

## Hitachi Global Policy on Diverse Perspectives

### Foundational belief

*At Hitachi, we respect and value each other's uniqueness. By creating an environment where we collaborate and support each other, our culture becomes integral to the success of our mission to contribute to society. Because together, we are stronger.*

Hitachi is a global company operating across a wide range of industries and regions. One of the things that sets Hitachi apart is the diversity of our business and people, which drives our innovation and growth.

Hitachi is therefore committed to creating an inclusive environment where everyone feels valued, respected, and enabled to contribute their best. By working together and supporting each other, we create a culture that is essential to achieving our mission of contributing to society.

“Together, we are stronger” reflects how we work, grow, and succeed: by bringing together different perspectives, supporting one another, and creating shared value through collaboration. This mindset drives our innovation and our impact on society.

### Purpose and Scope

This policy affirms Hitachi's global commitment to building a workplace where all individuals can thrive and where people feel respected, supported, and empowered to contribute their best.

It defines the shared principles, behavioral expectations, and people's practices that foster a culture of inclusion, fairness, collaboration, and excellence.

This policy applies to everyone working at Hitachi.

### Our Commitments

- **A Culture Rooted in Respect and Merit**

We are committed to building an inclusive culture based on mutual respect and merit-based systems. All people's processes, from hiring and development to recognition and advancement, are designed to be fair, transparent, and grounded in individual merit and talent, ensuring the right people are placed in the right roles based on merit.

- **Equity Through Empowerment**

We recognize that different individuals may require different forms of support to succeed. We strive to ensure equitable access to opportunities and resources, including reasonable accommodation and enabling tools, so that everyone can thrive.

- **Fostering Belonging and Psychological Safety**

We believe that when people feel valued, heard, and safe to express themselves, they do their best work. We are committed to fostering a workplace where psychological safety, open dialogue, and authenticity are the norm.

## **Our Foundational Values**

Since our founding in 1910, Hitachi has been guided by the values of Harmony, Sincerity, and a Pioneering Spirit. These values are not only part of our legacy, they continue to shape the way we lead, collaborate, and innovate today.

- **Harmony (Wa)** encourages us to work collaboratively and respectfully across differences, building mutual understanding and creating a sense of belonging that transcends roles, regions, or backgrounds.
- **Sincerity (Makoto)** reminds us to act with integrity and empathy, always striving for fairness, transparency, and ethical behavior in how we treat others and make decisions.
- **Pioneering Spirit (Kaitakusha-Seishin)** drives us to challenge convention, embrace new perspectives, and co-create solutions that serve society and improve lives.

These values are more than principles, they are our compass as we create a workplace culture where people feel they truly belong, are empowered to contribute their best, feel proud of their impact, and grow together.

## **Focus Areas**

- **Promoting Gender Inclusion and Opportunity**

We strive to attract, develop, and retain top talent across the globe. Our goal is to build teams with cultural awareness, agility, and breadth of perspectives needed to understand the societies we serve and respond to the evolving needs of our customers. We foster inclusive leadership behaviors at every level to strengthen collaboration and long-term business growth.

- **Cultural and Geographic Inclusion**

As a global company, we are committed to ensuring that our systems and practices empower people from all nationalities, ethnicities, and regions.

- **Collaboration Across Generations**

We embrace the strengths and experiences of all generations. By creating opportunities for collaboration and mentorship, we prepare the next generation and honor the contributions of every age group.

- **Respect for Individual Identity and Uniqueness – LGBTQIA+**

At Hitachi, we are committed to fostering a workplace where each person's uniqueness is valued and respected, without fear of discrimination or retaliation. We support an environment where individuals of all identities can feel safe, included, and empowered to contribute their best.

We believe that when people are free to express their full selves and feel proud of their unique perspectives and experiences, we unlock the kind of creativity, collaboration, and innovation that defines our shared success.

- **Accessibility – Disability and Neuro-Inclusion**

Our commitment to individuals with disabilities and neurodivergent traits includes raising awareness, providing accommodation and fostering a culture of respect and inclusion. We are continuously improving our workplaces, policies, systems, and tools to ensure greater accessibility and enable all colleagues to thrive.

## **Behavioral Expectations**

All employees are expected to contribute to a respectful and fair work environment. Those in leadership positions are expected to lead by example and embed these commitments into how they lead and make decisions.

Concerns about conduct may be reported to line managers or the [Hitachi Global Compliance Hotline](#).

## **For further support, please refer to the documents below:**

- [Hitachi Group Identity](#)
- [Hitachi Group Code of Ethics and Business Conduct](#)