

4 Social

- Social
- Innovation Management
- Human Capital
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- Value Chain Management
- Community**
- Executive Summary
- Social Contribution Activities
- Social Data

Community GRI 103-2

Relevant SDGs

4 QUALITY EDUCATION

5 GENDER EQUALITY

17 PARTNERSHIPS FOR THE GOALS

Why — Why it matters —

Hitachi considers social contribution activities to be of importance in contributing to the sustainable development of both society and business. We believe that Hitachi, as a company seeking to resolve social issues through innovation, has an important mission to foster not only its own human capital but also the talent that will contribute to society in the field of science and technology more broadly. We are focusing our efforts on activities related to science, technology, engineering, arts, and mathematics (STEAM*) education, which has gained attention as a tool for fostering human capital capable of using cutting-edge technologies to enhance their creativity, expressivity, and problem-solving skills. As a global company, we also support charitable and volunteer activities among employees, because it is essential for employees to actively volunteer their time and to participate in charitable work to address local issues and needs if we are to build trust with local communities and grow together with them as a good corporate citizen.

*1 STEAM: Acronym for Science, Technology, Engineering, Arts and Mathematics



Social Contribution Activities

What <small>— What we are doing —</small>	How <small>— How we are doing it —</small>
<ul style="list-style-type: none"> • Promoting social contribution activities in three areas of STEAM, the environment, and community support • Social contribution scheme enabling Hitachi and its employees to make donations together (matching funds) • Providing donations for humanitarian aid to Ukraine • Contributing to society through The Hitachi Global Foundation • Promoting COVID-19-related support efforts 	<p>Policy and promotion structure</p> <p>We adopt the social contribution statement, “Nurturing People, Connecting to the Future,” and are engaged in various activities in three areas: STEAM, the environment, and community support.</p>
	<p style="text-align: center;">Achievements in FY 2021</p>
	<p>Social contribution activity funding and number of participating employees</p> <p>We provided 1,869.4 million yen in funding toward social contribution activities worldwide. Additionally, a total of 33,585 Hitachi Group employees (around 9.6% of the total) participated in social contribution activities.</p>
	<p>Social contribution scheme enabling Hitachi and its employees to make donations together (matching funds)</p> <p>Introduced a social contribution scheme (matching funds) through which donations made by employees will be matched by the Group</p> <p>A total of approximately 77.2 million yen in matching fund donations</p>
	<p>Donations for humanitarian aid to Ukraine</p> <p>Donated 360 million yen to the Japanese Red Cross Society and the Japan Committee for UNICEF</p>
<p>Contributing to society through The Hitachi Global Foundation</p> <p>Developed activities centered on the three areas of “promotion of academic research, science and technology,” “human development,” and “realization of an inclusive society”</p>	

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Social Contribution Activities GRI 201-1

Approach to Social Contribution Activities

Approach

Hitachi regards social contribution as an important activity that contributes to the sustainable development of both society and business, and actively promotes social contribution activities in regions where it operates. It is people themselves who create innovation to solve social issues and bring about social impact and social good. Based on this belief, we have adopted the social contribution statement, “Nurturing People, Connecting to the Future,” and are engaged in various activities in three areas: STEAM (Science, Technology, Engineering, Arts, and Mathematics), the environment, and community support.

[Policy on Social Contribution Activities](https://www.hitachi.com/sustainability/sc/vision/index.html)
<https://www.hitachi.com/sustainability/sc/vision/index.html>

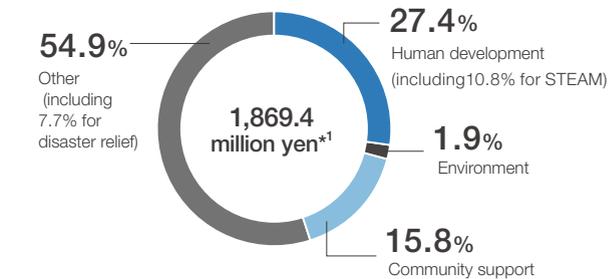
Funding for Social Contribution Activities and Number of Participating Employees

