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Hitachi actively pursues a range of CSR activities aimed at developing a more sustainable society. These activities have earned the Hitachi Group high marks from numerous external organizations.

Actively Integrating ESG

The Hitachi Group welcomes external assessments as a target for ESG*1 and sustainability-oriented investment. For seven years in a row since fiscal 2009, the Dow Jones Sustainability World Index (DJSI World),*2 a leading global sustainability investment index, has listed Hitachi, Ltd. as a component stock. RobecoSAM, which handles survey and analysis for the DJSI listings, also gave its Bronze Class designation to Hitachi, Ltd. in its 2015 CSR rankings. Four Group companies (Hitachi Chemical Co., Ltd., Hitachi Capital Corporation, Hitachi Construction Machinery Co., Ltd., and Hitachi High-Technologies Corporation) were selected for the FTSE4Good Index Series.*3 Hitachi Chemical, Hitachi Construction Machinery, Hitachi Metals, Ltd., Hitachi High-Technologies, and Hitachi Kokusai Electric Inc. were chosen for the Morningstar SRI Index,*4 with the Group performing well overall in these external assessments. Hitachi Chemical was also selected for the MSCI Global Sustainability Indexes.*5

*1 ESG stands for "environment," "social," and "governance"—key factors in promoting socially responsible investment.

*2 DJSI: A family of ESG indexes developed by Dow Jones & Company (USA) and RobecoSAM (Switzerland) that includes global and regional indexes with specific compositions. DJSI World, for example, selects on a global basis, while the DJSI Asia Pacific Index covers Japan, Asia, and Australia.

*3 FTSE4Good Index Series: One of the indexes calculated by the London Stock Exchange-owned FTSE Group that selects component stocks based on their ESG performance, specifically environmental management, climate change mitigation, human rights and workers' rights, supply chain labor standards, and bribery and corruption prevention.

*4 Morningstar SRI Index: An ESG index for Japanese stocks developed by Morningstar Japan K.K. with the Center for Public Resources Development.

*5 MSCI Global Sustainability Indexes: A family of indexes developed by US-based Morgan Stanley Capital International comprising companies with high ESG ratings relative to sector peers.



Results of ESG Analysis in Fiscal 2015

Institution	Index	Companies selected
RobecoSAM	Dow Jones Sustainability World Index	Hitachi, Ltd.
	Dow Jones Sustainability Asia Pacific Index	Hitachi, Ltd. Hitachi Chemical Co., Ltd.
FTSE Group	FTSE4Good Index Series	Hitachi Chemical Co., Ltd. Hitachi Capital Corporation Hitachi Construction Machinery Co., Ltd. Hitachi High-Technologies Corporation
Morningstar	SRI Index	Hitachi Chemical Co., Ltd. Hitachi Construction Machinery Co., Ltd. Hitachi Metals, Ltd. Hitachi High-Technologies Corporation Hitachi Kokusai Electric Inc.
MSCI	MSCI Global Sustainability Indexes	Hitachi Chemical Co., Ltd.

Hitachi Selected for CDP Climate A List

Hitachi's efforts to address climate change placed it in the top 5% of global corporations surveyed by the nonprofit organization CDP,*1 which selected Hitachi among 113 leading companies, including seven from Japan, for the A List of its Global Climate Change Report 2015.

*1 CDP is an international NPO that provides a global system used to gauge, disclose, manage, and share key environmental information on companies and cities. On behalf of 822 investors, representing \$95 trillion in assets, CDP sends a survey on climate change to corporations and then evaluates the results.





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Nadeshiko Brand Designation

On March 16, 2016, Hitachi, Ltd. was selected as a 2016 Nadeshiko Brand, making it the third year in a row the company received the honor. Hitachi was recognized for developing environments where women in management positions are able to maximize their potential.

Since fiscal 2012, the Ministry of Economy, Trade, and Industry (METI) and the Tokyo Stock Exchange (TSE) have jointly selected, on an industry basis, enterprises that are considered to encourage women to play active roles in the workplace. From fiscal 2015 selection was increased from among approximately 1,800 companies listed on the first section of the TSE to around 3,500 firms by including those listed on the TSE second section, the Mothers index, and JASDAQ. Companies are assessed on two factors: providing career support for women and supporting women in balancing work and life. Of the top scoring companies, those also meeting return on equity requirements receive the Nadeshiko Brand designation. Hitachi, Ltd. was one of 45 enterprises chosen in fiscal 2015, the fourth round of selections.



Diversity Management Selection 100

On March 22, 2013, Japan's Ministry of Economy, Trade, and Industry (METI) held a ceremony to celebrate Diversity Management Selection 100. Hitachi, Ltd. was one of 43 companies receiving awards in Japan. The Diversity Management Selection 100 system chooses and recognizes companies that achieve high results in such areas as improving innovation and productivity by using the talents of diverse employees, including women, different nationalities, older employees, and people with disabilities. Hitachi was lauded for going beyond simply introducing diversity programs to promote diversity management Group-wide as a corporate

strategy backed by strong management commitment.

On March 18, 2015, Hitachi Group companies Hitachi Transport System, Ltd. and Hitachi Solutions, Ltd. were chosen also for the METI Diversity Management Selection 100.



Kurumin Certification

Kurumin certification is granted under Japan's 2005 Act on Advancement of Measures to Support Raising Next-Generation Children to companies that create action plans for child care support in line with this legislation and that meet performance requirements. In February 2011, we acquired this certification*1 in recognition of our achievements in developing and implementing action plans supporting child care so that our employees can work with the peace of mind that comes from a good work-life balance.

*1 Hitachi Group companies receiving Kurumin certification: Hitachi Capital Corporation, Hitachi Construction Machinery Co., Ltd., Hitachi Kokusai Electric Inc., Hitachi High-Technologies Corporation, Hitachi Transport System Ltd., Clarion Co., Ltd., Hitachi Urban Investment, Ltd., Hitachi Systems Ltd., Hitachi Solutions, Ltd., Hitachi Maxell, Ltd., Hitachi SC, Ltd., Hitachi Solutions East Japan, Ltd., Hitachi INS Software, Ltd., Hitachi Government & Public Sector Systems, Ltd., Hitachi Architects & Engineers Co., Ltd. and Hitachi Aloka Medical, Ltd.

