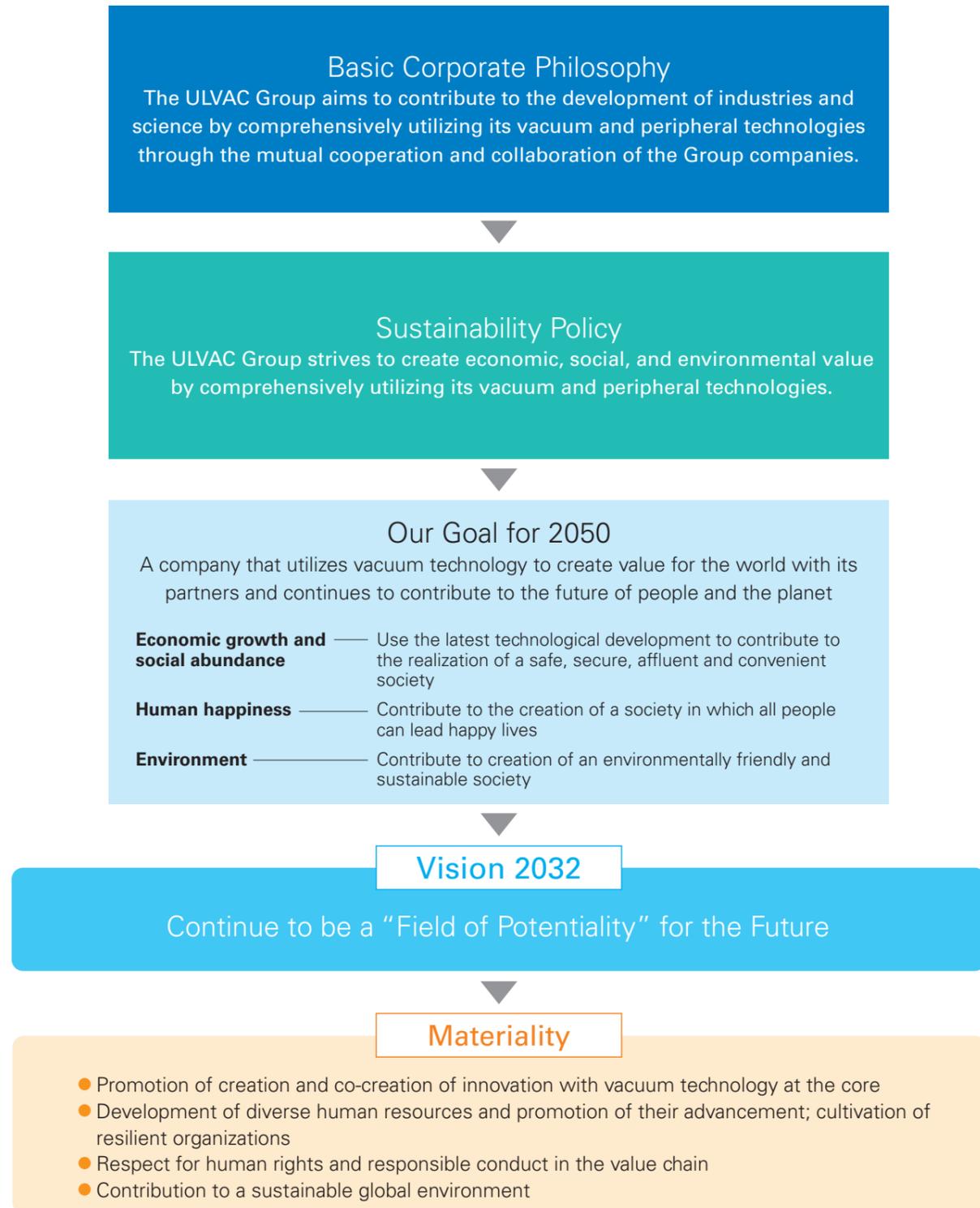


ULVAC's Sustainable Management

The foundation of all business activities is the Basic Corporate Philosophy stating our aspiration: "to contribute to the development of industries and science by comprehensively utilizing its vacuum and peripheral technologies." We will work with our partners to pursue cutting-edge technology, and contribute to the creation of a sustainable society with vacuum technology while fulfilling our social responsibility.

