

## 5-Year Non-Financial Data

<b>Human Capital Development</b>		FY2013	FY2014	FY2015	FY2016	FY2017
Number of employees	Consolidated	323,919	336,670	335,244	303,887	<b>307,275</b>
	Non-consolidated	33,500	31,375	37,353	35,631	<b>34,925</b>
Average service (years)* <sup>1</sup>		18.3	18.4	18.4	18.6	<b>18.8</b>
Turnover ratio (%)* <sup>1*2</sup>		1.4	1.4	1.3	1.5	<b>1.5</b>

<b>Diversity and Inclusion</b>		FY2013	FY2014	FY2015	FY2016	FY2017
Ratio of female employees (%)* <sup>1</sup>		16.6	16.3	16.5	16.8	<b>17.2</b>
Global ratio (number) of female managers* <sup>3</sup>		5.6	6.0	6.4	6.3	<b>6.4</b>
		(3,415)	(3,670)	(3,727)	(3,365)	<b>(3,459)</b>
Ratio (number) of female managers* <sup>4</sup>		3.8	3.7	4.0	4.1	<b>4.2</b>
		(418)	(434)	(474)	(509)	<b>(577)</b>
Employment ratio of people with disabilities (%)* <sup>5</sup>		2.02	2.03	2.08	2.11	<b>2.15</b>
Paid leave ratio (%)* <sup>1</sup>		64.7	64.3	65.3	68.1	<b>72.0</b>
Average overtime hours/month* <sup>1</sup>		13.5	12.2	11.9	12.8	<b>10.9</b>

<b>Global Human Capital</b>		FY2013	FY2014	FY2015	FY2016	FY2017
Number of non-Japanese employees* <sup>6</sup>		340	446	509	638	<b>708</b>

<b>Occupational Health and Safety*<sup>7</sup></b>		FY2013	FY2014	FY2015	FY2016	FY2017
Number of fatal accidents* <sup>1</sup>		1	1	2	1	<b>0</b>
Occupational accident rate* <sup>1</sup>		0.10	0.09	0.07	0.18	<b>0.17</b>
Occupational accident rate* <sup>8</sup>		0.14	0.27	0.22	0.18	<b>0.25</b>

### Scope of Data

\*1 Hitachi, Ltd.

\*2 Includes only voluntary resignations.

\*3 All full-time, regular female managers excluding those dispatched to non-Group companies.

\*4 "Female managers" in fiscal 2017 include managerial employees dispatched from Hitachi, Ltd. to non-Group companies and those accepted from non-Group companies by Hitachi, Ltd. Earlier figures include regular managerial employees dispatched to non-Group companies but exclude those accepted from non-Group companies.

\*5 Including Hitachi, Ltd. and 17 special subsidiaries and related Group companies. Data compiled on June 1 of each fiscal year (2.23 in fiscal 2018).

\*6 Employees at Hitachi, Ltd. as of the end of each fiscal year.

\*7 January to December each year.

\*8 195 Hitachi Group companies in Japan including Hitachi, Ltd. for 2013; 251 Hitachi Group companies in Japan including Hitachi, Ltd. for 2014; 240 Hitachi Group companies in Japan including Hitachi, Ltd. for 2015; 200 Hitachi Group companies in Japan including Hitachi, Ltd. for 2016; 201 Hitachi Group companies in Japan including Hitachi, Ltd. for 2017.

<b>Research and Development</b>		FY2013	FY2014	FY2015	FY2016	FY2017
Ratio of R&D expenditure to revenue (%)		3.7	3.4	3.3	3.5	<b>3.6</b>
Patent application ratio outside Japan (%)		59	59	59	57	<b>56</b>

### Scope of Data

Hitachi, Ltd. and consolidated subsidiaries (including variable interest entities).

Number of companies: FY2013: 948; FY2014: 996; FY2015: 1,057; FY2016: 865; FY2017: 880.

<b>Engaging in Responsible Procurement</b>		FY2013	FY2014	FY2015	FY2016	FY2017
Number of audits by external auditing organizations		16	20	20	20	<b>18</b>

<b>Environment</b>		FY2013	FY2014	FY2015	FY2016	FY2017
Rate of reduction in CO <sub>2</sub> emissions from use of products and services (base: FY2010)* <sup>1</sup> (%)		—	—	—	35	<b>33</b>
CO <sub>2</sub> emissions from factories and offices (kt-CO <sub>2</sub> )		4,165	4,128	3,895	4,577* <sup>2</sup>	<b>4,663*<sup>2</sup></b>
Water use (million m <sup>3</sup> )		49.55	46.86	43.91	41.34* <sup>2</sup>	<b>38.54*<sup>2</sup></b>
Waste and valuables generation (kt)		677	692	618	1,336* <sup>2</sup>	<b>1,356*<sup>2</sup></b>
Atmospheric emissions of chemical substances (t)		4,216	4,415	3,615	4,380* <sup>2*3</sup>	<b>4,223*<sup>2*3</sup></b>

### Scope of Data

Hitachi, Ltd. and consolidated subsidiaries.

Number of companies: FY2013: 948; FY2014: 996; FY2015: 1,057; FY2016: 865; FY2017: 880.

Environmental performance data associated with Hitachi's business operations: Hitachi Group companies whose environmental load comprises 90% of the total (based on Hitachi calculations); data for each fiscal year indicates performance within the given scope for the fiscal year.

\*1 New indicator established in fiscal 2016.

\*2 Figures include a materials company that has become a consolidated member of the Hitachi Group since fiscal 2016.

\*3 The management scope of chemical substances has been expanded from 41 to 50 substances since fiscal 2016.

### Independent Assurance of Environmental and Social Data

To enhance the reliability of the data disclosed in the *Hitachi Sustainability Report 2018*, we have received independent assurance of key environmental and social performance indicators by KPMG AZSA Sustainability Co., Ltd.

Please refer to the Third-Party Assurance Report on page 135 of the *Hitachi Sustainability Report 2018*.

<http://www.hitachi.com/sustainability/download/index.html>