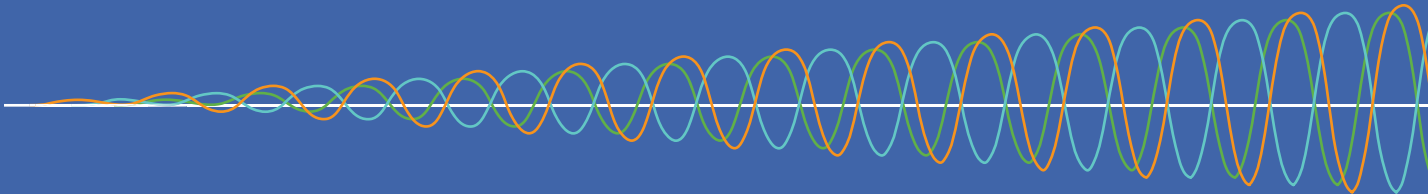


# HIOKI

Corporate Profile

*Beyond Measure* 

# *Bringing the value of measurement to every industry: HIOKI, a manufacturer of electrical measuring instruments*

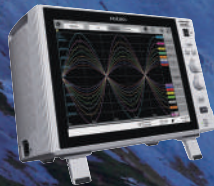
Electrical measuring instruments are the Swiss Army knives of industry, where they're used in a wide range of circumstances, including product R&D, production, and maintenance inspections of electrical work. Today, HIOKI continues to pursue new measurement potential by developing, manufacturing, selling, and servicing valuable electrical measuring instruments.

## **Various product categories: From R&D to maintenance service**



### **Automatic test equipment**

For inspections of electronic circuit boards and boards with built-in components



### **Data recording equipment**

For the development of electric equipment and monitoring of problems with facilities



### **Electronic measuring instruments**

For the inspection of electronic components and batteries and quality assessment of energy conservation and power supply



### **Field measuring instruments**

For maintenance inspection of electrical works and facilities

## **The ongoing need for proprietary technologies**

HIOKI has developed numerous proprietary technologies, including the world's first no-metal-contact voltage measurement technology, high-precision current sensing technology, high-frequency measurement technology, laser light measurement technology, and micron-order probing technology. These technologies have helped us build products that resolve customers' issues as quickly as possible from a customer-centric perspective.

## *HIOKI's three-in-one approach*

We've adopted a three-in-one approach that emphasizes close partnerships among the development, production, and sales/service areas of our operations.

We continue to build structures that let us respond quickly to customer feedback and needs.

### *Production*

#### **Pursuing high quality and short lead times**

We continually polish our expertise, experience, skills, and technological capabilities so that we can supply customers with the high-quality products they require where and when they need them. In addition, we endeavor to structure our manufacturing operations so that we can realize multi-model, small-lot production, and variable-model, variable-quantity production in close partnership with suppliers.

### *Development*

#### **Focusing on R&D**

The Hioki Innovation Center, which features state-of-the-art experimental and research facilities, brings together engineering and marketing teams on a single floor in an environment that allows them to develop innovative future technologies and transform them into the measurement solutions of tomorrow. About one-third of all Hioki employees work in development and engineering, and we spend about 10% of our sales on R&D.

### *Sales and service*

#### **Embracing customer-centric sales**

Reflecting our commitment to resolving customers' challenges through measurement technology, our domestic branches and overseas sales companies work with distributors to build structures with strong local roots in every market we serve. Employees with extensive expertise actively visit customers' facilities, and we put what they learn to use in improving existing products and developing new offerings.

**HIOKI**

#### **R&D structures**

New-product development relies on concurrent teams that cut across the entire company to bring together development, manufacturing, sales, and quality assurance personnel. By eliminating organizational barriers, these teams allow employees to exchange ideas and views from different perspectives as they develop the high-quality products our customers demand. Our new Creative Collaboration Lab, located in the Innovation Center, lets us explore the latest measurement technologies in partnership with customers as part of our focus on agile development, a technique for quickly giving shape to market demands.

