Rigaku Group Policy on Human Capital Initiatives

VER. 1
ESTABLISHED ON NOVEMBER 1, 2026
RIGAKU HOLDINGS CORPORATION

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The Rigaku Group recognizes human capital as a critical management foundation that supports its sustainable growth and the enhancement of corporate value over the medium to long term. To realize Rigaku's Philosophy, "To contribute to the enhancement of humanity through scientific and technological development", we actively promote investment and initiatives to strengthen and enrich our human capital.

1. Approach to Diversity

To globally expand our business and address the diverse challenges faced by customers around the world, we believe it is essential for people of different genders, ages, nationalities, cultural backgrounds, experiences, and areas of expertise to fully demonstrate their individuality and capabilities. In recruitment, placement, development, and promotion, we provide fair opportunities based on capabilities, experience, and achievements. In addition, by respecting one another's differences and leveraging diverse strengths, we generate new ideas and solutions to deliver results as a team.

Through these efforts, we aim to realize "Global One Rigaku," where employees around the world maximize their collective capabilities as one integrated organization.

2. Human Resource Development Policy

The Rigaku Group secures the talent needed to execute its business strategies globally, and builds a strong talent pipeline by systematically recruiting and developing highly specialized professionals and next-generation management talent. Each division, in collaboration with HR, takes the lead in assigning and developing talent based on business strategy and individual capabilities, experience, and expertise. We also support employees' growth through work experience, training, feedback, coaching, and other opportunities to help them enhance their professional skills and build their careers while using Rigaku Competencies as guidelines for daily work. Moreover, we promote the transfer of technical knowledge and skills, as well as reskilling initiatives in line with changes to the business environment and technological shifts.

3. Workplace Environment Policy

The Rigaku Group is committed to providing a workplace environment where every employee can fully realize their potential and work safely while maintaining their physical and mental well-being. We respect diversity and equity, and support flexible work arrangements and a healthy work-life balance. We also encourage cross-functional and cross-regional communication and open dialogue to create an organization where employees can experience professional growth and find their work rewarding while collaborating with one another. Through these initiatives, we aim to enhance employee engagement, improve talent retention, and strengthen organizational vitality.

Metrics and Targets

To evaluate the effectiveness of this policy, the Rigaku Group establishes key metrics and sets voluntary, measurable targets in the areas of diversity, human resource development, and workplace environment.

We continuously disclose our results and review our initiatives as necessary to drive improvement toward our desired outcomes.