

## DEI initiatives toward becoming a company where everyone can work and shine as their authentic selves

### Materiality5 Action Target1

#### Action Plan 1

Creating an organization in which diverse human resources can play an active role that leads to innovation

Key words

DEI

Development of female leaders

Male employee childcare leave

### DEI is a source of innovation and growth

Hitachi High-Tech has positioned and is promoting DEI\*1 as a source of innovation and growth. Amid unpredictable times, the issues facing our customers and society are becoming increasingly diverse and complex. In order to respond to diverse markets and customer feedback, it is essential for employees with different perspectives and unique personalities to openly discuss and bring together their ideas. In December 2023, Hitachi High-Tech announced the Hitachi High-Tech DEI Declaration as an over-riding message, committing to becoming an organization that can flexibly respond to societal changes, continuously provide value to society and customers through innovation, and achieve sustainable growth. By placing DEI (diversity, equity & inclusion) at the core of its management, the Company declared its intention to related initiatives throughout the Group globally.

### Initiatives to develop female leaders and encourage male employees to take childcare leave

In FY2023, we held approximately 20 discussions with overseas Group companies on DEI themes such as women's participation, and we are expanding activities as a unified global Group. We also actively dispatch female employees to external training programs (such as NPO J-Win) to foster the next generation of female leaders, help them acquire leadership and management skills, and interact with female employees who are active in other companies.

In the same vein, to eliminate gender-based role stereotypes and to enable employees to work happily in long careers even as their life stages change, we have been aiming for 100% utilization rate for male employees taking childcare leave since FY2020. In FY2023, the utilization rate improved to 80.7%. We are implementing measures to create an environment in which male employees can be comfortable taking childcare leave and to change mindsets, such as a childcare support website, interviews with fathers about their experiences, and providing online cooking classes targeting fathers.

### To create a company where everyone can work with satisfaction and enthusiasm

We are also working to create an environment in which all employees can be self-directed in choosing the time and location of their work as their life stages change, by reducing long working hours, working remotely from home or using satellite offices, and adopting a flextime system. We are also working to foster an inclusive corporate culture and create a company that maximizes the diversity of its human capital. Initiatives in this regard include opportunities for dialogue on the elements of diversity such as gender race, nationality, ethnicity, cultural diversity and generational diversity; seminars on psychological safety; and grass roots activities by the Employee Resource Group (ERG). With DEI at the core of our management, we will continue to view physical and internal differences as identities of an individual and actively work to create a culture and enhance systems that allow all employees to fully demonstrate their unique abilities.

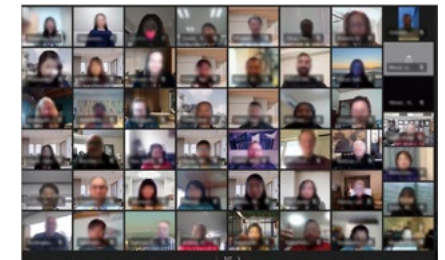
\*1 DEI is an abbreviation of Diversity, Equity, and Inclusion.



Concept of diversity



Childcare support site: Hitachi High-Tech Corporation ([hitachi-hightech.com](http://hitachi-hightech.com))



Online dialogue event on DEI