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// Social Data GRI 201-1

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Research & Development

R&D Expenditure

	Reporting Boundary	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
R&D expenditure	Hitachi Group	Billions of yen	332.9	323.1	293.7	293.5	317.3
Ratio of R&D expenditure to revenue		%	3.6	3.4	3.4	3.4	3.1

P097 Digital Talent Headcount

P153 Talent Development

Intellectual Property

Number of Patent Applications

	Reporting Boundary	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Number of published patent applications *1	Hitachi Group	Cases	–	–	Approx. 12,000	Approx. 10,000	Approx. 11,000

*1 The total number of published patent applications within Hitachi Group-wide in one year.

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GRI 102-7/102-8/401-1/401-3/403-9/403-10/404-1/405-1/405-2

Employee Data

		Reporting Boundary	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	
Number of employees	Hitachi Group	Total	People	307,275	295,941	301,056	350,864	368,247	
		(By region)*1							
		Japan	People	168,086	162,083	162,100	158,194	156,768	
		China	People	44,080	40,784	41,673	51,903	50,707	
		ASEAN, India, and the rest of Asia	People	44,536	44,229	45,114	61,411	69,876	
		North America	People	21,884	20,985	22,034	27,122	27,914	
		Europe	People	16,517	17,074	17,850	32,449	42,519	
		Other areas	People	12,172	10,786	12,285	19,785	20,463	
		Total	People	241,063	239,802	244,962	279,659	283,020	
		(By gender)*2							
		Male	People	199,193	196,221	199,603	228,278	227,652	
		Female	People	41,870	43,581	45,359	51,381	55,368	
		(By age)*2 *3							
		15-19 years old	%	0.4	0.5	0.5	0.5	0.4	
		Japan	%	0.3	0.4	0.4	0.4	0.3	
		Outside Japan	%	0.1	0.1	0.1	0.1	0.1	
		20-29 years old	%	15.6	15.4	15.7	14.9	15.2	
Japan	%	10.6	10.0	9.8	8.6	8.2			
Outside Japan	%	5.0	5.4	5.9	6.3	7.0			
30-39 years old	%	26.9	27.5	26.7	27.5	27.8			
Japan	%	18.7	17.8	16.5	13.9	12.7			
Outside Japan	%	8.2	9.7	10.1	13.6	15.1			
40-49 years old	%	32.1	30.8	30.4	29.1	28.5			
Japan	%	26.9	25.1	23.8	19.4	17.5			
Outside Japan	%	5.2	5.7	6.6	9.7	11.0			
50-59 years old	%	23.6	24.3	25.1	25.6	25.6			
Japan	%	20.9	21.3	21.5	19.6	19.1			
Outside Japan	%	2.7	3.0	3.6	6.0	6.5			

*1 Regional classifications were changed from fiscal 2020. *2 Approximately 50,000 manufacturing workers not registered in the employee database and approximately 35,000 employees of some newly consolidated companies are not included. *3 Hitachi does not employ 0-14 years old children.

