

Financial Results for the 3rd Quarter FY2025

Explanatory material

February 4, 2026

3rd Quarter: April - December

FY2025 3rd Quarter Consolidated Result

Scope of Consolidation

Item	End of FY2024 (A)	End of FY2025 3Q (B)	Difference (B) - (A)	Notes
Number of consolidated subsidiaries	34	45	11	+ UBE URETHANES AUSTRALIA PTY LTD + UBE LATIN AMERICA LTDA. + UBE URETHANES CANADA LTD. + UBE China Holding Co., Ltd. + UBE Urethanes Nantong Co., Ltd. + Elfte LXS GmbH + LANXESS SOLUTIONS INDIA PRIVATE LIMITED + UBE URETHANES ITALY S.R.L. + UBE Urethanes Netherlands B.V. + UBE URETHANES UK LTD. + UBE URETHANES USA LLC
Number of equity method affiliates	17	17	—	
Total	51	62	11	

Environmental Factors

Item				FY2024 3Q (A)	FY2025 3Q (B)	Difference (B) - (A)
Exchange Rate		Yen/\$		152.6	148.7	(3.9)
Material Price	Naphtha	CIF	\$/t	703	611	(92)
		Domestic	Yen/KL	76,400	64,800	(11,600)
	Australian Coal (CIF)		\$/t	161.0	137.8	(23.2)
			Yen/t	24,564	20,489	(4,075)

Major P/L Items

(Billions of yen)

Item	FY2024 3Q (A)	FY2025 3Q (B)	Difference (B) - (A)	Percentage change
Net sales	359.6	332.2	(27.5)	(7.6)%
EBITDA	30.3	35.0	4.7	15.5%
Operating profit	9.5	14.5	5.0	52.0%
Ordinary profit	13.0	30.3	17.4	133.9%
Profit (loss) attributable to owners of parent	(19.1)	21.1	40.2	—

Segment Change

Previous Segment	Businesses
Specialty Products	Polyimide Separation membranes Ceramics Separators Phenolic resin Semiconductor gases
Polymers & Chemicals	Composites Nylon polymers Caprolactam and ammonium sulfate Industrial chemicals C1 chemicals <u>High-performance coatings</u> Elastomers
Machinery	
Others	<u>Pharmaceuticals</u> Power Sales companies, etc.

New Segment	Businesses
Specialty Products	Polyimide Separation membranes Ceramics Separators Phenolic resin Semiconductor gases
<u>High Performance Urethane</u> (New)	<u>Urethane systems (new)</u> <u>High-performance coatings (transferred)</u>
<u>Pharmaceutical</u> (Established as an independent business segment)	
Polymers & Chemicals	Composites Nylon polymers Caprolactam and ammonium sulfate Industrial chemicals C1 chemicals Elastomers
Machinery	
Others	Power Sales companies, etc.

Net Sales and Operating Profit by Segment

(Billions of yen)

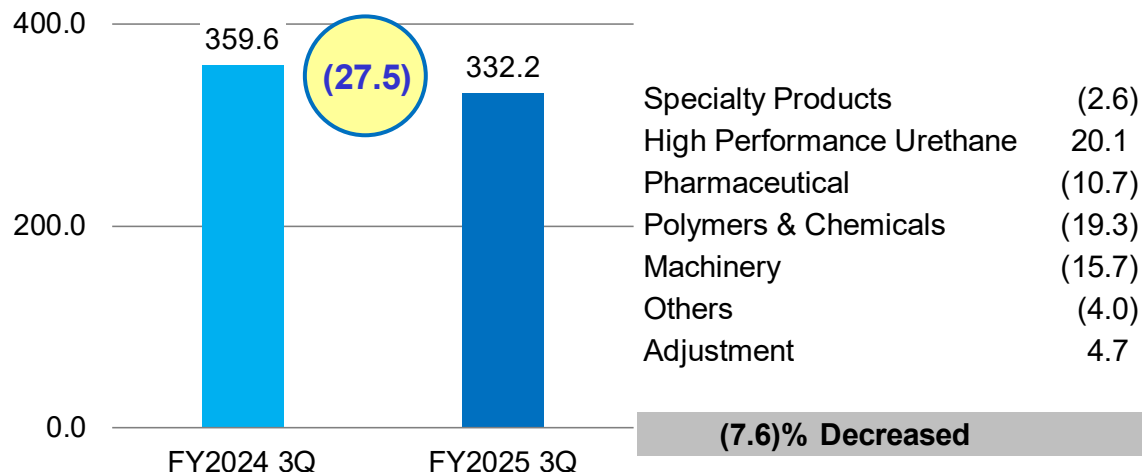
	Segment	FY2024 3Q	FY2025 3Q	Difference	Percentage change
		(A)	(B)	(B) - (A)	
Net sales	Specialty Products	47.5	44.9	(2.6)	(5.5)%
	High Performance Urethane	11.4	31.5	20.1	175.7%
	Pharmaceutical	25.2	14.5	(10.7)	(42.3)%
	Polymers & Chemicals	203.9	184.6	(19.3)	(9.5)%
	Machinery	62.4	46.7	(15.7)	(25.1)%
	Others	29.5	25.5	(4.0)	(13.5)%
	Adjustment	(20.4)	(15.7)	4.7	-
	Total	359.6	332.2	(27.5)	(7.6)%
Operating profit	Specialty Products	7.1	6.7	(0.4)	(5.1)%
	High Performance Urethane	0.1	(1.4)	(1.5)	-
	Pharmaceutical	0.9	(0.9)	(1.8)	-
	Polymers & Chemicals	(2.4)	8.1	10.5	-
	Machinery	4.9	3.9	(1.1)	(21.4)%
	Others	1.6	1.6	0.0	0.2%
	Adjustment	(2.7)	(3.4)	(0.7)	-
	Total	9.5	14.5	5.0	52.0%

Note: Starting from FY2025, the segments have been revised from the four segments of “Specialty Products,” “Polymers & Chemicals,” “Machinery,” and “Others” to the six segments of “Specialty Products,” “High Performance Urethane,” “Pharmaceutical,” “Polymers & Chemicals,” “Machinery,” and “Others.” The results for FY2024 3Q are figures reflecting the segment reclassification.

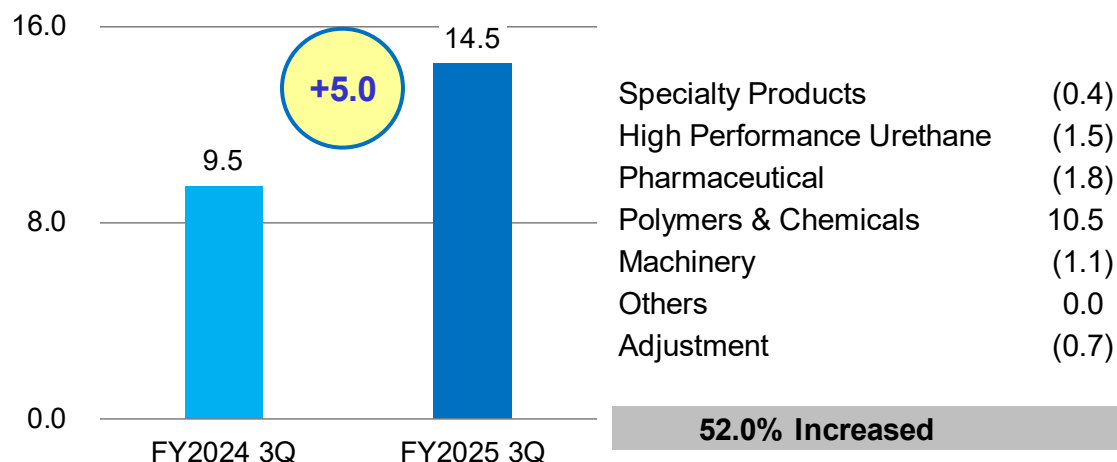
Analysis – Total

(Billions of yen)