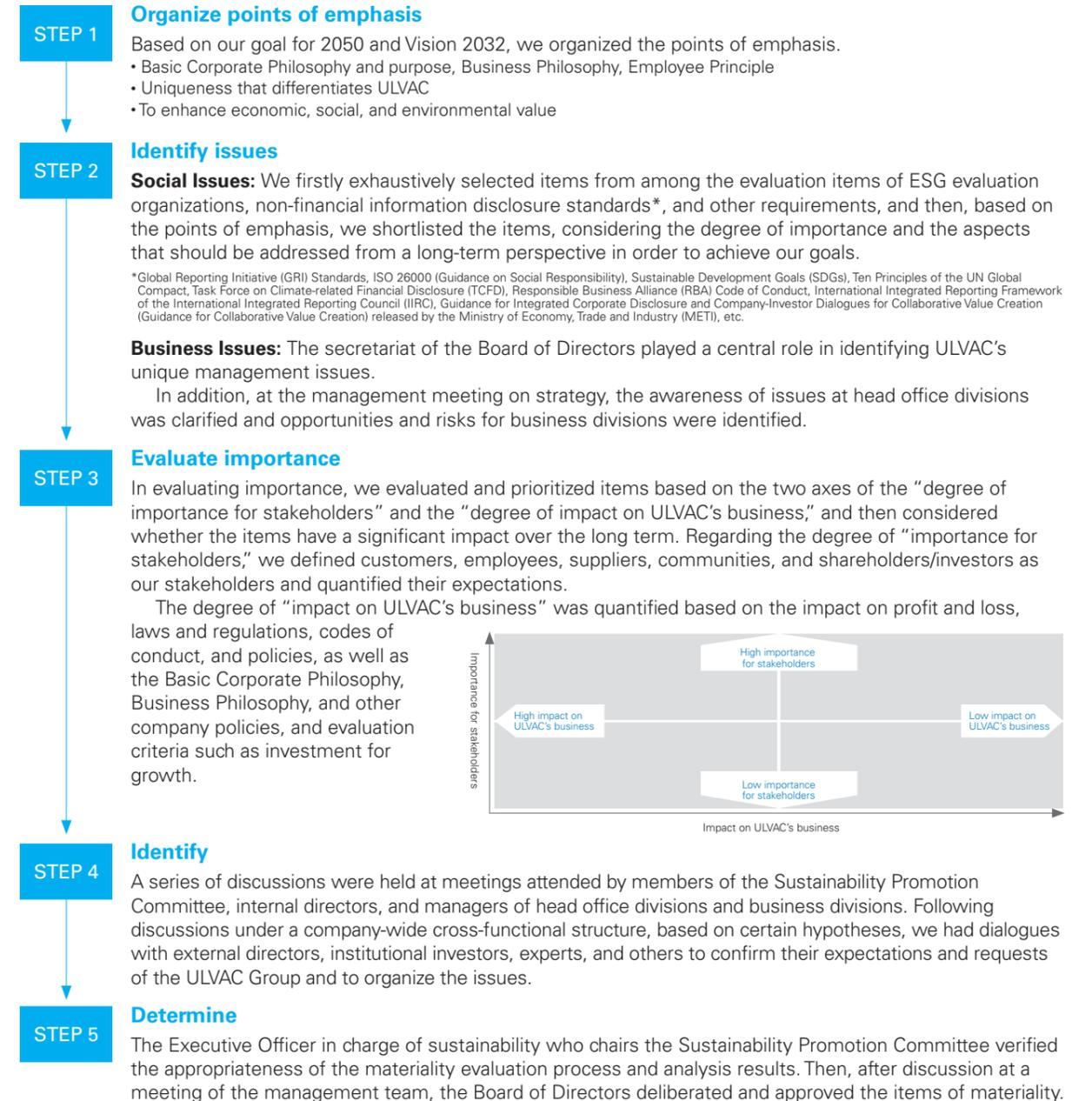


Materiality Identification Process

Basic Approach

In the process of identifying materiality, we conducted an internal review and had in-depth discussions as well as dialogues with external directors, external experts, institutional investors, and others. Reflecting the suggestions obtained, we considered materiality in a broader sense from the viewpoint of enhancement of corporate value and have positioned materiality as "ULVAC's unique management issues for realization of our goal for 2050 and Vision 2032."

