Hitachi Integrated Report 2022 What's Hitachi Introduction Value Creation **Business Strategies** Sustainability Corporate Governance Data Looking Back on Past Mid-term Management Plans History of Hitachi Promoting Sustainable Management Business of the Hitachi Group Global Business Overview 2020 2019 Commenced operation of the Set the target of achieving **Promoting Sustainable Management Hitachi Internal Carbon Pricing** carbon neutrality at Hitachi business sites (HICP) system by fiscal 2030 2018 2021 **Announced endorsement of Task Force on Climate-related** Financial Disclosures (TCFD) recommendations **Environment** Set the target of achieving carbon neutrality throughout the Formulated Hitachi Environmental entire value chain by fiscal 2050 **Innovation 2050** 2022 Social Set the target of contributing to CO₂ emission reductions through business (100 million metric tons in fiscal 2024) 2013 **Formulated Hitachi Group** Governance **Human Rights Policy, Launched** 2019 **Human Rights Due Diligence (HRDD) initiative Instituted the Hitachi Group** 2011 Global Procurement Code. 2021 Enhanced digital talent Introduced global **Set Diversity** HR management **Equity and Inclusion** 2016 2017 2003 (DEI) targets **Promoted workstyle Set diversity** reforms Shifted to a company with Ratio of female and non-Japanese executive targets committees and corporate officers (currently a company with a FY2024: 15% each FY2030: 30% each nominating committee, etc.) 2010 2012 **Enhancement of interactions with Capital Markets** Increased number 2016 2021 Hitachi IR Day was launched of independent **Enhanced dissemination** directors, including Introduced evaluation system of information about non-Japanese that considers environmental value directors medium- to long-term into short-term incentive compensation for executive officers sustainable growth