Net Sales



Operating profit



Qualitative Information

Net sales: Down

- High Performance Urethane: Acquisition of the urethane systems business in April 2025
- Polymers & Chemicals: Sluggish sales of nylon polymers, caprolactam, etc.
- Machinery: Exclusion of the steel products business from the scope of consolidation following the transfer of its management rights to another company in FY2024 3Q

Operating profit: Up

- Polymers & Chemicals: Decrease in depreciation expenses due to impairment losses on ammonia, caprolactam, and nylon polymer businesses recognized in the previous fiscal year
- Polymers & Chemicals: Ammonia plant without large-scale maintenance
- Polymers & Chemicals: Decline in raw material prices of elastomers

Difference of operating profit

Price ^{*1}	6.0
Volume	(3.3)
Fixed Cost and Others ^{*2}	2.3
Total	5.0

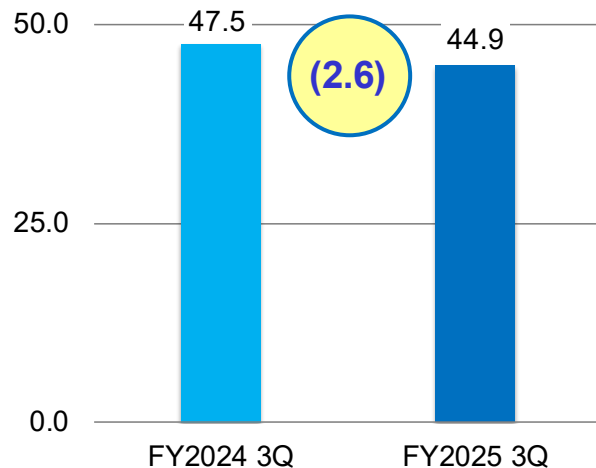
*1: Including both selling and purchase changes

*2: Including inventory valuation changes

Analysis – Specialty Products

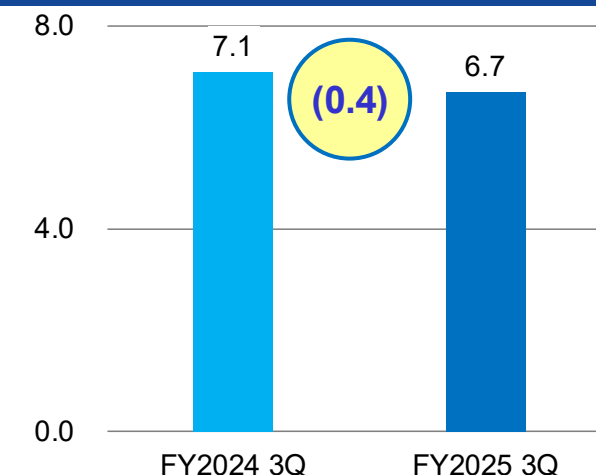
(Billions of yen)

Net Sales



(5.5)% Decreased

Operating profit



(5.1)% Decreased

Qualitative Information

Net sales: Down

- Polyimide: Sluggish varnish sales due to declining sales of smartphones in which our products are used, despite film sales remaining at the same level as the corresponding period of the previous year
- Separation membranes: Continued impact of inventory adjustments by certain customers on CO₂ separation membranes for biomethane production despite firm sales of nitrogen membranes
- Ceramics: Decline in sales of products for bearings and substrates due to xEV market slowdown
- Separators: Increase in sales volume due to rising demand for hybrid vehicles

Operating profit: Down

- Weak sales of polyimide, separation membranes, and ceramics

Difference of operating profit

Price ^{*1}	1.8
Volume	(1.7)
Fixed Cost and Others ^{*2}	(0.5)
Total	(0.4)

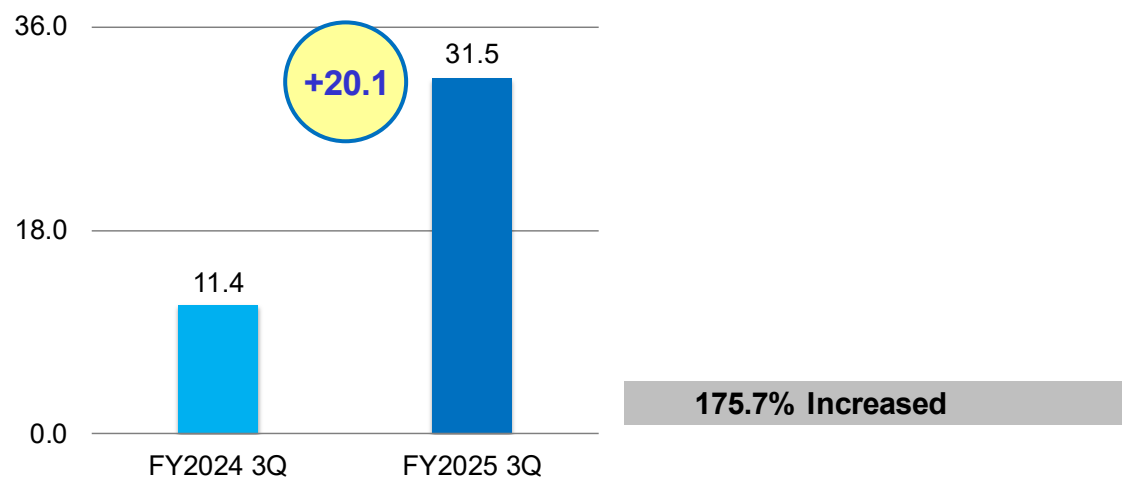
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*2: Including inventory valuation changes

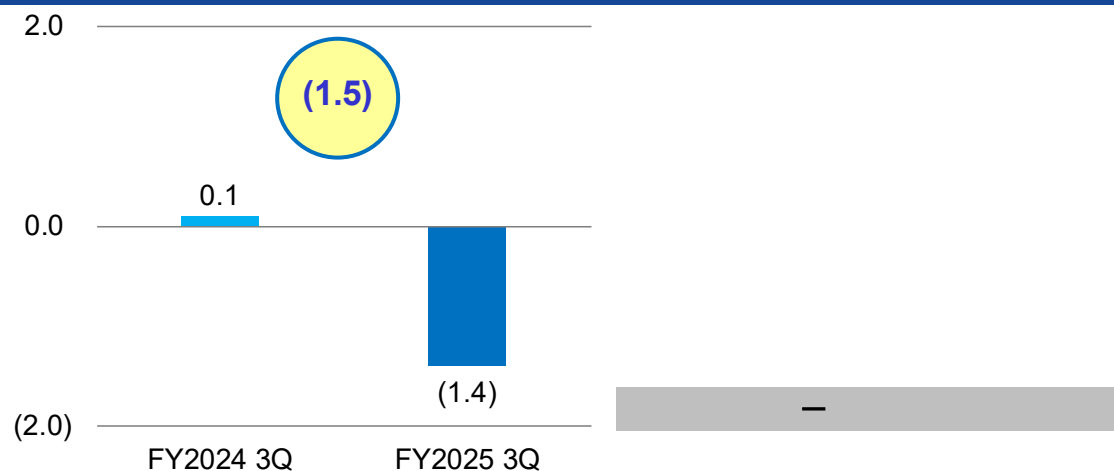
Analysis – High Performance Urethane

(Billions of yen)

Net Sales



Operating profit



Qualitative Information

Net sales: Up

- Urethane systems: Acquired in April 2025, with 3Q cumulative results reflecting the six-month performance for April through September because the companies engaged in this business have a December fiscal year-end. Continued focus on the solid U.S. business.

