



April 2024

Who we are:

Hitachi Vantara, a wholly owned subsidiary of Hitachi Ltd., is a global technology company that helps businesses drive digital transformation through data, infrastructure, and AI-powered solutions. We empower organisations to unlock the full value of their data, optimise operations and accelerate innovation.

Mission and Vision

Hitachi Vantara is committed to improving people's lives and advancing a sustainable future through innovative technology. The company collaborates closely with clients to understand their goals, architecting data infrastructures that are both agile and secure, enabling rapid innovation.

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 2025, based on data from April 2024.

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 organisations 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 2024.

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 |
|----------------------|--------|--------|
| PAY GAP – HOURLY PAY | 10.42% | 10.91% |
| PAY GAP - BONUS | 46.23% | 38.91% |

We are pleased to report that our mean and median hourly pay gap has decreased from 18% and 16% in 2023 to 10.4% and 10.9% in 2024. Similarly, our bonus pay gap continues to decline, with the mean gap reducing from 49% in 2023 to 46% in 2024, and the median gap improving from 52% to 38.9% over the same period.

While this progress is encouraging, our analysis highlights that workforce composition remains a key factor influencing our gender pay gap. We continue to see a higher representation of men in senior, higher-paid roles, while women are underrepresented at leadership levels. This structural imbalance is a primary driver of our gender pay figures.

At Hitachi Vantara, we are committed to ensuring fair and equitable pay for all employees. We conduct regular reviews to verify that men and women performing the same roles are compensated fairly. Our Reward Policies are designed to be transparent, unbiased, and consistently applied across all employees within similar pay grades.

We recognize there is still work to be done, and we remain dedicated to driving meaningful progress toward gender pay equity.

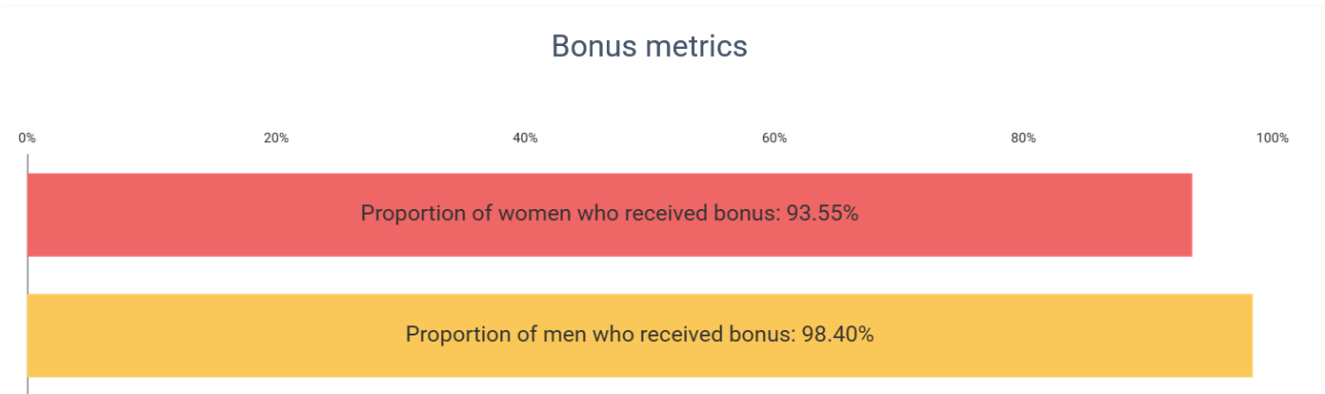
As of the reporting period, the female representation in Hitachi Vantara’s UK workforce stands at 16%, while males make up 84%. The current challenges in recruiting women into senior roles, coupled with the shortage of women at this level, significantly contribute to our gender pay gap. This issue is 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 - 2024

| Band | Descriptions | Males | Females |
|-------------|---------------------------|-------|---------|
| D (highest) | the upper quartile | 75% | 25% |
| C | the upper middle quartile | 84% | 16% |
| B | the lower middle quartile | 90% | 10% |
| A (lowest) | the lower quartile | 87% | 13% |

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 93.55%, and the proportion of males that received a bonus was 98.40%.

