

# 4

## Social

Social

Innovation Management

Human Capital

Human Rights

Value Chain Management

**Community**

Social Data

# Hitachi Sustainability Report 2021



## Community GRI 103-2



### Why

— Why it matters —

Hitachi aims to create social and environmental value not only through the Social Innovation Business but also by making social contributions and is working actively to contribute 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 those who 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.



### Social Contribution Activities

- ### What
- What we are doing —
- Promoting social contribution activities in the areas of STEAM, the environment, and community engagement
  - Promoting social contribution activities through the Hitachi Global Foundation
  - Providing support related to COVID-19

### How

— How we are doing it —

Policy and promotion structure	Guided by our vision of “Nurturing People, Connecting to the Future,” we are working to develop a wide range of social contribution activities worldwide, including volunteer and pro bono work. In fiscal 2021, we have also introduced a new social contribution scheme in which employees and the company work together to make donations.
<b>Achievements in Fiscal 2020</b>	
Social contribution activity funding and number of participating employees	Despite the impact the COVID-19 pandemic has had on many of our activities, we provided over 1.91 billion yen (a 4.2% increase compared to the previous fiscal year) in funding toward social contribution activities worldwide, including human resources development and support for disaster-struck areas. Additionally, 39,982 Hitachi Group employees (around 11% of the total, a 54% decrease compared to the previous fiscal year) participated in social contribution activities.
Provide STEAM education	Amid the impact the COVID-19 pandemic has had on many of our activities, we have switched to online platforms for some, including workshops for schoolchildren in Singapore and Japan.
Support through the Hitachi Foundation	The Hitachi Foundation established a new research grant under the Hitachi Fund Support for Research Related to Infectious Diseases to promote academic research on topics such as COVID-19 and to share the findings internationally.
Provide support related to COVID-19	Provided US\$1 million to support business owners impacted by COVID-19 through loans by the nonprofit organization Kiva  Donated about 50 million yen to the Japan Committee for UNICEF and charitable institutions in India, and provided 500 oxygen concentrators (worth approx. 30 million yen) to Hitachi Group companies in India.

## 4

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Innovation Management

Human Capital

Human Rights

Value Chain Management

Community

Social Data

## Social Contribution Activities GRI 201-1

### Policy on Social Contribution Activities

#### Policy

In order to achieve the 2021 Mid-term Management Plan, Hitachi is committed to creating social and environmental value through the Social Innovation Business. At the same time, we are actively promoting social contribution activities in regions where we operate, conscious of the fact that these activities will help create social and environmental value as well as contributing to the sustainable development of both society and business. In fiscal 2019, we reviewed our policy on social contribution activities based on the belief that we, as a company aiming to resolve social issues through innovation, have an important mission to foster not only our human capital but also those who will contribute to society centered on the field of science and technology. We also provide our employees with opportunities to actively volunteer their time in response to the needs and challenges of local communities, as well as supporting those communities through donations and pro bono activities. We believe this is essential in forging good relationships with local communities and growing together with them as a good corporate citizen.

[Social Contribution Activities](#)

#### Social Contribution Activities

##### Policy on Social Contribution Activities

Nurturing People, Connecting to the Future

At Hitachi, our Corporate Mission, “to contribute to society through the development of superior, original technology and products,” is the basis for everything we do. We believe it is our purpose to contribute to solving societal and environmental issues and help achieve the Sustainable Development Goals (SDGs) by accelerating our Social Innovation Business, as well as undertaking corporate citizenship activities.

Central to this goal are people: people in our business, people in our local and global communities, and people who are our future. Ultimately, it is individuals that have the ability to create innovation, bring social impact, and deliver social good to society.

Therefore, the Hitachi Group is committed to investing in, developing, nurturing, and empowering future generations, together with our employees and diverse stakeholders in the following areas:

- STEAM (science, technology, engineering, arts, and mathematics)
- The environment
- Community engagement

### Funding for Social Contribution Activities

#### Activities

GRI 413-1

In fiscal 2020, Hitachi and The Hitachi Global Foundation provided over 1.9 billion yen in funding toward social contribution activities worldwide, including initiatives to cultivate a talented younger generation and financial donations and other support for disaster-struck areas. Additionally, while a cumulative total of 39,982 Hitachi Group employees (around 11% of total employees) participated in social contribution activities, the number amounted to less than half of the previous fiscal year's total due to the worldwide spread of COVID-19.

Hitachi Group employees are contributing to society through community-based activities in various forms and areas, such as cleaning up around our business sites, visiting and donating goods to welfare facilities, and participating in charity events. Many employees make full use of their knowledge and skills acquired through work to contribute to society, such as running workshops for schoolchildren on a wide range of themes, from science and the environment to career education, and implementing programs aimed to support non-profit organizations through pro bono activities.