Operating profit: Down

- Recorded post-merger integration (PMI) expenses related to the acquisition of the urethane systems business
- Weak sales of high-performance coatings business

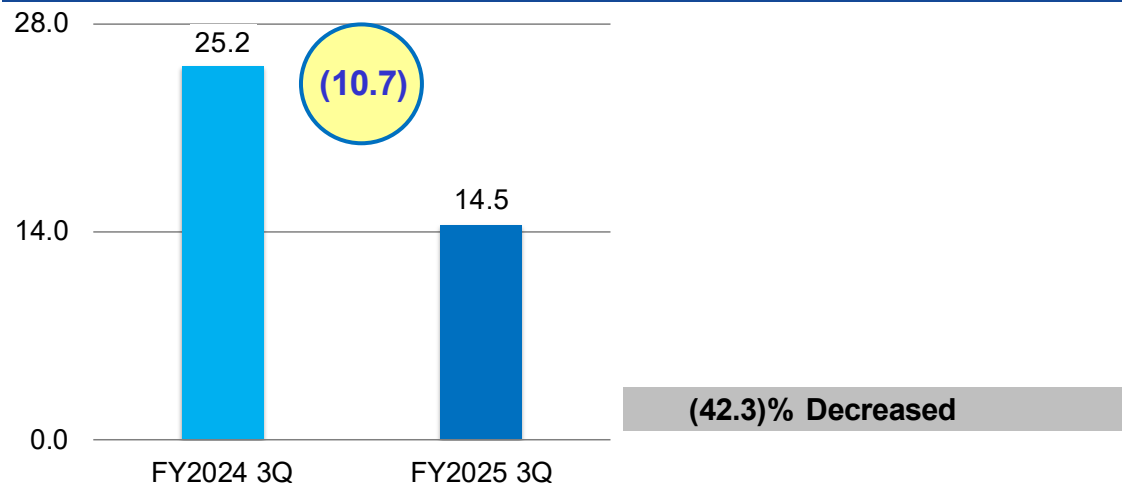
Difference of operating profit

Price ^{*1}	(0.6)	
Volume	(0.1)	
Fixed Cost and Others ^{*2}	(0.8)	*1: Including both selling and purchase changes
Total	(1.5)	*2: Including inventory valuation changes

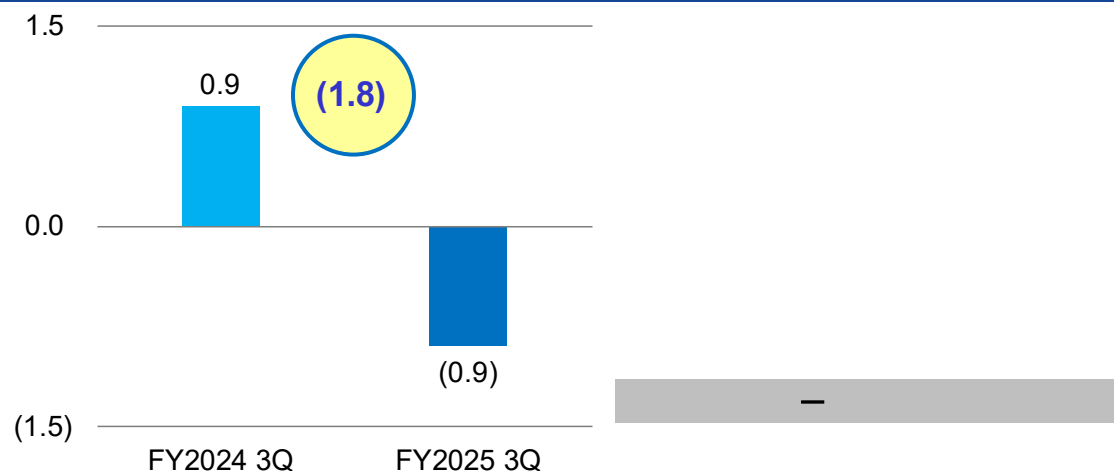
Analysis – Pharmaceutical

(Billions of yen)

Net Sales



Operating profit



Qualitative Information

Net sales: Down

- Reduction in sales volume of contract pharmaceuticals

Operating profit: Down

- Reduction in sales volume of contract pharmaceuticals

Difference of operating profit

Price ^{*1}	0.3
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Volume	(3.0)
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Fixed Cost and Others ^{*2}	0.9
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Total	(1.8)
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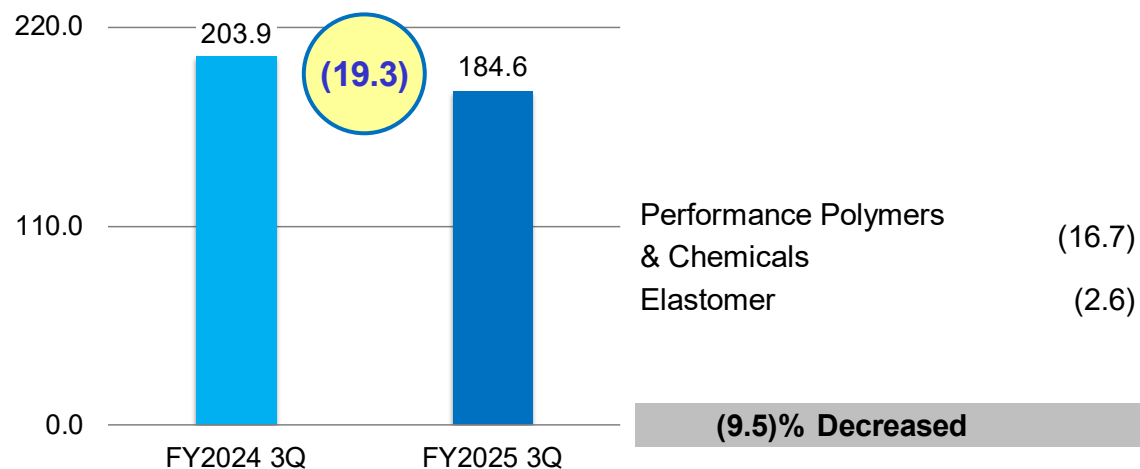
^{*1}: Including both selling and purchase changes

^{*2}: Including inventory valuation changes

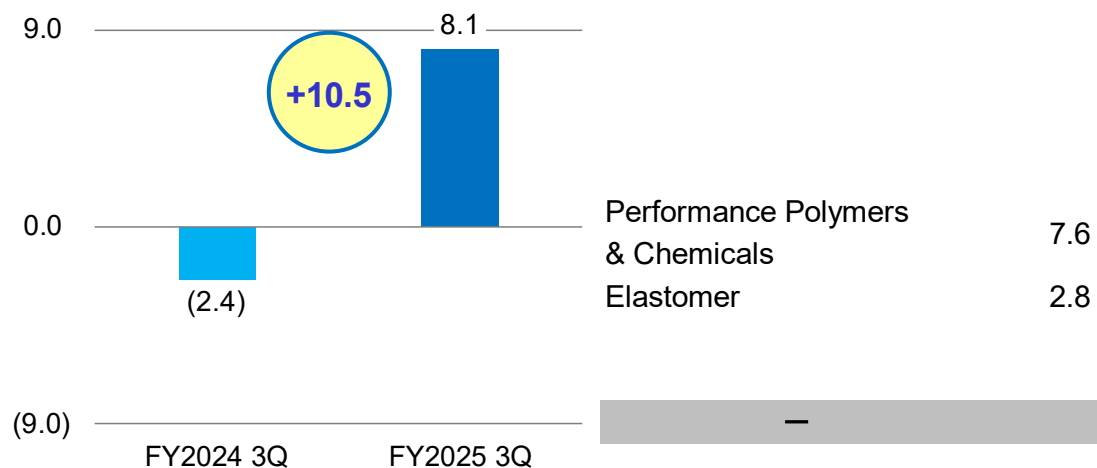
Analysis – Polymers & Chemicals

(Billions of yen)

