

## **Hitachi Group Global Diversity, Equity and Inclusion (DEI) Policy**

### **Hitachi's DEI Vision**

**At Hitachi Group (hereinafter, "Hitachi"),  
we respect and value each other's uniqueness.**

**Our culture drives the success of our mission to contribute to society  
by creating an environment where we collaborate and support each other.**

**Because together, we are stronger.**

Hitachi has a place for everyone, welcoming differences in background, age, gender, sexuality, family status, disability, neurodiversity, nationality, race, ethnicity, religion and world view.

We respect and value these and other characteristics because only through diversity can we drive innovation and creativity to contribute to society. Our commitment to diversity ensures long-term and sustainable business growth, improves our ability to serve global customers effectively and strengthens our global footprint. Additionally, embracing diversity helps us open new markets and attract, as well as retain, talents from all around the world.

At Hitachi, we have zero tolerance for any behaviour that fails to demonstrate respect for each person.

To progress on DEI, Hitachi commits to setting targets and necessary strategies to achieve them. We let each business and region set their KPIs and define activities to meet them.

### **Purpose and Scope**

The aims of this document are to:

- state Hitachi's global commitment to a diverse, equitable and inclusive workplace;

- explain and have a common understanding of what Diversity, Equity and Inclusion means at Hitachi;
- set behavioral expectations and guidelines for everyone in Hitachi.

This Policy applies to everyone working at Hitachi.

### **What Diversity, Equity and Inclusion Means at Hitachi**

Diversity is a fact, because everyone is unique.

Diversity means that there is a place for everyone, regardless of their characteristic traits, and we embrace and value everyone's unique contribution.

Equity is a choice.

Equity means every employee has access to everything they need to succeed and is treated with fairness and transparency.

At Hitachi, we recognize that each of us needs different conditions to thrive. We put policies, tools and reasonable accommodations in place to allow everyone to be able to access the same opportunities.

Inclusion is an action.

Inclusion is ensuring everyone feels recognized and valued, and they are empowered to contribute to the organization at their best.

We believe everyone should feel respected, heard, involved and able to speak up. It implies an open, empathetic culture and attitude that secures freedom of expression and psychological safety, where individuals are free to be themselves, without fearing negative consequences.

### **Hitachi's Values and DEI**

Through Hitachi's Founding Spirit of "Harmony, Sincerity, and Pioneering Spirit", we give people with

innovative ideas the chance to cooperate and work together to achieve a common goal through honest and thorough discussions. This confirms that DEI was embedded into Hitachi from the time of its founding.

### **Hitachi's Approach to DEI**

To achieve our DEI vision, we are focusing on the following:

#### **Nationality, ethnicity and cultural background**

We want everyone in Hitachi to have equal opportunity of success regardless of their nationality, ethnicity, or cultural background. We aim to attract and develop diverse talents, with our leadership reflecting the diverse nationalities and ethnic backgrounds of our markets.

#### **Gender**

We are committed to achieving gender equity throughout Hitachi by working to remove obstacles, provide equal chances and create structures that make it possible for colleagues of any gender to thrive. As allies, men play a critical role in promoting diversity, equity, and inclusion in the workplace. We promote positive male role models who stand for equity and challenge male stereotypes, so everyone of all genders can fulfil their potential.

#### **Multi-generations**

At Hitachi, we believe that the power generated by the close collaboration between generations leads to a positive and inclusive future. We are committed to providing equitable opportunities tailored to the strengths and values of each employee, transcending age, title, or position. We are committed to creating opportunities for the new generations while amplifying the power of all generations for sustainable and long-term business growth.

#### **LGBTQIA+**

We recognize, respect and support LGBTQIA+ colleagues in all their diversity and uniqueness. Our Group aims to build awareness for the community and encourage understanding for LGBTQIA+ individuals. We promote allyship, because we believe that allies play a decisive role in creating an open and safe

environment where all of our colleagues are comfortable bringing their whole authentic selves to work.

### **Disability and neurodiversity**

Hitachi thinks that strengthening the accessibility of our workplaces and tools is the first step towards disability and neurodiversity inclusion. Our commitment to individuals with disabilities and neurodivergence involves raising awareness and enhancing support for our colleagues while promoting continuous improvement of our workplaces, policies, HR systems, tools, and processes.

### **Behavioral Expectations**

All people working for Hitachi are expected to act in accordance with this Policy. Those with management responsibility should lead by example by implementing it through their behavior and interaction with colleagues. Employees are advised to notify line managers or Hitachi Global Compliance Hotline with concerns regarding the conduct of other employees in regards to any aspect of this Policy.

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

- [Hitachi's Mission, Values and Vision](#)
- [Hitachi Group Code of Conduct](#)
- [Hitachi Sustainability Report](#)

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