

(Translation)



August 13, 2024

Name of the Company:	ULVAC, Inc.
Name of the Representative:	Setsuo Iwashita President & CEO (Code No.6728; TSE Prime Market)
Person to contact:	Daichi Harada General Manager of IR Dept., Administration HQ (TEL. 0467-89-2024)

## Notice regarding the introduction of Share-Based Compensation Plan for Employees

We hereby announce that our Board of Directors has decided to introduce the following Share-Based Compensation Plan for Employees (hereinafter; "the Plan") in today's meeting.

### 1. Purse of the Plan

The Plan is introduced for the purpose to increase the medium-to-long term corporate value of ULVAC, Inc. (hereinafter "the Company") by clarifying the link between the economic interests of employees who hold a certain range of positions designated by the Company as future senior management candidates (hereinafter; "the Employee") and the Company's performance and stock value, thereby to enhance their participation in management and their senses of responsibility for the Company's performance, and to foster a sense of integrity with the management.

### 2. Overview of the Plan

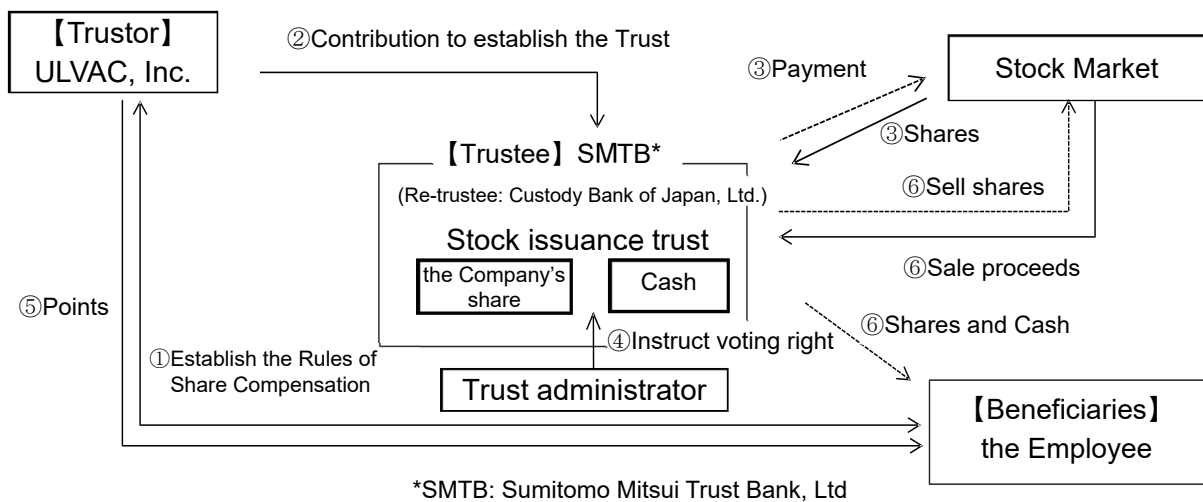
The Plan is an incentive plan in which a trust (hereinafter "the Trust") is established using money contributed by the Company, the Trust acquires the Company's common shares (hereinafter; "the Company Shares"), and the Company's Shares are granted through the Trust to the Employees who meet certain requirements based on the points granted to them.

The points are awarded according to the Employee's rank and performance achievement level, in accordance with stock issuance regulations established by our board of directors, and the number of the Company Shares awarded to the Employee will be determined by the number of awarded points.

The funds to acquire the Company Shares by the Trust will be contributed entirely by our company, therefore there is no burden on the Employees.

The introduction of the Plan enables the Employee to enjoy the economic benefits of rising the company stock price, which can be expected to encourage the Employee to carry out work with an awareness towards the stock price and to enhance motivation.

<Overview of the Plan>



- ① The Company shall establish the rules of share-based compensation for the Employee (hereinafter “the Rules of the Plan”).
  - ② The Company shall set up an ESOP trust for the Company’s employees as the beneficiary. The Company shall entrust the trustee with the fund for acquiring the Company’s shares.
  - ③ The trustee will acquire a substantial number of our company shares expected to be delivered in the future in a lump sum by way of acquisition from the exchange market.
  - ④ A trust administrator (who is independent of the Company) that protects the interests of the beneficiary throughout the trust period and oversees the trustee is appointed. Regarding the shares of the Company in the Trust, the trust administrator will instruct the trustee to exercise voting rights, and the trustee will exercise the voting rights during the trust period based on those instructions.
  - ⑤ Based on the rules of the Plan, the Company will grant points to the Employee.
  - ⑥ The Employee who meets the requirements set forth in the rules of the Plan and the trust agreement for the Trust will receive the Company Shares from the Trustee according to the points they have been granted, as beneficiaries of the Trust.
- In addition, if it is applicable to certain events stipulated in advance in the Rules of the Plan and trust agreement, a portion of the Company Shares to be delivered will be sold on stock exchange market and cash will be paid.
- Sumitomo Mitsui Trust Bank, Ltd., as the trustee of the Plan, will entrust (re-trust) the management of trust assets to Japan Custody Bank, Ltd.

### 3. Overview of the Trust

(1)Name	Share-Based Compensation Plan for the Employees
(2)Trustor	ULVAC, Inc.
(3)Trustee	Sumitomo Mitsui Trust Bank, Ltd (Co-trustee: Custody Bank of Japan, Ltd.)
(4)Beneficiaries	The Employees who meet beneficiary requirements
(5)Trust administrator	The third party that is independent of ULVAC, Inc. and its officers will be appointed
(6)Voting rights	The trustee shall exercise the voting during the trust period based on the trust administrator's instructions.
(7)Trust type	Money held in trust other than money held in trust (third-party benefit trust)
(8)Date of Trust Contract	August 21, 2024
(9)Date to Entrust Cash	August 21, 2024
(10)Date to End Trust	End of December 2027 (Planned)

### 4. Matters as to the acquisition of Shares by the Trustee of the Plan

(1)Type of shares to be acquired	Common shares
(2)Cash entrusted for the acquisition of the Shares	JPY 90,000,000
(3)Total number of shares to be acquired	Up to 8,100 shares
(4)Method of the share acquisition	Acquisition from the stock market
(5)Timing of the share acquisition	August 21, 2024 to August 30, 2024 (scheduled)

This document has been translated from the Japanese original for reference purpose only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.