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	Reporting Boundary		Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	
Number of employees	Hitachi Group	(By age) ^{*2 *3}	60-69 years old	%	1.4	1.5	1.6	2.4	2.4
			Japan	%	0.5	0.6	0.6	0.6	0.6
		Outside Japan	%	0.9	0.9	0.9	1.8	1.8	
		Over 70 years old	%	0.0	0.0	0.0	0.1	0.1	
			Japan	%	0.0	0.0	0.0	0.0	0.0
		Outside Japan	%	0.0	0.0	0.0	0.1	0.1	
Average age	Hitachi, Ltd.	Total	People	34,925	33,490	31,442	29,850	29,485	
		(By gender)	Male	People	29,220	27,828	25,628	24,100	23,749
			Female	People	5,705	5,662	5,814	5,750	5,736
Average age	Hitachi Group ^{*2}	Total	Age	41.4	41.3	41.5	41.8	41.7	
			(By gender)	Male	Age	41.8	41.9	41.9	42.2
		Female		Age	39.1	39.0	39.4	40.1	40.2
		Hitachi, Ltd.	Total	Age	41.8	42.1	42.4	43.0	43.3
			(By gender)	Male	Age	42.3	42.6	43.0	43.5
		Female		Age	39.2	39.5	40.1	40.8	41.1
Average service (years)	Hitachi Group ^{*2}	Total	Years	14.9	15.1	15.0	13.6	13.5	
			(By region) ^{*1}	Japan	Years	18.0	18.8	18.8	18.9
		China		Years	8.5	8.8	8.4	8.4	9.2
		ASEAN, India, and the rest of Asia		Years	7.5	7.4	7.4	7.2	8.2
		North America		Years	8.7	7.1	7.2	6.4	7.5
		Europe		Years	8.4	7.6	8.3	6.0	5.7
		Other areas		Years	7.3	6.4	7.6	7.5	5.7
		(By gender)	Male	Years	15.4	15.8	15.7	14.2	13.8
			Female	Years	12.6	11.8	11.8	11.0	10.9
		Hitachi, Ltd.	Total	Years	17.8	18.0	17.9	18.3	18.5
(By gender)	Male		Years	18.3	18.5	18.5	18.8	19.0	
	Female	Years	15.5	15.6	15.6	16.0	16.2		
Turnover rate ^{*4 *5}	Hitachi Group ^{*2}	Total	%	5.5	6.3	5.2	4.3	7.5	
		(By region) ^{*1}	Japan	%	2.1	2.2	2.5	2.0	3.3
			Outside Japan	%	13.4	15.4	10.9	7.4	13.1

*1 Regional classifications were changed from fiscal 2020. *2 Approximately 50,000 manufacturing workers not registered in the employee database and approximately 35,000 employees of some newly consolidated companies are not included. *3 Hitachi does not employ 0-14 years old children. *4 The figures are based on enrolled employees with employment contract including those seconded from Hitachi Group to other companies and those taking leave, and excluding those seconded from other companies to Hitachi Group (as of March 31). *5 Figures include only voluntary resignations.

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	Reporting Boundary		Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Turnover rate*4 *5	Hitachi Group*2	(By gender)	Male	5.0	5.8	4.8	4.1	7.1
			Female	7.8	8.4	7.2	5.2	8.9
	Hitachi, Ltd.	Total		1.5	1.6	1.7	1.4	1.8
		(By region)	Japan	1.3	1.4	1.5	1.3	1.7
			Outside Japan	2.9	3.0	2.8	2.1	2.3

*2 Approximately 50,000 manufacturing workers not registered in the employee database and approximately 35,000 employees of some newly consolidated companies are not included.

*4 The figures are based on enrolled employees with employment contract including those seconded from Hitachi Group to other companies and those taking leave, and excluding those seconded from other companies to Hitachi Group (as of March 31).

*5 Figures include only voluntary resignations.

