

Hitachi Announces Executive Changes

Tokyo, January 31, 2025 – Hitachi, Ltd. (TSE:6501) today announced the following executive changes to improve corporate value.

1. Change of Executive Officers [Effective April 1, 2025] ^{*1*2}

^{*1} Executives are listed by position and in Japanese alphabetical order of surname within each position.

^{*2} The underlined parts are changes made this time.

^{*3} As of January 31, 2025.

^{*4} There are no changes from the announcement made on December 16, 2024.

P: Promotion | PC: Position Change | RC: Responsibility Change | N: New Appointment

	Name	Position & Responsibility ^{*3} (effective April 1, 2025)	Position & Responsibility ^{*3} (as of March 31, 2025)
	Toshiaki Higashihara	Director Executive Chairman Representative Executive Officer	Same as on the left
PC	Keiji Kojima^{*4}	Director <u>Vice Chairman</u>	Director <u>Representative Executive Officer,</u> <u>President & CEO</u>
P	Toshiaki Tokunaga^{*4}	Representative Executive Officer, <u>President & CEO</u>	Representative Executive Officer, <u>Executive Vice President and</u> <u>Executive Officer,</u> <u>Assistant to the President [Growth</u> <u>Strategies, Cloud Services</u> <u>Platform Business, Digital</u> <u>Engineering Business, Financial</u> <u>Institutions Business, Government,</u> <u>Public Corporation and Social</u> <u>Infrastructure Systems Business,</u> <u>Defense Systems Business, Social</u> <u>Innovation Business Promotion,</u> <u>and Digital Strategies],</u> <u>General Manager of Digital</u> <u>Systems & Services Division</u>

RC	Jun Abe	Representative Executive Officer, Executive Vice President and Executive Officer, Assistant to the President [<u>Financial Institutions Business, Social Infrastructure Systems Business, Defense Systems Business, AI & Software Services Business, Digital Engineering & AI Solutions Business and Digital Strategies</u>], <u>Head of Digital Systems & Services Business</u> , <u>General Manager of Digital Systems & Services Division</u> , <u>CEO of Digital Engineering & AI Solutions Business Unit</u>	Representative Executive Officer, Executive Vice President and Executive Officer, Assistant to the President [<u>Industrial Digital Business, Water & Environment Business, Industrial Products Business, Industrial Equipment Systems Business, Building Systems Business, Smart Life & Ecofriendly Systems Business, Measurement and Analysis Systems Business, and Healthcare Business</u>], <u>General Manager of Connective Industries Division</u>
RC	Brice Koch	Representative Executive Officer, Executive Vice President and Executive Officer, Assistant to the President [<u>Urban Systems Business, Industrial Products & Services Business and Industrial AI Business</u>], <u>Head of Connective Industries Business</u> , <u>General Manager of Connective Industries Division</u> <u>CEO of Industrial AI Business Unit</u>	Representative Executive Officer, Executive Vice President and Executive Officer, Assistant to the President [<u>Management Strategies, Regional Strategies, Investment Strategies, Risk Management, Corporate Export Regulation, Cost Structure Reform and Information Security Management</u>], <u>CSO</u> , <u>General Manager of Strategy Planning Division</u> , <u>Head of Regional Strategies</u> , <u>CRMO</u> , <u>General Manager of Investment Management Division/</u> <u>Chairman of the Board of Hitachi Europe Ltd.</u>
P	Noriharu Amiya	<u>Senior Vice President and Executive Officer</u> , <u>COO of Connective Industries Sector</u> , <u>CEO of Urban Systems Business Unit</u>	<u>Vice President and Executive Officer</u> , <u>CEO of Building Systems Business Unit</u> , <u>Deputy General Manager of Connective Industries Division/</u> <u>President of Hitachi Building Systems Co., Ltd.</u>
RC	Tomomi Kato	Representative Executive Officer, Senior Vice President and Executive Officer, CFO, General Manager of Finance Group, General Manager of Finance Division, Finance Group, <u>CRMO</u>	Representative Executive Officer, Senior Vice President and Executive Officer, CFO, General Manager of Finance Group, General Manager of Finance Division, Finance Group, <u>Deputy CRMO</u>

