 1, 77 Pacific Highway, North Sydney NSW 2060 | www.gccertification.com

Global Compliance Certification is accredited by Joint Accreditation System of Australia and New Zealand (JAS-ANZ)
This certificate remains the property of Global Compliance Certification and must be returned upon its request.
This certificate is only valid in connection with the successful performance of the surveillance audits.

Certificate of Approval

This is to certify that the Management System of:

Ube Steel Co., Ltd.

1978-19, Kogushi-Okinoyama, Ube-shi, Yamaguchi-ken 755-0067, Japan

has been approved by LRQA to the following standards:

ISO 14001:2015
JIS Q 14001:2015

Approval number(s): ISO 14001 – 0077051

The scope of this approval is applicable to:

Design, development, manufacture and sales of iron, steel casting and steel billets for industrial marine and general use.
Intermediate treatment of industrial waste and specially controlled industrial waste (medical waste).

Yasushi Horikawa

Japan Operations Manager

Issued by: LRQA Limited



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COPY

ISO 14001 マネジメントシステム登録証

登録証番号 : JQA-EM7691

登録事業者 :

株式会社 福島製作所

福島県福島市三河北町9番80号



当機構は、上記事業者の環境マネジメントシステムを審査した結果、付属書に記載する範囲において、下記規格の要求事項に適合していることを証します。

ISO 14001 :2015 / JIS Q 14001 :2015

登録日 : 2021年 4月 30日

登録更新日 : 2021年 7月 19日

有効期限 : 2024年 7月 18日

本登録証の有効性は、当機構までお問い合わせの上、確認することができます。

一般財団法人 日本品質保証機構

東京都千代田区神田須田町1-25

理事長 小林 憲明



本証には付属書がありますので、合わせてご覧ください。

JQA

Partner of
IQNet

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Certificate of Approval

This is to certify that the Management System of:

UBE Corporation Ube Chemical Factory

1978-10, Kogushi, Ube-shi, Yamaguchi-ken 755-8633, Japan

has been approved by LRQA to the following standards:

ISO 45001:2018
JIS Q 45001:2018

Approval number(s): ISO 45001 – 0077387

This certificate is valid only in association with the certificate schedule bearing the same number on which the locations applicable to this approval are listed.

The scope of this approval is applicable to:

Research & development and manufacture of chemical, pharmaceutical and plastic products.
Research and development of organic, inorganic chemistry products.

Yasushi Horikawa

Japan Operations Manager

Issued by: LRQA Limited



Certificate Schedule

Location	Activities
Ube Chemical Factory 1978-10, Kogushi, Ube-shi, Yamaguchi-ken 755-8633, Japan	ISO 45001:2018 Development and manufacture of chemical, pharmaceutical and plastic products.
Ube Research Laboratory 1978-5, Kogushi, Ube-shi, Yamaguchi-ken 755-8633, Japan	ISO 45001:2018 Research and development of organic / inorganic chemicals.
Ube Head Office the first building 1978-96, Kogushi, Ube-shi, Yamaguchi-ken 755-8633, Japan	ISO 45001:2018 Research and development of organic / inorganic chemicals and plastic.
Polymers R&D Lab 1980, Okinoyama, Kogushi, Ube-shi, Yamaguchi-ken 755-8633, Japan	ISO 45001:2018 Research and development of organic / inorganic chemicals.
Ems-Ube, Ltd. 1978-96, Kogushi, Ube-shi, Yamaguchi-ken 755-8633, Japan	ISO 45001:2018 Manufacture of lauro lactam.
Ube Logistics Service, Ltd. 1978-10, Kogushi, Ube-shi, Yamaguchi-ken 755-8633, Japan	ISO 45001:2018 Compound logistics, contract manufacturing and analysis of production.
Ube Logistics Service, Ltd. Okinoyama Warehouse 1980-26, Okinoyama, Kogushi, Ube-shi, Yamaguchi-ken 755-0067, Japan	ISO 45001:2018 Warehouse.
Ube Logistics Service, Ltd. Nishioki Warehouse 15-1, Oaza-Nishioki, Sanyo Onoda-shi, Yamaguchi-ken 756-0885, Japan	ISO 45001:2018 Warehouse.



