

HITACHI

Hitachi Vantara FY2025 Sustainability Report

Looking Ahead to the Future



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Hitachi Vantara

Introduction

- A Message From Our CEO
- Global Sustainability Trends
- In Conversation With Our Sustainability Leadership Team
- About Hitachi Vantara
- Our Sustainability Report
- Our Sustainability Commitment, Focus Areas and Approach



A Message From Our CEO

At Hitachi Vantara, our purpose is clear: to help our customers and partners succeed by delivering innovative, high-performing solutions that are designed for a more resilient and responsible future. Sustainability is integral to how Hitachi Vantara operates and supports long-term growth for customers and the business. Sustainability remains essential to responsible business leadership and as a differentiator for Hitachi Vantara. As data volumes increase and artificial intelligence (AI) becomes more important, Hitachi Vantara helps customers make their infrastructure AI-ready while improving data performance and resource efficiency.

This Sustainability Report highlights how we continue to embed sustainability across our operations and solutions, with a clear focus on practical progress and customer outcomes. In FY2025, Hitachi Vantara advanced its sustainability efforts across its solutions and operations. We introduced our Virtual Storage Platform (VSP) One Block High End, extending the capabilities of our VSP and boosting performance with lower power consumption for customers. The company also published an Environmental Policy, reinforcing our commitment to environmental stewardship across our operations, products and services. Beyond our own footprint, we strengthened engagement with suppliers and partners to better align on sustainability goals and shared value.

Hitachi Vantara also continued to invest in its people and governance. We listened to employee feedback, engaging on the issues that matter most to our people. The company launched an Employee Resources Group (ERG) playbook and reinforced our commitment to build stronger, more connected communities across the organization. The leadership team also enhanced our governance capabilities, including conflicts of interest (COI) disclosure reporting and use of data privacy frameworks, and updated key policies to ensure that our business evolves alongside a changing market.

Looking ahead to the future, Hitachi Vantara will build on this momentum and the role our sustainability efforts play in supporting our customers. Consistent with Hitachi's century-long mission to "contribute to society through the development of superior, original technology and products," we will continue to deliver innovation that supports our customers and partners while contributing to society.



Akinobu Shimada

島田 朗伸

Chief Executive Officer, Hitachi Vantara

Global Sustainability Trends

Delivering on our sustainability strategy and commitments requires Hitachi Vantara to navigate a complex and evolving landscape of global challenges and external factors. By examining the dynamics of our industry's key sustainability trends at a macro level, we aim to highlight both our momentum and areas where work still lies ahead.

1 Acceleration of AI Adoption and Its Environmental Impacts

As AI continues to deliver new societal benefits, its rising resource use is highlighting a pressing need for advancing low-carbon energy procurement, data center efficiency innovations and water stewardship. Companies are tasked with lowering the intensity of AI's environmental impacts today while simultaneously building the capacity and infrastructure needed to support the ever-growing demand for AI and digital services.

2 Circularity Driven by Innovation

The circular economy for many aspects of the technology sector is now more technically and economically feasible than ever before. Advances in material collection, sorting and processing have supported the market for secondary materials, driving a rise in closed-loop supply chains and making it more valuable for businesses to design and produce with circularity in mind.

3 Geopolitical Fragmentation and Regulatory Divergence

Evolving regulations and reporting standards are increasing the complexity of developing effective sustainability strategies, especially for global companies navigating a fragmented landscape of region-specific policies, regulations and standards.

4 Operational and Supply Chain Resilience

As climate risks intensify, companies are recognizing a need for more climate-resilient operations, exploring diversified location strategies, enhancing risk modeling and advancing business-continuity planning. It has become a business imperative to improve forecasting, planning and response. In particular, the technology sector is prioritizing grid modernization, advanced battery storage and the assessment of critical mineral supply chains to lower their impact while also building reliability amid rising climate stress.

In Conversation With Our Sustainability Leadership Team



Simon Ninan
Senior Vice President,
Business Strategy

How does sustainability support Hitachi Vantara's business strategy and value proposition?

At Hitachi Vantara, we see innovation and building sustainability-focused products and solutions as an imperative for competitiveness, financial performance and long-term business adaptability.

With the growth of AI usage, we're seeing the market search for opportunities to manage energy use in data centers and infrastructure through higher efficiency and lower energy solutions. With AI data center needs for power growing exponentially, we recognize an opportunity to create innovative products that minimize environmental impact without sacrificing performance.

It is imperative for our customers to be able to tackle the challenges around responsible resource use and long-term resilience, and our own business success is tied to our ability to meet that customer need.



Courtney Hadden
Sustainability Director

What does sustainability look like in practice at Hitachi Vantara?

Our commitment to people, the planet and our communities is a reflection of our values and part of our DNA at Hitachi Vantara. We seek to turn the principles of sustainability and responsible business practices into meaningful action, and we focus on the environmental, social and governance (ESG) elements that are most relevant to our long-term business success. We practice these principles in all aspects of our business, from how we innovate our products and solutions to meet evolving customer needs to how we power our facilities and ensure data quality in our reporting.

We view sustainability as foundational to addressing costs, building resilience and maintaining competitiveness. Our sustainability strategy has allowed us to deepen our connection with our team members and communities, strengthen collaboration with our partners and build trust with our customers. We are focused on building the processes, practices and governance needed to maintain and evolve our business in a way that delivers measurable impact for all stakeholders.

About Hitachi Vantara

Hitachi Vantara builds resilient data infrastructure systems that the world's leading critical businesses rely on. From modern data storage to intelligent data management and AI-powered hybrid cloud solutions, we power what's possible and create real-world impact through data.

We bring agility, stability, flexibility and security to the development of our products and services. By working closely with our customers and partners, we design data infrastructure that supports sustainable business growth. As part of the Hitachi Group, we draw upon a global network of information technology (IT) and operational technology (OT) expertise to advance innovation, solve critical challenges and power good in society.

108

global sites

5,700

full-time employees worldwide

>\$350M

research and development (R&D) investment for FY2025



Relationship With Hitachi Group

Hitachi Vantara is the data storage, infrastructure and hybrid cloud management subsidiary of Hitachi Group (referred to as “Hitachi” throughout this report), which began in 1910 with the mission to contribute to society through the development of superior, original technology and products. As part of its relationship with Hitachi, Hitachi Vantara works with Hitachi Digital, an organization that combines the capabilities of Hitachi Group companies to help businesses across industries harness the power of technology with comprehensive digital and AI-driven solutions.

