

GRI Standards Index














Universal Standards: GRI 1, GRI 2 and GRI 3









GRI 1: Foundation
2021

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| the statement of use; | Hitachi, Ltd. has reported in accordance with the GRI Standards for the period from 1 April 2024 to 31 March 2025. |
| the title of GRI 1 used; | GRI 1: Foundation 2021 |

GRI 2: General Disclosures 2021

| Disclosure | Requirements | References | Reason for Omission / Explanation |
|---|---|--|-----------------------------------|
| 2-1 Organizational details | a. report its legal name; b. report its nature of ownership and legal form; c. report the location of its headquarters; d. report its countries of operation. | Corporate Profile ↗ Group Companies ↗ Annual Securities Report (The 156th Business Term) ↗ | |
| 2-2 Entities included in the organization's sustainability reporting | a. list all its entities included in its sustainability reporting; b. if the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting; c. if the organization consists of multiple entities, explain the approach used for consolidating the information, including: i. whether the approach involves adjustments to information for minority interests; ii. how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities; iii. whether and how the approach differs across the disclosures in this Standard and across material topics. | Hitachi Sustainability Report 2025 p.003 Editorial policy > Annual Securities Report (The 156th Business Term) ↗ Hitachi Integrated Report 2025 ↗ | |
| 2-3 Reporting period, frequency and contact point | a. specify the reporting period for, and the frequency of, its sustainability reporting; b. specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this; c. report the publication date of the report or reported information; d. specify the contact point for questions about the report or reported information. | Hitachi Sustainability Report 2025 p.003 Editorial policy > Contact Us ↗ Hitachi Integrated Report 2025 ↗ | |
| 2-4 Restatements of information | a. report restatements of information made from previous reporting periods and explain: i. the reasons for the restatements; ii. the effect of the restatements. | Hitachi Sustainability Report 2025 p.003 Editorial policy > Hitachi Sustainability Report 2025 p.129 Environmental data > Hitachi Sustainability Report 2025 p.138 Social data > Hitachi Sustainability Report 2025 p.147 Governance data > | |
| 2-5 External assurance | a. describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved; b. if the organization's sustainability reporting has been externally assured: i. provide a link or reference to the external assurance report(s) or assurance statement(s); ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; iii. describe the relationship between the organization and the assurance provider. | Hitachi Sustainability Report 2025 p.003 Editorial policy > Third party assurance ↗ | |
| 2-6 Activities, value chain and other business relationships | a. report the sector(s) in which it is active; b. describe its value chain, including: i. the organization's activities, products, services, and markets served; ii. the organization's supply chain; iii. the entities downstream from the organization and their activities; c. report other relevant business relationships; d. describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period. | Hitachi at a glance ↗ Hitachi Sustainability Report 2025 p.047 Decarbonization > Hitachi Sustainability Report 2025 p.097 Sustainable procurement > Hitachi Sustainability Report 2025 p.138 Social data > Hitachi Integrated Report 2025 ↗ Group Companies ↗ | |
| 2-7 Employees | a. report the total number of employees, and a breakdown of this total by gender and by region; b. report the total number of: i. permanent employees, and a breakdown by gender and by region; ii. temporary employees, and a breakdown by gender and by region; iii. non-guaranteed hours employees, and a breakdown by gender and by region; iv. full-time employees, and a breakdown by gender and by region; v. part-time employees, and a breakdown by gender and by region; c. describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: i. in head count, full-time equivalent (FTE), or using another methodology; ii. at the end of the reporting period, as an average across the reporting period, or using another methodology; d. report contextual information necessary to understand the data reported under 2-7-a and 2-7-b; e. describe significant fluctuations in the number of employees during the reporting period and between reporting periods. | Corporate Profile ↗ Hitachi Sustainability Report 2025 p.011 Business overview > Hitachi Sustainability Report 2025 p.138 Social data > Annual Securities Report (The 156th Business Term) ↗ | |
| 2-8 Workers who are not employees | a. report the total number of workers who are not employees and whose work is controlled by the organization and describe: i. the most common types of worker and their contractual relationship with the organization; ii. the type of work they perform; b. describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported: i. in head count, full-time equivalent (FTE), or using another methodology; ii. at the end of the reporting period, as an average across the reporting period, or using another methodology; c. describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods. | | |
| 2-9 Governance structure and composition | a. describe its governance structure, including committees of the highest governance body; b. list the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organization's impacts on the economy, environment, and people; c. describe the composition of the highest governance body and its committees by: i. executive and non-executive members; ii. independence; iii. tenure of members on the governance body; iv. number of other significant positions and commitments held by each member, and the nature of the commitments; v. gender; vi. under-represented social groups; vii. competencies relevant to the impacts of the organization; viii. stakeholder representation. | Hitachi Sustainability Report 2025 p.110 Corporate governance > Hitachi Integrated Report 2025 ↗ Corporate Governance ↗ Corporate Governance Report (July 14, 2025) PDF | |
| 2-10 Nomination and selection of the highest governance body | a. describe the nomination and selection processes for the highest governance body and its committees; b. describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration: i. views of stakeholders (including shareholders); ii. diversity; iii. independence; iv. competencies relevant to the impacts of the organization. | Hitachi Sustainability Report 2025 p.110 Corporate governance > Hitachi Integrated Report 2025 ↗ Corporate Governance ↗ Corporate Governance Report (July 14, 2025) PDF | |
| 2-11 Chair of the highest governance body | a. report whether the chair of the highest governance body is also a senior executive in the organization; b. if the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated. | Hitachi Sustainability Report 2025 p.110 Corporate governance > Hitachi Integrated Report 2025 ↗ Corporate Governance ↗ Corporate Governance Report (July 14, 2025) PDF | |

