Hitachi Vantara

Creating a Sustainable Future for All

**FY2023
Sustainability Report**

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Introduction

A Message From Our CEO

At Hitachi Vantara, our culture of innovation includes a commitment to building and delivering products and solutions that help our customers achieve their overarching sustainability goals, reflecting their long-term environmental, social and governance objectives. In my role as CEO, I have the great honor and responsibility of leading our efforts.

In November 2023, Hitachi, Ltd., our parent company, announced a bold organizational move to realign and focus Hitachi Vantara on what it does best – advanced data infrastructure solutions that enable businesses to innovate and scale by leveraging emerging technologies.

Sustainability within our operations and our products is critical to these efforts. I am pleased to present this report that not only celebrates Hitachi Vantara's past and present initiatives and outcomes, but also outlines the steps we are taking towards the sustainability opportunities of tomorrow.

We take pride in growing our efforts to provide employee support and equity, uphold robust cybersecurity, integrity and compliance, and advance towards a carbon-neutral operational footprint. From our eco-friendly storage products incorporating cutting edge CO_2 reduction technology, to the decarbonization efforts we are expanding across our global operations and supply chain, to the use of intelligent data lifecycle management that optimizes sustainable outcomes for our customers, Hitachi Vantara is walking the talk as a thought leader for what responsible business and social innovation looks like.

Our first-ever Sustainability Report is not about merely "checking the box." Rather, it demonstrates our significant emphasis on sustainable business practices and our qualifications as a leader in this space.

As a global data infrastructure and storage leader, we take pride in our continuing contributions to the development of solutions needed to solve the world's most pressing challenges. We recognize that evolution of our own sustainability efforts and the need to assist our customers in tackling their sustainability challenges are critical to this path.

Thank you for joining us on this journey.

Sheila Rohra

CEO, Hitachi Vantara

About Hitachi Vantara

Hitachi Vantara is a true data company. Understanding how data enables mission-critical digital and industrial environments is what we do. We've been intersecting the worlds of IT (information technology) and OT (operational technology) with data for over 60 years.

From developing intelligent data platforms and hybrid cloud infrastructures to digital consulting expertise, we power resilient digital processes, products and experiences that turn data-rich businesses into data-driven ones.

Companies around the world rely on our solutions for their digital transformation. We're trusted by 76% of the Fortune 100. Guiding industries to boldly innovate for a brighter and more sustainable future is what inspires our next.

Working alongside each customer, we apply our industrial and digital capabilities to their data and applications to benefit both business and society. Our customers trust Hitachi Vantara to help them develop new revenue streams, unlock competitive advantages, lower costs, enhance customer experiences and deliver social and environmental value.

Relationship With Hitachi, Ltd.

Hitachi Vantara is a wholly owned subsidiary of Hitachi, Ltd., (referred to as "Hitachi" throughout this report), which began in 1910 with the mission to improve people's lives through technology. Hitachi Vantara draws upon Hitachi's global network of companies to create digital, green and innovative solutions that benefit the world. We are always finding new ways to synergize our impact for *Powering Good*.

The Re-Envisioned Hitachi Vantara

In November 2023, Hitachi announced a reorganization of its global organizations to further accelerate the creation of synergies with OT fields such as energy, transportation and industrial, while strengthening digital capabilities and value chains. With the new organizations, Hitachi promotes company-wide digital transformation through the utilization of rapidly evolving generative AI and contributing to the realization of a sustainable society.

The reorganization created three businesses: Data Infrastructure, Digital Services and Pentaho/Lumada DataOps. Hitachi Vantara LLC's digital solutions business spun off into a new company, Hitachi Digital Services, to offer services in cloud, data, IoT technologies, and OT and IT integration services. To meet the growing demand for data infrastructure, Hitachi Vantara LLC reorganized to further strengthen its industry-leading storage and hybrid cloud-centric data infrastructure services portfolio. Lumada DataOps transitioned its name to Pentaho for clarity of its business and offerings.

As this change was announced about halfway through our fiscal year 2023, this report covers the sustainability efforts of Hitachi Vantara prior to the reorganization.

Operations under the new structure commenced April 1, 2024.

Hitachi Vantara remains committed to our vision of becoming the global data infrastructure and storage leader solving the world's most critical challenges.

Learn more about the reorganization here.

All About Data

IT
Analytics
Applications
Big Data
Cloud
Infrastructure

OT
Analytics
Business
City
Consumer
Industrial
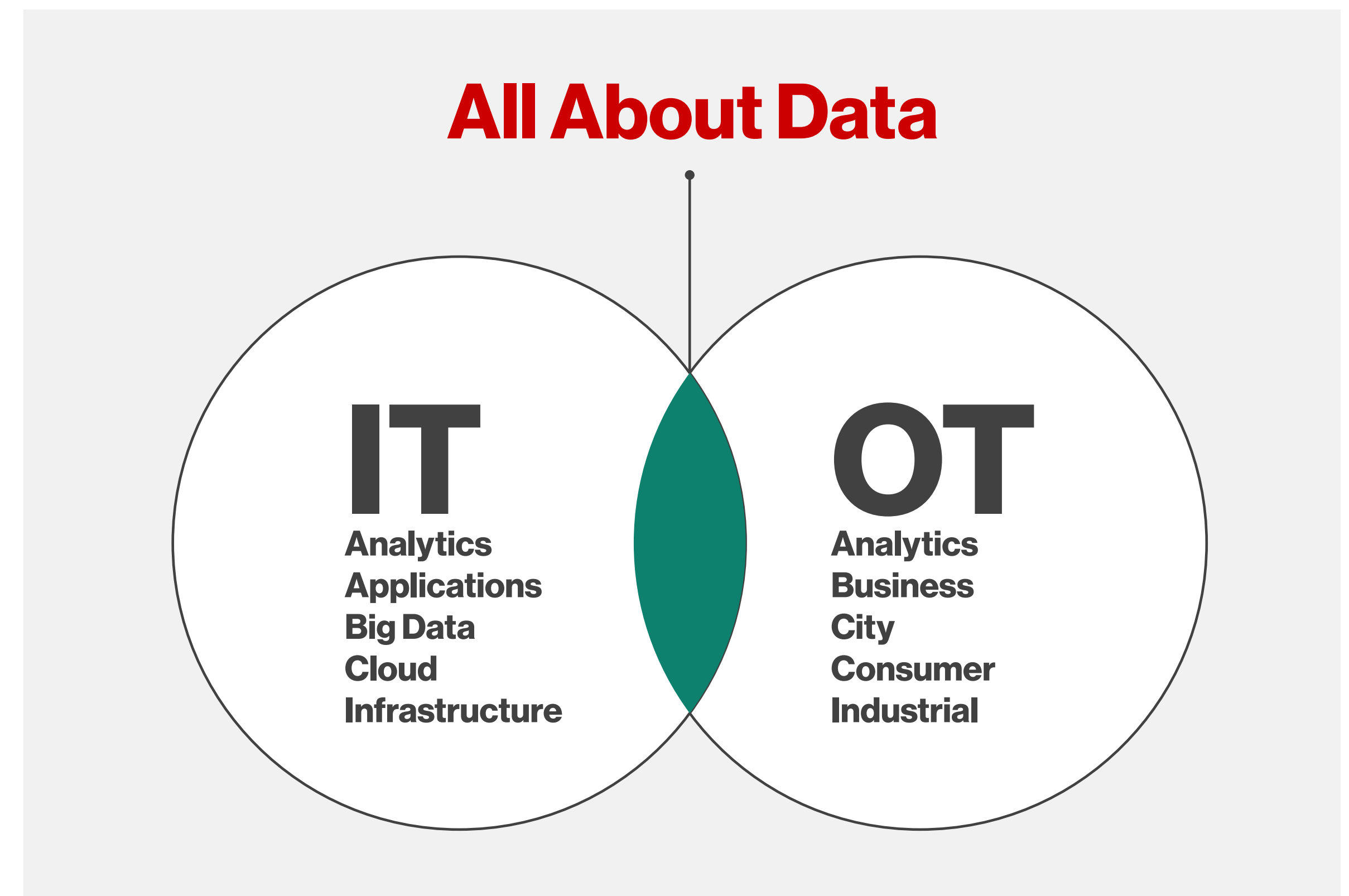
Our Sustainability Report

Our Approach

Our company's purpose-driven mission to transform the way data fuels innovation is deeply connected to our approach to sustainability, which includes the environmental, social and governance (ESG) factors most relevant to our long-term business success.

We are pleased to share our inaugural FY2023 Sustainability Report that outlines our current sustainability and ESG initiatives, practices and objectives and highlights our progress in the areas fundamental to our business. This report is organized into four main sections: **Sustainability Innovation, Environment, Social Capital and Corporate Governance**.

It covers the sustainability efforts of Hitachi Vantara prior to the reorganization in fiscal year 2023 (FY2023). Unless otherwise noted, all quantitative data provided for Hitachi Vantara throughout this report covers our FY2023, reflecting data for the period from April 1, 2023, through March 31, 2024. Throughout the report, we guide readers to additional sources of information on our corporate website and other references for convenience.

The report is aligned with the accounting standards published by the Sustainability Accounting Standards Board (SASB), now part of the International Financial Reporting Standards Foundation (IFRS), related to the software and IT services industry. We also have identified the United Nations Sustainable Development Goals (SDGs) that we believe best align with our business activities and the key priority areas in which we feel we can have the most impact. Both are included in the Appendix at the end of this report.

Our Sustainability Commitment and Focus Areas

Our Sustainability Governance Structure

Hitachi Vantara continues to refine its sustainability governance structure as we progress toward building a world-class environmental, social and governance program. Hitachi Vantara's sustainability strategy and program is managed by our Sustainability Director, who reports to Hitachi Digital's Chief Financial Officer, with oversight by the Hitachi Vantara Executive Committee. The Sustainability Director is responsible for spearheading the transformation of our sustainability strategy and program. Our sustainability work is also aligned to Hitachi's sustainability policies and initiatives, led by their Chief Sustainability Officer.

Our Global Environmental Focus

Specific to environmental initiatives and strategy, we maintain ongoing reporting and collaboration with Hitachi, Ltd. to ensure the most impact within our environmental efforts and investments.
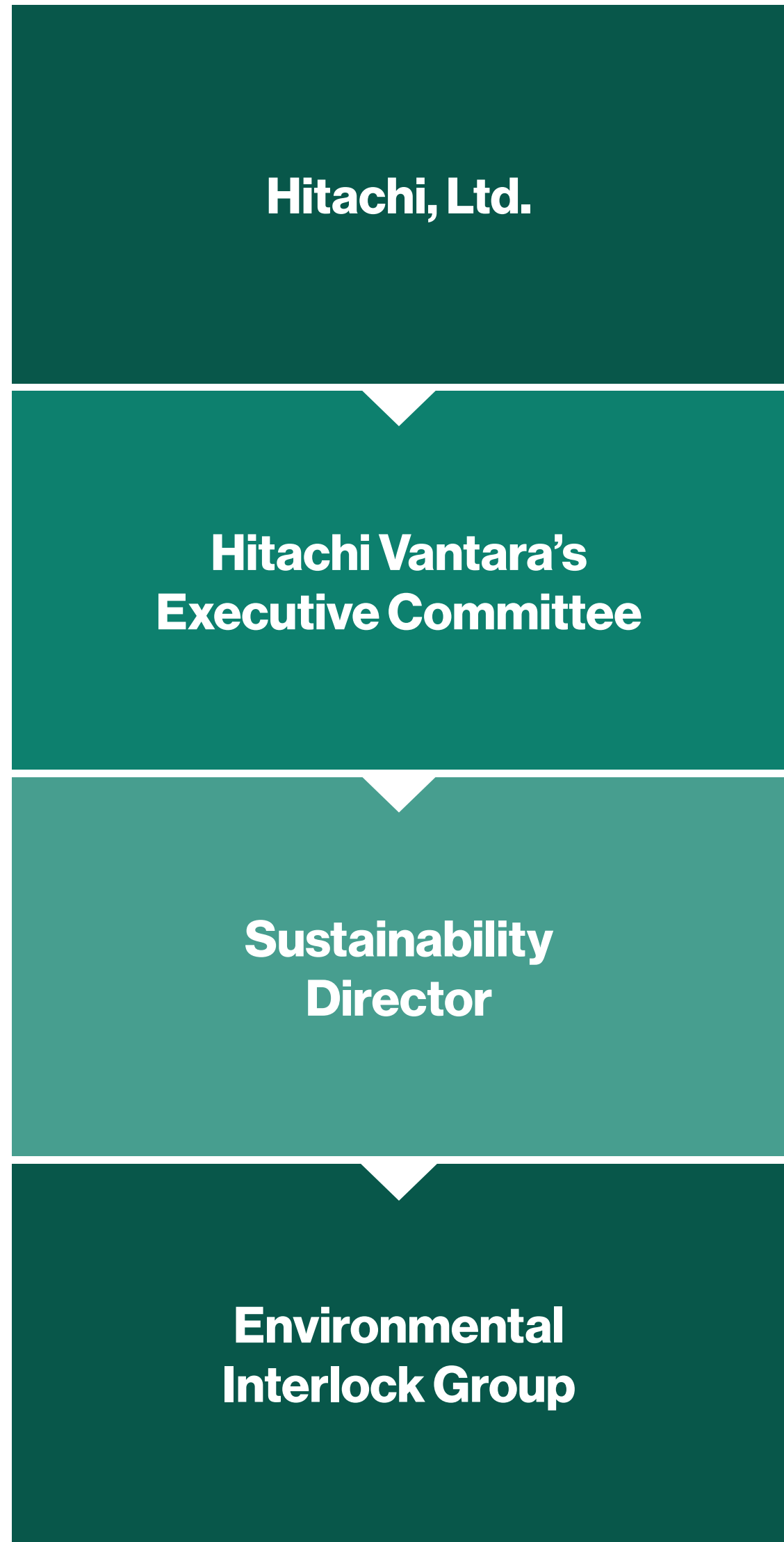
In FY2021, a formalized Hitachi Vantara Environmental Interlock Group was created to manage ongoing opportunities across the organization. This group evolved in FY2023 and meets biweekly to create more focus on vital environmental topics such as:

- Environmental infrastructure
- Environmental measurement (waste, water, energy management on-site)
- Environmental and customer partnerships
- Environmental go-to-market
- Product – hardware (eco-design and certifications)
- Product – software (eco-design and certifications)
- Product – end-of-life management
- Procurement (environmental supplier engagement)
- Environmental compliance and regulations
- Internal and external positioning and promotion

GOAL
Launch a Sustainability Committee by FY2025.

Sustainability Reporting Line

Hitachi, Ltd.

Hitachi Vantara's Executive Committee

Sustainability Director

Environmental Interlock Group

EcoVadis

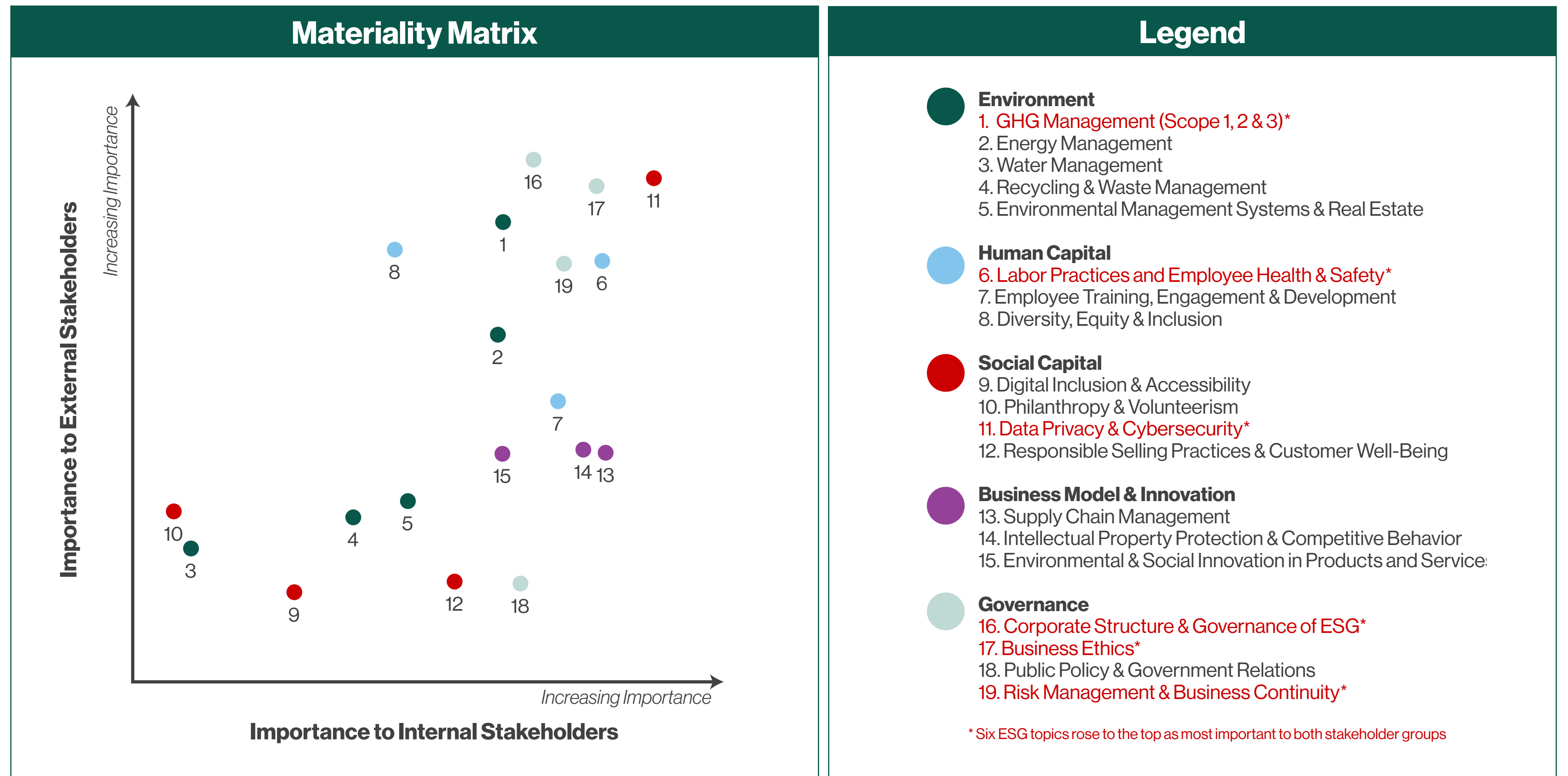**BRONZE 2023**
ecovadis
Sustainability Rating

As one of the largest providers of business sustainability ratings, EcoVadis evaluates how well a company has integrated sustainability principles into their business. At Hitachi Vantara, we have participated in the EcoVadis sustainability assessment for 11 years, affirming our commitment to social and environmentally responsible business practices.

Materiality Assessment

During FY2023, Hitachi Vantara conducted its first ESG Materiality Assessment, led by a third-party sustainability expert. This was aimed at better understanding the ways in which various ESG topics affect our long-term financial success and have an impact on society and the environment, and the current state of our performance in those topic areas. Hitachi Vantara intends to use the results of the assessment as part of our engagement with internal and external stakeholders and to inform our sustainability strategy as we progress.

Approach

The Materiality Assessment process helped to identify and define nineteen (19) core ESG topic areas across five themes. For our external stakeholders, we derived the importance of each topic area by analyzing key ESG ratings, frameworks and standards, as well as incorporating industry best practices, customer perspectives and peer disclosures. The results of this portion of the assessment make up the y-axis of our Materiality Matrix pictured to the right. For our internal stakeholders, we conducted a survey across a cross-section of team members from various departments and employment levels to provide a diversity of perspectives. The results of this survey make up the x-axis of our Materiality Matrix.

