

Basic Stance on Corporate Citizenship

For more than 120 years, the UBE Group has retained its founding spirit of coexistence and mutual prosperity as the cornerstone of its operations. We believe that our corporate governance, environmental protection, community contribution, and other initiatives will enable us to enhance corporate value, drive sustainable growth, and remain a good corporate citizen.

UBE Group Basic Guidelines for CSR

Based on the founding spirit and corporate philosophy of the UBE Group, we will meet our CSR in order to contribute to the sustainable growth of society through our business.



- (1) 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.
- (2) We will pursue corporate governance that is in keeping with the demands of society and strive to continuously expand revenues as well as increase corporate value.
- (3) We will secure safety and quality in providing environmentally friendly products.
- (4) We will strive to reduce the environmental impact of our business activities and effectively utilize resources in order to conserve the global environment.
- (5) We will practice appropriate information disclosure for all stakeholders and readily communicate with society.
- (6) As a good corporate citizen, we will engage in social initiatives at home and abroad, to contribute to the growth of communities.

For more information on the UBE Group's CSR, please visit the UBE Group's website.

<https://www.ube-ind.co.jp/ube/en/csr/>

Sustainable Growth / Increasing Enterprise Value / Coexist with Society



Stakeholder Engagement

The UBE Group endeavors to engage with its five key stakeholders as stated here.

Stakeholders	UBE's Mission	Main Means of Engagement
Customers	Provide safe, high-quality products and services that are useful to society at fair prices and swiftly react to customer needs	Communication through sales activities and providing information by various means (including the UBE Group's website and product catalogs)
Business Partners	Engage in fair, honest transactions	Communication through purchasing activities
Employees	Stable employment, fair assessments and salaries, human resources development, appropriate work time management, and work-life balance support	Corporate briefings, the Central Labor-Management Conference, training, reporting and counseling systems, internal publications, and the Company intranet
Communities	Provide stable, fair employment, pay taxes appropriately, and engage in dialogue with local communities and society	Regional dialogue meetings, the local newsletter "Tsubasa," charity concerts, and collaboration with academia
Shareholders	Continuously raise corporate value, provide timely, appropriate information disclosure, and maintain shareholder returns through stable, appropriate dividends and share buybacks	IR activities (results briefings, investor briefings, facility tours, etc.), the General Meeting of Shareholders, and providing information by various means (the UBE Group's website, the Integrated Report, and the UBE Business Report)