

# Details of Initiatives for Materiality

The ideal state, success factors, and targets are set for each materiality. Meeting twice a year, the Sustainability Promotion Committee confirms the progress situations and determines and reviews action plans, which are implemented by the respective responsible persons.

ESG	Materiality	Key initiatives	Key initiatives status	Pages	Relevant Sustainable Development Goals (SDGs)
E	Contribution to a Sustainable Global Environment	Initiatives for the Task Force on Climate-related Financial Disclosures (TCFD) Recommendations and Climate Action	We endorse the Task Force on Climate-related Financial Disclosure (TCFD) recommendations and strive to disclose relevant information. As part of the comprehensive climate-related strategy, we have set greenhouse gas emission reduction targets and are promoting introduction of renewable energy and working to improve energy efficiency.  <b>Key metric: Greenhouse gas emissions</b> <b>Target: Reduce greenhouse gas emissions in 2030 by 40% as compared with 2020 (Scope 1 and 2)</b>	» P50, P51	
		"ULVAC Green Products" Certification Program for Environmentally Friendly Products	The program certifies products that satisfy the applicable standards for ULVAC's evaluation items concerning environmentally friendly design.	» P54	
		Environmental Activities in FY 2022 Efficient Use of Water, Management of Chemical Substances, Participation in the Reforestation Partner System	With the aim of protecting the planet's ecosystem and maintaining biodiversity, we are vigorously working on preservation of water resources, proper management of chemical substances, and forest preservation and reforestation projects.	» P50, P53	
S	Development of Diverse Human Resources and Promotion of Their Advancement	Human Resources Development, Development of Core Human Resources	We provide comprehensive programs to support employees' skills enhancement and career development.	» P42-P43	
		Respect for Diversity and Inclusion Creating an Excellent Working Environment	We foster a corporate culture conducive to employees from diverse backgrounds working together, respecting and supporting one another. We also focus on cultivating a working environment in which individual employees can demonstrate their strengths and originality while enhancing their productivity.  <b>Key metric: Ratio of women in managerial positions</b> <b>Target: 10% or more by June 2026 in the ULVAC Group</b> <b>Result: 9.0% (FY 2022)</b>	» P41, P43	
		Promotion of Health and Productivity Management	We are promoting health and productivity management as an important management issue. Initiatives include periodic medical checkups, stress management, and exercise programs.	» P44	
	Respect for Human Rights and Responsible Conduct in the Value Chain	Occupational Safety and Health	As the implementation of precautionary measures to ensure the health and safety of our employees, improvement of safety awareness, and establishment of appropriate response measures in the event of an emergency, we are striving to improve safety standards, reduce accident rates, and raise employee safety awareness.	» P48	
		Human Rights Responsible Procurement Management	We are striving to ensure respect for human rights and responsible procurement throughout our supply chain, including ensuring fair working conditions, ensuring there is no forced labor or child labor, and building sustainable relationships with our suppliers.	» P45-P47	
G	Promotion of Creation and Co-creation of Innovation with Vacuum Technology as the Core	Development Policy, R&D Investment Policy R&D System	With the aim of strengthening the semiconductor field, which is a growth driver, we are making strategic investments and allocating resources. We are also emphasizing development of new products, an increase in the number of patents granted, and expansion of R&D partnerships.	» P37, P38	
		Intellectual Property Assets	In accordance with the basic policy: "to develop and enhance the business environment, strengthen the competitiveness of the entire ULVAC Group, and enhance corporate value through intellectual assets," we are striving to create and utilize intellectual property assets.	» P40	
		Green Innovation Joint Research	Capitalizing on our prowess in vacuum technology in the development of new technologies for the manufacture of compact and lightweight storage batteries, we will create innovation leading to resolution of social issues. We are also promoting various joint research projects.	» P38, P39	
	Cultivation of Resilient Organizations	ULVAC's Sustainable Management Corporate Governance Risk Management With Our Stakeholders	In order to promote sustainable management, we are implementing management strategy from the integrated environmental, social, and governance (ESG) perspective. Regarding corporate governance, we have put in place systems to ensure organizational transparency and protect the interests of our stakeholders. This includes establishing appropriate oversight systems and strengthening risk management. Moreover, we also attach great importance to relationships with our stakeholders, and aim to enhance corporate value and achieve sustainable growth through dialogue with employees, customers, business partners, investors, and local communities.	» P21 » P55-P66 » P68	
		Compliance	We are committed to preventing misconduct and to maintaining high ethical standards through the development of a compliance system and education for employees. The whistleblowing system is established for early detection and correction of misconduct and violations.	» P67	