Promoting Sustainable Management

**Environment**
- Commenced operation of the Hitachi Internal Carbon Pricing (HICP) system (2019)
- Announced endorsement of Task Force on Climate-related Financial Disclosures (TCFD) recommendations (2018)
- Formulated Hitachi Environmental Innovation 2050 (2016)

**Social**
- Formulated Hitachi Group Human Rights Policy, Launched Human Rights Due Diligence (HRDD) initiative (2013)
- Promoted workstyle reforms (2016)
- Set diversity targets (2017)
- Increased number of independent directors, including non-Japanese directors (2012)

**Governance**
- Introduced global HR management (2011)
- Shifted to a company with committees (currently a company with a nominating committee, etc.) (2003)
- Enhancement of interactions with Capital Markets Hitachi IR Day was launched (2010)

**Set the target of achieving carbon neutrality at Hitachi business sites by fiscal 2030** (2020)

**Set the target of achieving carbon neutrality throughout the entire value chain by fiscal 2050** (2021)

**Set Diversity, Equity and Inclusion (DEI) targets**
- Ratio of female and non-Japanese executive and corporate officers
  - FY2024: 15% each
  - FY2030: 30% each

**Hitachi Environmental Innovation 2050**
- Set the target of contributing to CO2 emission reductions through business (100 million metric tons in fiscal 2024) (2016)
- Formulated Hitachi Environmental Innovation 2050 (2019)

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