

Indicators and Data

The Key Indicators of Hitachi's sustainability activities are listed below. Comparative tables with the GRI Standards Content Index, as well as our Policy and Guidelines, are only available on our website.



Comparative Tables with GRI Standards Content Index



Policy and Guidelines

Financial Results (Consolidated IFRS)

	FY 2015	FY 2016	FY 2017
Revenue	10,034.3	9,162.2	9,368.6
Adjusted operating income	634.8	587.3	638.6
EBIT*1	531.0	475.1	644.2
Income from continuing operations, before income taxes	517.0	469.0	638.6
Net income attributable to Hitachi, Ltd. stockholders	172.1	231.2	362.9
Capital investment (completion basis)	528.5	377.5	374.9
R&D expenditure	333.7	323.9	332.9

(billion yen)

*1 EBIT: Income from continuing operations before income tax, less interest income, plus interest charges.

Recognition of Social Responsibility

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Realizing Sustainable, Innovative Management					
Ratio of R&D expenditure to revenue (%)	3.7	3.4	3.3	3.5	3.6
Patent application ratio outside Japan (%)	59	59	59	57	56

Scope of Data

Hitachi, Ltd. and consolidated subsidiaries (including variable interest entities).

Number of companies: FY 2013: 948; FY 2014: 996; FY 2015: 1,057; FY 2016: 865; FY 2017 880.

Corporate Governance

	Total	Gender		Nationality	
		Male	Female	Japanese	Non-Japanese
Number of directors*1	12*2	10	2	8	4
Number of executive officers*1	35	35	0	34	1
Number of executive officers and corporate officers*1 (% of total)	78	76	2 (2.6%)	73	5 (6.4%)

*1 As of June 2018.

*2 Including eight independent outside directors (four Japanese and four non-Japanese).

Labor Practices

		FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Achieving a Fair and Equitable Work Environment						
Number of employees*1		33,500	31,375	37,353	35,631	34,925
	Male	28,273	26,428	31,536	29,921	29,220
	Female	5,227	4,947	5,817	5,710	5,705
Average age (years)*1		40.7	41.0	41.2	41.4	41.7
	Male	41.3	41.6	41.7	42.0	42.3
	Female	37.6	38.0	38.4	38.6	39.0
Average service (years)*1		18.3	18.4	18.4	18.6	18.8
	Male	19.0	19.0	19.0	19.2	19.4
	Female	15.0	15.4	15.6	15.7	16.0
Turnover ratio (%)**1*2		1.4	1.4	1.3	1.5	1.5
Promoting Diversity and Inclusion						
Ratio of female employees (%)**1		16.6	16.3	16.5	16.8	17.2
Global ratio (number) of female managers**3		5.6	6.0	6.4	6.3	6.4
		(3,415)	(3,670)	(3,727)	(3,365)	(3,459)
Ratio (number) of female managers**4		3.8	3.7	4.0	4.1	4.2
		(418)	(434)	(474)	(509)	(577)
	General manager or above	2.7	2.8	3.2	3.3	3.2
		(77)	(87)	(104)	(113)	(128)
	Section chief	4.3	4.1	4.3	4.4	4.6
		(341)	(347)	(370)	(396)	(449)
Ratio of new female graduates hired (%)**5		19.4	21.7	22.8	26.3	26.6
	Technical	14.7	18.3	17.3	20.8	17.2
	Administrative	43.4	41.0	45.5	42.1	53.8
Employment ratio of people with disabilities (%)**6		2.02	2.03	2.08	2.11	2.15
Number of employees taking maternity/ paternity leave*1	Female	539	508	524	664	724
	Male	238	236	307	352	426
Number of employees using shorter working hours for child care*1	Female	683	663	668	822	887
	Male	5	4	3	2	2
Number of employees taking nursing-care leave*1	Female	8	8	8	7	7
	Male	12	9	9	8	14
Number of employees using shorter working hours for nursing care*1	Female	4	7	9	9	12
	Male	2	3	3	3	3
Paid leave*1	Average number of days	15.5	15.4	15.6	16.3	17.2
	Ratio (%)	64.7	64.3	65.3	68.1	72.0
Average overtime hours/month*1		13.5	12.2	11.9	12.8	10.9
Promoting Occupational Health and Safety**7						
Number of fatal accidents*1		1	1	2	1	0
Occupational accident rate**1		0.10	0.09	0.07	0.18	0.17
Occupational accident rate**8		0.14	0.27	0.22	0.18	0.25
A Strategy for Growing Together with Our Global Human Capital						
Number of non-Japanese employees**9		340	446	509	638	708
Number of young employees participating in training outside Japan**10		747	720	674	382	378

