

UBE Corporation Action Plan

UBE shall formulate the following action plan to create an employment environment in which women can play an active role.

1. Plan period April 1, 2022 - March 31, 2025

2. Our Challenges

(1) The absolute number of female employees is small, and some male-dominated corporate operations remain.

(2) The number of women hired is limited because some workplaces are difficult to staff with women due to the nature of the work, facilities, etc.

(3) A sense of division of roles between men and women partially remains, which is an obstacle to the realization of work-life balance and the active participation of women.

3. Goals, initiatives, and timing of implementation

Goal 1: By the end of March 2025, the percentage of female employees shall be at least 10%, and the percentage of female managers shall be at least 5%.

<Details of Initiatives >

- April 2022-. Ongoing messages from top management.
- April 2022-. Networking among female employees.
- October 2022-. Regular training sessions to raise awareness.

Goal 2: Increase the ratio of women to new graduate career-track hires to at least 30% on average during the plan period.

<Details of Initiatives >

- April 2022-. Ongoing messages from top management.
- April 2022-. Active promotion to female students.
- April 2022-. Diversify opportunities for female employees in assignments and work experience
- October 2022-. Regular training sessions to raise awareness.

Goal 3: During the period of the plan, the rate of male employees taking childcare leave shall be at least 70% and the average number of days taken shall be at least 15 days.

<Details of Initiatives>

- April 2022-. Ongoing messages from top management.
- April 2022-. Regularly monitor the use of annual paid leave and childcare leave, and encourage employees to take them.
- October 2022-. Regular training sessions to raise awareness.