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Certificate Schedule

Location	Activities
UBE MAXELL CO., LTD. Ube Factory 1978-10, Kogushi, Ube-shi, Yamaguchi-ken 755-8633, Japan	ISO 45001:2018 Development and manufacture of chemical products.
Ube Chemical Factory Fujimagari area 2575, Oaza-Fujimagari, Ube-shi, Yamaguchi-ken 755-0057, Japan	ISO 45001:2018 Manufacture of industrial chemicals.
Ube Logistics Service, Ltd. Fujimagari area 2575, Oaza-Fujimagari, Ube-shi, Yamaguchi-ken 755-0057, Japan	ISO 45001:2018 Manufacture of industrial chemicals.
Fujimagari Warehouse 2575-62, Oaza-Fujimagari, Ube-shi, Yamaguchi-ken 755-0057, Japan	ISO 45001:2018 Warehouse.
Plant Operation Technology Training Center 2575-62, Oaza-Fujimagari, Ube-shi, Yamaguchi-ken 755-0057, Japan	ISO 45001:2018 Trainings for specialized technology and safety education.
Research & Development Division 1978-5, Kogushi, Ube-shi, Yamaguchi-ken 755-8633, Japan	ISO 45001:2018 Research, development and analysis of organic and inorganic chemical products.
Pharmaceutical Research Laboratory 1978-5, Kogushi, Ube-shi, Yamaguchi-ken 755-8633, Japan	ISO 45001:2018 Research, development and analysis of pharmaceutical products.



Certificate of Approval

This is to certify that the Management System of:

UBE Corporation Sakai Factory

3-1, Chikko-Shinmachi, Nishi-ku, Sakai-shi, Osaka-fu 592-8543, Japan

has been approved by LRQA to the following standards:

ISO 45001:2018

Approval number(s): ISO 45001 – 0077357

This certificate is valid only in association with the certificate schedule bearing the same number on which the locations applicable to this approval are listed.

The scope of this approval is applicable to:

Design, development and manufacture of polyolefin microporous film.
Design and development of polyurethane materials, plastic products and fine chemical products.
Manufacture of aqueous ammonia, lithium-ion battery electrolyte, gas separation membranes and polyimide film.
Stockholding and delivery of hydrogen peroxide, nitric acid and liquid ammonia.

Yasushi Horikawa

Japan Operations Manager

Issued by: LRQA Limited



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Certificate Schedule

Location	Activities
<p>Sakai Factory 3-1, Chikko-Shinmachi, Nishi-ku, Sakai-shi, Osaka-fu 592-8543, Japan</p>	<p>ISO 45001:2018 Design and development of polyurethane materials, plastic products and fine chemical products. Manufacture of aqueous ammonia, gas separation membranes and polyimide film.</p>
<p>Ube Logistics Service, Ltd. Sakai Branch 3-1, Chikko-Shinmachi, Nishi-ku, Sakai-shi, Osaka-fu 592-8543, Japan</p>	<p>ISO 45001:2018 Warehouse and distribution. Stockholding and delivery of hydrogen peroxide, nitric acid and liquid ammonia.</p>
<p>Ube Logistics Service, Ltd. Nagoya Office 32, Sorami-cho, Minato-ku, Nagoya-shi, Aichi-ken 455-0847, Japan</p>	<p>ISO 45001:2018 Stockholding and delivery of liquid ammonia.</p>
<p>UBE MAXELL CO., LTD. Sakai Factory 3-1, Chikko-Shinmachi, Nishi-ku, Sakai-shi, Osaka-fu 592-8543, Japan</p>	<p>ISO 45001:2018 Design, development and manufacture of polyolefin microporous film.</p>
<p>MU Ionic Solutions Corporation Sakai Plant 3-1, Chikko-Shinmachi, Nishi-ku, Sakai-shi, Osaka-fu 592-8543, Japan</p>	<p>ISO 45001:2018 Manufacture of lithium-ion battery electrolyte.</p>



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写



OHSマネジメントシステム 審査登録証

UBE株式会社

宇部電子工業部材工場

山口県宇部市大字小串1988番地の20

上記で実施されているOHSマネジメントシステムは、当協会ISO審査センターによる審査の結果、附属書20HR・009R1-01Aに記載の活動の範囲において、下記のとおり適用規格に適合し、同センターに登録されていることを証明します。

適用規格： ISO 45001:2018/ JIS Q 45001:2018
登録番号： 20HR・009

初回登録日： 2020年3月25日 発行番号： 009R1-01
登録更新日： 2023年3月25日
発行日： 2023年3月16日 有効期限： 2026年3月24日

高圧ガス保安協会



会 長
近藤 賢二



ISO審査センター担当理事
兼 上級経営管理者

白井 基晴



写

OHSマネジメントシステム 審査登録証附属書

附属書番号： 20HR・009R1-01A

UBE株式会社

宇部電子工業部材工場

山口県宇部市大字小串1988番地の20

製品、プロセス、サービスで特定される活動：

1. フェノール系樹脂
2. 機能性材料
の設計、製造

〔登録されたOHSマネジメントシステムに含まれる組織等〕

主事業所に含まれる組織：

機能品事業部 電子工業部材事業室 電子工業部材技術グループ、
品質保証部 機能品品質保証グループ 電子工業部材チーム

発行日： 2023年3月16日

〒105-8447 東京都港区虎ノ門4丁目3番13号
ヒューリック神谷町ビル

高圧ガス保安協会
ISO審査センター

担当理事 兼 上級経営管理者

白井 基晴



登録証

UBE株式会社 研究開発本部千葉地区

〒290-0045 千葉県市原市五井南海岸8-1

貴組織のマネジメントシステムは、LRQAにより、以下の規格に適合していることを証します。

ISO 45001:2018
JIS Q 45001:2018

登録番号：ISO 45001 – 00041311

この認証の登録範囲は以下の通りです。

有機・無機化学品、ライフサイエンスに関わる製品の研究開発

本登録証は、以下による他の認証機関からの認証の継続である。

初回登録日: ISO 45001 : 09-OCT-2020, Global Compliance Certification 登録番号: JP28400-S-5

