



## Who we are:

Hitachi Vantara combines the best consulting-led digital solutions and vertical industry expertise of Hitachi Consulting with Hitachi Vantara's IT domain expertise. We help customers develop practical, scalable digital strategies and solutions that transform operational processes, improve customer experiences, and create new business models to drive innovation and growth.

Hitachi Vantara aims to become the world's preferred digital innovation partner by unlocking the "good" in data that benefits customers, raises the quality of people's lives and builds a sustainable society. Hitachi Vantara specifically brings a competitive edge to the digital domains that matter most – the data center, data operations and enterprise digital transformation.

## Gender Pay Gap Reporting:

Under the UK Government Equalities Office regulations from 2017, all employers with 250 or more employees who are based in England, Scotland or Wales must publish and report their gender pay gap information by April 2023, based on data from April 2022.

### 1. The importance of diversity within Hitachi Vantara

The importance of diversity at Hitachi Vantara cannot be overstated. Diversity is not only crucial for fostering innovation but also for driving our growth. At Hitachi, we firmly believe that personal differences such as gender, nationality, work history, age, sexual orientation, and philosophy are valuable facets of people's individuality. We not only respect these differences but also position them as an advantage. This is why diversity and inclusion are at the core of our sustainable growth strategy.

At Hitachi Vantara, we appreciate and value differences. We are committed to promoting diversity at all levels of the company, aiming to reflect the diverse society we live in today.

Our goal is to ensure that no one faces discrimination and that everyone is provided with equal opportunities, regardless of their gender, age, race, disability, gender reassignment, marriage and civil partnership, sexual orientation, pregnancy or maternity, religion or belief.

**Inclusion is a key aspect of our approach at Hitachi Vantara.** We strive to create a workplace environment where all employees, regardless of their diverse characteristics, feel involved, have a sense of belonging, and are respected. We want our workforce to be fully engaged and enabled to work in a way that benefits both the business and individual employees. Our leaders actively encourage this environment, fostering an atmosphere where all employees can contribute and collaborate to the best of their ability.

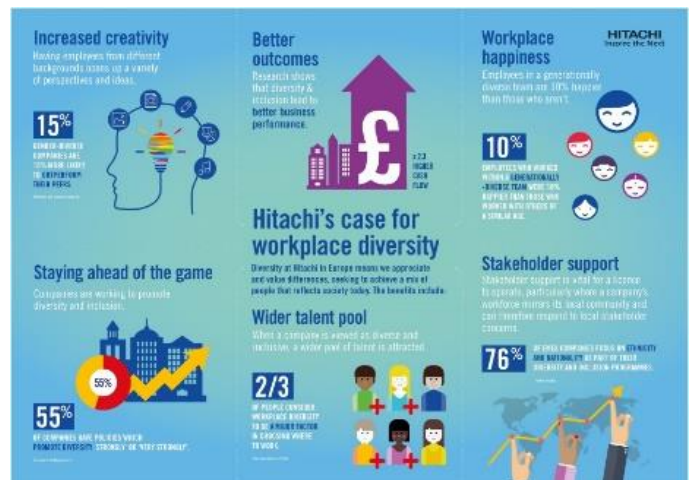
**The business case for workplace diversity at Hitachi Vantara** clearly demonstrates why diversity is fundamental to maintaining a successful business. A diverse and inclusive workforce brings numerous benefits, including increased creativity, better outcomes, workplace happiness, staying ahead of the game, access to wider talent pools, and support from stakeholders. By embracing diversity, we position ourselves for long-term success and growth.

Furthermore, Hitachi Vantara fully supports the UK Government's requirement for organizations to publish gender pay gap data on an annual basis. We see this as a positive step that actively encourages employers to acknowledge and address any gender pay gaps that may exist. By doing so, companies can formulate action plans that work towards closing the gap, promoting fairness and equality in the workplace.

## Statement on Diversity and Inclusion

### Diversity and Inclusion Open Our Future

Diversity is the wellspring of our innovation and our growth engine. Hitachi regards personal differences such as gender, nationality, race, religion, background, age, disability, and sexual orientation, as well as other differences as facets of people's individuality. By respecting our employees' individualities and positioning them as an advantage, Hitachi frames its diversity and inclusion as conducive to both the individual's and the company's sustainable growth. With a diverse workforce, strong teamwork, and broad experience in the global market we will meet our customers' needs.



## 2. Hitachi Vantara's UK gender pay gap data

Hitachi Vantara are pleased to share our gender pay data reporting for the period as of 5 April 2023.

The tables below show our pay and bonus comparisons for Hitachi Vantara and are calculated in line with the requirements of the UK Government.

The median represents the middle position in the data set. The mean is calculated by adding up the total amount of pay and dividing it by the number of individuals in each data set.

### HOURLY PAY AND BONUS GENDER GAP

	MEAN	MEDIAN
<b>PAY GAP – HOURLY PAY</b>	15.18%	16.71%
<b>PAY GAP - BONUS</b>	49.25%	52.44%

Our analysis has revealed that the composition of our workforce plays a significant role in driving our gender pay results. We have observed a higher representation of men in senior paid roles, while women are underrepresented in senior leadership positions. This disparity directly impacts our gender pay outcomes.