Materiality Matrix

Importance to External Stakeholders / Increasing Importance

Importance to Internal Stakeholders / Increasing Importance

Legend

Environment
1. GHG Management (Scope 1, 2 & 3)*
2. Energy Management
3. Water Management
4. Recycling & Waste Management
5. Environmental Management Systems & Real Estate

Human Capital
6. Labor Practices and Employee Health & Safety*
7. Employee Training, Engagement & Development
8. Diversity, Equity & Inclusion

Social Capital
9. Digital Inclusion & Accessibility
10. Philanthropy & Volunteerism
11. Data Privacy & Cybersecurity*
12. Responsible Selling Practices & Customer Well-Being

Business Model & Innovation
13. Supply Chain Management
14. Intellectual Property Protection & Competitive Behavior
15. Environmental & Social Innovation in Products and Services

Governance
16. Corporate Structure & Governance of ESG*
17. Business Ethics*
18. Public Policy & Government Relations
19. Risk Management & Business Continuity*

* Six ESG topics rose to the top as most important to both stakeholder groups

Findings and Outcomes

Generally, there was consistency between internal and external stakeholders and how they viewed the importance of each material topic area. Six ESG topics rose to the top as most important to both stakeholder groups and will continue to be prioritized in Hitachi Vantara's ESG strategy:

- Greenhouse gas management
- Labor practices and employee health & safety
- Data privacy and cybersecurity
- Corporate structure and governance of ESG
- Business ethics
- Risk management and business continuity

Each of these areas are covered in this report, highlighting governance and oversight as well as any initiatives that are underway or took place during FY2023.

Sustainability Goals

In FY2023, Hitachi Vantara's Executive Committee approved seven time-bound goals for the organization to demonstrate our commitment to increasing our impact. These goals align with the areas most relevant to the long-term financial sustainability of our business, as surfaced in the materiality assessment. We are committed to sharing progress against these goals along the way.

Environmental	Social	Governance
Become carbon neutral in scope 1 and 2 by FY2030	Achieve 30% ratio of female people leaders by FY2030	Register under the EU/US Privacy Framework and UK/US Bridge by FY2025
Commit to setting a near-term goal with Science Based Targets initiative (SBTi) by FY2025	Achieve 3,000 volunteer hours during our annual Global Giving Week by FY2025	Mature our Cybersecurity Framework, Controls, and Assurance Management by FY2025
		Launch a Sustainability Committee by FY2025

Sustainability Innovation

Sustainable Infrastructure Products and Solutions | Pioneering a Lower Energy and Emissions Footprint for Customers | Enhancing the Lifecycle of Our Systems

Sustainable Infrastructure Products and Solutions

Developing products and services that advance Hitachi Vantara toward a greener future is part of our DNA. As a Hitachi Group company, we share in the guiding vision to create digital, green and innovative solutions that benefit the world.

At Hitachi Vantara, we are committed to driving sustainability across our product lines and operations. We're proud to offer high-performance storage solutions that minimize environmental impact, empowering businesses to achieve their green goals without sacrificing performance.

In 2023, we launched new sustainability solutions and services tools to aid organizations in evaluating their environmental and decarbonization goals. The comprehensive collection of services and solutions focuses on assisting our customers in the following areas:

- Decarbonization for infrastructure, green IT, manufacturing and facilities
- Data and analytics for sustainability
- Innovation via co-creation
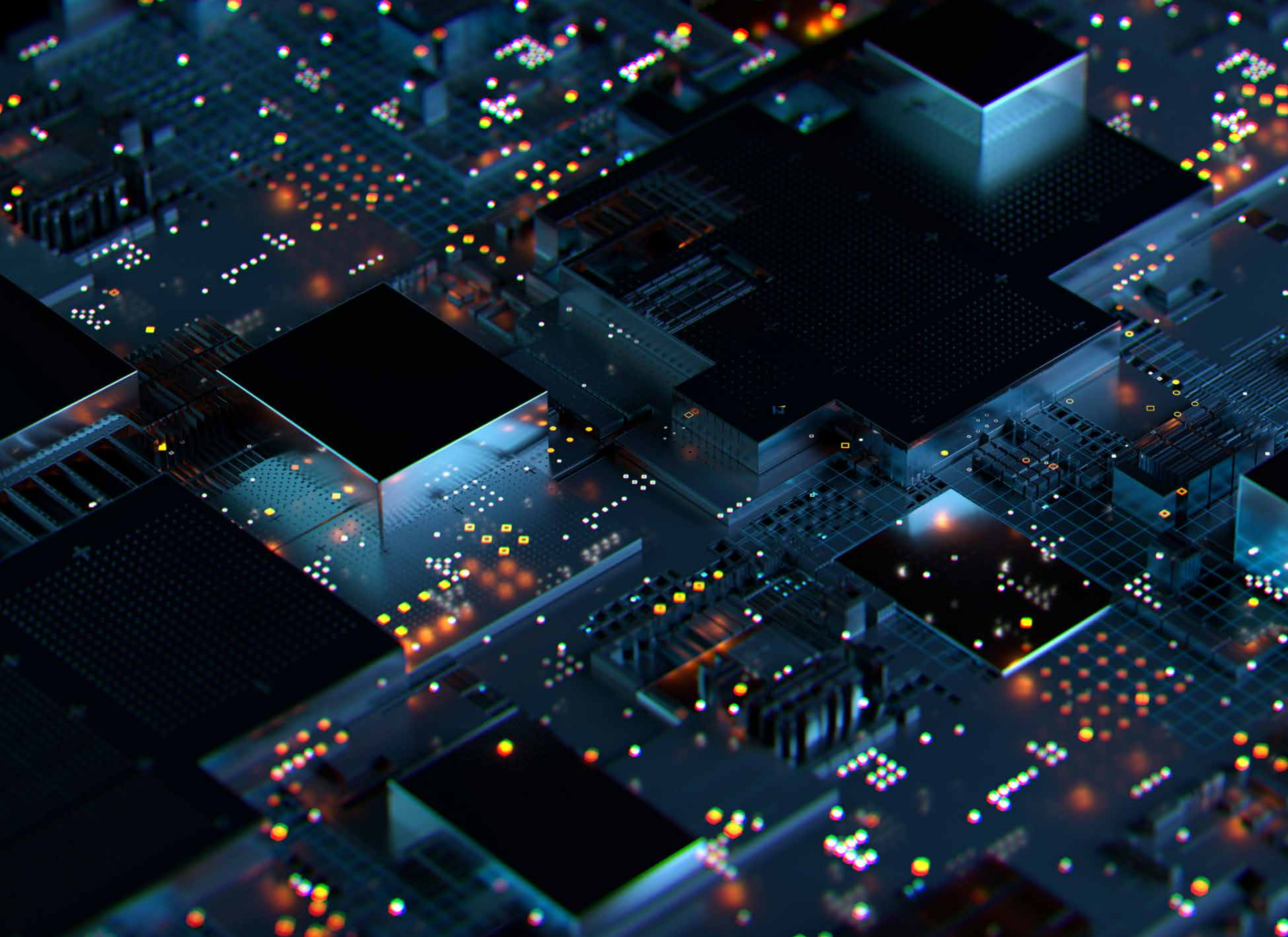
Certifications

ENERGY STAR®

Hitachi Vantara's storage products (Hitachi Virtual Storage Platform E590, E790 and E1090) are certified under the U.S. EPA's ENERGY STAR program, which defines standards for power consumption and other key indicators. This recognition affirms our commitment to reducing energy consumption without compromising on performance.

The ENERGY STAR label signifies not just a commitment to environmental responsibility but also substantial energy savings for consumers and businesses. Hitachi Vantara VSP products have been classified by ENERGY STAR for data storage solutions. Below you can see how Virtual Storage Platform is ranked by ENERGY STAR.

To achieve these certifications, Hitachi Vantara engineers have developed patent-pending technology that helps reduce power consumption and lower carbon dioxide. Our unique automated switching process contributes to lowering CO_2 emissions by 30-40% from model to model.
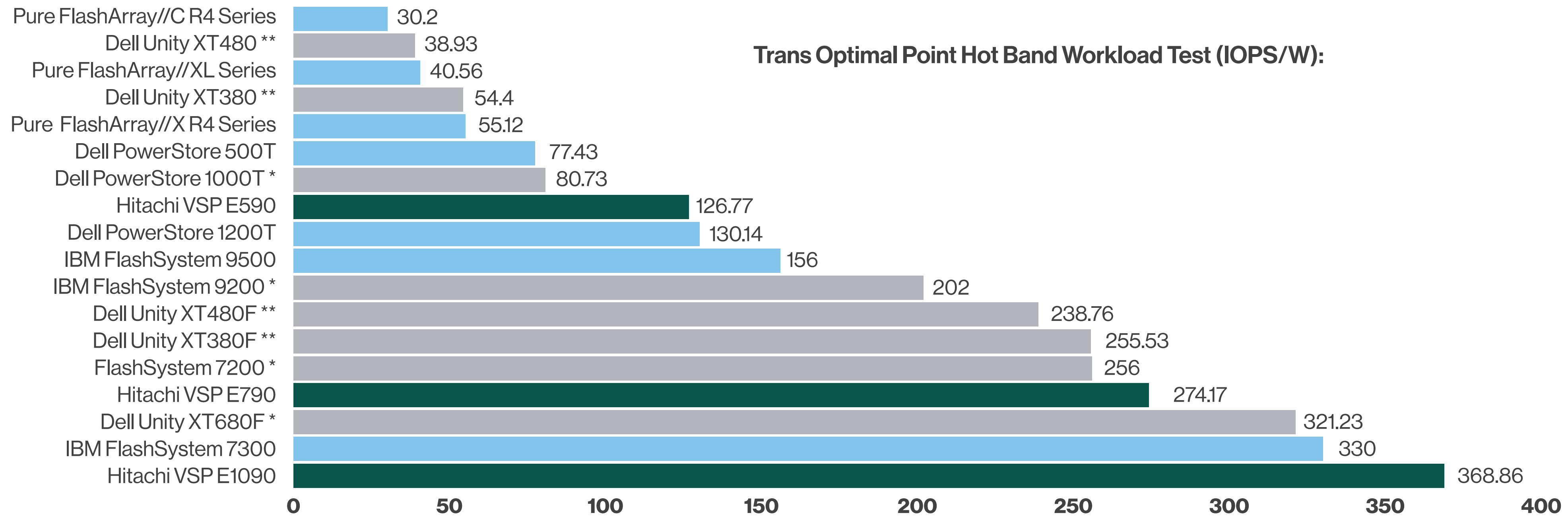
Carbon Footprint of Products (CFP)

We are the only storage solutions provider certified by Carbon Footprint of Products in Japan, disclosing the CO_2 emissions throughout the lifecycle of storage products through third-party certification. More information on the CFP program, now integrated with EcoLeaf, can be found here. (See here for the CFP listing in Japan).

Please refer to the CFP product data sheets on our website for a full breakdown of the circular economics involved in the production, delivery and consumption of the Hitachi Virtual Storage Platform solutions.

ENERGY STAR® **All NVSS Disk Online 4 – All Vendors with ENERGY STAR Ratings**

Trans Optimal Point Hot Band Workload Test (IOPS/W):

Product	IOPS/W
Pure FlashArray//C R4 Series	30.2
Dell Unity XT480 **	38.93
Pure FlashArray//XL Series	40.56
Dell Unity XT380 **	54.4
Pure FlashArray//X R4 Series	55.12
Dell PowerStore 500T	77.43
Dell PowerStore 1000T *	80.73
Hitachi VSP E590	126.77
Dell PowerStore 1200T	130.14
IBM FlashSystem 9500	156
IBM FlashSystem 9200 *	202
Dell Unity XT480F **	238.76
Dell Unity XT380F **	255.53
FlashSystem 7200 *	256
Hitachi VSP E790	274.17
Dell Unity XT680F *	321.23
IBM FlashSystem 7300	330
Hitachi VSP E1090	368.86

Source: https://www.energystar.gov/productfinder/product/certified-data-center-storage/ November, 2023 | NOTE: Vendors not shown have not received NVSS Disk Online 4 Rating per the ENERGY STAR site. | NOTE: Gray lines show older models from vendors

Pioneering a Lower Energy and Emissions Footprint for Customers

Helping our customers achieve their sustainability goals drives our focus on building eco-friendly data centers and storage systems. Our data storage systems include patented technology that helps reduce power consumption by 30-40% from model to model, without compromising performance.

As part of this process, we also lower GHG emissions across the entire lifecycle of our systems — from procurement of materials to production, transport, use, disposal and recycling.

Our leading Hitachi Content Platform (HCP) demonstrates a reduced CO_2 footprint across our products and services. This highlights our dedication to developing sustainable storage solutions that minimize environmental impact throughout their lifecycle.
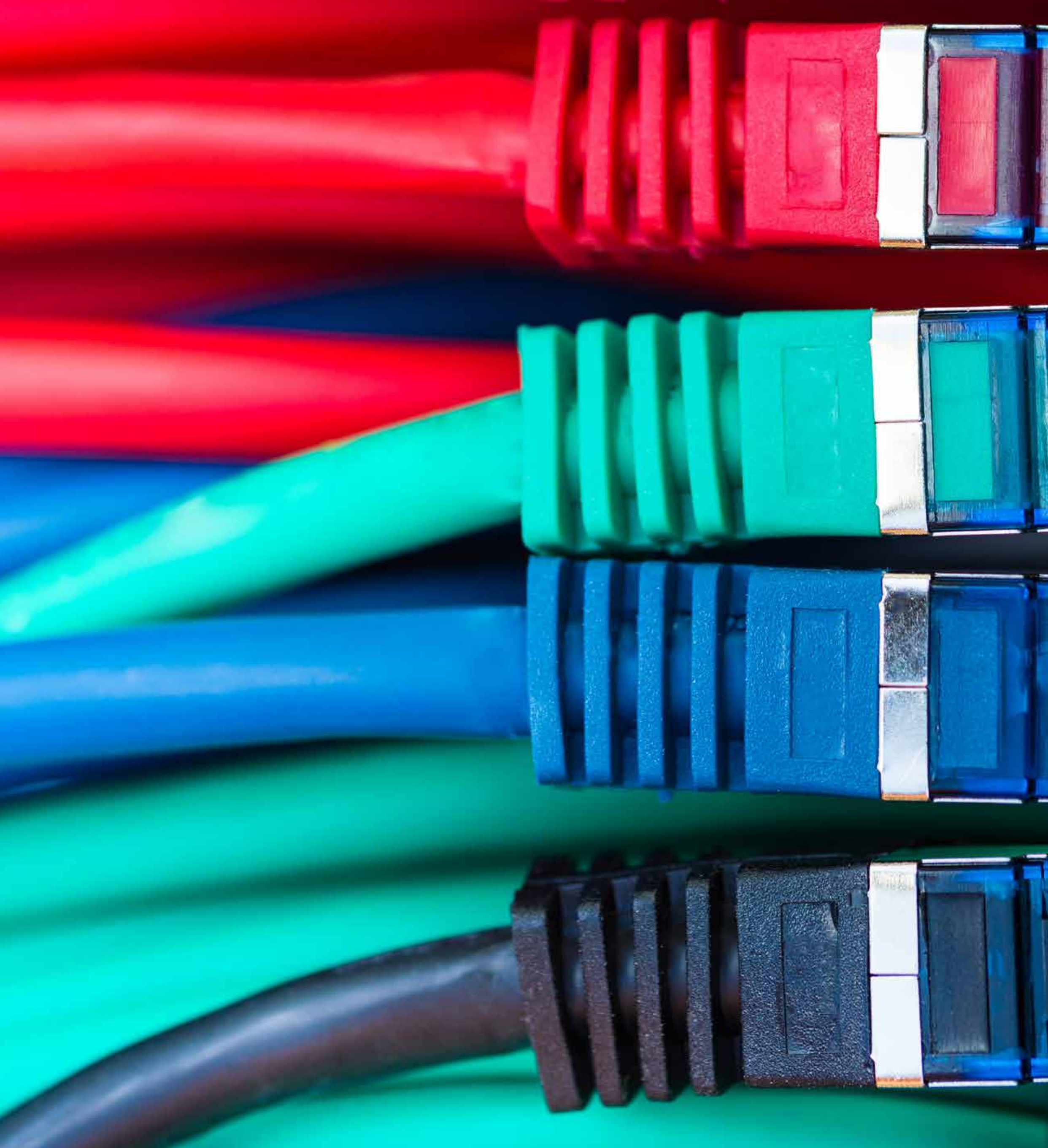
Sustainability Tools and Resources

We provide tools to empower customers to track their environmental impact and optimize their storage infrastructure for greater sustainability. These include:
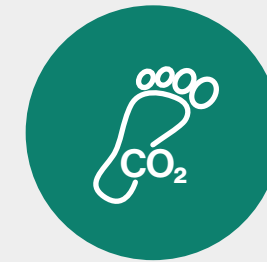
CO₂ Estimator

A web-based tool that allows any organization to examine their current data center or storage solution carbon footprint and identify steps they can take to reduce their energy use without sacrificing their storage needs.
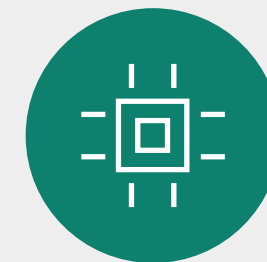
Weight and Power Tool

A secure, partner-portal-based tool that offers precise nominal power estimates and insights into historical power data from existing installations.

Sustainable Software Design

Our software is woven with sustainability, incorporating accurate power metrics and features promoting efficient resource utilization.

Software Analytics

Our software analytics identify key areas for sustainability enhancements, offering straightforward insights for actionable improvement.

Decarbonizing Solutions

Decarbonizing facilities and buildings can present a unique set of challenges. Our tailored decarbonization solutions and data-driven approach help clients reduce their carbon footprint.

