

Initiatives for Materiality

The ideal state, success factors, and targets are set for each materiality. Meeting twice a year, the Sustainability Promotion Committee confirms the progress situations and determines and reviews action plans, which are implemented by the respective responsible persons.

| Materiality | Key initiatives | Key initiatives status | Pages | Website |
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| Promotion of Creation and Co-creation of Innovation with Vacuum Technology as the Core | R&D Strategy with Vacuum Technology as the Core Creation and Co-creation of Innovation | We believe co-creation with our customers is of the utmost importance, and we are advancing research and development to maximize the ULVAC Group's R&D resources and achieve the best possible results. Moreover, we are developing equipment and deposition processes to accelerate the growth of our semiconductor and electronics business, while also taking on challenges in next-generation domains. | ▶ P34-P35 | For details ▶ Website >> R&D > ULVAC Research and Development |
| | Intellectual Property Assets | To develop the business environment, enhance the competitiveness of the entire ULVAC Group, and enhance corporate value, we are striving to create and utilize intellectual property assets. | ▶ P37 | For details ▶ Website >> R&D > Intellectual Property Assets |
| | Research and Development / Intellectual Property Governance Platform for Sharing Technology and Intellectual Property | By unifying the Group's R&D structure, we are building and operating an organization that continuously creates differentiated products and new technologies, acquires intellectual property, and accelerates development, enabling us to offer cutting-edge products and technologies that meet customer requirements in a timely manner. Furthermore, we are promoting the sharing of knowledge and technology to contribute to the advancement of industry and science. | ▶ P36 | For details ▶ Website >> R&D > ULVAC Research and Development |
| Development of Diverse Human Resources and Promotion of Their Advancement | Human Resources Development, Development of Core Human Resources | We provide comprehensive programs to support employees' skills enhancement and career development. Through the ULVAC Global Awards of Improved Achievement (ULGAIA), we share and horizontally deploy initiatives that put our Basic Corporate Philosophy into practice, thereby leveraging synergies across the entire Group and growing together with our colleagues worldwide. | ▶ P39-P40 | For details ▶ Website >> Sustainability > Human Resources > Human Resource Policies |
| | Respect for Diversity and Inclusion Creating an Excellent Working Environment | We are striving to enhance the workplace environment so that diverse human resources can fully utilize their unique abilities, regardless of gender, nationality, race, or other attributes, and experience job satisfaction. We also focus on cultivating a working environment in which individual employees can demonstrate their strengths and originality while enhancing their productivity. By reflecting the views of employees through engagement surveys, we have cultivated an environment in which diverse human resources can thrive. Key metric: Ratio of women in managerial positions Target: 10% or more by June 2026 in the ULVAC Group Result: 10.9% (FY2024) | ▶ P38 ▶ P41 | For details ▶ Website >> Sustainability > Human Resources > Human Resource Development For details ▶ Website >> Sustainability > Human Resources > Creating a Comfortable Working Environment |
| | Promotion of Health and Productivity Management | We are promoting health and productivity management as an important management issue. While pursuing Initiatives such as periodic medical checkups, stress checks, and exercise programs, we are implementing measures to enhance work engagement. | ▶ P41 | For details ▶ Website >> Sustainability > Promotion of Health and Productivity Management |
| Cultivation of Resilient Organizations | ULVAC's Sustainable Management Corporate Governance Risk Management With Our Stakeholders | Based on the Basic Corporate Philosophy which is the foundation of all business activities, we have established the Sustainability Policy, Our Goal for 2050, Vision 2032, and Materiality, and are promoting sustainable management. Regarding corporate governance, we have put in place systems to ensure organizational transparency and protect the interests of our stakeholders. This includes establishing appropriate oversight systems and strengthening risk management. Moreover, we also attach great importance to relationships with our stakeholders, and aim to enhance corporate value and achieve sustainable growth through dialogue with employees, customers, business partners, investors, and local communities. | ▶ P12-P13 ▶ P52-P55 ▶ P58-P59 ▶ P61 | For details ▶ Website >> Sustainability > ULVAC's Sustainable Management For details ▶ Website >> Sustainability > Corporate Governance For details ▶ Website >> Sustainability > Risk Management |
| | Compliance | We have established the ULVAC Group Corporate Code of Ethics and are striving to ensure compliance with laws and regulations, internal codes, and ethical codes through the development of compliance systems and initiatives to raise employee awareness. The whistleblowing system is established for early detection and correction of misconduct and violations. | ▶ P60 | For details ▶ Website >> Sustainability > Compliance |

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| Respect for Human Rights and Responsible Conduct in the Value Chain | Human Rights Responsible Procurement Management | We are committed to prohibiting discrimination and harassment; respecting employment autonomy; ensuring product safety, workplace health and safety, and employee health; upholding freedom of association; and ensuring appropriate working conditions. At the same time, in cooperation with suppliers—who are our important partners for manufacturing—we strive to promote responsible procurement throughout the supply chain taking human rights, labor, and the environment into consideration. | ▶ P42-P43 ▶ P44 | For details ▶ Website >> Sustainability > Human Rights For details ▶ Website >> Sustainability > Procurement |
| | Occupational Safety and Health | In the execution of development, manufacturing, transport, installation, maintenance and other business processes, everyone in the ULVAC Group, from senior management to line workers, is encouraged to seize the initiative in continuously undertaking improvements placing the highest priority on safety, striving to maintain and improve the safety of everyone involved and ensure a healthy working environment. | ▶ P45 | For details ▶ Website >> Sustainability > Occupational Safety and Health |
| Contribution to a Sustainable Global Environment | Initiatives to Address Climate Change | We endorse the Task Force on Climate-related Financial Disclosure (TCFD) recommendations and strive to disclose relevant information. As part of the comprehensive climate-related strategy, we have set greenhouse gas emission reduction targets and are promoting introduction of renewable energy and working to improve energy efficiency. Key metric: Greenhouse gas emissions Target: Reduce greenhouse gas emissions in 2030 by 50% compared with 2023 (Scope 1 and 2) Achieve net zero greenhouse gas emissions by 2050 Result: 4,574 t-CO ₂ (6.0% compared with FY2023) | ▶ P46-P49 | For details ▶ Website >> Sustainability > Environment > Initiatives to Address Climate Change For details ▶ Website >> Sustainability > Environment > Environmental Philosophy / Environmental Policy |
| | “ULVAC Green Products” Certification Program for Environmentally Friendly Products | The program certifies products that satisfy the applicable standards for ULVAC’s evaluation items concerning environmentally friendly design. | ▶ P50 | For details ▶ Website >> Sustainability > Environment > Product Initiatives |
| | Environmental Activities in FY2024 Efficient Use of Water and Management of Chemical Substances Appropriate Waste Management and Recycling Biodiversity Initiatives | Recognizing that conservation of the global environment is one of the most important issues facing humanity, we promote the effective use of resources in all aspects of our operations and manage hazardous chemical substances appropriately in our manufacturing processes to prevent environmental contamination and health hazards. Key metric: Water consumption Target: Reduce unit water consumption* to the level in 2020 or less *Water withdrawal/Net sales (consolidated) (0.77) Result: 0.67 Key metric: Environmental accidents Target: Zero major legal violations Result: Zero | ▶ P47 ▶ P50-P51 | For details ▶ Website >> Sustainability > Environment > Environmental Philosophy / Environmental Policy For details ▶ Website >> Sustainability > Environment > Environmental Data For details ▶ Website >> Sustainability > Environment > Pollution Prevention Initiatives |