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/
HORIBA’s framework for the creation of corporate value
Expressed through Design Sugoroku

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.

HORIBA’s various activities are summarized, with its framework being determined by its three backbone values: the Corporate motto: “Joy and Fun,” “Open and Fair,” and “Ownership and Challenging Spirit.”

4 Governance structure, slim and solid internal control

5 Communication with internal/external stakeholders

6 Participation in society and growth of individuals

Appointment of outside officers since our foundation

Global adoption of the ERP (Enterprise Resource Planning) system

Enhancement of stability of the business base, assisted by the IMS*4

Adoption of HORIBA Premium Value, an indicator for targeting and monitoring the improvement of capital efficiency

Identification of important information; investor relations (IR) activities and proactive disclosure based on Open and Fair Signatory to the UNGC-5; dialogue with outside institutions, such as CDP

Promotion of global dialogue with business partners and customers; continual meetings with sales companies and subcontractors; Technical Olympics, technology seminars for customers, etc.

Internal communication with employees and executives at product launch meetings, etc.

Use of the BlackJack Project and HORIBA COLLEGE*6 for growth of individuals and the organization

Work style renovation to support designing “Decent Work” and a prosperous lifestyle

Living in good harmony with nature and revitalizing communities through use of HORIBA Blueberry Farm, “Joy & Fun”*7 and others

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*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.  
*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.