Case Study: Revolutionizing Denver Data Center

In early 2023, our infrastructure team started to streamline data center design to enhance agility, reliability and resiliency, thereby increasing performance.

| Data Center Data Collection	Architecture Design	Logical Services Migration	Physical Migration of Hardware	EOSL Hardware Disposal

Benefits

- Physical data center footprint reduction from 180 cabinets to 74 cabinets, a 58% reduction
- 50% reduced power consumption
- Close to a 10x reduction of heat in the consolidation of firewalls
- Improved power usage effectiveness (PUE, 1.6 to 1.3) and data center infrastructure efficiency (DCIE, 63% to 77%)
- Carbon footprint reduction, which contributes to achieving sustainability goals

Power Optimization

Denver DC Carbon Footprint Reduction

PUE DCIE Optimization

e-Waste
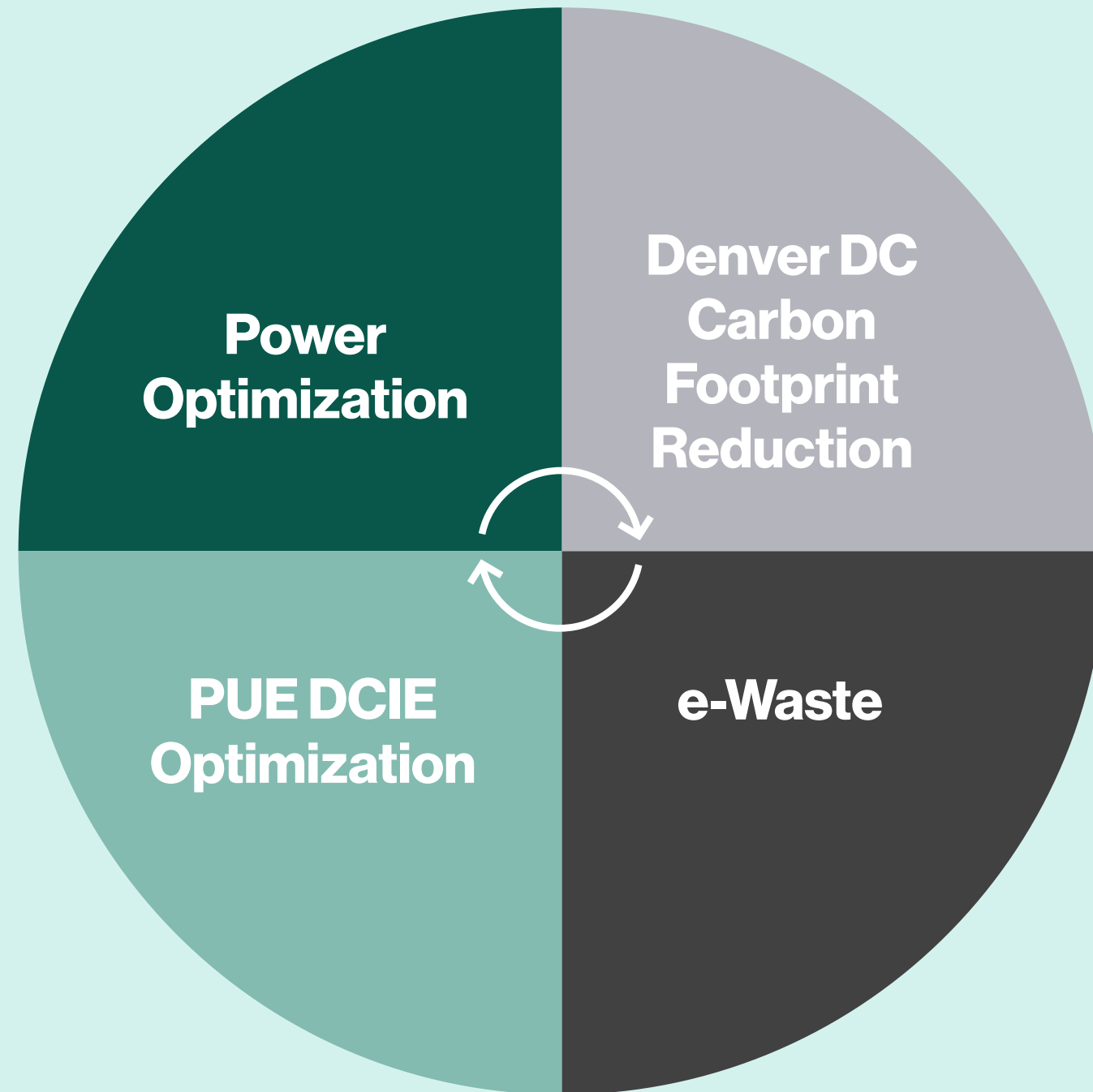
Customer and Project Impact Stories

Gijima Partnership

Gijima, a leading Black-owned South African information and communications technology company, successfully identified and deployed Hitachi VSP systems at its production data center and additional arrays for disaster recovery. The all-flash storage systems replaced bulkier spinning-disk arrays, significantly consolidating the physical infrastructure, reducing the racks in the production data center from nine to three and freeing up additional racks at the disaster recovery site. As a result, the new deployment provides a much smaller footprint and a considerable reduction in power consumption, which will reduce CO_2 emissions and help Gijima save on energy costs. Learn more about this customer partnership here.

Southern Apennine District Basin Authority Partnership

The District Basin Authority governs water resources in Italy's Southern Apennine region. Working with Hitachi Vantara, they built a solution to collect and analyze data using IoT, blending it with other sources to generate actionable, real-time insights to mitigate risks and ensure environmental sustainability. Combining Hitachi Lumada Industrial DataOps and Video Insights with Hitachi Content Platform, Content Anywhere and Content Intelligence, the solution was designed to leverage the power of data to protect Italy's water resources against natural and human hazards. Learn more about this customer partnership here.

BMW Group Partnership

Hitachi Vantara has been working with BMW Group for over a decade. Most recently, we upgraded BMW Group's systems to a future-proof, on-demand storage service model with the flexibility to dynamically respond to rapidly changing business requirements. In addition to increasing automation and performance, the company wanted to maximize data center environmental efficiency and sustainability. The answer was a forward-thinking enterprise architecture, and a fully managed EverFlex Storage as a Service solution supporting rapid expansion across ten countries. In addition to reducing its data center footprint, the company saw significant savings on energy and cooling costs without compromising performance. Learn more about this customer partnership here.

Magyar Telekom Partnership

Explosive 15% annual data growth due to rapid service innovation – including the launch of 5G and video-on-demand services – led Magyar Telekom, one of Hungary's leading providers, to implement a new, future-ready data platform. It needed to deliver a highly energy efficient solution while providing superior availability to ensure a positive customer experience and meet strategic operational sustainability objectives. The company chose ultra-low-latency Hitachi NVMe technology to provide a rock-solid foundation to drive ongoing digital innovation and energy efficiency. Results included a 3x reduction in their data center storage footprint and a 4x reduction in their power and cooling requirements. Learn more about this customer partnership here.

Infosys Partnership

As a leading global provider of consulting, technology and outsourcing services, Infosys' interest in energy efficiency extended well beyond saving money. Their focus was on achieving carbon neutrality, one of their major ESG goals. Hitachi Vantara worked closely with their team to implement a modern enterprise storage and converged infrastructure solution to support hundreds of applications serving over 300,000 employees worldwide. Their new system, combining Hitachi VSP, UCP and HCP solutions, enabled the company to dramatically consolidate data center rack space from eight racks to two, reducing energy consumption 50-60% while boosting performance 70-90%. Learn more about this customer partnership here.
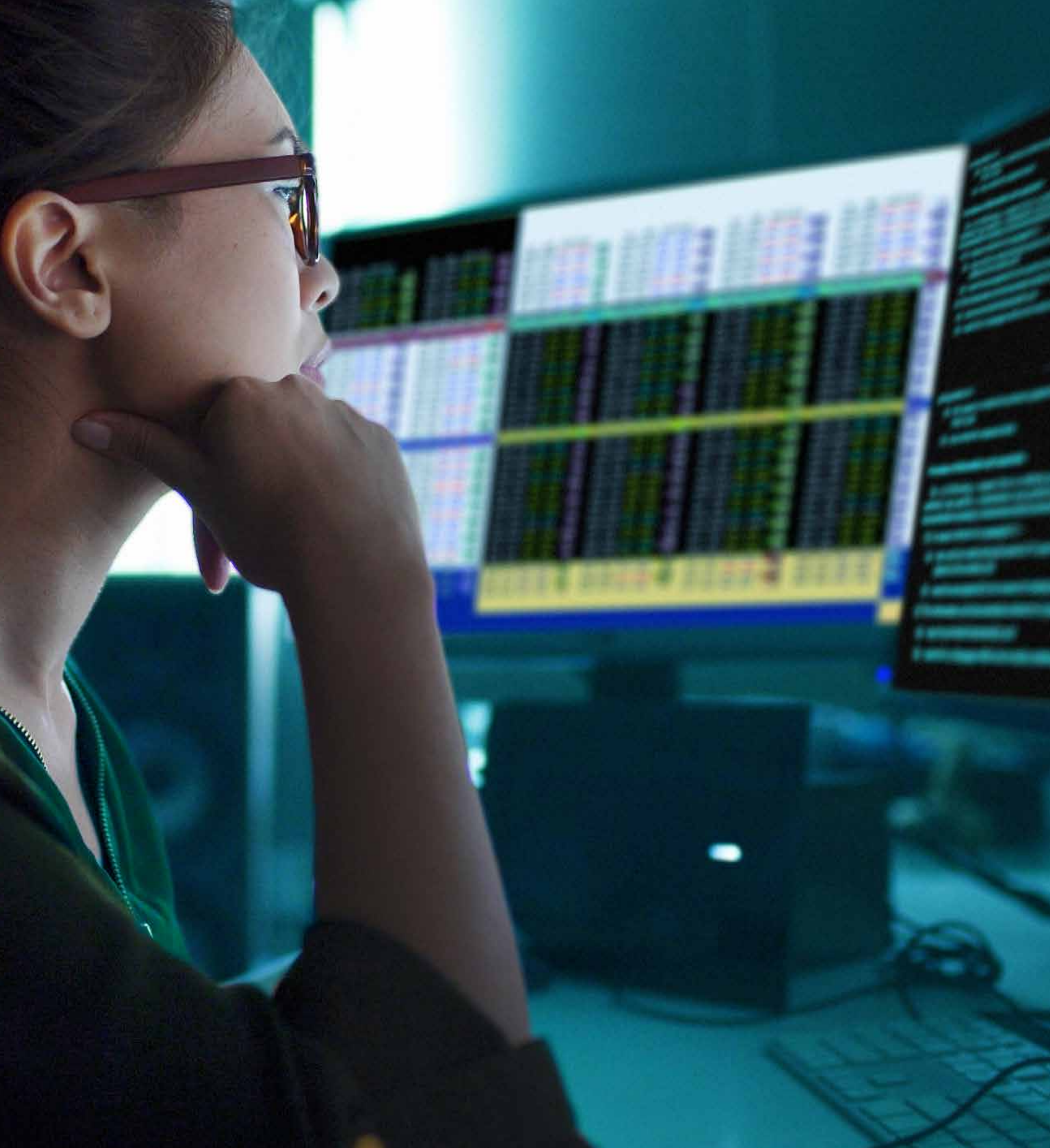
Enhancing the Lifecycle of Our Systems

Hitachi Vantara uses an eternity design mindset to extend the lifecycle of our systems throughout the value chain, reducing the need to replace an entire system or transport it back to the recycling center every three to five years.

Product Design

In addition to meeting applicable environmental laws and regulations, many existing products and new products will be designed in accordance with the Hitachi Eco-Design Management Guidelines, which complies with ISO 62430. Lifecycle assessments are conducted at the time of development in accordance with the management guidelines.

Hitachi Vantara's Design Principles
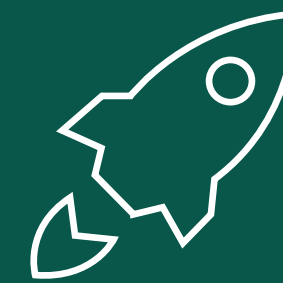
Design for longevity
Through maintenance of firmware and software
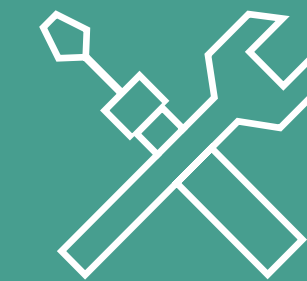
Design for repair and guarantee
Through availability of maintenance parts and publication of repair and maintenance manuals

Design for remanufacturing
By ensuring data transferability
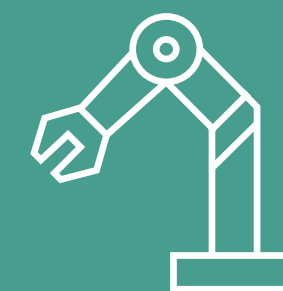
Design for disassembly
Through compliance with WEEE and the Waste Framework Directive

Design for recyclability
Through a focus on dismantling and recovery standards, including battery recovery

Design with proactive substitution of hazardous substances
With content exceeding current regulations such as REACH and RoHS

Our Product Management Group has completed eco-design assessments for the past three years to identify improvements in our products. These include:

- ENERGY STAR certifications across entire VSP storage
- Hitachi content platform error handling improvements
- Overall engineering lab equipment consolidation

In addition, we are actively investigating the next generation of advancements such as:

- Intelligent power distribution units (iPDUs) for unified compute platforms (UCP)
- Lifecycle assessment (LCA) with Hitachi NAS (HNAS)
- Eco-design assessments with UCP Advisor
- Eco-design assessment with Hitachi Content Intelligence (HCI) platform

Reuse and Recycling

Hitachi Vantara's Modern Storage Assurance, a patented technology, enables the reuse of data drives with the next generation of storage controllers, providing a nondisruptive replacement without the need for data migration. This reduces the need for lengthy data migration periods and the associated CO_2 produced by running multiple systems side by side over an extended period.

We are also expanding the use of recycled materials in our products, evaluating and selecting recycled materials that have equivalent characteristics to virgin materials. This process includes comparison of physical properties such as temperature and heat distortion, assessment of quality variability and evaluation of aging deterioration.

All Hitachi Vantara storage products and individual components are recycled at the end-of-life-cycle phase. Additionally, at our EMEA distribution center (EDC), the recycling process of compute, network and storage has been optimized to the point where less than 0.01% goes to the landfill. The remaining materials are used in the electronic industry to create new products.

Recycled Materials

We are using recycled, flame-resistant materials for the bezels of our next-generation storage models, adhering to strict safety standards. We currently report 40% usage of recycled plastic materials, and plan to achieve 50% usage by FY2030. We'll do this by expanding the use of recycled materials in drive canisters, using parts that combine biomass materials, and continuing to recycle and reuse IT resources.

Environment

Hitachi Vantara

Environmental Impact of Our Operations

We recognize our role in driving climate action not just in the products and services we offer, but also in our direct operations. This year, we formalized the elements of our climate strategy to continue working towards a less carbon-intensive future.

Environmental Governance

Hitachi Vantara's environmental sustainability strategy and execution is led by the Sustainability Director, who partners with the Chief Financial Officer. This helps ensure environmental impact, outcomes and progress are incorporated into the company's overall business strategy. The Executive Committee provides oversight of the company's environmental sustainability program, with regular updates from the Sustainability Director.

The Sustainability Director oversees an environmental working group that has cross-functional representation from across Hitachi Vantara's major business units including Procurement, Facilities, Product and Marketing.

Green Facilities

Hitachi Vantara seeks to operate in facilities that maintain efficiency and reduce impact on the surrounding environment. We actively work with partners, including real estate brokers and Hitachi Group companies, to increase the number of Hitachi Vantara facilities with green building certifications and environmentally friendly measures.

All four of our distribution centers are certified to the leading global standard for environmental management, ISO 14001. In addition, our headquarters in Santa Clara, California, is LEED Gold certified.

Portfolio Optimization

Hitachi Real Estate teams collaborate to ensure that vacancy in the portfolio is kept to a minimum by consolidating group companies in shared office spaces and closing sites that are no longer required. This increases the efficiency of our leased spaces and the usage of utilities.

Environmental Features in HQ Building

- LEED Gold certified building
- Public transportation access
- Water-efficient landscaping
- Innovative waste technologies
- Enhanced refrigerant management
- New high-efficiency HVAC equipment
- Indoor chemical and pollutant source control
- Green power through the Sunwave solar system
- Electric vehicle charging stations
- Title 24 lighting and fixtures, including high-efficiency LED lighting and smart lighting controls
- Indoor water efficiency technology
- High-efficiency plumbing conversions
- ENERGY STAR designed
- UL Verified Healthy Building Mark: Indoor Air

Case Study:
Increasing Efficiency and Decreasing Waste in the Netherlands

Our European distribution center in the Netherlands is an example of sustainable design, energy- and water- efficient processes, and cost savings in action.

The building features the following:

- Geothermal heating and cooling with no use of natural gas
- Renewable energy production via 17,500 sqm of on-site solar panels
- LED lighting and other energy-efficiency measures
- Reuse or recycling of all water used in production processes
- Rainwater use for flushing toilets

It has achieved several green building certifications, including a "Very Good" rating for BREEAM, an international rating system that measures the sustainability performance of buildings. The facility is also ISO certified for its quality, environmental, and occupational health and safety management systems.

In 2022, Hitachi, Ltd. certified this facility as Eco-Factory Select[1] for its strong performance in renewable energy use, high-efficiency lighting and efficient water recycling. We are proud to contribute to our shared environmental mission and be recognized for our work among all Hitachi Group companies.

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1   Hitachi is devoted to further improving its environmental activities at its factories and offices. In recognizing such activities, Hitachi certifies its factories and offices that have achieved the environmental targets as "Eco-Factories and Offices."

Environmental Employee Training and Programs

Hitachi Vantara's distribution centers have Green Teams that supports the company's overall environmental strategy through:

- Promoting green initiatives with the distribution centers and our global supply chain
- Supporting and implementing current and future environmental initiatives
- Communicating with internal stakeholders to raise awareness about the environment
- Assisting with internal and external reporting

Earth Alliance Employee Resource Group (ERG)

Hitachi Vantara's Earth Alliance ERG was launched in 2022 by employees who wanted to bring both small and big environmental changes to our daily lives at work and home. Members were invited to collaborate on:

- **Improving waste management:** looking for lab equipment to decommission and recycle and incorporating compost and recycling bins into waste office collection.
- **Lab efficiencies:** collaborating with Hitachi's IT Platform Products Management Division on best practices and energy metrics for comparison.
- **Developing best practices:** learning what we are doing well in one office to measure and manage our environmental impact and encourage similar initiatives in other offices.
- **Community partnerships:** identifying and supporting local environmental projects by volunteering our time with local nonprofits and schools.

In 2023, we expanded the work of our Earth Alliance to include 12 global Earth Alliance Leaders. Leaders meet biweekly to discuss local office engagement and raise awareness on Earth Alliance and Hitachi Vantara's environmental efforts. The Earth Alliance Leaders also support internal communications on Hitachi Vantara's environmental commitments and achievements, as well as coordinating volunteer opportunities around the world during Earth Month, and serve as a resource for employees to get more involved with environmental efforts.

In addition to the work our Earth Alliance supports, we offer Environmental Awareness Training to all supply chain employees. The training courses outline why Hitachi Vantara values harmony with nature and is committed to developing products that preserve the environment. The training also empowers our employees to collaborate with the company to address our environmental impact and take the necessary short-term and long-term steps to protect the planet.

Environmental Compliance

Compliance is measured against local and country government requirements such as the Energy Savings Opportunity Scheme (ESOS) in the UK and Article 8 Energy Efficiency Directive (EED) in the EU. We also monitor findings and follow best practices from globally recognized organizations such as the International Energy Agency (IEA) and the World Resources Institute (WRI), as well as ASHRAE and ENERGY STAR in the U.S.

Energy Management and GHG Management

Our GHG Reduction Strategy

We recognize our role in driving climate action not just in the products and services we offer, but also in our direct operations. This year, we formalized the elements of our climate strategy to continue working toward our targets and driving meaningful climate action.

Procuring Renewable Energy

Purchased electricity accounts for the largest portion of our scope 1 and 2 footprint, which is why we understand the importance of Hitachi Vantara transitioning to renewable energy through both on-site renewable energy production and sourcing energy covered by credible renewable energy certificates (RECs) and other market-based mechanisms that align with our business operations.

Measurement and Transparency

Each year, Hitachi Vantara quantifies our emissions, and our commitment to transparency means regular reporting showcasing our progress. We understand getting a complete picture of our emissions across our entire value chain (scope 1, 2 and 3) is an iterative process, and we aim to continue to improve our monitoring over time to work toward accounting for a complete inventory and seeking opportunities to pursue stronger data quality.

Optimizing Efficiency

Hitachi Vantara operates with a mission to drive innovation not just with our customers, but in our operations, too. Ensuring we promote cloud solutions and efficient IT systems that minimize resource consumption is core to our strategy.

Engaging Our Value Chain

Collaborating with our customers, suppliers and other value chain partners who share our commitment to the environment will not only reduce our footprint but also drive systemic climate action across our industry.

GOAL

We are committed to carbon neutrality in our scope 1 and 2 emissions by FY2030.

Energy Partnership

CEBA
Clean Energy Buyers Association

As part of our commitment to carbon neutrality within our own operations, Hitachi Vantara partners with organizations such as the Clean Energy Buyers Association (CEBA), whose mission is to achieve a 90% carbon-free U.S. electricity system by 2030. Hitachi Vantara became a member of CEBA in early 2024 to join a community of energy customers and partners in accelerating the clean energy transition.

Scope 1 and 2 Emissions

Our scope 1 and 2 emissions were calculated by a third party in alignment with the GHG Protocol, the globally recognized industry standard for organizations preparing a GHG emissions inventory. Hitachi Vantara defined our organizational boundary following an operational control approach, as defined by the GHG Protocol.

For our scope 1 emissions, also called direct emissions, sources included stationary combustion (fuels burned on-site), mobile sources (fuels burned by our fleet) and fugitive sources (emissions from refrigerants). Primary data was leveraged, where available, and best practice methods to estimate emissions where data availability was limited were also used to ensure our inventory was as complete as possible. Our scope 2 emissions, also called indirect emissions, include the purchased electricity for all sites within our operational control boundary. Per the GHG Protocol, we report emissions using the location-based method and the market-based method.