Diversity, Equity and Inclusion*1

	Reporting Boundary		Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	
Number and ratio of registered employees	Hitachi Group*2	Total number of registered employees		People	248,488	242,994	251,016	285,857	291,028
		Number and Ratio of female employees		People(%)	45,208 (18.2)	45,580 (18.8)	48,665 (19.4)	54,719 (19.1)	58,830 (20.2)
	Hitachi, Ltd.	(By region)	Japan	24,754 (14.2)	25,076 (14.9)	26,203 (15.6)	26,106 (16.0)	26,773 (16.5)	
			China	6,504 (39.6)	6,733 (39.5)	6,856 (37.5)	7,232 (34.1)	7,594 (35.7)	
			ASEAN, India, and the rest of Asia	5,918 (24.3)	6,231 (24.6)	6,828 (25.3)	6,990 (20.7)	9,120 (20.6)	
			North America	2,635 (24.2)	3,176 (26.2)	3,955 (24.9)	4,298 (22.7)	4,954 (25.7)	
			Europe	2,392 (20.4)	2,348 (21.5)	2,361 (21.3)	6,903 (22.0)	6,761 (23.8)	
			Other areas	3,005 (27.9)	2,016 (22.1)	2,462 (23.4)	3,190 (18.2)	3,628 (23.4)	
		Total number of registered employees		People	39,362	37,489	34,997	33,198	32,713
Number and Ratio of female employees		People(%)	6,768 (17.2)	6,678 (17.8)	6,649 (19.0)	6,537 (19.7)	6,595 (20.2)		
Number and Ratio of managers*3	Hitachi Group*2	Number of manager		People	45,346	47,831	48,336	48,712	48,690
		Number and Ratio of female managers ✓		People(%)	3,325 (7.3)	3,975 (8.3)	4,302 (8.9)	4,641 (9.5)	4,762 (9.8)
	Hitachi, Ltd.	Number of manager		People	13,737	13,332	12,694	11,881	11,584
		Number and Ratio of female managers ✓		People(%)	577 (4.2)	635 (4.8)	700 (5.5)	768 (6.5)	785 (6.8)
		(By rank)	General manager or above	128 (3.2)	135 (3.4)	147 (3.9)	156 (4.5)	146 (4.3)	
	Section manager	449 (4.6)	500 (5.3)	553 (6.2)	612 (7.3)	639 (7.8)			
Individual compensation ratio of female to male managers*4	Hitachi, Ltd.	Total		Female: Male	100:104	100:105	100:106	100:106	100:107
		Basic salary			100:102	100:103	100:104	100:104	100:105

*1 The figures are based on enrolled employees with employment contract including those seconded from Hitachi Group to other companies and those taking leave, and excluding those seconded from other companies to Hitachi Group (as of March 31).

*2 Approximately 50,000 manufacturing workers not registered in the employee database and approximately 35,000 employees of some newly consolidated companies are not included. *3 Rising numbers of female managers in part reflect improved coverage of our human capital databases. *4 Benefits for men and women are identical. Differences between male and female salaries and compensation are due to age distribution, grade distribution, etc.

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Number and Ratio of new employees hired	Reporting Boundary		Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
	Hitachi Group*2	Total	People	14,257	17,120	14,997	17,963	29,539
	Number and Ratio of new female employees hired		People(%)	3,155 (22.1)	4,574 (26.7)	3,943 (26.3)	4,269 (23.8)	6,489 (22.0)
	(By region)	Japan		1,087 (19.4)	1,438 (23.1)	1,372 (23.0)	1,329 (23.9)	2,051 (15.7)
		China		475 (40.8)	432 (35.6)	400 (30.9)	371 (31.9)	449 (38.3)
		ASEAN, India, and the rest of Asia		711 (19.4)	793 (25.3)	1,002 (27.7)	595 (22.2)	1,402 (22.0)
		North America	People(%)	446 (26.2)	1,002 (32.8)	635 (29.7)	574 (23.2)	927 (27.9)
		Europe		290 (19.6)	313 (23.8)	147 (22.9)	970 (26.5)	971 (27.9)
		Other areas		146 (22.8)	596 (27.3)	387 (28.9)	430 (17.8)	689 (27.4)

*2 Approximately 50,000 manufacturing workers not registered in the employee database and approximately 35,000 employees of some newly consolidated companies are not included.