Identification Process



ULVAC's Sustainable Management

Promotion Structure

Sustainability Promotion Committee

Meetings of the Sustainability Promotion Committee chaired by the Executive Officer in charge of sustainability and attended by internal directors and managers of relevant departments are held twice annually to promote sustainability management. The committee formulates policies, discusses and decides important matters, checks and evaluates progress of key initiatives, and gives instructions to various meeting bodies and divisions as needed. Furthermore, progress is reported to the Board of Directors, which deliberates and makes management decisions when significant issues arise.

Sustainability Task Force Team

As a subordinate organization of the Sustainability Promotion Committee, the General Administration Department takes the lead in planning, implementing, evaluating, and improving the ULVAC Group's sustainability promotion.

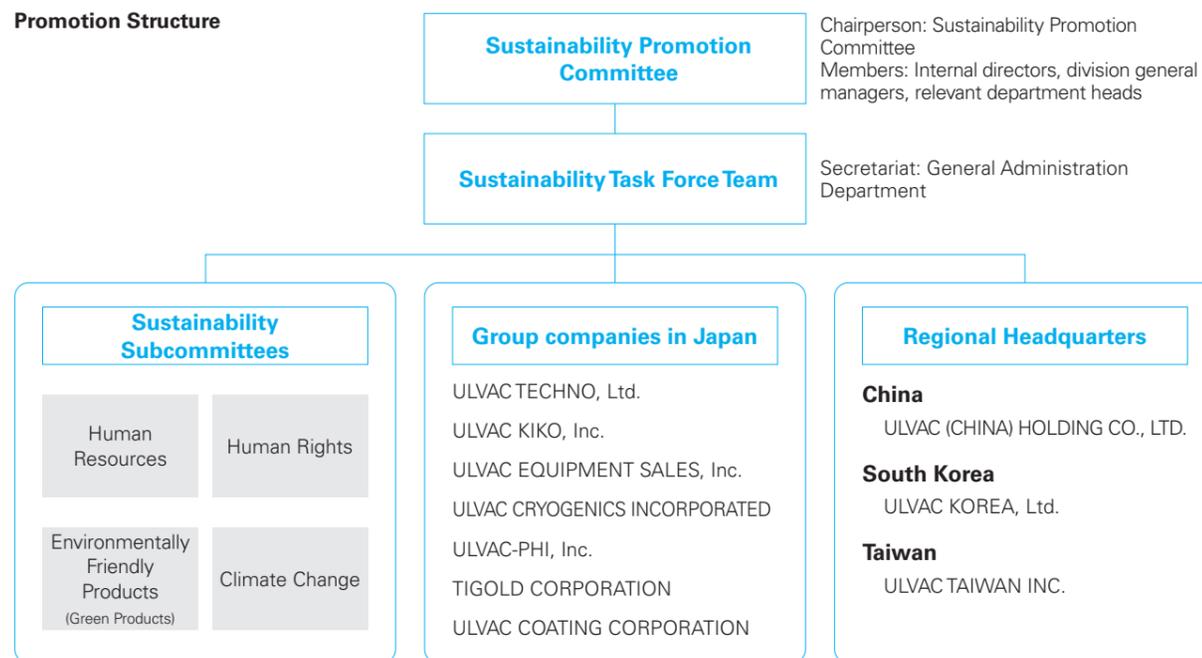
Sustainability Subcommittees

As subordinate organizations of the Sustainability Task Force Team, subcommittees were established on themes such as human resources, human rights, environmentally friendly products (Green Products), and climate change scenario analysis. As forums for cross-organizational working-level discussions and information exchange, subcommittees have discussions and make recommendations. In particular, on human resources and human rights, External Director Yoshimi Nakajima attends in subcommittee meetings as an advisor and subcommittees are receiving her advice on how best to promote activities.

Group Companies in Japan and Regional Headquarters

Information sharing, reporting, and discussions are held monthly with persons in charge of sustainability at individual companies on the content of their activities, and in particular on themes to be addressed across the Group.