Our Sustainability Report

Our Approach

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

Our FY2025 Sustainability Report outlines our current initiatives, practices and objectives and highlights our progress in the areas fundamental to our business. This report is organized into four main sections, which align with our key focus areas: [Sustainability Innovation](#), [Environment](#), [Social Capital](#) and [Corporate Governance](#). Unless otherwise noted, all quantitative data provided for Hitachi Vantara throughout this report covers our 2025 fiscal year: April 1, 2025, through March 31, 2026. Throughout the report, we guide readers to additional information on our corporate website and other relevant sources.

The report has been prepared to align with the Sustainability Accounting Standards Board (SASB) Standard for the software and IT services industry. We have also identified the United Nations Sustainable Development Goals (UN SDGs) that we believe best align with our business activities and where we can drive the greatest influence and impact. Our SASB responses and UN SDG alignments are included in the [Appendix](#).

Our Sustainability Commitment, Focus Areas and Approach

PLEDGES

Alignment with the Hitachi Group PLEDGES

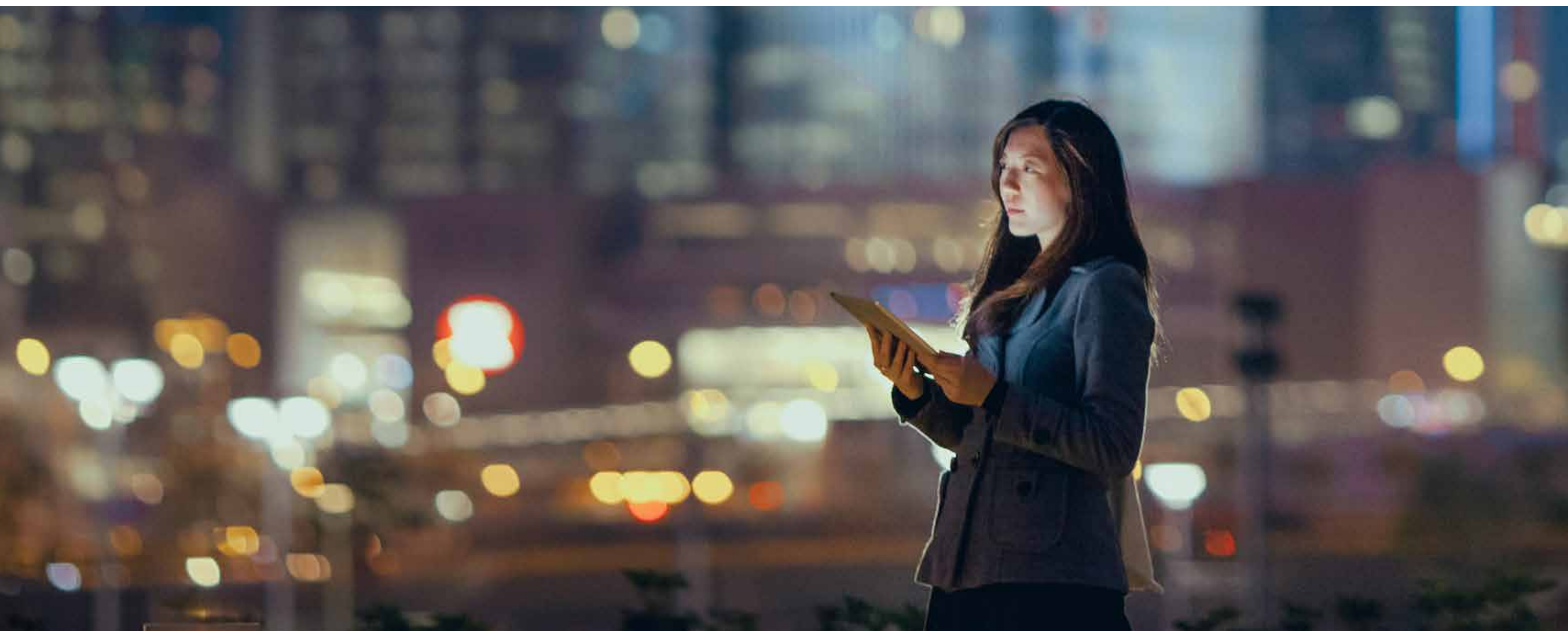
In 2025, the Hitachi Group launched a holistic sustainability strategy called PLEDGES, whose seven-pillar framework is designed to inspire collective, transformative action to build a more sustainable future. Hitachi Vantara supports execution of the PLEDGES through our own sustainability strategy and actions, as summarized below and detailed in this report.

For more details on PLEDGES, see the [Hitachi Sustainability Report 2025](#).