At Hitachi Vantara, we conduct regular reviews of employee pay to ensure that men and women performing the same job are being compensated fairly and comparably. As an organisation, we are committed to promoting equitable compensation for all employees. Our Reward Policies are designed to be unbiased and consistently applied across our male and female workforce in similar pay grades.

In order to address these challenges, we are actively working at all levels within the organisation to enhance both the representation of women in senior roles and our ability to recruit and retain individuals from diverse backgrounds, including women, ethnic minorities, and those who are currently underrepresented in our industry. Through the implementation of various diversity initiatives, mentoring programs, and ongoing monitoring, we have made some progress. However, we acknowledge that there is still more work to be done.

As of the reporting period, the female representation in Hitachi Vantara's UK workforce stands at 22%, while males make up 78%. This represents an increase from 19% female representation in 2021. The current challenges in recruiting women into senior roles, coupled with the shortage of women at this level, significantly contribute to our gender pay gap. This issue is most evident when looking at our quartile percentages. Nevertheless, we are making strides in the right direction. Since 2021, we have increased the percentage of women in the upper quartile and upper middle quartile by 10%. This demonstrates our commitment to facilitating the internal

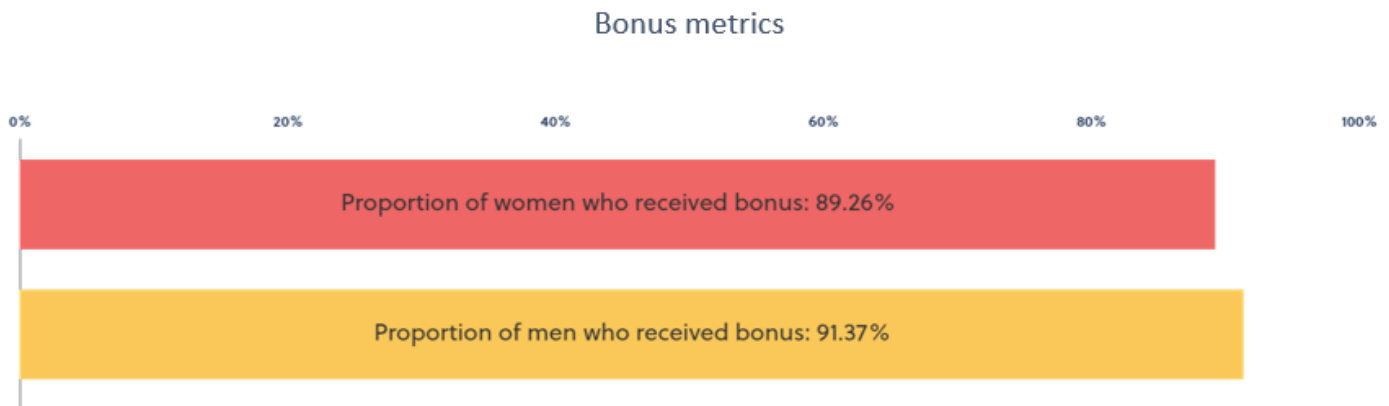
progression of women within the organisation and actively recruiting women across all levels of our business.

### The percentage of males and females per quartiles - 2023

Band	Descriptions	Males	Females
D (highest)	the upper quartile	87%	13%
C	the upper middle quartile	82%	18%
B	the lower middle quartile	77%	23%
A (lowest)	the lower quartile	71%	29%

We are working hard to improve our female representation, at all levels in the organisation. We have mentoring opportunities, diverse interview panels and leadership development opportunities where gender representation is monitored closely.

The proportion of employees receiving a bonus is shown below:



At Hitachi Vantara we want everyone to share in our success. Therefore, all permanent employees are eligible for a bonus. The proportion of females that received a bonus at this snapshot in time was 89.26%, and the proportion of males that received a bonus was 91.37%.

If we look at the overall eligibility of employees this remains very high for males and females at 96.9% overall so we are comfortable that all employees are sharing in our success and receiving bonuses.

### 3. Diversity and Inclusion at Hitachi Vantara



Since the appointment of Claire Thomas as Chief Diversity Officer in 2022, our focus has been on several key areas to support gender equality globally. Over the past 12 months, we have made significant progress in various areas, including the implementation of improved family-friendly policies including the launch of a menopause policy, new healthcare benefits, flexible working options, the creation of safe spaces through new communities, revised leave policies, increased education opportunities, expanded mental health support, and investments to attract diverse talent to Hitachi. However, we recognise that there is still much more work to be done.

The theme for this year's Women's History Month and International Women's Day (IWD) was "Invest in Women: Accelerate Progress." The goal is to foster allyship and raise awareness of the ongoing work required to achieve true equality for women, both in our personal and professional lives.

When women are empowered, they not only excel but also pave the way for future generations to thrive.