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| 2-12 Role of the highest governance body in overseeing the management of impacts | <p>a. describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development;</p> <p>b. describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people, including:</p> <p>i. whether and how the highest governance body engages with stakeholders to support these processes;</p> <p>ii. how the highest governance body considers the outcomes of these processes;</p> <p>c. describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review.</p> | <p>Hitachi Sustainability Report 2025 p.024 Hitachi Group sustainability strategy PLEDGES ></p> <p>Hitachi Sustainability Report 2025 p.030 Sustainability strategy management structure ></p> <p>Hitachi Sustainability Report 2025 p.032 Stakeholder engagement and leadership ></p> <p>Hitachi Sustainability Report 2025 p.044 Environmental governance ></p> <p>Hitachi Sustainability Report 2025 p.110 Corporate governance ></p> <p>Hitachi Sustainability Report 2025 p.121 Risk management ></p> <p>Corporate Governance </p> |
| 2-13 Delegation of responsibility for managing impacts | <p>a. describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people, including:</p> <p>i. whether it has appointed any senior executives with responsibility for the management of impacts;</p> <p>ii. whether it has delegated responsibility for the management of impacts to other employees;</p> <p>b. describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people.</p> | <p>Hitachi Sustainability Report 2025 p.030 Sustainability strategy management structure ></p> <p>Hitachi Sustainability Report 2025 p.044 Environmental governance ></p> <p>Hitachi Sustainability Report 2025 p.047 Decarbonization ></p> <p>Hitachi Sustainability Report 2025 p.060 Circular economy ></p> <p>Hitachi Sustainability Report 2025 p.063 Nature positive ></p> <p>Hitachi Sustainability Report 2025 p.069 Global human capital management ></p> <p>Hitachi Sustainability Report 2025 p.076 Diverse perspectives ></p> <p>Hitachi Sustainability Report 2025 p.081 Health and safety ></p> <p>Hitachi Sustainability Report 2025 p.092 Respect for human rights ></p> <p>Hitachi Sustainability Report 2025 p.097 Sustainable procurement ></p> <p>Hitachi Sustainability Report 2025 p.102 Quality and product safety ></p> <p>Hitachi Sustainability Report 2025 p.110 Corporate governance ></p> <p>Hitachi Sustainability Report 2025 p.116 Business ethics and compliance ></p> <p>Hitachi Sustainability Report 2025 p.121 Risk management ></p> <p>Hitachi Sustainability Report 2025 p.124 Information security ></p> <p>Corporate Governance </p> |
| 2-14 Role of the highest governance body in sustainability reporting | <p>a. report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information;</p> <p>b. if the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this.</p> | <p>Hitachi Sustainability Report 2025 p.024 Hitachi Group sustainability strategy PLEDGES ></p> <p>Hitachi Sustainability Report 2025 p.030 Sustainability strategy management structure ></p> <p>Hitachi Sustainability Report 2025 p.110 Corporate governance ></p> |
| 2-15 Conflicts of interest | <p>a. describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated;</p> <p>b. report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:</p> <p>i. cross-board membership;</p> <p>ii. cross-shareholding with suppliers and other stakeholders;</p> <p>iii. existence of controlling shareholders;</p> <p>iv. related parties, their relationships, transactions, and outstanding balances.</p> | <p>Corporate Governance Guidelines of Hitachi, Ltd. </p> <p>Corporate Governance Report (July 14, 2025) </p> |
| 2-16 Communication of critical concerns | <p>a. describe whether and how critical concerns are communicated to the highest governance body;</p> <p>b. report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.</p> | <p>Hitachi Sustainability Report 2025 p.030 Sustainability strategy management structure ></p> |
| 2-17 Collective knowledge of the highest governance body | <p>a. report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.</p> | <p>Hitachi Sustainability Report 2025 p.030 Sustainability strategy management structure ></p> <p>Corporate Governance </p> |
| 2-18 Evaluation of the performance of the highest governance body | <p>a. describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people;</p> <p>b. report whether the evaluations are independent or not, and the frequency of the evaluations;</p> <p>c. describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices.</p> | <p>Hitachi Sustainability Report 2025 p.024 Hitachi Group sustainability strategy PLEDGES ></p> <p>Hitachi Sustainability Report 2025 p.110 Corporate governance ></p> <p>Corporate Governance </p> |
| 2-19 Remuneration policies | <p>a. describe the remuneration policies for members of the highest governance body and senior executives, including:</p> <p>i. fixed pay and variable pay;</p> <p>ii. sign-on bonuses or recruitment incentive payments;</p> <p>iii. termination payments;</p> <p>iv. clawbacks;</p> <p>v. retirement benefits;</p> <p>b. describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people.</p> | <p>Hitachi Sustainability Report 2025 p.024 Hitachi Group sustainability strategy PLEDGES ></p> <p>Hitachi Sustainability Report 2025 p.110 Corporate governance ></p> <p>Corporate Governance </p> <p>Annual Securities Report (The 156th Business Term) </p> <p>Corporate Governance Report (July 14, 2025) </p> |
| 2-20 Process to determine remuneration | <p>a. describe the process for designing its remuneration policies and for determining remuneration, including:</p> <p>i. whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration;</p> <p>ii. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration;</p> <p>iii. whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives;</p> <p>b. report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.</p> | <p>Hitachi Sustainability Report 2025 p.024 Hitachi Group sustainability strategy PLEDGES ></p> <p>Hitachi Sustainability Report 2025 p.110 Corporate governance ></p> <p>Corporate Governance </p> <p>Annual Securities Report (The 156th Business Term) </p> <p>Corporate Governance Report (July 14, 2025) </p> |
| 2-21 Annual total compensation ratio | <p>a. report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees(excluding the highest-paid individual);</p> <p>b. report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual);</p> <p>c. report contextual information necessary to understand the data and how the data has been compiled.</p> | <p>As confidentiality constraints, we do not disclose such information because there is a risk of confidentiality with the employment contract.</p> |
| 2-22 Statement on sustainable development strategy | <p>a. report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development.</p> | <p>Hitachi Sustainability Report 2025 p.005 CEO message ></p> <p>Hitachi Sustainability Report 2025 p.007 Chief Sustainability Officer message ></p> <p>Hitachi Sustainability Report 2025 p.024 Hitachi Group sustainability strategy PLEDGES ></p> <p>Hitachi Sustainability Report 2025 p.030 Sustainability strategy management structure ></p> <p>Hitachi Sustainability Report 2025 p.110 Corporate governance ></p> <p>Hitachi Integrated Report 2025 </p> |