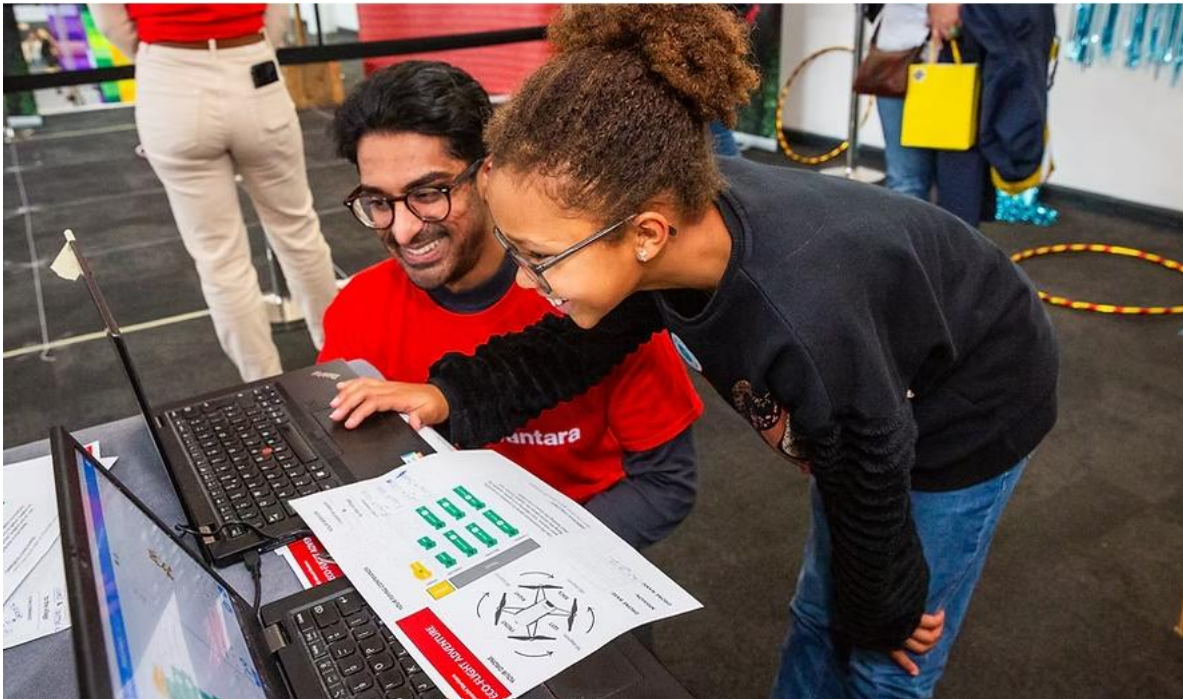
If we look at the overall eligibility of employees, this remains very high for males and females at 96% overall so we are comfortable that all employees are sharing in our success and receiving bonuses.

3. Diversity and Inclusion at Hitachi Vantara

Hitachi Vantara demonstrates commitment to diversity and inclusion with 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 people through a transformative TED-style speaking course, culminating in a series of 'Ideas Worth Amplifying.'
- Investing in programs aimed at supporting girls studying STEM fields through our partnership with Visit.org.

- Being a key sponsor for the Festival of the Girl – aimed at breaking the barriers of gender stereo types. We run a number of activities with a focus on attracting more female representation in STEM subjects.



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 2024 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 2024 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."

| | | | |
|---|--|--|--|
| 60 Mentor Program Women and Men DIBU and DSBU AMER, APAC, EMEA All career levels All business sectors Mentor/Mentee Pairs Matched |  Virtual Bring Your Kid to Work Day High School Intern Program Hack-a-Thon Virtual Babysitters Group "school" from home sessions Back to School Program Launch | WoH Podcast In Development  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 | Available at  Microsoft Teams  SharePoint  Yammer |
| Annual Int'l Women's Day Events, Speaker Panels, Community Service | 600+ MEMBERS | Book Club Series launched in the Geos on topics such as leadership and women in technology | Employee Skill-Share "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" |
|  | | WOMEN of Hitachi Podcast 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 | HITACHI Investment Asks Inspire the Next • Full Time Intern • Programming Budget • People Ops Data • Appreciation Budget |

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.