

February 10, 2026

Name of the Company:	ULVAC, Inc.
Name of the	Setsuo Iwashita
Representative:	President & CEO (Code No.6728; TSE Prime Market)
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### **Announcement regarding Voluntary Retirement Program**

As part of the business reforms based on the "Value Up Plan," our mid- to long-term management plan formulated in August 2025, we hereby announce the commencement of a voluntary retirement program as follows:

#### **1. Reason for Soliciting Voluntary Retirement**

The environment surrounding our Group is changing rapidly. To execute fundamental reforms, we have initiated the optimization of management resources and a review of our business portfolio, centered on semiconductor electronics, under the mid- to long-term management plan "Value Up Plan."

In order for our Group to maintain a high competitive advantage and productivity and to achieve sustainable high growth and profitability, it is necessary to implement the growth strategies, business reforms, and production reforms outlined in the basic policies and vision of the Value Up Plan. Toward these goals, we are proceeding with a review of our personnel structure, including reassignments. Simultaneously, in our commitment to supporting each employee's life plan based on their individual values, we have decided to implement a voluntary retirement program.

#### **2. Overview of the Voluntary Retirement Program**

1. Eligible Employees: Employees belonging to the Tohoku Plant, Kyushu Plant, and the Kumamoto Processing Center who meet the criteria specified by the Company (approximately 170 employees).
2. Number of Participants to be Solicited: No specific limit is set.
3. Application Period: From February 10, 2026, to April 17, 2026.
4. Retirement Date: June 30, 2026.
5. Incentives: An extra retirement payment (premium) will be added to the standard retirement allowance. In addition, the Company will provide outplacement support through an external agency for those who request it.

#### **3. Future Outlook**

As the number of applicants and the total amount of retirement benefits are not yet determined, the impact on our business performance is currently under scrutiny. We will promptly announce any matters that require disclosure in the future.