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| 2-23 Policy commitments | <p>a. describe its policy commitments for responsible business conduct, including:</p> <p>i. the authoritative intergovernmental instruments that the commitments reference;</p> <p>ii. whether the commitments stipulate conducting due diligence;</p> <p>iii. whether the commitments stipulate applying the precautionary principle;</p> <p>iv. whether the commitments stipulate respecting human rights;</p> <p>b. describe its specific policy commitment to respect human rights, including:</p> <p>i. the internationally recognized human rights that the commitment covers;</p> <p>ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment;</p> <p>c. provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this;</p> <p>d. report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level;</p> <p>e. report the extent to which the policy commitments apply to the organization's activities and to its business relationships;</p> <p>f. describe how the policy commitments are communicated to workers, business partners, and other relevant parties.</p> | <p>Hitachi Sustainability Report 2025 p.032 Stakeholder engagement and leadership ></p> <p>Hitachi Sustainability Report 2025 p.036 Advancing our environmental vision and long-term environmental targets ></p> <p>Hitachi Sustainability Report 2025 p.069 Global human capital management ></p> <p>Hitachi Sustainability Report 2025 p.076 Diverse perspectives ></p> <p>Hitachi Sustainability Report 2025 p.081 Health and safety ></p> <p>Hitachi Sustainability Report 2025 p.092 Respect for human rights ></p> <p>Hitachi Sustainability Report 2025 p.097 Sustainable procurement ></p> <p>Hitachi Sustainability Report 2025 p.116 Business ethics and compliance ></p> <p>Hitachi Sustainability Report 2025 p.124 Information security ></p> <p>Hitachi Group Human Rights Policy </p> <p>Code of Conduct - Compliance </p> |
| 2-24 Embedding policy commitments | <p>a. describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:</p> <p>i. how it allocates responsibility to implement the commitments across different levels within the organization;</p> <p>ii. how it integrates the commitments into organizational strategies, operational policies, and operational procedures;</p> <p>iii. how it implements its commitments with and through its business relationships;</p> <p>iv. training that the organization provides on implementing the commitments.</p> | <p>Hitachi Sustainability Report 2025 p.030 Sustainability strategy management structure ></p> <p>Hitachi Sustainability Report 2025 p.044 Environmental governance ></p> <p>Hitachi Sustainability Report 2025 p.047 Decarbonization ></p> <p>Hitachi Sustainability Report 2025 p.060 Circular economy ></p> <p>Hitachi Sustainability Report 2025 p.063 Nature positive ></p> <p>Hitachi Sustainability Report 2025 p.069 Global human capital management ></p> <p>Hitachi Sustainability Report 2025 p.076 Diverse perspectives ></p> <p>Hitachi Sustainability Report 2025 p.081 Health and safety ></p> <p>Hitachi Sustainability Report 2025 p.092 Respect for human rights ></p> <p>Hitachi Sustainability Report 2025 p.097 Sustainable procurement ></p> <p>Hitachi Sustainability Report 2025 p.106 Social contribution activities ></p> <p>Hitachi Sustainability Report 2025 p.116 Business ethics and compliance ></p> <p>Hitachi Sustainability Report 2025 p.121 Risk management ></p> <p>Hitachi Sustainability Report 2025 p.124 Information security ></p> <p>Hitachi Group Human Rights Policy </p> <p>Corporate Governance </p> |
| 2-25 Processes to remediate negative impacts | <p>a. describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to;</p> <p>b. describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in;</p> <p>c. describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to;</p> <p>d. describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms;</p> <p>e. describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback.</p> | <p>Hitachi Sustainability Report 2025 p.024 Hitachi Group sustainability strategy PLEDGES ></p> <p>Hitachi Sustainability Report 2025 p.044 Environmental governance ></p> <p>Hitachi Sustainability Report 2025 p.091 Freedom of association and collective bargaining ></p> <p>Hitachi Sustainability Report 2025 p.092 Respect for human rights ></p> <p>Hitachi Sustainability Report 2025 p.097 Sustainable procurement ></p> <p>Hitachi Sustainability Report 2025 p.102 Quality and product safety ></p> <p>Hitachi Sustainability Report 2025 p.105 Customer satisfaction ></p> <p>Hitachi Sustainability Report 2025 p.116 Business ethics and compliance ></p> <p>Hitachi Global Compliance Hotline </p> |
| 2-26 Mechanisms for seeking advice and raising concerns | <p>a. describe the mechanisms for individuals to:</p> <p>i. seek advice on implementing the organization's policies and practices for responsible business conduct;</p> <p>ii. raise concerns about the organization's business conduct.</p> | <p>Hitachi Sustainability Report 2025 p.030 Sustainability strategy management structure ></p> <p>Hitachi Sustainability Report 2025 p.092 Respect for human rights ></p> <p>Hitachi Sustainability Report 2025 p.097 Sustainable procurement ></p> <p>Hitachi Sustainability Report 2025 p.116 Business ethics and compliance ></p> <p>Hitachi Global Compliance Hotline </p> |
| 2-27 Compliance with laws and regulations | <p>a. report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by:</p> <p>i. instances for which fines were incurred;</p> <p>ii. instances for which non-monetary sanctions were incurred;</p> <p>b. report the total number and the monetary value of fines for instances of non-compliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by:</p> <p>i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period;</p> <p>ii. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods;</p> <p>c. describe the significant instances of non-compliance;</p> <p>d. describe how it has determined significant instances of non-compliance.</p> | <p>Hitachi Sustainability Report 2025 p.105 Customer satisfaction ></p> <p>Hitachi Sustainability Report 2025 p.116 Business ethics and compliance ></p> <p>Hitachi Sustainability Report 2025 p.124 Information security ></p> <p>Hitachi Sustainability Report 2025 p.129 Environmental data ></p> <p>Annual Securities Report (The 156th Business Term) </p> |
| 2-28 Membership associations | <p>a. report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role.</p> | <p>Hitachi Sustainability Report 2025 p.013 Sustainability initiatives and external evaluation ></p> <p>Hitachi Sustainability Report 2025 p.032 Stakeholder engagement and leadership ></p> |
| 2-29 Approach to stakeholder engagement | <p>a. describe its approach to engaging with stakeholders, including:</p> <p>i. the categories of stakeholders it engages with, and how they are identified;</p> <p>ii. the purpose of the stakeholder engagement;</p> <p>iii. how the organization seeks to ensure meaningful engagement with stakeholders.</p> | <p>Hitachi Sustainability Report 2025 p.032 Stakeholder engagement and leadership ></p> <p>Dialogue with Stakeholders </p> |
| 2-30 Collective bargaining agreements | <p>a. report the percentage of total employees covered by collective bargaining agreements;</p> <p>b. for employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations.</p> | <p>Hitachi Sustainability Report 2025 p.091 Freedom of association and collective bargaining ></p> |

GRI 3: Material Topics 2021

| Disclosure | Requirements | References | Reason for Omission / Explanation |
|---|--|--|-----------------------------------|
| 3-1 Process to determine material topics | <p>a. describe the process it has followed to determine its material topics, including:</p> <p>i. how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships;</p> <p>ii. how it has prioritized the impacts for reporting based on their significance;</p> <p>b. specify the stakeholders and experts whose views have informed the process of determining its material topics.</p> | <p>Hitachi Sustainability Report 2025 p.024 Hitachi Group sustainability strategy PLEDGES ></p> <p>Hitachi Integrated Report 2025 ↗</p> | |
| 3-2 List of material topics | <p>a. list its material topics;</p> <p>b. report changes to the list of material topics compared to the previous reporting period.</p> | <p>Hitachi Sustainability Report 2025 p.024 Hitachi Group sustainability strategy PLEDGES ></p> <p>Hitachi Sustainability Report 2025 p.034 Sustainability performance in 2024 Mid-term</p> <p>Hitachi Integrated Report 2025 ↗</p> | |
| 3-3 Management of material topics | <p>a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;</p> <p>b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;</p> <p>c. describe its policies or commitments regarding the material topic;</p> <p>d. describe actions taken to manage the topic and related impacts, including:</p> <p>i. actions to prevent or mitigate potential negative impacts;</p> <p>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</p> <p>iii. actions to manage actual and potential positive impacts;</p> <p>e. report the following information about tracking the effectiveness of the actions taken:</p> <p>i. processes used to track the effectiveness of the actions;</p> <p>ii. goals, targets, and indicators used to evaluate progress;</p> <p>iii. the effectiveness of the actions, including progress toward the goals and targets;</p> <p>iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;</p> <p>f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).</p> | <p>Hitachi Sustainability Report 2025 p.024 Hitachi Group sustainability strategy PLEDGES ></p> <p>Hitachi Sustainability Report 2025 p.030 Sustainability strategy management structure ></p> <p>Hitachi Sustainability Report 2025 p.044 Environmental governance ></p> <p>Hitachi Sustainability Report 2025 p.047 Decarbonization ></p> <p>Hitachi Sustainability Report 2025 p.063 Nature positive ></p> <p>Hitachi Sustainability Report 2025 p.053 Climate-related financial information disclosure (based on TCFD recommendations) ></p> <p>Hitachi Sustainability Report 2025 p.060 Circular economy ></p> <p>Hitachi Sustainability Report 2025 p.069 Global human capital management ></p> <p>Hitachi Sustainability Report 2025 p.076 Diverse perspectives ></p> <p>Hitachi Sustainability Report 2025 p.081 Health and safety ></p> <p>Hitachi Sustainability Report 2025 p.092 Respect for human rights ></p> <p>Hitachi Sustainability Report 2025 p.097 Sustainable procurement ></p> <p>Hitachi Sustainability Report 2025 p.102 Quality and product safety ></p> <p>Hitachi Sustainability Report 2025 p.116 Business ethics and compliance ></p> <p>Hitachi Sustainability Report 2025 p.121 Risk management ></p> <p>Hitachi Sustainability Report 2025 p.124 Information security ></p> | |

