



### **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**

Diversity underpins Hitachi's innovation and drives our growth. Hitachi regards personal differences — gender, nationality, work history, age, sexual orientation, and philosophy — as facets of people's individuality. By respecting this and positioning it as an advantage, Hitachi

frames its diversity and inclusion as central to both the individual's and the company's sustainable growth.

**Diversity at Hitachi Vantara** means that we appreciate and value differences. We seek to promote diversity at all levels of the company as we strive to reflect society today. We seek to ensure that nobody is discriminated against and all are provided with equal opportunities notwithstanding their gender, age, race, disability, gender reassignment, marriage and civil partnership, sexual orientation, pregnancy or maternity, religion or belief (including lack of belief).

**Inclusion at Hitachi Vantara** means that our whole workforce is engaged and enabled to work in a way that is beneficial to both the business and individual employees. A workplace environment is created so that all people are involved, feel a sense of belonging and are respected, regardless of their diverse characteristics. Leaders encourage this environment so that all employees can contribute and collaborate to the best of their ability.

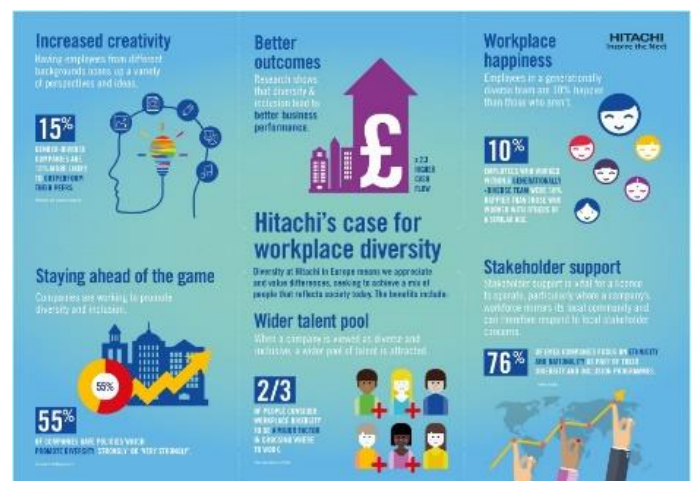
**Hitachi's business case for workplace diversity** demonstrates why diversity is fundamental to maintaining a successful business. It outlines the key benefits of having a diverse and inclusive workforce: increased creativity, better outcomes, workplace happiness, staying ahead of the game, wider talent pools, and support from stakeholders.

Hitachi views the UK Government's requirement for organisations to publish gender pay gap data on an annual basis as a positive step, which will actively encourage employers to recognise where a gender pay gap exists and formulate an action plan which works towards closing the gap.

## 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 2022.

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	17.5%	23.5%
PAY GAP - BONUS	47%	48.1%

Analysis has indicated that our results are driven by our workforce profile. We have more men in senior paid roles and underrepresentation of women in the senior leadership positions which directly impacts our gender pay results.

Hitachi Vantara reviews employee pay on regular basis to ensure that men and women doing the same job are being paid comparably. As an organisation we promote fair compensation for all employees and ensure our Reward Policies are unbiased and consistently applied across our men and women population in similar pay grades.

We continue working at all levels within the organisation to improve both our female representation in senior roles and our ability to recruit and retain women, ethnic minorities, and individuals currently underrepresented in our industry. Through our use of diversity initiatives, mentoring and monitoring, we are making some progress, although we recognise, we still have some way to go.

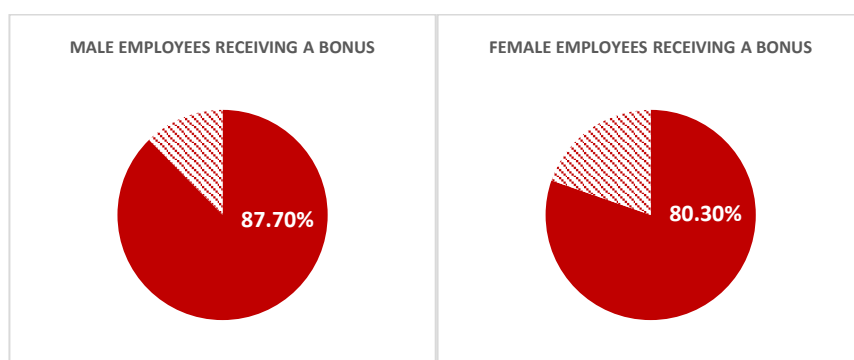
At the time of reporting Hitachi Vantara's UK workforce was 21% female and 79% male. This has increased from 19% female in 2021. The current challenges in recruiting women into senior roles and shortage of women at this level significantly impacts our gender pay gap, this issue can be seen most clearly in our quartile percentages. We are making progress and have increased the percentage of women in the upper quartile and upper middle quartile by 6% since 2021. This shows our commitment to internal progression of women and actively recruiting women into all levels of the business.

