







Item Election of 11 Directors due to the expiration of the term of office of all Directors

Due to the expiration of the term of office of all of the Directors at the close of the Meeting, it is proposed that 11 Directors be elected. The Company has nominated the following 11 Director candidates (including 8 Independent Directors*) to share their global and diverse viewpoints with the Company's management as well as to realize the continued growth of the business and reinforce the Company's management supervision functions.

* The "Independent Directors" in this notice are the Directors who fulfill the qualification requirements for outside directors stated in the Companies Act of Japan and also meet the independence criteria defined by the Company and the criteria provided by the Japanese stock exchanges where the Company is listed, unless otherwise stated.

- NEW** : Newly selected nominee
- RE** : Re-selected nominee
- OD** : Outside Director nominee according to provisions of Companies Act of Japan
- ID** : Independent Director according to the provisions of the Japanese stock exchanges where the Company is listed

The nominees

No	Name	Current Position and Responsibilities at the Company	Attendance in Fiscal 2025
1	 <p>Ikuro Sugawara RE OD ID Date of Birth: Mar. 6, 1957 (69 years of age) Term of office as Independent Director: Four years</p>	Independent Director Nominating Committee Audit Committee	Board of Directors meetings: 10 out of 10 days (100%) Nominating committee: 7 out of 7 days (100%) Audit Committee: 12 out of 12 days (100%)
2	 <p>Ilham Kadri NEW OD ID Date of Birth: Feb. 14, 1969 (57 years of age)</p>	-	-
3	 <p>Takashi Nishijima RE OD ID Date of Birth: Aug. 12, 1957 (68 years of age) Term of office as Independent Director: One year</p>	Independent Director Audit Committee Compensation Committee	Board of Directors meetings: 8 out of 8 days (100%) Audit Committee: 8 out of 8 days (100%) Compensation Committee: 5 out of 5 days (100%)
4	 <p>Masahiko Chino NEW OD ID Date of Birth: Oct. 26, 1963 (62 years of age)</p>	-	-
5	 <p>Helmuth Ludwig RE OD ID Date of Birth: Sep. 19, 1962 (63 years of age) Term of office as Independent Director: Five years 11 months</p>	Independent Director Audit Committee	Board of Directors meetings: 10 out of 10 days (100%) Audit Committee: 12 out of 12 days (100%)
6	 <p>Eriko Sakurai RE OD ID Date of Birth: Nov. 16, 1960 (65 years of age) Term of office as Independent Director: One year</p>	Independent Director Nominating Committee	Board of Directors meetings: 8 out of 8 days (100%) Nominating committee: 7 out of 7 days (100%)






Reference

In the event this agenda item is approved, the chair of Board of Directors, the members and the chair of the committees are expected to be as follows:

Chair of the Board of Directors	Ikuro Sugawara
Nominating Committee	Ikuro Sugawara (chair), Ilham Kadri, Takashi Nishijima, Toshiaki Higashihara
Audit Committee	Masahiko Chino (chair), Ikuro Sugawara, Takashi Nishijima, Helmuth Ludwig, Mitsuaki Nishiyama
Compensation Committee	Eriko Sakurai (chair), Ikuro Sugawara, Isabelle Deschamps

Please check the website for details
<https://www.hitachi.com/en/ir/smeet/>



No	Name	Current Position and Responsibilities at the Company	Attendance in Fiscal 2025
7	 <p>Isabelle Deschamps RE OD ID Date of Birth: Jun. 11, 1970 (55 years of age) Term of office as Independent Director: Two years</p>	Independent Director	Board of Directors meetings: 10 out of 10 days (100%)
8	 <p>Ravi Venkatesan RE OD ID Date of Birth: Jan. 12, 1963 (63 years of age) Term of office as Independent Director: Five years 11 months</p>	Independent Director	Board of Directors meetings: 10 out of 10 days (100%)
9	 <p>Toshiaki Higashihara RE Date of Birth: Feb. 16, 1955 (71 years of age)</p>	Director, Executive Chairman, Representative Executive Officer Nominating Committee	Board of Directors meetings: 10 out of 10 days (100%) Nominating Committee: 10 out of 10 days (100%)
10	 <p>Mitsuaki Nishiyama RE Date of Birth: Sep. 25, 1956 (69 years of age)</p>	Director Audit Committee (chair)	Board of Directors meetings: 10 out of 10 days (100%) Audit Committee: 12 out of 12 days (100%)
11	 <p>Toshiaki Tokunaga RE Date of Birth: Mar. 15, 1967 (59 years of age)</p>	Representative Executive Officer, President & CEO and Director Compensation Committee	Board of Directors meetings: 8 out of 8 days (100%) Compensation Committee: 5 out of 5 days (100%)

Note: Attendance at Board of Directors meetings and committee meetings is based on the number of days when meetings were held during each member's term of office.

The experiences and insights, and skills of each director candidate are as follows.