Topic Standards

101: Biodiversity 2024

| Disclosure | Requirements | References | Reason for Omission / Explanation |
|---|--|---|--|
| 101-1 Policies to halt and reverse biodiversity loss | a. describe its policies or commitments to halt and reverse biodiversity loss, and how these are informed by the 2050 Goals and 2030 Targets in the Kunming-Montreal Global Biodiversity Framework; b. report the extent to which these policies or commitments apply to the organization's activities and to its business relationships; c. report the goals and targets to halt and reverse biodiversity loss, whether they are informed by scientific consensus, the base year, and the indicators used to evaluate progress. | Hitachi Sustainability Report 2025 p.036 Advancing our environmental vision and long-term environmental targets > Hitachi Sustainability Report 2025 p.063 Nature positive > | |
| 101-2 Management of biodiversity impacts | a. report how it applies the mitigation hierarchy by describing: i. actions taken to avoid negative impacts on biodiversity; ii. actions taken to minimize negative impacts on biodiversity that were not avoided; iii. actions taken to restore and rehabilitate affected ecosystems, including the goals of the restoration and rehabilitation, and how stakeholders are engaged throughout the restoration and rehabilitation actions; iv. actions taken to offset residual negative impacts on biodiversity; v. transformative actions taken and additional conservation actions taken; b. with reference to 101-2-a-iii, report for each site with the most significant impacts on biodiversity: i. the size in hectares of the area under restoration or rehabilitation; ii. the size in hectares of the area restored or rehabilitated; c. with reference to 101-2-a-iv, report for each offset: i. the goals; ii. the geographic location; iii. whether and how principles of good offset practices are met; iv. whether and how the offset is certified or verified by a third party; d. list which of its sites with the most significant impacts on biodiversity have a biodiversity management plan and explain why the other sites do not have a management plan; e. describe how it enhances synergies and reduces trade-offs between actions taken to manage its biodiversity and climate change impacts; f. describe how it ensures that the actions taken to manage its impacts on biodiversity avoid and minimize negative impacts and maximize positive impacts for stakeholders. | Hitachi Sustainability Report 2025 p.063 Nature positive > | |
| 101-3 Access and benefit-sharing | a. describe the process to ensure compliance with access and benefit-sharing regulations and measures; b. describe voluntary actions taken to advance access and benefit-sharing that are additional to legal obligations or when there are no regulations and measures. | | |
| 101-4 Identification of biodiversity impacts | a. explain how it has determined which of its sites and which products and services in its supply chain have the most significant actual and potential impacts on biodiversity. | Hitachi Sustainability Report 2025 p.063 Nature positive > | |
| 101-5 Locations with biodiversity impacts | a. report the location and size in hectares of its sites with the most significant impacts on biodiversity; b. for each site reported under 101-5-a, report whether it is in or near an ecologically sensitive area, the distance to these areas, and whether these are: i. areas of biodiversity importance; ii. areas of high ecosystem integrity; iii. areas of rapid decline in ecosystem integrity; iv. areas of high physical water risks; v. areas important for the delivery of ecosystem service benefits to Indigenous Peoples, local communities, and other stakeholders; c. report the activities that take place in each site reported under 101-5-a; d. report the products and services in its supply chain with the most significant impacts on biodiversity and the countries or jurisdictions where the activities associated with these products and services take place. | | Not applicable: We build factories only within industrial complex areas, not in high-biodiversity areas. |
| 101-6 Direct drivers of biodiversity loss | a. for each site reported under 101-5-a where its activities lead or could lead to land and sea use change, report: i. the size in hectares of natural ecosystem converted since a cut-off or reference date, the cut-off date or reference date, and the type of ecosystem before and after conversion; ii. the size in hectares of land and sea converted from one intensively used or modified ecosystem to another during the reporting period, and the type of ecosystem before and after conversion; b. for each site reported under 101-5-a where its activities lead or could lead to the exploitation of natural resources, report: i. for each wild species harvested, the quantity, the type, and extinction risk; ii. water withdrawal and water consumption in megaliters; c. for each site reported under 101-5-a where its activities lead or could lead to pollution, report the quantity and the type of each pollutant generated; d. for each site reported under 101-5-a where its activities lead or could lead to the introduction of invasive alien species, describe how invasive alien species are or may be introduced; e. for each product and service in its supply chain reported under 101-5-d, report the information required under 101-6-a, 101-6-b, 101-6-c, and 101-6-d, with a breakdown by country or jurisdiction; f. report contextual information necessary to understand how the data has been compiled, including standards, methodologies, and assumptions used. | | Not applicable: We build factories only within industrial complex areas, not in high-biodiversity areas. |
| 101-7 Changes to the state of biodiversity | a. for each site reported under 101-5-a, report the following information on affected or potentially affected ecosystems: i. the ecosystem type for the base year; ii. the ecosystem size in hectares for the base year; iii. the ecosystem condition for the base year and the current reporting period; b. report contextual information necessary to understand how the data has been compiled, including standards, methodologies, and assumptions used. | | Not applicable: We build factories only within industrial complex areas, not in high-biodiversity areas. |
| 101-8 Ecosystem services | a. for each site reported under 101-5-a, list the ecosystem services and beneficiaries affected or potentially affected by the organization's activities; b. explain how the ecosystem services and beneficiaries are or could be affected by the organization's activities. | | Not applicable: We build factories only within industrial complex areas, not in high-biodiversity areas. |

GRI 201: Economic Performance 2016

| Disclosure | Requirements | References | Reason for Omission / Explanation |
|---|--|--|-----------------------------------|
| 201-1 Direct economic value generated and distributed | a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components: i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'. b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance. | Hitachi at a glance Hitachi Sustainability Report 2025 p.011 Business overview > Hitachi Sustainability Report 2025 p.106 Social contribution activities > Hitachi Sustainability Report 2025 p.129 Environmental data > Hitachi Sustainability Report 2025 p.138 Social data > Hitachi Integrated Report 2025 Annual Securities Report (The 156th Business Term) Financial Information | |
| 201-2 Financial implications and other risks and opportunities due to climate change | a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including: i. a description of the risk or opportunity and its classification as either physical, regulatory, or other; ii. a description of the impact associated with the risk or opportunity; iii. the financial implications of the risk or opportunity before action is taken; iv. the methods used to manage the risk or opportunity; v. the costs of actions taken to manage the risk or opportunity. | Hitachi Sustainability Report 2025 p.024 Hitachi Group sustainability strategy PLEDGES > Hitachi Sustainability Report 2025 p.053 Climate-related financial information disclosure (based on TCFD recommendations) > Hitachi Sustainability Report 2025 p.121 Risk management > Risk Factors Annual Securities Report (The 156th Business Term) | |