Activities

GRI 413-1

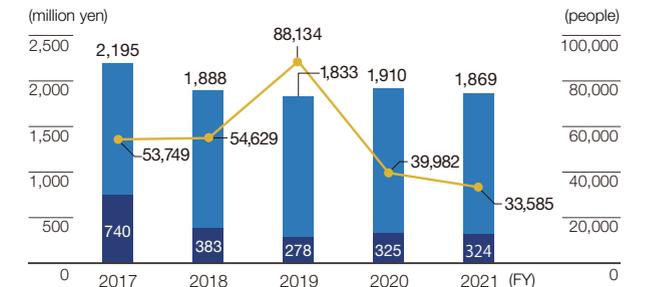
Hitachi and The Hitachi Global Foundation provided 1.8 billion yen funding toward social contribution activities worldwide, including initiatives to cultivate a talented younger generation and financial donations and other support for disaster-struck areas. A total of 33,585 Hitachi Group employees (around 9.6% of total employees) participated in social contribution activities. Due to the impact of the continuous spread of COVID-19, we are shifting to online events.

Breakdown of Funding for Social Contribution Activities in Fiscal 2021



*1 Japan: Hitachi, Ltd., 103 Group companies, and the Hitachi Global Foundation. Outside Japan: 252 companies. Funding includes monetary and in-kind donations, independently organized programs, participation or dispatch of employees, community use of facilities, and employee donations; excludes personnel costs incurred from the participation or dispatch of employees.

Funding for Social Contribution Activities*1 and Number of Employee Participations



■ Total Fund ■ Of Hitachi Group funding, amount related to STEAM
 ● Total number of employee participations

*1 Fiscal 2017 Japan: Hitachi, Ltd., 141 Group companies, and The Hitachi Global Foundation. Outside Japan: 196 companies.
 Fiscal 2018 Japan: Hitachi, Ltd., 142 Group companies, and The Hitachi Global Foundation. Outside Japan: 152 companies.
 Fiscal 2019 Japan: Hitachi, Ltd., 153 Group companies, and The Hitachi Global Foundation. Outside Japan: 234 companies.
 Fiscal 2020 Japan: Hitachi, Ltd., 119 Group companies, and The Hitachi Global Foundation. Outside Japan: 209 companies.
 Fiscal 2021 Japan: Hitachi, Ltd., 103 Group companies, and The Hitachi Global Foundation. Outside Japan: 252 companies.

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Examples of Social Contribution Activities

Activities

Hitachi promotes human development activities centered on fostering the next-generation of human capital. We are actively working on a wide range of issues at global and local community levels and implementing programs to support development of next-generation leaders and science and engineering human capital.

The cultivation of talented IT professionals in particular is a global challenge, especially with the rapid development of information technology, such as AI and big data. In recent years, we have therefore been focusing on educational activities related to STEAM, which has gained attention as a tool for fostering human capital capable of utilizing cutting-edge technologies to enhance their creativity, expressivity, and problem-solving skills.

Fostering next-generation leaders in Asia through the Hitachi Young Leaders Initiative

Hitachi Ltd. and Hitachi Asia have been supporting the "Hitachi Young Leaders Initiative" since 1996 with the aim of developing young leaders who will lead the next generation in Asia. A four-day program consisting of forums, workshops, and fieldwork are usually prepared for university and graduate students from seven ASEAN countries and Japan. Participants are to discuss and exchange opinions on social issues facing ASEAN and on the final day of the program, they make specific proposals for solving such social issues. As of the end of July 2022, a total of 405 program participants are each playing an active part in various fields such as international organizations, government, companies, and NPOs.

