ESG Information

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Corporate Motto “Joy and Fun”

If we take on new challenges and have pride in the work that occupies most of the active time in our lives, in the place where we spend a large part of each day, then the result will be a more fulfilling life, and we will be able to enjoy our lives even more. Taking on new challenges and having pride in our work leads us to “Joy and Fun.”

The founder
Dr. Masao Horiba
## HORIBA’s Management Policy

### Corporate Motto

“Joy and Fun”

### HORIBA Corporate Philosophy

HORIBA’s mission in society

<Four Main Themes>
- Business operations
- Customer responsiveness
- Responsibility to shareholders and investors
- Employees

### Code of Ethics

Guide to conduct business honestly with integrity

<Eight Main Themes>
- Good corporate citizen
- Excellent products and services
- Sound and normal relationships with governments
- Rewarding and comfortable workplace
- Respect for human rights
- Disclose information appropriately
- Environmental issues
- Enforce crisis control
✓ We encourage our employees to have the following “Omoi,” which is the essence of acting on “Joy and Fun” through their work

- To be a part of a collaborative community, at the forefront of new ideas and creations.
- To achieve goals and make life memorable by fostering the highest intellectual potential.
- To reach across the globe to expand learning that captures key business developments, wherever they occur.
- To be proud of sharing what I do and what HORIBA delivers.
- To be helpful to the world and its people.

The Japanese word “omoi” is used to share HORIBA way among global employees.
Governance Structure

✓ HORIBA has adopted the governance structure “Corporation with Audit and Supervisory Board”

Corporation with Audit and Supervisory Board

✓ Japanese unique governance structure which consists of Shareholders Meeting, Board of Directors and Audit and Supervisory Board
✓ Audit and Supervisory Board audits Board of Directors
✓ Audit and Supervisory Board members are appointed at a General Shareholders Meeting and their term of office is four years
✓ More than half of its members must be from outside the company
Utilizing our analytical and measurement technology, we contribute to solving issues to maintain the environment and society healthy.
# MLMAP2023 - HORIBA’s Contribution to Social Issues

## 1. Market Oriented Business

- To develop analysis and measurement solutions, utilizing HORIBA's core technologies, in the leading three business fields of the mega trend:
  - Energy & Environment
  - Bio & Healthcare
  - Materials & Semiconductor

## 2. Solution Provider Beyond Life Cycle Management

- To support customers’ core businesses from all aspects – from product introduction to replacement

## 3. HORIBA Core Values “The Next Stage of Super Dream Team”

- To enhance the organizational structure that fosters resilient human resources, which are the driving force of all business operations
Vehicle Electrification and HORIBA

Provide Total Solution for the Vehicle Development – from Internal Combustion Engine to Electrification

<table>
<thead>
<tr>
<th>Vehicle type</th>
<th>Powertrain</th>
<th>R&amp;D Technology requirement</th>
</tr>
</thead>
</table>

Electrified Vehicle
Hydrogen Energy Society and HORIBA


<table>
<thead>
<tr>
<th>Hydrogen Smartly</th>
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<tbody>
<tr>
<td>✓ Production</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>✓ Storage</td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td>✓ Use</td>
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</tbody>
</table>

- **Production**
  - Water Electrolysis Cell Performance Evaluation

- **Storage**
  - Hydrogen Embrittlement Evaluation

- **Use**
  - Evaluation of performance efficiency of water electrolysis cell

A wide range of coverage from demonstration experiments to practical use

Please see the link to the website for other products (Japanese only).

Established the Hydrogen Energy Project
## Business Expansion in the Pharmaceutical Industry

### Contribution in a Wide Range, from R&D to Production Processes

<table>
<thead>
<tr>
<th>Pharmaceutical process evaluation</th>
<th>Analysis of exosomes(^1) in blood</th>
<th>Highly-sensitive and rapid microbial contamination inspection</th>
</tr>
</thead>
<tbody>
<tr>
<td>Process Raman System</td>
<td>Nanoparticle Measurement Instrument</td>
<td>Microbial Rapid Inspection Device</td>
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<td></td>
<td>Viewsizer™ 3000</td>
<td>Rapica</td>
</tr>
<tr>
<td>Probe</td>
<td>1: Exosomes: Granular materials, diameter 50-150nm, secreted by various cells</td>
<td></td>
</tr>
</tbody>
</table>

- **Probe**
- **Bioreactor**

- **Analytical Probe & Microscopic Raman**

- **✓ Reactor monitoring in the pharmaceutical manufacturing process**

### Inspection for vaccine shipping

**Fluorescence Analyzer**

**Quantitative analysis of medicinal ingredients in tablets**

**Transmission Raman Spectrometer**

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\(^1\): Exosomes: Granular materials, diameter 50-150nm, secreted by various cells
High value-added solutions for semiconductor manufacturing processes

Various applications that contribute to semiconductor manufacturing

Driving Growth in the Semi Market

Mass Flow Controllers
- Perform precise control of gas and liquid supply lines in semiconductor manufacturing processes
- 60% of Global Market share*

Chemical Concentration Monitors
- Measure concentrations of chemicals used in processes and in cleaning in semiconductor manufacturing
- 80% of Global Market share*

Development of Sensing Technologies

Optical Smart Sensing Technology (OSS)

Creating a third cornerstone of the business

Particle detection systems

PR-PD3EP
High-accuracy detection of foreign substances on EUV-process pellicles

Process gas monitors
End-point monitors
X-ray Fluorescence Analyzers

*HORIBA’s estimate
HORIBA's core technology for the future

✓ Implemented non-destructive, non-contact analysis of elements contained in samples of asteroid Ryugu
✓ HORIBA Techno Service, which specializes in high-precision microanalysis, participates

Analytical Solution Plaza has been established to broaden service business

✓ A new "place" for exchange analysis
✓ Providing analytical technology through contracted analysis and joint research by analytical engineers

Results of the analysis to be announced by JAXA in December 2021. Check it up!
Variety of People-Oriented Measures

**BlackJack Project**

- Original business improvement activities aimed at changing employee awareness and actions.
- An internal world cup competition is held every year to select the grand prize from the themes represented by region.

**HORIBA Stained Glass Project**

- Started with the mission to create new value on an ongoing basis by allowing various personalities and talents to shine.
- HORIBA is awarded Nadeshiko Brands Stock Selection Program by METI and Tokyo Stock Exchange.
Published “HORIBA Report 2020-2021” (Eng. ver.)

An Integrated Report that conveys HORIBA's "diversity" and “uniqueness”!

HORIBA supports the supply of semiconductors

Thank you

Danke
Gracias
Terima kasih

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