

HORIBA

HORIBA, Ltd.

HORIBA website
www.horiba.com

Website



HORIBA Report
(Integrated report)



Our Future Special Site



HORIBA Group social media accounts

YouTube



LinkedIn



Group companies in Japan

HORIBA STEC, Co., Ltd.

11-5 Hokotate-cho, Kamitoba, Minami-ku,
Kyoto, 601-8116, Japan

<https://www.horiba.com/int/semiconductor/>



HORIBA Advanced Techno, Co., Ltd.

2 Miyahigashi-cho, Kisshoin, Minami-ku,
Kyoto, 601-8551, Japan

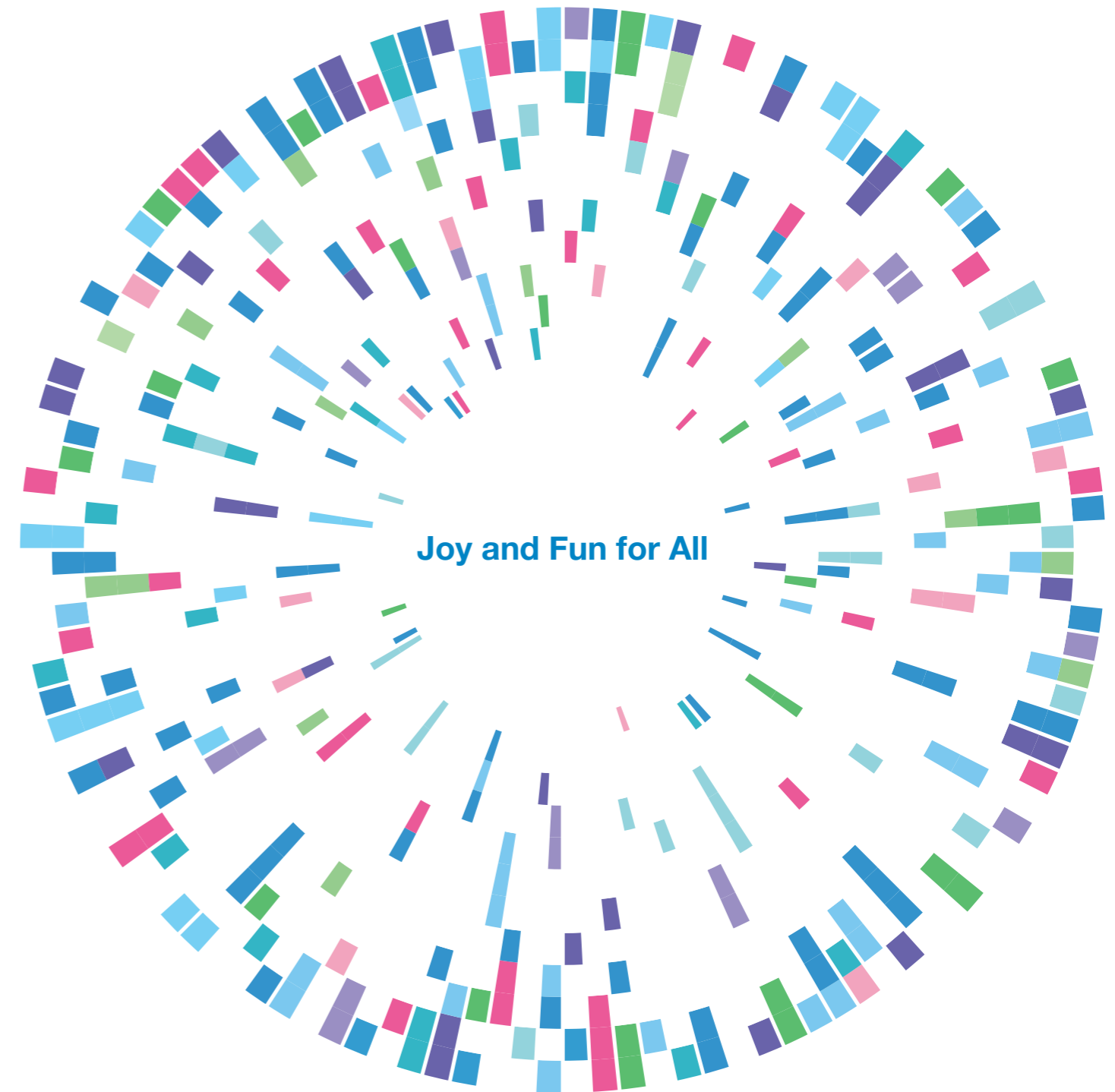
<https://www.horiba.com/int/water-liquid/>



HORIBA TECHNO SERVICE, Co., Ltd.