We announced our new partnership with Remarkable Women, through which we will deliver a leadership program for colleagues who applied following a masterclass held last year.

In line with our commitment to gender diversity and our target of achieving 30% female representation by 2025, we have initiated the following initiatives:

- Running a leadership program called Amplify, in collaboration with Ginger Leadership Communications. This program aims to elevate the voices of high-potential women through a transformative TED-style speaking course, culminating in a series of 'Ideas Worth Amplifying.'
- Conducting workshops and e-learning sessions in partnership with Catalyst on the topic of Men Advocating for Real Change. These initiatives are designed to inspire and equip men to

leverage their unique position to advocate for change, raise awareness of bias, and learn strategies to address it.

- Co-creating an allyship program in collaboration with Token Man Consulting and Potentia Talent Consulting. Led by our Women of Hitachi employee resource group (ERG) and with input from our Rainbow Connection (LGBTQ+) ERG, this program will incorporate an intersectional lens on gender.
- Providing career development opportunities for our ERG leaders and members through a combination of internal discussions and externally facilitated training.
- Investing in programs aimed at supporting girls studying STEM fields through our partnership with Visit.org.

These initiatives reflect our unwavering commitment to fostering gender diversity and creating an inclusive environment at Hitachi Vantara. We believe that by investing in women and empowering them, we can drive progress and create a brighter future for all.

### **Strategic Interventions 2023 Women of Hitachi, Employee Resource Group**

The Women of Hitachi Employee Resource Group is dedicated to empowering women across all roles. Through various learning events and workshops, the ERG supports skill growth, career advancement, and networking opportunities. In 2023, it expanded its focus to include financial wellness workshops alongside professional development initiatives.

With over one hundred members in the UK alone, the ERG aims to create an inclusive community for women and their allies. It prioritises intersectional inclusivity, striving to eliminate discrimination based on race, gender, or age.

The Women of Hitachi ERG's strategic interventions in 2023 highlight its commitment to advancing women's careers and fostering inclusivity at Hitachi. By offering diverse opportunities and promoting intersectional inclusivity, the ERG continues to empower individuals within the organisation.

**WOMEN** of Hitachi | **ERG Women of Hitachi Overview**  
*"Women of Hitachi has given me a new fire to work."*

<p><b>60</b> <b>Mentor Program</b>          Mentor/Mentee Pairs Matched          Women and Men          DIBU and DSBU          AMER, APAC, EMEA          All career levels          All business sectors</p>	<p>  <b>Back to School Program Launch</b>          Virtual Bring Your Kid to Work Day          High School Intern Program          Hack-a-Thon          Virtual Babysitters          Group "school" from home sessions</p>	<p><b>WoH Podcast</b>  <i>In Development</i>            Women in Leadership          Being a Good Boss          Balancing Work/Life          Women and COVID          Special Speaker Series          Newest in Technology          Breaking the Glass Ceiling          Historical Role Models          Review HBS Cases          Hitachi Need to Know</p>	<p><b>Available at</b>      </p>
<p><b>Annual Int'l Women's Day</b>          Events, Speaker Panels, Community Service</p>	<p><b>600+ MEMBERS</b></p>	<p><b>Book Club Series</b>          launched in the Geos on topics such as leadership and women in technology</p>	
<p><b>Employee Skill-Share</b>          "Virtual Presentations"          "Communicating Confidently"          "The Five Terms of Business"          "Basic Excel Modeling"          "Easy Data Visualization"          "Foundational Excel Formulas"          "Dashboards in Excel"          "The Foundations of PMing"</p>	<p><b>HITACHI STRONG WOMEN</b>          BRAVE LEADERS          OPENMINDED          CREATIVE          AMAZING          INTELLIGENT</p>	<p><b>HITACHI Investment</b>  <b>Inspire the Next</b> Asks</p> <ul style="list-style-type: none"> <li>• Full Time Intern</li> <li>• Programming Budget</li> <li>• People Ops Data</li> <li>• Appreciation Budget</li> </ul>	

### Improving the sharing of talent

To enhance talent sharing, Hitachi Vantara actively participates in regular recruitment forums to exchange best practices among its businesses. This includes facilitating communication of job openings across group companies, identifying and retaining key talent, promoting the careers site, fostering peer networking, and encouraging exploration of opportunities within the broader Hitachi group.

### Addressing unconscious bias

In addressing unconscious bias, Hitachi Vantara provides employees with access to online training modules like Understanding Unconscious Bias and Bridging the Diversity Gap via the Hitachi University platform. Additionally, cultural awareness seminars are integrated into the induction process to promote understanding of cultural diversity and foster collaborative work environments. Furthermore, Hitachi has a custom channel on International Women's Day within its learning platform, offering curated resources to further explore gender diversity topics

### 4. Our ongoing commitment

Hitachi has defined what we seek to achieve in the area of diversity and inclusion in the medium and long term. This is expressed as its intent, vision and aim and shapes and drives our activities in this area.



I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Jill Morris, Human Resources, Director, Hitachi Vantara Ltd.