RC	Shashank Samant	Senior Vice President and Executive Officer, <u>Head of Regional Strategies [Americas/ EMEA],</u> in charge of Regional Strategies [Americas]/ Executive Chairman of the board of Hitachi America, Ltd./ <u>Chairman of the Board of Hitachi Europe Ltd.</u>	Senior Vice President and Executive Officer, in charge of Regional Strategies [Americas], <u>Executive Advisor of Digital Systems & Services Division/</u> <u>Executive Chairman of the board of Hitachi Digital LLC/</u> Executive Chairman of the board of Hitachi America, Ltd.
RC	Andreas Schierenbeck	Senior Vice President and Executive Officer, <u>Head of Energy Business,</u> CEO of Power Grids Business Unit/ CEO of Hitachi Energy Ltd.	Senior Vice President and Executive Officer, CEO of Power Grids Business Unit/ CEO of Hitachi Energy Ltd.
P	Jun Taniguchi	<u>Senior Vice President and Executive Officer,</u> <u>CEO of Strategic SIB Business Unit</u>	<u>Vice President and Executive Officer,</u> <u>CEO of Digital Engineering Business Unit/</u> <u>CEO of Hitachi Digital LLC/</u> <u>President & CEO of Hitachi America, Ltd.</u>
	Lorena Dellagiovanna	Senior Vice President and Executive Officer, Chief Sustainability Officer, CHRO, General Manager of Human Capital Group, CDEIO	Same as on the left
	Katsuya Nagano	Senior Vice President and Executive Officer, Head of Digital Systems & Services Japan Business, CEO of Social Infrastructure Systems Business Unit	Same as on the left
RC	Masahiko Hasegawa	Representative Executive Officer, Senior Vice President and Executive Officer, CMO, <u>Head of Regional Strategies [Japan/ China]</u> <u>in charge of Regional Strategies [Japan],</u> General Manager of Corporate Sales & Marketing Group	Representative Executive Officer, Senior Vice President and Executive Officer, CMO, General Manager of Corporate Sales & Marketing Group
RC	Giuseppe Marino	Senior Vice President and Executive Officer, <u>Head of Mobility Business,</u> CEO of Railway Systems Business Unit/ Director of Hitachi Rail Ltd.	Senior Vice President and Executive Officer, CEO of Railway Systems Business Unit/ Director of Hitachi Rail Ltd.

	Atsuhiko Aketa	Vice President and Executive Officer, Chief Executive for China Hitachi Group/ Chairman of Hitachi (China) Ltd.	Same as on the left
N	Hidenori Azushima	<u>Vice President and Executive Officer,</u> <u>CSO,</u> <u>General Manager of Strategy Planning Division</u>	<u>General Manager of Management Planning Office, Strategy Planning Division</u>
	Yasunori Inada	Vice President and Executive Officer, CEO of Nuclear Energy Business Unit	Same as on the left
RC	Yasuki Imai	Vice President and Executive Officer, CEO of Financial Institutions Business Unit	Vice President and Executive Officer, <u>Head of Digital Systems & Services APAC Business,</u> CEO of Financial Institutions Business Unit
N	Michael Goodman	<u>Vice President and Executive Officer,</u> <u>CD & SO</u>	<u>Managing Director (US and Japan), Accenture</u>
	Tadashi Kume	Vice President and Executive Officer, CQO & CMSO, Senior Officer of Nuclear Energy Business Unit	Same as on the left
	Takashi Saito	Vice President and Executive Officer, Deputy General Manager and CMO for Connective Industries, Corporate Sales & Marketing Group	Same as on the left
N	Shigetoshi Sameshima	<u>Vice President and Executive Officer,</u> <u>CTO,</u> <u>General Manager of Research & Development Group</u>	<u>CTO of Digital Systems & Services Division</u>