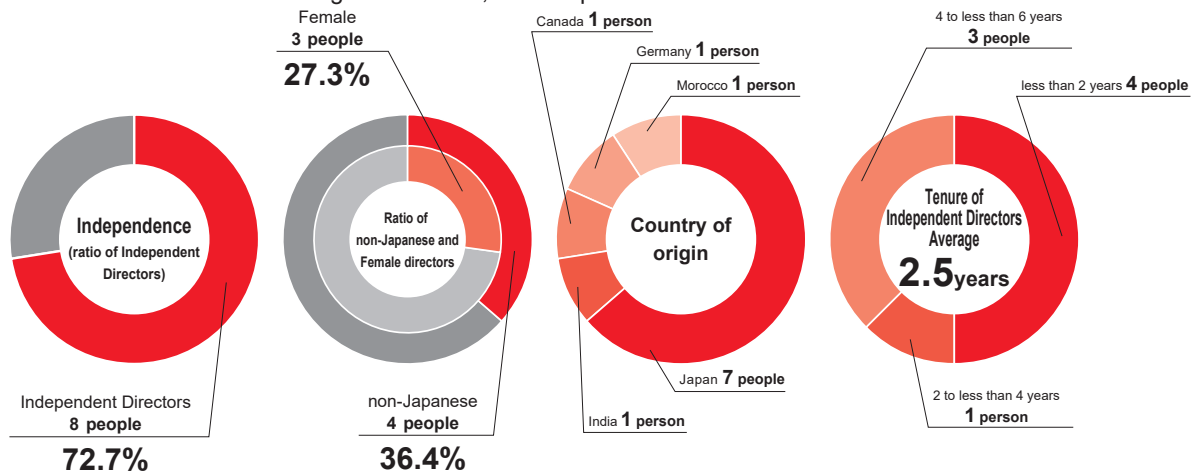
№	Name	Major Experiences and Insights	Core Skills			Professional Skills				
			Corporate management	Global business	Risk management	Finance and accounting	Legal affairs	Digital	Government, international and educational organizations	Sustainability
1	Ikuro Sugawara	Mr. Sugawara has rich experience and insight from leadership positions in government agencies such as the Ministry of Economy, Trade and Industry, as well as serving as an independent director for global companies.	○	○	○				○	
2	Ilham Kadri	Dr. Kadri has rich experience and insight in global corporate management and sustainability management, having served as CEO of Diversey, Solvay and Syensqo, as well as chairman of WBCSD [*] , ICC ^{**} and Cefic ^{***} , and possesses experience and insight in economic and industry organizations and international institutions.	○	○	○				○	○
3	Takashi Nishijima	Mr. Nishijima grew the business globally through the integration of IT/OT ^{****} and the promotion of DX ^{****} as President of Yokogawa Electric, and has rich experience and insight in global corporate management and sustainability management.	○	○	○			○		○
4	Masahiko Chino	Mr. Chino has rich experience and insight in global corporate management as well as accounting, auditing, and consulting as Co-Chairman of KPMG Japan.	○	○	○	○				
5	Helmuth Ludwig	Mr. Ludwig has rich experience and insight in the area of global corporate management and the digital business, as CIO at Siemens, as well as teaching experience at educational institutions.	○	○	○			○	○	
6	Eriko Sakurai	Ms. Sakurai has rich experience and insight in global corporate management and sustainability management, having served as the head of global business divisions at Dow Corning, and regions at Dow, as well as chair of the Sustainability Committee as an outside director of financial institution.	○	○	○					○
7	Isabelle Deschamps	Ms. Deschamps has rich experience and insight in the areas of corporate law, corporate governance, risk management including geopolitics, and sustainability management, having worked at Nestle, Unilever, Rio Tinto and other global companies.	○	○	○		○			○
8	Ravi Venkatesan	Mr. Venkatesan brings considerable experience and insight in corporate management and technology at global firms including Microsoft India, Infosys, Bank of Baroda and international organizations including UNICEF, Rockefeller Foundation and the Global Energy Alliance for People and Planet.	○	○	○			○	○	
9	Toshiaki Higashihara	Mr. Higashihara has rich global corporate management as well as sustainability management experience and insight, having served as Hitachi's CEO, etc. as well as rich experience in key positions in government agencies and economic and industry organizations.	○	○	○			○	○	○
10	Mitsuaki Nishiyama	Mr. Nishiyama has rich experience and insight in the areas of global corporate management and finance & accounting, having worked as CFO at Hitachi and as chairman and president of Hitachi Metals (currently Proterial).	○	○	○	○				
11	Toshiaki Tokunaga	Mr. Tokunaga has rich experience and insight in global corporate management and sustainability as CEO, etc. at Hitachi.	○	○	○			○		○

^{*}WBCSD: World Business Council for Sustainable Development ^{**}ICC: International Chamber of Commerce ^{***}Cefic: The European Chemical Industry Council
^{****}OT: Operational Technology ^{****}DX: Digital Transformation