堀川 康

日本代表

発行者: LRQAリミテッド



ISO 45001 マネジメントシステム登録証



登録証番号 : JQA-OH0099

登録事業者 :

宇部興産株式会社

建設資材カンパニー 生産・技術本部 電力部

山口県宇部市大字小串1978-10

当機構は、上記事業者の労働安全衛生マネジメントシステムを審査した結果、付属書に記載する範囲において、下記規格の要求事項に適合していることを証します。

ISO 45001 :2018 / JIS Q 45001 :2018

登録日 : 2006年 9月 8日

登録更新日 : 2021年 9月 8日

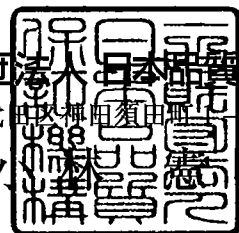
有効期限 : 2024年 9月 7日

本登録証の有効性は、当機構までお問い合わせの上、確認することができます。

一般財団法人 日本品質保証機構

東京都千代田区千代田 2-5-1

理事長 八木 明



本証には付属書がありますので、合わせてご覧ください。

JQA

ISO 45001 付属書



登録証番号 : JQA-OH0099

1 / 1

登録事業者 :

宇部興産株式会社

建設資材カンパニー 生産・技術本部 電力部

登録活動範囲 :

火力、水力発電及び変電設備の運転、設備工事及び補修工事

関連事業所 :

- ・厚東川水力発電所
山口県宇部市大字木田字落島
[水力発電設備の運転・管理]

OHSAS 18001 登録日 : 2006年9月8日

登録日 : 2006年 9月 8日

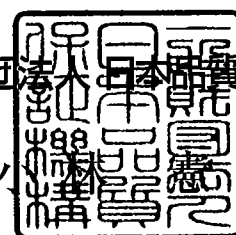
登録更新日 : 2021年 9月 8日

有効期限 : 2024年 9月 7日

本登録証の有効性は、当機構までお問い合わせの上、
確認することができます。

一般財団法人 日本品質保証機構

理事長



本付属書は本証の一部のため、合わせてご覧ください。

JQA



PERRY JOHNSON REGISTRARS

登録証

ペリージョンソン レジストラーは、
下記の組織の労働安全衛生マネジメントシステムを審査しました。

宇部フィルム 株式会社

本社・小野田事業所 山口県山陽小野田市大字小野田1020
(上記の事業所はマルチサイト認証の対象である。付属書を参照のこと。)

ここに本組織が

ISO 45001:2018

に適合していることを証します。

また、本登録の範囲は、以下のとおりとします。

合成樹脂フィルム、合成樹脂フィルム製品の製造及び販売

本登録は、上記規格の審査登録を管理するシステム規定に従い授与され、組織は、その規定を遵守、適合し、審査登録機関の任務を尊重することをここに誓約する。



CEO テリー・ボボイジ

ペリージョンソン ホールディング 株式会社
ペリージョンソン レジストラー
東京都渋谷区広尾1-1-39
恵比寿プライムスクエアタワー9F

本認証の効力は、継続して実施されるサーベイランス、及び必要とされるサイトのサンプリング実施に基づくものである。

発効日 2024年5月4日
有効期限 2027年5月3日

登録証番号 C2024-02100
ページ： 1/3



PERRY JOHNSON REGISTRARS

Certificate of Conformance

*Perry Johnson Registrars, Inc., has audited
the Occupational Health and Safety Management System of:*

Ube Film, Ltd.

Headquarters / Onoda Office 1020 Oaza Onoda Sanyoonoda-shi, Yamaguchi JAPAN

(This is a multisite scheme. See Appendix for site specific details.)

*(Hereinafter called the Organization) and hereby declares that
Organization is in conformance with:*

ISO 45001:2018

This Statement of Conformity is in respect to the following scope:

Manufacture and Sale of Synthetic Resin Films and Synthetic Resin Film Products

*This Registration is granted subject to the system rules governing the Registration referred to above, and the
Organization hereby covenants with the Assessment Body duty to observe and comply with the said rules.*



Terry Boboige
Terry Boboige, CEO

Perry Johnson Holding, Inc.
Perry Johnson Registrars
Ebisu Prime Square Tower 9F
1-1-39, Hiroo, Shibuya-ku
Tokyo 150-0012 Japan

The validity of this certificate is dependent upon ongoing surveillance and fulfillment of required sampling of sites.