N	Susumu Takimoto	<u>Vice President and Executive Officer,</u> Deputy CHRO, <u>Deputy General Manager of Human Capital Group</u>	Deputy CHRO
N	Yasuhiro Takeuchi	<u>Vice President and Executive Officer,</u> <u>President & CEO of Hitachi America, Ltd.</u>	<u>President and Director, CEO of Hitachi Industrial Equipment Systems Co., Ltd.</u>
RC	Kojin Nakakita	Vice President and Executive Officer, <u>Head of Regional Strategies [APAC/India]</u> in charge of Regional Strategies [APAC]/ Chairman of Hitachi Asia Ltd.	Vice President and Executive Officer, in charge of Regional Strategies [APAC]/ Chairman of Hitachi Asia Ltd./ <u>Chairman of Hitachi India Pvt. Ltd.</u>
RC	Hideshi Nakatsu	Vice President and Executive Officer, <u>CEO of Industrial Products & Services Business Unit</u>	Vice President and Executive Officer, <u>CEO of Water & Environment Business Unit</u>
	Seiichiro Nukui	Vice President and Executive Officer, CIO, General Manager of IT Strategy & Digital Integration Division	Same as on the left
	Andrew Barr	Vice President and Executive Officer, in charge of Regional Strategies [EMEA]/ President of Hitachi Europe Ltd.	Same as on the left
	Hirohide Hirai	Vice President and Executive Officer, General Manager of Government & External Relations Group	Same as on the left
N	Michele Fracchiolla	<u>Vice President and Executive Officer,</u> <u>President & COO of Strategic SIB Business Unit</u>	<u>Head of Europe and Australia LoB Rail Control of Railway Systems Business Unit,</u> <u>General Manager of Global Environment Business Division</u>
RC	Yoshinori Hosoya	Vice President and Executive Officer, <u>CEO of AI & Software Services Business Unit</u>	Vice President and Executive Officer, <u>CEO of Cloud Services Platform Business Unit</u>

RC	Chie Mashima	Vice President and Executive Officer, <u>Deputy CMO,</u> Deputy General Manager and CMO for Digital Systems & Services, Corporate Sales & Marketing Group	Vice President and Executive Officer, Deputy General Manager and CMO for Digital Systems & Services, Corporate Sales & Marketing Group, <u>General Manager of Social Innovation Business Division,</u> <u>Digital Systems & Services Division</u>
PC	Yuto Matsumura	<u>Representative</u> Executive Officer, Vice President and Executive Officer, CLO, General Counsel	Vice President and Executive Officer, CLO, General Counsel
	Takashi Yoda	Vice President and Executive Officer, Deputy General Manager and CMO for Energy, Corporate Sales & Marketing Group, General Manager of Business Management Reinforcement Division	Same as on the left

2. Resignation of Executive Officers [Effective March 31, 2025] ^{*5*6}

*5 Executives are listed by position and in Japanese alphabetical order of surname within each position.

*6 As of January 31, 2025.

	Position & Responsibility	Notes
Alistair Dormer	Representative Executive Officer, Executive Vice President and Executive Officer, Assistant to the President [Railway Systems Business, Nuclear Energy Business, Energy Business, and Power Grids Business], General Manager of Green Energy & Mobility Strategy Planning Division	-
Hide Nobu Nakahata	Senior Vice President and Executive Officer, Chief Administrative Officer, Deputy CRMO, Head of Corporate Communications	To be appointed Associate of Hitachi, Ltd. effective April 1, 2025.
Takashi Iizumi	Vice President and Executive Officer, Deputy General Manager of Connective Industries Division/ President of Hitachi High-Tech Corporation	-
Yoshiaki Kagata	Vice President and Executive Officer, CTrO, and CISO	To be appointed Associate of Hitachi, Ltd. effective April 1, 2025.
Itaru Nishizawa	Vice President and Executive Officer, CTO, General Manager of Research & Development Group	-
Kazunobu Morita	Vice President and Executive Officer, CEO of Industrial Digital Business Unit	-

CDEIO	: Chief Diversity, Equity & Inclusion Officer
CD & SO	: Chief Digital & Security Officer
CEO	: Chief Executive Officer
CFO	: Chief Financial Officer
CHRO	: Chief Human Resources Officer
CIO	: Chief Information Officer
CISO	: Chief Information Security Officer
CLO	: Chief Legal Officer
CMO	: Chief Marketing Officer
COO	: Chief Operating Officer
CQO & CMSO	: Chief Quality Officer & Chief Manufacturing Strategy Officer
CRMO	: Chief Risk Management Officer
CSO	: Chief Strategy Officer
CTO	: Chief Technology Officer
CTrO	: Chief Transformation Officer
LoB	: Line of Business
SIB	: Social Innovation Business

3. Biography^{*7}

^{*7} Executives are listed by position and in Japanese alphabetical order of surname within each position.