Net Sales



Operating profit



Qualitative Information

Net sales: Down

- Nylon polymers: Decreases in sales volume and sales prices because of sluggish demand for food packaging films in the overseas market
- Caprolactam & ammonium sulfate: Decline in sales volume and selling prices due to intensified competition

Operating profit: Up

- Decrease in depreciation expenses due to impairment losses on ammonia, caprolactam, and nylon polymers recognized in the previous fiscal year
- Reduced repair costs and increased sales volume due to no large-scale biennial maintenance at the ammonia plant
- Decline in raw material prices of elastomers

Difference of operating profit

Price ^{*1}	5.3
Volume	1.4
Fixed Cost and Others ^{*2}	3.8
Total	10.5

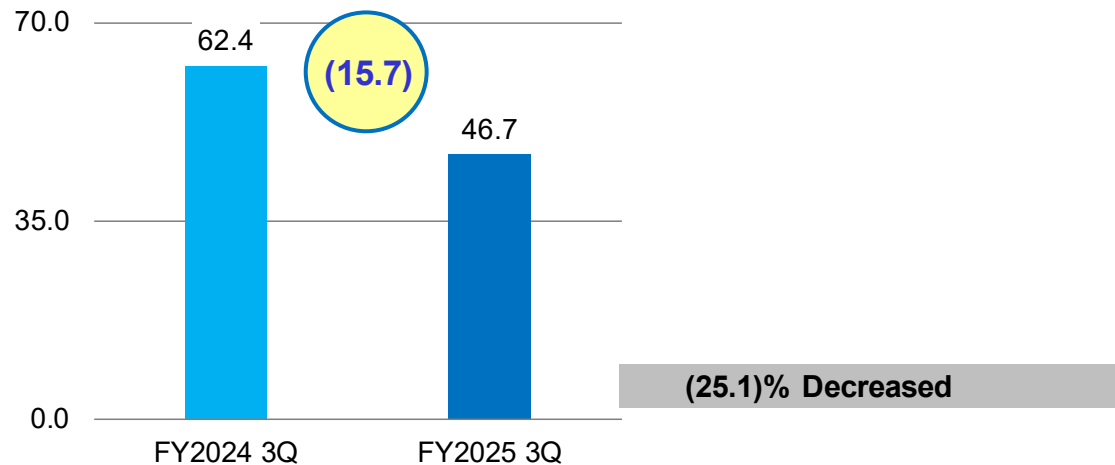
*1: Including both selling and purchase changes

*2: Including inventory valuation changes

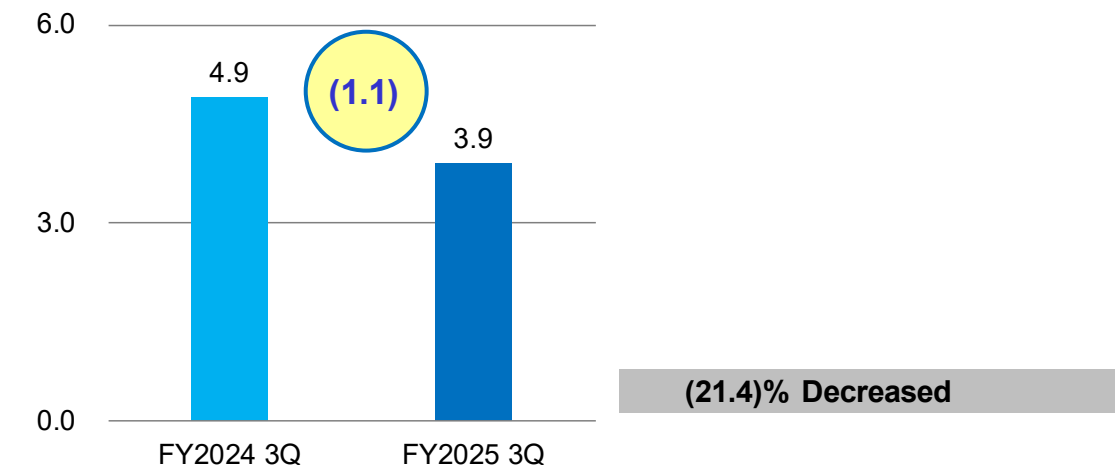
Analysis – Machinery

(Billions of yen)

Net Sales



Operating profit



Qualitative Information

Net sales: Down

- Exclusion of the steel products business from the scope of consolidation following the transfer of its management rights to another company in FY2024 3Q

Operating profit: Down

- Sluggish product sales in the molding machine business
- Decline in product sales in the industrial machines business

Difference of operating profit

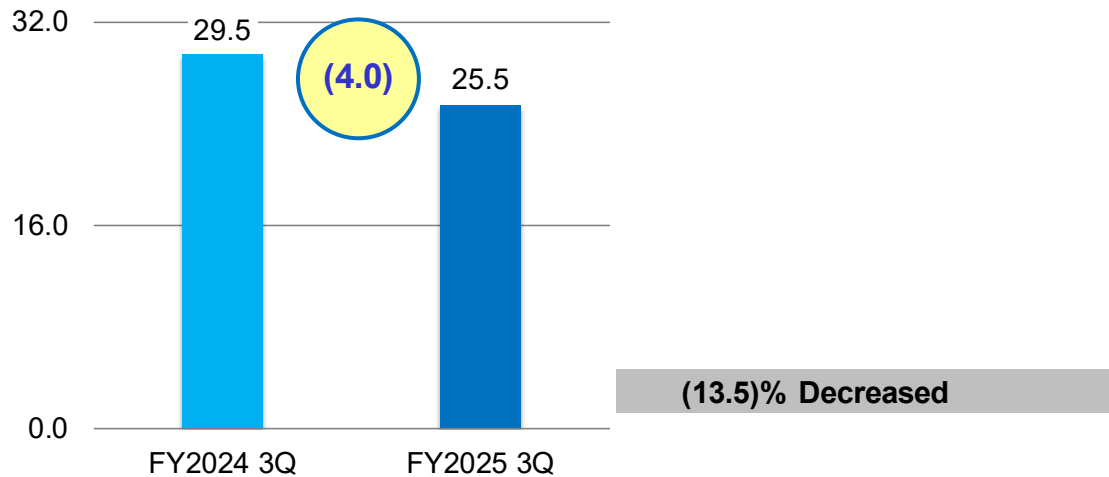
Marginal profit on machinery product: (3.1)

(Since machinery products are manufactured on an individual order basis, no analysis of differences in price and volume is conducted.)

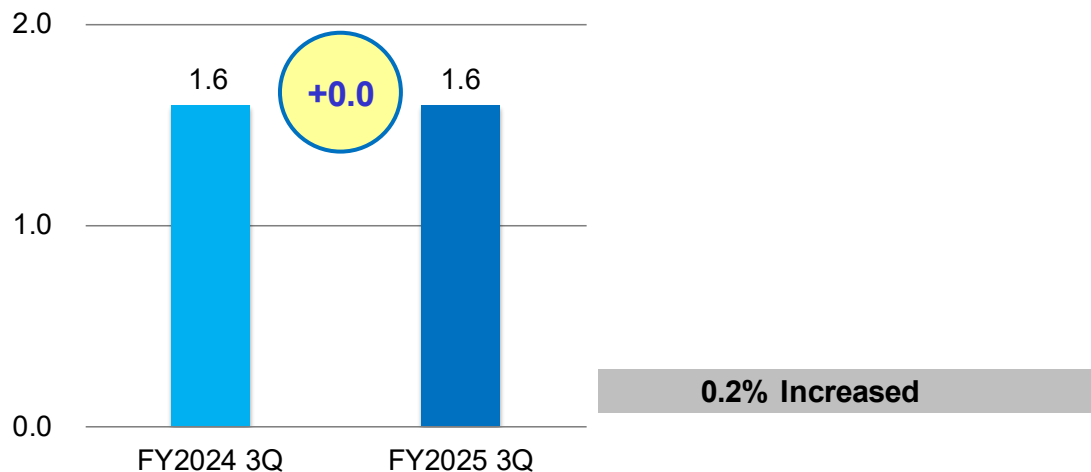
Analysis – Others

(Billions of yen)

