

Employees

Category		Boundary	Unit	2019	2020	2021	2022	2023	
Number of employees	Total number of employees	UBE Group	Persons	10,890	10,897	9,849	8,166	7,882	
	Men		Persons	9,446	9,427	8,409	6,800	6,614	
	Women		Persons	1,444	1,470	1,440	1,366	1,268	
	(% women)		%	13.3	13.5	14.6	16.7	16.1	
	Number of non-regular employees		Persons	1,135	1,156	1,222	734	864	
	(% non-regular employees)		%	9.4	100.0	11.0	8.2	7.1	
	Total number of employees		UBE Corporation	Persons	3,329	3,318	2,058	2,194	2,243
	Men			Persons	3,060	3,038	1,869	1,972	2,004
	Women			Persons	269	280	189	222	239
	(% women)			%	8.1	8.4	9.2	10.3	10.7
	Number of non-regular employees	Persons		247	209	172	183	190	
	(% non-regular employees)	%		6.9	5.9	7.7	7.7	7.8	
	Total number of employees at Group companies in Japan	Group companies in Japan		Persons	6,019	6,019	6,308	4,405	4,183
	Men			Persons	5,193	5,191	5,415	3,650	3,504
	Women			Persons	826	828	893	755	679
	(% women)			%	13.7	13.8	14.2	17.1	19.4
	Total number of employees at Group companies outside Japan	Group companies outside Japan	Persons	1,542	1,560	1,483	1,933	1,456	
	Men		Persons	1,193	1,198	1,125	1,178	1,106	
	Women		Persons	349	362	358	755	350	
(% women)	%		22.6	23.2	24.1	39.1	31.6		
(% local employees)	%		96.9	96.8	96.4	96.6	98.7		
By region	Persons		Asia	898	852	782	845	739	
Europe			559	596	592	605	609		
Americas, other			85	112	109	117	108		
Age of employees	Average age	UBE Corporation	Age	41.7	41.7	42.4	42.7	42.8	
	Men		Age	41.9	41.8	42.6	42.9	43.2	
	Women		Age	39.8	39.8	40.7	40.5	39.7	
	By age		Persons	20s or younger	597	618	325	325	339
	30s			924	901	536	555	527	
	40s			849	849	580	611	602	
	50s			757	765	497	551	606	
	60s or above			202	185	120	152	169	
	UBE Group total		UBE Group	Persons	2,376	2,397	2,069	1,562	1,496
	Men			Persons	2,272	2,311	1,980	1,455	1,416
Women	Persons	104		86	89	107	80		
(% women)	%	4.4		3.6	4.3	6.9	5.3		
Number of managers	UBE total	UBE Corporation	Persons	898	849	552	558	557	
	Men		Persons	875	825	529	535	530	
	Women		Persons	23	24	23	23	27	
	(% women)		%	2.6	2.8	4.2	4.1	4.8	
	Senior Management total	UBE Corporation	Persons	86	78	53	50	47	
	Men		Persons	85	78	53	50	46	
	Women		Persons	1	0	0	0	1	
	(% women)		%	1.2	0.0	0.0	0.0	2.1	
Percentage of employees with disabilities	Fiscal year average	UBE Corporation *	%	2.35	2.39	2.47	3.16	3.06	

*Includes a designated special subsidiary.

Hiring

Category		Boundary	Unit	2019	2020	2021	2022	2023
New graduate hires (Career-track employees)	Number of hires	UBE Corporation	Persons	47	58	33	15	26
	Men		Persons	39	44	24	7	16
	Women		Persons	8	14	9	8	10
	(% women)		%	17	24.1	27.3	53.3	38.5
New graduate hires (Kikanshoku* employees)	Number of hires	UBE Corporation	Persons	56	69	36	32	33
	Men		Persons	48	59	29	32	24
	Women		Persons	8	10	7	0	9
Mid-career hires	Number of hires	UBE Corporation	Persons	64	18	13	40	24
	Men		Persons	57	17	10	29	22
	Women		Persons	7	1	3	11	2
3-year retention rate of new graduate hires (generalist positions)	3-year retention rate	UBE Corporation	%	97.8	97.3	91.5	92.4	93.9
	Men		%	100	96.4	94.9	94.7	95.8
	Women		%	90	100.0	75	85.0	88.9
Turnover rate of regular employees (who resigned for personal reasons)	Employee turnover	UBE Corporation	%	1.4	1.4	1.4	1.0	1.4
	Men		%	1.4	1.4	1.2	1.0	1.2
	Women		%	1.9	1.8	3.1	1.4	2.6
Average years of service	Average years of service	UBE Corporation	Year	15.9	16	16.44	15.4	16.0
	Men		Year	16	16.2	16.59	15.6	16.4
	Women		Year	14.8	14.2	14.94	13.1	13.2
Reemployment rate of retired employees		UBE Corporation	%	85.7	96.8	89.3	93.5	93.0