*Effective Date: May 4, 2024
Expiration Date: May 3, 2027*

*Certificate No.: C2024-02100-T
Page 1 of 3*



PERRY JOHNSON REGISTRARS

付属書

本社・小野田事業所
山口県山陽小野田市大字小野田1020

合成樹脂フィルム、
合成樹脂フィルム製品の製造及び販売

成田工場
千葉県山武郡芝山町大台字宝永作3155-28

合成樹脂フィルム、
合成樹脂フィルム製品の製造

佐野工場
栃木県佐野市栄町1-3

合成樹脂フィルム、
合成樹脂フィルム製品の製造

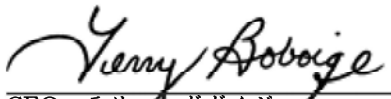
東京支店
東京都文京区湯島1-6-3
湯島一丁目ビル5F

合成樹脂フィルム、
合成樹脂フィルム製品の販売

大阪営業所
大阪府大阪市西区江戸堀1丁目10番8号
パシフィックマークス肥後橋9階

合成樹脂フィルム、
合成樹脂フィルム製品の販売

合成樹脂フィルム、合成樹脂フィルム製品の製造及び販売


CEO テリー・ボボイジ

登録証番号 C2024-02100
ページ： 2/3

ペリージョンソン ホールディング 株式会社
ペリージョンソン レジストラ
東京都渋谷区広尾1-1-39
恵比寿プライムクスエアタワー9F

本認証の効力は、継続して実施されるサーベイランス、及び必要とされるサイトのサンプリング実施に基づくものである。



PERRY JOHNSON
REGISTRARS

付属書

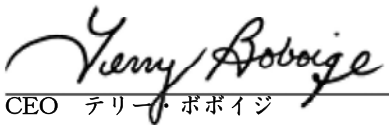
名古屋営業所
愛知県名古屋市東区東桜1-1-10
アーバンネット名古屋ビル20F

合成樹脂フィルム、
合成樹脂フィルム製品の販売

九州営業所
福岡県福岡市博多区博多駅前4丁目16番6号
オフィスニューガイア博多駅前No.50 601

合成樹脂フィルム、
合成樹脂フィルム製品の販売

合成樹脂フィルム、合成樹脂フィルム製品の製造及び販売


CEO テリー・ボボイジ

登録証番号 C2024-02100
ページ： 3/3

ペリージョンソン ホールディング 株式会社
ペリージョンソン レジストラ
東京都渋谷区広尾 1-1-39
恵比寿プライムクスエアタワー 9F

本認証の効力は、継続して実施されるサーベイランス、及び必要とされるサイトのサンプリング実施に基づくものである。



PERRY JOHNSON REGISTRARS

Appendix

Headquarters / Onoda Office
1020 Oaza Onoda
Sanyoonoda-shi, Yamaguchi JAPAN

*Manufacture and Sale of Synthetic Resin Films and
Synthetic Resin Film Products*

Narita Plant
3155-28 Aza Hoeisaku Odai Shibayama-machi
Sambu-gun, Chiba JAPAN

*Manufacture of Synthetic Resin Films and Synthetic
Resin Film Products*

Sano Plant
1-3 Sakae-cho
Sano-shi, Tochigi JAPAN

*Manufacture of Synthetic Resin Films and Synthetic
Resin Film Products*

Tokyo Branch
Yushima 1Chome Bldg. 5F
1-6-3 Yushima
Bunkyo-ku, Tokyo JAPAN

*Sale of Synthetic Resin Films and Synthetic Resin Film
Products*

Osaka Sales Office
Pacific Marks Higobashi 9F
1-10-8 Edobori Nishi-ku
Osaka-shi, Osaka JAPAN

*Sale of Synthetic Resin Films and Synthetic Resin Film
Products*

Manufacture and Sale of Synthetic Resin Films and Synthetic Resin Film Products


Terry Boboige, CEO

Certificate No.: C2024-02100-T
Page 2 of 3

Perry Johnson Holding, Inc.
Perry Johnson Registrars
Ebisu Prime Square Tower 9F
1-1-39, Hiroo, Shibuya-ku
Tokyo 150-0012 Japan

The validity of this certificate is dependent upon ongoing surveillance and fulfillment of required sampling of sites.



