

Multi-Stakeholder Policy

Recognizing that in today's business environment, collaborative value creation is increasingly being seen as a vital part of corporate management by stakeholders ranging from shareholders to employees, business partners, customers, creditors, and local communities, UBE Corporation is committed to upholding a multi-stakeholder policy that ensures appropriate engagement. Furthermore, in order for UBE to maintain the momentum needed to enable wage increases and ensure sustainable economic development, it needs to appropriately allocate earnings and results generated through collaborative value creation and productivity improvements to multi-stakeholders. We thus deem it important to return profits to employees as well as give due consideration to the interest of all business partners and, accordingly, will take the following actions.

1. Giving Back to Employees

Reflecting the spirit of the founding principles of "coexistence and mutual prosperity" and "from finite mining to infinite industry," UBE is committed to the following purpose: "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."

Based on the above, we will invest in human capital to maximize added value by improving employee work engagement and achieving the DX-driven enhancement of productivity with the aim of strengthening our human capital for sustainable growth. In this way, we seek to increase corporate value as well as provide sustainable returns to our employees.

Specifically, with regard to wage increases, we will implement appropriate returns that lead to individual motivation and growth through sincere dialogues with the labor union while taking into account such factors as the business and economic environments.

Furthermore, in terms of our investment in human resources, we will establish a shared vision of desired human resources and work to enhance various human resource development initiatives that promote the creation of a corporate culture in which employees themselves are encouraged to consider their own career development and achieve personal growth.

2. Considerations for Business Partners

UBE will continue its efforts to comply with the Declaration on Partnership Building.

- Declaration on Partnership Building date of endorsement
April 1, 2022
- Declaration on Partnership Building portal website (in Japanese)
<https://www.ube.co.jp/ube/jp/sustainability/communication/pdf/partnership.pdf>

April 1, 2024

UBE Corporation

Corporate name

Masato Izumihara, President and Representative Director

Name and title (person with representative authority)