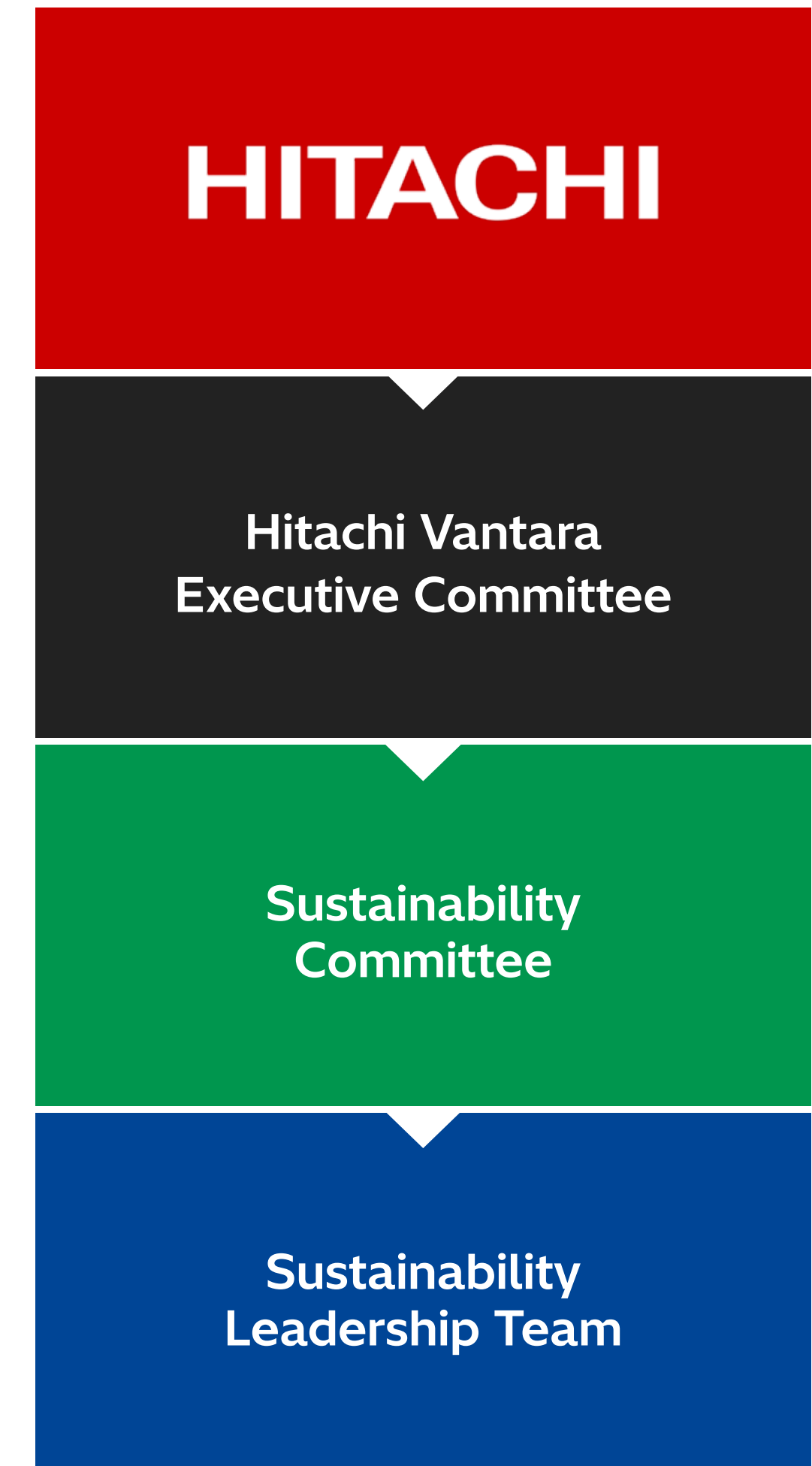
	P Planet	L Leadership	E Empowerment	D Diverse Perspectives	G Governance	E Engagement	S Sustainability for All
Strategic pillars of the Hitachi Group sustainability strategy PLEDGES	Lead green transformation globally to achieve decarbonization	Lead transformation with people who can boldly take on societal issues and pave the way for a brighter future	Build a culture that praises learning and encourages challenges and growth	Drive innovation by maximizing capabilities and performance of diverse talents	Build a resilient foundation with safety and ethics as a priority	Build a sustainable value chain along with stakeholders	Accelerate value delivery to society and Hitachi's sustainable growth through PLEDGE
Included theme of the Hitachi Group sustainability strategy PLEDGES	<ul style="list-style-type: none"> Decarbonization Circular economy Nature positive 	<ul style="list-style-type: none"> Human capital acquisition and development Individual leadership 	<ul style="list-style-type: none"> Employee engagement Organizational culture 	<ul style="list-style-type: none"> Inclusive workplace and opportunities for all 	<ul style="list-style-type: none"> Business ethics and compliance Health and safety Quality and product safety Information security AI governance Risk management 	<ul style="list-style-type: none"> Sustainable procurement Human rights 	<ul style="list-style-type: none"> Delivering value to society
Related chapters in the FY2025 Hitachi Vantara Sustainability Report	<ul style="list-style-type: none"> Sustainable Infrastructure Products and Solutions Pioneering a Lower Energy and Emissions Footprint for Customers Enhancing the Life Cycle of Our Systems Energy Management and GHG Management Recycling, Waste and Water Management 	<ul style="list-style-type: none"> Employee Engagement, Training and Development 		<ul style="list-style-type: none"> Employee Health and Safety Governance Structure Risk Management and Business Continuity Business Ethics Cybersecurity and Data Privacy 	<ul style="list-style-type: none"> Responsible Procurement 	<ul style="list-style-type: none"> A Message From Our CEO Sustainable Infrastructure Products and Solutions Social Contribution 	

Our Sustainability Governance Structure

Our sustainability work is aligned with Hitachi’s sustainability policies and initiatives, led by Hitachi Group’s chief sustainability officer. Within Hitachi Vantara, sustainability is overseen by the Executive Committee with sponsorship from the chief executive officer and senior vice president, business strategy, who review and approve the company’s sustainability program, strategy and targets. The sustainability director is responsible for spearheading the transformation of our sustainability strategy and program day-to-day. In partnership with the senior vice president, business strategy, the sustainability director leads our Sustainability Committee, which consists of a cross-functional group of leaders from the Legal, Finance, Human Resources, Product, Supply Chain and Procurement departments. We also maintain an Environmental Interlock Group that is focused on progressing the company’s environmental commitments and strategy.



Sustainability Reporting Line



Our Environmental Focus

Specific to environmental initiatives and strategy, we maintain ongoing reporting and collaboration with Hitachi to maximize the impact of our efforts and investments.

Since FY2021, the Hitachi Vantara Environmental Interlock Group has collaborated on environmental opportunities across the organization. Led by the sustainability director and comprising subject matter experts (SMEs) from across the company, this group meets monthly to ensure a sustained focus on vital topics such as:

- Business strategy
- Greenhouse Gas (GHG) management
- Environmental infrastructure and data centers
- Environmental measurement and programming (waste, water, energy management on-site)
- Green IT, product circularity, end-of-life management
- Procurement (environmental supplier engagement)
- Environmental compliance and regulations
- Internal and external positioning and promotion

Environmental Interlock meetings in FY2025 marked an evolution from activities focused primarily on reporting to a more integrated, cross-functional decarbonization strategy supported by improved data quality, assurance readiness and actionable GHG reduction planning. Significant achievements included:

1 Improved cross-functional connectivity and GHG focus, enhancing departmental knowledge of emissions drivers across Scope 1, Scope 2 and relevant Scope 3 categories that resulted in clearer ownership, stronger accountability and improved understanding of each function’s contribution to the company’s overall emissions profile.

2 Enhanced visibility of ongoing GHG reduction initiatives across Facilities, Procurement, Product and other departments, leading to improved alignment between operational projects and corporate decarbonization objectives, particularly around Scopes 1 and 2.

3 Increased integration of sustainability considerations into procurement and product decision-making, with closer collaboration enabling the development of structured reduction strategies.

4 Standardized data collection processes, leading to higher-quality inputs, improved documentation practices and more auditable GHG data, with fewer data gaps and reduced reliance on estimations. SME engagement during the GHG assurance process activities also improved responsiveness to auditor inquiries and strengthened our internal validation processes.