Net Sales



Operating profit



Qualitative Information

Net sales: Down

- Power: Decline in electricity selling prices due to falling coal prices

Operating profit: Up

- Reduced repair expenses resulting from the absence of large-scale biennial maintenance at an in-house power plant

Difference of operating profit

Price ^{*1}	(0.8)
Volume	0.2
Fixed Cost and Others	0.7
Total	0.0

*1: Including both selling and purchase changes

Operating Profit – Profit (Loss) Attributable to Owners of Parent

(Billions of yen)

Item	FY2024 3Q (A)	FY2025 3Q (B)	Difference (B) - (A)
Operating profit	9.5	14.5	5.0
Non-operating income (expenses)	3.4	15.9	12.4
Net interests expenses	(0.1)	(1.7)	(1.6)
Share of profit (loss) of entities accounted for using equitiy method	5.4	12.8	7.4
Share of profit of entities accounted for using equitiy method related to Mitsubishi UBE Cement Group	12.9	10.5	(2.4)
Foreign exchange gains	0.2	3.9	3.7
Others	(2.1)	0.9	3.0
Ordinary profit	13.0	30.3	17.4
Extraordinary income (losses)	(36.0)	(2.2)	33.8
Profit (loss) before income taxes	(23.0)	28.2	51.1
Income taxes and profit (loss) attributable to non-controlling interests	3.9	(7.1)	(10.9)
Profit (loss) attributable to owners of parent	(19.1)	21.1	40.2
Net income per share	(196.93) yen	216.99 yen	413.92 yen

Consolidated Balance Sheet

(Billions of yen)

Item		End of FY2024 (A)	End of FY2025 3Q (B)	Difference (B) - (A)
	Current assets	358.4	319.6	(38.7)
	Fixed assets	507.6	609.6	102.0
	Total assets	866.2	929.5	63.3
	Interest-bearing debt	330.5	360.3	29.8
	Other liabilities	123.4	125.6	2.2
	Total liabilities	453.9	485.9	32.1
	Shareholders' equity *	395.1	424.8	29.7
	Non-controlling interests and others	17.2	18.7	1.5
	Total net assets	412.3	443.5	31.2
	Total liabilities and net assets	866.2	929.5	63.3

* Shareholders' equity = Net assets – Share acquisition rights – Non-controlling interests

Note: The Company Group determined the provisional accounting treatment related to the business combination of a material-recycled plastic manufacturer in the consolidated first three quarters of the fiscal year ending March 2026. The finalized accounting treatment is being applied in each reported figure for the fiscal year ended March 2025.

Consolidated Statements of Cash Flows

(Billions of yen)

Item	FY2024 3Q	FY2025 3Q	
A.Cash flows from operating activities	5.4	32.5	Profit before income taxes 28.2 Depreciation and amortization 19.0 Share of profit (loss) of entities accounted for using equity method (12.8), etc.
B.Cash flows from investing activities	(57.4)	(117.5)	Acquisition of PP&E and intangible asset (51.1) Purchase of shares of subsidiaries resulting in change in scope of consolidation (71.5), etc.
Free cash flows (A+B)	(52.0)	(85.0)	
C.Cash flows from financing activities	44.2	15.8	Increase in interest-bearing debts 27.2 Dividends paid (11.4), etc.
D.Net increase / decrease in cash and cash equivalents	(6.2)	(65.2)	
E.Cash and cash equivalents at end of the period	29.6	50.2	

Reference

Full-year Outlook: Segment Breakdown for 1H / 2H

(Billions of yen)

Segment	Net Sales			Operating profit		
	First-half results	Second-half forecast	Total	First-half results	Second-half forecast	Total
Specialty Products	29.8	39.2	69.0	4.3	8.2	12.5
High Performance Urethane	17.0	33.5	50.5	(0.6)	1.6	1.0
Pharmaceutical	10.5	12.5	23.0	(0.5)	0.5	0.0
Polymers & Chemicals	118.5	138.5	257.0	4.2	5.3	9.5
Machinery	29.8	44.2	74.0	1.9	4.6	6.5
Others	16.7	18.8	35.5	1.0	0.5	1.5
Adjustment	(9.6)	(9.4)	(19.0)	(2.1)	(3.9)	(6.0)
Total	212.7	277.3	490.0	8.3	16.8	25.0

Progress of Major P/L Items

(Billions of yen)

Item	FY2024 Results (A)		FY2025 Forecast (B)		Difference (B) - (A)	
		3Q Progress		3Q Progress		3Q
Net sales	486.8	359.6 73.9%	490.0	332.2 67.8%	3.2	(27.5)
EBITDA	45.5	30.3 66.6%	55.0	35.0 63.6%	9.5	4.7
Operating profit	18.0	9.5 52.8%	25.0	14.5 58.0%	7.0	5.0
Ordinary profit	22.4	13.0 58.0%	37.5	30.3 80.9%	15.1	17.4
Profit (loss) attributable to owners of parent	(4.8)	(19.1) — %	27.5	21.1 76.6%	32.3	40.2

Net Sales

(Billions of yen)

Segment	FY2025					Full-year (forecast)	Progress
	1Q	2Q	3Q	4Q	Total		
Specialty Products	15.0	14.8	15.1	—	44.9	69.0	65.1%
High Performance Urethane	3.2	13.9	14.5	—	31.5	50.5	62.4%
Pharmaceutical	4.3	6.2	4.1	—	14.5	23.0	63.2%
Polymers & Chemicals	59.7	58.8	66.1	—	184.6	257.0	71.8%
Machinery	14.5	15.3	17.0	—	46.7	74.0	63.2%
Others	8.6	8.1	8.9	—	25.5	35.5	71.9%
Adjustment	(4.8)	(4.8)	(6.1)	—	(15.7)	(19.0)	—%
Total	100.5	112.2	119.4	—	332.2	490.0	67.8%

Operating Profit

(Billions of yen)

Segment	FY2025					Full-year (forecast)	Progress
	1Q	2Q	3Q	4Q	Total		
Specialty Products	1.9	2.4	2.4	—	6.7	12.5	53.5%
High Performance Urethane	(0.4)	(0.1)	(0.8)	—	(1.4)	1.0	—%
Pharmaceutical	(0.6)	0.1	(0.4)	—	(0.9)	0.0	—%
Polymers & Chemicals	1.3	2.9	3.9	—	8.1	9.5	85.1%
Machinery	1.1	0.8	2.0	—	3.9	6.5	59.4%
Others	0.5	0.5	0.6	—	1.6	1.5	106.1%
Adjustment	(0.8)	(1.2)	(1.4)	—	(3.4)	(6.0)	—%
Total	3.0	5.3	6.2	—	14.5	25.0	58.0%

3Q on 2Q – Net Sales

(Billions of yen)

Segment	FY2025 2Q (A)	FY2025 3Q (B)	Difference (B) - (A)	Major factors
Specialty Products	14.8	15.1	0.2	
High Performance Urethane	13.9	14.5	0.6	
Pharmaceutical	6.2	4.1	(2.1)	
Polymers & Chemicals	58.8	66.1	7.3	Performance Polymers & Chemicals 7.4 Elastomer (0.0)
Machinery	15.3	17.0	1.7	
Others	8.1	8.9	0.8	
Adjustment	(4.8)	(6.1)	(1.3)	
Total	112.2	119.4	7.2	

3Q on 2Q – Operating Profit

(Billions of yen)