3.1. Biography of New Representative Executive Officer

Yuto Matsumura

1. Date of Birth	April 15, 1972
2. Education	
May, 2002	LL.M., Columbia University School of Law
March, 1996	Bachelor of Laws, The University of Tokyo
3. Share Ownership	4,700 shares (as of January 31, 2025)
3. Business Experience	
April, 2024	Executive Officer, Vice President and Executive Officer, CLO, General Counsel, Hitachi, Ltd.
January, 2015	Managing Partner, Mori Hamada & Matsumoto
April, 2013	Visiting associate professor, The University of Tokyo, School of Law (2013-2016)
January, 2013	Corporate and M&A Committee Officer, International Bar Association (2013-2023)
January, 2005	Partner, Mori Hamada & Matsumoto
September, 2002	Sullivan & Cromwell LLP(NY) (2002-2003)
April, 1998	Admitted in Japan, Joined Mori Sogo Law Offices (Currently Mori Hamada & Matsumoto)

Shigetoshi Sameshima

- 1. **Date of Birth** July 26, 1968
- 2. **Education**
 - March, 1993 Master of Aeronautics, School of Engineering, The University of Tokyo
- 3. **Business Experience**
 - April, 2023 CTO of Digital Systems & Services Division
 - April, 2021 General Manager of Technology Strategy Office, Research & Development Group
 - October, 2018 General Manager of Center for Technology & Innovation, and General Manager of Yokohama Research Laboratory, Research & Development Group
 - April, 2017 Deputy General Manager of Center for Technology & Innovation, and General Manager of Yokohama Research Laboratory, Research & Development Group
 - April, 2016 General Manager of Solution Business Promotion Division, Power Information & Control Systems Division, Energy Solutions Business Unit
 - April, 2014 General Manager of Planning Office, Hitachi Research Laboratory
 - August, 2010 General Manager of Center for Information Service Research I Division, System Research Laboratory
 - April, 1993 Joined Hitachi, Ltd.

Susumu Takimoto

- 1. **Date of Birth** July 22, 1968
- 2. **Education**
 - March, 1992 Bachelor of Economics, Kagawa University
- 3. **Business Experience**
 - April, 2024 Deputy CHRO
 - April, 2022 General Manager of Secretary Office
 - April, 2020 Senior Director of Human Capital Management & General Affairs Division for the Systems & Services Business, Human Capital Group
 - August, 2016 Senior Manager of Global Talent Management Department, Human Capital Group
 - April, 1992 Joined Hitachi, Ltd.

Yasuhiro Takeuchi

*8 Current Hitachi Global Air Power US, LLC

- 1. Date of Birth** November 26, 1966
- 2. Education**
 - March, 1991 Bachelor of Economics, Nagoya University
- 3. Business Experience**
 - April, 2021 President and Director, CEO of Hitachi Industrial Equipment Systems Co., Ltd.
 - April, 2020 President and CEO of Sullair, LLC*⁸
 - October, 2017 Chief Operating Officer of Sullair, LLC
 - April, 2013 General Manager, Global Business Strategy Department, Business Planning Office, Hitachi Industrial Equipment Systems Co.,Ltd.
 - April, 1991 Joined Hitachi, Ltd.

Michele Fracchiolla

- 1. Date of Birth** July 30, 1965
- 2. Education**
 - 1989 Master of Electronic Engineering, University of Genoa
- 3. Business Experience**
 - April, 2024 Head of Europe and Australia LoB Rail Control of Railway Systems Business Unit, and General Manager of Global Environment Business Division
 - 2022 Executive Officer Europe & Australia & Latin America & UK, Hitachi Rail Ltd./ Executive General Manager for EMEA Environment Division of Hitachi Europe
 - 2021 Executive Officer EMEA and Australia Sales & Projects, Hitachi Rail Ltd.
 - 2018 President Americas, Asia Pacific Business Unit, Hitachi Rail Ltd.
 - 2013 President, Freight Business Unit, Ansaldo STS
 - 2012 Senior Vice President, Operation Transportation Solutions Business Unit, Ansaldo STS
 - 2011 Senior Vice President, Special Projects, Ansaldo STS
 - 2003 Senior Vice President, Automation, Security and Transportation Division, Elsag Datamat
 - 2000 Program Manager, Pirelli (Cables)
 - 1997 Program Manager, ABB Energy Automation
 - 1994 Operation Manager, Elsag Bailey
 - 1992 Project Manager, Bailey Controls

