



### Health Management Initiatives

The Group Strategic Management Meeting oversees employee health based on the UBE Management Principles. Our health endeavors earned recognition under the Ministry of Economy, Trade and Industry's Certified Health and Productivity Management Organization Recognition Program in 2021.

Details about the Group's health management initiatives are on the UBE Group's website:

<https://www.ube-ind.co.jp/ube/en/sustainability/rc/environment/work-place.html>



## Human Rights

The UBE Group has made respecting human rights central to its corporate activities. We formulated the UBE Group Human Rights Guidelines in line with the United Nations Guiding Principles on Business and Human Rights. We will fulfill our corporate social responsibilities by swiftly identifying, preventing, and mitigating anything in our corporate activities that undermines human rights.



### Respect for Human Rights

The UBE Group Action Guidelines state our respect for individuals while fostering mutual understanding and eliminating discrimination. The guidelines also state that we oppose forced and child labor, human trafficking, and all other inhumane practices and reject any ties with individuals or organizations engaging in such practices.

We created a framework to educate internally 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 executive, business site, and job classification-based training through external instructors.

#### Human Rights Training (Fiscal 2020) (Number of trainings held)

In-house training	6	total number of participants: 260 (UBE)
External instructors	32	total number of participants: 35 (UBE)
e-learning	2	attendance rate: 99% (UBE Group) (Japan)

If human rights violations were to come to light through internal whistleblowing or business reports, the UBE Group would endeavor to step up efforts to respect these rights and prevent infringements from recurring by taking prompt corrective action and undertaking internal disciplinary measures as needed, reporting findings to management and disseminating that information throughout the Group.

We also strive to respect human rights across our supply chain. We accordingly formulated the UBE Group Sustainable Procurement Guidelines, which encompass measures to uphold those rights among all suppliers. We collaborate with suppliers on human rights issues, including those associated with work environments, as well as the risks of violations, by regularly conducting CSR-oriented risk assessments of major suppliers.

Please visit the Human Rights and Labor section of the UBE Group's website for the UBE Group Human Rights Guidelines.

<https://www.ube-ind.co.jp/ube/en/sustainability/laborrights/index.html>

### Labor Rights

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

We have concluded an agreement with the Ube Industries 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.

