

FOR IMMEDIATE RELEASE

## Hitachi holds Global Women's Summit 2019 to empower female employees



Scene of Global Women's Summit 2019

**Tokyo, November 1, 2019** – Hitachi, Ltd. (TSE: 6501, “Hitachi”) today announced that “Global Women’s Summit 2019” was held in Tokyo, Japan on October 31, where Hitachi Group employees came together to think about gender equality. Through this global event, Hitachi promotes to create a workplace where people of different gender and diverse backgrounds can thrive, and to empower female employees.

This event – the fourth of its kind following the event held in Singapore last year – was held in Japan for the first time. This year, the event was also open to male employees and there were approximately 180 participants from positions ranging from younger employees to executive managers, from 17 countries and region. The event aims to achieve the following objectives for the participants: (1) empower by showing the senior management’s commitment to gender diversity and by sharing the success stories of high achieving female leaders; (2) help bring out and encourage to display leadership at each workplace; and (3) provide learning and networking opportunities with peers from Hitachi Group companies around the world. The program provided the participants with new discoveries and learnings to put into practice, through panel discussions featuring Hitachi Group’s male and female leaders, and the five workshops on “Leadership”, “Career Development”, “Unconscious Bias”, “Coaching” and “Self-branding”. In addition, there was an active exchange of opinions among the participants and Hitachi’s senior executives including Mr. Toshiaki Higashihara, President & CEO, Mr. Hidenobu Nakahata, Senior Vice President and CHRO\*1, and Ms. Cynthia Carroll, Outside Director. Also, since the program was held in Japan, Hitachi’s country of origin, a tour to visit Hitachi’s birthplace and to touch upon its

history in Hitachi City, Ibaraki Prefecture, was organized on the previous day for those mainly from outside of Japan.

Hitachi has positioned diversity management as an important management strategy, and is promoting this throughout the Hitachi Group worldwide, with the senior management's strong commitment. In order to resolve the diverse and complex issues being faced by customers and society, it is necessary to combine talents that demonstrate diverse values. Hitachi has been putting in place working environments that enable various employees to demonstrate their full capabilities, and building common human resource management frameworks throughout the global operation. Under such circumstances, Hitachi is actively promoting gender diversity as one of the strategic themes under its diversity management. As part of the effort to reflect diverse opinions and values in its management, the company will further promote women's participation at the decision-making level, and has set a goal to achieve 10% female ratio for the Executive Officers and Corporate Officers as well as to double the number of female managers to 800\*<sup>2</sup> compared to what it was in FY2012 by FY2020.

Hitachi will create workplaces that respect the unique attributes of every employee, including gender, nationality, age and values, and where all individuals are active, bringing together a wide variety of strengths. With the diverse talent, Hitachi will promote the creation of new values and solutions to resolve the issues faced by customers and society.

\*1 Chief Human Resources Officer

\*2 This figure is subject to change depending on future M&A's.

### **Hitachi Group's diversity management activities**

<http://www.hitachi.com/sustainability/labor/diversity/index.html>

### **About Hitachi, Ltd.**

Hitachi, Ltd. (TSE: 6501), headquartered in Tokyo, Japan, is focusing on Social Innovation Business combining its operational technology, information technology and products. The company's consolidated revenues for fiscal 2018 (ended March 31, 2019) totaled 9,480.6 billion yen (\$85.4 billion), and the company has approximately 296,000 employees worldwide. Hitachi delivers digital solutions utilizing Lumada in five sectors including Mobility, Smart Life, Industry, Energy and IT, to increase our customer's social, environmental and economic value. For more information on Hitachi, please visit the company's website at <https://www.hitachi.com>.

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Information contained in this news release is current as of the date of the press announcement, but may be subject to change without prior notice.

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