

Main Assessments and Awards

Hitachi actively pursues a range of activities aimed at developing a more sustainable society. These activities have earned the Hitachi Group high marks from numerous external organizations.

Actively Responding to ESG Assessments

The Hitachi Group welcomes external assessments as a target for ESG*1 and sustainability-oriented investment. For nine years in a row, starting with fiscal 2009, the Dow Jones Sustainability World Index (DJSI World),*2 a leading global sustainability investment index, has listed Hitachi, Ltd. as a component stock. In fiscal 2017, the company was also included as a component of the Euronext Vigeo Eiris World 120 Index.*3

Three Group companies (Hitachi Chemical, Hitachi Metals, Hitachi Construction Machinery, and Hitachi High-Technologies) were selected for the FTSE4Good Index Series.*4 Hitachi Metals and Hitachi High-Technologies were chosen for the Morningstar SRI Index,*5 reflecting the respect they command in the market. Hitachi Chemical was also selected for the MSCI ACWI ESG Leaders Index.*6

*1 ESG stands for "environmental," "social," and "governance"—key factors in promoting socially responsible investment.

*2 DJSI: A family of ESG indexes developed by Dow Jones & Company (USA) and RobecoSAM (Switzerland) that includes global and regional indexes with specific compositions. DJSI World, for example, selects on a global basis, while the DJSI Asia Pacific Index covers Japan, Asia, and Australia.

*3 Euronext Vigeo Eiris World 120 Index: A sustainability index comprising 120 companies from Europe, North America, and the Asia Pacific region that have achieved the most advanced performance in the ESG areas. Created by NYSE Euronext, which operates several stock exchanges in the United States and Europe, and an ESG research firm, Vigeo Eiris.

*4 FTSE4Good Index Series: One of the indexes calculated by the London Stock Exchange-owned FTSE Group that selects component stocks based on their ESG performance, specifically environmental management, climate change mitigation, human rights and workers' rights, supply chain labor standards, and bribery and corruption prevention.

*5 Morningstar SRI Index: An ESG index for Japanese stocks developed by Morningstar Japan K.K. with an NPO, the Center for Public Resources Development.

*6 MSCI ACWI ESG Leaders Index: A family of indexes developed by US-based Morgan Stanley Capital International comprising companies with high ESG ratings relative to sector peers.

Results of ESG Analysis in Fiscal 2017

Institution	Index	Companies selected
RobecoSAM	Dow Jones Sustainability World Index	Hitachi, Ltd.
	Dow Jones Sustainability Asia Pacific Index	Hitachi, Ltd. Hitachi Chemical Co., Ltd.
MSCI	MSCI ACWI ESG Leaders Index	Hitachi Chemical Co., Ltd.
	MSCI Japan ESG Select Leaders Index	Hitachi, Ltd. Hitachi Chemical Co., Ltd. Hitachi Metals, Ltd. Hitachi Construction Machinery Co., Ltd. Hitachi High-Technologies Corporation
	MSCI Japan Empowering Women Index (WIN)	Hitachi, Ltd. Hitachi Chemical Co., Ltd. Hitachi Metals, Ltd. Hitachi High-Technologies Corporation
FTSE	FTSE4Good Index Series	Hitachi Chemical Co., Ltd. Hitachi Metals, Ltd. Hitachi Construction Machinery Co., Ltd. Hitachi High-Technologies Corporation
	FTSE Blossom Japan Index	Hitachi Chemical Co., Ltd. Hitachi Metals, Ltd. Hitachi Construction Machinery Co., Ltd. Hitachi High-Technologies Corporation
Vigeo Eiris	Euronext Vigeo Eiris World 120 Index	Hitachi, Ltd.
Morningstar	MS-SRI	Hitachi, Ltd. Hitachi High-Technologies Corporation



Nadeshiko Brand Designation

On March 22, 2018, Nadeshiko Brand 2018 (for fiscal 2017) was publicly announced. Hitachi, Ltd. was among the companies selected. This marks the fifth consecutive year the company has received this honor in recognition of its management strategy promoting diversity and for promoting innovation by drawing on its diverse human capital.

Since fiscal 2012, the Ministry of Economy, Trade, and Industry (METI) and the Tokyo Stock Exchange (TSE) have jointly selected, on an industry basis, enterprises that are considered outstanding in terms of encouraging women to play active roles in the workplace from among the approximately 3,500 companies listed on the TSE. Laureates are selected by industry based on assessment of female advancements in the workplace as well as return of equity. Hitachi, Ltd. was one of 48 enterprises this round of selections.



Diversity Management Selection 100

In 2013, Hitachi, Ltd. was chosen for inclusion in the Diversity Management Selection 100, an initiative of Japan's Ministry of Economy, Trade, and Industry (METI). The Diversity Management Selection 100 system chooses and recognizes companies that have achieved high results in such areas as improving innovation and productivity by using the talents of diverse employees, including women, different nationalities, older employees, and people with disabilities. Hitachi was lauded for going beyond simply introducing diversity programs to promote diversity management Group-wide as a corporate strategy backed by strong management commitment.

In 2015, Hitachi Solutions was chosen for the METI Diversity Management Selection 100.



Kurumin Certification

Kurumin certification is granted under Japan's April 2005 Act on Advancement of Measures to Support Raising Next-Generation Children to companies that create action plans for child-care support in line with this legislation and that meet performance requirements.

In February 2011, Hitachi, Ltd. acquired this certification*1 in recognition of its achievements in developing and implementing action plans supporting child care so that employees can work with the peace of mind that comes from a good work-life balance.

*1 Hitachi Group companies receiving Kurumin certification are: Hitachi Construction Machinery Co., Ltd., Hitachi Kokusai Electric Inc., Hitachi High-Technologies Corporation, Clarion Co., Ltd., Hitachi Urban Investment, Ltd., Hitachi Systems Ltd., Hitachi Solutions, Ltd., Hitachi SC, Ltd., Hitachi Solutions East Japan, Ltd., Hitachi INS Software, Ltd., Hitachi Social Information Services, Ltd., Hitachi Architects & Engineers Co., Ltd., Hitachi Mito Engineering Co., Ltd., Mito Engineering Service Co., Ltd., Okinawa Hitachi Network Systems, Ltd., and Hitachi Solutions Create, Ltd.



Eruboshi Certification

The Eruboshi mark is conferred to companies that have submitted action plans under the Act on Promotion of Women's Participation and Advancement in the Workplace (which came into effect on April 1, 2016) and are implementing exceptional measures.

On February 28, 2017, Hitachi, Ltd. was awarded Eruboshi certification for promoting diversity as an important component of its management strategy and for creating work environments enabling its diverse human capital to play an active role. Companies are assessed in five categories*1 and are grouped into three classes according to the number of standards they clear; Hitachi, Ltd. was awarded class 2.*2

*1 The five assessment categories are (1) recruitment, (2) years of continuous employment, (3) workstyles, including working hours, (4) percentage in management positions, and (5) diversity of career choices.

*2 Other Hitachi Group companies earning Eruboshi certification are: Clarion Co., Ltd. (class 3); Hitachi Systems Ltd. (class 3); Hitachi Solutions, Ltd. (class 3); Hitachi Chemical Co., Ltd. (class 2); Hitachi High-Technologies Corporation (class 3); Hitachi Solutions East Japan, Ltd. (class 2); and Hitachi Technical Communications Co., Ltd. (class 3).

