

Social

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Social Contribution Activities


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Social Contribution Activities

Basic Concept

Under the Hitachi Group Identity, we treat social contribution activities as an important matter that contributes co-creation of social value and environmental value, as well as to the sustainable development of society and business. We believe that it is people themselves who create innovations to solve social issues and bring about social impact and social good. Based on this belief, we adopted the social contribution statement, *Nurturing People, Connecting to the Future*.

Topic	Overview	Targets, KPIs, and Results
 <p>Social Contribution Activities</p>	<p>Under our social contribution activities policy, we conduct various activities globally in the three areas of STEAM (science, technology, engineering, arts and mathematics), the environment, and community contribution.</p> <p>We also introduced a social contribution program (matching funds) in which employees and the company work together to make donations, with the aim of increasing employee engagement in social contribution activities.</p> <p>The Hitachi Global Foundation pursues social contribution activities in three core areas: the promotion of academic research, human development, and the realization of an inclusive society.</p>	<p>Participants in Hitachi Young Leaders Initiative</p> <p>FY2022 Results: 30 people (Cumulative Total Since 1996: 405 people)</p> <hr/> <p>Participants in Hitachi High-Tech Science Education Support Activities</p> <p>FY2022 Results: 62,487 people (Cumulative Total Since 1990: 367,362 people)</p>

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GRI 2-24/201-1/203-1/413-1

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 creates innovation to solve social issues, bringing about social impact and social good. Based on this belief, we adopted the social contribution statement, “Nurturing People, Connecting to the Future,” and we are engaged in various activities in three areas: STEAM (Science, Technology, Engineering, Arts, and Mathematics), the environment, and community support. Our activities in these areas also contribute to the Green, Digital, and Innovation growth drivers described in our Mid-term Management Plan 2024. In addition, in the materiality topic identified in fiscal 2022, we set a KPI related to next-generation talent development and are promoting activities.

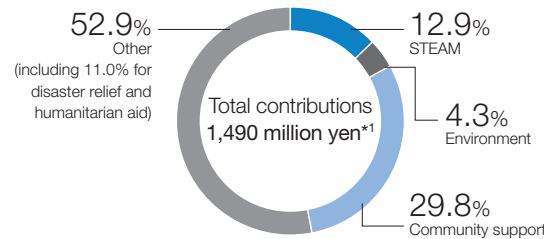
 Policy on Social Contribution Activities
<https://www.hitachi.com/sustainability/sc/vision/index.html>

Funding for Social Contribution Activities and Number of Participating Employees

Activities

The Hitachi Group and the Hitachi Global Foundation provided 1,490 million yen in fiscal 2022 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 23,576 Hitachi Group employees (roughly 7.3% of total employees) participated in social contribution activities in fiscal 2022.

Breakdown of Funding for Social Contribution Activities in Fiscal 2022



*1 Japan: Hitachi, Ltd., 86 Group companies (87 companies total), and the Hitachi Global Foundation.
 Outside Japan: 183 companies.
 Funding includes monetary and in-kind donations, independently organized programs, participation or dispatch of employees, community use of facilities, and employee donations. Funding excludes personnel costs incurred from the participation or dispatch of employees.

Support for Employee Social Contribution Activities

System

Hitachi believes that if each employee views social issues as their own and engages actively in social contribution activities it will lead to the growth of our entire organization. To this end, we create systems that facilitate employee participation in social contribution activities.

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

Hitachi offers matching funds as a tool to encourage employees to participate actively in social contribution activities. These matching funds are social contribution schemes through which donations made by employees in response to disasters, accidents, disease outbreaks, and so on are

matched by the Group in full. This program serves to increase employee engagement in social contribution activities and embody the Hitachi Group corporate mission, solidifying the Hitachi Group identity further. In fiscal 2022, Hitachi donated a total of approximately 13 million yen through the matching funds.

Life Support Leave System

In April 2023, Hitachi, Ltd. introduced Life Support Leave, a multi-purpose paid leave system designed to balance work and family, career development, and social contribution (volunteer activities outside of work, participation as a donor for bone marrow or organ donations, etc.) based on different needs at each life stage. The leave program also encourages autonomous work styles. Employees can take up to five days leave per year by using this system.

Social Contribution Activities

Activities

Hitachi pursues activities centered on the development of human capital for the next generation. We work actively to solve a wide range of issues affecting global and local communities. More specifically, we conduct programs that support the development of next-generation leaders and science and engineering talents who will be agents of change in society. In particular, with the rapid development of information technology such as AI and big data, development of IT talents is a global challenge, so we focus on educational activities related to STEAM, which has gained attention as a tool for fostering talent development capable of utilizing cutting-edge technologies to enhance creativity, expressivity, and problem-solving skills.

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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
Environment	One Hitachi Earth Month (Encouraging Environmental Volunteer Activities by Employees) https://www.hitachi.us/about/hitachi/sustainability/turning-ambition-into-action	Hitachi America, 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
	Contributing to the Development and Tradition of Nebuta Floats While Considering the Environment https://social-innovation.hitachi/en/article/nebuta/	Hitachi, Ltd.

Support for Earthquake Relief Efforts in Türkiye and Syria

Hitachi donated 20 million yen each to the Japanese Red Cross Society and the Japan Committee for UNICEF, for a total of 40 million yen. These contributions provide relief to victims of the earthquake that struck the southeastern part of the Republic of Türkiye near the border with the Syrian Arab Republic in February 2023. These are also used to support reconstruction in the affected areas.

