

## Employees

Category		Boundary	Unit	2018	2019	2020	2021	2022	
Number of employees	Total number of employees	UBE Group	Persons	11,010	10,890	10,897	9,849	8,166	
	Men		Persons	9,483	9,446	9,427	8,409	6,800	
	Women		Persons	1,527	1,444	1,470	1,440	1,366	
	(% women)		%	13.9	13.3	13.5	14.6	16.7	
	Number of non-regular employees	UBE Group	Persons	1,180	1,135	1,156	1,222	734	
	(% non-regular employees)		%	10	9.4	100.0	11.0	8.2	
	Total number of employees	UBE Corporation	Persons	3,298	3,329	3,318	2,058	2,194	
	Men		Persons	3,050	3,060	3,038	1,869	1,972	
	Women		Persons	248	269	280	189	222	
	(% women)		%	7.5	8.1	8.4	9.2	10.3	
	Number of non-regular employees	UBE Corporation	Persons	256	247	209	172	183	
	(% non-regular employees)		%	7.2	6.9	5.9	7.7	7.7	
	Number of employees at Group companies in Japan	Total number of employees at Group companies in Japan	Group companies in Japan	Persons	6,054	6,019	6,019	6,308	4,405
		Men		Persons	5,233	5,193	5,191	5,415	3,650
		Women		Persons	821	826	828	893	755
		(% women)		%	13.6	13.7	13.8	14.2	17.1
		Total number of employees at Group companies outside Japan	Group companies outside Japan	Persons	1,658	1,542	1,560	1,483	1,933
		Men		Persons	1,200	1,193	1,198	1,125	1,178
		Women		Persons	458	349	362	358	755
		(% women)		%	27.6	22.6	23.2	24.1	39.1
(% local employees)		%	96.7	96.9	96.8	96.4	96.6		
By region		Asia	Japan	Persons	1,022	898	852	782	845
		Europe		Persons	543	559	596	592	605
		Americas, other		Persons	93	85	112	109	117
Age of employees		Average age	UBE Corporation	Age	41.5	41.7	41.7	42.4	42.7
		Men		Age	41.7	41.9	41.8	42.6	42.9
	Women	Age		40.1	39.8	39.8	40.7	40.5	
	By age	Persons		617	597	618	325	325	
	20s or younger	Persons		893	924	901	536	555	
	30s	Persons		828	849	849	580	611	
	40s	Persons		757	757	765	497	551	
	50s	Persons		203	202	185	120	152	
	60s or above	Persons		2,355	2,376	2,397	2,069	1,562	
	UBE Group total	Persons		2,260	2,272	2,311	1,980	1,455	
Number of managers	Men	UBE Group	Persons	95	104	86	89	107	
	Women		Persons	21	23	24	23	23	
	(% women)		%	4.0	4.4	3.6	4.3	6.9	
	UBE total	UBE Corporation	Persons	878	898	849	552	558	
	Men		Persons	857	875	825	529	535	
	Women		Persons	21	23	24	23	23	
	(% women)		%	2.4	2.6	2.8	4.2	4.1	
	Senior Management total	UBE Corporation	Persons	90	86	78	53	50	
	Men		Persons	89	85	78	53	50	
	Women		Persons	1	1	0	0	0	
(% women)	%		1.1	1.2	0.0	0.0	0.0		
Percentage of employees with disabilities	Fiscal year average	UBE Corporation *	%	2.39	2.35	2.39	2.47	3.16	

\*Includes a designated special subsidiary.

## Hiring

Category		Boundary	Unit	2018	2019	2020	2021	2022
New graduate hires (Career-track employees)	Number of hires	UBE Corporation	Persons	37	47	58	33	15
	Men		Persons	28	39	44	24	7
	Women		Persons	9	8	14	9	8
	(% women)		%	24.3	17	24.1	27.3	53.3
New graduate hires ( <i>Kikanshoku</i> * employees)	Number of hires	UBE Corporation	Persons	30	56	69	36	32
	Men		Persons	28	48	59	29	32
	Women		Persons	2	8	10	7	0
Mid-career hires	Number of hires	UBE Corporation	Persons	57	64	18	13	40
	Men		Persons	54	57	17	10	29
	Women		Persons	3	7	1	3	11
3-year retention rate of new graduate hires (generalist positions)	3-year retention rate	UBE Corporation	%	95.2	97.8	97.3	91.489362	92.4
	Men		%	100	100	96.428571	94.9	94.7
	Women		%	77.8	90	100.0	75	85.0
Turnover rate of regular employees (who resigned for personal reasons)	Employee turnover	UBE Corporation	%	1.3	1.4	1.4	1.4	1.0
	Men		%	1.2	1.4	1.4	1.2	1.0
	Women		%	2.0	1.9	1.8	3.1	1.4
Average years of service	Average years of service	UBE Corporation	Year	15.8	15.9	16	16.44	15.4
	Men		Year	15.9	16	16.2	16.59	15.6
	Women		Year	15.4	14.8	14.2	14.94	13.1
Reemployment rate of retired employees		UBE Corporation	%	90.7	85.7	96.8	89.3	93.5

