

# Overview of Financial Results, Board Members, and Employee Data

An overview of the consolidated financial results, board members, and employee data is listed below. Most data are Hitachi, Ltd. figures.

## Financial Results (Consolidated IFRS)

	(billion yen)		
	FY 2014	FY 2015	FY 2016
Revenue	9,774.9	10,034.3	9,162.2
Adjusted operating income	641.3	634.8	587.3
EBIT*1	534.0	531.0	475.1
Income from continuing operations, before income taxes	518.9	517.0	469.0
Net income attributable to Hitachi, Ltd. stockholders	217.4	172.1	231.2
Capital investment (completion basis)	374.3	528.5	377.5
R&D expenditure	335.5	333.7	323.9

\*1 EBIT: Income from continuing operations before income tax, less interest income, plus interest charges.

## Board Members

	Total	Gender		Nationality	
		Male	Female	Japan	Outside Japan
Directors*1	13*2	11	2	8	5
Executive officers*1	35	35	0	33	2

\*1 As of June 2017.

\*2 Including nine independent outside directors (four from Japan and five from outside Japan).

## Composition of Employees

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Number of employees*1	33,665	33,500	31,375	37,353	<b>35,631</b>
Male	28,437	28,273	26,428	31,536	<b>29,921</b>
Female	5,228	5,227	4,947	5,817	<b>5,710</b>
Ratio of female employees (%)	16.0	16.6	16.3	16.5	<b>16.8</b>
Average age (years)	40.2	40.7	41.0	41.2	<b>41.4</b>
Male	40.8	41.3	41.6	41.7	<b>42.0</b>
Female	37.1	37.6	38.0	38.4	<b>38.6</b>
Average service (years)	18.0	18.3	18.4	18.4	<b>18.6</b>
Male	18.7	19.0	19.0	19.0	<b>19.2</b>
Female	14.5	15.0	15.4	15.6	<b>15.7</b>
Number and ratio of female managers*2 ✓	401	418	434	474	<b>509</b>
General manager or above	68	77	87	104	<b>113</b>
Section chief	333	341	347	370	<b>396</b>
Employment ratio of people with disabilities (%)*3 ✓	2.02	2.02	2.03	2.08	<b>2.11</b>

\*1 Includes nonregular employees.

\*2 Full-time, regular employees only. See Key Indicators for Group global figures.

\*3 Data compiled in June of each fiscal year.

## Hiring Ratios

	April 2013	April 2014	April 2015	April 2016	July 2017
Ratio of new female graduates hired*1 (%)	18.0	19.4	21.7	22.8	<b>26.3</b>
Technical	11.6	14.7	18.3	17.3	<b>20.8</b>
Administrative	43.4	43.4	41.0	45.5	<b>42.1</b>

\*1 Graduates from universities or colleges (including postgraduate schools and technical colleges).

## Number of Employees Using Work-Life Balance Support Systems

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Number of employees taking maternity/paternity leave					
Female	525	539	508	524	664
Male	245	238	236	307	352
Number of employees using shorter working hours for child care					
Female	617	683	663	668	813
Male	8	5	4	3	2
Number of employees taking nursing-care leave					
Female	10	8	8	8	7
Male	7	12	9	9	8
Number of employees using shorter working hours for nursing care					
Female	7	4	7	9	9
Male	3	2	3	3	3

## Working Conditions

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Paid leave					
Average number of days	15.3	15.5	15.4	15.6	16.3
Ratio (%)	64.0	64.7	64.3	65.3	68.1
Average overtime hours/month	14.1	13.5	12.2	11.9	12.8
Occupational health and safety					
Number of fatal accidents	3	1	1	2	1

## Social Contribution Activities

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Social contribution activities					
Number of voluntary social contribution programs	34	43	39	38	793 <sup>*1</sup>
Participants in voluntary social contribution programs	2,479	2,744	2,344	2,166	32,419 <sup>*2</sup>

\*1 The scope of these programs was changed in fiscal 2016 to include all activities reported in the survey of social contribution activities across the Hitachi Group. In addition to self-organized programs, this figure includes monetary donations, participation and dispatch of employees to take part in activities, and the opening of Hitachi facilities for use in relevant activities, each of which was counted one time for inclusion.

\*2 The number of participants in activities specified in note \*1 above.