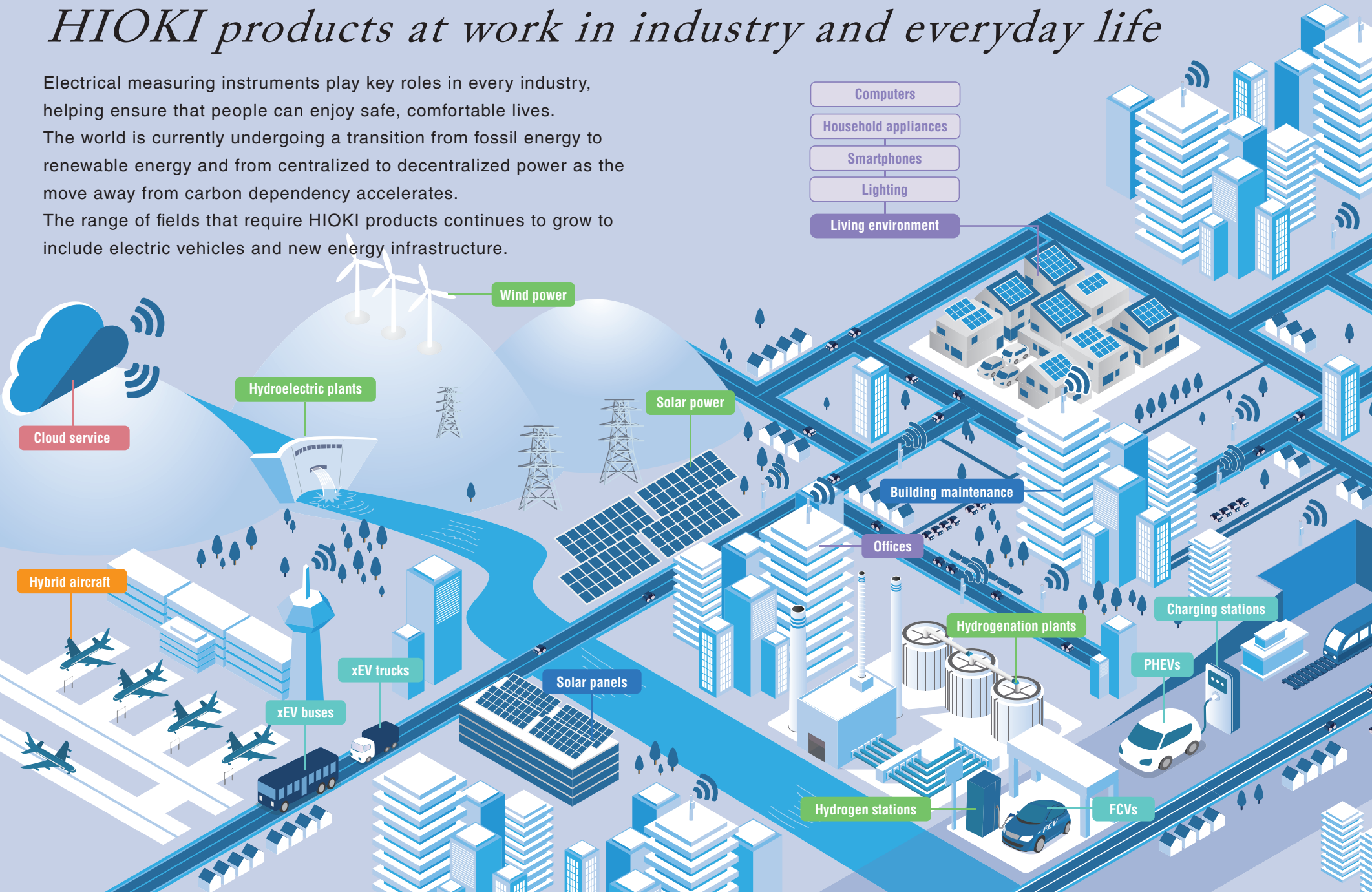
#### **Production and quality assurance structures**

We work to earn various third-party certifications to increase product's trustworthiness so that customers can use our products over the long term with confidence and peace of mind. In addition to a consistent focus on building in quality across all operations, from manufacturing to repair and calibration, we're working to improve productivity so that we can meet customers' lead time requirements. And we provide feedback to product design in the form of repair data and other necessary information in order to boost product quality. We currently offer a three-year product warranty, with some exceptions.

