Governance

Engagement

Establishing a Sound Management Foundation

- Corporate ethics and compliance
- Occupational Health & safety
- Quality and product safety
- Information security
- AI governance
- Risk management
- Human rights
- Digital platforms
- Sustainable procurement
- Creating innovation



Establishing a sound management foundation is essential for the sustainable growth of a company.
The Hitachi High-Tech Group will strengthen governance and strive to enhance risk management and promote respect for human rights throughout the value chain to enhance corporate value over the long term.
In addition, to accelerate our business, we will utilize new technologies and digital tools in our operations while pursuing innovation in our proprietary technologies and the expansion of ideas that serve as the source of innovation.
We will remain a company that is trusted and needed by society and that has a positive impact on society.

Special contents **Design × Intellectual Property**

Developing Compact Equipment to Support Sustainable Healthcare Delivery



As demand for healthcare grows, a shortage of personnel to perform testing has become one of the challenges facing medical settings in Japan and around the world. In particular, small and medium-sized hospitals and community medical settings are expected to perform more tests quickly and accurately with limited staff and space. Addressing these challenges not only reduces the burden on healthcare professionals, but also enables faster delivery of test results and shorter times until diagnosis and treatment, making it important for delivering necessary healthcare to those who need it.
To meet these needs in medical settings, Hitachi High-Tech developed the cobas pure integrated clinical chemistry and immunoassay analyzer through co-creation with Roche. The cobas c 303 clinical chemistry module, which forms part of the system, achieves approximately 1.5 times the processing speed of the previous model. For its core technology—a control technology that optimizes the movement of the reaction disk—the design and intellectual property teams worked closely together from the early stages of development to secure intellectual property rights, leading to a top-level patent award across the Hitachi Group. We will continue to create innovation through technology development and intellectual property activities rooted in frontline needs, thereby supporting a sustainable healthcare delivery system.

We spoke with the Design and Intellectual Property Team behind cobas pure!



—What are your responsibilities?
Yasui: When I was involved with cobas pure, I was responsible for tasks including system development for the cobas c 303 clinical chemistry module, defining the basic concept, and designing the hardware layout.
Otani: I have been with the Intellectual Property Dept. since joining the company, and as the person responsible for medical products, I was involved in all aspects of intellectual property work for cobas pure. I handled the process end to end, from a very early stage of concept development through patent acquisition.



cobas c 303

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—Tell us about your thoughts on the development process.
Yasui: Our goal was to achieve approximately 1.5 times the processing speed of the previous model. The turning point came when I tried expressing the change we wanted to achieve in mathematical formulas. Ultimately, we were able to achieve both higher processing capacity and measurement accuracy. As someone involved in the development, it meant a great deal to see technology born from a deep understanding of frontline challenges and repeated ingenuity receive such high recognition.
Otani: Because the technology patented in this case was central to the product concept, close collaboration with the Design Dept. was essential. We repeatedly discussed questions such as, “How is this different from conventional technology?” and “What has this change made possible?” From an intellectual property perspective, I want to do everything I can to support young designers so they can confidently pursue their ideas and bring the results to society.



—What is your My PLEDGES commitment?
Yasui: My PLEDGES commitment is “Improving workflows and enhancing the value of healthcare and testing.” As an engineer, I want to contribute to enhancing the value of healthcare and testing in society by continuing to create new technologies that accurately respond to the evolving needs of medical settings and clinical laboratories and improve workflows.
Otani: My PLEDGES commitment is “Turning the potential of technology into value for society through the power of IP.” I believe the mission of intellectual property is not only to legally protect technology, but also to identify and draw out how that technology can solve challenges for society and customers and continue generating maximum value.

Quality assurance that earns our customers' trust

The Hitachi High-Tech Group puts safety and quality before everything else, guided by the principle "Safety >> Quality > Delivery > Cost (S>>Q>D>C)." Our quality assurance division evaluates product and service quality independently of the design and manufacturing divisions, ensuring that we provide products our customers can use with confidence. Through consistent quality assurance activities from development and design to after-sales service following shipment, we build customer trust and contribute to safety in society.

Product development and quality assurance

Quality cannot be ensured through final inspection alone. At Hitachi High-Tech, we pursue quality at every stage, from product concept development, design, and prototyping and approval to production, shipment, installation, and after-sales service. The quality assurance division conducts quality reviews at each stage to verify compliance with laws, regulations, and standards, as well as product safety.



Product concept development

Customer feedback and failure cases involving previous products are shared. The findings are reflected in revisions to new product specifications.



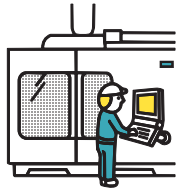
Design

Design reviews of new products help build quality into the design from an early stage.



Prototyping and approval

Type approval tests are conducted using prototypes. These tests verify compliance not only with Japanese laws and regulations, but also with applicable laws and regulations in other countries.



Production

Detailed tests on initial production lots assess variations in performance and quality between units and identify any issues in the manufacturing process.



Shipment

Every product must pass shipment tests conducted by the quality assurance division before it can be shipped. We take responsibility for the quality of every product we ship.



Installation

We verify that product specifications meet customer requirements and that the product is suited to the customer's operating environment.



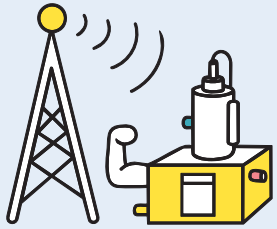
After-sales service

In addition to resolving issues smoothly at customer sites, we have the important responsibility of incorporating customer feedback into future product development.

Pick up Reliability evaluation to verify compliance with regulations in each country

During the prototyping and approval stages of new product development, our reliability evaluation facilities reproduce the temperature, humidity, vibration, electromagnetic, and air-pressure conditions found in operating environments around the world to evaluate safety, reliability, and regulatory compliance.