The largest source of emissions in our scope 1 and 2 footprint comes from purchased electricity, which is why continuing to grow our procurement of renewable energy is a foundational piece of our GHG reduction strategy.
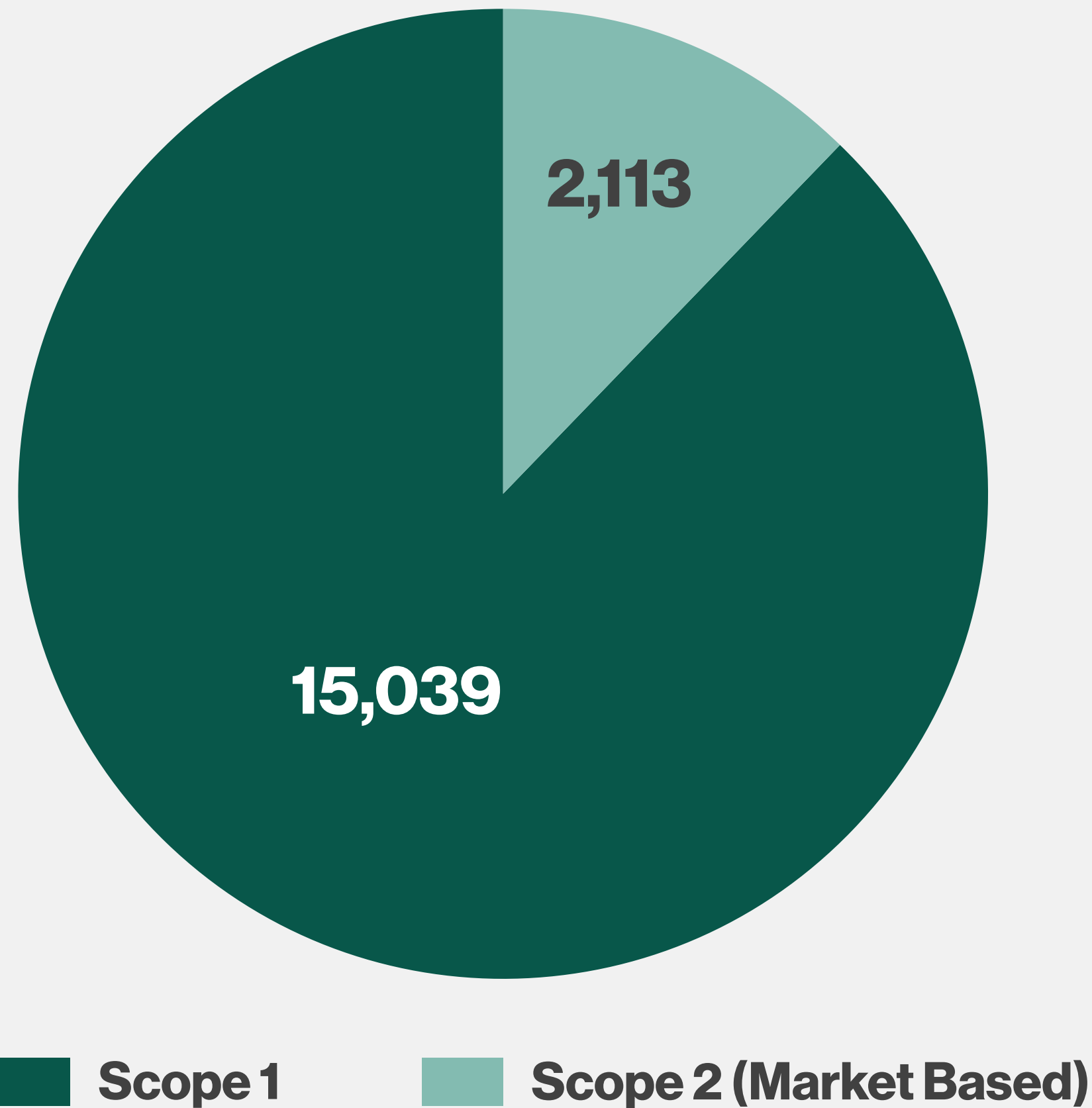
Scope 3 Emissions

We recognize a significant portion of our climate impact occurs outside of our direct operations. In FY2023, Hitachi Vantara took initial steps and committed to conducting a scope 3 materiality screening to evaluate the relevance and significance of each of the 15 scope 3 categories from the GHG Protocol. This screening will inform our strategy and how we prioritize improving our metrics and transparency, prioritize data quality and accuracy, and develop a value chain engagement strategy to further drive GHG reduction across our business.

Scope 1 Emissions	FY2023 GHG Emissions (mtCO$_2$e)
Stationary Combustion	1,179
Fugitive Sources	934
Total Scope 1 Emissions	2,113

Scope 2 Emissions	FY2023 GHG Emissions (mtCO$_2$e)
Scope 2 (Market Based)	15,039
Scope 2 (Location Based)	17,389

Total Organization Emissions	FY2023 GHG Emissions (mtCO$_2$e)
Total Scope 1 and 2 (Market Based)	17,152
Total Scope 1 and 2 (Location Based)	19,502

FY2023 GHG Emissions (mtCO$_2$e)

2,113

15,039

■ Scope 1   ■ Scope 2 (Market Based)

Managing and Monitoring Energy in Our Operations

A significant majority of our energy consumption comes from our distribution centers and headquarters. At these locations, we have built management systems and other monitoring systems to show continuous usage and provide alerts when consumption goes over a certain threshold. In some instances, we also track our consumption in terms of specific design parameters. We are implementing internal targets at these locations to ensure we minimize our impact. Over time, we hope to expand our data collection efforts to our other locations, including offices, where information is available.

Renewable Energy Production and Procurement

Hitachi Vantara both generates and procures renewable energy across many of our most energy-intensive business sites. At our Netherlands distribution center, our on-site solar produces roughly one third of our annual electricity consumption. The remaining electricity consumption is derived from purchased electricity through verified Energy Attribute Certificates (EACs). We also have other EACs/RECs in place in the U.S.

Energy Consumption

51,644
Total energy consumption (MWh)

1,452
Total renewable energy generated (MWh)

86%
Percentage total energy from grid electricity

19%
Percentage of total energy from renewables

GOAL

Commit to setting a near-term goal aligned with SBTi by FY2025.

Recycling, Waste and Water Management

Waste Management

Hitachi Vantara is committed to minimizing our waste and waste-related impacts across our operations. We maintain regional recycling programs to promote the proper treatment of waste streams. Hazardous materials and other waste is identified, segregated and collected according to legal requirements and in consultation with waste collection companies.

Within Hitachi Vantara distribution centers, waste streams differ and are collected and disposed of by a licensed waste processor in order to segregate, recycle and dispose of the waste streams according to regulatory compliance. We also focus heavily on reducing the environmental impact of our products throughout their lifespan, from production through end-of-life. The primary waste streams we have identified in our operations include cardboard/paper containers, residual waste, hard plastics, soft plastics, strap bands and electronic waste.

In January 2024, Hitachi Vantara launched an e-waste working group to advance our management of global e-waste and increase traceability of products at end-of-life.

Packaging

In 2018, we implemented a packaging and reuse program in our Japan and U.S. facilities in which all packing is checked carefully for the ability to be reused. This has significantly reduced our overall waste and environmental impact at these facilities. Since then, we have continued to implement other successful packaging programs, including reducing and eliminating the use of LDPE/PP foam and plastics, using paper-based/corrugate filling material instead of plastics and collaborating with vendors on packaging improvement plans.

Water Management

During FY2023, Hitachi Vantara collected water data at five global sites, our headquarters and four distribution sites, to prioritize efforts in streamlining data collection, monitoring and identifying actions to reduce our water use and impacts. Collection of water data was prioritized at our distribution centers and headquarters given their significance to both our business strategy and water-related impacts. These locations represent approximately 46% of our total square footage. We are working to expand our efforts to capture all our operations over time.

Location	Water Consumption (m3) FY2023
Netherlands Distribution Center	1,400
Singapore Distribution Center	512.1
China Distribution Center	12,693
U.S. (Santa Clara) Headquarters	1,197.3
U.S. (Norman) Distribution Center	8,625.1
Total water consumption at distribution centers and HQ (cubic meters)	**24,427.5**

Social Capital

Employee Engagement, Training and Development | Diversity, Equity and Inclusion | Employee Health and Safety | Responsible Procurement | Social Contribution Activities

Hitachi Vantara

Employee Engagement, Training and Development

Hitachi Vantara remains committed to powering good for our employees, partners and communities. Our inclusive culture and diversity of thought are pivotal in achieving data-driven outcomes that are human-centric.

Our People

At Hitachi Vantara, our greatest value lies in our people. We are committed to a philosophy of continuous growth and development, ensuring competitiveness, positive results for clients and the company, and supporting employees' career aspirations. We cultivate a growth mindset and expect active pursuit of opportunities for education and skills enhancement by providing access to a suite of learning platforms and resources.

Onboarding

To ensure employees feel supported and equipped from the moment they join the Hitachi Vantara team, we have created a comprehensive onboarding program. The Global New Hire Curriculum covers activities such as connecting with managers, assigning mentors, building networks, team meetings and more. New employees are encouraged to explore Connect, our corporate SharePoint, where they can find the resources they need to navigate the essentials, from key communications channels to talent development information to travel and expenses policies, and more.

In some specific locations such as India and Vietnam, new employees are welcomed in person with a daylong induction, meeting key leaders and new team members, and finding out more about the company. HR also plays a big part in supporting and providing guidance to all new employees.
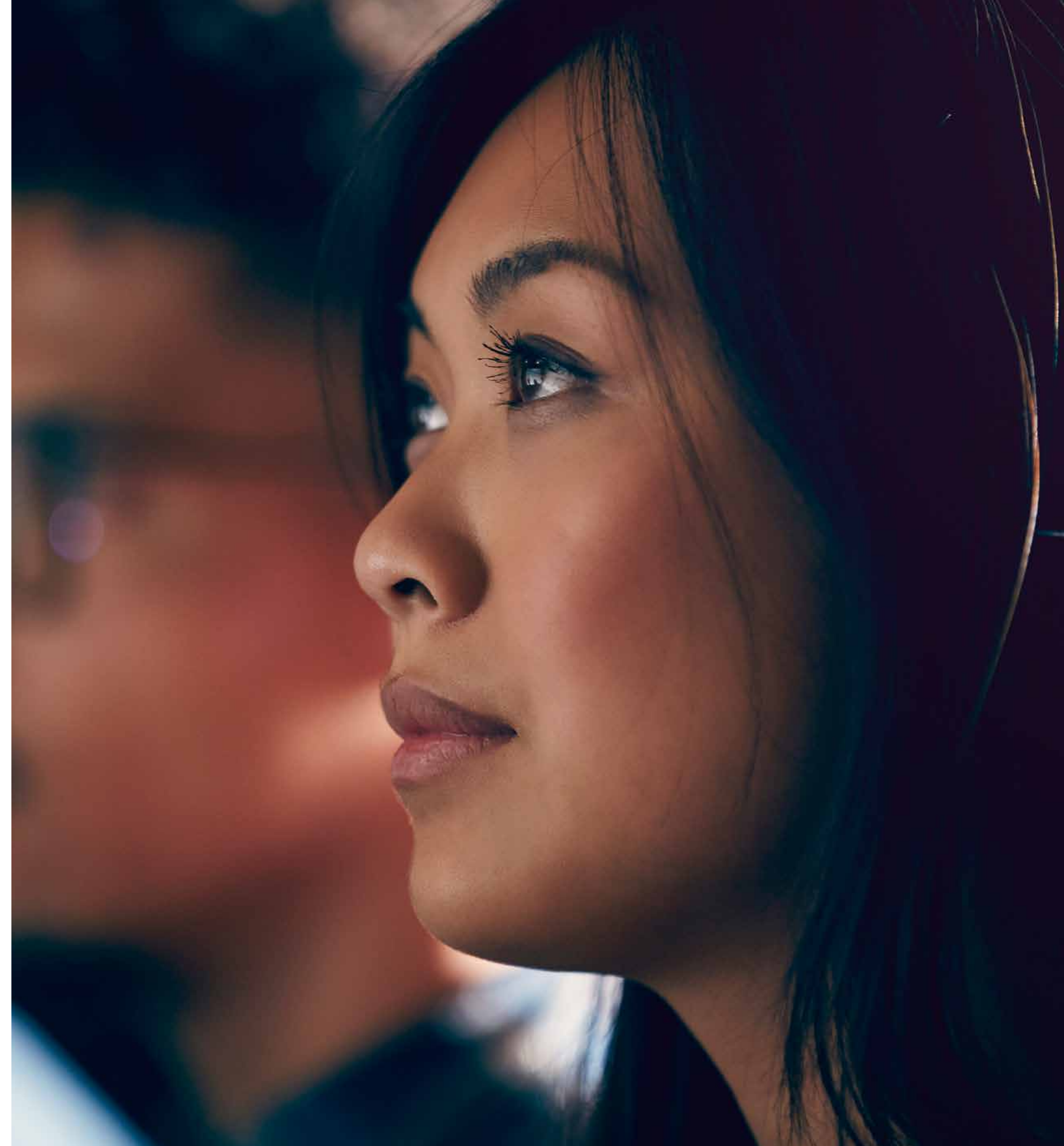
Learning at Hitachi Vantara

The ongoing pursuit of education is a core principle at Hitachi Vantara and is emphasized from the moment an employee is onboarded. Our team offers several learning systems and resources for our employees, including internal training delivered in-house, live boot camps, career navigation, self-directed learning guides and region-specific tuition reimbursement.

Learning Platforms

There are three main learning platforms available to all employees globally.

Hitachi University
Learning management system
- Custom e-learning and live virtual and in-person training opportunities. This includes ongoing curriculum offerings for individual contributors (such as Career Navigator) and managers and leaders (such as Perspectives for Leaders). Some courses are offered for intact teams (Collaboration Conversations) or aligned with a business cycle (Meaningful Performance and Goal Setting Conversations). Courses may be quickly launched and delivered to address business initiatives and events, such as the customized Navigating Change webinars offered to support employees during a time of significant organizational change.
- Mandatory annual compliance training for all employees is housed here.

Percipio
Skills training platform
- Broad scope of courses to develop skills in a wide variety of areas, including professional development, technology and project management.
- Training and exam preparation helps lead to successful achievement of certifications on Project Management Professional (PMP) certification, Google Cloud Engineer certification, AWS certification and more.

goFLUENT
Platform for language learning
- Helps to ease the barrier of communication across our global employee base and with clients by developing language skills used by colleagues and clients.
- Typically utilized more heavily by employees in EMEA and APAC to learn English, the company's primary language used in daily operations.

Managing People

People Manager Influence

People managers at Hitachi Vantara play a critical role in developing a diverse, inclusive and high-performance culture. We have developed five key areas of influence, along with resource links and tools on our internal intranet, to help managers excel in their roles.

Core Areas of Influence for People Managers

1 Attract and interview

2 Onboard and transition

3 Engage and excite

4 Grow and develop

5 Recognize and reward

Our managers embrace a "coaching mindset," prioritizing a deep understanding of employees' diverse work styles to optimize their contributions. We actively engage in conversations about performance and career aspirations, and provide constructive feedback. Despite occasional ambiguity, we collaboratively define goals and strategies that support continuous learning. Each of these steps requires a manager to uphold the Hitachi Vantara values to not only bring in the top talent but also foster their abilities to help them thrive.

People Manager Training

As a people-centric business, we are focused on creating opportunities for our people to grow and succeed. Focusing on how our people managers can best support the employees, in FY2023, we launched a restructuring of our People Manager Development and Training program. This 12-part program is developed for live virtual delivery, with an e-learning option available for some courses. To supplement the core curriculum, we also provide mini courses that serve as a learning or refresh opportunity.

The core curriculum courses develop skills for effective conversations that nurture growth and inspire creativity. A focus area is emotional quotient (EQ), or a measure of a person's emotional intelligence. By fostering their own EQ, people managers can engage in ongoing conversations that provide each unique employee appropriate support and guidance to foster their growth and development, and enable them to adapt, innovate and contribute their best.

While the restructure is in process and will continue to be rolled out in FY2024, we have already conducted sessions on:

- Annual compensation review conversations
- Meaningful performance, goals and development conversations
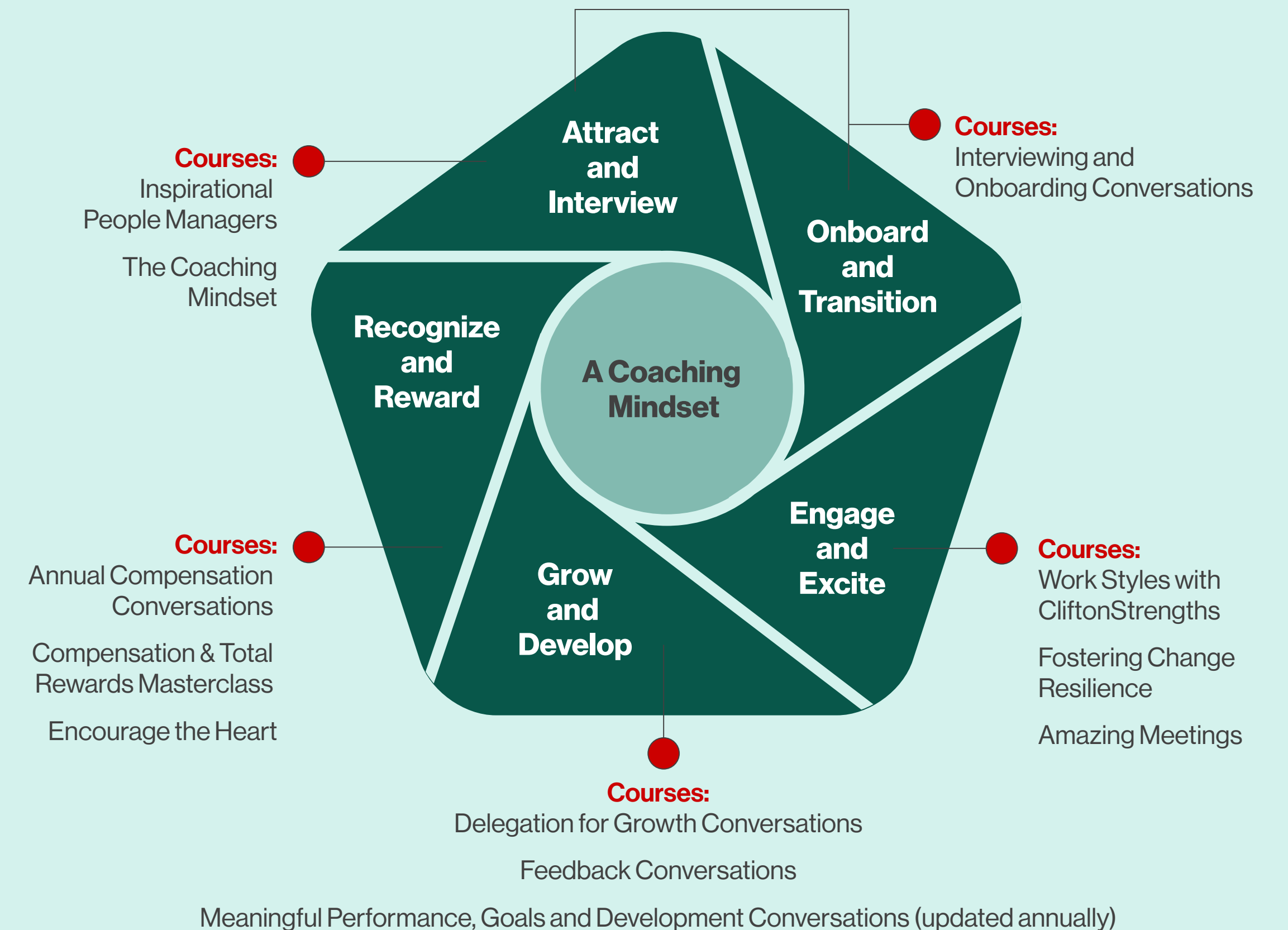- Feedback conversations

People Manager Core Curriculum

What People Managers Do

Impact the employee experience through five key areas of influence.

How People Managers Do It

By adopting a "coaching mindset," people managers engage in rich conversations with each employee, providing appropriate support and guidance to foster growth and development, and enable employees to adapt, innovate and contribute their best.