1993	HIOKI earns ISO 9001 certification.
1997	HIOKI earns ISO 14001 certification.
2005	HIOKI earns certification as an ISO/IEC 17025-compliant JCSS calibration provider. <small>*2008: HIOKI becomes a certified JCSS provider capable of issuing international MRAs.</small>
2008	HIOKI receives authorization to display the new JIS mark (becoming the first manufacturer in the measurement industry to do so).
2016	HIOKI integrates its ISO 9001 and ISO 14001 certifications to comply with the 2015 edition of the underlying standards.

# *HIOKI products at work in industry and everyday life*

Electrical measuring instruments play key roles in every industry, helping ensure that people can enjoy safe, comfortable lives. The world is currently undergoing a transition from fossil energy to renewable energy and from centralized to decentralized power as the move away from carbon dependency accelerates. The range of fields that require HIOKI products continues to grow to include electric vehicles and new energy infrastructure.



## Broad range of capabilities

### Batteries

Extensively used for evaluation testing of secondary batteries such as lithium-ion batteries, material development, shipping inspection, maintenance, and reuse.

### Electric vehicles (EVs)

High-performance power analyzers and high-precision current sensors are essential for research and development on power electrification, rapid charging, inverter power supplies, and electric motors.

### Electronic devices

We are contributing to the development of the electronic components industry, where there is active capital investment, driven by the spread of the general computerization of society.

### DX and IoT

The cloud native era. We are expanding data analysis and data collection services using the cloud.

### Infrastructure and maintenance

We meet diverse needs for electrical safety, preventive maintenance, and environmental measurements for buildings and facilities.

### Renewable energy

We are working with customers to develop new technologies for alternative energy generation for a carbon-free society