Scope of Data

- *1 Hitachi, Ltd.
 *2 Includes only voluntary resignations.
 *3 All full-time, regular female managers excluding those dispatched to non-Group companies.
 Figures for fiscal 2016 were restated following a reexamination of HR data.
 *4 "Female managers" in fiscal 2017 include managerial employees dispatched from Hitachi, Ltd. to non-Group companies and those accepted from non-Group companies by Hitachi, Ltd. Earlier figures include regular managerial employees dispatched to non-Group companies but exclude those accepted from non-Group companies.
 *5 Graduates from universities or colleges (including postgraduate schools and technical colleges).
 *6 Including Hitachi, Ltd. and 17 special subsidiaries and related Group companies. Data compiled on June 1 of each fiscal year (2.23 in fiscal 2018).
 *7 January to December each year.
 *8 195 Hitachi Group companies in Japan including Hitachi, Ltd. for 2013; 251 Hitachi Group companies in Japan including Hitachi, Ltd. for 2014; 240 Hitachi Group companies in Japan including Hitachi, Ltd. for 2015; 200 Hitachi Group companies in Japan including Hitachi, Ltd. for 2016; 201 Hitachi Group companies in Japan including Hitachi, Ltd. for 2017.
 *9 Employees at Hitachi, Ltd. as of the end of each fiscal year.
 *10 Hitachi, Ltd. and Hitachi Group companies in Japan.

Environment

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Reducing the Environmental Burden of Our Business Operations					
Rate of reduction in CO ₂ emissions from use of products and services (base: FY 2010)* ¹ (%)	—	—	—	35	33
CO ₂ emissions from factories and offices (kt-CO ₂) ✓	4,165	4,128	3,895	4,577* ²	4,663* ²
Water use (million m ³)	49.55	46.86	43.91	41.34* ²	38.54* ²
Waste and valuables generation (kt)	677	692	618	1,336* ²	1,356* ²
Atmospheric emissions of chemical substances (t)	4,216	4,415	3,615	4,380* ² * ³	4,223* ² * ³

Scope of Data

- Hitachi, Ltd. and consolidated subsidiaries.
 Number of companies: FY 2013: 948; FY 2014: 996; FY 2015: 1,057; FY 2016: 865; FY 2017: 880.
 Environmental performance data associated with Hitachi's business operations: Hitachi Group companies whose environmental load comprises 90% of the total (based on Hitachi calculations); data for each fiscal year indicates performance within the given scope for the fiscal year.
 *1 New indicator established in fiscal 2016.
 *2 Figures include a materials company that has become a consolidated member of the Hitachi Group since fiscal 2016.
 *3 The management scope of chemical substances has been expanded from 41 to 50 substances since fiscal 2016.

Fair Operating Practices ✓

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Engaging in Responsible Procurement					
Number of audits by external auditing organizations	16	20	20	20	18

Community Involvement and Development

	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Promoting Sustainable Community Involvement and Development					
Funding for social contribution activities (million yen)*1	1,806	1,218	889	527	948
Funding for social contribution activities (million yen)*2	3,076	2,327	2,057	1,953	2,195

Scope of Data

*1 Hitachi, Ltd. and the Hitachi Global Foundation in Japan.

*2 Through to fiscal 2014: (in Japan) Hitachi, Ltd., 136 Group companies (including equity-method associates and joint ventures), and five foundations; (outside Japan) 199 companies. For fiscal 2015: (in Japan) Hitachi, Ltd., 136 Group companies (including equity-method associates and joint ventures), and the Hitachi Global Foundation; (outside Japan) 244 companies. For fiscal 2016: (in Japan) Hitachi, Ltd., 134 Group companies, and the Hitachi Global Foundation; (outside Japan) 159 companies. For fiscal 2017: (in Japan) Hitachi, Ltd., 141 Group companies, and the Hitachi Global Foundation; (outside Japan) 196 companies.