Segment	FY2025 2Q (A)	FY2025 3Q (B)	Difference (B) - (A)	Major factors
Specialty Products	2.4	2.4	0.1	
High Performance Urethane	(0.1)	(0.8)	(0.7)	
Pharmaceutical	0.1	(0.4)	(0.5)	
Polymers & Chemicals	2.9	3.9	1.0	Performance Polymers & Chemicals 1.4 Elastomer (0.4)
Machinery	0.8	2.0	1.1	
Others	0.5	0.6	0.0	
Adjustment	(1.2)	(1.4)	(0.1)	
Total	5.3	6.2	1.0	

Net Sales and Operating Profit by Business Portfolio

(Billions of yen)

Net sales	Business portfolio	FY2024 3Q (A)	FY2025 3Q (B)	Difference (B) - (A)
	Specialty business	134.8	139.1	4.4
	Restructuring business	148.5	135.2	(13.3)
	Machinery business	62.4	46.7	(15.7)
	Other businesses (incl. adjustment)	13.9	11.1	(2.8)
	Total	359.6	332.2	(27.5)
Operating profit	Specialty business	17.0	14.8	(2.2)
	Restructuring business	(10.0)	(2.0)	7.9
	Machinery business	4.9	3.9	(1.1)
	Other businesses (incl. adjustment)	(2.4)	(2.2)	0.2
	Total	9.5	14.5	5.0

Note: Starting from FY2025, portfolio classification has been changed. The results for FY2024 3Q are figures reflecting the portfolio reclassification.

Mitsubishi UBE Cement

■ Major P/L Items (Billions of yen) Mitsubishi UBE Cement Corporation and consolidated subsidiaries

Item		FY2024 3Q	FY2025 3Q	FY2025 full-year forecast*1
Net sales	Domestic business	287.3	277.9	375.0 (371.0)
	Overseas business	144.0	126.3	165.0 (169.0)
	Total	431.3	404.2	540.0 (540.0)
Operating profit	Domestic business	15.1	19.9	26.0 (24.0)
	Overseas business	28.0	20.7	25.0 (27.0)
	Total	43.1	40.5	51.0 (51.0)
Ordinary profit		45.0	42.5	51.0 (51.0)
Profit attributable to owners of parent		24.8	20.2	22.0 (26.0)

■ Share of profit of entities accounted for using equity method in UBE's Consolidated Statements of Income

Share of profit of entities accounted for using equity method	12.9	10.5
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■ Environmental Factors

Item		FY2024 3Q	FY2025 3Q	FY2025 full-year forecast*1
Total demand for cement in Japan	(million tons)	25.15	23.39	31.00 (31.00)
Cement sales volumes in Japan	(million tons)	5.96	5.69	7.42 (7.48)
Cement sales volumes in the U.S.	(million tons)	1.24	1.13	1.52 (1.58)
Ready-mixed concrete sales volumes in the U.S.	(million cy)	4.90	4.31	5.56 (5.83)
Coal price*2	(\$ /t)	138	106	108 (112)
Exchange rate	(Yen/\$)	153	149	149 (148)

*1 The figures in parentheses are the forecast announced on November 7, 2025.

*2 The above thermal coal prices are reference indices and differ from actual procurement prices.

(Reference) Consolidated Balance Sheet at the end of FY2025 3Q (Billions of yen)

Total assets	834.7	Interest-bearing debt	188.0	Shareholder's equity	372.0
Shareholder's equity ratio	44.6%	D/E ratio	0.51 Times		

- Businesses in Japan: Although the power business was affected by periodic maintenance in 1Q, the overall domestic business recorded lower net sales but higher operating profit compared to the same period of the previous fiscal year, supported by the impact of cement price increases and lower thermal energy costs. In 4Q, the cement business is expected to continue performing well in terms of profit, and for the full year, the Company forecasts lower net sales but higher profit compared with the previous fiscal year.
- Businesses outside Japan: The U.S. business recorded lower net sales and lower operating profit year on year due to continued weak demand amid persistently high interest rates. The Australian coal business also posted lower net sales and lower operating profit year on year, reflecting the decline in selling prices. For the full year, business conditions are expected to remain similar to those through 3Q, and both the U.S. and Australian businesses are projected to record lower net sales and lower profit compared with the previous fiscal year.
- Recognition of a ¥4.6 billion impairment loss as an extraordinary loss associated with the conversion of Kyushu Plant Kanda District 2 into a recycling promotion base.

Consolidated Key Indicators

(Billions of yen)

Item	FY2024 3Q	FY2025 3Q	FY2025 full-year (forecast)	FY2024 full-year
Capital investment	41.2	45.4	86.0	60.7
Depreciation and amortization	20.6	19.0	27.0	27.2
Research and development expenses	7.3	8.5	12.5	9.9
Adjusted operating profit *	15.9	28.0	42.0	27.0
Interest-bearing debt	267.3	360.3	380.0	330.5
Shareholders' equity	387.1	424.8	410.0	395.1
Total assets	793.0	929.5	950.0	866.2
D/E ratio (times)	0.69	0.85	0.93	0.84
Shareholders' equity ratio (%)	48.8	45.7	43.2	45.6
Return on sales - ROS (%)	2.7	4.4	5.1	3.7
Return on assets - ROA (%)	—	—	4.6	3.3
Return on equity – ROE (%)	—	—	6.8	(1.2)
Return on invested capital - ROIC (%)	—	—	4.4	3.0

* Adjusted operating profit: Operating profit + Interest and dividend income + Share of profit (loss) of entities accounted for using equity method

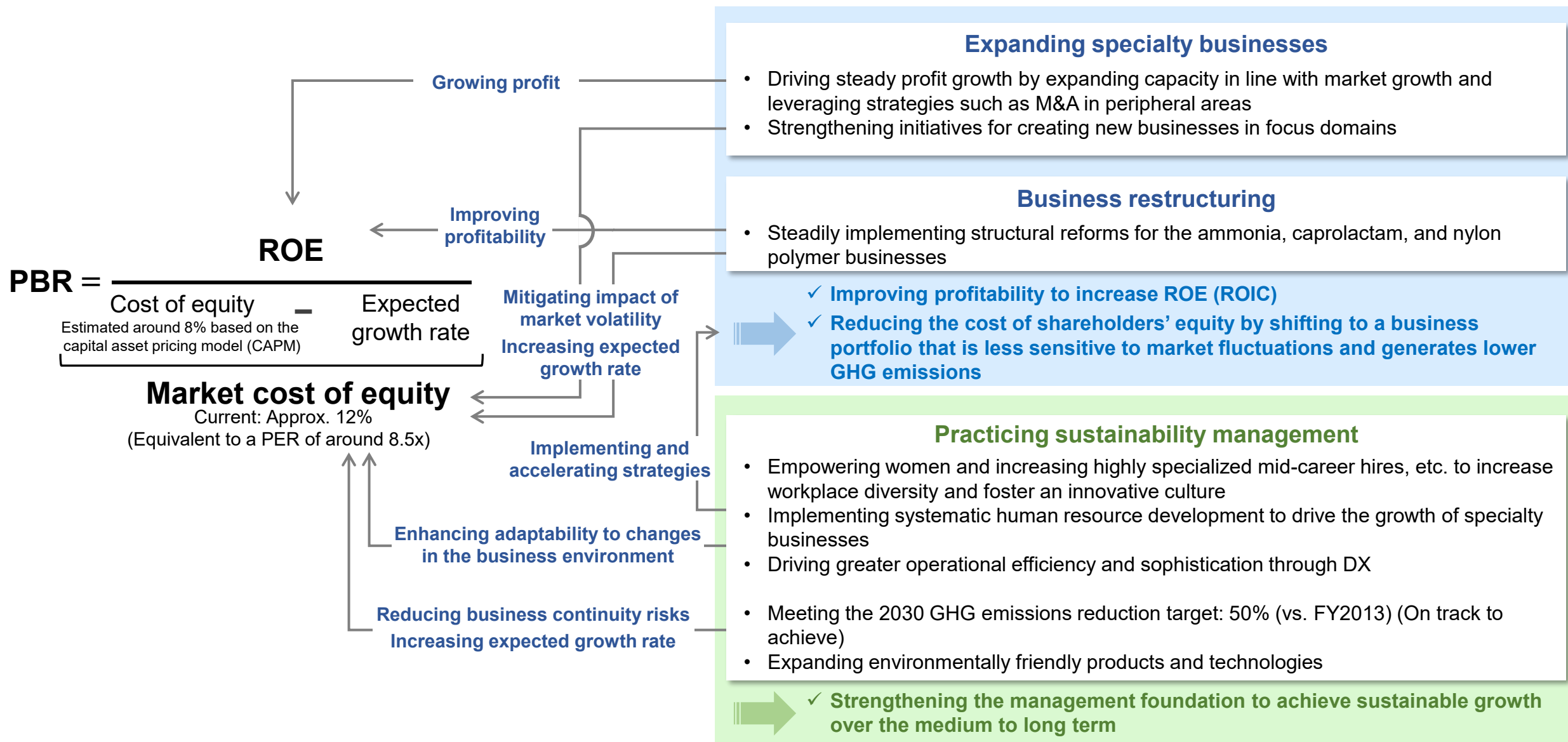
Note: The Company Group determined the provisional accounting treatment related to the business combination of a material-recycled plastic manufacturer in the consolidated first three quarters of the fiscal year ending March 2026. The finalized accounting treatment is being applied in each reported figure for the fiscal year ended March 2025.