\*Technical employees and administrative employees

## Training

Category		Boundary	Unit	2018	2019	2020	2021	2022
<b>Level-based training</b>								
Job-grade specific training	Number of participants	UBE Group	Persons	–	227	Canceled	108	44
	Average training time per participant		Hours	–	22.2		19	19
Basic management training	Number of participants	UBE Group	Persons	–	54	75	63	32
	Average training time per participant		Hours	–	16	18	17	17
Career-track employee training	Number of participants	UBE Corporation	Persons	–	168	197	152	87
	Average training time per participant		Hours	–	40.5	16.9	28	28
<i>Kikanshoku</i> employee training	Number of participants	UBE Corporation	Persons	–	223	223	258	139
	Average training time per participant		Hours	–	30.6	15.7	15	15
<b>Theme-based training</b>								
Elder training	Number of participants	UBE Corporation	Persons	–	34	39	26	47
	Average training time per participant		Hours	–	8	7	7	7
Refresher courses	Number of participants	UBE Corporation	Persons	–	98	130	126	124
	Average training time per participant		Hours	–	8	6.5	2	2
Group company new executive training	Number of participants	UBE Group	Persons	–	13	Canceled	Canceled	25
	Average training time per participant		Hours	–	16			6
<b>Global training program</b>								
Cultural sensitivity training	Number of participants	UBE Corporation	Persons	–	29	21	23	14
	Average training time per participant		Hours	–	8	7	7	7
Global business leader training program	Number of participants	UBE Group	Persons	–	17	Canceled	15	15
	Average training time per participant		Hours	–	104		40	48
Overseas MBA programs	Number of participants	UBE Corporation	Persons	–	2	Postponed	3	1
	Period of dispatch		Year	–	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	2018	2019	2020	2021	2022
Total actual annual working hours		UBE Corporation	Hours per person	1,980	1,949	1,955	1,946	1,916
Average monthly overtime hours			Hours per person	16.6	14.7	14.2	15.1	16.8
Annual paid leave taken			Days per person	15.0	15.4	13.1	15.7	16.9
Annual paid leave granted			Days per person	19.1	19.0	19.7	19.8	19.8
Percentage of annual paid leave taken			%	78	81	67	79	85.5
Violations of Labor Standards Act			Number of violations	0	0	0	0	1

### Support for Work-Life Balance

Category	Boundary	Unit	2018	2019	2020	2021	2022
Number of employees taking childcare leave	Number of employees using it	Persons	72	80	89	78	78
		Men	69	72	86	71	71
		Women	3	8	3	7	7
Percentage of employees taking childcare leave	Men	%	60.0	63.2	72.3	75.5	97.2
	Women	%	100	100	100	100	100
Average number of childcare leave days taken	Men	Days	7.0	5.2	8.0	7.0	10.0
	Women	Days	308	351	245	117	142.0
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	6	8	5	9	10
Childbirth leave	Men	Persons	92	91	91	94	62
	% of eligible employees using it	%	80.0	79.8	76.5	75.5	84.9
Number of employees taking child nursing leave	Number of employees using it	Persons	4	9	4	2	3
		Men	1	2	2	0	0
		Women	3	7	2	2	3
Number of employees taking family nursing leave	Number of employees using it	Persons	0	0	0	1	1
		Men	0	0	0	1	1
		Women	0	0	0	0	0
Number of employees taking family nursing short leave	Number of employees using it	Persons	1	4	4	4	3
		Men	1	3	2	3	1
		Women	0	1	2	1	2
Number of employees taking shortened working time for child/family care	Number of employees using it	Persons	25	24	22	22	24
		Men	1	1	2	1	2
		Women	24	23	20	21	22
Number of employees registered with career restart system (as of fiscal-year end)		Persons	4	8	9	12	12

### Labor Union

Category	Boundary	Unit	2018	2019	2020	2021	2022
Number of members		Persons	2,318	2,401	2,334	1,397	1,513
Membership rate (collective bargaining coverage)	UBE Corporation	%	68.5	69.6	69.0	67.9	68.3

### Occupational Safety and Security

Category	Boundary	Unit	2017	2018	2019	2020	2021	2022	
Number of fatal incidents	UBE Group employees	UBE Group	Number	0	0	0	0	0	
	Employees of partner companies of the UBE Group			0	0	1	1	0	
Number of Lost-Time Incidents	UBE Group employees	UBE Group		5	3	3	5	5	
	Employees of partner companies of the UBE Group			7	8	7	5	2	
	Profit attributable to Partner company employees	UBE employees	UBE Corporation	Number	0	0	1	3	0
		Partner company employees	UBE Group		5	6	4	4	0
		UBE employees	UBE Group		5	3	2	2	5
Partner company employees	UBE Group		2	2	3	1	2		
Lost-time injury frequency rate	UBE employees	UBE Group	Number	0.30	0.19	0.19	0.32	0.33	
	Partner company employees	UBE Group		0.72	0.77	0.74	0.52	0.19	
Number of process accidents	UBE Corporation	Number		3	4	4	13	5	
	UBE Group			1	0	3	2	3	
Safety, health and disaster prevention expenditures	UBE Group	(Million yen)		10,209	11,797	11,361	12,002	14,371	