Courses:
Inspirational People Managers

The Coaching Mindset

Courses:
Interviewing and Onboarding Conversations

Attract and Interview

Onboard and Transition

Recognize and Reward

A Coaching Mindset

Engage and Excite

Courses:
Annual Compensation Conversations

Compensation & Total Rewards Masterclass

Encourage the Heart

Grow and Develop

Courses:
Work Styles with CliftonStrengths

Fostering Change Resilience

Amazing Meetings

Courses:
Delegation for Growth Conversations

Feedback Conversations

Meaningful Performance, Goals and Development Conversations (updated annually)

Cultivating Leadership

We are a people business. Empowering our employees as dynamic individuals allows us to cultivate powerful leadership skills across the company. We provide several programs to foster and grow these abilities.

Mentorship Program

Hitachi Vantara's Global Talent Enablement Mentorship Program is available to all employees and is intentionally designed to build and nurture inspiring relationships across the company. A more informational mechanism for growth, we believe the value of the program allows all to learn and feel supported without barriers.

Trust and confidentiality within the program enable participants to better understand our company by connecting with others across the business and learning more about our culture, values and unique contributions. Through mentorship, inspiring relationships are built and nurtured, helping employees gain momentum for personal growth.

Amplify Leadership Development

The Amplify program is a by-nomination leadership development program with the intention of enhancing career outcomes by creating visibility for our future leaders. Designed and delivered for Hitachi Vantara by Ginger Leadership Communications , Amplify highlights talent for career sponsorship prospects and improves our diversity at leadership levels. We value equitable gender representation and seek to create space for our top female talent to be seen, heard and connected with opportunities.

In FY2023, 30 high-potential female employees from around the world were selected to participate in this exclusive opportunity.

Amplify is built around seven modules to enhance the already promising skill sets brought in by the cohort.

Module 1: Your idea worth amplifying

Module 2: Structure and the journey method

Module 3: Amplifying your storytelling

Module 4: Making your ideas stick

Module 5: Speaking with confidence

Module 6: Bringing personality and impact to your talk

Module 7: Amplifying your impact and inhabiting the role of evangelist

Additional Leadership Development

Hitachi Vantara is committed to developing our leaders in partnership with Hitachi, Ltd., sending select employees to Hitachi global leadership development programs. These exclusive programs broaden employees' understanding of Hitachi while providing networking opportunities with leaders across the enterprise.

Beyond these programs, we offer a suite of leadership assessments for insights into current strengths, growth areas and potential. Assessment knowledge is used to support individual development and improve leadership which leads to positive organizational transformation. In addition, we offer formal leadership coaching to improve self-awareness, increase leadership effectiveness and unlock potential.

We are continuously expanding our portfolio of offerings and are excited to watch our leaders flourish.

Employee Engagement

Employee Engagement Survey

Each year, Hitachi sends out an employee engagement survey, called the Hitachi Insights Survey, to capture feedback, insights and perspectives from hundreds of thousands of Hitachi employees across the globe.

The survey addresses Hitachi's strengths, opportunities and areas for improvement, company vision, areas of strategic importance to achieving Hitachi Group company goals, workplace environment, management effectiveness, health and safety, DEI, and other employee-impacting initiatives and programs. The goal is to collect employee feedback, analyze that data with internal and external benchmarks, and convert that feedback and analysis into actionable plans that will lead to improvement of employee performance, employee satisfaction and business performance. The survey, available in 21 languages, is conducted by a third-party partner to ensure anonymity.

Hitachi Vantara's Executive Committee reviews results with management, who develops action plans for further improvement of team performance and engagement.

Company Engagement

While surveys are an efficient form of gathering broad and anonymized perspectives, we pride ourselves on our in-person company engagement. Frequently and at least annually, the Hitachi Vantara leadership team hosts a Corporate Townhall to celebrate our achievements and discuss near-term priorities. This includes an open Q&A to promote transparency and equitable discussion.

Talent Enablement and Feedback

At Hitachi Vantara, our Global Talent Management and Enablement process aligns individual and organizational goals to foster a culture of growth and accountability. We incorporate individual goal setting, ongoing coaching and an annual review.

Networkers of Hitachi

In FY2023, the Talent Enablement Team launched a campaign called *What's the Big Idea*, asking for the global team's feedback on how to be a better Hitachi Vantara. The idea that rose to the top was to create a *Networkers of Hitachi* program to better support the connection of employees across the globe. We aim to develop and roll out the program in FY2024.

Throughout the year, managers also engage with employees in constructive conversations to provide directed feedback. Looking back, up and forward, these conversations explore achievements, organizational goals and career aspirations. To prioritize promoting from within, we conduct talent reviews, enabling us to facilitate mobility across Hitachi companies.

Benefits

We are proud to provide benefits that support all aspects of our employees' lives — their health and well-being, financial stability, family resources and time away. Read more below and on our benefits website [here](#).

The Shift to Talent Enablement

In FY2023, we started the process of shifting away from traditional performance management to talent and performance enablement. Through this shift, we encourage employees to focus on what inspires them, setting an annual goal that is developmental and aspirational, not solely role-based. We want employees to tap into the areas that excite them and will allow desired career growth and impact.

Health and Well-Being

Unique Health Benefits

We maintain comprehensive medical, dental and vision insurance for all employees. To remain vigilant in our care for employees whose health benefits may be at risk, we have updated our U.S. healthcare to provide out-of-state coverage for all health benefits. The shift supports those who would have otherwise been denied access to certain medical care programs due to their state's regulations, such as gender-affirming care and reproductive health care. Additionally, we fulfill the diverse needs of our employees by bringing in the recommendations of our ERGs. Our UK offices exhibited this prioritization by adding prayer spaces and feeding rooms for women.

Wellness Benefits

We value the well-being of the body and mind by offering live physical fitness courses as well as on-demand fitness, courses and information about nutrition, our Hitachi Vantara sleep center information and meditation sessions. While these are offered to all, we recognize that our employees may require a different approach to wellness. To provide our employees with the freedom to choose the wellness program that best suits them, we allocate $650 per year to U.S. employees to use where they want. They can purchase personal gym equipment, take exercise courses, or sign up for a gym membership.

Mental Health

We prioritize mental well-being alongside physical health, recognizing the significance of mental health first aid. All employees have the opportunity to undergo training, including programs like Mental Health First Aid certification and QPR (Question, Persuade, Refer), to identify and aid those dealing with mental health issues. Fostering a culture of awareness, we provide webinars and courses on topics like emotional fitness, breathwork, meditation and mental health in the workplace. Free sessions are offered, and employees are compensated for related health and safety courses taken externally, reinforcing our commitment to mental health wellness and support.

Financial Stability

Compensation and Bonuses

At Hitachi Vantara, we want everyone to share in our success. Therefore, all permanent employees are eligible for a bonus. Our 401(k) match for U.S. employees, set at 6% with no cap, garnered enthusiastic participation from 86% of our employees in FY2023.

Commitment to Pay Equity

Equity of pay is a priority at Hitachi Vantara. As an organization, we promote fair compensation for all employees and ensure our Reward Policies are unbiased and consistently applied across our male and female population in similar pay grades. We hire a third-party legal firm to analyze our pay structure annually.

Family Resources

Child and Elder Care

To support our employees caring for children or elderly family members, we offer resources such as care coaches, education and homework help, backup care and more.

Disability

We offer a comprehensive disability benefits program featuring a yearlong short-term disability program that provides U.S. employees with 80% of their salary.

Time Away

Time-Off and Leave Programs for U.S. Employees

Work-life balance is safeguarded by our unlimited time-off program, of which Hitachi Vantara was an early adopter, and leave of absence policies.

Other examples of our generous leave policies include, but are not limited to, the following:

1. **Medical leave** – Up to 52 weeks off with a doctor's approval

2. **Parental leave** – Collectively provides 24 weeks of time away

3. **Bereavement leave** – Offers 40 paid hours

4. **Jury duty** – 10 paid days each year

5. **Military duty** – Jobs protected under the Uniformed Services Employment and Reemployment Rights Act (USERRA)

6. **Personal leave** – Unpaid six months to pursue personal interests

7. **Volunteer time-off**

Flexible Work

Committed to flexibility, Hitachi Vantara allows employees to choose work locations based on business needs, country regulations and personal preferences. The flexible-work policy, applicable to all employees, empowers them to decide their optimal work environment. This approach, initiated during the pandemic, reflects adaptability and understanding. Employees are free to determine where they can excel, whether in the office or at home, aligning with our hybrid working expectations, which have been positively received by our staff. This philosophy promotes mutual benefit for both the company and its employees.

Labor Practices and Contingent Work

Contingent Workforce Policy

Hitachi Vantara's Global Contingent Worker policy reflects our commitment to recognizing and appreciating the contributions of every member of our workforce. This policy ensures the accurate classification, utilization and tracking of contingent workforce members. When engagement managers identify the need for external resources to meet business requirements, this policy must be followed in the treatment and engagement of contingent workforce members.

Diversity, Equity and Inclusion

Our DEI Strategy

We take pride in celebrating diversity and firmly believe that creating an inclusive environment paves the way for a more prosperous future.

Our respectful culture and diversity of thought are pivotal in achieving data-driven outcomes that are human-centric. We're always striving to create an environment where everyone feels seen, heard and valued. Only by embracing all forms of diversity can we truly co-create a better future for all.

Oversight

To help ensure inclusion and equity are at the forefront of decision-making across the company, we appointed a Chief Diversity and Inclusion Officer in 2022. The officer reports to the Chief Human Resources Officer at Hitachi Vantara, with regular reporting to the full Executive Leadership Committee. Dedicated resources appointed to the Office of DEI collaborate to provide programming and training to global employees. The Chief Diversity and Inclusion Officer also maintains a consistent and open line of communication with the Hitachi DEI Global Council to build alignment with strategies, objectives and resources where available.

DEI Policy

The Hitachi Global. Diversity, Equity and Inclusion Policy sets behavioral expectations, guidelines and commitments across Hitachi's business units. In line with Hitachi's core tenets of gender balance, cultural diversity and multigenerational diversity, Hitachi Vantara has tailored a unique DEI approach to address regional differences.

For a comprehensive review of our official DEI policy, see more here.

GOAL

We are committed to achieving 30% ratio of female people leaders by FY2030.

DEI Pillars

Our three DEI pillars guide our strategy, actions and goal setting across the company.

Leadership

- Embed DEI in behaviors, policies and decisions
- Invest in leader and middle manager capability
- Raise EQ and vulnerable leadership: hosted discussion sessions with 150 leaders in the company on how bias shows up in daily life

Living DEI

- Embed DEI in our culture/everyday work
- Create continuous learning for all: brought in external speakers to share their lived experiences
- Grow thriving ERG communities: increased number of ERGs from four to eight in FY2023

Attract and Grow Talent

- Embed DEI into compelling employer brand
- Source diverse candidates for all roles
- Build leader pool
- Increase early talent focus
- Increase female population to 30%

While we acknowledge there is always work to be done, we are proud of our efforts in FY2023.

Inclusive Recruitment Practices

As we navigate the dynamic landscape of talent acquisition, we remain committed to removing biases, attracting diverse candidates and ensuring inclusivity within our recruitment process.

Job Advertisements

Our job advertisements are crafted with inclusive language to attract diverse candidates and remove the barrier of a "box-checking" mindset. Selecting the ideal candidate for a role goes beyond mere checklist evaluation, and we want candidates to apply if they are excited by the opportunity.

In FY2023, we introduced a step in our hiring process to run all job postings through an online inclusive language review tool and developed a training for recruiters to create inclusive and impactful job postings. We also added the ability for applicants to provide their pronouns and name recordings as part of the application process.

Applicant Data

Our applicant pool is invited to answer a set of voluntary demographic questions to measure the diversity of our candidate sources. The responses are anonymous and aggregated to protect the privacy of applicants. This data helps inform our hiring strategy and improve our recruitment process. Our primary candidate sources include direct talent acquisition, campus/graduate hires, employee referrals, internal promotions and agency hires.

Equitable and Inclusive Interview Process

Grounded in the belief that streamlined interviewing is central to equitable hiring, we utilize a third-party applicant tracking system with built-in functionality to support fair assessment and selection practices. The system incorporates predetermined selection criteria, consistent interview questions and a common rating scale to remove potential bias. We also leverage a specific tool called Inclusion Nudge, which prompts recruiters and interviewers with nudges to raise awareness about potential biases in the moment.

Recruiters for Hitachi Vantara are charged with ensuring there are at least two diverse candidates in the hiring pool and that candidates are assessed holistically by a diverse selection of interviewers.

To enhance our visibility as an LGBTQ+ friendly workplace and to actively promote this commitment, we joined mGWork, a global recruitment and networking hub for LGBTQ+ professionals.

Hiring Manager Training

To strengthen our diverse hiring practices, we provide both foundational interview skills training and more in-depth Critical Behavior Interview training for all hiring managers. We are currently enhancing our hiring training programs to incorporate more robust elements on inclusive hiring practices and proactively eliminating biases in our hiring processes.

Inclusion Training and Awareness

We conduct annual compliance training on both diversity and anti-discrimination and harassment. Available in nine languages, the "Understanding Unconscious Bias, Equality and Equity" training course educates employees about the importance and value of a diverse workplace and introduces the Hitachi Vantara mission and vision. Training participation was 100% in FY2023.

DEI Training and Programs for Leadership

Aligning with our commitment to DEI, we extended a unique opportunity to our top 150 leaders, inviting them to engage in insightful two- to three-hour discussion sessions addressing the manifestation of biases in their daily lives. Through education and awareness initiatives, we facilitated discussions led by external speakers, sharing diverse perspectives and experiences.

In FY2023, we also launched a program for high-potential female talent called Amplify, focusing on storytelling training and amplifying a message. It culminated in a global finale with over 1,350 attendees and an inspiration score of 4.7/5. Read more about Amplify in the Learning and Development section of this report.

Recruiting Women in Tech

In 2022, Hitachi Vantara sponsored an event in Poland, Women in Tech, encouraging and supporting women entering the technology industry.

Employee Resource Groups

Employee resource groups (ERGs) are voluntary, self-directed groups of employees who represent diverse backgrounds and perspectives, provide ideas and solutions, and create opportunities for mentoring and career development. Our ERGs provide a supportive space for fostering personal growth, addressing difficult topics and uniting under a common voice. **We currently have eight ERGs across Hitachi Vantara.**

Black Employee Resource Group (BERG)	DiversAbility	Earth Alliance	HOLA! ERG
• Fosters a supportive community for Black employees • Promotes networking, professional development and leadership opportunities • Actively works to recruit, retain and advance Black careers	• 15-30% of population identified with disabilities or neurodivergence • Offers support and education to address challenges and leverage strengths	• Addresses environmental issues for higher quality of life • Actively fights climate change • Leverages technology leadership to address challenges	• Uplifts Hispanic and Latino employee voices to achieve full potential • Connects employees to resources in cultural awareness, career growth and community outreach
Mental Health First Aiders	**Rainbow Connection**	**Veterans ERG**	**Women of Hitachi**
• Trained to provide emotional support for individuals facing mental health challenges* • Hosts monthly safe-space discussions * Participants do not offer medical advice and are not medically trained	• Provides visibility for LGBTQ+ employees • Promotes inclusive and safe culture • Establishes business goals to improve LGBT+ hiring, provide gender affirming healthcare and establish gender affirming content • Extends to allies to foster community	• Enhances work environment for veteran employees and job seekers • Supports and engages with community through sharing experiences and resources for professional growth • See more on how we embrace our veterans here.	• Grounded in allyship and providing programs to help women develop skills in financial literacy, career development, negotiation and addressing imposter syndrome

Corporate Equality Index

In 2022 and 2023, we were honored to receive a perfect score of 100 on the Human Rights Campaign Corporate Equality Index, a primary driving force for LBGTQ+ workplace inclusion.

Spotlight: Women of Hitachi

With over 1,000 members, Women of Hitachi strives to be an open and welcoming community to all employees who identify as women and their allies. The group commits to the development and celebration of every person within our company by offering in-person activities and virtual get-togethers, organizing inspiring speaker sessions and creating a knowledge center, and promoting diversity and equitable pay. The Women of Hitachi ERG is not only succeeding in breaking the glass ceiling but also surpassing expectations to achieve even more for all of the employees at Hitachi Vantara.

ERG Impact

90+

ERG experiences with over 8,000 participants across Hitachi Vantara globally

8

Number of Hitachi Vantara ERGs, which has doubled since 2022, to offer community and engagement

Spotlight: ERGs as Change-Makers

Our ERGs are pivotal in company decision-making. For example, after receiving ERG feedback, we expanded our U.S. healthcare coverage to include out-of-state care for all health benefits, particularly benefiting the LGBTQ+ community facing challenges with gender-affirming care restrictions. Additionally, we altered office spaces in the UK to accommodate needs identified by Women of Hitachi, such as a lack of feeding rooms and prayer rooms. This underscores our commitment to listening to and acting on the feedback from our diverse workforce.

Case Study: Website Accessibility

Accessibility is not just about what you see visually, but also about how a website functions for all users who may require assistive technology or who use alternative methods to view content and traverse the site. At Hitachi Vantara, we take concrete steps to ensure our website is universally usable by a diverse audience. We follow the Web Content Accessibility Guidelines (WCAC), a set of standards developed by the World Wide Web Consortium (W3C) that helps organizations create accessible websites. In FY2023, we achieved the second-highest level of accessibility compliance set by W3C.

Other ways we have increased the accessibility of the Hitachi Vantara website include:

- Adding titles to SVG icons like our social media icons
- Updating color contrast
- Updating heading structure, which is important for users of assistive devices
- Updating link color and design
- Making all content accessible via keyboard
- Ensuring all videos have captioning available
- Adding a text-to-audio button to allow visitors to listen to blogs and news

Employee Health and Safety

Hitachi Vantara is committed to conducting all work activities in a manner that promotes the safety and health of colleagues and visitors and minimizes risk to Hitachi Vantara property.

Health and Safety at Our Distribution Centers

Safety and Compliance

Our four distribution centers maintain a comprehensive Occupational Health and Safety (OHS) Management System. The OHS Management standard operating procedure document (SOP) is provided to each distribution center, detailing core elements and responsibilities to maintain safe working conditions at each center. The SOP includes the responsibilities of the management representative and the safety committee that is required to be established at each distribution center. Workers are encouraged to report unsafe conditions to the safety committee, direct manager or worker representative. All employees receive the necessary training to control any risks and harness useful opportunities.

At least once a year, legal and other requirements are reviewed for any changes that would affect the distribution center's management system and associated processes.

Risks Assessment and Management

Our meticulous assessment of risks at the distribution centers is guided by the OHS risk matrix and priority rating. We perform risk assessments on hazards in our facilities based on the probability of the hazard to occur, exposure of the hazard and the severity of injury that may be linked to the hazard.

Health and safety inspections are conducted to identify any actual or potential hazard or risk, as well as opportunities for improvements. Criteria and results are recorded and maintained by the leads of the Safety Committee at each site.

Emergency Preparedness and Response

Hitachi Vantara utilizes a comprehensive approach to emergency preparedness. Each distribution center conducts training based on the Emergency Preparedness and Response Plan. The plan undergoes regular reviews and audits to ensure its currency and adherence to the most up-to-date practices. All incidents, near misses, external party issues, results of inspections and results of audits are recorded in the applicable online tracking system.

Certifications and Audits

Guided and certified by ISO 45001 Management Standard, we have four distribution centers with robust Occupational Health and Safety programs located in Singapore, the Netherlands, China and Oklahoma.

ISO 45001 is a system that identifies and manages hazards in the workplace to create a safer place to work. Requirements include strong leadership to communicate with workers on their roles and responsibilities, knowing of and eliminating hazardous situations, and investigating incidents to manage change planning actions. Annual audits are conducted internally, while external audits are carried out by BSI, the British Standard Institute.