5 Improved collaboration on science-based commitments, supporting target-setting activities and submission to the Science-Based Targets initiative (SBTi). Departments aligned on baseline methodologies, reduction pathways and actionable roadmaps, strengthening organizational ownership of emissions reduction commitments, with particular focus placed on our most material Scope 3 categories: Category 1 (Purchased Goods and Services) and Category 11 (Use of Sold Products).

Materiality Assessment

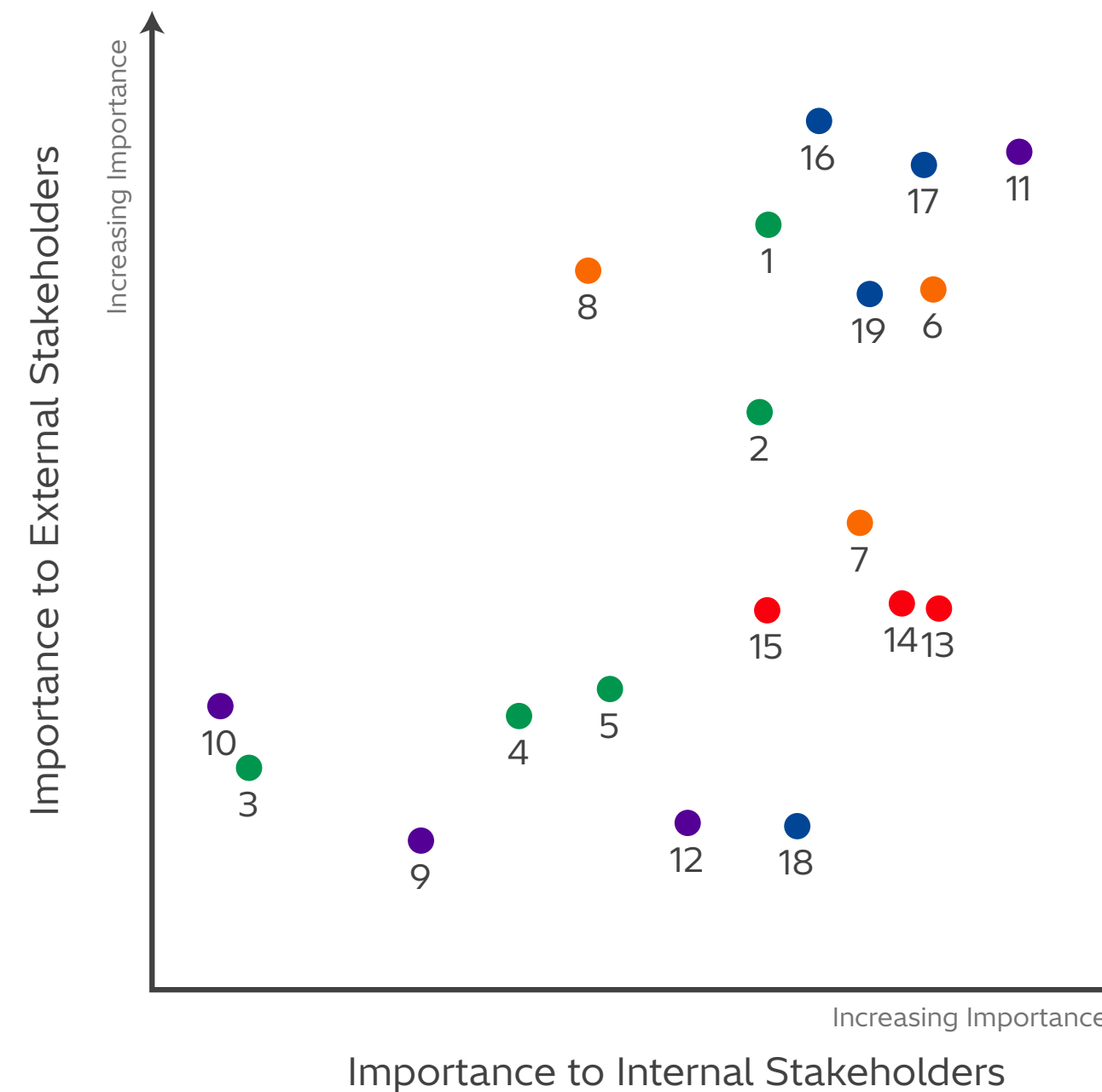
To inform our sustainability strategy, Hitachi Vantara conducted an ESG Materiality Assessment in FY2023, led by a third-party sustainability expert. The assessment gathered insights from internal and external stakeholder groups to identify the sustainability topics most relevant to our long-term financial success, along with areas in which our business has the greatest impact on society and the environment.

Six ESG topics rose to the top as key priorities of both stakeholder groups:

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

We continued to prioritize these areas in FY2025. For more information on the materiality assessment process, please refer to our [FY2023 Sustainability Report](#).

Materiality Matrix



- 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 & 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 Wellbeing
- 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

Sustainability Goals

Hitachi Vantara’s sustainability goals demonstrate our commitment to increasing our positive impact, reducing our environmental footprint and building a more sustainable company. These goals align with the areas most relevant to the long-term financial sustainability of our business. We are committed to transparency by sharing progress toward these goals along the way.

Environmental

Focus Area	Topic	Goal	Status	FY2025 Progress
Sustainability Innovation	Enhancing the Life Cycle of Our Systems	Incorporate Hitachi Eco-Design Management Guidelines into 100% of new Hitachi Vantara products by FY2030	● On Track	All current Hitachi Vantara products are designed using these guidelines
	Recycling, Reuse and Circularity	Use 50% recycled plastic materials in our storage products by FY2030 ¹	● On Track	Expanded post-consumer recycled (PCR) plastic application in the VSP One Block series, in components including bezels (40% by weight), NVMe drive canisters (50% by weight), NVMe dummy canisters and VSP One Block High End in-chassis air guides (60% by weight)
Environment	Energy Management and GHG Management	Commit to setting a near-term target aligned with SBTi by FY2025	● On Track	Reduction metrics established and awaiting SBTi validation
		Become carbon neutral in Scope 1 and 2 GHG emissions by FY2030 ²	● On Track	Reduced emissions by 43% in Scope 1 and 2, largely driven by obtaining 50% of energy from renewable sources in FY2025
		Achieve carbon neutrality throughout the value chain by FY2050	● On Track	Improved data collection and obtained limited third-party assurance
		Commit to setting a long-term target to achieve net-zero emissions aligned with the SBTi	● On Track	Physical intensity metrics established. Awaiting SBTi validation toward a long-term target.
	Recycling and Waste Management	Divert 90% (by weight) of our total global e-waste from landfill through remanufacturing, reuse and recycling by FY2030	● On Track	Progress to date indicates strong alignment with our FY2030 goal
		Divert 100% (by weight) of our total e-waste from landfill at our distribution centers through remanufacturing, reuse and recycling by FY2030	● On Track	Progress toward the FY2030 goal remains strong, with 99.75% of e-waste at distribution centers diverted from landfill, tracking is currently being expanded to include office locations, further improving coverage
Packaging	By FY2030, ensure that 100% of our packaging meets recyclability criteria ³ that align with the EU’s Packaging and Packaging Waste Regulation (PPWR) ⁴	● On Track	Achieved 82% recyclable or reusable packaging	