Battery manufacturers

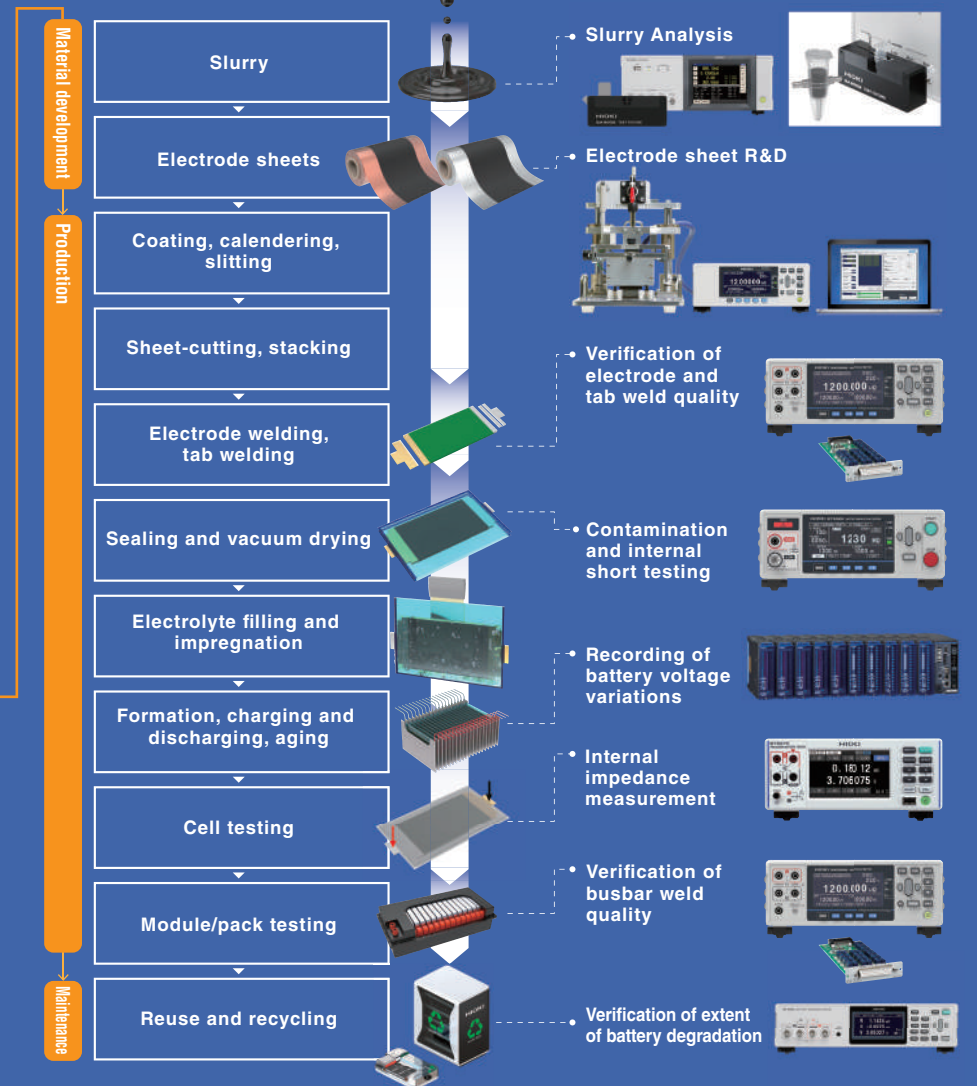
Electronic component manufacturers

## Offering comprehensive solutions

### How HIOKI products support the development and production of lithium-ion batteries (example uses)

HIOKI products are utilized at every stage of the battery life cycle, from development to production and maintenance.

#### Lithium-ion battery production process



\*Products shown represent example solutions.

## Our Network

# Bringing the HIOKI brand and products to the world through a global network

We're working to develop markets worldwide through sales companies in eight overseas locations and distributors in 30 countries.

We work closely with local employees to assess market needs quickly and accurately and to provide feedback to aid in new-product development. In this way, we're focused on globalizing HIOKI's high-quality products.

**HIOKI EUROPE GmbH**  
Eschborn, Germany | Established 2017

**HIOKI KOREA CO., LTD.**  
Seoul, South Korea | Established 2012

**HIOKI INDIA PRIVATE LIMITED**  
Gurugram, India | Established 2016

**HIOKI SINGAPORE PTE. LTD.**  
Singapore | Established 2010

**PT. HIOKI ELECTRIC INDONESIA**  
Jakarta Timur, Indonesia | Established 2023

**HIOKI TAIWAN CO., LTD.**  
Taipei, Taiwan | Established 2018

**HIOKI (Shanghai) MEASUREMENT TECHNOLOGIES CO., LTD.**  
Shanghai, PRC | Established 2007 (named changed in 2021)

**HIOKI (Shanghai) TECHNOLOGY DEVELOPMENT CO., LTD.**  
Shanghai, PRC | Established 2020

**HIOKI (Shanghai) MEASURING INSTRUMENTS CO., LTD.**  
Shanghai, PRC | Established 2021

Michigan

**HIOKI USA CORPORATION**  
Dallas, Texas, U.S.A. | Established 1998

Head Office  
Sales offices

Fukuoka SEO  
Hiroshima SEO  
Kanazawa SEO  
Kita-Kanto SEO  
Tokyo SEO  
Eastern Japan SSH  
Shizuoka SEO  
Tokai SSH  
Western Japan SSH  
Tohoku SEO

Nagano HQ SSH



## Sites in Japan

Through a market-oriented and customer-centric system, we will make contributions to the sustainable development of society together with customers.

SSH (Sales & Solution Hub)

A market-oriented technology center providing technical and sales support specific to each market.

SEO (Sales Expert Office)

A sales office providing customer-centric sales support with high customer satisfaction.

## The global HIOKI brand

We've built out a network of facilities in the U.S., Europe, and Asia while developing sales structures worldwide. International sales make up about 60% of our total sales. We're striving to build a high-value-added brand that can contribute to technological development worldwide by precisely assessing customer needs and developing products in response.