Defi- nition	Core Skills	Corporate management	Experience and knowledge related to corporate management and management oversight
		Global business	Practical experience in global business or management experience in a company operating globally
		Risk management	Knowledge of the risk assessment and management required to sustain a company
	Professional Skills	Finance and accounting	Leadership experience such as CFO or professional knowledge and practical experience in accounting and audits
		Legal affairs	Expertise and practical experience in the legal affairs that are essential for conducting global business and rolling out new business
		Digital	Practical experience in the digital business that is vital for promoting DX in the Social Innovation Business
		Government, international and educational organizations	Leadership experience in government, governmental agencies, international organizations, or economic associations that facilitate an understanding of and response to regulations and social issues, as well as practical experience at educational institutions
		Sustainability	Expertise and practical experience of sustainability through corporate management

Board of Directors Composition

In the case that the matters of the Meeting are resolved, the composition of the Board of Directors are as follows.



Matters Considered by the Nominating Committee in Nominating a Director Candidate

Size of the Board

Given the need for diversity of the Board views and efficiency of the Board, the number of directors shall be **no more than 20**. The Nominating Committee shall consider the optimal size of the Board following the policy described above in deciding the matters relating to a proposal concerning election and removal of directors to be submitted to the General Meeting of Shareholders.

Composition of the Board

In nominating a director candidate, the Nominating Committee shall consider:

1. **diversity in the experience and expertise, etc. possessed by the director candidates, the composition ratio between independent directors and other directors (directors concurrently serving as executive officers and non-executive directors from within the Hitachi Group), and other such matters** in order to ensure the effectiveness of the management supervision and decision-making functions of the Board;
2. that to maintain the continuity of the Board, new candidates do not constitute all or almost all of the nominees; and
3. the period of time since the candidate's assumption of office as the Company's director and the candidate's age to keep bringing fresh ideas and viewpoints regularly to the Board.

In principle, a person will not be nominated as a director candidate after his or her 75th birthday. However, in special circumstances, a person over 75 years old may be nominated as a director candidate if the Nominating Committee approves. Also, **in principle, the Nominating Committee will not nominate a person as an independent director candidate if a person has reached 10 years of total tenure.** However, in special circumstances, a person with the total tenure of 10 years or more may be nominated as an independent director candidate, but even in this case, a person with the total tenure of 12 years or more can no longer be nominated as an independent director candidate.

Qualification for Directors

In nominating a director candidate, the Nominating Committee shall consider that:

1. such nominee has **the highest personal and professional ethics, integrity and insight;** and
2. such independent director nominee has **distinguished records of leadership or experience at policy making levels in business, law, administration, accounting or education, etc.,** in addition to **satisfying the criteria for independency** as provided for in this Guideline.

Criteria for Independency of Directors

The Nominating Committee considers an independent director to be independent unless:

1. his or her immediate family member* is, or has been within the last three years, a director or an executive officer of the Company or any of its subsidiaries;
2. he or she is currently an executive director, an executive officer or an employee of a company that has made payments to, or received payments from, the Company for property or services in an amount which, in any of the last three fiscal years, exceeds 2% of any of the companies' consolidated gross revenues;
3. he or she has received during any of the last three fiscal years more than 10 million yen in direct compensation for his or her service as a specialist in law, accounting or tax, or as a consultant from the Company, other than director compensations; or
4. he or she serves as an executive officer or director of a not-for-profit organization, and the Company's discretionary charitable contributions to the organization in any of the last three fiscal years are more than 10 million yen and 2% of that organization's annual gross revenues.

* An "immediate family member" includes a person's spouse, parents, children, siblings, grand-parents, grand-children, mothers and fathers-in-law, sons and daughters-in-law, spouses of siblings, grand-parents-in-law, grand-children-in-law, and brothers and sisters-in-law.

No

1

Ikuro Sugawara (Date of Birth: Mar. 6, 1957)

RE

OD

ID



Attendance in Fiscal 2025

Board of Directors meetings
10 out of 10 days (100%)Nominating Committee
7 out of 7 days (100%)Audit Committee
12 out of 12 days (100%)

Position and Responsibilities at the Company	Term of office as Independent Director	Share Ownership
Independent Director Member of Nominating Committee Member of the Audit Committee	Four years	5,600

● Brief Biography

4/1981 Joined Ministry of International Trade and Industry of Japan
(Currently Ministry of Economy, Trade and Industry of Japan ("METI"))
7/2010 Director-General of the Industrial Science and Technology Policy and Environment Bureau, METI
9/2012 Director-General of the Manufacturing Industries Bureau, METI
6/2013 Director-General of the Economic and Industrial Policy Bureau, METI
7/2015 Vice-Minister of Economy, Trade and Industry of Japan
8/2017 Special Advisor to the Cabinet of Japan (retired in June 2018)
6/2022 Director, Hitachi, Ltd. (currently in office)

● Other Principal Positions Held

Outside Director, FUJIFILM Holdings Corporation

● Reason for nomination as Independent Director and expected roles

Mr. Sugawara has rich experience and insight in the area of public administration, etc. gained through leading positions at government agencies. He was nominated to be as an independent director because he is expected to leverage this experience and insight to reinforce the supervisory and decision making functional aspects of the Company's Board of Directors by providing opinions and proposals regarding the general management of the Company and supervising the Executive Officers and others' execution of their duties from an independent perspective.