| | | | | |
|---|---|--|--|--|
| 201-3 Defined benefit plan obligations and other retirement plans | a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities. b. If a separate fund exists to pay the plan's pension liabilities: i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them; ii. the basis on which that estimate has been arrived at; iii. when that estimate was made. c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage. d. Percentage of salary contributed by employee or employer. e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact. | | | Annual Securities Report (The 156th Business Term) ↗ |
| | | | | |
| 201-4 Financial assistance received from government | a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including: i. tax relief and tax credits; ii. subsidies; iii. investment grants, research and development grants, and other relevant types of grant; iv. awards; v. royalty holidays; vi. financial assistance from Export Credit Agencies (ECAs); vii. financial incentives; viii. other financial benefits received or receivable from any government for any operation. b. The information in 201-4-a by country. c. Whether, and the extent to which, any government is present in the shareholding structure. | | | Stock Information ↗ |
| | | | | |
| GRI 202: Market Presence 2016 | | | | |
| Disclosure | Requirements | References | Reason for Omission / Explanation | |
| 202-1 Ratios of standard entry level wage by gender compared to local minimum wage | a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage. b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage. c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used. d. The definition used for 'significant locations of operation'. | | We are unable to provide the information required because the Hitachi Group has locations in many regions around the world and indices such as the ratio of the entry-level wage to the minimum wage cannot simply be compared by country or region. We ensure proper management of the pay system in accordance with the laws and regulations and the wage level of each country or region. | |
| 202-2 Proportion of senior management hired from the local community | a. Percentage of senior management at significant locations of operation that are hired from the local community. b. The definition used for 'senior management'. c. The organization's geographical definition of 'local'. d. The definition used for 'significant locations of operation'. | | Because the Hitachi Group has locations in many regions around the world, it is extremely difficult to define local or significant locations of operation. Therefore, we have not collected the data requested. | |
| GRI 203: Indirect Economic Impacts 2016 | | | | |
| Disclosure | Requirements | References | Reason for Omission / Explanation | |
| 203-1 Infrastructure investments and services supported | a. Extent of development of significant infrastructure investments and services supported. b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant. c. Whether these investments and services are commercial, in-kind, or pro bono engagements. | Hitachi Sustainability Report 2025 p.018 Delivering impact to society > Hitachi Sustainability Report 2025 p.106 Social contribution activities > | | |
| 203-2 Significant indirect economic impacts | a. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts. b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas. | Hitachi Sustainability Report 2025 p.024 Hitachi Group sustainability strategy PLEDGES > Hitachi Sustainability Report 2025 p.032 Stakeholder engagement and leadership > | | |
| GRI 204: Procurement Practices 2016 | | | | |
| Disclosure | Requirements | References | Reason for Omission / Explanation | |
| 204-1 Proportion of spending on local suppliers | a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally). b. The organization's geographical definition of 'local'. c. The definition used for 'significant locations of operation'. | Hitachi Sustainability Report 2025 p.097 Sustainable procurement > Hitachi Sustainability Report 2025 p.138 Social data > | | |
| GRI 205: Anti-corruption 2016 | | | | |
| Disclosure | Requirements | References | Reason for Omission / Explanation | |
| 205-1 Operations assessed for risks related to corruption | a. Total number and percentage of operations assessed for risks related to corruption. b. Significant risks related to corruption identified through the risk assessment. | Hitachi Sustainability Report 2025 p.116 Business ethics and compliance > | | |
| 205-2 Communication and training about anti-corruption policies and procedures | a. Total number and percentage of governance body members that the organization's anti- corruption policies and procedures have been communicated to, broken down by region. b. Total number and percentage of employees that the organization's anti- corruption policies and procedures have been communicated to, broken down by employee category and region. c. Total number and percentage of business partners that the organization's anti- corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti- corruption policies and procedures have been communicated to any other persons or organizations. d. Total number and percentage of governance body members that have received training on anti- corruption, broken down by region. e. Total number and percentage of employees that have received training on anti- corruption, broken down by employee category and region. | Hitachi Sustainability Report 2025 p.116 Business ethics and compliance > Hitachi Sustainability Report 2025 p.147 Governance data > | | |
| 205-3 Confirmed incidents of corruption and actions taken | a. Total number and nature of confirmed incidents of corruption. b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption. c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases. | Hitachi Sustainability Report 2025 p.116 Business ethics and compliance > | | |

GRI 206: Anti-competitive Behavior 2016

| Disclosure | Requirements | References | Reason for Omission / Explanation |
|--|--|---|-----------------------------------|
| 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant. b. Main outcomes of completed legal actions, including any decisions or judgements. | Hitachi Sustainability Report 2025 p.116 Business ethics and compliance > | |


GRI 207: Tax 2019

| Disclosure | Requirements | References | Reason for Omission / Explanation |
|---|---|---|-----------------------------------|
| 207-1 Approach to tax | a. A description of the approach to tax, including: i. whether the organization has a tax strategy and, if so, a link to this strategy if publicly available; ii. the governance body or executive-level position within the organization that formally reviews and approves the tax strategy, and the frequency of this review; iii. the approach to regulatory compliance; iv. how the approach to tax is linked to the business and sustainable development strategies of the organization. | Hitachi Sustainability Report 2025 p.116 Business ethics and compliance > | |
| 207-2 Tax governance, control, and risk management | a. A description of the tax governance and control framework, including: i. the governance body or executive-level position within the organization accountable for compliance with the tax strategy; ii. how the approach to tax is embedded within the organization; iii. the approach to tax risks, including how risks are identified, managed, and monitored; iv. how compliance with the tax governance and control framework is evaluated. b. A description of the mechanisms to raise concerns about the organization's business conduct and the organization's integrity in relation to tax. c. A description of the assurance process for disclosures on tax including, if applicable, a link or reference to the external assurance report(s) or assurance statement(s). | Hitachi Sustainability Report 2025 p.116 Business ethics and compliance > | |
| 207-3 Stakeholder engagement and management of concerns related to tax | a. A description of the approach to stakeholder engagement and management of stakeholder concerns related to tax, including: i. the approach to engagement with tax authorities; ii. the approach to public policy advocacy on tax; iii. the processes for collecting and considering the views and concerns of stakeholders, including external stakeholders. | Hitachi Sustainability Report 2025 p.116 Business ethics and compliance > | |
| 207-4 Country-by-country reporting | a. All tax jurisdictions where the entities included in the organization's audited consolidated financial statements, or in the financial information filed on public record, are resident for tax purposes. b. For each tax jurisdiction reported in Disclosure 207-4-a: i. Names of the resident entities; ii. Primary activities of the organization; iii. Number of employees, and the basis of calculation of this number; iv. Revenues from third-party sales; v. Revenues from intra-group transactions with other tax jurisdictions; vi. Profit/loss before tax; vii. Tangible assets other than cash and cash equivalents; viii. Corporate income tax paid on a cash basis; ix. Corporate income tax accrued on profit/loss; x. Reasons for the difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax. c. The time period covered by the information reported in Disclosure 207-4. | Hitachi Sustainability Report 2025 p.116 Business ethics and compliance > | |

GRI 301: Materials 2016







| Disclosure | Requirements | References | Reason for Omission / Explanation |
|---|--|--|--|
| 301-1 Materials used by weight or volume | a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by: i. non-renewable materials used; ii. renewable materials used. | Hitachi Sustainability Report 2025 p.060 Circular economy > Hitachi Sustainability Report 2025 p.129 Environmental data > | Information unavailable: Because our business is diverse, we cannot specify "primary products or services." We have therefore not collected the data requested, but we have provided information about raw material input, divided into new materials and recycled and other materials. Please refer to Hitachi Sustainability Report for reference. |
| 301-2 Recycled input materials used | a. Percentage of recycled input materials used to manufacture the organization's primary products and services. | Hitachi Sustainability Report 2025 p.060 Circular economy > Hitachi Sustainability Report 2025 p.129 Environmental data > | Information unavailable: Because our business is diverse, we cannot specify "primary products or services." We have therefore not collected the data requested, but we have provided information about raw material input, divided into new materials and recycled and other materials. Please refer to Hitachi Sustainability Report for reference. |
| 301-3 Reclaimed products and their packaging materials | a. Percentage of reclaimed products and their packaging materials for each product category. b. How the data for this disclosure have been collected. | Hitachi Sustainability Report 2025 p.060 Circular economy > | |