### The percentage of males and females per quartiles - 2022

Band	Descriptions	Males	Females
D (highest)	the upper quartile	87%	13%
C	the upper middle quartile	86.2%	13.8%
B	the lower middle quartile	81.2%	18.8%
A (lowest)	the lower quartile	61.65	38.4%

We are working hard to improve our female representation at all levels in the organisation. We have regular talent discussions assessing our gender balance, provide mentoring opportunities, review diversity at all stages of our recruitment process, use diverse panel interviewers and invest in leadership development opportunities where gender representation is monitored closely.

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 80.3%, and the proportion of males that received a bonus was 87.70%.

We made some adjustments to our Vantara Incentive Plan (VIP) and moved from a quarterly plan to a bi-annual plan. The VIP plan now consists of two pay-outs. A First Half pay-out and a Year End pay-out. Pay-outs are based on the fiscal year calendar. We have a number of bonus plans in Hitachi Vantara and the VIP is predominately for Corporate service employees. We recognise that our female representation in Corporate services is higher than other teams. We hired a number of new joiners in the year so the snapshot figures include recent employees who will be eligible in the next pay-out period. The female colleagues who have been hired or promoted in last quarter prior to the GPGR may have not yet received their full bonus aligned to their new position. Therefore, our bonus gap has widened slightly. 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 Claire Thomas's appointment in 2022 as Chief Diversity Officer we focused on several areas to support gender equality. We have made progress in the last 12 months with improved family-friendly policies, new healthcare benefits, options for flexible working, new communities providing safe spaces, new leave policies, increased education, expansion of mental health support and investments to bring diverse talent into Hitachi Vantara. And there's still plenty more to do.

This year we marked International Women's Day and Women's History Month in person in 18 countries and virtually across the globe using the theme *"\*.WOMEN. Defy categories. Be a wildcard"*. The wildcard symbol is a search term that unboxes criteria and spotlights how Hitachi Vantara empowers all of us to level the fields for women to gain their share in the world of technology.

As part of our ongoing commitment to gender diversity and increasing our representation to 30% female by 2025, we're also:

- Launching a pilot leadership program to raise the voices of high-potential women through a transformational TED-style speaking course with Ginger Leadership Communications called Amplify, culminating in a range of 'Ideas Worth Amplifying.'
- Running workshops and e-learning with Catalyst on Men Advocating for Real Change, to inspire and equip men to leverage their unique opportunity to be advocates for change and raise awareness of bias and how to tackle it.
- Co-creating an allyship program with Token Man Consulting and Potentia Talent Consulting, led by our Women of Hitachi employee resource group (ERG), with input from our Rainbow Connection (LGBTQ+) ERG to include an intersectional lens on gender.
- Providing career development opportunities to our ERG leaders / members through a mix of internal discussion and externally facilitated training.
- Investing in programming for girls studying STEM through our partnership with Visit.org.

## Strategic Interventions 2022 Women of Hitachi, Employee Resource Group

This grass roots organisation helps women of all functions and levels at Hitachi grow their skills, find opportunities to advance, increase impact at work and network with people who can help them achieve their professional goals. It offers learning events, webinars and online discussions.

Women of Hitachi is committed to the development and celebration of every person and group within our company. Our global employee resource group with over one hundred UK members strives to be an open and welcoming community to all employees who identify as women, and their allies. We recognize the importance of inter-sectional inclusiveness and make it our mission to be a company where race, gender, and age-based discrimination has no place.

The graphic is a grid of information about the Women of Hitachi Employee Resource Group. At the top, it says 'WOMEN of Hitachi' and 'ERG Women of Hitachi Overview' with a quote: 'Women of Hitachi has given me a new fire to work.' The grid includes: a '60 Mentor Program' box with details about mentor/mentee pairs; a 'Back to School Program Launch' box with an apple icon and a list of virtual activities; a 'WoH Podcast In Development' box with a microphone icon and a list of topics; an 'Available at' box listing Microsoft Teams, SharePoint, and Yammer; an 'Annual Int'l Women's Day' box; a '600+ MEMBERS' box; an 'Employee Skill-Share' box with a list of topics; a 'HITACHI STRONG LEADERS OPENMINDED CREATIVE AMAZING WOMEN' box; a 'Book Club Series' box; and a 'HITACHI Inspire the Next Investment Asks' box with a list of topics.

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

## Improving the sharing of talent

Hitachi Vantara participates in a regular Hitachi recruitment forum to share best practice in this area across the group's businesses. This involves activities such as communicating vacancies between group companies (including roles in senior grades), sharing details of 'must move' talent to avoid losing valuable employees from the Hitachi family, increasing awareness of the careers site among employees, enabling peer networking among Hitachi graduates and apprentices and encouraging employees to learn about the wider Hitachi group.

## Addressing unconscious bias

Hitachi offers its employees various online training courses such as Understanding Unconscious Bias, Overcoming Your Own Unconscious Biases, Bridging the Diversity Gap and Your Role in Workplace Diversity via the Hitachi University learning platform. Within the

induction process, Hitachi also offers newly hired colleagues cultural awareness seminars to enhance their understanding of cultural diversity, as well as facilitating collaborative and harmonious working. We recently launched an International Women's Day custom channel on our learning platform to further explore a curated collection of relevant books and courses.

#### **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 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.