Incident Reporting

To maintain a record of incidents and safety management actions, we track reports at each distribution center. An aggregate description of the metrics s registered and reported to Hitachi.
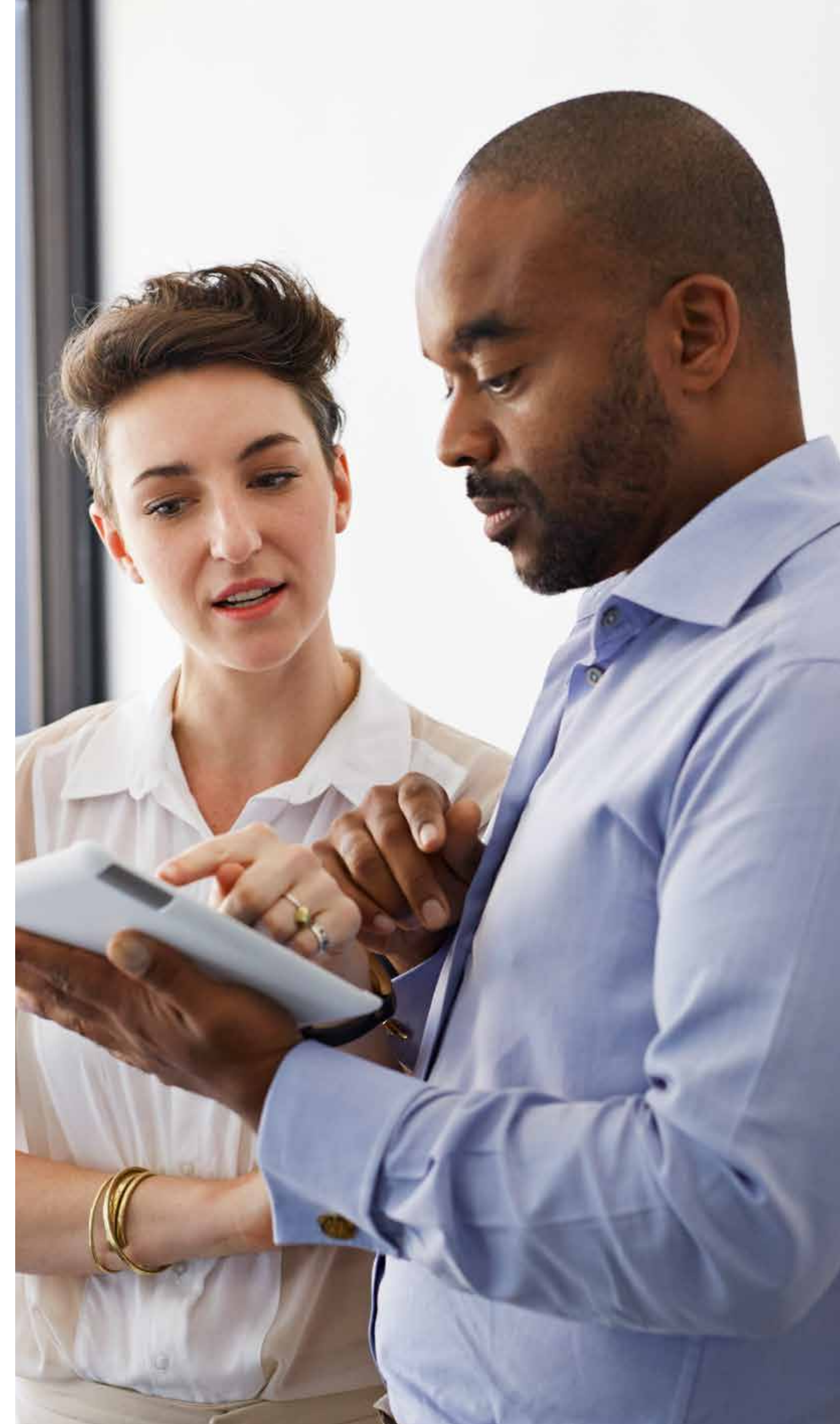
Responsible Procurement

Supply Chain Operations

Hitachi Vantara's global business operations focus on product and service offerings. At the highest level, suppliers are grouped in the IT/technology category or in the service category. A significant portion of the products supplied by Hitachi Vantara are manufactured by Hitachi Group companies, who conduct business in accordance with the Hitachi Group Sustainable Procurement Guidelines. In addition to aligning with Hitachi's procurement guidelines, we have established a Partner Code of Conduct specifically for Hitachi Vantara business operations. The Global Procurement department undergoes annual mandatory training on sustainable procurement, with 100% completion rate in FY2023.

Supplier/Vendor Code of Ethics and Business Conduct

We believe that high ethical standards not only for employees, but also all business partners, are the foundation of both a successful business and a great work environment. The Hitachi Vantara Partner Code of Ethics and Business Conduct (Partner Code) articulates our commitment to upholding responsible and ethical business practices throughout the value chain and outlines expectations of all Hitachi Vantara partners. Suppliers are required to review and accept Hitachi Vantara's Partner Code of Conduct.

Due Diligence and Qualification

Our supplier selection and onboarding procedures include due diligence checks and compliance with applicable laws and regulations. The supplier qualification process includes, where required, reputational due diligence, financial viability assessment, validation of business ethics and potential conflicts, confirmation of the Hitachi Vantara Partner Code of Conduct and a social responsibility questionnaire.

In addition to service quality, cost and product specifications, Hitachi Vantara's qualification process assesses suppliers' efforts to adequately address:

- Environmental sustainability
- Business continuity
- Service and product security
- Data privacy protection
- Diversity
- Human rights (to be incorporated in FY2024)
- Reputational due diligence/financial crimes (to be incorporated in FY2024)

In undertaking responsible partnerships with business partners, our qualification process also requires suppliers to disclose their external sustainability rating as verified by organizations such as EcoVadis and the Responsible Business Alliance.

Third-Party Risk Assessments and Audits

In FY2023, we continued to enhance our due diligence process for assessing and addressing risks in the supply chain.

Our risk classification system for suppliers starts by determining the risk based upon the item category. For categories that are required to be assessed, a request is sent to Business Continuity Management, Data Privacy and Cybersecurity departments, which conduct appropriate reviews. All new suppliers are subject to a vendor risk assessment, as are existing suppliers that add new products or services to the business relationship.

We also use a risk-based approach when performing due diligence on distribution channel partners with a particular focus on trade compliance, ownership verification and reputational due diligence that examines financial crimes, other serious crimes, diversion risks, business continuity, intellectual property claims or misuse, and other potential threats. A risk-based approach consistent with frameworks identified by the United States Department of Justice and other regulatory authorities is used to assess the level of due diligence required.

Enhanced channel partner due diligence typically includes internal business justification, completion of external questionnaires by the channel partner applicant, corporate registry and beneficial ownership checks, office location and facilities verification, documented evidence of compliance program components and detailed desktop due

diligence performed on the channel partner entity, its leadership and its key employees. An authorized representative of distribution channel partners operating on our behalf in high-risk countries is required to sign Anti-Corruption Compliance Certification acknowledgements at onboarding and periodically thereafter.

Hitachi Vantara has also deployed a channel partner audit program. Several distribution channel partners are selected for audits on an annual basis using an evolving risk assessment methodology reviewed and approved periodically by the company's Audit Committee. These channel partner audits focus on a combination of transaction sampling, policy, procedures, systems and controls reviews, as well as interviews conducted via on-site visits to the channel partners. In FY2022-2023, audits/site visits were conducted with channel partners in at least eight different countries.

Third-Party Information Security

Security in Supplier Relationships

Confidentiality Agreements

External parties (such as suppliers, vendors or subprocessors) performing services on or requiring access to Hitachi Vantara or its data hosting and data processing facilities are required to commit to contractual confidentiality language, which may include a nondisclosure agreement. Where applicable, external parties must also sign a data protection agreement and EU Model Clauses. All agreements in which a third party may be given such access must also incorporate

approved confidentiality standards and security provisions into their downstream suppliers' contracts, as relevant.

Third-Party Evaluation and Monitoring

Hitachi Vantara evaluates third-party services, assesses the information security risk associated with third-party services and identifies remedial actions to mitigate the risk and lower it to an acceptable level. Existing third-party services are periodically evaluated for security risks, and risk mitigation measures are instigated.

Third-Party Risk Assessment Questionnaire

- **Data Privacy** – Types of data (PII), countries of storage and transfer, location of service
- **Business Continuity** – Including service level availability (SLA), business process recovery time objective (RTO) and recovery point objective (RPO)
- **Service/Product Security** – Publicly available security information, third-party attestation and certifications, penetration tests and data encryption, security logging and auditing, records retention
- **Third-Party's Security Practices** – Organization of information security, checklists, employee screening, segregation of duties, system hardening, malware and threat management
- **Data Loss Prevention** – Processes in place to prevent and monitor the exfiltration of Hitachi Vantara data

Third-Party Service Delivery Management

Hitachi Vantara maintains master service agreements with various vendors for services and products. In these agreements, specific security and privacy controls are defined and agreed upon prior to the onset of service.

Supplier Sustainability

We assess the environmental commitments of top-tier suppliers in order to assure alignment with Hitachi Vantara's environmental requirements.

Trusted Ally Program

Hitachi Vantara Trusted Allies are a selective group of suppliers who meet a high level of performance, quality, service, flexibility and contracting guidelines to provide global services, tools and support. The purpose of this program, launched in late FY2023, is to create a global ecosystem of suppliers that have a vested interest in growing Hitachi Vantara's business and strengthening its infrastructure. These suppliers must have preferrable commercial and legal terms and considered high performing in the areas of technology, cost, quality, flexibility and services provided. We also include ESG considerations in the Sourcing Guidelines.

Human Rights in the Supply Chain

Hitachi Vantara recognizes the importance of identifying and preventing modern slavery in our business and supply chain. The Modern Slavery Transparency Statement sets out the steps we have taken to minimize the risk of modern slavery and human trafficking in our global business operations and supply chain. The statement is compliant with the requirements of the Australian Modern Slavery Act, the UK Modern Slavery Act and the California Supply Chain Act, and is reviewed and updated annually.

Our commitment to the identification and prevention of modern slavery covers various exploitative activities such as forced labor, slavery, child labor and human trafficking. By promoting awareness and understanding of the risks within our own sector, improving collaboration across our organization and strengthening supply chain transparency, Hitachi Vantara continues to combat the risk of human trafficking and modern slavery entering our supply chain. Recent actions are summarized below.

- Incorporated learnings related to modern slavery, unfair labor practices and the identification of any association with trafficking into a framework to consider these issues in our vendor risk assessment process, the outputs of which will be deployed in FY2024.
- Continued to enhance our processes to evaluate supplier compliance with Hitachi Vantara standards for preventing trafficking and modern slavery.
- Equipped employees with greater knowledge and ability to identify the risk of modern slavery in our supply chain, as well as how to address it.

Supplier Diversity

At Hitachi Vantara, we consider working with diverse suppliers an integral part of our strategic sourcing and procurement processes and continually seek to build mutually beneficial relationships with a broad and diverse supplier base. This base includes owners of small businesses, as well as businesses with minority, women, LGBTQ+ or disabled owners. Our RFPs ask prospective suppliers to identify their diversity classification, indicate if they have a supplier diversity policy and provide supplier diversity spend reporting.

Across Hitachi Vantara, we track diverse suppliers and associated spend.

Social Contribution Activities

Powering Good

As we have done for over a century, Hitachi remains committed to *Powering Good* through our social innovation efforts, where we connect to co-create and innovate toward advancing a more sustainable future for all. Employees around the globe are also doing their part, actively contributing through volunteer service projects that help us achieve global targets such as the UN's Sustainable Development Goals (SDGs).

As part of the Hitachi Group, Hitachi Vantara is committed to investing in, developing, nurturing and empowering future generations, together with our employees and diverse stakeholders, in the following areas:

- STEAM (science, technology, engineering, arts and mathematics)
- The environment
- Community engagement

Hitachi Vantara's Community Action Committees and functional teams choose their partner organizations based on proximity to our Hitachi offices and alignment with our vision to co-creating a better world for us all.

GOAL

We are committed to achieving 3,000 volunteer hours during our annual Global Giving Week by FY2025.

Employee Volunteering

Hitachi Vantara provides paid time off during the workweek for employees to perform volunteer work at schools, Hitachi Vantara sponsored community events or nonprofit charitable organizations that have IRS 501(c)(3) status. In the U.S., full-time employees receive eight hours of volunteer time off (VTO), and part-time employees receive four hours of VTO for the calendar year.

Demonstrating Impact

In 2022, we developed an online form to capture where and how our employees were contributing to their communities. Hitachi Vantara teams working on the ground with nonprofit organizations assess need, impact and potential adjustments on an ongoing basis. A few examples are highlighted below.

- Our Global Learning team partnered with Mmakgabo Senior Secondary school in South Africa to lessen the digital divide and support students with ambitions to attend college. In addition to providing the technology equipment and clothing needed, the team partnered with educators to develop their curriculum.
- In India, the team has been supporting The Akshaya Patra Foundation, a nonprofit organization striving to eliminate classroom hunger, for several years. By measuring how our support was affecting the foundation's Mid-Day Meal program from year to year, Hitachi Vantara realized we could double our impact by donating a food delivery truck to the organization.
- In Mexico, employees teamed up with nonprofit, Mutua, to help build ten urban gardens at Pro Ninos, a children's homeless shelter in Mexico City.
- In the U.S., Hitachi Vantara awards five scholarships to students in bachelor's degree programs that are renewed for up to four years based on their academic standing according to school requirements.

Case Study: Product Donations

Following the start of the 2023 war in Ukraine, Hitachi Vantara's EMEA IT team donated laptops to a local foundation in Poland that supported Ukrainian student refugees in need of computer devices to continue their education. More than 150 monitors were also transported to Ukraine to be used in schools inside Ukraine.

Desktop computers, monitors, keyboards/mice and office chairs were donated to the Mmakgabo school in South Africa to create their first-ever technology class.

FY2023 Powering Good Impact Worldwide

42
Number of organizations supported/partnered with

~$350,400
Total charitable contributions

~4,600
Total hours of employee volunteering

Corporate Governance

Governance Structure | Risk Management and Business Continuity | Business Ethics | Competitive Behavior | Cybersecurity and Data Privacy

Governance Structure

Operating ethically is the foundation of how we deliver for our customers, employees and communities. Hitachi Vantara maintains a resilient infrastructure, safeguards data and effectively manages risk.

To promote the interests of and deliver for our customers, employees, communities and other stakeholders, we maintain a strong corporate governance structure that starts with our board of directors, Audit Committee, and Internal Risk and Controls Committee.

Hitachi Vantara directors have a wide range of skills and experience across the technology and data industry, as well as expertise in management. We consider the diversity of backgrounds, skills and experience when selecting our leadership. We will continue to seek future candidates whose talents and background reinforce our culture and enhance our long-term business success.

Risk Management and Business Continuity

Oversight

Hitachi Vantara's Business Continuity Management (BCM) department is responsible for the company's risk management and business continuity programs and planning. The department's leadership includes the BCM Steering Committee, which consists of senior members across the company in core functions such as digital infrastructure, digital solutions, legal, human resources, security, information technology, cybersecurity, internal audit, supply chain, global services, sales operations and sustainability. The BCM Steering Committee reports to Hitachi Vantara's Executive Committee on a periodic basis and conducts crisis management training and simulation exercise for the Executive Committee every two years.

BCM leadership also coordinates and collaborates closely with the Corporate Risk Management department of Hitachi, with meetings held on a monthly basis.

Enterprise Risk Identification and Management

Our risk assessment process follows the Committee of Sponsoring Organizations (COSO) enterprise risk management (ERM) framework when identifying and assessing likelihood or severity of relevant risks. Based on input from relevant stakeholders, risks are identified that might prevent HV from achieving strategic objectives in consideration of the expected impact, likelihood and velocity of a risk to the company.

The risk assessment also gives consideration to the following aspects:

- New developing risks according to research institutions
- Identification of industry-specific risks based on competitors' financial reports
- Regulatory changes
- Macroeconomic developments

Hitachi Vantara's Internal Audit department conducts audits to assess the effectiveness of our established controls at managing the risks presented.

Climate Risk

We recognize the warming climate increases the likelihood of climate-related risks that may impact our business. Climate change has been an important topic at BCM Steering Committee meetings, diving deeper in FY2023 to integrate climate activism and ESG challenges as specific areas in Hitachi Vantara's enterprise-wide business disruption risk assessment process.

Business Continuity Management Program

Through our Global Business Continuity Management (BCM) Program, we conduct enterprise-wide business disruption risk assessments that identify core risks across the business, reviewed and approved by the BCM Steering Committee. Risk assessment methodology considers historical incident trends and internal and external emerging trends. Risks are identified and rated by identified department owners, and mitigation plans are developed.

Hitachi Vantara's Business Continuity Management Program follows internationally accepted standards through alignment with ISO 22301 and with professional practices from The Business Continuity Institute and Disaster Recovery Institute. The Global Business Continuity Management Policy guides how the company monitors risk and maintains recovery procedures in the event business operations are threatened. Mandatory training exercises and awareness sessions are conducted with different teams across all locations to ensure understanding and compliance with the policy. This happens annually or whenever there are major changes to the policy. The policy is reviewed and approved by the BCM Steering Committee.

Hitachi Vantara maintains a redundant and resilient infrastructure with the ability to recover services in the event of a significant disaster or disruption. For critical business functions, Hitachi Vantara provides for the recovery and reconstitution of our production-computing environment to the most recent available state following a disaster. Hitachi Vantara has established alternate processing sites to accommodate full operating capability in the event of loss of service at a primary facility.

Crisis Management and Major Incident Management Plan

Hitachi Vantara's Business Continuity Management team maintains the crisis management framework, which includes Crisis Management and Major Incident Management Plans. These plans provide a playbook to respond to all types of major incidents or crisis situations. The primary objective is to ensure employees are safe, followed by continuation of business activities.

We also maintain an Emergency Preparedness Plan that provides instructions and guidance for emergency response at our distribution centers. Emergency preparedness activities are conducted to ensure that employees are properly prepared to handle safety or environmental incidents or accidents that happen on-site.

Emergency response activities are periodically tested and exercised through drills that are evaluated to identify improvement opportunities.

Tabletop Exercises

On an annual basis, business continuity plans for selected information systems are tested as a live exercise or a tabletop test. The tests are used for training Hitachi Vantara users and are coordinated with all personnel responsible for contingency planning and execution. The tests verify that online backups can be recovered and the procedures for shifting a service to the alternate processing site are adequate and effective. Test plans are developed in accordance with industry best practices. Results of the testing are used to improve the process and initiate corrective actions.

Business Ethics

Hitachi Vantara is committed to the highest standards of ethical, moral and legal business conduct. Operating ethically is the foundation of how we deliver for our customers, employees and communities.

Hitachi Group's core values of Harmony, Sincerity and Pioneering Spirit guide the development of our ethics philosophy and program.

The Values Crucial to the Hitachi Group

Harmony, Sincerity, Pioneering Spirit

These values emulate the founding spirit of Hitachi, and have been embraced with care and guided by our predecessors for over a century. This spirit resonates through the way we think and operate, as we collectively strive to deliver solutions that create new value globally.