2 Miyahigashi-cho, Kisshoin, Minami-ku,
Kyoto, 601-8305, Japan

<https://www.horiba.com/int/service/>



Corporate Profile 2024

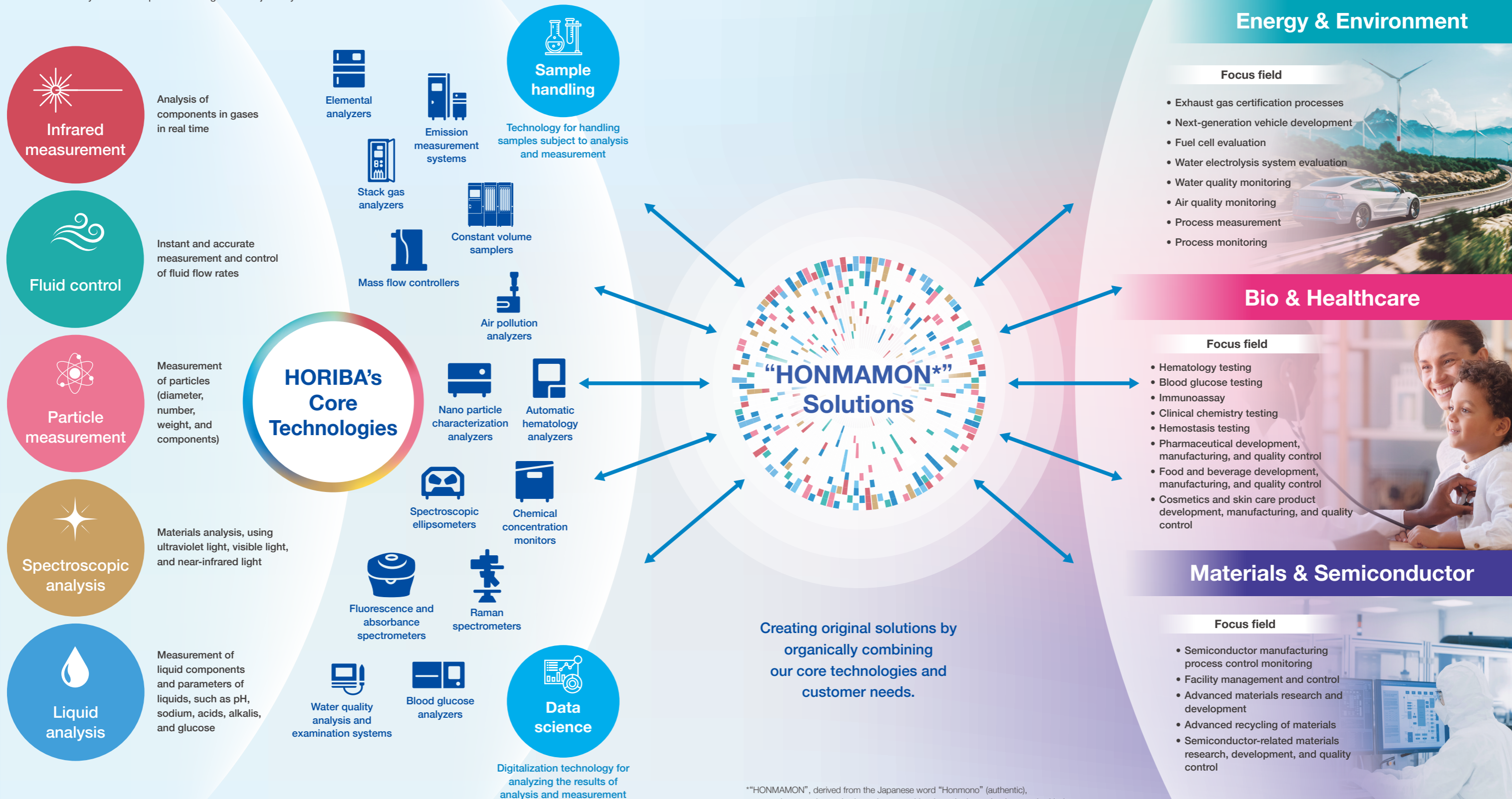
HORIBA, Ltd.