Examples of Social Contributions

Area	Activity	BU/Group company
STEAM	Activities to support online science education with electron microscopes https://www.hitachi-hightech.com/global/science-edu/	Hitachi High-Tech
	Initiatives to promote positive change in children https://vimeo.com/677375595/5ba0de99b7	Hitachi America
Environment	Science workshops at elementary schools as part of ecosystem conservation activities in the IT Eco Experimental Village (In Japanese only) https://www.hitachi.co.jp/products/it/harmonious/geoaction100/iteco/index.html	Hitachi, Ltd.
Community support	Hitachi Young Leaders Initiative (next-generation leader development program for university and graduate students in seven Southeast Asian countries and Japan) http://www.hitachi.com.sg/about/hitachi/activities/hyli/index.html	Hitachi, Ltd., Hitachi Asia

Social Contribution Scheme Enabling Hitachi and Its Employees to Make Donations Together (Matching Funds)

In fiscal 2021, the Hitachi Group introduced a social contribution scheme (matching funds) through which donations made by employees in response to disasters, accidents, disease outbreaks, and so on will be matched by the Group in full. This will serve to increase employee engagement in social contribution activities as well as promote the embodiment of the Hitachi Group corporate mission and further solidify the Hitachi Group identity. In fiscal 2021, Hitachi donated a total of approximately 77.2 million yen through the matching funds.

Donations for Humanitarian Aid to Ukraine

The Hitachi Group donated 360 million yen to the Japanese Red Cross Society and the Japan Committee for UNICEF to provide humanitarian aid to those affected by the situation in Ukraine and those who have fled to neighboring areas.

In addition, the entire Hitachi Group made donations to Red Cross and UNICEF around the world, and World Central Kitchen through a scheme in which employees make donations and the company matches the amount.

(Fiscal 2021 results: A total of approximately 63.7 million yen was donated for humanitarian aid to Ukraine through the matching funds)

[Hitachi to Donate toward Humanitarian Aid for Ukraine](https://www.hitachi.com/New/cnews/month/2022/03/220308.pdf)
https://www.hitachi.com/New/cnews/month/2022/03/220308.pdf

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Contributing to Society Through The Hitachi Global Foundation

The Hitachi Global Foundation was established in 2015 through the merger of five existing foundations, including one for supporting scientists and another for supporting the development of university lecturers in Southeast Asia. The Hitachi Global Foundation conducts social contribution activities centered on the three areas of “promotion of academic research, science, and technology,” “human development,” and “realization of an inclusive society” in accordance with the intention of Namihei Odaira, the founder of Hitachi, to contribute to society through business activities.

Achievements in Fiscal 2021

In fiscal 2020, in the area of promotion of academic research, science, and technology, Hitachi responded to the issues created by the COVID-19 pandemic by establishing the Hitachi Fund Support for Research Related to Infectious Diseases with donations from Hitachi, Ltd., its executives and employees, and Group company executives. Five research projects have been selected for funding from the Fund, which has been providing research grants since fiscal 2021.

The Hitachi Global Foundation’s second Asia Innovation Award was also held in fiscal 2021, and the research findings of the award winners have been shared publicly.

In the area of human development, the Hitachi Future Innovator Program at elementary schools was conducted fully online. With the aim of realizing an inclusive society, Hitachi held workshops and forums, and many people from all over Japan participated.