Mission

Values

Vision
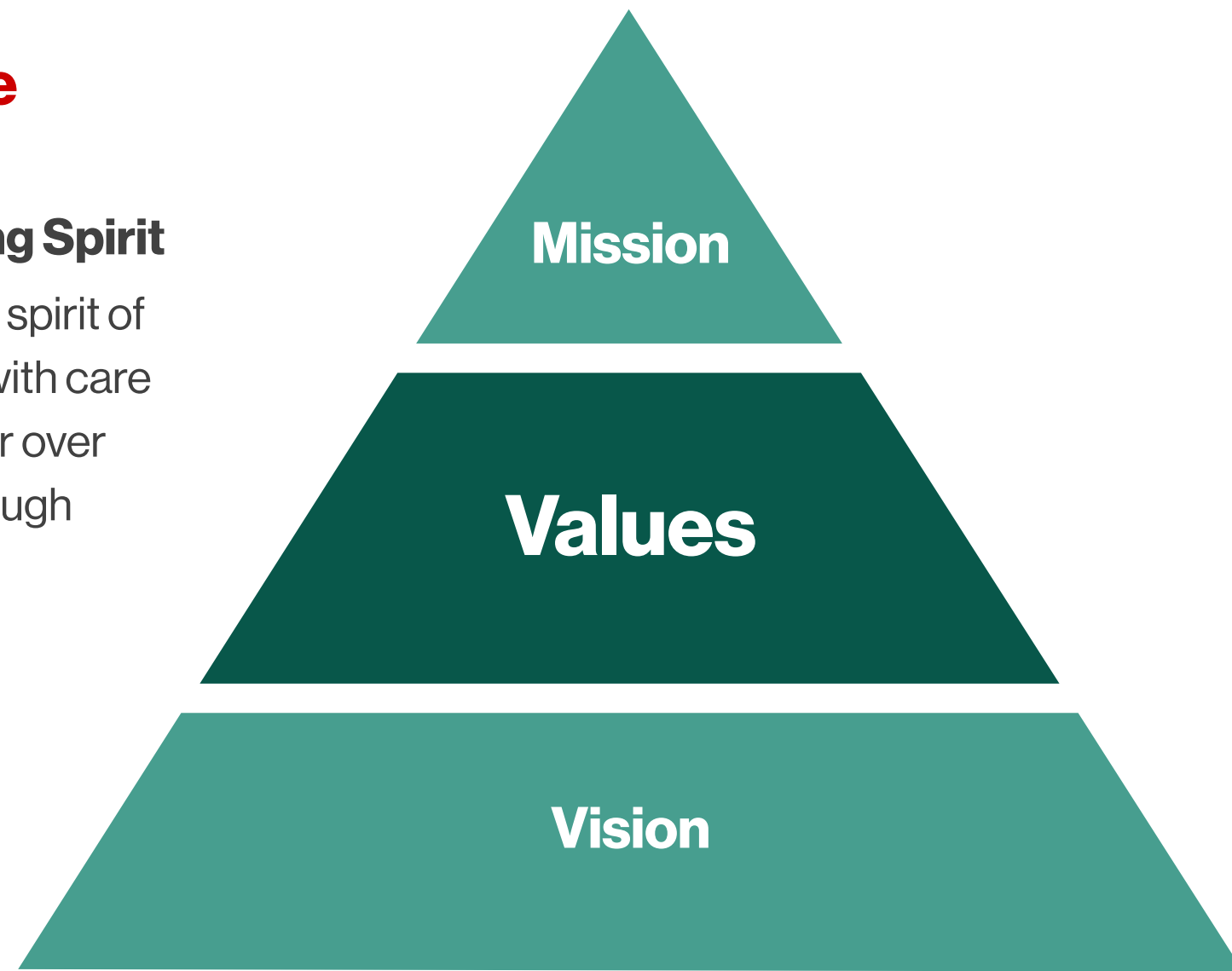
Harmony:
The willingness to respect the opinions of others and discuss matters in a manner that is thorough and frank, but fair and impartial. And once a conclusion has been reached, to cooperate and work together to achieve a common goal.

Sincerity:
To act with a sense of ownership and honesty at all times and never pass the buck. The spirit to meet society's expectations and generate credibility for Hitachi.

Pioneering Spirit:
To work creatively, using novel approaches to enter new areas. To always act as a pioneer within our areas of expertise and to have the passion to pursue higher goals beyond our capabilities.

Policies

Code of Ethics and Business Conduct

We recognize that our complex business environment can create uncertainty about how to uphold the company's ethical standards. Hitachi Vantara's Code of Ethics and Business Conduct (the Code) articulates the company's commitment to ethical business practices and helps our employees and third parties acting on Hitachi Vantara's behalf (e.g., contractors, distribution channel partners and supplier/vendors; collectively, "Business Partners") navigate potentially challenging situations.

The Code focuses on five areas:

- Personal conduct
- Lawful and ethical behavior, including fraud, anti-bribery, anti-corruption, antitrust and fair competition
- Company assets, including intellectual property
- Data protection
- Conflicts of interest, including insider trading and political contributions

We also align with the Hitachi Group Code of Ethics and Business Conduct, which is issued for implementation by all Group companies and reviewed annually unless major regulatory changes necessitate expedited update frequency. The Hitachi Group Code is acknowledged and certified on an annual basis by our employees and contractors as part of the annual compliance training initiative.

Hitachi Vantara has also issued and periodically updates a Partner Code of Conduct Hitachi Vantara Partner Code of Ethics and Business Conduct which outlines the guiding principles, values and rules for our distribution channel partners, vendors, suppliers and service providers to abide by when conducting business on Hitachi Vantara's behalf. The Business Partner Code of Conduct is incorporated by reference into our standard distribution channel partner and vendor terms and conditions.

Anti-Money Laundering, Anti-Bribery and Corruption, Fair Competition and Conflict of Interest Policies

To ensure that Hitachi Vantara remains compliant with applicable anti-bribery/anti-corruption, anti-money laundering and fair competition laws, we have established standalone policies, managed by the Chief Legal and Compliance Officer. In addition to these core policies, Hitachi Vantara has issued several other subject matter specific, supporting compliance policies issued to educate employees and contractors regarding more targeted rules and controls used to ensure that misconduct is prevented or detected in a timely fashion. Examples of these policies include: Donations and Charitable Giving Policy, Third-Party Gifts, Travel and Entertainment Policy, Third-Party Due Diligence Policy and the Conflicts of Interest Policy.

All of these polices include scenarios and frequently asked questions to guide employees and contractors and are available in nine languages, giving them the tools they need to identify and report red flags indicative of misconduct without fear of retaliation. Employees and business partners report suspected compliance and integrity breaches to their manager, Human Resources, the Legal and Compliance Department or the Hitachi Vantara Ethics Hotline.

Equal Employment Opportunity Policy

Hitachi Vantara adheres to equal opportunity principles in employment decisions, considering all individuals without discrimination. We strive to provide a work environment based on trust, respect and fairness. Our Global Equal Opportunity Policy applies to all Hitachi Vantara employees and is approved by the Chief Human Resources Officer and Chief Legal Officer. We take equal employment opportunity concerns and allegations of discrimination very seriously. Hitachi Vantara prohibits retaliation of any kind for employees seeking guidance or reporting suspected violations.

Policy Steering Committee

Hitachi Vantara maintains a cross-functional Policy Steering Committee, which reviews both new and updated policies across the entire company in addition to legal and compliance policies. The team meets weekly to discuss new and updated policies.

Whistleblower Program and Ethics Hotline

An essential characteristic of our open culture is the availability of appropriate channels for Hitachi employees and other stakeholders to report concerns in good faith and the ability to do so without fear of retaliation. Our Whistleblower Policy applies worldwide to Hitachi Vantara and its subsidiaries, affiliates and anyone doing business with or on behalf of the company. It provides an avenue for our employees, business partners, customers and the general public to raise concerns or report suspected misconduct in good faith.

Key Components of Hitachi Vantara's Whistleblower Program

Anonymous reporting

- Concerns can be reported anonymously through the Hitachi Vantara Ethics Hotline, available 24 hours a day, 365 days per year, where permissible by law. The Hitachi Global Ethics Hotline reflects the current local reporting requirements and is available internationally. Reporters may raise concerns in 23+ languages either online or via telephone. Anonymity may be maintained using either the telephone or online reporting options provided by the hotline platform.

- Other channels to report concerns include line managers and the Human Resources, Legal and Compliance departments.

Zero-tolerance policy for retaliation

- Hitachi Vantara has a zero-tolerance policy for retaliation of any kind against persons who report concerns in good faith.

Confidentiality

- Strict confidentiality is applied, to the extent possible, when handling concerns, including investigation details and the identity of the person making the allegation.

Investigation

- Hitachi Vantara is committed to following up appropriately, promptly and confidentially where possible, led by different investigative teams dependent on the issue.

FY2023 Ethics Training Completion Rate

100%

Of employees and contractors are required to complete annual ethics and compliance training

Ethics and Compliance Training

Our annual online compliance training program, mandatory for all employees and contractors, raises awareness of our integrity and compliance policies and sets expectations regarding the standards of conduct expected of all who represent Hitachi Vantara in the marketplace and within the communities in which we participate. It also helps us to demonstrate our commitment and adherence to our policies.

In FY2023, employees and contractors took separate, subject matter specific courses in addition to the General Code of Conduct training course. This additional training covered the following topics: anti-harassment, discrimination and retaliation, cybersecurity, data privacy, diversity equity and inclusion (DEI) and procurement (an overview of the Procurement Policy). Employees and contractors working in Procurement also take a course in identifying human rights/modern slavery red flags.

Our online training is supplemented with targeted face-to-face and webinar-based training, typically provided by function, role and geography on a rolling basis to employees and select channel partners throughout the year. These programs provide "deeper dives" on areas of concern specific to Hitachi Vantara's business, frequently using case studies pulled from the company's own experiences. As well as others within the technology, professional services and ancillary industry sectors to educate attendees about how to

Code of Conduct Training Topics

- Business Ethics
- Bribery and corruption
- Anti-money-laundering laws
- Fraud
- Fair competition
- Export control
- Company assets
- Information owned by others
- Data protection
- Conflict of interest
- Reporting and nonretaliation
- Ethics hotline

A) navigate difficult ethical and compliance situations, B) identify red flags and C) reinforce how to report suspected misconduct. Using this more interactive and facilitated discussion format allows Hitachi Vantara employees, contractors and business partners to engage in meaningful dialogue about decision-making tactics used when confronting ethics and compliance "gray areas" and reinforcing the importance of speaking up when suspected misconduct is observed.

Separate sessions are organized to educate managers regarding their unique and enhanced obligations to ensure integrity and compliance are embedded in the fabric of Hitachi Vantara's corporate culture. Managers are also provided with Hitachi, Ltd's Ethics and Compliance Toolkit for Managers, a working guide that provides Hitachi Vantara managers with guidance, workflows and examples needed to implement and monitor adherence to Hitachi's core values within their teams.

Ethics and Compliance Risk Assessments

Hitachi Vantara's Compliance Department conducts periodic risk assessments to detect and evaluate areas of increased risk based on a variety of factors, including, but not limited to, evolution in business models, systems and controls and governance structures, as well as changes to regulatory schemes and enforcement.

In FY2023, Hitachi Vantara undertook an assessment of its overall Compliance Program based on the updated guidance regarding Effective Corporate Compliance Programs provided by the United States Department of Justice in March 2023. Gaps identified from that assessment are being prioritized for action as part of the Hitachi Vantara Compliance Team's strategic initiatives in FY2024.

Targeting 15 regions across the Americas, EMEA and APAC, we conducted an assessment in which employees from various departments and roles provided responses to online questions and were interviewed, including from Finance, HR, Sales, Legal and more. The assessment methodology included identifying which risks may affect the company in each region, assessing the risk exposure (e.g., likelihood of occurrence and impact of occurrence) to prioritize action, planning and implementing risk responses and continuous monitoring.

In addition to structured risk assessment methods, the Compliance Department prioritizes gaps detected and takes appropriate corrective actions when matters requiring improvement are identified.

In FY2023, Hitachi Vantara built and launched an antitrust/fair competition risk assessment to evaluate existing and developing competition law risks as our company and the technology industry evolves to present new challenges. Primary areas for review in this assessment include interactions with competitors/collusion, information exchange and standards-setting, vertical relationships (distribution channels and end user customers), relationships with vendors/suppliers, market power and monopolization, merger, acquisition, joint venture and strategic partnership relationships, employer-employee non-compete clauses and select other bespoke topics.

Public Policy and Government Relations

The Hitachi Washington Corporate Office (WASHI) is Hitachi's North American government relations team. Based in Washington, D.C., the team works with federal, state and local governments to promote Hitachi's business across all sectors. Cooperation between the private and public sectors is necessary to encourage and support innovation, confront society's most urgent challenges, and realize a sustainable and equitable future. To this end, WASHI works closely throughout Hitachi to address challenges they face doing business in the United States and builds bridges between group companies and policymakers.

 WASHI supports U.S. government policies that enable Hitachi to achieve its goals of a more sustainable, connected and secure society. The team engages with government at every level — state governors and legislators, Congress and federal government agencies — to educate them on Hitachi's work and impact. They also advocate with industry association partners, such as the Consumer Technology Association (CTA) and the National Association of Manufacturers (NAM), to collaborate with like-minded companies and explain and build awareness of Hitachi in the United States.

Hitachi Vantara does not participate in political advocacy activities. Employees are not permitted to make financial contributions or provide other support to political parties, politicians or candidates for election to public office in the name of Hitachi Vantara or on our behalf.

Competitive Behavior

Actions in place to prevent anti-competitive practices include:

- Anti-Trust/Fair Competition Policy
- Supplemental compliance training that includes Anti-Trust/Fair competition training provided periodically
- Appointment of Global Competition Counsel in FY2023
- Antitrust/Fair Competition Risk Assessment
- Distribution Channel: transaction sampling in country and partner audits to examine tender/bids for collusion red flags and M&A deal review

Hitachi Vantara reported zero monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations during FY2023.
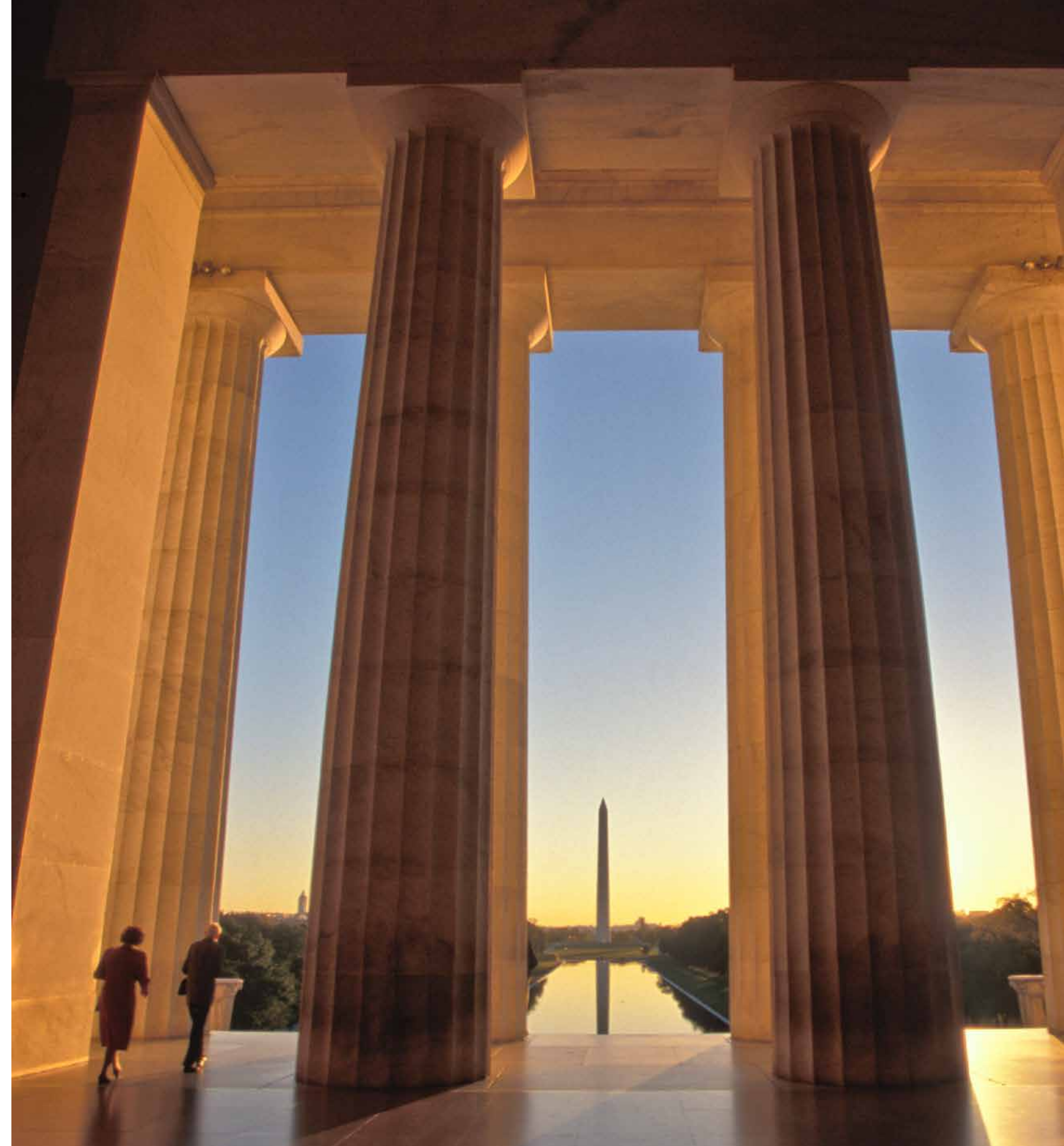
Cybersecurity and Data Privacy

Cybersecurity

Hitachi Vantara understands how critically important information protection is to our customers. We recognize the contribution that cybersecurity can make to an organization's strategic initiatives and overall risk management. Therefore, we have adopted security practices that are designed to protect the confidentiality, integrity and availability of customer information. We continually work to strengthen and improve these security practices.

Hitachi Vantara recognizes that people, information, information systems and facilities are critical assets. Hitachi Vantara implements, maintains and monitors a comprehensive cybersecurity program appropriate to:

- The risks of Hitachi Vantara's operations and mission
- Generally accepted information and cybersecurity practices
- Applicable legal and regulatory requirements

The Hitachi Vantara Cybersecurity Charter describes our approach to protecting the confidentiality, integrity and availability of sensitive data and systems. The charter also defines information security principles and terms, as well as the scope of cybersecurity and product security accountability and responsibilities.

It applies to all employees, contingent workers, partners, vendors, customers or guests from Hitachi Vantara, a legal vehicle, a subsidiary and Hitachi Group companies who access and utilize Hitachi Vantara's information and information resources.

Governance and Oversight

Cybersecurity is a cross-functional effort at Hitachi Vantara, and includes oversight from:

- Executive-level Oversight Committee
- Corporatewide Cybersecurity Council Governance Committee
- Cybersecurity, product security and physical security organizations

Management actively supports security initiatives, requirements and compliance objectives through strategic planning, ongoing compliance and audit measures, as well as a commitment to maintaining a secure service environment. Cybersecurity responsibilities and activities are defined and coordinated by personnel trained in cybersecurity practices applicable to their role or job function.

Appropriate cybersecurity management necessitates a flexible and effective governance structure that supports the proper execution of roles and responsibilities throughout Hitachi Vantara and its subsidiaries, as well as corporate oversight capabilities. Hitachi Vantara's governance bodies are structured with regulatory and legal requirements in mind. These bodies, described in the following table, promote a clear, effective decision-making process, as well as transparency in the allocation of responsibilities.

GOAL

Mature our Cybersecurity Framework, Controls and Assurance Management by FY2025.

Hitachi Vantara Cybersecurity Governance Entities and Responsibilities	
Hitachi (Corporate Cybersecurity Functions)	• Define and communicate cybersecurity requirements applicable for Hitachi Vantara. • Review the Hitachi Vantara Cybersecurity Program alignment with corporate cybersecurity strategy.
Board of Directors	• Approve Hitachi Vantara risk appetite and posture. • Are informed of cyber risk for Hitachi Vantara and ensure the escalation of identified risks to Hitachi. • Promote the adoption of cybersecurity behaviors at Hitachi Vantara.
Executive Committee	• Maintain oversight of cyber risk for Hitachi Vantara and ensure the escalation of identified risks. • Ensure proper priority and resources are allocated to the protection of systems and data in accordance with cybersecurity requirements, policies, business risk and applicable legal, regulatory and contractual requirements.
Audit Committee	• Verify follow-up procedures after a cyber incident to prevent or avert recurrence. • Verify the results of cyber risk indicator evaluations.
Cybersecurity Council	• Is consulted regarding cybersecurity strategy and to align the program with the business strategy. • Provide current and emerging cybersecurity business requirements. • Review cybersecurity standards, processes and policies. • Review cybersecurity efforts and investments to ensure effective risk management.

