

News Release

FOR IMMEDIATE RELEASE

Hitachi Achieved 10% Ratios for Female and Non-Japanese Executive and Corporate Officers, Setting a New Goal of 30% Ratios

*Further accelerating the promotion of diversity and inclusion
where diverse human resources can play active roles globally*

Tokyo, April 20, 2021 --- Hitachi, Ltd. (TSE: 6501, "Hitachi") today announced that it has achieved its goal of 10% ratios for female and non-Japanese executive and corporate officers as of April 1, 2021, which Hitachi set to achieve by fiscal 2020 as part of its efforts to promote diversity and inclusion. In order to further accelerate the promotion of diversity and inclusion, Hitachi has set a new goal of increasing the ratios for female and non-Japanese executive and corporate officers to 30% by fiscal 2030⁽¹⁾, and as a milestone, Hitachi aims to increase the ratio for female and non-Japanese executive and corporate officers to 15% by fiscal 2024⁽¹⁾.

Importance of Diversity at Hitachi

Diversity is the wellspring of our innovation and our growth engine. Hitachi has promoted diversity and inclusion as part of its management strategy. Hitachi regards personal differences such as gender, nationality, race, religion, background, age, abled or disabled status, and sexual orientation as "individuality," and it respects each person's individuality and utilize it to the organization's advantage. By respecting the individuality of each person and utilizing it as a strength of the organization, Hitachi aims to lead to the sustainable growth of individuals and the organization. Hitachi is working to promote diversity and inclusion to meet the diverse needs of society and customers by leveraging the individuality of its diverse employees, excellent teamwork, and extensive experience in the global market. In addition, the ratio of overseas employees to Hitachi Group employees (approx. 350,000) exceeded 50% (approx. 190,000, 55%) for the first time last fiscal year, and Hitachi will further strengthen its global efforts.

Global Efforts to Promote the Activities of Women, Foreign Nationals and Disabled Persons

Toward the Promotion of Diversity and Inclusion, in 2017, Hitachi set a goal to increase the ratios of female executive and corporate officers from 2.5% at the time to 10% by fiscal 2020, and also set a goal to increase the ratio of non-Japanese executive and corporate officers from 3.5% at the time to 10% by fiscal 2020⁽²⁾. In April 2020, Lorena Dellagiovanna was appointed as CDIO (Chief Diversity & Inclusion Officer), and is strengthening this initiative.

In terms of promoting the activities of women, Hitachi appointed its first female corporate officer, which is the equivalent position as executive officer, in April 2015. In April 2021, Hitachi appointed Lorena Dellagiovanna as the first female executive officer of Hitachi⁽³⁾

and has been building an organization that allows more women to participate in management decision-making. The number of female executive and corporate officers reached seven, achieving the goal of a 10% ratio. Hitachi also set a goal of increasing the number of female managers to 800 by fiscal 2020, twice the number at the end of fiscal 2012, in order to create a population of future female leadership candidates, which Hitachi achieved in October 2020, six months ahead of schedule⁽⁴⁾.

In terms of promoting the activities of foreign nationals, Hitachi is actively promoting the appointment of foreign nationals, especially at the decision-making level. Currently, 6 of 13 people in board of directors of Hitachi are foreign nationals⁽⁵⁾. In addition, under the new executive officer structure starting in April 2021, in addition to Alistair Dormer, who continues to serve as Executive Vice President, Hitachi has appointed Claudio Facchin as Senior Vice President and the number of non-Japanese executive and corporate officers has increased to eight, achieving the goal of a 10% ratio. Hitachi continues to reflect global and diverse perspectives in its management and strengthen the management oversight functions.

