

Hitachi Included in “DEI Lighthouses 2024 Insight Report” Issued by the World Economic Forum

Hitachi Achieves Important Recognition for Its Global Leadership Development Measures, Increasing Diversity in Leadership Roles

Tokyo, December 20, 2023 – Hitachi, Ltd. (TSE: 6501 “Hitachi”) today announced that it has been included in the “Diversity, Equity and Inclusion Lighthouses 2024 Insight Report”*, issued by the World Economic Forum (WEF), as a company demonstrating advanced initiatives of progressing Diversity, Equity, and Inclusion (DEI). The report recognizes Hitachi’s medium- to long-term global initiatives for fostering diversity among its management leaders as “Using an intersectional angle to identify the next generation of C-suite leaders”. Hitachi is the only Japanese company to be included in this year’s report.

Hitachi believes that the diversity of its employees is a crucial source of value. Therefore, embedding DEI as part of the business strategy, it leverages the combined power of its global and diverse network of employees and improves its internal environment to drive innovation.

* “Diversity, Equity and Inclusion Lighthouses 2024 Insight Report”

<https://www.weforum.org/publications/diversity-equity-and-inclusion-lighthouses-2024/>

About Hitachi’s Global Leadership Development

Being a global leader, Hitachi launched a series of initiatives to accelerate fair gender parity at the leadership level globally and improving representation across cultural backgrounds and age groups.

Among them, the Global Leadership Development Program (GLD) is designed to identify and develop future leaders from a wider and more diverse pool of talents. Through this program, Hitachi’s top management and the Nominating Committee play a central role in promoting the medium to long-term development of management leaders who will drive change and innovation. Several hundred candidates from around the world are selected to join the “GT+” talent pool, and are provided with challenging assignments involving on-the-job training as well as off-the-job training and coaching both inside and outside of the company. The percentage of non-Japanese nationals and women among the selected applicants has been increasing year by year. In fiscal 2022, of the 541 employees selected, 32.2% were non-Japanese, and 22.6% were women.

Hitachi has set a target of 30% of both non-Japanese and women among executive and corporate officers by fiscal 2030, and selects and trains management leaders based on its global DEI strategy.

About “Diversity, Equity and Inclusion Lighthouses 2024 Insight Report”

The “Diversity, Equity and Inclusion Lighthouses 2024 Insight Report” is issued by The Global Parity Alliance, which was launched by the WEF and McKinsey & Company to accelerate DEI. The goal of the report is to share the lessons learned to support DEI efforts across companies and institutions, and contribute to faster, scalable impact across the global business community and surrounding ecosystems. This is the second time the report has been published, following January 2023.

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About Hitachi, Ltd.

Hitachi drives Social Innovation Business, creating a sustainable society through the use of data and technology. We solve customers' and society's challenges with Lumada solutions leveraging IT, OT (Operational Technology) and products. Hitachi operates under the business structure of "Digital Systems & Services" - supporting our customers' digital transformation; "Green Energy & Mobility" - contributing to a decarbonized society through energy and railway systems, and "Connective Industries" - connecting products through digital technology to provide solutions in various industries. Driven by Digital, Green, and Innovation, we aim for growth through co-creation with our customers. The company's consolidated revenues for fiscal year 2022 (ended March 31, 2023) totaled 10,881.1 billion yen, with 696 consolidated subsidiaries and approximately 320,000 employees worldwide. For more information on Hitachi, please visit the company's website at <https://www.hitachi.com>.

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.
