

## 5-Year Non-Financial Data

Human Capital Development		FY2014	FY2015	FY2016	FY2017	FY2018
Number of employees	Consolidated	336,670	335,244	303,887	307,275	295,941
	Non-consolidated	31,375	37,353	35,631	34,925	33,490
Average service (years) <sup>*1</sup>		18.4	18.4	18.6	18.8	19.0
Turnover ratio (%) <sup>*1,2</sup>		1.4	1.3	1.5	1.5	1.6
Diversity and Inclusion						
Ratio of female employees (%) <sup>*1</sup>		16.3	16.5	16.8	17.2	17.8
Global ratio (number) of female managers <sup>*3</sup>		6.0	6.4	6.3	6.4	6.8
Ratio (number) of female managers <sup>*1,4</sup>		(3,670)	(3,727)	(3,365)	(3,459)	(3,638)
		3.7	4.0	4.1	4.2	4.8
		(434)	(474)	(509)	(577)	(635)
Hitachi Group's Global Safety Figures (Occurrence rate <sup>*5</sup> )						
Americas		—	—	27.65	24.33	27.96
Latin America		—	—	2.33	1.62	0.44
Europe		—	—	10.70	10.82	6.08
India		—	—	2.07	1.44	1.44
China		—	—	1.59	1.53	1.46
Asia (excluding India and China)		—	—	5.43	4.41	3.34
Oceania		—	—	39.07	24.41	21.94
Africa		—	—	17.26	9.93	11.76
Subtotal		—	—	7.76	7.42	7.43
Japan		—	—	1.57	1.85	1.64
Global total		—	—	3.95	4.22	4.20
Occupational Health and Safety						
Number of fatal accidents <sup>*6</sup>		3	4	3	5	0

### Scope of Data

\*1 Hitachi, Ltd. \*2 Includes only voluntary resignations. \*3 All full-time, regular female managers excluding those dispatched to non-Group companies.

\*4 Since fiscal 2017, "Female managers" has included managerial employees dispatched from Hitachi, Ltd. to other companies and those accepted from other companies by Hitachi, Ltd. Earlier figures include regular managerial employees dispatched to other companies but exclude those accepted from other companies.

\*5 Occurrence rate is the rate of workplace accidents per 1,000 directly contracted employees resulting in fatality or work-time loss of one day or more. \*6 January to December each year.

Ratios for Female and Non-Japanese Executive and Corporate Officers (Hitachi, Ltd.)	June 2017	June 2018	June 2019
Number of female executive and corporate officers	2	2	4
Ratio of female executive and corporate officers	2.4%	2.6%	5.0%
Number of non-Japanese executive and corporate officers	3	5	7
Ratio of non-Japanese executive and corporate officers	3.7%	6.4%	8.8%

Research and Development	FY2014	FY2015	FY2016	FY2017	FY2018
Ratio of R&D expenditure to revenue (%)	3.4	3.3	3.5	3.6	3.4
Patent application ratio outside Japan (%)	59	59	57	56	58

### Scope of Data

Hitachi, Ltd. and consolidated subsidiaries (including variable interest entities).

Number of companies: FY2014: 996; FY2015: 1,057; FY2016: 865; FY2017: 880; FY2018: 804.

Responsible Procurement, Status of CSR Procurement Policies	FY2018	Cumulative total
CSR monitoring (self-check)	345 companies	1,510 <sup>*1</sup>
CSR audits	24 companies	130 <sup>*2</sup>
Supplier briefings	126 companies	235 <sup>*3</sup>

\*1 Total number of companies during FY2012-2018 \*2 Total number of companies during FY2012-2018 \*3 Total number of companies during FY2015-2018

Environment	FY2014	FY2015	FY2016	FY2017	FY2018
Rate of reduction in CO <sub>2</sub> emissions from use of products and services (base: FY2010) <sup>*1</sup> (%)	—	—	35	33	34
CO <sub>2</sub> emissions from factories and offices (kt-CO <sub>2</sub> )	4,128	3,895	4,577 <sup>*2</sup>	4,663 <sup>*2</sup>	4,470 <sup>*2</sup>
Water use (million m <sup>3</sup> )	4,686	4,391	4,134 <sup>*2</sup>	3,854 <sup>*2</sup>	3,702 <sup>*2</sup>
Waste and valuables generation (kt)	692	618	1,336 <sup>*2</sup>	1,356 <sup>*2</sup>	1,384 <sup>*2</sup>
Atmospheric emissions of chemical substances (t)	4,415	3,615	4,380 <sup>*2,3</sup>	4,223 <sup>*2,3</sup>	4,392 <sup>*2,3</sup>

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Hitachi, Ltd. and consolidated subsidiaries.

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Environmental performance data associated with Hitachi's business operations: Hitachi Group companies for which the environmental load accounts for 90% of the total (based on Hitachi calculations); data for each fiscal year indicates performance within the given scope for the fiscal year.

\*1 New indicator established in fiscal 2016.

\*2 Figures include a materials company that has become a consolidated member of the Hitachi Group since fiscal 2016.

\*3 The management scope of chemical substances has been expanded from 41 to 50 substances since fiscal 2016.

### Independent Assurance of Environmental and Social Data

To enhance the reliability of the data disclosed in the Hitachi Sustainability Report 2018, we have received independent assurance of key environmental and social performance indicators by KPMG AZSA Sustainability Co., Ltd.

Please refer to the Third-Party Assurance Report of the Hitachi Sustainability Report 2019.

<https://www.hitachi.com/sustainability/download/index.html>