PERRY JOHNSON REGISTRARS

Appendix

*Nagoya Sales Office
Urbannet Nagoya Bldg. 20F
1-1-10 Higashisakura Higashi-ku
Nagoya-shi, Aichi JAPAN*

*Sale of Synthetic Resin Films and Synthetic Resin Film
Products*

*Kyushu Sales Office
Office NEW GAEA Hakataekimae No.50 #601
4-16-6 Hakataekimae Hakata-ku
Fukuoka-shi, Fukuoka JAPAN*

*Sale of Synthetic Resin Films and Synthetic Resin Film
Products*

Manufacture and Sale of Synthetic Resin Films and Synthetic Resin Film Products


Terry Boboige, CEO

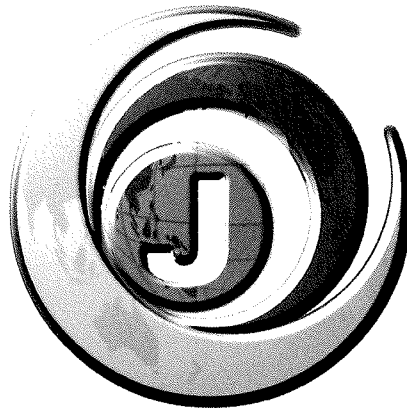
*Certificate No.: C2024-02100-T
Page 3 of 3*

Perry Johnson Holding, Inc.
Perry Johnson Registrars
Ebisu Prime Square Tower 9F
1-1-39, Hiroo, Shibuya-ku
Tokyo 150-0012 Japan

The validity of this certificate is dependent upon ongoing surveillance and fulfillment of required sampling of sites.

労働安全衛生マネジメントシステム

認 証 書



登録番号	JCQA-O-0044	登録日	2007年1月22日
更新日	2022年1月22日	有効期限	2025年1月21日

社名（事業所名）： 宇部MC過酸化水素株式会社
宇部工場

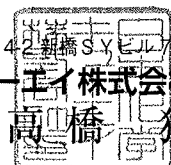
所在地： 山口県宇部市大字藤曲 2575-78

標記登録番号を記した付属書に記載の認証範囲で特定される貴社（事業所）の労働安全衛生マネジメントシステムは、当社の労働安全衛生マネジメントシステム審査登録制度による審査の結果、**JIS Q 45001:2018 (ISO 45001:2018)** に適合していることを証します。

発行日 2021年11月26日



〒105-0003
東京都港区西新橋 1-14-2 新橋S.Yビル7階
日本化学キューエイ株式会社
代表取締役社長 高橋 猛



労働安全衛生マネジメントシステム

付 属 書

登録番号	JCQA-O-0044	登録日	2007年1月22日
更新日	2022年1月22日	有効期限	2025年1月21日
拡大日			

社名（事業所名）： 宇部MC過酸化水素株式会社

所在地：

宇部工場：

山口県宇部市大字藤曲 2575-78

活動範囲：

過酸化水素の製造

発行日 2021年11月26日



〒105-0003
東京都港区西新橋 1-14-2 新橋S.Yビル 7階
日本化学キューエイ株式会社
代表取締役社長 高橋 猛



ISO 45001

マネジメントシステム登録証



登録証番号 : JQA-OH0097

登録事業者 :

宇部エクシモ株式会社

福島事業所 / 岐阜事業所

福島事業所 : 福島県郡山市富久山町福原字塩島1番地10

岐阜事業所 : 岐阜県岐阜市藪田西2丁目1番1号

当機構は、上記事業者の労働安全衛生マネジメントシステムを審査した結果、付属書に記載する範囲において、下記規格の要求事項に適合していることを証します。

ISO 45001 :2018 / JIS Q 45001 :2018

登録日 : 2006年 2月 17日

登録更新日 : 2022年 12月 28日

有効期限 : 2025年 12月 27日

本登録証の有効性は、当機構までお問い合わせの上、確認することができます。

一般財団法人 日本品質保証機構

東京都千代田区神田須田町1-25

理事長 小林 憲明



本証には付属書がありますので、合わせてご覧ください。

ISO 45001

付属書

登録証番号 : JQA-OH0097

1 / 1

登録事業者 :

宇部エクシモ株式会社
福島事業所 / 岐阜事業所

登録活動範囲 :

福島事業所 :

合成繊維、複合材料の製造、加工

岐阜事業所 :

樹脂製品、複合材料、ファインセラミックスの製造、加工

OHSAS 18001 登録日 : 2006年2月17日

登録日 : 2006年 2月 17日

登録更新日 : 2022年 12月 28日

有効期限 : 2025年 12月 27日

本登録証の有効性は、当機構までお問い合わせの上、
確認することができます。

一般財団法人 日本品質保証機構

理事長 小林 憲明



本付属書は本証の一部のため、合わせてご覧ください。



ISO 45001

Management System Certificate



Certificate Number : JQA-OH0097

Organization :

UBE EXSYMO CO., LTD.

FUKUSHIMA ESTABLISHMENT / GIFU ESTABLISHMENT

FUKUSHIMA ESTABLISHMENT:

1-10 AZA SHIOJIMA, FUKUHARA, FUKUYAMA-CHO, KORIYAMA-SHI, FUKUSHIMA, JAPAN

GIFU ESTABLISHMENT:

2-1-1 YABUTANISHI, GIFU-SHI, GIFU, JAPAN

JQA certifies that the above organization operates the Occupational Health and Safety Management System, within the scope of the Appendix attached, which has been assessed and found to comply with the requirements of;

ISO 45001 :2018 / JIS Q 45001 :2018

Registration Date : February 17, 2006
Last Renewal Date : December 28, 2022

Expiry Date : December 27, 2025

Feel free to contact JQA for the validity of this certificate.