Number and Ratio of female and non-Japanese executive and corporate officers	Reporting Boundary		Unit	June 2018	June 2019	July 2020	June 2021	June 2022
	Hitachi, Ltd.	Number of female executive and corporate officers	People	2	4	5	7	9
	Ratio of female executive and corporate officers	%	2.6	5.0	7.1	10.1	12.2	
	Number of non-Japanese executive and corporate officers	People	5	7	6	8	13	
	Ratio of non-Japanese executive and corporate officers	%	6.4	8.8	8.6	11.6	17.6	

Number and Ratio of female and non-Japanese Directors	Reporting Boundary		Unit	June 2018	June 2019	July 2020	June 2021	June 2022
	Total		People	12	11	13	13	12
	Hitachi, Ltd.	Male	People	10	9	11	11	10
		%	83.3	81.8	84.6	84.6	83.3	
		Female	People	2	2	2	2	2
		%	16.7	18.2	15.4	15.4	16.7	
	Hitachi, Ltd.	Japan	People	8	7	7	7	7
		%	66.7	63.6	53.8	53.8	58.3	
		Outside Japan	People	4	4	6	6	5
		%	33.3	36.4	46.2	46.2	41.7	

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		Reporting Boundary		Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	
Maternity/partner's leave	Hitachi, Ltd.	Utilization rate* ⁵	Male	%	32.7	37.8	38.1	33.8	32.9	
			Female		100.0	100.0	100.0	100.0	100.0	
		Return rate for recipients* ⁶	Male	%	100.0	100.0	100.0	100.0	100.0	100.0
			Female		100.0	100.0	100.0	99.7	100.0	
		Retention rate for recipients* ⁷	Male	%	98.4	99.7	96.9	97.7	97.5	
			Female		99.2	100.0	100.0	99.7	98.5	
Childcare leave	Hitachi, Ltd.	Utilization rate* ⁸	Male	%	2.2	2.7	4.0	7.3	9.9	
			Female		99.7	100.0	99.6	99.6	100.0	
		Return rate for recipients* ⁹	Male	%	100.0	94.3	100.0	100.0	100.0	
			Female		98.5	97.4	97.4	98.9	100.0	
		Retention rate for recipients* ¹⁰	Male	%	96.6	90.9	84.8	71.4	94.4	
			Female		98.0	99.4	95.5	98.0	96.6	

*5 Total number of employees who took maternity leave or partner's maternity leaves/Total number of employees with newborn children

*6 Total number of employees not resigning on the day after completing maternity leave or partner's maternity leaves/Total number of employees who took maternity leave or partner's maternity leave

*7 Total number of employees who did not resign within one year after maternity leave or partner's maternity leave/Total number of employees who took maternity leave or partner's maternity leave

*8 Total number of employees who took child-care leave/Total number of employees with newborn children

*9 Total number of employees returning from child-care leave/Total number of employees who planned to return from child-care leave. Number of employees returning excludes those who planned to return and resigned voluntarily without returning

*10 Total number of employees continuously working one year after returning from child-care leave/Total number of employees returning from child-care leave

		Reporting Boundary		Unit	June 2018	June 2019	June 2020	June 2021	June 2022
Employment of people with disabilities	Hitachi Group companies in Japan* ¹¹		People	1,848	1,899	2,403	2,575	2,767	
Employment rate of people with disabilities			%	2.23	2.26	2.33	2.37	2.43	

*11 It includes special subsidiaries and related Group companies. (There were 1 special subsidiaries and 23 related Group companies in June 2022.)

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Global Human Capital Management

	Reporting Boundary	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	
Percentage of positive responses to employee engagement questions	Hitachi Group	Global average	%	58	60	60	62	65
	(By region)	Japan	%	—	—	—	—	56
		Outside Japan	%	—	—	—	—	80

Notes: 1. Questions change slightly each year. Above figures are not adjusted for changes in questions.

2. In fiscal 2021, the composition of questions measuring employee engagement was revised. The percentage was calculated from the average of the percentage of positive responses to the following four questions: pride in working for Hitachi; whether it is a great place to work that one would recommend to others; job satisfaction and sense of accomplishment; and desire to continue working for Hitachi for the foreseeable future.