The Hitachi Global Foundation Activities

Area	Activity	Details
Promotion of academic research, science and technology	The Kurata Grants https://www.hitachi-zaidan.org/global/activities/kurata/index.html	A program supporting researchers who engage in the pursuit of solutions to social challenges, in the natural sciences and engineering, or in philosophical and historical elements through research in the humanities and social sciences. [Cumulative grants awarded by the end of fiscal 2021: 1,526]
	The Hitachi Global Foundation Science and Technology Seminars https://www.hitachi-zaidan.org/global/activities/seminar/index.html	An awareness-raising initiative providing opportunities for the public to learn more about cutting-edge science technology topics, with the aim of supporting people in discovering the fascinating fields of science. [In fiscal 2021, a seminar was held regarding advanced engineering approaching the world of science fiction, From Muscle-Covered Biohybrid Robots to Cultured Meat]
	The Hitachi Global Foundation Science and Technology Seminars (In Japanese only) https://www.hitachi-zaidan.org/topics/topics084.html	
Human development	The Hitachi Global Foundation Asia Innovation Award Program https://www.hitachi-zaidan.org/global/activities/award/index.html	An initiative providing awards for achievements in research and development in science and technology innovation that help solve social challenges in the ASEAN region. [Cumulative awards given by the end of fiscal 2021: 24]
	Hitachi Fund Support for Research Related to Infectious Diseases https://www.hitachi-zaidan.org/global/activities/fundsupport/index.html	A research grant initiative aimed at promoting academic investigations, analysis, and considerations based on data and evidence for issues that became apparent through COVID-19 with the aim of sharing the findings and research results internationally. [Projects adopted in fiscal 2021: 5]
	Hitachi Future Innovator Program https://www.hitachi-zaidan.org/global/activities/innovator/index.html	A program promoting the development of science and engineering human capital targeting Japanese schoolchildren in the upper grades of elementary school that is aiming to cultivate personality traits and abilities required for future human resources in science and technology. [Cumulative schools and students participating by the end of fiscal 2021: 16 schools and 1,151 students]
	Girls in science support project https://www.hitachi-zaidan.org/global/activities/girls/index.html	A program aiming to support science and engineering education for women by showing the rewards of science and engineering careers to female junior and senior high school students in Japan. [In fiscal 2021, a dialogue was held with female role model from the fields of science and technology.]
		PIONEER TALK (In Japanese only) https://www.hitachi-zaidan.org/my-tomorrow/dialog/vol7/01.html

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Area	Activity	Details
Realization of an inclusive society	Symposium on Realization of an Inclusive Society https://www.hitachi-zaidan.org/global/activities/symposium/index.html	<p>A program urging a new understanding among citizens for the purpose of realizing an inclusive society where people can accept various positions and values.</p> <p>[In fiscal 2021, a workshop to enhance understanding toward LGBTQ+ was held, and an online forum was held on the theme of developing the ability to participate actively among Japanese high school students with foreign connections.]</p>
		<p>LGBTQ+: Changing the future with correct understanding of LGBTQ+ (In Japanese only)</p> <p>https://www.hitachi-zaidan.org/activities/symposium/data/symposium_20210817.pdf</p>
		<p>Developing the "power to thrive" for high school students who have international backgrounds (In Japanese only)</p> <p>https://www.hitachi-zaidan.org/topics/topics089.html</p>

[The Hitachi Global Foundation](https://www.hitachi-zaidan.org/global/index.html)
<https://www.hitachi-zaidan.org/global/index.html>

▶ Hitachi Group's COVID-19-Related Support Efforts

Initiative	Details
Support for business owners	Provided US\$ one million to support business owners impacted by COVID-19 through loans by the nonprofit organization Kiva.
Support for research	The Hitachi Fund Support for Research Related to Infectious Diseases was established with a fund of 150 million yen from donations of Hitachi, Ltd., its executives and employees, and Group company executives.
Donations for medical professionals (funds and supplies)	Medical supplies and equipment were provided free of charge, including medical masks, face shields, and computed tomography (CT) equipment, along with financial donations.
Support for India	About 50 million yen was donated to the Japan Committee for UNICEF, charitable organizations in India, and others. Also 500 oxygen concentrators (worth about 30 million yen) were provided to Hitachi Group companies in India, and employee-oriented support measures related to medical treatments and so on were implemented.

Note: Initiatives in and after fiscal 2020

[How Hitachi is responding to the Novel Coronavirus \(COVID-19\)](https://www.hitachi.com/information/ImportantNotices/index.html)
<https://www.hitachi.com/information/ImportantNotices/index.html>