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Governance

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 - Corporate Governance
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// Governance Data

Corporate Governance GRI 405-1

Leadership Demographics

	Unit	Total	Gender		Nationality	
			Male	Female	Japanese	Non-Japanese
Directors*1	People	12*2	10	2	7	5
Executive officers*1		34	33	1	31	3
Executive officers and corporate officers*1		74	65	9	61	13
Ratios of female and non-Japanese executive officers and corporate officers	%			12.2		17.6

*1 As of June 2022

*2 Including 9 independent directors (seven from Japan and two from outside Japan)

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– Business Ethics and Compliance

Business Ethics and Compliance

Business Ethics and Compliance Training

	Reporting Boundary	Unit	FY2017	FY2018	FY2019	FY2020	FY2021
Number of participants of business ethics and compliance training* ¹	Hitachi Group	people	—	—	—	—	341,888
Participation rate of business ethics and compliance training*	Hitachi Group	%	—	—	—	—	99.1

*¹ Disclosures began in fiscal 2021.

Hitachi Global Compliance Hotline (Whistleblower System)

	Reporting Boundary	Unit	FY2017	FY2018	FY2019	FY2020	FY2021
Number of compliance reports* ¹	Hitachi Group	Total	—	—	459	639	1,023
	(By category)	HR issues (Labor management, travel expenses, commuting costs, etc.)	—	—	—	—	226
		Harassment	—	—	—	—	341
		Financial	—	—	—	—	27
		Procurement	—	—	—	—	26
		Competition law	—	—	—	—	3
		Bribery	—	—	—	—	30
		Others	—	—	—	—	370
	(By area)	Americas	—	—	—	—	238
		Europe (including CIS)	—	—	—	—	98
		Middle East/North Africa	—	—	—	—	54
		Sub-Saharan	—	—	—	—	13
		APAC (excluding Japan)	—	—	—	—	234
	Japan	—	—	—	—	386	

*¹ Discloses of the total number of cases began in fiscal 2019 and the breakdown in fiscal 2021.