

Hitachi announces selection of director candidates

Tokyo, May 13, 2025 – Hitachi, Ltd. (TSE: 6501, “Hitachi”) today announced director candidates to be proposed at its annual general meeting of shareholders to be held on June this year, in accordance with a resolution at a meeting of the Nominating Committee convened today.

Hitachi is a company with committees and strives to achieve an execution system that enables rapid business operations and highly transparent management thorough demarcation of supervision and execution. In addition, since 2012, the majority of its directors have been independent directors, allowing Hitachi to bring their diverse viewpoints to management and securing management oversight.

To continuously secure the management oversight function of the Board of Directors, the Nominating Committee selected new director candidates in addition to the 9 re-nominated candidates, Toshiaki Tokunaga, who is the President & CEO of Hitachi, Eriko Sakurai, who has extensive experience and insight in the areas of global corporate management and sustainability, having held a number of senior positions at a U.S. based chemical manufacturer, including head of its Japanese subsidiary, and currently serves as an outside director at several companies, including Chair of the Sustainability Committee of a financial institution, and Takashi Nishijima, who has global management experience and insight in IT and OT areas, having led global business growth as president of Yokogawa Electric Corporation.

Out of the 12 director candidates, 9 are independent director candidates of which 4 are Non-Japanese and 2 are females.

Hitachi will continue to reflect its global and diverse viewpoints in its management to realize a transformation into “One Hitachi” with digital at its core and further accelerate the growth of its Social Innovation Business.

1. Director Candidates [* New]

Director Candidates are listed in Japanese alphabetical order of surname within each grouping.

<Independent Directors>

Katsumi Ihara, currently Independent Director of Hitachi, Ltd.

Ravi Venkatesan, currently Independent Director of Hitachi, Ltd., Chairman of Global Energy Alliance for People and Planet (USA), Trustee of Rockefeller Foundation (USA), Venture Partner of Unitus Ventures LLC (India)

Eriko Sakurai*, currently Outside Director of Sumitomo Mitsui Financial Group, Inc.*¹, Outside Director of Kao Corporation, Outside Director of Astellas Pharma Inc., Outside Director of Nippon Sheet Glass Co., Ltd.

Ikuro Sugawara, currently Independent Director of Hitachi, Ltd., Outside Director of Toyota Motor Corporation*², Outside Director of FUJIFILM Holdings Corporation

Isabelle Deschamps, currently Independent Director of Hitachi, Ltd., Chief Legal, Governance & Corporate Affairs Officer, Rio Tinto Group

Takashi Nishijima*, currently Outside Director of LOGISTEED, Ltd., Outside Director of Murata Manufacturing Co., Ltd.

Joe Harlan, currently Independent Director of Hitachi, Ltd.

Takatoshi Yamamoto, currently Independent Director of Hitachi, Ltd., Outside Director of Murata Manufacturing Co., Ltd.

Helmuth Ludwig, currently Independent Director of Hitachi, Ltd., Professor of Practice in Strategy and Entrepreneurship, Cox School of Business, Southern Methodist University (USA), Senior Advisor of Bridgepoint, LLC(USA)

*1,2 Scheduled to resign in June 2025.

<Directors>

Toshiaki Tokunaga*, currently Representative Executive Officer, President & CEO of Hitachi, Ltd.

Mitsuaki Nishiyama, currently Director of Hitachi, Ltd.

Toshiaki Higashihara, currently Director, Executive Chairman, Representative Executive Officer of Hitachi, Ltd.

Each Committee will be composed of the following members (Chair Underlined)

Nominating Committee	<u>Katsumi Ihara</u> , Eriko Sakurai, Ikuro Sugawara, Toshiaki Higashihara
Audit Committee	<u>Mitsuaki Nishiyama</u> , Katsumi Ihara, Ikuro Sugawara, Takashi Nishijima, Helmuth Ludwig
Compensation Committee	<u>Takatoshi Yamamoto</u> , Katsumi Ihara, Takashi Nishijima, Joe Harlan, Toshiaki Tokunaga

2. Resignation of Directors

Keiji Kojima, currently Director, Vice Chairman of Hitachi, Ltd.

Louise Pentland, currently Independent Director of Hitachi, Ltd., Senior Vice President & General Counsel of Roku, Inc.(USA), Director of Experian plc(Ireland/UK).

Hiroaki Yoshihara, currently Independent Director of Hitachi, Ltd., Outside Director of HOYA CORPORATION

