



Management Approach

Activities

Performance Data

Key Indicators

## Key Indicators

The Key Indicators of Hitachi's CSR activities are listed below. Comparative tables with the GRI Content Index, as well as our Policy, Vision, and Guidelines, are only available on our website.

Comparative Tables with GRI Content Index

Policy, Vision, and Guidelines

### Recognition of Social Responsibility

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Realizing Sustainable, Innovative Management					
Ratio of R&D expenditure to revenue (%)	4.3	3.8	3.7	3.4	3.3
Number of R&D staff outside Japan	150	—	290	300	350
Patent application ratio outside Japan (%)	55	57	59	59	59

#### Boundary of Data

Hitachi, Ltd. and consolidated subsidiaries (including variable interest entities).

Number of companies: FY 2011: 940; FY 2012: 964; FY 2013: 948; FY 2014: 996; FY 2015: 1,057.

### Labor Practices

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Promoting Diversity and Inclusion					
Ratio of male and female employees*1 (%)	84:16	84:16	83:17	84:16	84:16
Number and global ratio of female managers	—	—	3,415	3,670	3,727
			5.6%	6.0%	6.4%
Disabled employment ratio*1 (%)	2.00	2.02	2.02	2.03	2.08
Promoting Occupational Health and Safety*2					
Occupational accident rate*1	0.10	0.14	0.10	0.09	0.07
Occupational accident rate*3	0.15	0.19	0.14	0.27	0.22
A Strategy for Growing Together with Our Global Human Capital*2					
Number of non-Japanese employees	239	257	340	446	509
Number of young employees participating in training outside Japan*4	1,064	1,202	747	720	674

#### Boundary of Data

\*1 Hitachi, Ltd.

\*2 January to December each year.

\*3 90 major Hitachi Group companies in Japan including Hitachi, Ltd. through to 2011; 175 Hitachi Group companies in Japan including Hitachi, Ltd. for 2012; 195 Hitachi Group companies in Japan including Hitachi, Ltd. for 2013; 251 Hitachi Group companies in Japan including Hitachi, Ltd. for 2014; 240 Hitachi Group companies in Japan including Hitachi, Ltd. for 2015.

\*4 Hitachi, Ltd. and Group companies in Japan.



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## Environment

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
<b>Reducing the Environmental Burden of Our Business Operations</b>					
Eco-Product sales ratio (%)	80	84	89	93	95
Contributions to CO <sub>2</sub> emission reduction (million metric tons)	19.04	22.74	27.47	32.19	36.49
CO <sub>2</sub> emissions (kt-CO <sub>2</sub> e)	3,447	3,453	3,355	3,311	3,085
Waste and valuables generation (kt)	701	655	677	692	618
Water use (outside Japan) (million m <sup>3</sup> )	8.91	9.88	7.37	7.17	5.68
VOC atmospheric emissions (t)	4,285	4,127	4,216	4,415	3,615

### Boundary of Data

Hitachi, Ltd. and consolidated subsidiaries.

Number of companies: FY 2011: 940; FY 2012: 964; FY 2013: 948; FY 2014: 996; FY 2015: 1,057.

Environmental performance data associated with Hitachi's business operations: Hitachi, Ltd. and consolidated subsidiaries whose environmental load comprises 90% of the total (based on Hitachi calculations); data for each fiscal year indicates performance within the given boundary for the fiscal year.

## Fair Operating Practices

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
<b>Engaging in Responsible Procurement</b>					
Number of CSR monitoring (self-checks)	102	98	100	200	218
Number of audits supported by external auditing organizations	—	12	16	20	20

## Community Involvement and Development

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
<b>Promoting Sustainable Community Involvement and Development</b>					
Funding for social contribution activities* <sup>1</sup> (million yen)	—	—	1,806	1,218	889
Funding for social contribution activities* <sup>2</sup> (million yen)	3,471	3,284	3,076	2,327	2,057

### Boundary of Data

\*1 Hitachi, Ltd. and the Hitachi Global Foundation.

\*2 Through to fiscal 2014: Hitachi, Ltd. and 136 Group companies (including equity-method affiliates) and five foundations in Japan, 199 companies outside Japan; for fiscal 2015: Hitachi, Ltd. and 136 Group companies (including equity-method affiliates) and the Hitachi Global Foundation in Japan, 244 companies outside Japan.