GRI 302: Energy 2016

| Disclosure | Requirements | References | Reason for Omission / Explanation |
|---|---|--|-----------------------------------|
| 302-1 Energy consumption within the organization | a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used. b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used. c. In joules, watt-hours or multiples, the total: i. electricity consumption ii. heating consumption iii. cooling consumption iv. steam consumption d. In joules, watt-hours or multiples, the total: i. electricity sold ii. heating sold iii. cooling sold iv. steam sold e. Total energy consumption within the organization, in joules or multiples. f. Standards, methodologies, assumptions, and/or calculation tools used. g. Source of the conversion factors used. | Hitachi Sustainability Report 2025 p.047 Decarbonization > Hitachi Sustainability Report 2025 p.129 Environmental data > Calculation methods for environmental load data  | |

| 302-2 Energy consumption outside of the organization | <div>a. Energy consumption outside of the organization, in joules or multiples. b. Standards, methodologies, assumptions, and/or calculation tools used. c. Source of the conversion factors used.</div> | <div>Hitachi Sustainability Report 2025 p.129 Environmental data (GHG emissions throughout the value chain) > Calculation methods for environmental load data </div> | |
|---|---|---|--|
| 302-3 Energy intensity | <div>a. Energy intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all. d. Whether the ratio uses energy consumption within the organization, outside of it, or both.</div> | — | Regarding energy usage at our factories and offices, we disclose the total amount of energy used. We are transitioning from energy to CO ₂ as a standard unit for disclosure of efficiency improvement indicators, and, because efficiency improvement can be better managed using CO ₂ as a standard unit, we believe that disclosure using energy as a standard unit is currently unnecessary. |
| 302-4 Reduction of energy consumption | <div>a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples. b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all. c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. d. Standards, methodologies, assumptions, and/or calculation tools used.</div> | <div>Hitachi Sustainability Report 2025 p.047 Decarbonization > Hitachi Sustainability Report 2025 p.129 Environmental data > Calculation methods for environmental load data </div> | |
| 302-5 Reductions in energy requirements of products and services | <div>a. Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples. b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. c. Standards, methodologies, assumptions, and/or calculation tools used.</div> | <div>Hitachi Sustainability Report 2025 p.047 Decarbonization ></div> | |
| GRI 303: Water and Effluents 2018 | | | |
| Disclosure | Requirements | References | Reason for Omission / Explanation |
| 303-1 Interactions with water as a shared resource | <div>a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts the organization has caused or contributed to, or that are directly linked to its operations, products, or services by its business relationships (e.g., impacts caused by runoff). b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used. c. A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts. d. An explanation of the process for setting any water-related goals and targets that are part of the organization's approach to managing water and effluents, and how they relate to public policy and the local context of each area with water stress.</div> | <div>Hitachi Sustainability Report 2025 p.063 Nature positive > Hitachi Sustainability Report 2025 p.129 Environmental data ></div> | |
| 303-2 Management of water discharge-related impacts | <div>a. A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including: i. how standards for facilities operating in locations with no local discharge requirements were determined; ii. any internally developed water quality standards or guidelines; iii. any sector-specific standards considered; iv. whether the profile of the receiving waterbody was considered.</div> | <div>Hitachi Sustainability Report 2025 p.063 Nature positive > Hitachi Sustainability Report 2025 p.129 Environmental data ></div> | |
| 303-3 Water withdrawal | <div>a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water. b. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv. c. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories: i. Freshwater (≤1,000 mg/L Total Dissolved Solids); ii. Other water (>1,000 mg/L Total Dissolved Solids). d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</div> | <div>Hitachi Sustainability Report 2025 p.129 Environmental data ></div> | |
| 303-4 Water discharge | <div>a. Total water discharge to all areas in megaliters, and a breakdown of this total by the following types of destination, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Third-party water, and the volume of this total sent for use to other organizations, if applicable. b. A breakdown of total water discharge to all areas in megaliters by the following categories: i. Freshwater (≤1,000 mg/L Total Dissolved Solids); ii. Other water (>1,000 mg/L Total Dissolved Solids). c. Total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories: i. Freshwater (≤1,000 mg/L Total Dissolved Solids); ii. Other water (>1,000 mg/L Total Dissolved Solids). d. Priority substances of concern for which discharges are treated, including: i. how priority substances of concern were defined, and any international standard, authoritative list, or criteria used; ii. the approach for setting discharge limits for priority substances of concern; iii. number of incidents of non-compliance with discharge limits. e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</div> | <div>Hitachi Sustainability Report 2025 p.129 Environmental data ></div> | |
| 303-5 Water consumption | <div>a. Total water consumption from all areas in megaliters. b. Total water consumption from all areas with water stress in megaliters. c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact. d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors.</div> | <div>Hitachi Sustainability Report 2025 p.063 Nature positive > Hitachi Sustainability Report 2025 p.129 Environmental data ></div> | |

GRI 305: Emissions 2016

| Disclosure | Requirements | References | Reason for Omission / Explanation |
|--|---|---|--|
| 305-1 Direct (Scope 1) GHG emissions | <p>a. Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent.</p> <p>b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.</p> <p>c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.</p> <p>d. Base year for the calculation, if applicable, including:</p> <ul style="list-style-type: none">i. the rationale for choosing it;ii. emissions in the base year;iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p> | <p>Hitachi Sustainability Report 2025 p.047 Decarbonization ></p> <p>Hitachi Sustainability Report 2025 p.129 Environmental data ></p> <p>Calculation methods for environmental load data </p> | |
| 305-2 Energy indirect (Scope 2) GHG emissions | <p>a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.</p> <p>b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.</p> <p>c. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.</p> <p>d. Base year for the calculation, if applicable, including:</p> <ul style="list-style-type: none">i. the rationale for choosing it;ii. emissions in the base year;iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p> | <p>Hitachi Sustainability Report 2025 p.047 Decarbonization ></p> <p>Hitachi Sustainability Report 2025 p.129 Environmental data ></p> <p>Calculation methods for environmental load data </p> | |
| 305-3 Other indirect (Scope 3) GHG emissions | <p>a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent.</p> <p>b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.</p> <p>c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.</p> <p>d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.</p> <p>e. Base year for the calculation, if applicable, including:</p> <ul style="list-style-type: none">i. the rationale for choosing it;ii. emissions in the base year;iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. <p>f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p> | <p>Hitachi Sustainability Report 2025 p.047 Decarbonization ></p> <p>Hitachi Sustainability Report 2025 p.129 Environmental data ></p> <p>Calculation methods for environmental load data </p> | |
| 305-4 GHG emissions intensity | <p>a. GHG emissions intensity ratio for the organization.</p> <p>b. Organization-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).</p> <p>d. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.</p> | <p>Hitachi Sustainability Report 2025 p.047 Decarbonization ></p> <p>Hitachi Sustainability Report 2025 p.129 Environmental data ></p> <p>Calculation methods for environmental load data </p> | |
| 305-5 Reduction of GHG emissions | <p>a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent.</p> <p>b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.</p> <p>c. Base year or baseline, including the rationale for choosing it.</p> <p>d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).</p> <p>e. Standards, methodologies, assumptions, and/or calculation tools used.</p> | <p>Hitachi Sustainability Report 2025 p.047 Decarbonization ></p> <p>Hitachi Sustainability Report 2025 p.129 Environmental data ></p> <p>Calculation methods for environmental load data </p> | |
| 305-6 Emissions of ozone-depleting substances (ODS) | <p>a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.</p> <p>b. Substances included in the calculation.</p> <p>c. Source of the emission factors used.</p> <p>d. Standards, methodologies, assumptions, and/or calculation tools used.</p> | | Beginning in fiscal 2023, we no longer disclose information related to ozone-depleting substances. |
| 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | <p>a. Significant air emissions, in kilograms or multiples, for each of the following:</p> <ul style="list-style-type: none">i. NOxii. SOxiii. Persistent organic pollutants (POP)iv. Volatile organic compounds (VOC)v. Hazardous air pollutants (HAP)vi. Particulate matter (PM)vii. Other standard categories of air emissions identified in relevant regulations <p>b. Source of the emission factors used.</p> <p>c. Standards, methodologies, assumptions, and/or calculation tools used.</p> | <p>Hitachi Sustainability Report 2025 p.063 Nature positive ></p> <p>Hitachi Sustainability Report 2025 p.129 nvironmental data ></p> <p>Calculation methods for environmental load data </p> | |