# 4

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Innovation Management

Human Capital

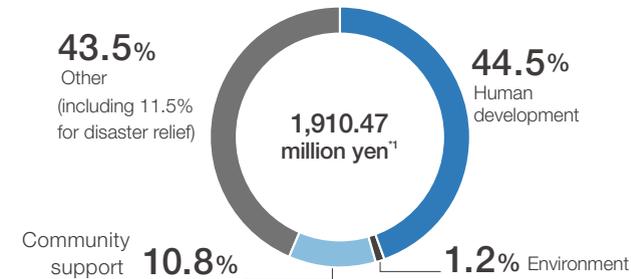
Human Rights

Value Chain Management

**Community**

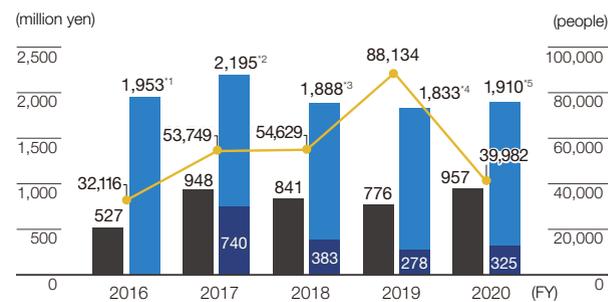
Social Data

Breakdown of Funding for Social Contribution Activities in Fiscal 2020



\*1 Japan: Hitachi, Ltd., 119 Group companies, and the Hitachi Global Foundation. Outside Japan: 209 Group 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 and Number of Participating Employees



■ Hitachi, Ltd., the Hitachi Global Foundation (left scale)  
 ■ Hitachi Group (left scale) ■ Of Hitachi Group funding, amount related to STEAM  
 ● Total employees participating (right scale)

\*1 Japan: Hitachi, Ltd., 134 Group companies, and the Hitachi Global Foundation. Outside Japan: 159 companies.  
 \*2 Japan: Hitachi, Ltd., 141 Group companies, and the Hitachi Global Foundation. Outside Japan: 196 companies.  
 \*3 Japan: Hitachi, Ltd., 142 Group companies, and the Hitachi Global Foundation. Outside Japan: 152 companies.  
 \*4 Japan: Hitachi, Ltd., 153 Group companies, and the Hitachi Global Foundation. Outside Japan: 234 companies.  
 \*5 Japan: Hitachi, Ltd., 119 Group companies, and the Hitachi Global Foundation. Outside Japan: 209 companies.

### Specific Examples of Social Contribution Activities

#### Activities

Hitachi promotes human development activities centered on fostering the next-generation of human capital as a priority area for social contribution activities. 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 amid the rapid development of IT using AI and big data. In recent years, we have therefore been focusing on activities related to STEAM education, 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.

In fiscal 2020, many social contribution activities were interrupted by the COVID-19 pandemic while some were moved online. Hitachi also provided support for business owners, researchers, and medical professionals.

Specific Examples of Social Contributions

	Activity	BU/Group company
STEAM	<a href="#">Engineering education to develop future engineers in the United Kingdom</a>	Hitachi Rail
	<a href="#">Activities to support online science education with electron microscopes in Republic of Singapore</a>	Hitachi High-Tech, Hitachi Asia
	<a href="#">Pro bono activities to help create a world free of hunger</a>	Hitachi Consulting
	<a href="#">Online workshop as part of the career education for a junior high school</a>	Hitachi, Ltd.
	Hitachi scholarship program for the Asian University for Women	Hitachi, Ltd.
	<a href="#">Hitachi Young Leaders Initiative</a>	Hitachi, Ltd., Hitachi Asia Ltd
	<a href="#">Providing lecturers for The Hitachi Global Foundation's Hitachi Future Innovator Program</a>	Hitachi, Ltd., Hitachi Group
Environment	Providing science workshops for elementary schools as part of the ecosystem	Hitachi, Ltd.
	Sato-umi activities	Shikoku Hitachi Group
	<a href="#">Support for environmental education programs targeting young people</a>	Hitachi Construction Machinery Southern Africa
Community support	Free provision of company facilities to local residents and groups	Some Hitachi Group companies

Notes: The examples include activities that were suspended in 2020 due to the spread of COVID-19 infection.

## 4

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Human Rights

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### Introducing a New Social Contribution Scheme Enabling Hitachi and Its Employees to Make Donations Together

In fiscal 2021, the Hitachi Group introduced a social contribution scheme 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 scheme will serve to provide support for employees who proactively engage in social contribution efforts by selecting donation recipients experiencing social issues in multiple numbers and across multiple countries. Participating in social contribution activities together with our employees in this way will serve to increase employee engagement as well as promote the embodiment of the Hitachi Group corporate credo and further solidify the Hitachi Group identity. In fiscal 2021, the Group plans to match donations up to approximately 30 million yen starting with India, where the spread of COVID-19 has become more severe, and expanding to other countries facing a range of different social issues in the future.