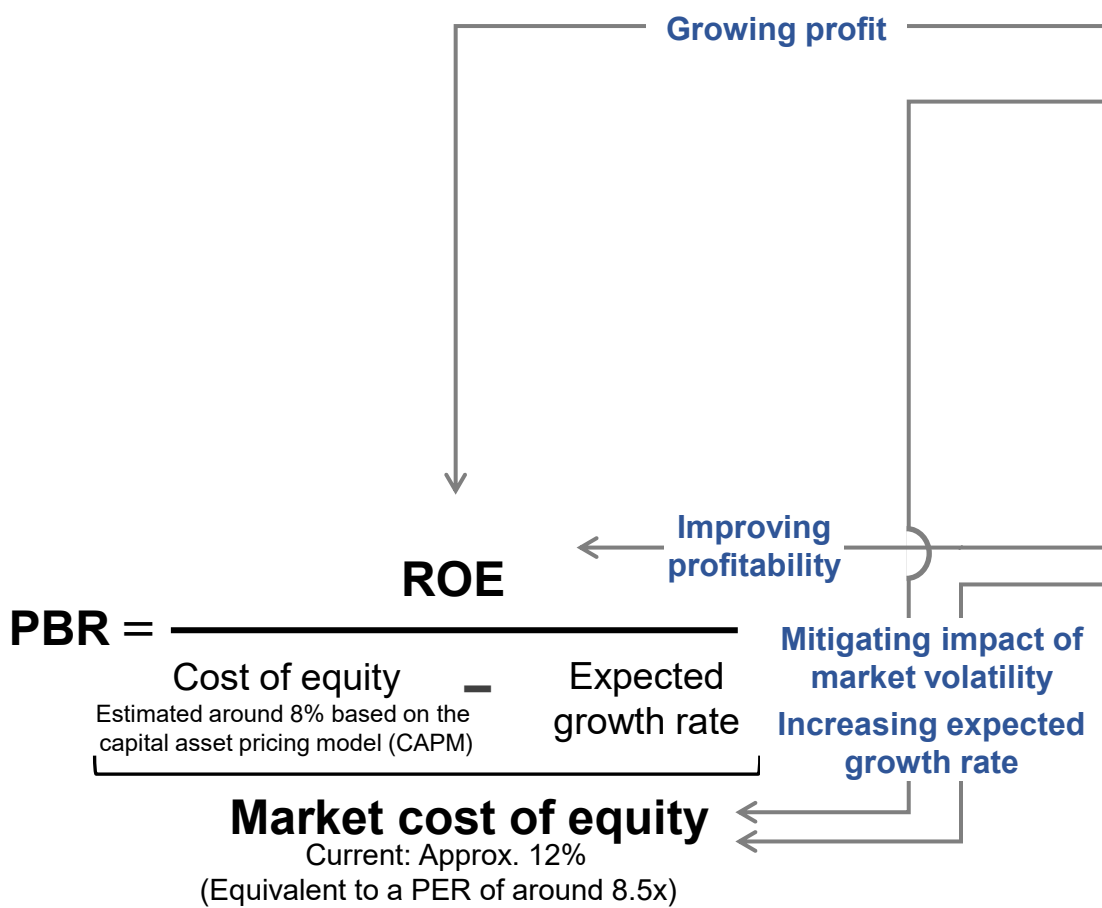
Consolidated Major Subsidiaries

(Billions of yen)

Subsidiaries	Business	Net Sales FY2025 3Q	Difference of operating profit from FY2024 3Q*
UBE CORPORATION EUROPE S.A.U.	Manufacture and sales of composites, nylon polymers, caprolactam, ammonium sulfate, high-performance coatings and other products	41.4	↑
UBE Chemicals (Asia) Public Company Limited	Manufacture and sales of composites, nylon polymers, caprolactam and ammonium sulfate	28.4	↓
THAI SYNTHETIC RUBBERS COMPANY LIMITED	Manufacture and sales of polybutadiene rubber (synthetic rubber)	17.1	↑
UBE FILM, LTD.	Manufacture and sales of plastic film products	8.1	↑
UBE EXSYMO CO., LTD.	Manufacture and sales of electronic and information communication-related products	9.3	↑
UBE MACHINERY CORPORATION, Ltd.	Manufacture and sales of molding machines, industrial machinery and bridge, etc. After-sales services for molding machines and industrial machinery	33.9	↓

* ↑↓ represent an increase or decrease of over 0.1 billion JPY





Expanding specialty businesses

- Driving steady profit growth by expanding capacity in line with market growth and leveraging strategies such as M&A in peripheral areas
- Strengthening initiatives for creating new businesses in focus domains

Capital investments and financing		Capacity	Status
✓ Polyimide	Film manufacturing facilities	Up 20%	Commercial operation to begin promptly after certification
✓ Separation membranes	Hollow-fiber and module manufacturing facilities	Up 80%	Commercial operation has started in November 2025
✓ Ceramics	Ceramics manufacturing facilities	Up 50%	Plant under construction
✓ Separators	Separators manufacturing facilities	Up 30%	Plant under construction
✓ C1 chemicals	U.S. DMC/EMC plant construction	100,000 tonnes / 40,000 tonnes	Plant under construction
✓ Urethane systems	Business acquisition	—	Acquired on April 1, 2025