Sharing the joy of understanding through measurement and analysis.

Since the foundation, the HORIBA Group (hereinafter, HORIBA) have been committed to contributing to social progress and the realization of a sustainable future for all through the development of technologies.

Measurement and analysis are fundamental to the advancement of science and technology. Our mission is to explore cutting-edge measurement and analysis solutions that lead to significant discoveries and enable breakthroughs for the realization of a sustainable society.

Let HORIBA be your trusted partner throughout this journey.



HORIBA's History and Corporate Culture

Corporate motto

"Omoshiro Okashiku" – Joy and Fun

Our corporate motto incorporates our forward-looking wish that, by always engaging in work with motivation, employees themselves will bring joy and fun to everyday work at the company where they will spend the best days of their healthy, fruitful lives. "Omoshiro Okashiku," which we translate in English as "Joy and Fun," is treasured by HORIBARIANS* worldwide.



*At HORIBA, we call our employees "HORIBARIANS" and consider them as the most precious asset of our business.

Our Future (Vision, Mission, Values)

HORIBA, which celebrated its 70th anniversary in 2023, established a Group-wide concept "Our Future (Vision, Mission, Values)" in 2024. We did so through discussions held with HORIBARIANS worldwide, looking 30 years ahead to our 100th anniversary to ask what kind of company we want to become, what kind of HORIBARIANS we strive to be, and what kind of contributions we can make to society. Under our corporate motto of "Joy and Fun" and through our "HONMAMON" technologies and the power of teams rich in diversity, we aim to achieve sustainable growth as a company essential to customers and society.



Venture spirit

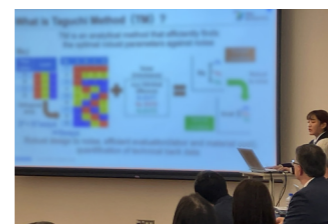
HORIBA's journey started in 1945 with the establishment of the HORIBA Radio Laboratory by Dr. Masao Horiba. Despite the scarcities in postwar Japan, our predecessors developed original technologies through creativity and ingenuity. This spirit of challenge has been passed down to all employees throughout the decades. It is this spirit that has enabled us to create innovative technologies, products, and services to address real-life challenges and allowed us to become a leading global provider of advanced measurement technologies. At the very heart of HORIBA's success is the sense of ownership and the venture spirit which is shared by all HORIBARIANS, who fearlessly take on challenges and constantly strive to deliver innovation. That spirit is also reflected in our merit-based (not demerit-based) performance evaluations.



The birth of the MEXA, the global brand of motor exhaust gas analyzer

The BlackJack Project

Innovation is in our DNA and an integral part of the way we operate. The BlackJack Project, which HORIBA launched in 1997 and extended to overseas Group companies in 2006, is a powerful mechanism that encourages employees to bring their ideas forward and provides them with the essential tools to implement them. At the BlackJack Award World Cup held every December at our headquarters in Kyoto, Japan, selected representatives from sites around the world gather to present their business improvement ideas to senior management. Themes of each project span the enhancement of operational efficiency, reduction of costs, development of human resources, strengthening of organizational capabilities, and more. The BlackJack Project is a cornerstone of HORIBA's corporate culture in which employees are at the forefront of driving organizational change.



BlackJack Award World Cup 2023

Unique global management

One of our key strengths at HORIBA is our robust global network in 29 countries and regions around the world, which is supported by our people. We have achieved this by actively creating an environment based on the "Joy and Fun" spirit to enable our employees to unleash their full potential and become the driving force behind the company's success. We also drive organizational development through our global operations by building relations with our partners and various stakeholders that are based on trust and engagement, while respecting local cultures. As a result of this two-fold approach, we have succeeded in enhancing our sense of unity as a group and creating powerful synergies that have propelled us forward.