¹ In FY2025, our initial goal of including recycled plastic materials in bezels expanded to encompass additional components in all storage products.

² Carbon neutrality is pursued with priority on emission reductions and renewable energy use, with any neutralization measures, if applicable, positioned as supplementary.

³ Defined as being fully recyclable, made from recyclable materials or designed for reuse.

⁴ In FY2025, this goal was refined to align with the EU’s PPWR.

Sustainability Goals (cont.)

Social

Focus Area	Topic	Goal	Status	FY2025 Progress
Social Capital	Social Contribution	Achieve 75% annual participation in giving or volunteerism among our team members by FY2040	● On Track	Achieved 14% participation, with approximately 1,600 volunteer hours and \$200,000 in giving

Sustainability Goals (cont.)

Governance

Focus Area	Topic	Goal	Status	FY2025 Progress
Corporate Governance	Ethics and Integrity	Implement an annual voluntary conflicts of interest (COI) disclosure reporting process by FY2025	● Achieved	Launched online COI reporting tool, achieved 100% mandatory annual COI disclosure reporting by management and enhanced COI review process for candidates prior to hire
	Data Privacy	Register under the EU-U.S. Data Privacy Framework and UK-U.S. Data Bridge by FY2025	● Achieved	Completed in FY2025 following updates to internal privacy policy and adoption of all controls required by the framework
	Cybersecurity	Mature our cybersecurity framework, controls and assurance management by FY2025	● Achieved	Completed in FY2025 following policy and standards updates, tool integrations, expanded training and enhanced cross-functional collaboration on data classification and glossary alignment
	Responsible Procurement	Conduct an annual Sustainable Procurement Supplier Survey, covering the top 80% of suppliers by spend, to assess their implementation of human rights training and practices ⁵	● Achieved	Survey deployed to all suppliers in the top 80% by spend
		Increase our supplier diversity spend by 25% by FY2040, over base year FY2024	● On Track	Progress toward the FY2040 goal remains strong

⁵ In FY2025, this goal was refined to specify how Hitachi Vantara will assess implementation of human rights training and practices.

Sustainability Innovation

- Introduced VSP One Block High End, which is designed to allow sustainable scalability from four to 12 tightly coupled controllers to meet performance and capacity needs, and incorporate adaptive data reduction and next-gen compression to reduce storage footprint without sacrificing speed. Dynamic carbon reduction (DCR) and energy dashboards help track and reduce energy use and CO2 emissions, while a unified operating system and management platform across on-premises and cloud environments reduces operational complexity and training needs.

Environment

- Developed and published the [Hitachi Vantara Environmental Policy](#).
- Achieved 40% renewable energy use in our operations, keeping us on track toward our goal of 100% by FY2030.
- Strong alignment to our goal of diverting 90% of our global e-waste from landfill through remanufacturing, reuse and recycling.

Social Capital

- Responded to employee feedback by implementing companywide *Ask Me Anything* sessions, where leaders address key topics and trends.
- Achieved an 88% participation rate in our FY2025 Hitachi Insights employee engagement survey.
- Developed and published our ERG playbook to provide guidance for strengthening the effectiveness and approach of our employee resource groups.
- Achieved a perfect 100 score from the Corporate Equality Index.

Governance

- Implemented an annual voluntary conflicts of interest disclosure reporting process and enhanced the conflicts of interest due diligence process for candidates.
- Registered under the EU-U.S. Data Privacy Framework and the UK-U.S. Data Bridge.
- Updated our Global Cybersecurity Policy, Risk Management Standard, Acceptable Use Standard, and Policy and Standards Governance Procedure, as well as our cybersecurity website.
- Launched an updated tool to enhance and automate tracking of all Hitachi Vantara suppliers' human rights violation statuses.

Sustainability Awards and Recognition

ENERGY STAR® ratings: #1, #2 and #4 ranking for VSP solutions in IOPS/Watt

EcoVadis Gold Medal: Top 5% ranking

Pinnacle Award, Platinum: Environmental Impact, Corporate Social Responsibility and Sustainability Category (2025)

Global Tech & AI Awards: Sustainable Technology Award for advancing sustainable data infrastructure (2025)

Carbon Disclosure Project climate response: "A" score for the fifth consecutive year (Hitachi, Ltd.)

Carbon Disclosure Project water response: "A" score (Hitachi, Ltd.)

Corporate Equality Index: Achieved a perfect 100 score



Sustainability Innovation

- Sustainable Infrastructure Products and Solutions
- In Conversation With Our Chief Product Officer
- Pioneering a Lower Energy and Emissions Footprint
- Enhancing the Life Cycle of Our Systems



As part of Hitachi, we work to develop innovative solutions that deliver value to society. From our eco-friendly storage products to intelligent data life cycle management that helps our customers achieve sustainable outcomes, Hitachi Vantara is committed to helping build a greener future.