PT. HIOKI ELECTRIC INDONESIA became an official subsidiary in 2023, reflecting our commitment to a fast-growing market.

## Our Business Environment

*A verdant natural environment fosters personal growth, a multitude of ideas, and innovation.*

HIOKI's growth is fueled by an organizational culture and human resources development philosophy geared toward ensuring employees take pride and joy in working for HIOKI so that they can eagerly and spontaneously embrace the challenges of their jobs. On our campus, you'll find an environment that embodies our philosophy of "Respect for Humanity" by allowing each and every employee to make the most of their abilities through fulfilling and engaging work.

## HIOKI Forest Hills

At HIOKI Forest Hills in Ueda, Nagano Prefecture, our Head Office and Plant are surrounded by a verdant natural environment. This campus brings together all departments responsible for development, production, sales, and service in a setting that allows us to provide advanced measurement technologies to customers worldwide. It's also home to a number of sports facilities and HIOKI Lodge, our dormitory for employees. By augmenting work with opportunities to enjoy hobbies and personal pursuits, HIOKI Forest Hills provides an environment that lets employees make the most of their personal skills and abilities.



Innovation Center (R&D)



Employee restaurant (at the Head Office)



Athletic Center



HIOKI Lodge (dormitory for employees)



Aerial view of HIOKI Forest Hills, where the Head Office and Plant are surrounded by about 80,000 trees that were planted by employees.

## Human resources development at HIOKI

Reflecting our belief that employees are our most important asset, our approach to human resources development is predicated on empowering each and every employee to develop their skills and abilities continually and pursue an autonomous career characterized by engaging responsibilities. We dedicate considerable resources to putting in place an environment in which all employees can prosper and grow because we understand that employees' ability to take the lead in developing their own skills underpins the company's growth and its ability to contribute to society.

### Training program and self-development support

Our training programs include new-hire training, one-on-one training, position-specific training, training to prepare employees to make contributions on the global stage, general education and extension courses, and elective training. We also provide support for self-study by employees, including through correspondence learning, subsidies for employees earning professional credentials and qualifications, and language study as a way to encourage individual employees' ongoing learning and personal growth.

### Career support

Reflecting our commitment to empowering employees to guide their own careers, we offer training for employees in their thirties, forties, fifties, and sixties that invites them to consider the status of their career as well as future goals. This program's goal is for employees to enrich their lives through their jobs.



### Fostering next-generation leaders (career path support)

We dedicate considerable resources to training global professionals and managers in order to foster the next generation of leaders who will guide HioKI forward. Interested employees are given a variety of opportunities from an early stage—as soon as they join the company—in order to cultivate the experience and skills they'll need as future leaders.

### Helping employees embrace challenges

This initiative helps employees embrace the challenges of new roles and issues that need to be solved through internal job changes, projects, ventures, and other opportunities. Its goal is to empower workers to tackle challenges that transcend departments so that we can achieve the goals set forth in the Vision 2030.



*New-product development at HIOKI has evolved together with the concept of measurement itself.*

Since its founding in 1935, HIOKI has single-mindedly developed its electrical measurement business. To consistently accommodate new customer needs and provide value that exceeds expectations, we've focused resources on pursuing proprietary technologies and developing new products. That approach, which has been a constant in HIOKI's journey to date, will remain unchanged going forward.



The company's new Head Office and Plant are completed at HIOKI Forest Hills, Ueda, Nagano Prefecture.

*Developing mass-production capabilities and growing the company*

*Modernizing management and focusing on R&D*

HIOKI starts manufacturing electrical indicating meters in Meguro-ku, Tokyo.  
 HIOKI Electrical Instrument Works is established in Meguro-ku, Tokyo.  
 HIOKI's plant is relocated to the town of Sakaki in Nagano Prefecture as a result of World War II.  
 HIOKI E.E. Corporation is incorporated with a capitalization of ¥1.8 million.