Risk Management, Policies and Audits

Rather than focusing on individual components, Hitachi Vantara takes a holistic approach to cybersecurity, implementing a layered defense security strategy. We ensure that network, operating system, database and application security practices complement one another, with strong internal controls, governance and oversight.

Hitachi Vantara uses a systematic approach to cybersecurity risk management, considering the organizational and business needs, cybersecurity threat landscape and state of controls within the organization. Our risk management process is modeled after industry best practices. Our methodology also includes a prescribed approach to treating risk at various levels, risk assessments, and the monitoring, review and re-evaluation of cybersecurity risk.

Hitachi Vantara's cybersecurity policies and control requirements are reviewed periodically and aligned with NIST CSF and ISO/IEC 27001/27002:2013. All Hitachi Vantara personnel (including full-time employees, temporary employees and contingent workers) are subject to Hitachi Vantara cybersecurity policies and additional policies that govern their employment or the services they provide to Hitachi Vantara.

Hitachi Vantara and Hitachi conduct internal security reviews, assessments and audits annually to confirm compliance with Hitachi Vantara cybersecurity policies, procedures and practices. The internal controls of Hitachi Vantara are subject to periodic testing by audit organizations such as Hitachi Vantara Internal Audit and Hitachi.

Employee Training

Hitachi Vantara promotes security awareness on a company-wide basis and educates personnel through security awareness campaigns, phishing tests and periodic internal news articles.

All Hitachi Vantara personnel are required to complete a data protection training course upon employment and annual training throughout their tenure. The course teaches personnel about their obligations under Hitachi Vantara privacy and security policies. The course also trains personnel on data privacy principles and proper data handling practices, which align with company policies. Employees also receive training on notice, consent, use, access, integrity, sharing, retention, security and disposal of data.

Additionally, role-based security trainings are made available to personnel, including certain individuals involved in human resources, IT development and operations roles. Cybersecurity team members also maintain professional industry-security certifications and participate in industry-security forums to stay current with emerging threats and security trends.

Customer Compliance

Customers remain solely responsible for regulatory compliance in their use of any Hitachi Vantara product or service. Customers must make Hitachi Vantara aware of any technical requirements that result from any regulatory obligations prior to contract signing. Selected Hitachi Vantara services and organizations are audited to industry standards, and ISO/IEC 27001:2013 certifications or SOC attestation reports may be available for such selected services. Customers should check with their respective Hitachi Vantara representatives to confirm the availability and applicability of such certifications or attestations.

Customers must not provide Hitachi Vantara with personally identifiable information (PII), personal health information (PHI), personal financial information (PFI) or other similar information that requires specific regulatory, legal or industry data security obligations for the processing of such data.

However, where available, Hitachi Vantara may offer customers the option to purchase additional services designed for the processing of regulated data within its environment. Note that such additional services are not available for all Hitachi Vantara products and services. Hitachi Vantara understands that some customers may have regulatory audit requirements. In those cases, Hitachi Vantara will cooperate with customers as described in Hitachi Vantara's Data Processing Agreement.

Cybersecurity Incident Management

Hitachi Vantara's Cybersecurity Operations Center monitors security events and responds to anomalies, alerts and incidents. We evaluate and respond to incidents of suspected or confirmed unauthorized access to any data. Hitachi Vantara's Cybersecurity organization is informed of security incidents and events and, depending on the circumstances, defines escalation paths and response teams to address those incidents.

Cybersecurity works with the customer, the appropriate technical teams and other third parties, where necessary, to respond to incidents. The goal of the incident response is to restore the confidentiality, integrity and availability of the Hitachi Vantara computing environment, as well as to establish root causes, take appropriate remediation actions and comply with applicable data protection laws. Hitachi Vantara regularly tests the efficiency and effectiveness of its cybersecurity incident response plan.

Hitachi Vantara's Cybersecurity Organization is responsible for ongoing security management and improvements. As part of a risk management program, team members use a risk-based methodology to assess and prioritize risk and make recommendations for continuous improvements. Senior management reviews these recommendations and provides approvals to allocate resources to implement them. As described above, projects undergo a security review to formally evaluate the architecture and security controls of new, upgraded or replacement technologies and third-party services. In addition, as part of annual planning, roadmaps are reviewed and updated to proactively plan for security investments that align with strategy, operational performance and regulatory compliance requirements.

Data Privacy

Governance and Oversight

Hitachi Vantara has a global Data Privacy Office to support corporate and employee functions, product development, customer engagements and supplier enablement. Hitachi Vantara's Privacy Team consists of privacy professionals in the United States, Europe, South America, India and China, who are charged with meeting the most rigorous standards in existing privacy regulations.

Privacy Program Cornerstones

The mission of Hitachi Vantara's privacy program is designed around seven cornerstones of compliance:

Data subject rights: Global process for data subjects to exercise geo-specific rights.

Article 30 reports: We track data flows through reports of processing.

External privacy notices: We maintain a public-facing notice of privacy rights, as well as a notice specific to job applicants.

Internal privacy policies: Every employee expressly acknowledges a geo-specific privacy notice.

Workforce training: Hitachi Vantara administers yearly privacy-specific training to global workforce.

Privacy vendor review: We perform a detailed review of data flows of new and existing vendors.

Privacy review of products: We conduct a detailed review of new product offerings in the go-to-market process.

To enable ongoing compliance with new and emerging privacy regulations, Hitachi Vantara leverages our compliance efforts in meeting the demands of, among others, the General Data Protection Regulation (GDPR) and the California Consumer Privacy Act (CCPA).

Policies and Procedures

Hitachi Vantara's Global Data Protection and Privacy Policy

Hitachi Vantara respects and values the privacy of our customers. Our Global Data Protection and Privacy Policy discusses our methods and approach to earning their trust.

Our policy is not to share personal information with third parties except as provided for in this policy, to facilitate our internal information processing activities or to comply with applicable law. We recognize that our customers' personal information is confidential, and we take steps intended to protect their personal information while it is in our possession.

Global Record Retention and Destruction Policy

Proper records management is an important function of every successful corporation, and we have a policy to outline our approach. We strive for an effective records management program to ensure that all records that are required for us to conduct business, to fulfill our legal responsibilities and to support our tax and accounting functions are properly maintained and available.

Data Subject Request Policy

This policy sets out Hitachi Vantara's policy for responding to a data subject rights request under applicable data protection laws, including the EU's GDPR.

Hitachi Vantara welcomes all reasonable requests for information. Hitachi Vantara will review and, when appropriate, respond to these requests within the time period specified by applicable law.

Data Privacy and Security Terms

Our Data Privacy and Security Terms document outlines the contractual terms related to the data privacy Hitachi Vantara offers to its customers. It includes our approach to personal data and confidentiality, our responsibilities as the data controller and the process for third-party data requests.
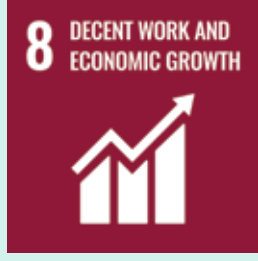
GOAL

Register under the EU/US Privacy Framework and UK/US Bridge by FY2025.

![Hitachi Vantara logo]

Appendix

United Nations Sustainable Development Goals (SDGs) | Sustainability Accounting Standards Board (SASB) | ESG Materiality Assessment Topic Definitions

United Nations Sustainable Development Goals (SDGs)

The United Nations Sustainable Development Goals (SDGs) are a collaborative, global effort to achieve a better and more sustainable future for all by addressing challenges of poverty, inequality, climate change, environmental degradation, peace and justice. We identified the key areas where we have the greatest influence and impact through our business strategy, products and services.

Goal	Description	Alignment to Hitachi Vantara	Report Reference
5 GENDER EQUALITY	Achieve gender equality and empower all women and girls	We are committed to increasing the representation of women in our workforce and to attracting high-quality female talent to the tech industry through our sponsored programs and the Women of Hitachi ERG. [Targets 5.5 and 5.b] We fulfill the diverse needs of our female employees under recommendations of our ERGs; for instance, offering feeding rooms for women in our UK offices. [Target 5.6]	Diversity, Equity and Inclusion
7 AFFORDABLE AND CLEAN ENERGY	Ensure access to affordable, reliable, sustainable and modern energy for all	We are committed to increasing the share of our energy consumption coming from renewable sources and contributing to increasing the global rate of energy efficiency through our decarbonization programs, our transition to EVs and the integration of environmental impact into business strategy, led by the sustainability director. [Targets 7.2 and 7.3] We are the only storage solutions provider certified by Carbon Footprint for Products in Japan, with patented technology to significantly reduce power usage and carbon emissions. [Targets 7.2 and 7.3] Hitachi Vantara both generates and procures renewable energy across many of our most energy-intensive business sites. [Target 7.2]	Pioneering a Lower Energy and Emissions Footprint for Customers Environmental Impact of Our Operations Energy Management and GHG Management
8 DECENT WORK AND ECONOMIC GROWTH	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Pay equity and employee learning and development, made available to all employees globally, are priorities at Hitachi Vantara. [Targets 8.2 and 8.5] We are committed to conducting all work activities in a manner that promotes the safety and health of colleagues and visitors and minimizes risk to Hitachi Vantara property. [Target 8.8] We use an eternity design mindset to extend the lifecycle of our systems throughout the value chain. [Target 8.4]	Employee Engagement, Training and Development Employee Health and Safety Pioneering a Lower Energy and Emissions Footprint for Customers
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	We are committed to adopting sound technologies and upgrading our technological capabilities through the research and development conducted through Optimise Prime and other programs. [Target 9.4 and 9.5]	Pioneering a Lower Energy and Emissions Footprint for Customers
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensure sustainable consumption and production patterns	Hitachi Vantara supports waste prevention, including food, material and e-waste, by optimizing our recycling process and reducing waste that goes to the landfill. [Targets 12.3 and 12.5] We have adopted sustainability into our reporting and are committed to carbon neutrality in our scope 1 and 2 emissions by 2030. [Target 12.6]	Pioneering a Lower Energy and Emissions Footprint for Customers Energy Management and GHG Management
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	Hitachi Vantara complies with all anti-bribery/anti-corruption laws and sets expectations regarding the standard of conduct for all who represent Hitachi Vantara in the marketplace, managed by the chief ethics and compliance officer. [Targets 16.5 and 16.6] Hitachi Vantara adheres to equal opportunity principles in employment decisions, considering all individuals without discrimination. [Target 16.b]	Governance Structure Business Ethics

Sustainability Accounting Standards Board (SASB)

The accounting standards from the Sustainability Accounting Standards Board (SASB) — now housed under the International Sustainability Standards Board (ISSB) — related to the software and IT services industry are listed below, with information on the relevant topic metric(s) and/or references to sections within this report where specific topics are discussed.

Topic	Accounting Metric	SASB Code	Response	Report Reference
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	TC-SI-130a.1	1. 51,644 MWh 2. 86% 3. 19%	For more information, please see the Energy Management and GHG Management section of our Sustainability Report.
	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with high or extremely high baseline water stress	TC-SI-130a.2	During FY2023, Hitachi Vantara collected water data at five global sites representing more than a third of our total square footage. We are working to expand our data collection efforts to capture all our operations over time. In FY2023, the total water usage for the five global sites was 23,028 cubic meters.	For more information, please see the Recycling, Waste and Water Management section of our Sustainability Report.
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	As part of Hitachi Vantara's resource and energy management strategies, we have built management systems and other monitoring systems to show continuous usage and provide alerts when consumption goes over a certain threshold. We are implementing internal targets at these locations to ensure we minimize our impact.	For more information, please see the Energy Management and GHG Management section of our Sustainability Report.
Data Privacy and Freedom of Expression	Description of policies and practices relating to targeted advertising and user privacy	TC-SI-220a.1	Hitachi Vantara's global Data Privacy Office oversees and supports corporate and employee functions, product development, customer engagements and supplier enablement as relates to privacy matters. Hitachi Vantara's privacy program is designed around seven cornerstones of compliance: Data subject rights, article 30 reports, external privacy notices, internal privacy policies, workforce training, vendor privacy reviews and privacy reviews of products.	For more information, please see the Cybersecurity and Data Privacy section of our Sustainability Report.
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	Hitachi Vantara does not report this information.	For more information, please see the Cybersecurity and Data Privacy section of our Sustainability Report.
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	Hitachi Vantara does not report this information.	For more information, please see the Cybersecurity and Data Privacy section of our Sustainability Report.
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	Hitachi Vantara does not report this information.	For more information, please see the Cybersecurity and Data Privacy section of our Sustainability Report.
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering or censoring	TC-SI-220a.5	Hitachi Vantara does not report this information.	For more information, please see the Cybersecurity and Data Privacy section of our Sustainability Report.

Sustainability Accounting Standards Board (SASB) - continued

Topic	Accounting Metric	SASB Code	Response	Report Reference
Data Security	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected	TC-SI-230a.1	Hitachi Vantara does not report this information.	For more information, please see the Cybersecurity and Data Privacy section of our Sustainability Report.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	Hitachi Vantara takes a holistic approach to cybersecurity, implementing a layered defense security strategy. We ensure that network, operating system, database and application security practices complement one another with strong internal controls, governance and oversight. Hitachi Vantara's cybersecurity policies and control requirements are reviewed periodically and aligned with NIST CSF and ISO/IEC 27001/27002:2013. Hitachi Vantara and Hitachi conduct internal security reviews, assessments and audits annually to confirm compliance with Hitachi Vantara cybersecurity policies, procedures and practices. The internal controls of Hitachi Vantara are subject to periodic testing by audit organizations such as Hitachi Vantara Internal Audit and Hitachi.	For more information, please see the Cybersecurity and Data Privacy section of our Sustainability Report.
Recruiting and Managing a Global, Diverse and Skilled Workforce	Percentage of employees who require a work visa foreign nationals and are located offshore	TC-SI-330a.1	Hitachi Vantara does not report this information.	For more information, please see the Diversity, Equity and Inclusion section of our Sustainability Report.
	Employee engagement as a percentage	TC-SI-330a.2	Hitachi Vantara does not report this information.	For more information, please see the Employee Engagement, Training and Development section of our Sustainability Report.
	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) nonexecutive management, (c) technical employees and (d) all other employees	TC-SI-330a.3	Hitachi Vantara does not report this information.	For more information, please see the Diversity, Equity and Inclusion section of our Sustainability Report.
Intellectual Property Protection and Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SI-520a.1	Hitachi Vantara reported zero monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations during FY2023.	For more information, please see the Competitive Behavior section of our Sustainability Report.
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions, (3) total customer downtime	TC-SI-550a.1	Hitachi Vantara does not report this information.	For more information, please see the Risk Management and Business Continuity section of our Sustainability Report.
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	Hitachi Vantara's risk assessment process follows the Committee of Sponsoring Organizations (COSO) Enterprise Risk Management (ERM) framework when identifying and assessing likelihood or severity of relevant risks. Based on input from relevant stakeholders, risks are identified that might prevent HV from achieving strategic objectives in consideration of the expected impact, likelihood and velocity of a risk to the company. Furthermore, Hitachi Vantara's Business Continuity Management team maintains the crisis management framework which includes Crisis Management and Major Incident Management Plans. These plans provide a playbook to respond to all types of major incidents or crisis situations. The primary objective is to ensure employees are safe, followed by continuation of business activities.	For more information, please see the Risk Management and Business Continuity section of our Sustainability Report.

ESG Materiality Assessment Topic Definitions

The following table lists the nineteen (19) topic areas that were identified through our ESG Materiality Assessment in FY2023, as well as definitions that were used to communicate the specific relevance of each topic to Hitachi Vantara's business and operations.

Theme	Topic #	Topic Name	Topic Definition
Environment	1	Greenhouse Gas Management (Scope 1, 2 and 3)	Measuring and minimizing greenhouse gas emissions — like carbon — throughout the lifecycle of the company's operations, products and services. This may include reporting scope 1, 2 and 3 emissions or mitigation strategies (such as reducing carbon on-site).
	2	Energy Management	Measuring and minimizing the usage and impacts of energy consumption throughout the company's operations. This may include efforts like promoting renewable energy production and consumption for data center operations.
	3	Water Management	Measuring and minimizing the usage and impacts from water consumption wherever feasible throughout the lifecycle of the company's products and services. This may include topics like water management processes and wastewater treatment.
	4	Recycling and Waste Management	Measuring and minimizing the production of waste wherever feasible throughout operations and the lifecycle of the company's products and services. This may include topics like disclosing waste and hazardous waste generation, recycling and composting efforts.
	5	Environmental Management Systems and Real Estate	Establishing an environmental management system to monitor and reduce environmental impacts and risks throughout the company's offices, facilities and operations. This may include establishing environmental policies and programs, environmental monitoring and oversight systems, and pursuing green building certifications.
Human Capital	6	Labor Practices and Employee Health and Safety	Supporting the financial, physical and mental well-being of our employees and ensuring human rights within our operations. This may include efforts or policies that relate to fair and livable wages and employee benefits.
	7	Employee Training, Engagement and Development	Implementing programs and policies that attract and retain talent. This may include efforts or policies that relate to talent development, employment security or compensation.
	8	Diversity, Equity and Inclusion	Providing a work environment that promotes diversity of gender, ethnicity, sexual orientation, physical ability, age, religious or personal beliefs, socioeconomic background or any other protected characteristic and an inclusive environment for all. This may include policies that prohibit harassment and/or discrimination and recruitment and retention strategies.
Social Capital	9	Digital Inclusion and Accessibility	Addressing the company's ability to ensure broad access to its products and services, specifically in the context of disadvantaged population groups. This may include compatibility with assistive technology and initiatives to address the "digital divide."
	10	Philanthropy and Volunteerism	Supporting and establishing positive relations with communities where we operate. This may include volunteer programs and charitable donations.
	11	Data Privacy and Cybersecurity	Establishing systems that ensure privacy is protected, including the secure use of confidential information from employees and customers. This may include identifying, managing and mitigating the risks of security breaches and implementing employee IT training.
	12	Responsible Selling Practices and Customer Well-Being	Aligning products and services with the interests, rights and well-being of the people who use our service. This may include fair and transparent selling practices and ensuring customer satisfaction, and feedback mechanisms, quality management systems and more.
Business Model and Innovation	13	Supply Chain Management	Understanding and ensuring suppliers align with the company's business ethics, including social and environmental performance. This may include "green procurement" policies or efforts that detail considerations and expectations for suppliers to protect human rights, undergo audits, promote transparency and more.
	14	Competitive Behavior	Implementing anti-competitive practices and behaviors that address the issues associated with monopolies. This may include policies or practices relating to collusion, protection of intellectual property and patents, enforcing compliance and more.
	15	Environmental and Social Innovation in Products and Services	Researching, developing and offering products that integrate ESG considerations and take advantage of consumer trends and interests in sustainability. This may include development and innovation to solve environmental and social impacts through the company's products and services, customer education and environmental product certifications.
Governance	16	Corporate Structure and Governance of ESG	Promoting and accurately sharing the company's governance structure to ensure alignment and advancement of the company's mission and values. This may include promoting strong leadership within the highest governing body of the organization, ensuring ESG-related risks and opportunities have established oversight structures, transparent and ethical corporate governance practices and more.
	17	Business Ethics	Ensuring the company's values, standards and practices are ethical and incorporated throughout business operations. This may include policies or practices relating to the company's code of conduct, anti-corruption and regulatory compliance.
	18	Public Policy and Government Relations	Ensuring compliance with applicable laws and/or regulations and upholding ethics and values when engaging in activities that may influence law or regulations. This may include topics like fair practices and company transparency relating to lobbying or political contributions.
	19	Risk Management and Business Continuity	Identifying, preparing for and managing potential crises and risks that may impact the business, including, but not limited to, cyber, geo-political, public health and physical climate events. This may include risk forecasting and mitigation strategies.

About Hitachi Vantara

Hitachi Vantara is transforming the way data fuels innovation. A wholly owned subsidiary of Hitachi, Ltd., we're the data foundation the world's leading innovators rely on. Through data storage, infrastructure systems, cloud management and digital expertise, we build the foundation for sustainable business growth.