EMC testing



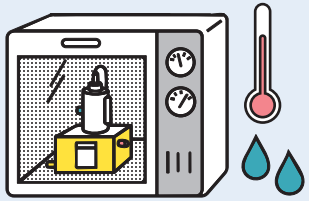
Preventing malfunctions caused by electromagnetic waves is essential to proper operation. We conduct EMC (electromagnetic compatibility) testing in an anechoic chamber in accordance with regulatory requirements in each country, including EU CE marking requirements and U.S. FCC regulations, to verify the safety and reliability required in global markets.

Reduced-pressure test



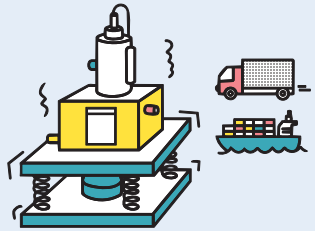
Low-pressure environments, such as those at high altitudes, place unusual stresses on the components, piping, and electronics inside a product. We recreate actual low-pressure conditions to verify that products operate safely and correctly.

Constant temperature and humidity test



We conduct environmental tests on medical and biotechnology products, as well as metrology and analysis products, in constant temperature and humidity chambers that reproduce conditions ranging from high to low temperatures and humidity levels. The Naka Area has eight large constant temperature and humidity chambers and one extra-large chamber.

Vibration test



Products are exposed to various types of vibration during transportation by truck or ship and in their operating environments after installation. We simulate these conditions using vibration testing equipment to verify that no abnormalities occur in mechanical structures or electronic components.

Life test

We operate products and units for extended periods to evaluate their durability and age-related deterioration. Anticipating long-term use in the field, we assess component wear and performance changes in advance to help prevent failures and optimize maintenance plans.

Combustion test

We conduct tests that reproduce incidents such as smoke generation and fires. By recreating actual incidents, we investigate their causes and verify the effectiveness of measures to prevent recurrence.

Case Study

Promoting responsible use of AI

The Hitachi High-Tech Group is promoting the use of AI technologies, including generative AI, while strengthening AI governance to ensure their appropriate use.

We have established an AI Ethics Committee to develop rules, manage risks, and conduct training and awareness activities based on Hitachi's AI Ethical Principles.

In parallel, the Generative AI Utilization Committee and other groups share use cases and hold training seminars to promote the safe and effective use of AI. By promoting AI use and strengthening governance in tandem, we aim to build trust in our use of AI and achieve sustainable value creation.



Employees taking part in a hands-on seminar

Recognized as a Certified Health and Productivity Management Organization (large enterprise category) for the ninth consecutive year

For the ninth consecutive year, Hitachi High-Tech has been recognized as a "2026 Certified Health and Productivity Management Organization (large enterprise category)" under the program jointly administered by the Ministry of Economy, Trade and Industry and the Japan Health Council. For the fifth consecutive year, all domestic Hitachi High-Tech Group companies, excluding equity-method affiliates, have also been recognized as Certified Health and Productivity Management Organizations. Hitachi High-Tech Fielding Corporation was named to the "White 500," which recognizes the top 500 organizations.

This recognition reflects organizational reforms led by managers with a focus on health and productivity management and efforts to embed these practices in each workplace, as well as measures to support employees' physical and mental health. We will continue to address employees' health needs based on trends in health examination findings, stress check results, and other information.

The Hitachi High-Tech Group will continue to create workplace environments where every employee can work safely, remain healthy, and thrive. By drawing on the strengths of diverse talent, we will contribute to creating new value and realizing a Harmonized Society.

2026
健康経営優良法人
KENKO Investment for Health
大規模法人部門

Awarded "Gold," placing in the top 5% in sustainability evaluation by EcoVadis, for the second consecutive year

Hitachi High-Tech received a "Gold" rating for the second consecutive year in the sustainability evaluation by EcoVadis, an international sustainability rating organization. This rating is awarded to the top 5% of companies assessed.

EcoVadis evaluates the sustainability initiatives of more than 150,000 companies and organizations across 185 countries and 250 industries in four areas: "Environment," "Labor and Human Rights," "Ethics," and "Sustainable Procurement." The Company was highly rated for its responsible business activities that consider local communities and the global environment, including greenhouse gas emissions reduction, initiatives for labor and human rights, and adherence to corporate ethics.

GOLD | Top 5%
ecovadis
Sustainability Rating
FEB 2026

The Company will continue to contribute to solving social issues throughout the entire value chain and realizing a sustainable society through co-creation with customers, partner companies, and other stakeholders.

Partner briefings at each manufacturing site

Sharing information and maintaining two-way communication with procurement partners are essential to building a common understanding of CSR. We therefore hold regular briefings for the procurement partners that supply our product manufacturing divisions. At each manufacturing site, we hold briefings twice a year to explain Hitachi Group-wide initiatives to promote green procurement and CSR activities throughout the supply chain. The Hitachi Group Sustainable Procurement Guidelines, published by Hitachi, Ltd., serve as the code of conduct we expect our procurement partners to follow and communicate the Hitachi High-Tech Group's policies and approach. We explain the social responsibilities set out in the guidelines—including ethical conduct, respect for human rights, labor practices, environmental issues, quality, and safety—and conduct joint reviews with our procurement partners to deepen mutual understanding and promote CSR procurement activities.

For green procurement, we use partner briefings to ask procurement partners to take specific actions on "prevention of global warming," "resource circulation," and "ecosystem conservation" in line with the Hitachi Group's Environmental Vision and policies. We are developing a framework for fulfilling our social responsibilities together with our procurement partners.



Partner Briefing (Naka Area)