

HITACHI

A woman with long dark hair, wearing a vibrant red knit sweater, is shown in profile from the chest up. She is looking towards the left of the frame. The background is a blurred city skyline at sunset, with warm orange and yellow light illuminating the scene. The overall mood is contemplative and forward-looking.

Gender Pay Gap Report 2025

Hitachi Vantara

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Executive Summary - Gender Pay Gap Report 2025

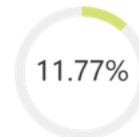
This report presents our gender pay gap results for the snapshot date of 5 April 2025. It provides a transparent view of pay and bonus differences between men and women across our organisation and helps us understand the underlying drivers of these gaps.

Hourly remuneration

Women's **mean hourly rate** is 11.77% less

Mean pay per hour for men: 41.55 Mean pay per hour for women: 36.66

Difference in pay: 4.89



Women's **median hourly rate** is 11.66% less

Median pay per hour for men: 37.93 Median pay per hour for women: 33.51

Difference in pay: 4.42

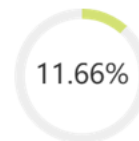


Figure 1: Headline hourly pay gap (2025)

Overall Pay Gap

In 2025, our gender pay gap has widened slightly compared to the previous year.

- The mean hourly pay gap is 11.77%, with women earning £36.66 compared to £41.55 for men
- The median hourly pay gap is 11.66%, with women earning £33.51 compared to £37.93 for men

This reflects differences in role distribution across the organisation, particularly at more senior levels.

Bonus Gap and Participation

Our bonus data presents a mixed picture:

- The mean bonus gap is 48.97%
- The median bonus gap is 12.90%

Bonus participation remains high:

- 94.74% of women received a bonus
- 97.79% of men received a bonus

The difference in bonus outcomes is primarily driven by role type and incentive structure. A higher proportion of men are currently represented in sales and revenue-generating roles, which typically attract higher variable pay and bonus opportunities.

Bonus metrics

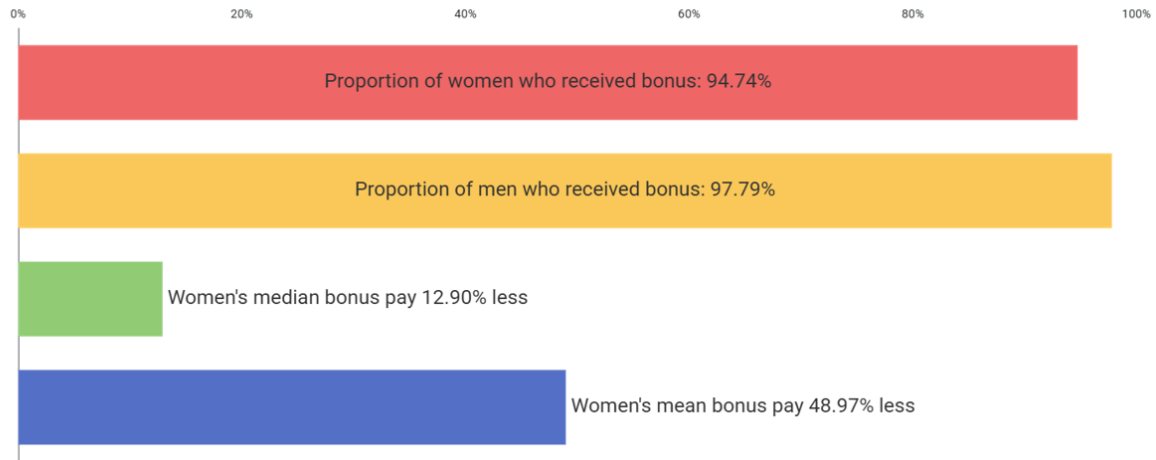


Figure 2: Bonus gap and participation (2025)

The significantly lower median bonus gap indicates that, for the majority of employees, bonus outcomes are more closely aligned.

Gender Representation

While we have seen gradual improvements in female representation across much of the organisation, the overall pay gap continues to be influenced by lower representation of women in senior and higher-paying roles.

Band	Descriptions	Males	Females
D (highest)	the upper quartile	88.89%	11.11%
C	the upper middle quartile	83.95%	16.05%
B	the lower middle quartile	82.72%	17.28%
A (lowest)	the lower quartile	76.83%	23.17%

Figure 3: Workforce representation by pay quartile

Female representation decreases at higher pay quartiles, particularly in the upper quartile, and this remains the primary driver of the overall gender pay gap.

Building an Inclusive Culture

Alongside our reporting, we continue to invest in initiatives that support inclusion and career progression.

We relaunched our Women's Employee Resource Group (ERG), creating a strengthened community focused on connection, development, and empowerment across the organisation.

As part of this, we introduced a year-long development programme designed to:

- Build digital confidence
- Prepare employees for AI-enabled roles
- Support long-term career growth

Key Insights

- The gender pay gap is primarily driven by workforce composition and role distribution
- Higher bonus gaps reflect greater male representation in sales and incentive-based roles
- Median bonus outcomes show improved parity for the majority of employees
- Progress is being made in representation, but senior-level balance remains a key challenge

Our Focus

We remain committed to addressing our gender pay gap through sustained and targeted action. Our priorities include:

- Increasing female representation in senior, leadership, and revenue-generating roles
- Strengthening career pathways into sales and other high-growth functions
- Investing in skills development, including digital and AI capability
- Ensuring fair and equitable reward frameworks
- Continuing to monitor, report, and act transparently

We recognise that closing the gender pay gap requires long-term, structural change, and we remain committed to making meaningful progress.



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.