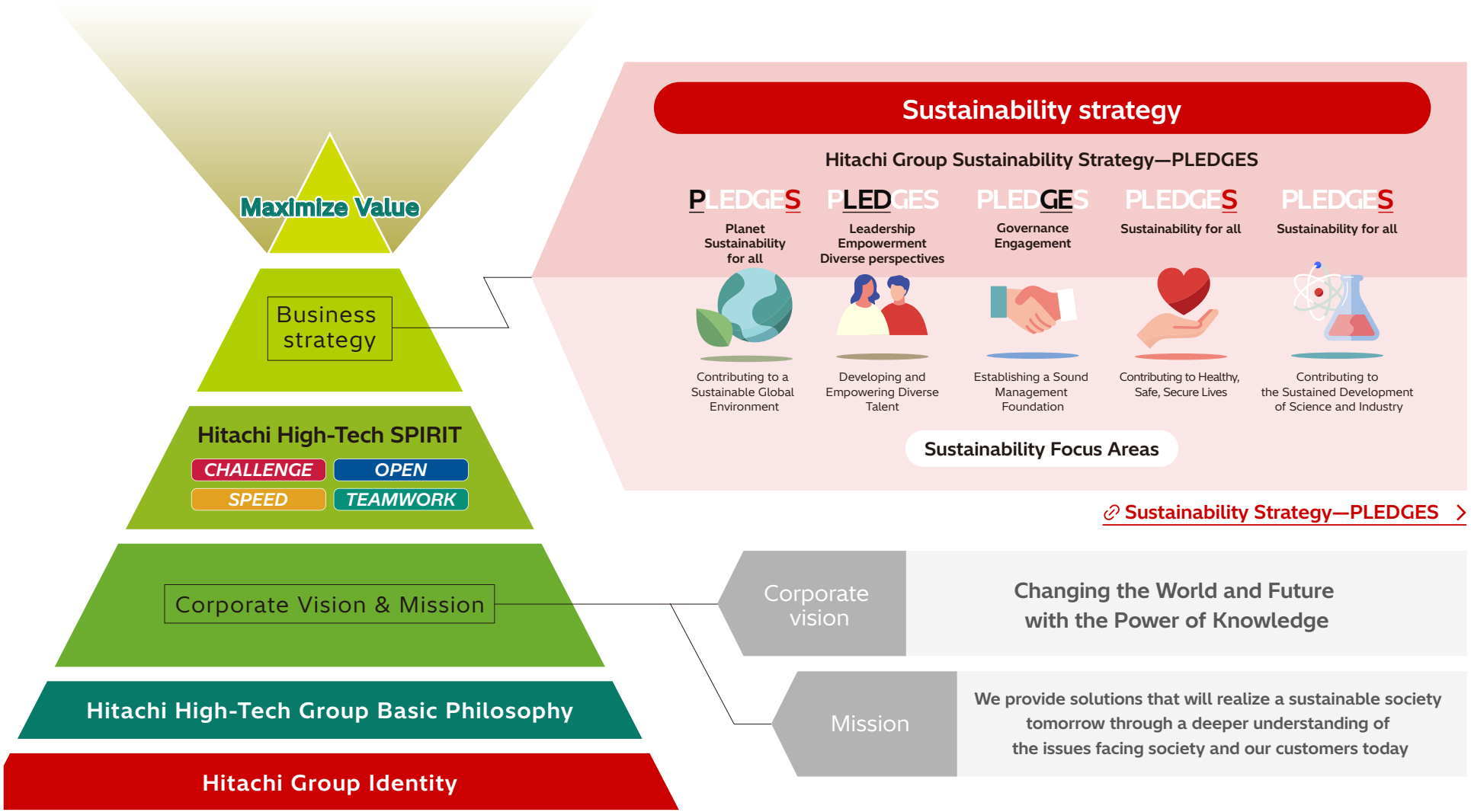
Sustainability Value Creation

The Hitachi High-Tech Group defines the Sustainability Focus Areas based on the Hitachi Group sustainability strategy “PLEDGES.” By leveraging the Power of Knowledge to identify the issues that truly need to be addressed and developing our business based on the “Sustainability Focus Areas,” we will maximize both financial and pre-financial value and realize our corporate vision.



Metrics and Targets

To promote and monitor our efforts for the Sustainability Focus Areas, we set targets (aspirations) related to each focus area.

PLEDGES	Sustainability Focus Areas	Included Themes	Aspirations
PLEDGES **Planet**	Contributing to a Sustainable Global Environment	Decarbonization Circular Economy Nature Positive	2025-2027 Environmental Action Plan Promotion*1
PLEDGES **Leadership Empowerment Diverse perspectives**	Developing and Empowering Diverse Talent	Talent acquisition and development, Individual leadership	Raise value for each person through human capital investment: Employee growth mindset score (FY27_70 points)
		Employee engagement, fostering culture	Raise value for each person through human capital investment: Employee engagement score (FY27_80 points)
		Inclusive workplaces and growth opportunities	Create opportunities for diverse human resources
PLEDGES **Governance Engagement**	Establishing a Sound Management Foundation	Corporate ethics and compliance	Raise awareness of corporate ethics and compliance and promote ethical behavior
		Occupational Health & safety	Establish a safe and secure workplace environment: Total recordable injury frequency rate [per 200,000 work hours] (FY27: 0.1 or lower) Number of serious accidents (FY27: 0 cases)
		Quality and product safety	Executive participation rate (including Hitachi executives and business site senior management) in review sessions for product-related incidents (OCHIBO-HIROI) 100%
		Information security	Thorough information security
		AI governance	AI utilization promotion and thorough risk management
		Risk management	Sophistication of risk management
		Sustainable procurement	Achieve a sustainable supply chain together with procurement partners
		Human rights	Respect human rights in value chain
		Creating innovation	Technological innovation and ideas that generate innovation
		Digital platforms	Leverage new technologies and digital tools to accelerate business

PLEDGES	Sustainability Focus Areas	Included Themes	Aspirations
PLEDGES **Sustainability for all**	Contributing to a Sustainable Global Environment	Decarbonization	GHG emission reduction through environmentally conscious design in product development*1 contribution GX-contributing products, services, and solutions: Annual sales expansion*1 Reducing environmental impact through advanced technology and value chain
		Circular Economy	Battery development, manufacturing, and recycling toward circular transformation Promoting effective use of resources in the value chain
		Nature Positive	Contributing to biodiversity conservation
	Contributing to Healthy, Safe, Secure Lives	Healthcare	Cancer treatment enabling work-life and social participation Implement healthcare services tailored to individuals
		Improving QoL	Ensuring safety of railway users Develop infrastructure for digital society
		Secure lives	Ensuring safety in daily life through analytical technologies
	Contributing to the Sustained Development of Science and Industry	Development of science and industry	“Digitalized Assets” solving social issues with technology-driven “Power of Knowledge” Improve productivity at industrial sites Strengthen resilience of entire supply chain Semiconductor innovation and stable supply
		Cultivating talent for the future	Cultivating talent who pioneer the future with the power of science
			Delivering value to society

*1 Environmental Action Plan for FY2025-2027