Sustainable Infrastructure Products and Solutions

Buildout of new data centers to support AI's explosive growth is expected to significantly increase global energy use, posing both resource and emissions challenges. In response, Hitachi Vantara is doubling down on our commitment to creating innovative solutions that are both high-performing and sustainable. Our comprehensive portfolio of products, services and solutions empowers our customers to achieve their goals, including:

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

Certifications

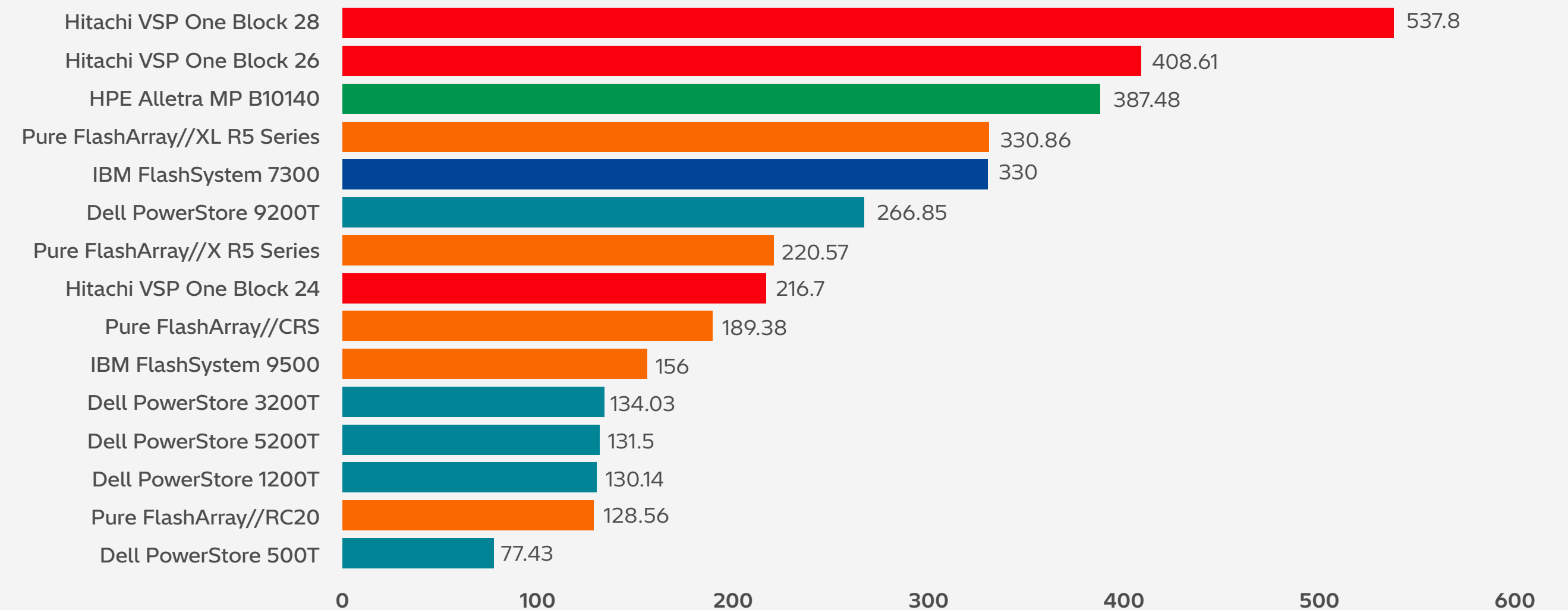
ENERGY STAR®

Hitachi Vantara's E590, E790, E1090 and One Block products are certified under the U.S. Environmental Protection Agency's ENERGY STAR program, which defines standards for power consumption and other key indicators. In 2024, our VSP One Block storage solution was recognized as the best storage solution for performance and energy efficiency in the ENERGY STAR NVSS Disk Online 4 category. Hitachi Vantara's solutions are currently ranked #1, #2 and #4 in this category, underscoring our commitment to driving both high performance and sustainability.

ENERGY STAR®

All NVSS Set Disk Online 4 - Block I/O - ONLY Latest Midrange Storage Models
Trans Optimal Point Hot Band Workload Test (IOPS/W):

As of September 2025



Product Carbon Footprint Verification

To gain a deeper understanding of our environmental impact, Hitachi Vantara sought independent, third-party verification to measure the total carbon impact associated with our storage products over their full life cycle. We are proud to be the only data storage solutions provider to acquire an EPD (Environmental Product Declaration) by Japan's SuMPO EPD program.

Benefits of third-party verification include:

- **Enhanced transparency:** Customers can make informed decisions based on clear and verified environmental impact data.
- **Improved sustainability:** Identifying CO2 emissions helps us contribute to a more sustainable future.
- **Competitive advantage:** Verification sets us apart in the market, showcasing our commitment to environmental responsibility.
- **Customer trust:** Demonstrating our dedication to sustainability builds stronger relationships with environmentally conscious consumers.

See the [SuMPO EPD Library](#) for more information on our third-party-verified data storage products.



In Conversation With Our Chief Product Officer

Octavian Tanase, Chief Product Officer, discusses the evolving impact sustainability has had on the development and execution of Hitachi Vantara's product portfolio.



Octavian Tanase
Chief Product Officer

How is the landscape for Hitachi Vantara's products evolving?

The rapid rise in AI adoption has brought along with it a rise in environmental impacts. And as models grow in size and complexity, so do these impacts. To scale and ensure that data centers and AI models can continue to support innovation and economic growth in the long term, many businesses are realizing there is a need to evolve their technology and tools to be more sustainable and less resource intensive. Hitachi Vantara recognizes both the opportunity and the responsibility to be a part of this solution. We believe it is critical to evolve AI and data infrastructure to reduce environmental impact, not amplify it.

How is Hitachi Vantara responding to help customers address these challenges?

We are focused on developing innovative products and solutions that can help our customers leverage AI to address this challenging dichotomy. We are developing proprietary AI algorithms and technology solutions that streamline operations, improve predictive analytics and optimize energy use.

We are also looking at opportunities to reduce data center energy use through innovations in storage. For example, all-flash NVMe solid-state drives are substantially less resource intensive than traditional hard disk drives. Making a switch to solid-state drives not only improves performance but also significantly reduces energy, cooling needs and data center footprint. With the rising costs of powering data centers, this also unlocks hidden cost savings for customers.

We are developing cross-functional solutions that integrate storage, power and cooling capabilities all at once. By developing products that are intrinsically sustainable, we can help position our customers to meet their current needs and scale with fewer limitations and sustainability concerns.

Where do you see the greatest opportunity for collaboration in this space?

Our ability to play a role in evolving the digital infrastructure landscape is amplified by our position as a part of Hitachi and the understanding of many industry verticals, from finance and mobility to energy and manufacturing. Our approach to "One Hitachi" data centers pulls together the capabilities of Hitachi's many companies around a common objective of developing modern data centers for the future. We are able to realize more value and unlock greater potential through smarter collaboration, with digital at our core.

Pioneering a Lower Energy and Emissions Footprint

Sustainability at Hitachi Vantara is an engineering and business imperative. By embedding energy-efficient design into our platforms and validating them through ENERGY STAR® and SuMPO EPD, we ensure that sustainability solutions are built into every layer of infrastructure.