**1935** HIOKI starts manufacturing electrical indicating meters in Meguro-ku, Tokyo.

**1938** HIOKI Electrical Instrument Works is established in Meguro-ku, Tokyo.

**1945** HIOKI's plant is relocated to the town of Sakaki in Nagano Prefecture as a result of World War II.

**1952** HIOKI E.E. Corporation is incorporated with a capitalization of ¥1.8 million.

**1965** HIOKI begins developing field measuring instruments.

**1968** HIOKI is authorized to display the JIS mark on electrical indicating meters.

**1972** HIOKI develops and launches a taut-band meter with an internal magnet.

**1975** HIOKI begins mass-producing VU meters.

**1978** HIOKI launches its first tester (the MODEL H CIRCUIT TESTER).

**1978** **TOPICS 1** HIOKI develops and launches the industry-leading CLAMP-ON POWER HITESTER 3131 and 3133, both clamp-type power meters.

**1983** **TOPICS 2** HIOKI develops and launches the industry-leading MEMORY HiCORDER 8801.

**1985** **AWARD** HIOKI receives its first Good Design Awards (for five products including the Memory HiCORDER 8801).

**1986** **TOPICS 3** HIOKI develops and launches the industry-leading IN-CIRCUIT HITESTER 1101.

**1990** HIOKI earns ISO 9001 certification for the MEMORY HiCORDER.

**1991** HIOKI stock is listed on Japan's over-the-counter market.

**1995** **TOPICS 4** BATTERY HITESTER 3550

**1996**

**TOPICS 1**

**Helping save energy during the Oil Crisis**

HIOKI developed the first clamp-on power meter manufactured in Japan to help save energy during the Oil Crisis of the 1970s. The instrument allowed anyone to safely and easily measure power, helping manufacturing plants cut their power costs and earning overwhelming support from industry.

**1978**

CLAMP-ON POWER HITESTER 3133

**TOPICS 2**

**The first domestically produced waveform recorder to record measurements in memory and on paper**

This transient recorder stored data in its memory at high speed while simultaneously printing a hard copy. With an isolated input amplifier for each channel and the ability to record power supply anomalies, it created a new market. Logic recording and an FFT analysis function rounded out its capabilities and established the memory recorder as a new product category.

**1983**

MEMORY HiCORDER 8801

**TOPICS 3**

**Technological innovation in printed circuit board testing**

HIOKI's first in-circuit tester was built on the world's first automatic production line for testers. The product also featured the world's first functionality for detecting capacitors that had been mounted backwards. With high-speed, high-precision testing, the IN-CIRCUIT HITESTER 1101 brought technological innovation to printed circuit board test lines across Japan.

**1986**

IN-CIRCUIT HITESTER 1101



1997 1998 2000 2001 2003 2006 2009 2014 2015 2017 2018 2019 2020 2021 2022 2023

HIOKI shares are listed on the First Section of the Tokyo Stock Exchange.

HIOKI shares are listed on the Second Section of the Tokyo Stock Exchange.



HIOKI's New Plant (Solution Factory) is completed.



HIOKI Innovation Center, the company's new R&D complex, is completed.



Striving to realize the Vision 2030

Striving to become a high-value-added company by offering one-of-a-kind products and services

GENNECT



HIOKI launches GENNECT, its IoT service.

Sakaki Factory is established in the town of Sakaki in Nagano Prefecture.

HioKI made the transition to the "Prime Market" of the Tokyo Stock Exchange.

HIOKI earns ISO 14001 certification.



CLAMP-ON HITESTER 3280



MEMORY HILOGGER 8421



RESISTANCE METER RM 3542



IMPEDANCE ANALYZER IM7580

AWARD

The CLAMP-ON POWER LOGGER PW3365 receives the Minister of Land, Infrastructure, Transport and Tourism Award in the JECA FAIR 2014 product contest. The VOLTAGE SENSOR PW9020 receives a 2014 Good Design Special Award (Design for the Future Award).

