

Governance

Corporate Governance

Business Ethics and Compliance

Risk Management

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Governance Data

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Corporate Governance GRI 405-1/406-1

Leadership Demographics

	Unit	Total	Gender		Nationality	
			Male	Female	Japanese	Non-Japanese
Directors	People	12 ^{*1}	10	2	7	5
Executive officers		38	36	2	33	5
Executive officers and corporate officers		79	70	9	63	16
Ratios of female and non-Japanese executive officers and corporate officers	%			11.4 [✓]		20.3 [✓]

Note: As of June 2023

*1 Including 9 independent directors (seven from Japan and two from outside Japan)

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Business Ethics and Compliance GRI 205-2

Business Ethics and Compliance Training

	Reporting Boundary	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Number of participants of business ethics and compliance training	Hitachi Group	People	—	—	—	341,888	331,525
Participation rate of business ethics and compliance training	Hitachi Group	%	—	—	—	99.1	95.1

Note: Disclosures began in fiscal 2021.

Hitachi Global Compliance Hotline (Whistleblower System)

	Reporting Boundary	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	
Number of compliance reports	Hitachi Group	Total	—	459	639	1,023	1,276	
		(By category)						
		HR issues (Labor management, travel expenses, commuting costs, etc.)	Cases	—	—	—	226	294
		Harassment		—	—	—	341	457
		Financial		—	—	—	27	34
		Procurement	Cases	—	—	—	26	29
		Competition law		—	—	—	3	2
		Bribery		—	—	—	30	31
		Others		—	—	—	370	429
		(By area)						
		Americas		—	—	—	238	343
		Europe (including CIS)		—	—	—	98	202
		Middle East/North Africa		—	—	—	54	59
		Sub-Saharan	Cases	—	—	—	13	4
	APAC (excluding Japan)		—	—	—	234	240	
	Japan		—	—	—	386	428	

Note: Discloses of the total number of cases began in fiscal 2019 and the breakdown in fiscal 2021.