Global management meetings held twice a year bringing together executives of all group companies

Creating a diverse work environment

What sustains HORIBA, a company that makes the diversity of global businesses and markets a strength, are the individual employees in our workplaces. As the transformation of society accelerates, we believe that passing down a corporate culture in which people transcend gender, age, nationality, disability status, and other factors to demonstrate their diverse individualities and talents will lead to new value creation and the enhancement of HORIBA's strengths. Organically connecting management, employees on site, and human resources organizations, we engage in activities including workshops for considering work styles and careers, awareness reform through exchanges with other companies, and the introduction of programs to enhance flexibility in the hours and locations of work.

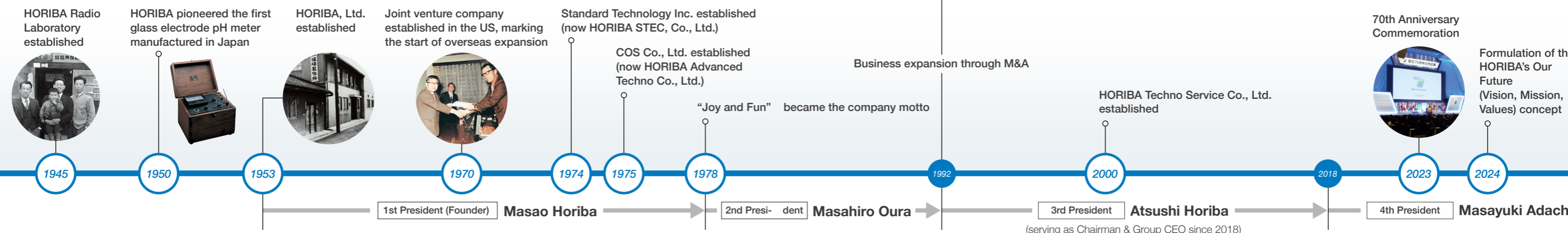


People from diverse backgrounds are working collaboratively

The history of HORIBA

From its origin as a small factory in Kyoto, HORIBA has earnestly tackled and explored analysis and measurement technologies that contribute to the advancement of science and technology, along with the development of unique products and solutions. It is the gathering of our colleagues from around the world who identify with our corporate motto of "Joy and Fun" and the spirit of our founding that has seen HORIBA, allowing us to grow into a global company where HORIBARIANS shine in great diversity. Our "HONMAMON" analysis and measurement technologies, cultivated since the company's founding in pursuit of one-of-a-kind excellence, support technological development and manufacturing sites across a wide-ranging fields, contributing to the safety and security of people's lives and the protection of global environment. As we head into the next era, we keep our commitment to refining our unique technologies.

History of business acquisitions



Main development and production sites

We began our full-scale overseas expansion in 1970 with the establishment of a joint venture in the US. Since then, we have expanded our network through mergers and acquisitions to incorporate many R&D and production sites in Asia, the Americas, and Europe. Currently, the group consists of 50 companies (including 4 in Japan), with overseas companies accounting for over 70% of total sales and 64% of employees outside Japan.

Japan



HORIBA, Ltd., HORIBA Group Head Office



HORIBA, Ltd., Biwako Factory
HORIBA BIWAKO E-HARBOR



HORIBA STEC, Co., Ltd.
HORIBA, Ltd., HORIBA Advanced Technology Center



HORIBA TECHNO SERVICE, Co., Ltd.
HORIBA Advanced Techno Co., Ltd.



HORIBA STEC, Co., Ltd.
Kyoto Fukuchiyama Technology Center



HORIBA STEC, Co., Ltd., Aso Plant

Europe

UK



HORIBA MIRA Limited, ASSURED CAV

France



HORIBA ABX SAS



HORIBA France SAS
HORIBA Europe Research Center

Germany



HORIBA FuelCon GmbH,
HORIBA eHUB

Asia

India



HORIBA India Private Limited,
Technical Center



HORIBA India Private Limited,
Nagpur Factory

China



HORIBA Instruments (Shanghai) Co., Ltd.,
HORIBA C-CUBE

Americas

USA



HORIBA New Jersey
Optical Spectroscopy Center



HORIBA Instruments Inc.

Brazil



HORIBA Instruments Brasil, Ltda.