Talent Development

	Reporting Boundary	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	
Number of participants of training programs	Hitachi Group	For management-level leadership	People	3,821	3,844	4,063	3,559	3,976
Training hours per employee	Hitachi Group		Hours	—	—	—	—	25.6
Average amount invested in education per employee*1	Hitachi Group		Yen	—	—	—	61,700*2	57,700*3
	Hitachi Group companies in Japan			118,500*4	127,800*5	128,000*6	—	—

*1 The scope of data was changed from the Hitachi Group in Japan to the Hitachi Group from fiscal 2020.

*2 Hitachi, Ltd., 45 Group companies in Japan, and 78 Group companies outside Japan, total 124.

*3 Hitachi, Ltd., 44 Group companies in Japan, and 63 Group companies outside Japan, total 108.

*4 Hitachi, Ltd. and 14 major Group companies in Japan

*5 Hitachi, Ltd. and 13 major Group companies in Japan

*6 Hitachi, Ltd. and 12 major Group companies in Japan

	Reporting Boundary	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	
Digital talent headcount*7	Hitachi Group	Total	People	—	—	Approx. 30,000	Approx. 35,000	Approx. 67,000
	(By region)	Japan	People	—	—	Approx. 19,000	Approx. 23,000	Approx. 29,000
		Outside Japan	People	—	—	Approx. 11,000	Approx. 12,000	Approx. 38,000

*7 Disclosures began in fiscal 2019. "Digital talent" is defined as those who possess any of the 12 capabilities required for digital business, such as data science and security. The digital talent accumulation is the total number of capabilities possessed by employees.

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Occupational Health and Safety

	Reporting Boundary		Unit	2017	2018	2019	2020	2021
Number of fatal accidents	Hitachi Group (including contractors)		Cases	4	0	5	3	2
Number of deaths	Hitachi Group	Employees	People	5	0	4	1	1
	Hitachi, Ltd.	Employees		0	0	0	0	0
	Contractors	Contractors		0	0	1	2	1
Lost-time accidents	Hitachi Group*2		Cases	485	506	396	314	434
	Hitachi Group companies in Japan*2			92	64	57	52	54
	Hitachi, Ltd.			11	6	6	4	3
Occupational accident severity rate*1	Hitachi Group companies in Japan*2		—	0.17	0.11	0.03	0.00	0.00
Occupational accident frequency rate *1	Hitachi Group companies in Japan*2		—	0.25	0.2	0.17	0.17	0.17
Hitachi Group's Global Safety Figures (Occurrence Rate)*3	Hitachi Group		Global total	4.22	4.20	3.45	2.89	2.69
	(By region)	Japan	—	1.85	1.64	1.53	1.34	1.20
		Overseas total	—	7.42	7.43	5.78	4.90	3.80
		North America	—	24.33	27.96	20.76	18.98	18.46
		Central and South America	—	1.62	0.44	0.57	2.12	1.69
		Europe	—	10.82	6.08	4.78	3.09	3.71
		India	—	1.44	1.44	1.63	1.07	0.53
	(By region)	China	—	1.53	1.46	1.17	1.12	1.06
		Asia (excluding India and China)	—	4.41	3.34	2.63	1.55	1.30
		Oceania	—	24.41	21.94	29.07	12.95	5.32
	Africa	—	9.93	11.76	9.72	25.37	1.43	

Notes: The period for each year is from January to December.

*1 Occupational accidents are defined as those involving fatality or work-time loss of one day or more.

*2 Hitachi Group figures for Japan, including Hitachi, Ltd., are for 201 Group companies in 2017, 188 in 2018, 169 in 2019, 136 in 2020, and 131 in 2021.

*3 The occurrence rate is the rate of workplace accidents per 1,000 directly contracted employees resulting in injuries without lost workday or more.

