

# 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

**Materiality**

- 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

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### 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

- STEP 1 Organize points of emphasis**  
Based on our goal for 2050 and Vision 2032, we organized the points of emphasis.
  - Basic Corporate Philosophy and purpose, Business Philosophy, Employee Principle
  - Uniqueness that differentiates ULVAC
  - To enhance economic, social, and environmental value
- STEP 2 Identify issues**  
**Social Issues:** We firstly exhaustively selected items from among the evaluation items of ESG evaluation organizations, non-financial information disclosure standards\*, and other requirements, and then, based on the points of emphasis, we shortlisted the items, 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 Disclosure (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 Company-Investor Dialogues for Collaborative Value Creation (Guidance for Collaborative Value Creation) released by the Ministry of Economy, Trade and Industry (METI), etc.  
**Business Issues:** The secretariat of the Board of Directors played a central role in identifying ULVAC's unique management issues. In addition, at the Management Council on strategy, the awareness of issues at head office divisions was clarified and opportunities and risks for business divisions were identified.
- STEP 3 Evaluate importance**  
In evaluating importance, we evaluated and prioritized items based on the two axes of the "degree of importance for stakeholders" and the "degree of impact on ULVAC's business," and then considered whether the items have a significant impact over the long term.
- STEP 4 Identify**  
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 requests of the ULVAC Group and to organize the issues.
- STEP 5 Determine**  
The Executive Officer in charge of sustainability who chairs the Sustainability Promotion Committee verified the appropriateness of the materiality evaluation process and analysis results. Then, after discussion at a meeting of the management team, the Board of Directors deliberated and approved the items of materiality.

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## 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.

### Promotion Structure