50 group companies in 29 countries and regions worldwide

Corporate information (as of December 31, 2023)

Head Office
2 Miyano Higashi-cho, Kisshoin, Minami-ku, Kyoto, 601-8510, Japan

Representative
Atsushi Horiba Chairman & Group CEO

Founded
October 17, 1945

Incorporated
January 26, 1953

Net sales
290.5 billion yen (Consolidated)*

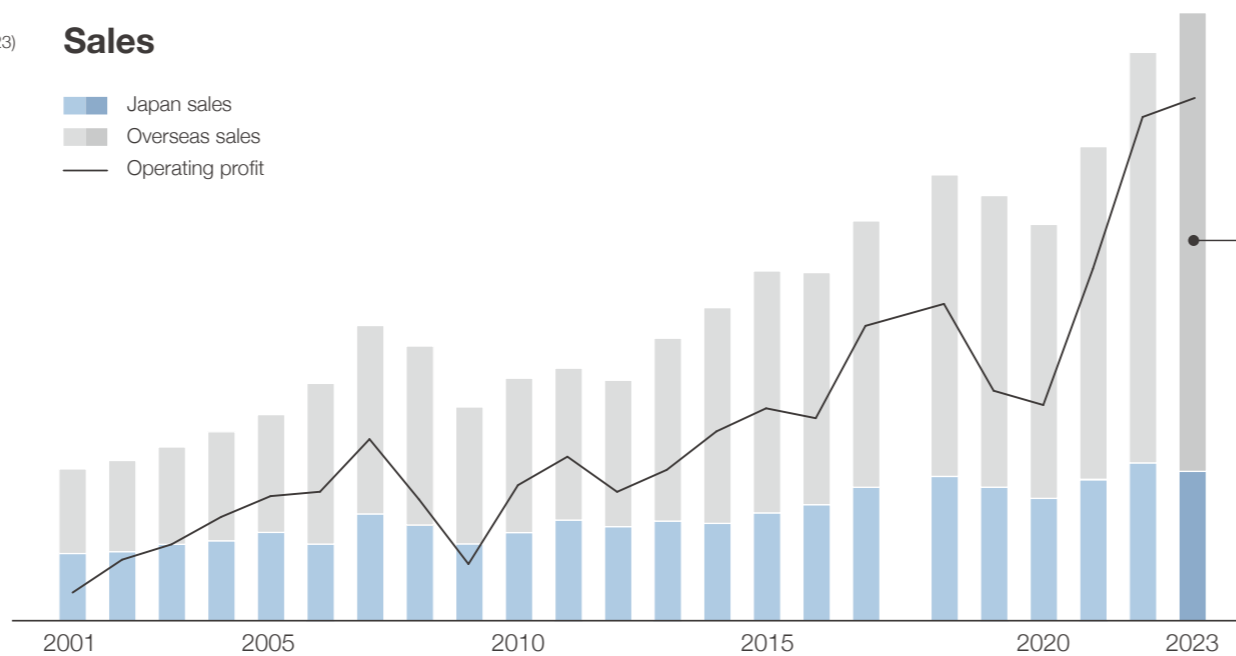
Paid-in capital
12,011 million yen (Consolidated)

Number of employees
8,665 (Consolidated)

*Year ended December 31, 2023

Sales

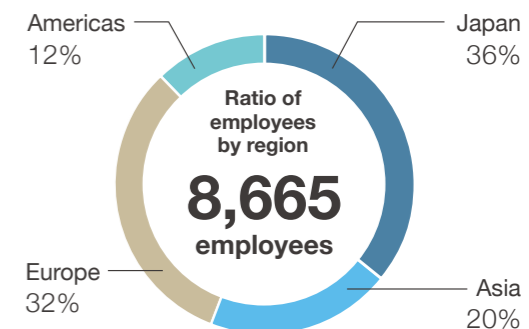
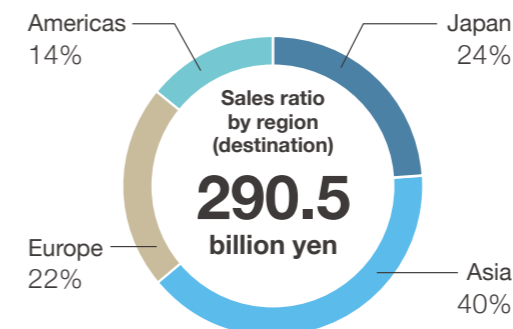
■ Japan sales
■ Overseas sales
— Operating profit



2023 results

Net sales
290.5 billion yen

Japan sales **70.1 billion yen**
Overseas sales **220.4 billion yen**
Operating profit **47.2 billion yen**



(as of December 31, 2023)