TOPICS 5

CLAMP-ON POWERLOGGER PW3365

POWER ANALYZER PW6001



2015

MEMORY HICORDER MR6000



NON-CONTACT AC VOLTAGE PROBE SP3000  
AC VOLTAGE PROBE SP9001

AWARD

The MEMORY HICORDER MR6000 receives an *if Design Award*, a prestigious international award.



BATTERY CELL VOLTAGE GENERATOR SS7081-50

AWARD

The Quick Start Manual was recognized by the Japan Manual Awards and won the 2020 Manual of the Year.

AWARD

The AC/DC CURRENT SENSOR CT6877 receives the JIDA Museum Selection Vol. 21 Award.

TOPICS 6

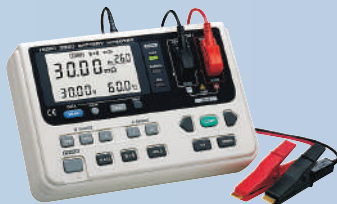
ELECTRODE RESISTANCE MEASUREMENT SYSTEM RM2610

The Creative Collaboration Laboratory is established within the Innovation Center.

TOPICS 4

### Measuring UPS systems without taking them offline

As demand for uninterruptible power supplies (UPSs) in building and other facilities rises, the importance of battery maintenance is growing rapidly. In response to customer wishes, HIOKI developed a tester that can instantaneously assess battery degradation without needing to take the UPS offline.



BATTERY HITESTER 3550

TOPICS 5

### Measuring power safely with the world's first non-contact solution

Responding to the need for safe measurement, HIOKI developed the first sensor in the world that can measure voltage accurately simply by being clamped around an insulated wire. The product has contributed significantly to measurement safety by helping workers avoid shorts and electric shocks, both of which are concerns when using conventional measurement technologies.



CLAMP-ON POWER LOGGER PW3365

TOPICS 6

### Helping realize a decarbonized society

HIOKI succeeded in quantifying resistance characteristics, a task that has been difficult to accomplish until now. The RM2610 makes it easy to ascertain information such as electrode sheet characteristics and quality trends, boosting both lithium-ion battery quality and development efficiency and boosting the global effort to realize a decarbonized society.



ELECTRODE RESISTANCE MEASUREMENT SYSTEM RM2610

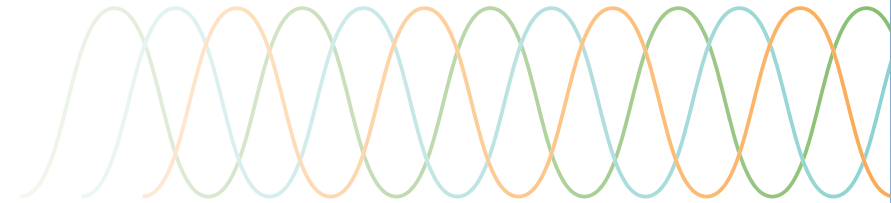
1996

2014

2019

# *Harnessing the creativity of each and every employee to benefit society:*

Our unchanging philosophy and vision for the future



## HIOKI Philosophy

### Respect for Humanity

Hioki aims to create a free and open environment that fosters creativity and individuality and allows each employee to maximize his or her potential and abilities in order to become the best version of themselves.

For personal development to be the driving force of Hioki's corporate evolution and ensure that the company will continue to grow and develop into the indefinite future, we practice management with respect for humanity to achieve a high degree of harmony between individual potential and organizational goals

### Contribution to Society

HIOKI contributes to the security and development of society and to the happiness of its members by providing high-quality products and the ultimate level of service in response to society's needs. As a member of the communities we serve, we recognize the need to make an educational, cultural, and environmental contribution, and we actively undertake activities that support the development of area youth and the conservation and protection of the local environment.

## Long-term Management Policy: Vision 2030

### Mission

Our mission at HIOKI is to contribute to society's peace of mind and development by promoting customers' safe, effective use of energy through electrical measurement.

### Vision

Beyond Measure  
HIOKI will become a creator of solutions that helps forge a sustainable society together with customers worldwide by continuing to evolve measurement as an industry leader.