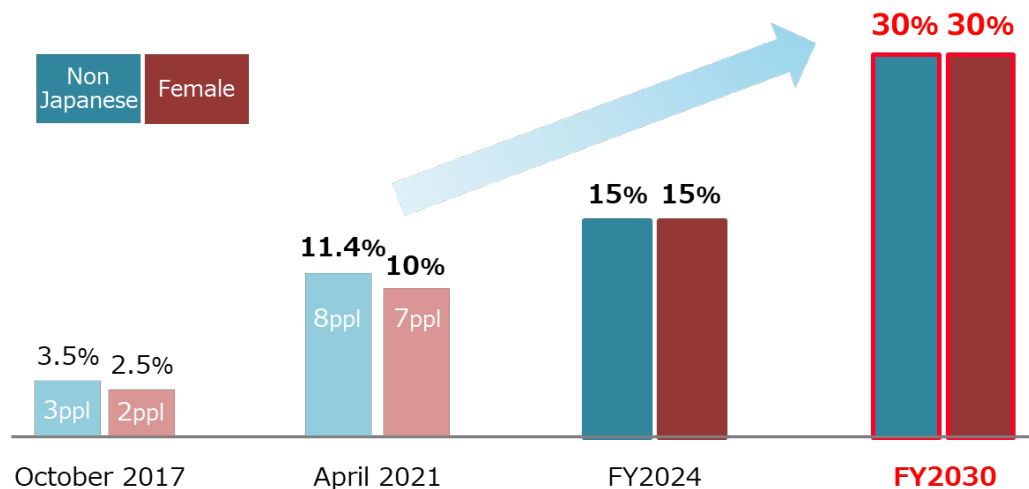
Furthermore, in order to create an environment in which not only female or non-Japanese but also people with various personalities can play active roles, Hitachi is also working on disability inclusion in business by joining “The Valuable 500”, an international movement that promotes the activities of persons with disabilities⁽⁶⁾.

Future Activities to Achieve the Goal

In addition to these activities, Hitachi will promote the hiring of diverse human resources, including women and non-Japanese, the visualization of human resources through talent reviews and the HR Management Integrated Platform⁽⁷⁾, and the acceleration of candidate identification and development through management leadership development measures on a global basis.

Under the new goal for FY2030 set this time, Hitachi will continue to contribute to the creation of social value through the resolution of complex social issues and customer challenges by accelerating group-wide efforts to promote diversity and inclusion and by supporting the creation of an environment in which diverse human resources can maximize their abilities.

Transition and Goal of Ratios for Female and Non-Japanese Executive and Corporate Officers



- (1) FY2030 includes personnel changes effective April 1, 2031; FY2024 includes personnel changes effective April 1, 2025.
- (2) News Release dated November 28, 2017 titled "Hitachi's setting goals to promote diversity"
<https://www.hitachi.com/New/cnews/month/2017/11/171128a.html>
- (3) News Release dated February 3, 2021 titled "Hitachi to Strengthen its Business Structure Towards its Vision for Three Types of Value Creation"
<https://www.hitachi.com/New/cnews/month/2021/02/210203b.html>
- (4) News Release dated October 26, 2020 titled "Hitachi Achieved 800 Female Managers" (Japanese)
<https://www.hitachi.co.jp/New/cnews/month/2020/10/1026b.html>
- (5) Hitachi, Ltd. Board of Directors
<https://www.hitachi.com/corporate/about/directors/index.html>
- (6) News Release dated March 8, 2021 titled "Hitachi joins "The Valuable 500," an International Initiative to Promote Disability Inclusion"
<https://www.hitachi.com/New/cnews/month/2021/03/210308.html>
- (7) News Release dated November 28, 2017 titled "Hitachi builds new Global Integrated Platform to promote greater participation by the Group's diverse employees"
<https://www.hitachi.com/New/cnews/month/2017/11/171128.html>

About Hitachi, Ltd.

Hitachi, Ltd. (TSE: 6501), headquartered in Tokyo, Japan, is focused on its Social Innovation Business that combines information technology (IT), operational technology (OT) and products. The company's consolidated revenues for fiscal year 2019 (ended March 31, 2020) totaled 8,767.2 billion yen (\$80.4 billion), and it employed approximately 301,000 people worldwide. Hitachi drives digital innovation across five sectors – Mobility, Smart Life, Industry, Energy and IT – through Lumada, Hitachi's advanced digital solutions, services, and technologies for turning data into insights to drive digital innovation. Its purpose is to deliver solutions that increase social, environmental and economic value for its customers. For more information on Hitachi, please visit the company's website at <https://www.hitachi.com>.

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Information contained in this news release is current as of the date of the press announcement, but may be subject to change without prior notice.