A handwritten signature in black ink, reading 'N. Kobayashi'.

NORIAKI KOBAYASHI
PRESIDENT

1-25 KANDASUDACHO, CHIYODA-KU, TOKYO, JAPAN

JAPAN QUALITY ASSURANCE ORGANIZATION

To be used in conjunction with attached Appendix.

The logo consists of the letters 'JQA' in a bold, blue, sans-serif font.

ISO 45001

Appendix

Certificate Number : JQA-OH0097

1 / 1

Organization :

UBE EXSYMO CO., LTD.

FUKUSHIMA ESTABLISHMENT / GIFU ESTABLISHMENT

Scope of Registration:

FUKUSHIMA ESTABLISHMENT:

PRODUCTION AND PROCESSING OF SYNTHETIC FIBERS AND COMPOSITE MATERIALS.

GIFU ESTABLISHMENT:

PRODUCTION AND PROCESSING OF PLASTICS PRODUCTS, COMPOSITE MATERIALS AND FINE CERAMICS.

OHSAS 18001 Registration Date: February 17, 2006

Registration Date : February 17, 2006
Last Renewal Date : December 28, 2022

Expiry Date : December 27, 2025

Feel free to contact JQA for the validity of this certificate.



NORIAKI KOBAYASHI
PRESIDENT

JAPAN QUALITY ASSURANCE ORGANIZATION

This Appendix is an integral part of the Certificate and should only be used in conjunction with the Certificate.




労働安全衛生マネジメントシステム

認 証 書



登録番号	JCQA-O-0030	登録日	2006年4月3日
更新日	2023年7月26日	有効期限	2026年7月25日

社名（事業所名）：UBE エラストマー株式会社
千葉工場 他

所在地：千葉県市原市五井南海岸8番地1

標記登録番号を記した付属書に記載の認証範囲で特定される貴社（事業所）の労働安全衛生マネジメントシステムは、当社の労働安全衛生マネジメントシステム審査登録制度による審査の結果、**JIS Q 45001:2018 (ISO 45001:2018)** に適合していることを証します。

発行日 2023年7月3日



〒105-0003
東京都港区西新橋1-14-2 新橋SYビル7階
日本化学キューエイ株式会社
代表取締役社長 高橋 猛



Occupational Health and Safety
Management System

CERTIFICATE OF CONFORMITY



Certificate No. :	J C Q A - O - 0 0 3 0	Registration Date :	2006 . 4 . 3
Recertificate Date :	2023 . 7 . 26	Expiry Date :	2026 . 7 . 25

Name of Registered Organization: **UBE Elastomer Co. Ltd.**
Chiba Factory et al.

Address of Registered Organization: **8-1, Goi-minamikaigan, Ichihara-shi, Chiba, 290-8550, Japan**
et al.

JAPAN CHEMICAL QUALITY ASSURANCE LTD. Certifies that the Occupational Health and Safety Management System of the above organization specified in the appendix, has been assessed and verified to be in accordance with the requirements of the occupational health and safety management system specification as shown below:

Occupational Health and Safety Management System Specification:

J I S Q 45001 : 2018
(I S O 45001 : 2018)

The Date of Issue: 2023 . 7 . 3

JAPAN CHEMICAL QUALITY ASSURANCE LTD. (JCQA)
Shimbashi-SY Bldg. 7F, 1-14-2, Nishishimbashi,
Minato-ku, Tokyo, 105-0003, Japan



T. Takahashi

Takeshi Takahashi
PRESIDENT REPRESENTATIVE DIRECTOR

労働安全衛生マネジメントシステム

付 属 書

登録番号	JCQA-O-0030	登録日	2006年4月3日
更新日	2023年7月26日	有効期限	2026年7月25日
拡大日			

社名（事業所名）：UBE エラストマー株式会社

活動範囲：

ポリブタジエンゴム、ポリエチレンとその加工品及び防水材の開発並びに製造

事業所及び活動範囲：

千葉工場：

千葉県市原市五井南海岸 8 番地 1

ポリブタジエンゴム、ポリエチレンとその加工品及び防水材の開発並びに製造

関連会社：

宇部丸善ポリエチレン株式会社 千葉工場：

千葉県市原市五井南海岸 8 番地 1

ポリエチレンとその加工品の開発及び製造

宇部物流サービス株式会社 千葉事業所：

千葉県市原市五井南海岸 8 番地 1

ポリブタジエンゴム、ポリエチレンとその加工品の開発及び製造並びに防水材の製造

宇部興産建材株式会社 千葉防水材工場：

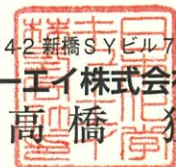
千葉県市原市五井南海岸 8 番地 1

防水材の開発並びに製造

発行日 2023年7月3日



〒105-0003
東京都港区西新橋 1-14-2 新橋SYビル7階
日本化学キューエイ株式会社
代表取締役社長 高橋 猛



Occupational Health and Safety
Management System

APPENDIX TO CERTIFICATE
OF CONFORMITY

Certificate No. :	J C Q A - O - 0 0 3 0	Registration Date :	2006 . 4 . 3
Recertificate Date :	2023 . 7 . 26	Expiry Date :	2026 . 7 . 25
Extension Date :			

