ULVAC's Sustainable Management

At the foundation of all our business activities lies our Basic Corporate Philosophy: "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." Together with our partners, we pursue cutting-edge innovation, fulfill our social responsibilities, and contribute to building a sustainable society through vacuum technology.

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 andUse the latest technological development to contribute to the social abundance — 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 Contribute to creation of an environmentally friendly and Environment

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 professional growth; building resilient organizations
- Respect for human rights and responsible conduct in the value chain
- Contribution to a sustainable global environment

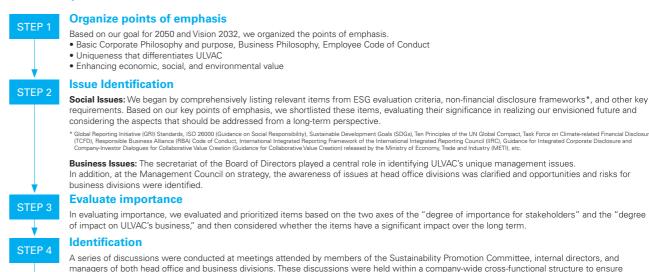
Materiality Identification Process

riality > ULVAC's Sustainable Management > Sustainability > ULVAC Inc.

Basic Approach

In the process of identifying materiality, we have engaged in in-depth internal discussions and deliberations while conducting ongoing dialogue with external directors, outside experts, institutional investors, and other stakeholders. As a result of the insights gained through these discussions, we have broadened our perspective on materiality from the standpoint of enhancing corporate value. We have positioned materiality as "ULVAC's unique management challenges in realizing our Vision for 2050 and Vision 2032."

Materiality Identification Process



the materiality items.

confirm expectations and requests for the ULVAC Group and refine the identified challenges **Finalization** The Executive Officer in charge of sustainability, who chairs the Sustainability Promotion Committee, verified the appropriateness of the materiality evaluation process and analysis results. Following discussions at a management-level meeting, the Board of Directors deliberated on and approved

comprehensive deliberation. Based on specific hypotheses, we engaged in dialogues with external directors, institutional investors, and experts to

Promotion Structure

We have established the Sustainable Management Promotion Department, which reports directly to the President, to promote sustainability initiatives throughout the Group. The Sustainability Promotion Committee, held twice annually, 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. Reports and resolutions on important matters are carried out as needed 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 exercise appropriate supervision.

Website >> Materiality > ULVAC's Sustainable Management > Sustainability > ULVAC, Inc.

Promotion Structure



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