

Details of Initiatives Related to Materiality

For each materiality, we set the desired state, success factors, and goals. Progress and action plans are reviewed and determined at the Sustainability Promotion Committee, held twice a year, and initiatives are carried out under the responsibility of the appointed individuals.

ESG	Materiality	Key initiatives		Key initiatives status	Pages	Web link
E	Contribution to a Sustainable Global Environment	“Task Force on Climate-related Financial Disclosures (TCFD)” Initiatives on Climate Change Response and Recommendations		We support the recommendations of the “Task Force on Climate-related Financial Disclosures (TCFD)” and are committed to disclosing related information. As part of our comprehensive climate-related strategy, we have set greenhouse gas emission reduction targets, expanded the adoption of renewable energy, and are working to improve energy efficiency. Key Indicator: Greenhouse Gas Emissions Target: Reduce greenhouse gas emissions by 50% from the 2023 level by 2030 (Scope 1, 2). Achievement: Reduced by 6,363 t-CO₂ (a 7.1% decrease from the previous year).	»P.51, P52 »P.49	For details Website >>Initiatives to Address Climate Change > Environment > Sustainability > ULVAC, Inc. For details Website >>Environmental Philosophy Environmental Policy > Environment > Sustainability > ULVAC, Inc.
		Environmental Consideration Product “ULVAC Green Products” Certification System		We certify products that meet the established standards for our environmentally conscious design evaluation criteria.	»P.54	For details Website >>Product Initiatives > Environment > Sustainability > ULVAC, Inc.
		2023 Environmental Activities Effective Use of Water and Efforts Against Chemical Substances Environmental Pollution Control and Resource Circulation Participation in the Forest Regeneration Partner System		We recognize the conservation of the global environment as one of the most important issues shared by humanity. In all aspects of our business activities, we make efficient use of resources, appropriately manage hazardous chemicals in the manufacturing process, and prevent environmental pollution and health hazards. Key Indicator: Water Usage Target: To reduce the water usage per unit of net sales* to 2020 levels or lower (*Water withdrawal / Net Sales (consolidated) (0.77)) Achievement: 0.55 Key Indicator: Environmental Incidents Target: Zero major legal violations Achievement: Zero	»P.50, P53	For details Website >>Environmental Philosophy Environmental Policy > Environment > Sustainability > ULVAC, Inc. For details Website >>Environmental Data > Environment > Sustainability > ULVAC, Inc. For details Website >>Pollution Prevention Initiatives > Environment > Sustainability > ULVAC, Inc. For details Website >>Social Contribution Activities > Sustainability > ULVAC, Inc.
S	Development and Promotion of Diverse Human Resources	Human Resource Development and Development of Core Talent		We provide comprehensive programs to support the skill development and career advancement of our employees. Additionally, through “UL-GAIA” (Ulvac Global Awards of Improved Achievement), we share initiatives related to the implementation of our Basic Corporate Philosophy and roll them out across the organization, fostering synergy throughout the group and growing together with colleagues worldwide.	»P.42-P43	For details Website >>Human Resource Policies > Human Resources > Sustainability > ULVAC, Inc. For details Website Human Resource Development > Human Resources > Sustainability > ULVAC, Inc.
		Respect for Diversity and Integration Creating a Comfortable Work Environment		We are working to create a workplace environment where diverse talent can fully leverage their unique abilities and work in a way that is rewarding, regardless of gender, nationality, or race. We are also focusing on creating a workplace environment where employees can leverage their individual strengths, enhance productivity, and unleash creativity. Additionally, through engagement surveys, we reflect employees’ voices and work to create an environment where diverse human resources can thrive. Key Indicator: Percentage of Female Managers Target: At least 10% across the entire Group by June 2026 Achievement: 9.8% (Fiscal Year 2023)	»P.41, P43	For details Website >>Creating an Excellent Working Environment > Human Resources > Sustainability > ULVAC, Inc.
		Promotion of Health Management		As one of our key management priorities, we are promoting health management, advancing initiatives such as regular health check-ups, stress checks, and exercise programs, and implementing measures to enhance work engagement.	»P.44	For details Website >>Health Management > Human Resources > Sustainability > ULVAC, Inc.
	Respect for Human Rights and Responsible Actions in the Value Chain	Occupational Safety and Health		In performing various operations such as development, manufacturing, transportation, installation, and maintenance, everyone from management to on-site personnel prioritizes safety and actively and continuously works on improvements, striving to maintain and improve safety and a healthy working environment for all.	»P.48	For details Website >>Occupational Safety and Health > Sustainability > ULVAC, Inc.
		Human Rights Responsible Procurement Management		We are committed to prohibiting discrimination and harassment, respecting employment autonomy, ensuring product safety and workplace health and safety, promoting employee health, protecting freedom of association, and securing appropriate labor conditions. Additionally, we work with our important partners, our suppliers, to promote responsible procurement that considers human rights, labor, and the environment throughout the entire supply chain.	»P.45-P46 »P.47	For details Website >>Human Rights > Sustainability > ULVAC, Inc. For details Website >>Procurement > Sustainability > ULVAC, Inc.
G	Promotion of Creation and Co-Creation of Innovation with Vacuum Technology as the Core	Development Policy, Research and Development Investment Policy Creation and co-creation of innovation		We believe that co-creation with customers is extremely important, and we are promoting research and development while aiming to maximize the research and development resources of the entire group and achieve the greatest outcomes. Additionally, we are strengthening the semiconductor sector, which will be a growth driver, developing software essential for adding value to our equipment, and taking on challenges in next-generation fields.	»P.27, P28	For details Website >>ULVAC Research and Development > R&D > ULVAC, Inc.
		Intellectual Property		With the basic policy of “establishing and improving the business environment through intellectual assets, strengthening the group’s overall competitiveness, and increasing corporate value,” we are working on the creation and utilization of intellectual assets.	»P.30	For details Website >>Refer to Japanese web site
		R&D and Intellectual Property Governance Collaborative Research, Technology and Intellectual Property		By unifying the group’s research and development structure, we aim to create sustainable differentiated products and new technologies, acquire intellectual property, and accelerate development. This enables us to continue providing cutting-edge products and technologies in a timely manner that meet customer demands. Additionally, we are promoting the sharing of knowledge and technology, with the goal of contributing to the development of industry and science.	»P.29	For details Website >>ULVAC Research and Development > R&D > ULVAC, Inc.
	Building a Resilient Organization	ULVAC’s Sustainable Management Corporate Governance Risk Management Together with Stakeholders		Based on the Basic Corporate Philosophy underlying all our business activities, we are promoting sustainable management by defining our sustainability policy, our vision for 2050, Vision 2032, and materiality. Regarding corporate governance, we have established a system to ensure organizational transparency and protect the interests of stakeholders. This includes establishing an appropriate oversight structure and strengthening risk management. Additionally, we place great importance on relationships with stakeholders and aim to enhance corporate value and achieve sustainable growth through dialogue with employees, customers, business partners, investors, and local communities.	»P.21, P22 »P.55-P64 »P.65-P66 »P.68	For details Website >>ULVAC’s Sustainable Management > Sustainability > ULVAC, Inc. For details Website >>Corporate Governance > Sustainability > ULVAC, Inc. For details Website >>Risk Management > Sustainability > ULVAC, Inc.
		Compliance		We have established a Corporate Code of Conduct and are committed to complying with laws, internal regulations, and ethical standards by strengthening our compliance framework and raising employee awareness.	»P.67	For details Website >>Compliance > Sustainability > ULVAC, Inc.