Name of Registered Organization: **UBE Elastomer Co. Ltd.**

Scope of Activity:

The Development and Production of Polybutadiene, Polyethylene, Polyethylene Products, and Waterproofing Material

Address of Registered Organization & Scope of Activity:

Chiba Factory :

8-1, Goi-minamikaigan, Ichihara-shi, Chiba, 290-8550, Japan

The Development and Production of Polybutadiene, Polyethylene, Polyethylene Products, and Waterproofing Material

Associated Company :

Ube-Maruzen Polyethylene Co., Ltd. Chiba Factory :

8-1, Goi-minamikaigan, Ichihara-shi, Chiba, 290-8550, Japan

The Development and Production of Polyethylene, Polyethylene Products

Ube Logistics Service, Ltd. Chiba Office :

8-1, Goi-minamikaigan, Ichihara-shi, Chiba, 290-0045, Japan

The Development and Production of Polybutadiene, Polyethylene and Polyethylene Products, and Production of Waterproofing Material

UBE Construction Materials Co., Ltd. Chiba Waterproofing Material Factory :

8-1, Goi-minamikaigan, Ichihara-shi, Chiba, 290-0045, Japan

The Development and Production of Waterproofing Material

The Date of Issue: 2023 . 7 . 3

JAPAN CHEMICAL QUALITY ASSURANCE LTD. (JCQA)
Shimbashi-SY Bldg. 7F, 1-14-2, Nishishimbashi,
Minato-ku, Tokyo, 105-0003, Japan



T. Takahashi

Takeshi Takahashi

PRESIDENT REPRESENTATIVE DIRECTOR

登録証

UBEマシナリー株式会社

〒755-8633 山口県宇部市大字小串字沖ノ山1980

貴組織のマネジメントシステムは、LRQAにより、以下の規格に適合していることを証します。

ISO 45001:2018
JIS Q 45001:2018

登録番号： ISO 45001 – 0076687

この登録証には、同じ登録番号を持つ附属書が添付されています。
登録証は附属書と併せて有効となります。

この認証の登録範囲は以下の通りです。

ダイカストマシン、射出成形機、押出プレス、粉碎装置（縦型ミル）、除塵機（スクリーン）、破碎機（クラッシャ）、運搬機、窯業機、減速機、圧力容器、その他付属機器の設計・開発・製作・据付工事、営業、調達及びメンテナンスサービス
（技術支援及び予備品の供給含む）
鋼製橋梁及び水門を含む鋼構造物の設計・製作及び建設工事

堀川 康

日本代表

発行者: LRQAリミテッド



登録証 附属書

対象となる事業所	活動範囲
本社 〒755-8633 山口県宇部市大字小串字沖ノ山1980	ISO 45001:2018 登録範囲のとおり
東京支店 〒105-6791 東京都港区芝浦1-2-1	ISO 45001:2018 粉碎装置（縦型ミル）、除塵機（スクリーン）、破碎機（クラッシャ）、運搬機、窯業機、減速機、圧力容器、ダイカストマシン、射出成形機、押出プレスの営業活動
名古屋支店 〒461-0005 愛知県名古屋市東区東桜1-1-10	ISO 45001:2018 ダイカストマシン、射出成形機の営業活動
大阪支店 〒541-0052 大阪府大阪市中央区安土町3-3-9	ISO 45001:2018 粉碎装置（縦型ミル）、除塵機（スクリーン）、破碎機（クラッシャ）、運搬機、窯業機、減速機、圧力容器、射出成形機、橋梁の営業活動
九州支店 〒810-0001 福岡県福岡市中央区天神1-2-12	ISO 45001:2018 粉碎装置（縦型ミル）、除塵機（スクリーン）、破碎機（クラッシャ）、運搬機、窯業機、減速機、圧力容器、橋梁の営業活動
北海道サービスセンター 〒007-0837 北海道札幌市東区北37条東28-6-1	ISO 45001:2018 破碎機の営業及びメンテナンスサービス
東北サービスセンター 〒020-0834 岩手県盛岡市永井20-5-1	ISO 45001:2018 破碎機の営業及びメンテナンスサービス