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	Reporting Boundary	Unit	2017	2018	2019	2020	2021
Absence rate**4	Hitachi Group companies in Japan	(By health type) Mental	0.60	0.64	0.65	0.62	0.66
		Physical	0.26	0.24	0.25	0.22	0.21

*4 The percentage of employees taking sick leave for seven or more consecutive days or formally taking leave (number of employees taking sick leave per month/number of employees per month × 100)

	Reporting Boundary	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Medical Exam and Screening Attendance Rates	Hitachi Group companies in Japan	(By exam type) General physical exam*5	78.5	79.3	81.2	81.1	80.6
		Breast cancer screening*6	51.1	53.2	56.3	56.6	57.1
		Uterine cancer screening*7	35.6	37.1	38.7	39.1	39.3
		Stomach cancer screening*8	80.7	80.6	82.7	82.2	84.7
		Intestinal cancer screening*8	81.4	81.3	83.5	83.0	85.5
Smoking Rate*10	Hitachi Group companies in Japan	%	31.5	30.9	29.8	28.4	27.6

*5 Men and women aged 35 and over

*6 Women aged 30 and over

*7 Women aged 25 and over

*8 Men and women aged 30 and over

*9 In fiscal 2016–2017, men and women aged 50 and over; from fiscal 2018, it changed to men and women aged 35 and over

*10 Employees aged 35 and over (results of specific medical examinations)

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Responsible Procurement

Sustainable Procurement Activities

	Reporting Boundary	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Sustainability monitoring			131	345	291	271	(Human rights) 2,524* ¹ (Environment) 708* ¹
Sustainability audits	Hitachi Group	Companies	18	24	19	27	25
Sustainability Procurement Seminars			65	126	59	450	359

*1 Sustainability monitoring in fiscal 2021 was focused on human rights and environmental risk assessment.

Rate of Local Procurement of Materials for Main Regions

	Reporting Boundary	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
China			78	88	90	98	95
Other Asian countries	Hitachi Group	%	71	71	71	80	87
Europe			70	81	78	77	83
Americas			57	66	69	70	83

Green Purchasing

	Reporting Boundary	Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Green purchasing rate* ²	Hitachi Group	%	86	86	84	83	83

*2 The percentage, by monetary value, of products with the Eco Mark among all products purchased subject to the Act on Promoting Green Procurement. Act on Promoting Green Procurement.

Conflict Mineral Issue

	Reporting Boundary	Unit	2017	2018	2019	2020	2021
Number of surveys on conflict minerals conducted from customer requests	Hitachi Group* ³	Cases	1,422	1,874	1,645	1,836	—* ⁴

Note: Reported statistics is from January to December every year.

*3 Among all Business Units (BUs) and Group companies, there are a total of 20 BUs and Group companies that have a registered CSR manager. Among these 20, the boundary covered some BUs and Group companies that conducted the survey from customer requests.

*4 The data for 2020 are the most recent available, due to the timing of data compilation.

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Social Contribution Activities

	Reporting Boundary		Unit	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
Funding for social contribution activities	Hitachi Group and The Hitachi Global Foundation*1	Total	Million Yen	2,195	1,888	1,833	1,910	1,869
		(By area)						
		Human development		983 (44.8)	931 (49.3)	744 (40.6)	850 (44.5)	512 (27.4)
		Of which, amount related to STEAM		740 (33.7)	383 (20.3)	278 (15.2)	325 (17.1)	201 (10.8)
		Environment	Million Yen	64 (2.9)	38 (2.0)	51 (2.8)	23 (1.2)	36 (1.9)
		Community support	(%)	759 (34.6)	387 (20.5)	477 (26.0)	206 (10.8)	295 (15.8)
		Other		389 (17.7)	532 (28.2)	561 (30.6)	831 (43.5)	1,026 (54.9)
		Of which, disaster relief		213 (9.7)	130 (6.9)	86 (4.7)	220 (11.5)	143 (7.7)
Total employees participating	Hitachi Group and The Hitachi Global Foundation*1		Participants*2	53,749	54,629	88,134	39,982	33,585

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

*2 Includes multiple activities by some individuals

Social

Innovation Management

Human Capital

Human Rights

Value Chain Management

Community

Social Data

Innovation Management

Human Capital

Value Chain Management

- Community