

## Management

- CEO's Message
- Chief Sustainability Officer's Message
- Hitachi Group Identity
- Sustainability Management
- Engagement and Initiatives

### > External Assessments and Awards

## External Assessments and Awards Activities

As a corporate group that promotes sustainable management, the Hitachi Group has earned high marks from numbers of external assessment organizations.

### Inclusion in ESG Indices (Hitachi, Ltd.)

#### 2023 CONSTITUENT MSCI JAPAN ESG SELECT LEADERS INDEX

(Continued inclusion in 2023)

 MSCI Japan ESG Select Leaders Index  
<https://www.msci.com/our-solutions/indexes>

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**FTSE4Good** (Continued inclusion in 2023)

 FTSE4Good  
<https://www.ftserussell.com/products/indices/ftse4good>

FTSE Russell (the trading name of FTSE International Limited and Frank Russell Company) confirms that Hitachi, Ltd. has been independently assessed according to the FTSE4Good criteria, and has satisfied the requirements to become a constituent of the FTSE4Good Index Series. Created by the global index provider FTSE Russell, the FTSE4Good Index Series is designed to measure the performance of companies demonstrating strong Environmental, Social and Governance (ESG) practices. The FTSE4Good indices are used by a wide variety of market participants to create and assess responsible investment funds and other products



**FTSE Blossom Japan Index**

(Continued inclusion in 2023)

 FTSE Blossom Japan Index  
<https://www.ftserussell.com/products/indices/blossom-japan>

FTSE Russell confirms that Hitachi, Ltd. has been independently assessed according to the index criteria, and has satisfied the requirements to become a constituent of the FTSE Blossom Japan Index. Created by the global index and data provider FTSE Russell, the FTSE Blossom Japan Index is designed to measure the performance of companies demonstrating strong Environmental, Social and Governance (ESG) practices. The FTSE Blossom Japan Index is used by a wide variety of market participants to create and assess responsible investment funds and other products



**FTSE Blossom Japan Sector Relative Index**

(Continued in 2023)

 FTSE Blossom Japan Sector Relative Index  
<https://www.ftserussell.com/products/indices/blossom-japan>

FTSE Russell confirms that Hitachi, Ltd. has been independently assessed according to the index criteria, and has satisfied the requirements to become a constituent of the FTSE Blossom Japan Sector Relative Index. The FTSE Blossom Japan Sector Relative Index is used by a wide variety of market participants to create and assess responsible investment funds and other products



(Continued inclusion in 2023)

 S&P/JPX Carbon Efficient Index  
<https://www.jpjx.co.jp/english/markets/indices/carbon-efficient/index.html>

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### External Assessments Related to ESG

Hitachi, Ltd. earned an AA rating under the MSCI ESG Rating.



(Rated in 2023)



<https://www.msci.com/our-solutions/esg-investing/esg-ratings-climate-search-tool/issuer/hitachi-ltd/IID000000002169418>

Hitachi, Ltd. was selected for the A List, the highest rating given by the CDP for companies, in the two areas of climate change and water security. The company is also selected as a Supplier Engagement Leader, the highest rating for supplier engagement.



(Rated in 2022)



<https://www.cdp.net/en>

Hitachi, Ltd. has also been certified as Prime in the ESG Corporate Rating by ISS ESG.



(Continued inclusion in 2022)



<https://www.issgovernance.com/esg/>

### Human Resources Awards and Recognition

#### Kurumin Certification

Hitachi, Ltd. received Kurumin certification from the Ministry of Health, Labour and Welfare in 2011. This certification was granted under Japan's Act on Advancement of Measures to Support Raising Next-Generation-Children, in recognition of Hitachi's achievement in developing and implementing action plans supporting child care, helping employees work with the peace of mind that comes from a good work-life balance. In addition to Hitachi, Ltd., several other Group companies in Japan received Kurumin certification including Hitachi High-Tech, Hitachi Systems, and Hitachi Solutions.



#### Eruboshi Certification

Hitachi, Ltd. pursue diversity as an important component of management strategy and strives to create work environments that enable diverse talent to play active roles. In recognition of these initiatives, we received Eruboshi certification, which is conferred to companies that implement exceptional measures under Japan's Act on Promotion of Women's Participation and Advancement in the Workplace. In addition to Hitachi, Ltd., several other Group companies in Japan have received Eruboshi certification, including Hitachi High-Tech, Hitachi Systems, and Hitachi Solutions.