GRI 306: Waste 2020

| Disclosure | Requirements | References | Reason for Omission / Explanation |
|---|---|---|-----------------------------------|
| 306-1 Waste generation and significant waste-related impacts | <p>a. For the organization’s significant actual and potential waste-related impacts, a description of:</p> <ul style="list-style-type: none">i. the inputs, activities, and outputs that lead or could lead to these impacts;ii. whether these impacts relate to waste generated in the organization’s own activities or to waste generated upstream or downstream in its value chain. | <p>Hitachi Sustainability Report 2025 p.060 Circular economy ></p> <p>Hitachi Sustainability Report 2025 p.129 Environmental data ></p> | |
| 306-2 Management of significant waste-related impacts | <p>a. Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated.</p> <p>b. If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.</p> <p>c. The processes used to collect and monitor waste-related data.</p> | <p>Hitachi Sustainability Report 2025 p.060 Circular economy ></p> <p>Hitachi Sustainability Report 2025 p.129 Environmental data ></p> | |
| 306-3 Waste generated | <p>a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.</p> <p>b. Contextual information necessary to understand the data and how the data has been compiled.</p> | <p>Hitachi Sustainability Report 2025 p.060 Circular economy ></p> <p>Hitachi Sustainability Report 2025 p.129 Environmental data ></p> | |
| 306-4 Waste diverted from disposal | <p>a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste.</p> <p>b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:</p> <ul style="list-style-type: none">i. Preparation for reuse;ii. Recycling;iii. Other recovery operations. <p>c. Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:</p> <ul style="list-style-type: none">i. Preparation for reuse;ii. Recycling;iii. Other recovery operations. <p>d. For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal:</p> <ul style="list-style-type: none">i. onsite;ii. offsite. <p>e. Contextual information necessary to understand the data and how the data has been compiled.</p> | <p>Hitachi Sustainability Report 2025 p.129 Environmental data ></p> | |

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| 306-5 Waste directed to disposal | <p>a. Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste.</p> <p>b. Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations:</p> <p>i. Incineration (with energy recovery);</p> <p>ii. Incineration (without energy recovery);</p> <p>iii. Landfilling;</p> <p>iv. Other disposal operations.</p> <p>c. Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations:</p> <p>i. Incineration (with energy recovery);</p> <p>ii. Incineration (without energy recovery);</p> <p>iii. Landfilling;</p> <p>iv. Other disposal operations.</p> <p>d. For each disposal operation listed in Disclosures 306-5-b and 306-5-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste directed to disposal:</p> <p>i. onsite;</p> <p>ii. offsite.</p> <p>e. Contextual information necessary to understand the data and how the data has been compiled.</p> | Hitachi Sustainability Report 2025 p.129 Environmental data > |
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GRI 308: Supplier Environmental Assessment 2016

| Disclosure | Requirements | References | Reason for Omission / Explanation |
|---|--|--|--|
| 308-1 New suppliers that were screened using environmental criteria | <p>a. Percentage of new suppliers that were screened using environmental criteria.</p> | | We have not collected the data required. We undertake thoroughgoing management of all trades by selecting suppliers in accordance with the Guidelines for Procurement Activities, which include ESG standards. |
| 308-2 Negative environmental impacts in the supply chain and actions taken | <p>a. Number of suppliers assessed for environmental impacts.</p> <p>b. Number of suppliers identified as having significant actual and potential negative environmental impacts.</p> <p>c. Significant actual and potential negative environmental impacts identified in the supply chain.</p> <p>d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.</p> <p>e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.</p> | Hitachi Sustainability Report 2025 p.047 Decarbonization > | |

GRI 401: Employment 2016

| Disclosure | Requirements | References | Reason for Omission / Explanation |
|--|--|---|-----------------------------------|
| 401-1 New employee hires and employee turnover | <p>a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.</p> <p>b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.</p> | Hitachi Sustainability Report 2025 p.138 Social data > | |
| 401-2 Benefits provided to full-time employees that are not provided to temporary or part- time employees | <p>a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum:</p> <p>i. life insurance;</p> <p>ii. health care;</p> <p>iii. disability and invalidity coverage;</p> <p>iv. parental leave;</p> <p>v. retirement provision;</p> <p>vi. stock ownership;</p> <p>vii. others.</p> <p>b. The definition used for 'significant locations of operation'.</p> | Hitachi Sustainability Report 2025 p.088 Work-life management > | |
| 401-3 Parental leave | <p>a. Total number of employees that were entitled to parental leave, by gender.</p> <p>b. Total number of employees that took parental leave, by gender.</p> <p>c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender.</p> <p>d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.</p> <p>e. Return to work and retention rates of employees that took parental leave, by gender.</p> | Hitachi Sustainability Report 2025 p.088 Work-life management > Hitachi Sustainability Report 2025 p.138 Social data > | |

GRI 402: Labor/Management Relations 2016


| Disclosure | Requirements | References | Reason for Omission / Explanation |
|---|--|---|-----------------------------------|
| 402-1 Minimum notice periods regarding operational changes | <p>a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.</p> <p>b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.</p> | Hitachi Sustainability Report 2025 p.091 Freedom of association and collective bargaining > | |

GRI 403: Occupational Health and Safety 2018

| Disclosure | Requirements | References | Reason for Omission / Explanation |
|---|---|--|-----------------------------------|
| 403-1 Occupational health and safety management system | <p>a. A statement of whether an occupational health and safety management system has been implemented, including whether:</p> <p>i. the system has been implemented because of legal requirements and, if so, a list of the requirements;</p> <p>ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines.</p> <p>b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.</p> | Hitachi Sustainability Report 2025 p.081 Health and safety > | |
| 403-2 Hazard identification, risk assessment, and incident investigation | <p>a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:</p> <p>i. how the organization ensures the quality of these processes, including the competency of persons who carry them out;</p> <p>ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.</p> <p>b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.</p> <p>c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.</p> <p>d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.</p> | Hitachi Sustainability Report 2025 p.081 Health and safety > Hitachi Sustainability Report 2025 p.121 Risk management > | |

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|--|---|---|-----------------------------------|
| 403-3 Occupational health services | a. A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them. | Hitachi Sustainability Report 2025 p.081 Health and safety > | |
| 403-4 Worker participation, consultation, and communication on occupational health and safety | a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers. b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees. | Hitachi Sustainability Report 2025 p.081 Health and safety > Hitachi Sustainability Report 2025 p.091 Freedom of association and collective bargaining > | |
| 403-5 Worker training on occupational health and safety | a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations. | Hitachi Sustainability Report 2025 p.081 Health and safety > | |
| 403-6 Promotion of worker health | a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided. b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs. | Hitachi Sustainability Report 2025 p.081 Health and safety > | |
| 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products, or services by its business relationships, and the related hazards and risks. | Hitachi Sustainability Report 2025 p.081 Health and safety > | |
| 403-8 Workers covered by an occupational health and safety management system | a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party. b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used. | Hitachi Sustainability Report 2025 p.081 Health and safety > | |
| 403-9 Work-related injuries | a. For all employees: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. c. The work-related hazards that pose a risk of high-consequence injury, including: i. how these hazards have been determined; ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls. e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked. f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used. | Hitachi Sustainability Report 2025 p.081 Health and safety > Hitachi Sustainability Report 2025 p.138 Social data > | |
| 403-10 Work-related ill health | a. For all employees: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. c. The work-related hazards that pose a risk of ill health, including: i. how these hazards have been determined; ii. which of these hazards have caused or contributed to cases of ill health during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used. | Hitachi Sustainability Report 2025 p.081 Health and safety > Hitachi Sustainability Report 2025 p.138 Social data > | |
| GRI 404: Training and Education 2016 | | | |
| Disclosure | Requirements | References | Reason for Omission / Explanation |
| 404-1 Average hours of training per year per employee | a. Average hours of training that the organization's employees have undertaken during the reporting period, by: i. gender; ii. employee category. | Hitachi Sustainability Report 2025 p.138 Social data > | |
| 404-2 Programs for upgrading employee skills and transition assistance programs | a. Type and scope of programs implemented and assistance provided to upgrade employee skills. b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment. | Hitachi Sustainability Report 2025 p.069 Global human capital management > Hitachi Sustainability Report 2025 p.088 Work-life management > | |
| 404-3 Percentage of employees receiving regular performance and career development reviews | a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period. | Hitachi Sustainability Report 2025 p.069 Global human capital management > | |