- End -

Cautionary Statement

Certain statements found in this document may constitute “forward-looking statements” as defined in the U.S. Private Securities Litigation Reform Act of 1995. Such “forward-looking statements” reflect management’s current views with respect to certain future events and financial performance and include any statement that does not directly relate to any historical or current fact. Words such as “anticipate,” “believe,” “expect,” “estimate,” “forecast,” “intend,” “plan,” “project” and similar expressions which indicate future events and trends may identify “forward-looking statements.” Such statements are based on currently available information and are subject to various risks and uncertainties that could cause actual results to differ materially from those projected or implied in the “forward-looking statements” and from historical trends. Certain “forward-looking statements” are based upon current assumptions of future events which may not prove to be accurate. Undue reliance should not be placed on “forward-looking statements,” as such statements speak only as of the date of this report.

Factors that could cause actual results to differ materially from those projected or implied in any “forward-looking statement” and from historical trends include, but are not limited to:

- economic conditions, including consumer spending and plant and equipment investment in Hitachi’s major markets, as well as levels of demand in the major industrial sectors Hitachi serves;
- exchange rate fluctuations of the yen against other currencies in which Hitachi makes significant sales or in which Hitachi’s assets and liabilities are denominated;
- uncertainty as to Hitachi’s ability to access, or access on favorable terms, liquidity or long-term financing;
- uncertainty as to general market price levels for equity securities, declines in which may require Hitachi to write down equity securities that it holds;
- fluctuations in the price of raw materials including, without limitation, petroleum and other materials, such as copper, steel, aluminum, synthetic resins, rare metals and rare-earth minerals, or shortages of materials, parts and components;
- credit conditions of Hitachi’s customers and suppliers;
- general socioeconomic and political conditions and the regulatory and trade environment of countries where Hitachi conducts business, particularly Japan, Asia, the United States and Europe, including, without limitation, direct or indirect restrictions by other nations on imports and differences in commercial and business customs including, without limitation, contract terms and conditions and labor relations;
- uncertainty as to Hitachi’s ability to respond to tightening of regulations to prevent climate change;
- uncertainty as to Hitachi’s ability to maintain the integrity of its information systems, as well as Hitachi’s ability to protect its confidential information or that of its customers;
- uncertainty as to Hitachi’s ability to attract and retain skilled personnel;
- uncertainty as to Hitachi’s ability to continue to develop and market products that incorporate new technologies on a timely and cost-effective basis and to achieve market acceptance for such products;
- the possibility of disruption of Hitachi’s operations by natural disasters such as earthquakes and tsunamis, the spread of infectious diseases, and geopolitical and social instability such as terrorism and conflict;
- estimates, fluctuations in cost and cancellation of long-term projects for which Hitachi uses the percentage-of-completion method to recognize revenue from sales;
- increased commoditization of and intensifying price competition for products;
- fluctuations in demand of products, etc. and industry capacity;
- uncertainty as to Hitachi’s ability to implement measures to reduce the potential negative impact of fluctuations in demand of products, etc., exchange rates and/or price of raw materials or shortages of materials, parts and components;
- uncertainty as to the success of cost structure overhaul;
- uncertainty as to Hitachi’s ability to achieve the anticipated benefits of its strategy to strengthen its Social Innovation Business;
- uncertainty as to the success of acquisitions of other companies, joint ventures and strategic alliances and the possibility of incurring related expenses;
- uncertainty as to the success of restructuring efforts to improve management efficiency by divesting or otherwise exiting underperforming businesses and to strengthen competitiveness;
- the potential for significant losses on Hitachi’s investments in equity-method associates and joint ventures;
- uncertainty as to the outcome of litigation, regulatory investigations and other legal proceedings of which the Company, its subsidiaries or its equity-method associates and joint ventures have become or may become parties;
- the possibility of incurring expenses resulting from any defects in products or services of Hitachi;
- uncertainty as to Hitachi’s access to, or ability to protect, certain intellectual property; and
- uncertainty as to the accuracy of key assumptions Hitachi uses to evaluate its employee benefit-related costs.

The factors listed above are not all-inclusive and are in addition to other factors contained elsewhere in this report and in other materials published by Hitachi.

* This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

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.