No

2

Ilham Kadri (Date of Birth: Feb. 14, 1969)

NEW

OD

ID



Position and Responsibilities at the Company	Term of office as Independent Director	Share Ownership
-	-	0

● Brief Biography

1/2007 Marketing Director of Rohm and Haas Company (USA) (Currently The Dow Chemical Company)
9/2009 General Manager of the Dow Advanced Materials Division (Middle East and Africa), and the Europe, Middle East and Africa Commercial Director of the Dow Water & Process Solutions Division, of The Dow Chemical Company (USA)
1/2013 President of Diversey Care, Vice President of Sealed Air Corporation (USA)
1/2017 Senior Vice President, Sealed Air Corporation (USA)
9/2017 President and CEO of Diversey, Inc. (USA)
3/2019 CEO of Solvay S.A. (Belgium) (retired in December 2023)
12/2023 CEO of Syensqo SA (Belgium) (retired in December 2025)

● Other Principal Positions Held

Director of A.O. Smith Corporation (USA)*
Director of L'Oréal S.A. (France)*

● Reason for nomination as Independent Director and expected roles

Dr. Kadri has rich experience and insight in the area of corporate management, gained through involvement in the management of major companies conducting diverse businesses globally. She was nominated to be an independent director because she is expected to leverage this experience and insight to reinforce the supervisory and decision-making functional aspects of the Company's Board of Directors by providing opinions and proposals regarding the general management of the Company from a global perspective and supervising the Executive Officers and others' execution of their duties from an independent perspective.



Attendance in Fiscal 2025

Board of Directors meetings
8 out of 8 days (100%)Audit Committee
8 out of 8 days (100%)Compensation Committee
5 out of 5 days (100%)

Position and Responsibilities at the Company	Term of office as Independent Director	Share Ownership
Independent Director Member of the Audit Committee Member of the Compensation Committee	One year	400

• Brief Biography

4/1981 Joined Hokushin Electric Works, Ltd. (Currently Yokogawa Electric Corporation)
 10/2008 Vice President, Head of Control Products Business Center, IA Business Headquarters, Yokogawa Electric Corporation
 4/2010 President, Yokogawa Meters & Instruments Corporation (retired in March 2012)
 6/2011 Director, Yokogawa Electric Corporation
 4/2012 Director and Senior Vice President, Head of IA Platform Business Headquarters, Yokogawa Electric Corporation
 4/2013 President and Chief Operating Officer, Yokogawa Electric Corporation
 4/2019 Chairman and Representative Director, Yokogawa Electric Corporation
 4/2021 Chairman, Yokogawa Electric Corporation (retired in June 2023)
 6/2025 Director, Hitachi, Ltd. (currently in office)

• Other Principal Positions Held

Outside Director, Murata Manufacturing Co., Ltd.

• Reason for nomination as Director and expected roles

Mr. Nishijima has rich experience and insight in the area of global corporate management and IT/OT gained through the involvement in the management of major companies conducting diverse businesses globally. He was nominated to be as an independent director because he is expected to leverage this experience and insight to reinforce the supervisory and decision making functional aspects of the Company's Board of Directors by providing opinions and proposals regarding the general management of the Company and supervising the Executive Officers and other's execution of their duties from an independent perspective.



Position and Responsibilities at the Company	Term of office as Independent Director	Share Ownership
-	-	0

• Brief Biography

10/1988 Joined Peat Marwick Japan-Minato Audit Corporation (Currently KPMG AZSA LLC)
 7/1993 Seconded to KPMG US firm (until July 1997)
 9/2001 Representative Partner, KPMG FAS Co., Ltd. (currently in office, scheduled to retire in June 2026)
 9/2009 Director, KPMG Healthcare Japan Co., Ltd. (currently in office, scheduled to retire in June 2026)
 8/2018 Senior Executive Board Member, KPMG AZSA LLC (retired in June 2025)
 10/2019 Chairman of the Board, KPMG Consulting Co., Ltd (retired in December 2024)
 9/2021 Representative Director and Chairman, KPMG Ignition Tokyo Inc. (currently in office, scheduled to retire in June 2026)
 10/2022 Representative Director, KPMG Advisory Lighthouse, Inc (currently in office, scheduled to retire in June 2026)
 3/2023 Co-Chairman, KPMG Japan (currently in office, scheduled to retire in June 2026)
 1/2025 Representative Director, KPMG Consulting Co., Ltd. (currently in office, scheduled to retire in June 2026)
 7/2025 Senior Executive Officer, KPMG AZSA LLC (currently in office, scheduled to retire in June 2026)
 12/2025 President & CEO, KPMG Advisory Holdings Co., Ltd. (currently in office, scheduled to retire in June 2026)

• Reason for nomination as Independent Director and expected roles

Mr. Chino has rich experience and insight in the area of global corporate management as well as accounting, auditing and consulting. He was nominated to be an independent director because he is expected to leverage this experience and insight to reinforce the supervisory and decision making functional aspects of the Company's Board of Directors by providing opinions and proposals regarding the general management of the Company and supervising the Executive Officers and others' execution from an independent perspective.