### Contributing to Society Through The Hitachi Global Foundation

Inheriting the intention of Namihei Odaira, the founder of Hitachi, to contribute to society through business activities, we wholeheartedly embrace the importance of social contributions. Since 1967, we have established five foundations, including one for supporting scientists and another for supporting the development of university lecturers in Southeast Asia. These formed the basis of The Hitachi Global Foundation today, which was established in 2015 through a merger of the existing five foundations. In accordance with Odaira's aspirations, 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" as its core areas, and will develop activities that meet the social needs through experiences and know-how that the Hitachi Group has accumulated.

### Achievements in Fiscal 2020

The issues created by the COVID-19 pandemic have made one of Hitachi's core areas for social contribution especially relevant, namely, the promotion of academic research, science and technology. Accordingly, the Hitachi Fund Support for Research Related to Infectious Diseases was established in fiscal 2020 based on donations from Hitachi, Ltd., its executives and employees, and Group company executives. Research grants will be provided by the fund starting fiscal 2021.

The Hitachi Global Foundation's first Asia Innovation Awards were also held in fiscal 2020, and the research findings of the award winners have been shared publicly.

As part of Hitachi's human development efforts, Hitachi Future Innovator Program was provided for elementary schools while implementing physical distancing measures because of the pandemic. An educational forum was also held online.

With the aim of realizing an inclusive society, Hitachi held a symposium using the webinar format, and many people from all over Japan participated.

[Social Contribution Activities](#)

### Specific Examples of The Hitachi Global Foundation Activities

Area	Activity	Details
Promotion of academic research, science and technology	Kurata Grants	A program supporting researchers who engage in the pursuit of solutions to social challenges, in creative and pioneering research in the natural sciences and engineering, or in unraveling the complex challenges faced by advanced technological societies and exploring the underlying philosophical and historical elements through research in the humanities and social sciences. [Total number of grants awarded by the end of fiscal 2020: 1,477]
	The Hitachi Global Foundation Science and Technology Seminars	An awareness-raising initiative providing opportunities for the public to learn more about cutting-edge research and science and technology topics, with the aim of helping people discover the fascinating fields in science and the importance of seeing the world from a scientific perspective. [In fiscal 2020, a technology webinar was given by Professor Hidetoshi Katori of the University of Tokyo entitled, "Optical Lattice Clock: A Clock for Seeing the Distortion of Space- Time." There were 290 participants.]
	The Hitachi Global Foundation Asia Innovation Awards	An initiative providing awards for achievements in research and development in science and technology innovation that help solve social challenges in the ASEAN region. [Fiscal 2020 was the first year; 14 awards were given.]
	Hitachi Fund Support for Research Related to Infectious Diseases	A new research grant initiative with the aim of promoting academic investigations, analysis, and consideration of newly apparent issues based on data and evidence with the aim of sharing the findings and research results internationally. This grant was established because the COVID-19 pandemic has caused enormous harm to countries around the world and issues and vulnerabilities have become apparent in various areas including politics, economics, legal systems, science and technology, and international affairs. [The fund was officially set up in 2020, and the process of receiving, selecting, and funding applications will start in fiscal 2021.]

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Human Rights

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Area	Activity	Details
Human development	Hitachi Future Innovator Program	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 (creativity, curiosity, independence, and the spirit to challenge) and abilities (problem finding and solving abilities) required for future human resources in science and technology in order to create innovators who will take a leading role in resolving social issues. [Total number of schools and students participating as of the end of fiscal 2020: 14 schools and 1069 students] Held an educational forum webinar entitled, "The Evolution of Education and Japan's Future: Talent Development to Innovate the Future." There were 300 participants.
	Pioneer Talk interviews on the website My Tomorrow	A program aiming to support science and engineering education for women in order to promote human capital diversity and innovation by showing the rewards of science and engineering careers to female junior and senior high school students in Japan. [In fiscal 2020, female role models from the fields of science and technology were invited as guests and two talks were held. (The fields of future city planning and building construction) Transcripts of the talks are available on The Hitachi Global Foundation website]
Realization of an inclusive society	Symposium on the realization of an inclusive society	A program urging a new understanding among citizens of the importance of constructing an "inclusive society" which is defined as a society where people can feel happy and lively transcending differences such as gender, nationality, age, disability, and sexual orientation and accept various positions and values. [In fiscal 2020, a symposium webinar was held on the theme of foreign education and employment opportunities for Japanese high school students. There were 589 live-stream viewers and 350 subsequent views.]

[The Hitachi Global Foundation Web site](#)

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

Initiative	Details
Support for business owners	Provided one million US dollars to support business owners impacted by COVID-19 through loans by the nonprofit organization Kiva.
Support for research	A fund of 150 million yen has been established from donations of Hitachi, Ltd., executive officers, corporate officers, and employees to The Hitachi Global Foundation. It is to support research aimed at promoting prosperity worldwide by implementing evidence-based academic research and analysis to address issues and weaknesses that have become apparent in the international community during the course of the COVID-19 pandemic.
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.

[How Hitachi is responding to COVID-19](#)