*Technical employees and administrative employees

Training

Category		Boundary	Unit	2019	2020	2021	2022	2023
Level-based training								
Job-grade specific training	Number of participants	UBE Group	Persons	227	Canceled	108	44	56
	Average training time per participant		Hours	22.2		19	19	26.5
Basic management training	Number of participants	UBE Group	Persons	54	75	63	32	40
	Average training time per participant		Hours	16	18	17	17	24.7
Career-track employee training	Number of participants	UBE Corporation	Persons	168	197	152	87	123
	Average training time per participant		Hours	40.5	16.9	28	28	30.5
Kikanshoku employee training	Number of participants	UBE Corporation	Persons	223	223	258	139	230
	Average training time per participant		Hours	30.6	15.7	15	15	16.5
Theme-based training								
Elder training	Number of participants	UBE Corporation	Persons	34	39	26	47	58
	Average training time per participant		Hours	8	7	7	7	7
Refresher courses	Number of participants	UBE Corporation	Persons	98	130	126	124	60
	Average training time per participant		Hours	8	6.5	2	2	4.3
Group company new executive training	Number of participants	UBE Group	Persons	13	Canceled	Canceled	25	Canceled
	Average training time per participant		Hours	16			6	
Global training program								
Cultural sensitivity training	Number of participants	UBE Corporation	Persons	29	21	23	14	18
	Average training time per participant		Hours	8	7	7	7	7
Global business leader training program	Number of participants	UBE Group	Persons	17	Canceled	15	15	16
	Average training time per participant		Hours	104		40	48	49.5
Overseas MBA programs	Number of participants	UBE Corporation	Persons	2	Postponed	3	1	1
	Period of dispatch		Year	1		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	2019	2020	2021	2022	2023
Total actual annual working hours		UBE Corporation	Hours per person	1,949	1,955	1,946	1,916	1,900
Average monthly overtime hours			Hours per person	14.7	14.2	15.1	16.8	16.0
Annual paid leave taken			Days per person	15.4	13.1	15.7	16.9	17.4
Annual paid leave granted			Days per person	19.0	19.7	19.8	19.8	19.8
Percentage of annual paid leave taken			%	81	67	79	85.5	88.2
Violations of Labor Standards Act			Number of violations		0	0	0	1

Support for Work-Life Balance

Category		Boundary	Unit	2019	2020	2021	2022	2023
Number of employees taking childcare leave	Number of employees using it	UBE Corporation	Persons	80	89	78	78	81
	Men		Persons	72	86	71	71	74
	Women		Persons	8	3	7	7	7
Percentage of employees taking childcare leave	Men		%	63.2	72.3	75.5	97.2	99
	Women		%	100	100	100	100	100
Average number of childcare leave days taken	Men		Days	5.2	8.0	7.0	10.0	12.3
	Women		Days	351	245	117	142.0	151.0
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	8	5	9	10	8
Childbirth leave	Men	Persons	91	91	94	62	52	
	% of eligible employees using it	%	79.8	76.5	75.5	84.9	75.4	
Number of employees taking child nursing leave	Number of employees using it	Persons	9	4	2	3	6	
	Men	Persons	2	2	0	0	1	
	Women	Persons	7	2	2	3	5	
Number of employees taking family nursing leave	Number of employees using it	Persons	0	0	1	1	1	
	Men	Persons	0	0	1	1	1	
	Women	Persons	0	0	0	0	0	
Number of employees taking family nursing short leave	Number of employees using it	Persons	4	4	4	3	4	
	Men	Persons	3	2	3	1	2	
	Women	Persons	1	2	1	2	2	
Number of employees taking shortened working time for child/family care	Number of employees using it	Persons	24	22	22	24	26	
	Men	Persons	1	2	1	2	1	
	Women	Persons	23	20	21	22	25	
Number of employees registered with career restart system (as of fiscal-year end)			Persons	8	9	12	12	15

Labor Union

Category	Boundary	Unit	2019	2020	2021	2022	2023
Number of members		Persons	2,401	2,334	1,397	1,513	1,524
Membership rate (collective bargaining coverage)	UBE Corporation	%	69.6	69.0	67.9	68.3	67.9

