About ULVAC

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.

Basic Corporate Philosophy

The ULVAC Group aims to contribute to the development of industries and science by comprehensively utilizing its vacuum and peripheral technologies through the mutual cooperation and collaboration of the Group companies.

Sustainability Policy

The ULVAC Group strives to create economic, social, and environmental value by comprehensively utilizing its vacuum and peripheral technologies.

Our Goal for 2050

A company that utilizes vacuum technology to create value for the world with its partners and continues to contribute to the future of people and the planet

Economic growth and social abundance ——	Use the latest technological development to contribute to the realization of a safe, secure, affluent and convenient society
Human happiness ———	- Contribute to the creation of a society in which all people can lead happy lives
Environment	- Contribute to creation of an environmentally friendly and sustainable society

Vision 2032

Continue to be a "Field of Potentiality" for the Future



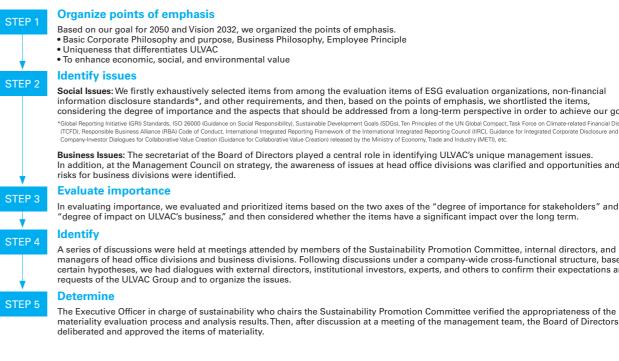
- Promotion of creation and co-creation of innovation with vacuum technology as the core
- Development of diverse human resources and promotion of their advancement; cultivation of resilient organizations
- Respect for human rights and responsible conduct in the value chain
- Contribution to a sustainable global environment

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



Promotion Structure

We have established the Sustainable Management Department, which reports directly to the President, to promote sustainability initiatives throughout the Group. The Sustainability Promotion Committee, which meets twice a year, is attended by internal directors, executive officers, and department heads. The Committee sets sustainability targets, manages progress, considers policies, and discusses initiatives on key themes. Important matters are reported and resolved as appropriate at the Management Council, a body that deliberates on matters related to important business execution based on management policies decided by the Board of Directors. Moreover, the Executive Officer in charge of sustainability reports to the Board of Directors on the contents of discussion by the Sustainability Promotion Committee and the sustainability initiatives of the entire Group, so that the Board of Directors can accurately grasp the status of business execution and supervise it appropriately.

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considering the degree of importance and the aspects that should be addressed from a long-term perspective in order to achieve our goals. 'Global Reporting Initiative (GRI) Standards, ISO 26000 (Guidance on Social Responsibility), Sustainable Development Goals (SDGs), Ten Principles of the UN Global Compact, Task Force on Climate-related Financial Dis (TCFD), Responsible Business Alliance (RBA) Code of Conduct, International Integrated Reporting Framework of the International Integrated Reporting Council (IIRC), Guidance for Integrated Corporate Disclosure and

In addition, at the Management Council on strategy, the awareness of issues at head office divisions was clarified and opportunities and

In evaluating importance, we evaluated and prioritized items based on the two axes of the "degree of importance for stakeholders" and the

A series of discussions were held at meetings attended by members of the Sustainability Promotion Committee, internal directors, and managers of head office divisions and business divisions. Following discussions under a company-wide cross-functional structure, based on certain hypotheses, we had dialogues with external directors, institutional investors, experts, and others to confirm their expectations and

materiality evaluation process and analysis results. Then, after discussion at a meeting of the management team, the Board of Directors

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Promotion Structure

