

Creating Cor

HORIBA's thoughts on CSR

Achieve CSR by growing business

HORIBA's materiality

Since its foundation in 1945, HORIBA has worked to grow with the mission of contributing to the progress of science and technology, through the provision of analysis and measurement technologies.

In anticipation of risks and opportunities presented by the social impact of rapid globalization and accelerating AI and IoT expansion, HORIBA is identifying key topics in the area of science and technology and areas for the company to contribute to achieving the mid-long term management plan MLMAP2020 and best serve the company's interests from a long-term perspective.



See details on HORIBA's CSR activities on the website:

https://www.horiba.com/en_en/company/social-responsibility/home/

Process of identifying material topics



- [The ESG Workshop](#), which is comprised of the Junior Corporate Officer in charge of CSR at HORIBA, Ltd. and core members of each segment, was launched.
- [HORIBA's various activities](#) were screened by using guidelines on SDGs^{*1} and ESG investments for reference (around 100).
- [HORIBA's corporate philosophy and strength were confirmed and areas and frameworks \(Design Sugoroku\)](#) where HORIBA can or should contribute in solving social issues or do so in relation to stakeholders were studied.
- The current initiatives were categorized in a framework and were approved by the HORIBA CSR Promotion Committee (pages 43 and 44.).
- [25 ESG Workshops](#) were held in 2017.
- HORIBA participated in CDP^{*2}
- [The ESG Subcommittee](#) was established within the HORIBA Group CSR Promotion Committee.
- [CSR activities by HORIBA's overseas group companies](#) were surveyed.
- [Four subcommittees](#), one each on the environment, social affairs, governance, and public relations, will be established and [missions and action plans for each for 2018](#) will be set.
- HORIBA's CSR Policy will be clarified in the next mid-long term management plan and will be announced to the public.
- HORIBA's CSR website will be renewed and disseminated broadly outside the group.



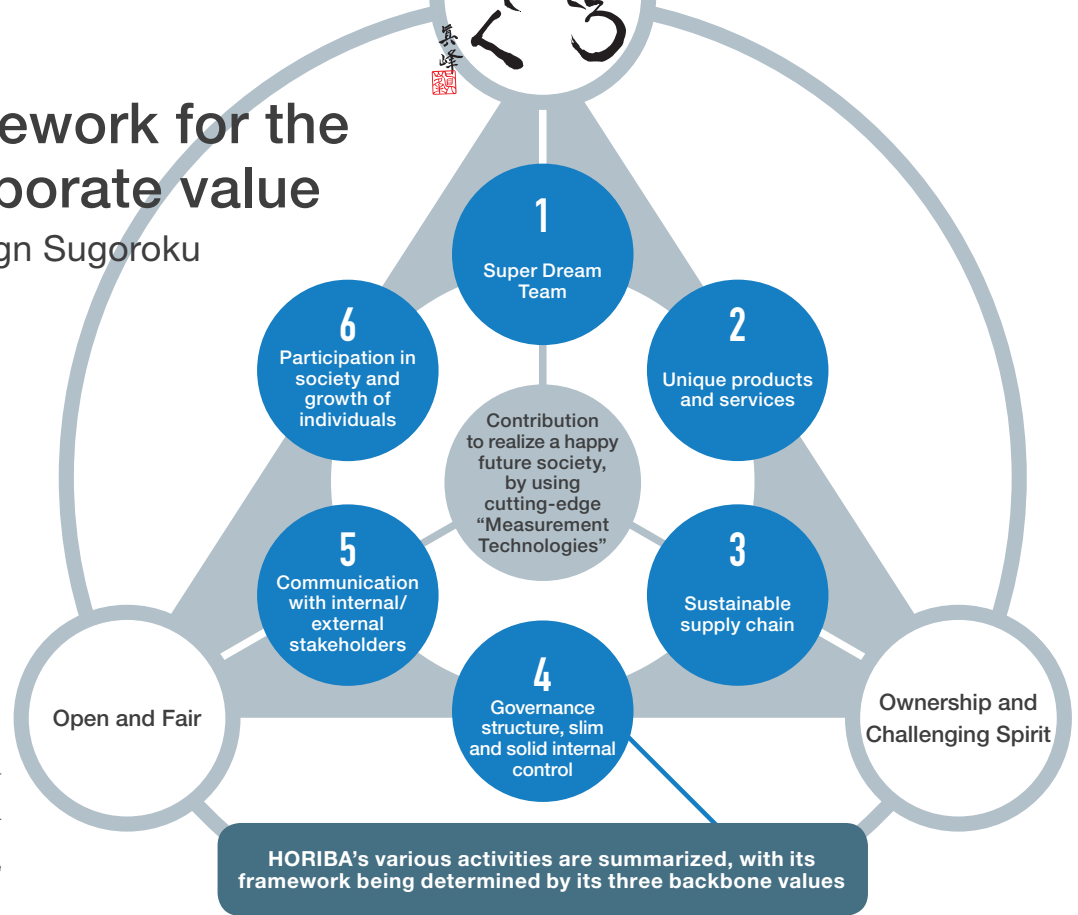
^{*1} SDGs: The Sustainable Development Goals (SDGs), officially known as "Transforming our world: the 2030 Agenda for Sustainable Development," is a set of 17 "Global Goals" with 169 targets between them. The United Nations General Assembly adopted the agenda in September 2015. See <https://sustainabledevelopment.un.org/?menu=1300> ^{*2} The CDP (formerly the "Carbon Disclosure Project"), a non-profit organization based in London, works with institutional shareholders to disclose the environmental strategy and greenhouse gas (GHG) emissions of major selected corporations in the FTSE Index. The CDP sends questionnaire to major companies across the world, analyzes and evaluates the companies' self-reported data, and discloses the results to investors. See <https://www.cdp.net/en>