Business restructuring

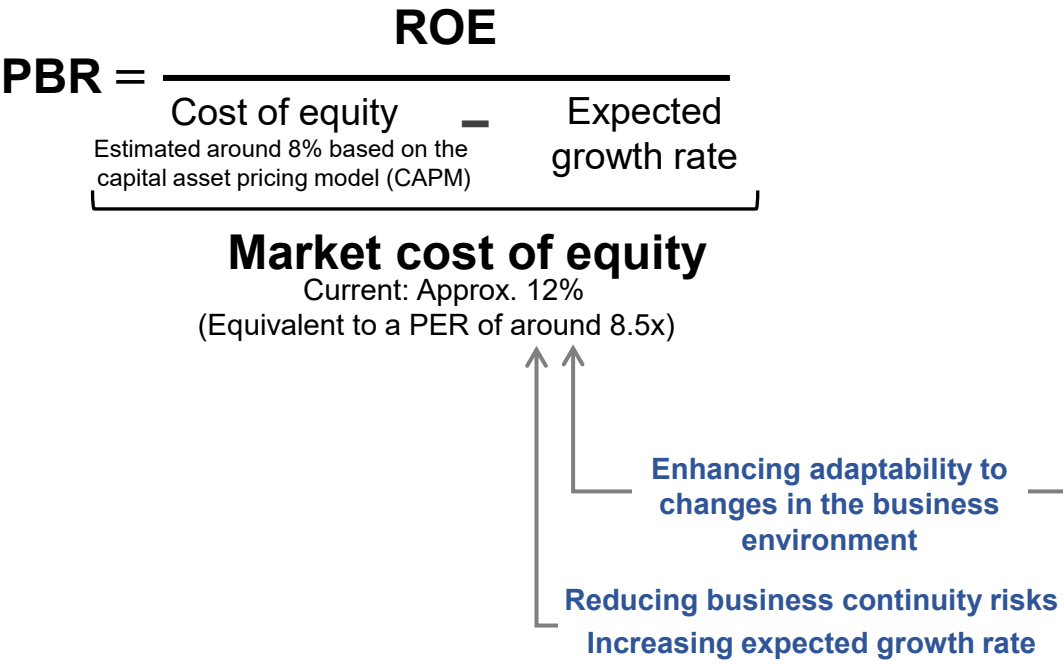
- Steadily implementing structural reforms for the ammonia, caprolactam, and nylon polymer businesses

Measures		Decided Initiatives
✓ Thailand	Caprolactam	Production shutdown in March 2026 (previously “by the end of March 2027”)
	Nylon polymer	Production reduction* in March 2026 (previously “by the end of March 2027”)*
✓ Japan	Caprolactam	Production shutdown in March 2027
	Nylon polymer	Production shutdown in March 2027
	Ammonia	Production shutdown in March 2028

*Reducing from current two lines to one line

➡ **Improving profitability to increase ROE (ROIC)**

➡ **Reducing the cost of shareholders’ equity by shifting to a business portfolio that is less sensitive to market fluctuations and generates lower GHG emissions**



Practicing sustainability management

- Empowering women and increasing highly specialized mid-career hires, etc. to increase workplace diversity and foster an innovative culture
- Implementing systematic human resource development to drive the growth of specialty businesses
- Driving greater operational efficiency and sophistication through DX

KPI	FY2024 results	FY2030 Target
✓ Percentage of women in the workforce*1	16.0%	25.0%
✓ Percentage of women in management position*1	5.8%	10.0%
✓ Percentage of mid-career hires (Career-track employees)*1	51.3%	— %
✓ Non-Japanese national hires*1	5	—
✓ Investment in off-the-job training per person*2	JPY 205,000	JPY 300,000

- Meeting the 2030 GHG emissions reduction target: 50% (vs. FY2013) (On track to achieve)
- Expanding environmentally friendly products and technologies

KPI	FY2024 results	FY2030 Target	FY2035 Target
✓ GHG emissions 50% reduction (vs. FY2013)	32% reduction (3,200 kt-CO ₂ e/y)	50% reduction*3 (2,370 kt-CO ₂ e/y)	70% reduction (1,420 kt-CO ₂ e/y)
✓ Percentage of environmentally friendly products and technologies in consolidated net sales	45%	60%	— %

*1 Consolidated basis in Japan

*2 Non-consolidated basis

*3 Expecting a 65% reduction (1,660 kt-CO₂e/y) in fiscal 2028 due to the shutdown and downsizing of ammonia, caprolactam, and nylon polymer production.

Strengthening the management foundation to achieve sustainable growth over the medium to long term

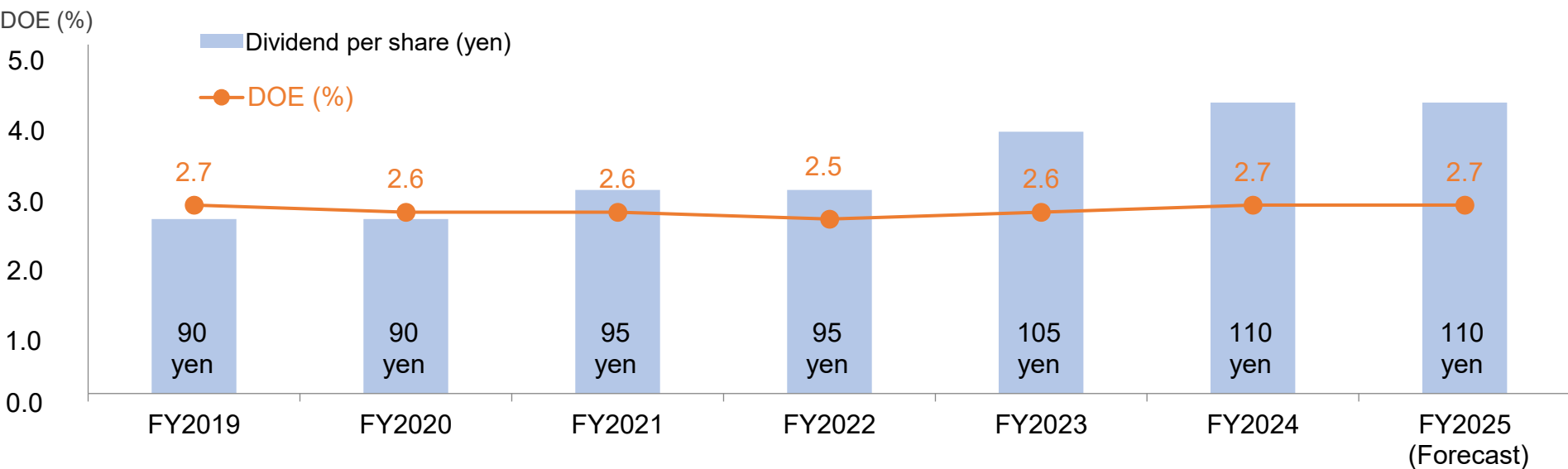
The Group will maintain a stable dividend as a basic policy, setting the dividend on equity (DOE) at 2.5% or higher. Based on the progress of the medium-term management plan, the Group will aim to further raise the DOE during the latter three years.

Previous medium-term management plan
1st Stage (FY2022-2024)

Dividend on equity (DOE): 2.5% or above
Consolidated total return ratio*: 30% or higher
(average over three years)

Current medium-term management plan
2nd Stage (FY2025-2030)

Dividend on equity (DOE): 2.5% or higher
(Aiming for progressive dividends)



Quarterly Factors Causing Fluctuation in Profits/Losses

Quarter	Segment	Factor
Q1	Polymers & Chemicals	Regular maintenance and repairs conducted at the ammonia plant (Ube area) in even-numbered years have a negative impact on operating profit of the Polymers & Chemicals segment.
	Company-wide	Regular maintenance and repairs conducted at the private power plant (Ube area) in even-numbered years have a negative impact on the company's operating profit.
Latter half of Q2 through Q3	Polymers & Chemicals	Sales volume of caprolactam, a raw material for nylon, increases due to demand for fall and winter apparel. This has a positive impact on the operating profit of the caprolactam business.
Q4	Polymers & Chemicals	Annual maintenance and repairs conducted at the synthetic rubber plant (Chiba area) have a negative impact on the operating profit of the elastomer business.
	Machinery	Sales and profits are recorded mainly in the fourth quarter. This has a positive impact on the operating profit of the molding and industrial machines businesses.

● **UBE Corporation**

➤ Announcement of FY2025 Financial Results

- May 13, 2026 15:30

➤ FY2025 Financial Results Briefing

- May 13, 2026 18:15 – 19:00

➤ FY2026 Management Overview Briefing

- May 20, 2026 10:00 – 11:30

● **Mitsubishi UBE Cement Corporation**

➤ 3rd Quarter FY2025 Financial Results Briefing

- February 17, 2026 16:00 – 16:40

(Note) This schedule is subject to change without notice due to circumstances.



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