Health

重点課題	Category	Boundary	Unit	Targets	2018	2019	2020	2021	2022
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	93.5	98.6	98.8	98.8	99.4
	Rate of high-risk individuals according to UBE criteria			Reduce compared to the previous fiscal year	7.7	7.2	8.8	7.9	7.6
Detect and treat cancer early using health checkup findings	Secondary screening rate for cancer	UBE Corporation	%	Increase compared to the previous fiscal year	87.5	96.8	89.9	98.2	99.0
Promote workplace improvement activities using stress check findings	Stress check uptake rate			Increase compared to the previous fiscal year	97	97.2	96.9	97.2	93.5
	Number of departments with stress check total health risk values of 120 and higher			95% or higher	35	43	34	20	20
	Percentage of high-stress individuals <sup>1</sup> in stress check	Reduce compared to the previous fiscal year	11.7	11.6	10.3	10.1	11.5		
Reduce the number of employees on long-term leave	New case rate	UBE Corporation	%	Reduce compared to the previous fiscal year	0.59	0.55	0.47	0.46	0.72
	Mental health severity rate			Reduce compared to the previous fiscal year	0.7	0.76	0.73	0.51	0.60
	Return to work rate			50% or higher	50	31.8	61	66.7	36.7
Zero passive smoking	Smoking rate	UBE Corporation	%	(FY2021)	26.3	25.2	23.6	20	19.6
		UBE Group <sup>2</sup>		27.2	25.9	24.4	22.3	22.7	
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	67.9	67.3	66.7	68.2	66.9
	Percentage of employees who regularly exercise <sup>3</sup>			Increase compared to the previous fiscal year	28.2	28.4	31	35.2	37.9

<sup>1</sup> As stipulated in the Stress Check Guidelines (revised August 2018), Ministry of Health, Labour and Welfare

<sup>2</sup> Group companies that have concluded an occupational health outsourcing contract or a similar agreement

<sup>3</sup> Regularly exercise: Engaging in at least 30 minutes of exercise at least twice a week

Number of Patents Held (Registered)

Category	Boundary	Unit	2018	2019	2020	2021	2022
In Japan							
Number of patents held	UBE Group	Number	193	186	177	178	111
Cumulative number of patents held as of fiscal year-end			2862	2726	2380	2172	1442
Outside Japan							
Number of patents held	UBE Group	Number	155	143	158	126	76
Cumulative number of patents held as of fiscal year-end			2107	2025	1842	1634	1457
United States			30	41	20	16	13
Europe			27	9	21	10	3
China			26	30	37	40	17
South Korea			29	24	25	28	17
Taiwan			19	15	6	11	10
Other countries/regions			24	24	49	21	16

**Actual Expenditures for Social Initiatives**

Category	Boundary	Unit	2018	2019	2020	2021	2022
Expenditures for social initiatives	UBE Group	(Million yen)	313.5	306.8	216.8	205.3	189.3
Expenditures by Form of Social Initiative							
Financial donations			43.5	37.2	53.0	54.8	57.8
Material donations			6.9	2.1	5.1	1.9	4.1
Access to facilities	UBE Group %		4.5	4.5	0.7	0.1	0.7
Employee participation and outreach			36.6	46.3	29.7	31.1	26.4
Other			8.5	9.9	11.4	12.0	10.9

\*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 <sup>1</sup>	ISO45001	March 2011	Lloyd's Register Quality Assurance Limited (LRQA)
	Sakai Site <sup>2</sup>	ISO45001	March 2012	Lloyd's Register Quality Assurance Limited (LRQA)
	Chiba Site <sup>3</sup>	ISO45001	April 2006	Japan Chemical Quality Assurance Ltd. (JCQA)
	Nagoya Site <sup>2</sup>	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 <sup>1</sup>	ISO45001	February 2006	Lloyd's Register Quality Assurance Limited (LRQA)
	Sakai Site <sup>2</sup>	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.	Lauro lactam Factory <sup>1</sup>	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 <sup>3</sup>	ISO45001	April 2006	Japan Chemical Quality Assurance Ltd. (JCQA)
MU Ionic Solutions Corporation	Sakai Factory <sup>2</sup>	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.	Headquarters Factory	ISO45001	March 2006	GCC Japan
UBE STEEL CO., LTD.	Headquarters Factory	ISO45001	January 2007	Lloyd's Register Quality Assurance Limited (LRQA)
FUKUSHIMA LTD.	Headquarters 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