Corporate Value



HORIBA's framework for the creation of corporate value

Expressed through Design Sugoroku



the Corporate motto : "Joy and Fun,"
"Open and Fair,"
and "Ownership and Challenging Spirit."

Applying Design Sugoroku!

Design Sugoroku is a modification of a very old Japanese board game that relates all major items to be considered in making a design. This is a framework that enables all related things that need to be considered to be obvious at a glance. For example, if you change the size of your business card, you have to consider its impact on your card case or a pocket of a business suit. HORIBA is using this to summarize the relationship among all activities that form invisible values, in addition to business activities, as these activities influence each other.

4 Governance structure, slim and solid internal control	5 Communication with internal/external stakeholders	6 Participation in society and growth of individuals
<p>Appointment of outside officers since our foundation</p> <hr/> <p>Global adoption of the ERP (Enterprise Resource Planning) system Enhancement of stability of the business base, assisted by the IMS⁴</p> <hr/> <p>Adoption of HORIBA Premium Value, an indicator for targeting and monitoring the improvement of capital efficiency</p>	<p>Identification of important information; investor relations (IR) activities and proactive disclosure based on Open and Fair Signatory to the UNGC⁵; dialogue with outside institutions, such as CDP</p> <hr/> <p>Promotion of global dialogue with business partners and customers; continual meetings with sales companies and subcontractors; Technical Olympics, technology seminars for customers, etc.</p> <hr/> <p>Internal communication with employees and executives at product launch meetings, etc.</p>	<p>Use of the BlackJack Project and HORIBA COLLEGE⁶ for growth of individuals and the organization</p> <hr/> <p>Work style renovation to support designing "Decent Work" and a prosperous lifestyle</p> <hr/> <p>Living in good harmony with nature and revitalizing communities through use of HORIBA Blueberry Farm, "Joy & Fun"⁷ and others</p>

³ HORIBA is a member of general incorporated association Accessibility Consortium of Enterprises (ACE) and promotes employment of people with disabilities. See details on HORIBA's website: <http://www.horiba.com/about-horiba/diversity/human-resources/> ⁴ IMS (Integrated Management System) is an integrated management system of more than one ISO and OHSAS. ⁵ UNGC: the United Nations Global Compact <https://www.unglobalcompact.org/> ⁶ HORIBA COLLEGE was started in 2009 as a place for employees to learn from each other as student and or lecturer ⁷ HORIBA Blueberry Farm "Joy & Fun" opened in April 2012 by our renting fallow fields in Takashima City, Shiga Prefecture. Our new employees get a taste of agriculture and their family members also participate in the harvesting of blueberries and vegetables.