Occupational Safety and Security

Category		Boundary	Unit	2019	2020	2021	2022	2023	
Number of fatal incidents	UBE Group employees	UBE Group	Number	0	0	0	0	0	
	Employees of partner companies of the UBE Group			1	1	0	0	0	
Number of Lost-Time Incidents	UBE Group employees	UBE Group		3	5	5	6	8	
	Employees of partner companies of the UBE Group			7	5	2	4	6	
	Profit attributable to Partner company employees	UBE employees	UBE Corporation	Number	1	3	0	3	0
		Partner company employees			4	4	0	1	2
		UBE employees	UBE Group companies		2	2	5	3	8
	Partner company employees			3	1	2	3	4	
Lost-time injury frequency rate	UBE employees	UBE Group	Number	0.19	0.32	0.33	0.60	0.69	
	Partner company employees			0.74	0.52	0.19	0.74	1.14	
Number of process accidents	UBE employees	UBE Corporation	Number	4	13	5	5	4	
	Partner company employees	UBE Group		3	2	3	5	6	
Safety, health and disaster prevention expenditures			UBE Group (Million yen)	11,361	12,002	14,371	8,304	7,210	

Health

重点課題	Category	Boundary	Unit	Targets	2019	2020	2021	2022	2023
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	98.6	98.8	98.8	99.4	99.1
	Rate of high-risk individuals according to UBE criteria			Reduce compared to the previous fiscal year	7.2	8.8	7.9	7.6	8.4
Detect and treat cancer early using health checkup findings	Secondary screening rate for cancer	UBE Corporation	%	increase compared to the previous fiscal year	96.8	89.9	98.2	99.0	97.0
Promote workplace improvement activities using stress check findings	Stress check uptake rate	UBE Corporation	%	95% or higher	97.2	96.9	97.2	93.5	96.3
	Number of departments with stress check total health risk values of 120 and higher			Reduce compared to the previous fiscal year	43	34	20	20	19
	Percentage of high-stress individuals ¹ in stress check			Reduce compared to the previous fiscal year	11.6	10.3	10.1	11.5	9.1
Reduce the number of employees on long-term leave	New case rate	UBE Corporation	%	Reduce compared to the previous fiscal year	0.55	0.47	0.46	0.72	0.85
	Mental health severity rate			Reduce compared to the previous fiscal year	0.76	0.73	0.51	0.60	0.77
	Return to work rate			50% or higher	31.8	61	66.7	36.7	37.8
Zero passive smoking	Smoking rate	UBE Corporation	%	(FY2021) 23% or less	25.2	23.6	20	19.6	19.9
		UBE Group ²			25.9	24.4	22.3	22.7	23.0
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	67.3	66.7	68.2	66.9	66.9
	Percentage of employees who regularly exercise ³			Increase compared to the previous fiscal year	28.4	31	35.2	37.9	37.8

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

² Group companies that have concluded an occupational health outsourcing contract or a similar agreement

³ Regularly exercise: Engaging in at least 30 minutes of exercise at least twice a week

Number of Patents Held (Registered)

Category	Boundary	Unit	2019	2020	2021	2022	2023
In Japan							
Number of patents held	UBE Group	Number	186	177	178	111	107
Cumulative number of patents held as of fiscal year-end			2,726	2,380	2,172	1,442	1,443
Outside Japan							
Number of patents held	UBE Group	Number	143	158	126	76	71
Cumulative number of patents held as of fiscal year-end			2,025	1,842	1,634	1,457	1,346
United States			41	20	16	13	9
Europe			9	21	10	3	6
China			30	37	40	17	19
South Korea			24	25	28	17	16
Taiwan			15	6	11	10	5
Other countries/regions			24	49	21	16	16

Actual Expenditures for Social Initiatives

Category	Boundary	Unit	2019	2020	2021	2022	2023
Expenditures for social initiatives	UBE Group	(Million yen)	306.8	216.8	205.3	189.3	182.9
Expenditures by Form of Social Initiative							
寄付金(金銭) donations			37.2	53.0	54.8	57.8	60.6
Material donations			2.1	5.1	1.9	4.1	4.5
Access to facilities	UBE Group	%	4.5	0.7	0.1	0.7	2.1
Employee participation and outreach			46.3	29.7	31.1	26.4	22.2
Other			9.9	11.4	12.0	10.9	10.5

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