登録証 附属書

対象となる事業所	活動範囲
大宮サービスセンター 〒331-0811 埼玉県さいたま市北区吉野町2-175-10	ISO 45001:2018 破碎機の営業及びメンテナンスサービス
大阪サービスセンター／大阪ステーション 〒567-0036 大阪府茨木市上穂積1-2-10	ISO 45001:2018 破碎機、ダイカストマシン、射出成形機の営業及びメンテナンスサービス
関東ステーション 〒373-0014 群馬県太田市植木野町975-1	ISO 45001:2018 ダイカストマシン、射出成形機の営業及びメンテナンスサービス
湘南ステーション 〒242-0029 神奈川県大和市上草柳121-4	ISO 45001:2018 ダイカストマシン、射出成形機の営業及びメンテナンスサービス
東海ステーション 〒436-0056 静岡県掛川市中央1-25-6	ISO 45001:2018 ダイカストマシン、射出成形機の営業及びメンテナンスサービス
名古屋ステーション 〒468-0015 愛知県名古屋市天白区原3-1803	ISO 45001:2018 ダイカストマシン、射出成形機の営業及びメンテナンスサービス
広島営業所／広島ステーション 〒739-1731 広島県広島市安佐北区落合1-19-36	ISO 45001:2018 ダイカストマシン、射出成形機の営業及びメンテナンスサービス



登録証 附属書

対象となる事業所

活動範囲

宇部サービスセンター／宇部ステーション
〒755-8633 山口県宇部市大字小串字沖ノ山1980

ISO 45001:2018
破碎機、ダイカストマシン、射出成形機の営業及び
メンテナンスサービス

名古屋事業所

〒455-0024 愛知県名古屋市港区大江町6-4

ISO 45001:2018

射出成形機の設計・開発、調達、製作



0001

CERTIFICATE OF REGISTRATION



株式会社ティーユーエレクトロニクス

山口県宇部市大字善和字牛明 203-143

グローバル・コンプライアンス・サーティフィケーション(GCC)の審査の結果、
要求事項に適合していることを証明します。

労働安全衛生マネジメントシステム ISO 45001:2018

認証範囲

プリント基板の開発、設計、製造

その他の事業所

本社工場：山口県宇部市大字善和字牛明 203-143

認証番号: JP24476-S-4
初回認証日: 2020年12月10日
発行日: 2023年12月8日
有効期限: 2026年12月9日

Mousa Sharifi
Managing Director

光山 茂

Shigeru Mitsuyama
Country Manager

Global Compliance Certification



Global Compliance Certification

Level 1, 77 Pacific Highway, North Sydney NSW 2060 | www.gccertification.com

Global Compliance Certification is accredited by Joint Accreditation System of Australia and New Zealand (JAS-ANZ).
This certificate remains the property of Global Compliance Certification and must be returned upon its request.
This certificate is only valid in connection with the successful performance of the surveillance audits.

CERTIFICATE OF REGISTRATION



THIS IS TO CERTIFY THAT

T&U ELECTRONICS COMPANY, LTD.

203-143 Aza-Ushiake Oaza-Yoshiwa Ube-shi Yamaguchi Japan

CONFORMS TO THE REQUIREMENT OF

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM ISO 45001:2018

FOR THE FOLLOWING SCOPE

Development, design, and manufacture of print substrates

Sites Address:

Head Office Factory: 203-143 Aza-Ushiake Oaza-Yoshiwa Ube-shi Yamaguchi Japan

Certificate Number:	JP24476-S-4
Original Certificate Date:	10/12/2020
Certificate Issue Date:	08/12/2023
Certificate Expiry Date:	09/12/2026

Mousa Sharifi - Managing Director
Global Compliance Certification



Global Compliance Certification

Level 1, 77 Pacific Highway, North Sydney NSW 2060 | www.gccertification.com

Global Compliance Certification is accredited by Joint Accreditation System of Australia and New Zealand (JAS-ANZ)
This certificate remains the property of Global Compliance Certification and must be returned upon its request.
This certificate is only valid in connection with the successful performance of the surveillance audits.

Certificate of Approval

This is to certify that the Management System of:

Ube Steel Co., Ltd.

1978-19, Kogushi-Okinoyama, Ube-shi, Yamaguchi-ken 755-0067, Japan

has been approved by LRQA to the following standards:

ISO 45001:2018
JIS Q 45001:2018

Approval number(s): ISO 45001 – 0077052

The scope of this approval is applicable to:

Design, development, manufacture and sales of iron, steel casting and steel billets for industrial marine and general use.
Intermediate treatment of industrial waste and specially controlled industrial waste (medical waste).

Yasushi Horikawa

Japan Operations Manager

Issued by: LRQA Limited



登録証

JICQA
JIC QUALITY ASSURANCE LTD.

登録組織：株式会社 福島製作所
本社工場

所在地：福島県福島市三河北町9番80号

貴組織の労働安全衛生マネジメントシステムは、当社による審査の結果、下記の適用規格の要求事項に適合していることを証します。

適用規格：ISO 45001:2018/JIS Q 45001:2018

登録範囲：甲板機械、グラブバケット、電力用機器及び廃棄物処理装置の設計、製造、販売、据付及びメンテナンス、並びに機械部品の加工及び販売に係わる事業活動

登録番号：H004

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