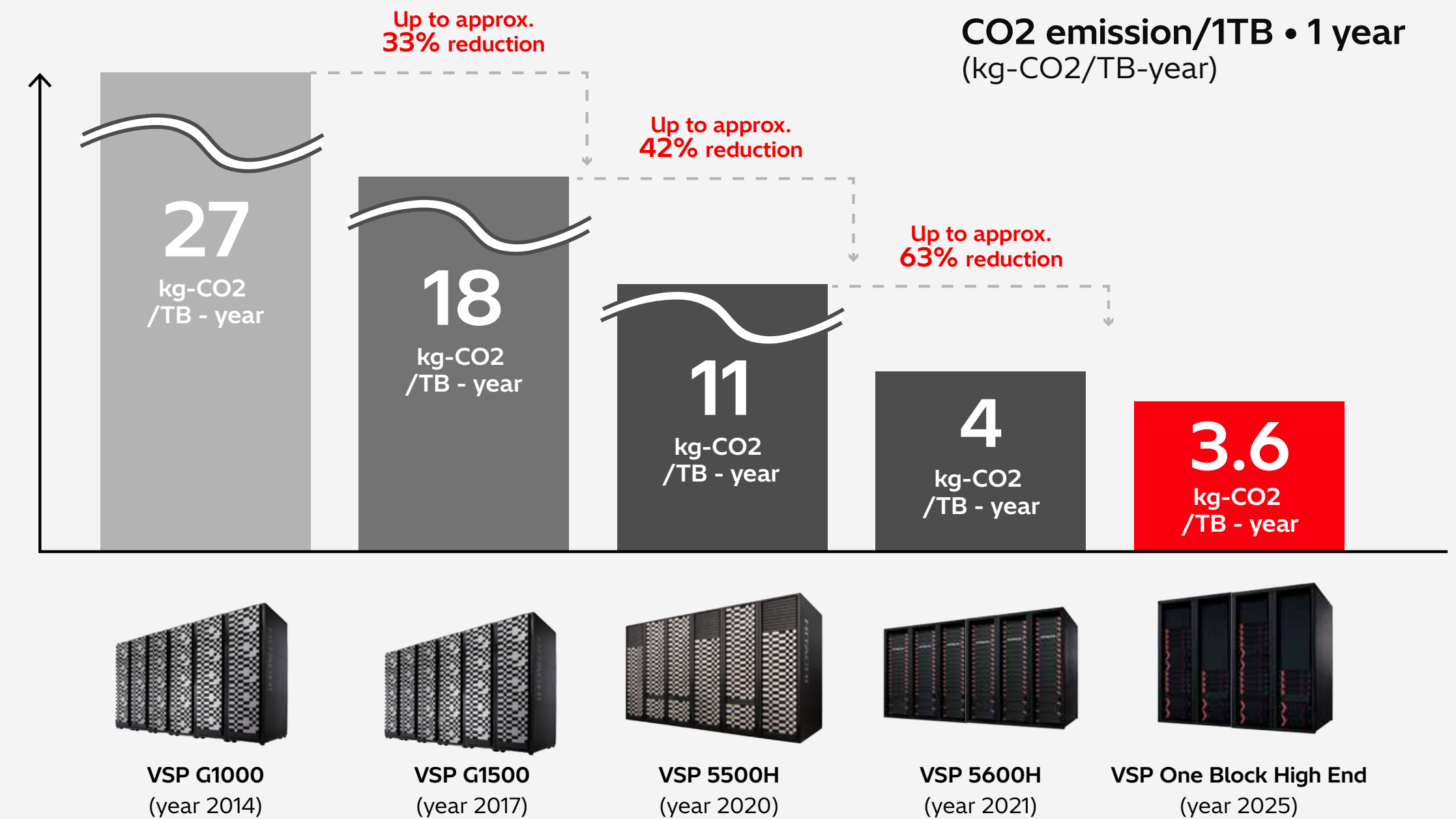
Our products help our customers consolidate and optimize workloads, reduce unnecessary energy consumption and improve visibility into data usage, which turns sustainability solutions into a lever for continually refining their operations. The result is a more efficient data center sustainability framework with measurable reductions in energy draw, emissions and cooling costs. Reduced energy costs, extended hardware life cycles and service-level agreements (SLAs) that guarantee performance mean organizations can fund innovation with savings.

We're continually evolving our products to deliver higher performance, lower power consumption and reduced CO2 emissions, generation over generation. In our VSP line, we announced the latest iteration of that evolution in November 2025: VSP One Block High End, which is designed to reduce power and cooling needs and allow sustainable scalability.

Our sustainability efforts extend beyond the use phase to touch every other point in the product life cycle — from materials procurement to production, transport, disposal and recycling — highlighting our dedication to reducing the environmental impacts of data centers across the board and contributing to the development of a circular economy.

Eco Storage Innovation

In each new generation, our data storage products exponentially improve their GHG performance, helping our customers achieve their sustainability goals.



Sustainability Tools and Resources

Driving down our products’ energy draw and emissions is a matter of both design and operation, with onboard features providing an efficiency baseline and dashboards, analytics and other tools to help customers optimize performance in their environment.

Data Compression and Automatic Switching

Our products’ data compression functionality shrinks the size of data files, reducing the server space required for data storage and the bandwidth required to transmit it, all without compromising data quality and integrity. During low-demand periods, automated switching defaults to low-compression mode to reduce energy consumption and emissions.

VSP 360 Clear Sight

Our VSP 360 Clear Sight dashboard helps customers monitor, manage and optimize their VSP data platforms from virtually anywhere, and develop a better understanding of their energy usage and carbon impacts at the global, site and system levels. Clear Sight delivers AI-driven, predictive recommendations to improve system health, capacity upgrades and operational efficiency, and provides sustainability score reports on system efficiency and environmental impact.

CO2 Estimator

Our CO2 Estimator is a [web-based tool](#) that allows any organization to examine the carbon footprint of its current data center or storage solution and identify steps it can take to reduce energy use without sacrificing performance.

Weight and Power Tool

Our secure, portal-based weight and power tool offers precise nominal power estimates and insights into existing installations’ historical power data.

Sustainable Software Design

As part of eco-design, our development teams reuse open-source and inner-source components when feasible and refactor code to improve both operational and maintenance efficiency. We are also exploring programming languages that can increase energy and resource savings.