In addition, Hitachi makes donations through the Red Cross via matching funds (Fiscal 2022 Results: approx. 7 million yen.) Hitachi Energy and Hitachi Vantara also sponsored their own individual donation programs.

Hitachi to Donate to Support Earthquake Relief Efforts in Türkiye and Syria
<https://www.hitachi.com/New/cnews/month/2023/02/230215a.html>

Providing Donations for Humanitarian Aid to Ukraine

In fiscal 2022, Hitachi, Ltd. donated the equivalent of 8.8 million yen in in-kind goods to Médecins Sans Frontières Japon to aid people affected by the situation in Ukraine and those who have fled to neighboring areas.

In addition, Hitachi makes donations to the Red Cross, UNICEF, and World Central Kitchen via matching funds. (Fiscal 2022 Results: approx. 5.4 million yen)

Developing and Empowering Next-Generation Human Capital

Materiality

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. The four-day program consisting of forums, workshops, and fieldwork prepared for university and graduate students from seven ASEAN countries and Japan. Participants discuss and exchange opinions on social issues facing ASEAN, and on the final day of the program, they make specific proposals for solving these 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.

Support for Talent Development in Science and Engineering

Aiming to develop the next generation of science and engineering talent, Hitachi provides opportunities for the younger generation to experience science and technology.

Hitachi High-Tech has supported science education since the 1990s, using its own tabletop electron microscopes. To

date, the organization has offered outreach classes and loaned tabletop electron microscopes in 31 countries and regions, pursuing a goal of providing learning opportunities to 50,000 people every year. We seek to cultivate talent who will lead the development of science and medical technology by stimulating interest in science and technology and by supporting research activities in more countries and regions.

GlobalLogic Social Contribution Activities in India

GlobalLogic believes in being socially responsible, and the company's *Grow to Give* motto embodies this belief. As the company succeeds and progress, employees make sure to give back to and support their communities.

One of the key programs under this approach is *Educate to Empower* through which the company supports quality education for around 6,000 children across India. This initiative empowers underprivileged children by giving them access to quality education, with a special focus on girls. In fact, the program ensures that at least 50% of participants are girls, creating equal opportunities for all. *STEM Innovation Lab* is another GlobalLogic-supported program towards creating an ecosystem that supports student learning in science by setting up STEM and robotics lab in government schools. These STEM labs give girls a chance to discover 21st century skills and spark their interest in STEM and modern technologies such as Robotics—all while having fun and learning.

Through these initiatives, GlobalLogic ensures everyone gets a fair shot at learning, paving the way for them to become the brilliant innovators that will shape the future.

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Contributing to Society Through the Hitachi Global Foundation


The Hitachi Global Foundation conducts activities that contribute to the public good centered on three areas: promotion of academic research, science and technology, human development, and realization of an inclusive society. These contributions are in line with the intention of Namihei Odaira, the founder of Hitachi, to contribute to society through business activities.

Achievements in Fiscal 2022

To promote academic research, science and technology, we held an interim report meeting for five research projects funded by the Hitachi Fund Support for Research Related to Infectious Diseases. Third Hitachi Global Foundation Asia Innovation Award was also held in fiscal 2022, and the research findings of the award winners have been shared publicly. In the area of human development, we have continued to conduct the Hitachi Future Innovator Program at elementary schools. In other specific activities, we held a forum related to realization of an inclusive society and formed a working group for an electronic journal to be published in fiscal 2023.

Examples of 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 grant program supporting researchers who engage in the pursuit of solutions to social challenges in the natural sciences and engineering or in philosophical, historical, and etc. fields through research in the humanities and social sciences. [Cumulative grants awarded by the end of fiscal 2022: 1,570]
	 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. [Brain Decoding - Decoding Brain Images with AI Event in Fiscal 2022]  18th The Hitachi Global Foundation Science and Technology Seminar https://www.hitachi-zaidan.org/global/newsletter/data/nl_vol_44.pdf
	 The Hitachi Global Foundation Asia Innovation Award 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 to solve social challenges in the ASEAN region. [Cumulative awards given as of the end of fiscal 2022: 40]
	 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 under COVID-19. The aim of the grant is to share findings and research results internationally. [Projects adopted in fiscal 2021: 5]
Human Development	 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. The program aims 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 2022: 18 schools and 1,410 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. [Dialogue and Workshops With Female Role Models in Science and Technology Held in Fiscal 2022]  PIONEER TALK (Japanese only) https://www.hitachi-zaidan.org/my-tomorrow/dialog/vol8/01.html
Realization of an Inclusive Society	 Realization of an Inclusive Society https://www.hitachi-zaidan.org/global/activities/symposium/index.html	A program urging a new understanding among citizens for the purpose of creating inclusive societies in which people accept various viewpoints and values. [Online forum, Developing the Power to Thrive for High School Students with International Backgrounds - The Reality of Education and Questioning the Nature of Support - Held in Fiscal 2022] We formed a working group for an electronic journal to be published in fiscal 2023. This working group studied specifics regarding the academic fields to be addressed, expected readers, editorial structure, etc.  Developing the Power to Thrive in High School Students From Various International Backgrounds (Japanese only) https://www.hitachi-zaidan.org/topics/topics089.html

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