Attendance in Fiscal 2025

Board of Directors meetings
10 out of 10 days (100%)Audit Committee
12 out of 12 days (100%)

Position and Responsibilities at the Company	Term of office as Independent Director	Share Ownership
Independent Director Member of the Audit Committee	Five years 11 months	28,400

• Brief Biography

- 6/2001 President, Software and System House Division, Siemens AG (Germany)
- 8/2002 President, Systems Engineering Division, Automation and Drives Group, Siemens AG (Germany)
- 8/2007 President, Siemens PLM Software, Inc. (USA)
- 10/2010 Global Head of Communications, Industry Automation, Siemens Corp. (USA)
- 10/2011 President and CEO, Industry Sector, North America, Siemens Industry, Inc. (USA)
- 10/2014 Executive Vice President and Chief Digital Officer, Digital Factory Division, Product Lifecycle Management, Siemens Corp. (USA)
- 10/2016 Chief Information Officer, Siemens AG (Germany) (retired in December 2019)
- 1/2020 Professor of Practice in Strategy and Entrepreneurship, Cox School of Business, Southern Methodist University (USA) (currently in office)
- 7/2020 Director, Hitachi, Ltd. (currently in office)

• Other Principal Positions Held

- Senior Advisor, Bridgepoint, LLC (USA)
- Member Board of Directors of Myers Industries Inc. (USA)*
- Professor of Practice in Strategy and Entrepreneurship, Cox School of Business, Southern Methodist University (USA)

• Reason for nomination as Independent Director and expected roles

Mr. Ludwig has rich experience and insight in the area of global corporate management and digital business. He was nominated to be an independent director because he is expected to leverage this experience and insight to reinforce the supervisory and decision making functional aspects of the Company's Board of Directors by providing opinions and proposals regarding the general management of the Company from a global viewpoint and supervising the Executive Officers and others' execution from an independent perspective.



Attendance in Fiscal 2025

Board of Directors meetings
8 out of 8 days (100%)Nominating Committee
7 out of 7 days (100%)

Position and Responsibilities at the Company	Term of office as Independent Director	Share Ownership
Independent Director Member of the Nominating Committee	One year	200

• Brief Biography

- 6/1987 Joined Dow Corning Corporation (USA)
- 5/2008 Director, Dow Corning Toray Co., Ltd. (Currently Dow Toray Co., Ltd.)
- 3/2009 Chairman and CEO, Representative Director, Dow Corning Toray Co., Ltd. (retired in July 2020)
- 5/2011 Regional President Japan/Korea, Dow Corning Corporation (USA)
- 8/2020 President, Representative Director, Dow Chemical Japan Limited (retired in June 2022)
- 6/2025 Director, Hitachi, Ltd. (currently in office)

• Other Principal Positions Held

- Outside Director, Kao Corporation

• Reason for nomination as Independent Director and expected roles

Ms. Sakurai has rich experience and insight in the area of global corporate management and sustainability, gained through the involvement in management of major companies conducting diverse businesses globally, etc. She was nominated to be as an independent director because she is expected to leverage this experience and insight to reinforce the supervisory and decision making functional aspects of the Company's Board of Directors by providing opinions and proposals regarding the general management of the Company and supervising the Executive Officers and other's execution of their duties from an independent perspective.



Attendance in Fiscal 2025

Board of Directors meetings
10 out of 10 days (100%)

Position and Responsibilities at the Company	Term of office as Independent Director	Share Ownership
Independent Director	Two years	300

• Brief Biography

- 5/1993 Admitted an Attorney-at-Law at Quebec Bar (Canada)
- 2/2003 Head of Legal and Company Secretary, Nestle UK Ltd (UK)
- 11/2009 Admitted as a Solicitor (UK)
- 10/2012 Senior Vice President, General Counsel Global Categories and Intellectual Property, Unilever PLC (UK)
- 1/2017 Executive Vice President, General Counsel Europe and Global E-Commerce, Digital and Privacy, Unilever PLC (UK)
- 1/2018 Executive Vice President, General Counsel Europe and Global Foods & Refreshments, Unilever N.V. (Netherlands)
- 9/2018 Member of Executive Committee, Group General Counsel, AkzoNobel N.V. (Netherlands)
- 10/2021 Member of Executive Committee, Chief Legal, Governance & Corporate Affairs Officer, Rio Tinto plc (UK) (currently in office)
- 6/2024 Director, Hitachi, Ltd. (currently in office)