GRI 405: Diversity and Equal Opportunity 2016

| Disclosure | Requirements | References | Reason for Omission / Explanation |
|---|--|---|-----------------------------------|
| 405-1 Diversity of governance bodies and employees | a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups). b. Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups). | Hitachi Sustainability Report 2025 p.076 Diverse perspectives > Hitachi Sustainability Report 2025 p.110 Corporate governance > Hitachi Sustainability Report 2025 p.138 Social data > Hitachi Sustainability Report 2025 p.147 Governance data > | |
| 405-2 Ratio of basic salary and remuneration of women to men | a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation. b. The definition used for 'significant locations of operation'. | Hitachi Sustainability Report 2025 p.076 Diverse perspectives > Hitachi Sustainability Report 2025 p.138 Social data > Annual Securities Report (The 156th Business Term)  | |

GRI 406: Non-discrimination 2016

| Disclosure | Requirements | References | Reason for Omission / Explanation |
|---|--|--|-----------------------------------|
| 406-1 Incidents of discrimination and corrective actions taken | a. Total number of incidents of discrimination during the reporting period. b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action. | Hitachi Sustainability Report 2025 p.092 Respect for human rights > Hitachi Sustainability Report 2025 p.116 Business ethics and compliance > | |

GRI 407: Freedom of Association and Collective Bargaining 2016

| Disclosure | Requirements | References | Reason for Omission / Explanation |
|---|--|---|-----------------------------------|
| 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining. | Hitachi Sustainability Report 2025 p.091 Freedom of association and collective bargaining > | |

GRI 408: Child Labor 2016

| Disclosure | Requirements | References | Reason for Omission / Explanation |
|--|--|---|-----------------------------------|
| 408-1 Operations and suppliers at significant risk for incidents of child labor | a. Operations and suppliers considered to have significant risk for incidents of: i. child labor; ii. young workers exposed to hazardous work. b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor. | Hitachi Sustainability Report 2025 p.092 Respect for human rights > | |

GRI 409: Forced or Compulsory Labor 2016

| Disclosure | Requirements | References | Reason for Omission / Explanation |
|---|---|---|-----------------------------------|
| 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor. | Hitachi Sustainability Report 2025 p.092 Respect for human rights > | |

GRI 410: Security Practices 2016

| Disclosure | Requirements | References | Reason for Omission / Explanation |
|--|---|------------|--|
| 410-1 Security personnel trained in human rights policies or procedures | a. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security. b. Whether training requirements also apply to third-party organizations providing security personnel. | | We do not currently disclose the information required. |

GRI 411: Rights of Indigenous Peoples 2016

| Disclosure | Requirements | References | Reason for Omission / Explanation |
|---|--|------------|--|
| 411-1 Incidents of violations involving rights of indigenous peoples | a. Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period. b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action. | | We do not currently disclose the information required. |

GRI 413: Local Communities 2016

| Disclosure | Requirements | References | Reason for Omission / Explanation |
|---|---|---|--|
| 413-1 Operations with local community engagement, impact assessments, and development programs | a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of: i. social impact assessments, including gender impact assessments, based on participatory processes; ii. environmental impact assessments and ongoing monitoring; iii. public disclosure of results of environmental and social impact assessments; iv. local community development programs based on local communities' needs; v. stakeholder engagement plans based on stakeholder mapping; vi. broad based local community consultation committees and processes that include vulnerable groups; vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; viii. formal local community grievance processes. | Hitachi Sustainability Report 2025 p.106 Social contribution activities > | |
| 413-2 Operations with significant actual and potential negative impacts on local communities | a. Operations with significant actual and potential negative impacts on local communities, including: i. the location of the operations; ii. the significant actual and potential negative impacts of operations. | | We do not currently disclose the information required. |

GRI 414: Supplier Social Assessment 2016

| Disclosure | Requirements | References | Reason for Omission / Explanation |
|--|--|--|--|
| 414-1 New suppliers that were screened using social criteria | a. Percentage of new suppliers that were screened using social criteria. | | We have not collected the data required. We undertake thoroughgoing management of all trades by selecting suppliers in accordance with the Guidelines for Procurement Activities, which include ESG standards. |
| 414-2 Negative social impacts in the supply chain and actions taken | a. Number of suppliers assessed for social impacts. b. Number of suppliers identified as having significant actual and potential negative social impacts. c. Significant actual and potential negative social impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why. | Hitachi Sustainability Report 2025 p.097 Sustainable procurement > | |

GRI 415: Public Policy 2016

| Disclosure | Requirements | References | Reason for Omission / Explanation |
|----------------------------------|---|------------|--|
| 415-1 Political contributions | a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary. b. If applicable, how the monetary value of in-kind contributions was estimated. | | We do not currently disclose the information required. |

GRI 416: Customer Health and Safety 2016

| Disclosure | Requirements | References | Reason for Omission / Explanation |
|--|---|------------|--|
| 416-1 Assessment of the health and safety impacts of product and service categories | a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement. | | We do not currently disclose the information required. |
| 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by: i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient. | | We do not currently disclose the information required. |

GRI 417: Marketing and Labeling 2016

| Disclosure | Requirements | References | Reason for Omission / Explanation |
|--|---|---|--|
| 417-1 Requirements for product and service information and labeling | a. Whether each of the following types of information is required by the organization's procedures for product and service information and labeling: i. The sourcing of components of the product or service; ii. Content, particularly with regard to substances that might produce an environmental or social impact; iii. Safe use of the product or service; iv. Disposal of the product and environmental or social impacts; v. Other (explain). b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures. | Hitachi Sustainability Report 2025 p.102 Quality and product safety > Hitachi Sustainability Report 2025 p.105 Customer satisfaction > | |
| 417-2 Incidents of non-compliance concerning product and service information and labeling | a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling, by: i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient. | | We do not currently disclose the information required. |
| 417-3 Incidents of non-compliance concerning marketing communications | a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by: i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient. | Hitachi Sustainability Report 2025 p.105 Customer satisfaction > | |

GRI 418: Customer Privacy 2016

| Disclosure | Requirements | References | Reason for Omission / Explanation |
|---|---|---|-----------------------------------|
| 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | <div>a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by:<div>i. complaints received from outside parties and substantiated by the organization;<div>ii. complaints from regulatory bodies.</div></div><div>b. Total number of identified leaks, thefts, or losses of customer data.</div><div>c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.</div></div> | Hitachi Sustainability Report 2025 p.124 Information security > | |

GRI 306: Effluents and Waste 2016

| Disclosure | Requirements | References | Reason for Omission / Explanation |
|-----------------------------|---|------------|-----------------------------------|
| 306-3 Significant spills | <div>a. Total number and total volume of recorded significant spills.</div> <div>b. The following additional information for each spill that was reported in the organization’s financial statements:<div>i. Location of spill;</div><div>ii. Volume of spill;</div><div>iii. Material of spill, categorized by: oil spills (soil or water surfaces), fuel spills (soil or water surfaces), spills of wastes (soil or water surfaces), spills of chemicals (mostly soil or water surfaces), and other (to be specified by the organization).</div></div> <div>c. Impacts of significant spills.</div> | | N/A |