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.

Infrared measurement
- Analysis of components in gases in real time

Fluid control
- Instant and accurate measurement and control of fluid flow rates

Particle measurement
- Measurement of particles (diameter, number, weight, and components)

Spectroscopic analysis
- Materials analysis, using ultraviolet light, visible light, and near-infrared light

Liquid analysis
- Measurement of liquid components and parameters of liquids, such as pH, sodium, acids, alkalis, and glucose

HORIBA’s Core Technologies
- Elemental analyzers
- Emission measurement systems
- Stack gas analyzers
- Mass flow controllers
- Air pollution analyzers
- Nano particle characterization analyzers
- Automatic hematological analyzers
- Spectroscopic ellipsometers
- Chemical concentration monitors
- Fluorescence and absorbance spectrometers
- Raman spectrometers
- Water quality analysis and examination systems
- Blood glucose analyzers

Sample handling
- Technology for handling samples subject to analysis and measurement

Data science
- Digitalization technology for analyzing the results of analysis and measurement

HORIBA’s Three Fields

Energy & Environment
- Focus field
  - Exhaust gas certification processes
  - Next-generation vehicle development
  - Fuel cell evaluation
  - Water electrolysis system evaluation
  - Water quality monitoring
  - Air quality monitoring
  - Process measurement
  - Process monitoring

Bio & Healthcare
- Focus field
  - Hematology testing
  - Blood glucose testing
  - Immunoassay
  - Clinical chemistry testing
  - Hemostasis testing
  - Pharmaceutical development, manufacturing, and quality control
  - Food and beverage development, manufacturing, and quality control
  - Cosmetics and skin care product development, manufacturing, and quality control

Materials & Semiconductor
- Focus field
  - Semiconductor manufacturing process control monitoring
  - Facility management and control
  - Advanced materials research and development
  - Advanced recycling of materials
  - Semiconductor-related materials research, development, and quality control

Creating original solutions by organically combining our core technologies and customer needs.

*"HONMAMON", derived from the Japanese word “Honmono” (authentic), means the eternal pursuit of creating something from the heart that is one-of-a-kind.
**HORIBA’s History and Corporate Culture**

**Corporate motto**

“Omoshioo 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 life. “Omoshioo Okashiku,” which we translate in English as “Joy and Fun,” is treasured by HORIBARIANs worldwide.

**Our Future (Vision, Mission, Values)**

HORIBA, which celebrated its 70th anniversary in 2022, 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 2050 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.

**Vision**

The business fields that will realize our Future

- Energy & Environment
- Life & Healthcare
- Materials & S R & D

Our Mission

Shape our future with solutions based on HONMAMON and Diversity

- Spirit of Challenge
- Reliability & Trust
- Pursuit of Excellence

Our Values

Joy and Fun for All

**Venture spirit**

HORIBA’s journey started in 1945 with the establishment of the HORIBA Radio Laboratory by Dr. Masao Horiba. Despite these challenges 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 freely take on challenges and constantly strive to deliver innovation. That spirit is also reflected in our merit-based performance evaluations.

The birth of the MEKAv, 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.

**Creating a diverse work environment**

What sustains HORIBA, a company that makes the diversity of global businesses and markets a strength, and 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 sites, 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.

**Unique global management**

One of our key strengths at HORIBA is our robust global network in 20 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

People from diverse backgrounds are working collaboratively

**History of business acquisitions**

1945: HORIBA Radio Laboratory established
1953: HORIBA pioneered the first glass electrode pH meter manufactured in Japan
1954: HORIBA, Ltd. established
2005: Joint venture company established in the US, marking the start of overseas expansion
2015: Standard Technology Inc. established (now HORIBA STEC, Co., Ltd.)
2019: Business expansion through M&A
2023: 70th Anniversary Commemoration

**Formulation of the HORIBA’s Our Future (Vision, Mission, Values) concept**

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Our Worldwide Network (as of December 31, 2023)

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.

50 group companies in 29 countries and regions worldwide

Corporate information (as of December 31, 2023)

- **Head Office**
  2 Miyanohigashi-cho, Kisshoin, Minami-ku, Kyoto, 601-8510, Japan

- **Representative**
  Atsushi Horiba Chairman & Group CEO

- **Founded**
  October 17, 1945

- **Incorporated**
  January 26, 1953

Sales

- **2023 results**
  - Net sales: 290.5 billion yen (Consolidated)
  - Japan sales: 70.1 billion yen
  - Overseas sales: 220.4 billion yen
  - Operating profit: 47.2 billion yen

Sales ratio by region (destination)

- Americas: 14%
- Japan: 24%
- Americas: 12%

Ratio of employees by region

- Europe: 22%
- Asia: 40%
- Europe: 32%
- Americas: 20%
- Japan: 36%

- **Number of employees**
  8,665 (Consolidated)

*Year ended December 31, 2023*