• Other Principal Positions Held

Member of Executive Committee, Chief Legal, Governance & Corporate Affairs Officer, Rio Tinto plc (UK)

• Reason for nomination as Independent Director and expected roles

Ms. Deschamps has rich experience and insight in the area of corporate legal matters and corporate governance, having served as the chief legal officer of major global companies, etc. She was nominated to be as an independent director because she is expected to leverage this experience and insight to reinforce the supervisory and decision making functional aspects of the Company's Board of Directors by providing opinions and proposals regarding the general management of the Company from a global viewpoint and supervising the Executive Officers and others' execution of their duties from an independent perspective.



Attendance in Fiscal 2025

Board of Directors meetings
10 out of 10 days (100%)

Position and Responsibilities at the Company	Term of office as Independent Director	Share Ownership
Independent Director	Five years 11 months	4,100

• Brief Biography

- 7/1999 Chairman of the Board of Directors, Cummins India Ltd. (India) (retired in March 2004)
- 1/2004 Chairman, Microsoft India Pvt. Ltd. (India) (retired in September 2011)
- 4/2011 Independent Director, Infosys Ltd. (India) (retired in May 2018, served as Co-Chairman from April 2017 to August 2017)
- 4/2013 Venture Partner, Unitus Ventures LLP. (India) (Currently Capria Ventures Advisors LLP) (currently in office)
- 8/2015 Chairman (Non-Executive), Bank of Baroda (India) (retired in August 2018)
- 9/2018 Special Representative for Young People & Innovation, UNICEF (retired in September 2023)
- 7/2020 Director, Hitachi, Ltd. (currently in office)
- 10/2022 Board Chair, Global Energy Alliance for People and Planet, LLC (USA) (currently in office)

• Other Principal Positions Held

Venture Partner, Capria Ventures Advisors LLP (India)
Board Chair, Global Energy Alliance for People and Planet, LLC (USA)

• Reason for nomination as Independent Director and expected roles

Mr. Venkatesan has rich experience and insight in the area of global corporate management, digital business and emerging markets. He was nominated to be as an independent director because he is expected to leverage this experience and insight to reinforce the supervisory and decision making functional aspects of the Company's Board of Directors by providing opinions and proposals regarding the general management of the Company from a global viewpoint and supervising the Executive Officers and others' execution of their duties from an independent perspective.



Attendance in Fiscal 2025

Board of Directors meetings
10 out of 10 days (100%)Nominating Committee
10 out of 10 days (100%)

Position and Responsibilities at the Company	Share Ownership
Executive Chairman, Representative Executive Officer and Director Member of the Nominating Committee	1,113,000

● Brief Biography

4/1977 Joined Hitachi, Ltd.
 4/2007 Vice President and Executive Officer
 4/2008 President, Hitachi Power Europe GmbH (Germany)
 4/2010 Representative Executive Officer, President and Chief Executive Officer, Hitachi Plant Technologies, Ltd.
 6/2010 President and Representative Director, Hitachi Plant Technologies, Ltd.
 4/2011 Vice President and Executive Officer, Hitachi, Ltd.
 4/2013 Senior Vice President and Executive Officer, Hitachi, Ltd.
 4/2014 Representative Executive Officer and President & COO, Hitachi, Ltd.
 6/2014 Representative Executive Officer, President & COO and Director, Hitachi, Ltd.
 4/2016 Representative Executive Officer, President & CEO and Director, Hitachi, Ltd.
 5/2021 Representative Executive Officer, Executive Chairman, President & CEO and Director, Hitachi, Ltd.
 6/2021 Representative Executive Officer, Executive Chairman & CEO and Director, Hitachi, Ltd.
 4/2022 Executive Chairman, Representative Executive Officer and Director, Hitachi, Ltd. (currently in office)

● Reason for nomination as Director and expected roles

Mr. Higashihara has rich experience and a proven performance record, having been engaged in business management in a broad range of fields, including the social infrastructure business and the power systems business, both at the Company and at Group companies, as well as in the promotion of the Group's global business development. He has been engaged in the management of the Company as President since April 2014, as Executive Chairman and President since May 2021 and as Executive Chairman since June 2021. He has been serving as Executive Chairman and Director since April 2022. Mr. Higashihara was nominated to be a director because he is expected to continue to promote information sharing and draw on his rich experience and performance record to reinforce the decision-making function of the Board of Directors as a member of the Board.