## Sustainability initiatives

### Basic Sustainability Policy

Reflecting its philosophy of "Respect for Humanity" and "Contribution to Society," the Hioki Group will contribute to the realization of a sustainable society through its businesses.

- We will contribute to the security and development of society by promoting customers' safe, effective use of energy through electrical measurement.
- We will build relationships of trust with all stakeholders through active communication.
- As a member of society, we will participate in activities that aid in society's development and in environmental protection activities.

**As a corporate citizen, it is also our mission to contribute to the development of local communities and the realization of a sustainable society.**

### HIOKI Festival

We've held the HIOKI festival every September since 2000. In addition to planning and implementing the festival, employees serve as hosts on the day of the event, welcoming visitors from the community.



### Local Afforestation program

Each year since 1995, HIOKI has donated seedlings to local schools and public facilities as part of its Local Afforestation program, which seeks to literally green the environment by providing an opportunity for employees to plant trees together with local residents. Overseas sales companies are spreading the initiative in their areas, too.



### Support for Little League

HIOKI created the Ueda Minami League in 1991 as a means of encouraging the development of wholesome youth and deepening interactions with local residents. The program helps develop young people's basic behavioral skills, dreams, and character.



### Scholarships for science and engineering students

HIOKI established the Forest Hills Scholarship Fund in 1989 to award scholarships to students enrolling in science and engineering faculties at four-year colleges as a way to help train engineers and contribute to the local community. Our goal is both to help train young engineers and to spark growth in regional cities.

\*The HIOKI Scholarship and Greening Foundation took over this program in 2005 and continues to administer it today as a public interest incorporated foundation. Scholarships are available to undergraduate and graduate students from Nagano who attend science and engineering colleges and universities.

# Vision 2030 Beyond Measure

Hioki is committed to pushing the boundaries of measurement as an industry front-runner, and to becoming a solution creator that works with customers worldwide to realize a sustainable society.

## Message from the President

**We're committed to continuing to contribute to the security and development of society by advancing electrical measurement solutions.**

I remember reading "Morning Relay" by Shuntaro Tanikawa in elementary school and feeling how the entire world is connected. In the poem, Tanikawa describes how everyone is able to wake up to a peaceful morning and start a new day. I think that's a precious thing, and I'd like to pass on our beautiful planet so that it will be part of all children's future.

We at HIOKI will continue to contribute to the effective use of energy and the security and development of society through electrical measurement solutions so that we can realize a sustainable society. That means implementing the Vision 2030, which outlines our long-term management policies based on the HIOKI Philosophy. Our global Team HIOKI will work with customers worldwide to continue providing "Beyond Measure" to realize a sustainable society. To that end, we will move steadily forwards by tackling the tasks that we can accomplish today. Our goal is for customers around the world to turn to HIOKI first when they face challenges because they believe in HIOKI's unique ability to solve those problems.

Our era is often described as a time when there are no correct answers, or no answers at all; a time when the future defies prediction; and a time of VUCA.\* That said, the desire to continue growing as a person and to play a useful role for others remains an unchanging truth despite our changing times. That desire is the essence of the HIOKI Philosophy of "Respect for Humanity" and "Contribution to Society." We will continue to foster employees' growth through our businesses and contribute to society by advancing electrical measurement solutions and creating "Beyond Measure" so that people can wake up every morning and feel peace of mind. We will seek to forge connections between people, and between industry and society, across our planet. We will continue through our electrical measurement solutions to help foster these connections so that people can wake up to peaceful mornings.

**Takahiro Okazawa**  
President, HIOKI E.E. Corporation



\*VUCA stands for volatility, uncertainty, complexity, and ambiguity.

**HIOKI**  
HIOKI E. E. CORPORATION

81 Koizumi, Ueda, Nagano 386-1192  
Tel: +81-268-28-0555 Fax: +81-268-28-0559  
<https://www.hioki.co.jp/>

Scan this 2D code for more information about HIOKI branches,  
satellite offices, and affiliates.



20240331