Promotion Structure



Participation in External Initiatives

Signing the United Nations Global Compact

In September 2021, ULVAC agreed to and became a signatory to the United Nations Global Compact, supporting the Ten Principles related to protecting human rights, eliminating unreasonable labor, addressing environmental concerns and preventing corruption set forth therein. By complying with and putting into practice the Ten Principles of the UN Global Compact, we will further promote responsible management as a global company.



Endorsing the Task Force on Climate-related Financial Disclosures (TCFD) Recommendations

ULVAC has announced its endorsement of the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and has joined the TCFD Consortium. Based on the TCFD recommendations, ULVAC will proactively disclose information on both the risks and opportunities that climate change poses to its business from the perspective of strategy, risk management, and corporate governance.



Initiatives Aimed at Sustainable Development Goals (SDGs)

ULVAC will contribute to the achievement of Sustainable Development Goals (SDGs) and the realization of a sustainable society through the initiatives to address materiality.



External Recognition

MSCI Japan ESG Select Leaders Index

The MSCI Japan ESG Select Leaders Index is constructed by selecting Japanese companies that have high Environmental, Social, Governance (ESG) performance from among the constituents of the parent index (MSCI Japan IMI Top 700 Index; top 700 Japanese companies by market capitalization), and targets 50% of the free float-adjusted market capitalization of each GICS** Sector in the parent index. ULVAC has been selected as a constituent of the MSCI Japan ESG Select Leaders Index since 2017.

2022 CONSTITUENT MSCI JAPAN ESG SELECT LEADERS INDEX

*GICS: Global Industry Classification Standard
 THE INCLUSION OF ULVAC, INC. IN ANY MSCI INDEX, AND THE USE OF MSCI LOGOS, TRADEMARKS, SERVICE MARKS OR INDEX NAMES HEREIN, DO NOT CONSTITUTE A SPONSORSHIP, ENDORSEMENT OR PROMOTION OF ULVAC, INC. BY MSCI OR ANY OF ITS AFFILIATES. THE MSCI INDEXES ARE THE EXCLUSIVE PROPERTY OF MSCI. MSCI AND THE MSCI INDEX NAMES AND LOGOS ARE TRADEMARKS OR SERVICE MARKS OF MSCI OR ITS AFFILIATES.

FTSE Blossom Japan Sector Relative Index

The FTSE Blossom Japan Sector Relative Index, developed by FTSE Russell, which is a subsidiary of the London Stock Exchange, is designed to measure the performance of Japanese companies that demonstrate strong Environmental, Social and Governance (ESG) practices. This index is constructed so that industry or sector weights align with the Japanese equity market. The index also supports climate transition to a low carbon economy by evaluating companies' climate governance and climate change efforts with TPI Management Quality Score*.



*TPI Management Quality Score: the quality of companies' management of their greenhouse gas emissions and of risks and opportunities related to the low-carbon transition. FTSE Russell (Registered trademark of FTSE International Limited and Frank Russell Company) hereby certifies that ULVAC, Inc. has qualified for inclusion in the FTSE Blossom Japan Sector Relative Index as a result of independent research. The FTSE Blossom Japan Sector Relative Index is widely used to create and evaluate sustainable investment funds and other financial products.

S&P/JPX Carbon Efficient Index

The S&P/JPX Carbon Efficient Index developed by S&P Dow Jones Indices and the Tokyo Stock Exchange is designed to measure the performance of companies in the Tokyo Stock Price Index (TOPIX), while overweighting or underweighting those companies that have lower or higher levels of carbon emissions per unit of revenue and based on their environment-related disclosure.



Certified Health and Productivity Management Organization

This program recognizes corporations that have a particularly exceptional record in the area of health and productivity management. The Nippon Kenko Kaigi (Japan Health Council) handles certification for the program, which was designed by the Ministry of Economy, Trade and Industry. ULVAC, Inc. has been certified as a Certified Health and Productivity Management Organization (White 500) since 2018. The ULVAC Health Insurance Association has been certified as a Certified Health and Productivity Management Organization (Bright 500), and ULVAC EQUIPMENT SALES, Inc., ULVAC TECHNO, Ltd., ULVAC-PHI, Inc., TIGOLD CORPORATION, and REJ Co., Ltd. have been certified as Certified Health and Productivity Management Organizations.



*"White 500" and "Bright 500" refer to the top 500 corporations certified as excellent health and productivity management organizations.