Attendance in Fiscal 2025

Board of Directors meetings
10 out of 10 days (100%)Audit Committee
12 out of 12 days (100%)

Position and Responsibilities at the Company	Share Ownership
Director Chair of the Audit Committee	134,300

● Brief Biography

4/1979 Joined Hitachi, Ltd.
 4/2008 General Manager, Finance Department I
 4/2011 Executive Officer, Hitachi Cable, Ltd.
 6/2012 Executive Officer, Board Director, Hitachi Cable, Ltd.
 4/2013 Vice President and Executive Officer, Board Director, Hitachi Cable, Ltd.
 7/2013 Vice President and Managing Officer, Hitachi Metals, Ltd. (currently Proterial, Ltd.)
 4/2014 Vice President and Executive Officer, Hitachi Metals, Ltd. (retired in March 2015)
 4/2015 Vice President and Executive Officer, Hitachi, Ltd.
 4/2016 Representative Executive Officer, Senior Vice President and Executive Officer, Hitachi, Ltd.
 4/2020 Representative Executive Officer, Chairperson and CEO, Hitachi Metals, Ltd.
 6/2020 Representative Executive Officer, Chairperson, President and CEO, Hitachi Metals, Ltd.
 Representative Executive Officer, Chairperson, President and CEO, and Director, Hitachi Metals, Ltd.
 1/2023 Representative Director, Executive Chairman, Proterial, Ltd. (retired in March 2023)
 4/2023 Associate, Hitachi, Ltd.
 6/2023 Director, Hitachi, Ltd. (currently in office)

● Reason for nomination as Director and expected roles

Mr. Nishiyama has rich experience and a proven performance record, having been engaged in operations in areas such as accounting and financial affairs and in management at both the Company and Group companies, etc. Mr. Nishiyama was nominated to be a director because he is expected to reinforce the supervisory functions of the Company's Board of Directors by supervising the Executive Officers and others' execution of their duties based on his rich experience and proven performance record.



Attendance in Fiscal 2025

Board of Directors meetings
8 out of 8 days (100%)

Compensation Committee
5 out of 5 days (100%)

Position and Responsibilities at the Company	Share Ownership
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Representative Executive Officer President & CEO and Director Member of the Compensation Committee	373,300
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● **Brief Biography**

4/1990 Joined Hitachi, Ltd.
 4/2014 General Manager, Smart Information Systems Division, Services Division Group, Information & Telecommunication Systems Company, Information & Telecommunication Systems Group
 4/2017 President, Hitachi Appliances, Inc. (retired in March 2019)
 4/2018 General Manager, Smart Life & Ecofriendly Systems Division, Hitachi, Ltd.
 4/2019 Vice President and Executive Officer, Hitachi, Ltd.
 4/2020 Senior Vice President and Executive Officer, Hitachi, Ltd.
 4/2021 Representative Executive Officer, Executive Vice President and Executive Officer, Hitachi, Ltd.
 4/2025 Representative Executive Officer, President & CEO, Hitachi, Ltd.
 6/2025 Representative Executive Officer, President & CEO and Director Hitachi, Ltd. (currently in office)

● **Reason for nomination as Director and expected roles**

Mr. Tokunaga has rich experience and a proven performance record, having been engaged in business management mainly in the digital business both at the Company and at Group companies. He has been engaged in the management of the Company as President & CEO since April 2025. Mr. Tokunaga was nominated to be a director because he is expected to promote information sharing and draw on his rich experience and performance record to reinforce the decision-making function of the Board of Directors as a member of the Board.

Notes:

1. Attendance at Board of Directors meetings and committee meetings is based on the number of days when meetings were held during each member's term of office.
2. Messrs. Ikuro Sugawara, Takashi Nishijima, Masahiko Chino, Helmuth Ludwig and Ravi Venkatesan and Ms. Ilham Kadri, Eriko Sakurai and Isabelle Deschamps are nominees who fulfill the qualification requirements to be outside director nominees as provided for in Article 2, Paragraph 3, Item 7 of the Enforcement Regulations of the Companies Act. The Company has reported all of them as independent directors to the Japanese stock exchanges where the Company is listed.
3. The Company maintains a limited liability agreement (hereinafter the "Agreement") with Messrs. Ikuro Sugawara, Takashi Nishijima, Helmuth Ludwig, Ravi Venkatesan and Mitsuaki Nishiyama and Ms. Eriko Sakurai and Isabelle Deschamps. The general intent of the Agreement is to limit the liability of Directors provided for in Article 423, Paragraph 1 of the Companies Act to the aggregate amount of each item stipulated under Article 425, Paragraph 1 of the Companies Act. The Agreement will be renewed should the aforementioned individuals be re-elected at the Meeting. In the event Dr. Ilham Kadri and Mr. Masahiko Chino are elected as a director, the Company will newly enter into the same agreement with them.
4. The Company currently has a Directors' and Officers' Liability Insurance Agreement, which is stipulated in Article 430-3, Paragraph 1 of the Companies Act, nominating each of its director candidates other than Dr. Ilham Kadri and Mr. Masahiko Chino as an insured person with an insurance company. The content of the Insurance Agreement is stated in "Directors and Executive Officers - Content of Directors' and Officers' Liability Insurance Agreement" in the Business Report. Upon the election of the directors, each director other than Dr. Ilham Kadri and Mr. Masahiko Chino will continue to be insured under the insurance agreement. Dr. Ilham Kadri and Mr. Masahiko Chino will newly become an insured person under the insurance agreement. The Company plans to renew the agreement with the same terms and conditions during the tenure of each director.
5. At Sumitomo Mitsui Financial Group, Inc. ("SMFG"), where Ms. Eriko Sakurai has served as an Outside Director from June 2015 to June 2025, SMFG and its subsidiary, SMBC Nikko Securities Inc., received an administrative action under the Financial Instruments and Exchange Act from the Financial Services Agency in October 2022 in relation to a violation of Article 159, paragraph (3) (illegal stabilizing transactions) of the Financial Instruments and Exchange Act by former officers and employees of SMBC Nikko Securities Inc. SMBC Nikko Securities was convicted by the Tokyo District Court in February 2023 in connection with the same incident. Furthermore, in October 2022, SMBC Nikko Securities Inc. received an administrative action from the Financial Services Agency under the Financial Instruments and Exchange Act in connection with the transfer of undisclosed information between officers and employees of SMBC Nikko Securities Inc. and Sumitomo Mitsui Banking Corporation, a subsidiary of SMFG. In addition, SMFG and Sumitomo Mitsui Banking Corporation received an order from the Financial Services Agency to submit reports under the Financial Instruments and Exchange Act and the Banking Act with respect to this incident. Ms. Eriko Sakurai was not aware of the matter in question; however, while serving as an Outside Director, she always expressed the importance of compliance with laws and regulations, ensuring the appropriateness of operations, and risk management at meetings of the SMFG board of directors and various committees, and made recommendations for the thorough implementation of these measures. After the incident came to light, she was involved in deliberations at meetings of the SMFG board of directors and various committees to formulate and implement effective measures to prevent recurrence, further strengthen SMFG's legal compliance and internal control systems, and foster sound corporate culture.
6. In the event this agenda item is approved, the members and the chair of the committees are expected to be as follows:
Nominating Committee : Ikuro Sugawara (chair), Ilham Kadri, Takashi Nishijima, Toshiaki Higashihara
Audit Committee : Masahiko Chino (chair), Ikuro Sugawara, Takashi Nishijima, Helmuth Ludwig, Mitsuaki Nishiyama
Compensation Committee : Eriko Sakurai (chair), Ikuro Sugawara, Isabelle Deschamps
7. There are transactional relationships, including the outsourcing of consulting services, between the Company and KPMG Consulting Co., Ltd., where Mr. Masahiko Chino is currently serving as Chairman of the Board and KPMG FAS Co., Ltd., where Mr. Masahiko Chino is currently serving as Representative Partner. However, the Company has no transactions whose volume is more than 1% of the Company's consolidated revenues or each company's respective unconsolidated revenues, nor does the Company have transactions whose volume is more than 1% of the total revenues of KPMG Japan as a whole, to which these companies belong and where Mr. Masahiko Chino is currently serving as Co-Chairman.
The Company has no transactions with KPMG Advisory Holdings Co., Ltd., where Mr. Masahiko Chino is currently serving as President & CEO, and with KPMG Advisory Lighthouse, Inc, where Mr. Masahiko Chino is currently serving as Representative Director, and with KPMG Ignition Tokyo Inc., where Mr. Masahiko Chino is currently serving as Representative Director and Chairman, with Southern Methodist University, where Mr. Helmuth Ludwig is currently serving as Professor of Practice, and with Bridgepoint, LLC, where Mr. Helmuth Ludwig is currently serving as Senior Advisor, with Rio Tinto plc, where Ms. Isabelle Deschamps is currently serving as Member of Executive Committee, Chief Legal, Governance & Corporate Affairs Officer, with Capria Ventures Advisors LLP., where Mr. Ravi Venkatesan is currently serving as Venture Partner.
8. The Company has no transactions with Solvay S.A., where Dr. Ilham Kadri had served as CEO (retired in December 2023), with Syensqo SA, where Dr. Ilham Kadri had served as CEO (retired in December 2025), with Dow Chemical Japan Limited, where Ms. Eriko Sakurai had served as President, Representative Director (retired in June 2022), with AkzoNobel N.V., where Ms. Isabelle Deschamps had served as Member of Executive Committee, Group General Counsel (retired in September 2021).
9. The Company has no contractual relationship with Ms. Isabelle Deschamps in relation to legal and other professional services, etc. Mr. Masahiko Chino is currently serving as Co-Chairman of KPMG Japan. However, the Accounting Auditors of the Company do not belong to the KPMG Group. In addition, the Company has no contractual relationship with Mr. Masahiko Chino in relation to accounting and other professional services or consulting services, etc.
10. The positions with * in "Other Principal Positions Held" of each nominee are similar positions in each of the foreign corporations to outside director under the Companies Act.