3. Biography of New Director Candidates

Eriko Sakurai

- 1. Date of Birth November 16, 1960
- 2. Birthplace Tokyo
- 3. Education
 - March, 1999 Ph.D. (Information Science), Tohoku University
 - March, 1987 Master of Psychology, Tohoku University
 - March, 1984 Bachelor of Arts in Psychology, Tohoku University
- 4. Professional Experience
 - June, 2023 Outside Director, Nippon Sheet Glass Co., Ltd. (Present)
 - June, 2022 Outside Director, Astellas Pharma Inc. (Present)
 - March, 2022 Outside Director, Kao Corporation (Present)
 - August, 2020 President, Representative Director, Dow Chemical Japan Limited (Resigned in June 2022)
 - June, 2018 Chairman and CEO, Representative Director, Dow Toray Co., Ltd.
 - June, 2015 Outside Director, Sumitomo Mitsui Financial Group, Inc. (Scheduled to resign in June 2025)
 - June, 2014 Outside Director, Sony Corporation (Currently Sony Group Corporation) (Resigned in June 2020)
 - May, 2011 Regional President Japan/Korea, Dow Corning Corporation (Currently Dow Silicones Corporation)
 - March, 2009 Chairman and CEO, Representative Director, Dow Corning Toray Co., Ltd. (Currently Dow Toray Co., Ltd.)
 - May, 2008 Director, Dow Corning Toray Co., Ltd. (Currently Dow Toray Co., Ltd.)
 - June, 1987 Joined Dow Corning Corporation (Currently Dow Silicones Corporation)

Takashi Nishijima

1. Date of Birth August 12, 1957
2. Birthplace Kanagawa
3. Education
March, 1981 Bachelor of Science, Tokyo Metropolitan University
4. Professional Experience
 - June, 2022 Outside Director of Murata Manufacturing Co., Ltd. (Present)
 - April, 2021 Chairman of Yokogawa Electric Corporation
(Resigned in June 2023)
 - June, 2020 Outside Director of Hitachi Transport System, Ltd. (Currently LOGISTEED, Ltd.) (Present)
 - April, 2019 Chairman and Representative Director of Yokogawa Electric Corporation
 - April, 2015 President and Chief Executive Officer of Yokogawa Electric Corporation
 - April, 2013 President and Chief Operating Officer of Yokogawa Electric Corporation
 - April, 2012 Director and Senior Vice President, Head of IA Platform Business Headquarters of Yokogawa Electric Corporation
 - June, 2011 Director of Yokogawa Electric Corporation, President of Yokogawa Meters & Instruments Corporation (Currently Yokogawa Test & Measurement Corporation)
 - April, 2010 President of Yokogawa Meters & Instruments Corporation (Currently Yokogawa Test & Measurement Corporation)
 - October, 2008 Vice President, Head of Control Products Business Center, IA Business Headquarters of Yokogawa Electric Corporation
 - April, 1981 Joined Hokushin Electric Works, Ltd. (Currently Yokogawa Electric Corporation)

Toshiaki Tokunaga

1. Date of Birth March 15, 1967
2. Birthplace Ibaraki
2. Education
March, 1990 Bachelor of Engineering, The University of Tokyo
4. Business Experience
 - April, 2025 Representative Executive Officer, President & CEO
 - April, 2024 Representative Executive Officer, Executive Vice President and Executive Officer,
Assistant to the President [Growth Strategies, Cloud Services Platform Business, Digital Engineering Business, Financial Institutions Business, Government, Public Corporation and Social Infrastructure Systems Business, Defense Systems Business, Social Innovation Business Promotion, and Digital Strategies], General Manager of Digital Systems & Services Division
 - April, 2023 Representative Executive Officer, Executive Vice President and Executive Officer,
Assistant to the President [Cloud Services Platforms Business, Digital Engineering Business, Financial Institutions Business, Government, Public Corporation and Social Infrastructure Systems Business, Defense Systems Business, Social Innovation Business Promotion, and Digital Strategies], General Manager of Digital Systems & Services Division
 - April, 2022 Representative Executive Officer, Executive Vice President and Executive Officer,
Assistant to the President [Financial Institutions Business, Government, Public Corporation and Social Infrastructure Systems Business, Defense Systems Business, Services & Platforms Business, Social Innovation Business Promotion, and Digital Strategies], General Manager of Digital Systems & Services Division/
Chairman of the Board of Hitachi Digital LLC
 - April, 2021 Representative Executive Officer, Executive Vice President and Executive Officer,
Assistant to the President [Systems & Services Business and Defense Systems Business], Head of Systems & Services Business, General Manager of Systems & Services Business Division, and Head of the Social Innovation Business/
Chairman of the Board and CEO of Hitachi Global Digital Holdings Corporation*³
 - April, 2020 Senior Vice President and Executive Officer,
CEO of Services & Platforms Business Unit/
Chairman of the Board and CEO of Hitachi Global Digital Holdings Corporation/
Chairman of the Board and CEO of Hitachi Vantara LLC

April, 2019	Vice President and Executive Officer, COO of Services & Platforms Business Unit/ Chairman of the Board of Hitachi Global Digital Holdings Corporation/ Chairman of the Board of Hitachi Vantara Corporation
April, 2018	General Manager of Smart Life & Ecofriendly Systems Division, Hitachi, Ltd./ President of Hitachi Appliances, Inc.*4
April, 2017	President of Hitachi Appliances, Inc.
April, 2014	General Manager of Smart Information Systems Division, Services Division Group, Information & Telecommunication Systems Company, Information & Telecommunication Systems Group
April, 2006	General Manager of Department 1, Financial Information Systems Business Unit 1, Financial Information Systems Division, Information & Telecommunication Systems Group
April, 1990	Joined Hitachi, Ltd.

*3 Current Hitachi Digital LLC

*4 Current Hitachi Global Life Solutions, Inc.

CEO : Chief Executive Officer

COO : Chief Operating Officer

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.