Software Analytics

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

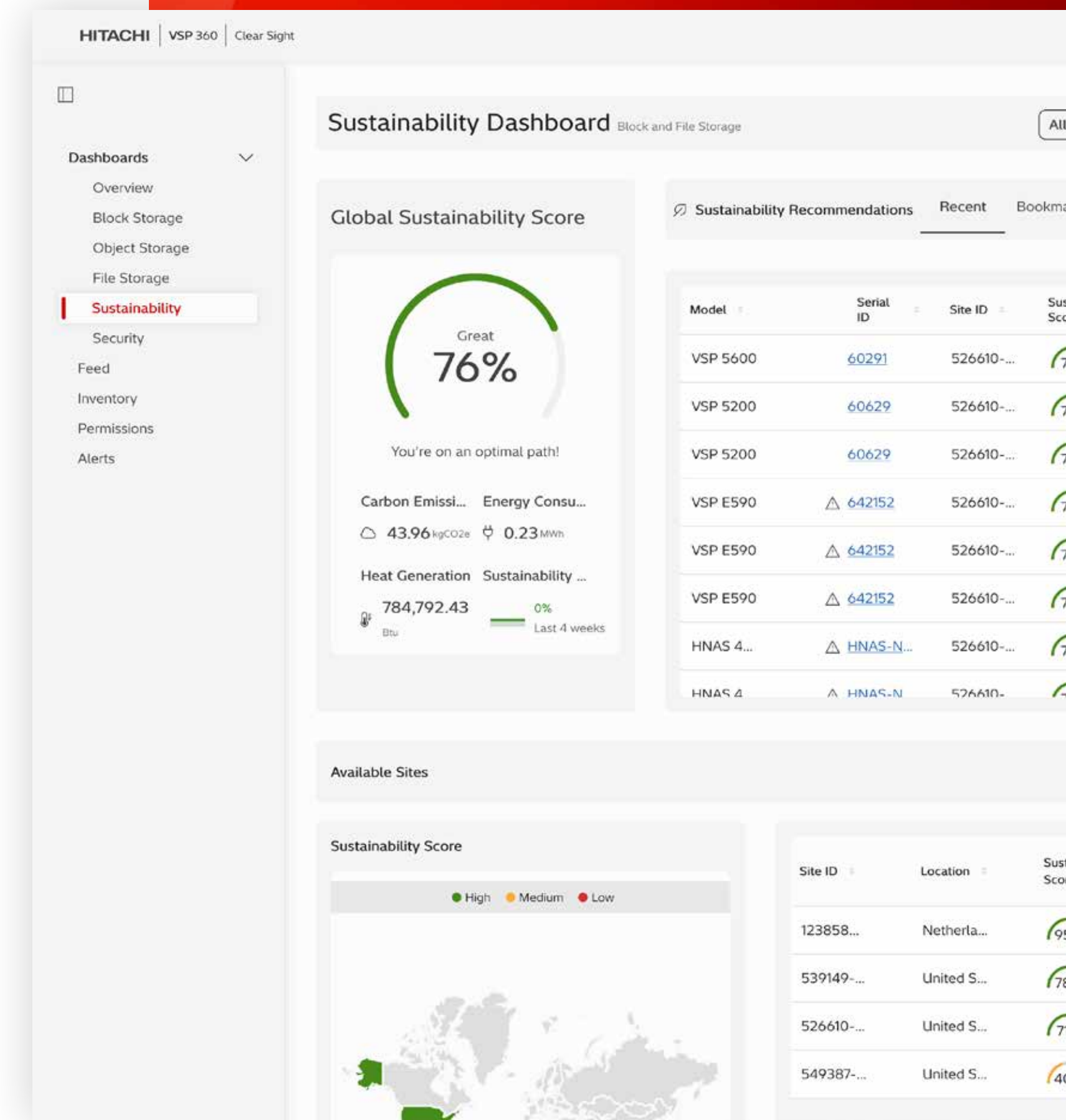
Decarbonizing Solutions

Our tailored decarbonization solutions and data-driven approach help clients meet the challenges of reducing their facilities’ carbon footprint.

Modern Storage Assurance

Modern Storage Assurance is an architecture upgrade option that future-proofs a customer’s storage investment by enabling upgrade capabilities within the platform, without disruptive migrations and downtime.

Example of Our VSP 360 Clear Sight Dashboard



Enhancing the Life Cycle of Our Systems

SUSTAINABILITY GOAL:

Incorporate Hitachi Eco-Design Management Guidelines into 100% of new Hitachi Vantara products by FY2030

FY2025 progress:

As of FY2025, all current Hitachi Vantara products are designed using Hitachi Eco-Design Management Guidelines.

Hitachi Vantara uses an eternity design mindset to extend the life cycle of our systems throughout the value chain, reducing the need to replace entire systems or transport them for recycling every three to five years.

Design for Sustainability

Adopted in 2020, the Hitachi Eco-Design Management Guidelines are intended to move our product design goalposts beyond simple compliance with applicable environmental laws and regulations and toward a more holistic approach that integrates life cycle impact assessment into the development process. The guidelines align with the International Electrotechnical Commission IEC 62430 Ed.2.0 (JIS Q 62430:2022) environmentally conscious design principles.

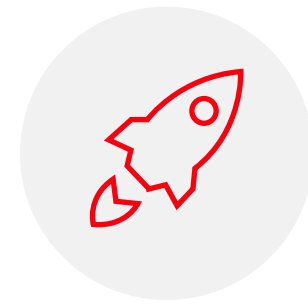
Each year, we expand the number of new products and product upgrades whose development complies with guideline requirements, leading up to our 100% goal by FY2030. Our Product Design teams also use the Hitachi Group’s NEXT Design System, which offers standardized design assets, resources and guidelines to help us build more consistent products more quickly and efficiently.

Where We Manufacture Matters

Our large-scale decarbonization efforts go beyond product-level assessments to consider the emissions impacts of our entire supply chain, particularly around manufacturing. Measured against products manufactured at other major locations globally, those made in Japan produce an average of 38% less CO2.

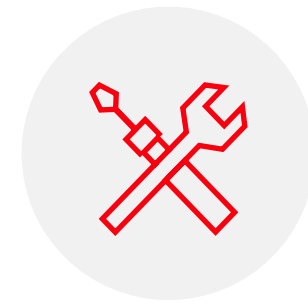


Hitachi Vantara's Design Principles



Design for longevity

Through maintenance of firmware and software



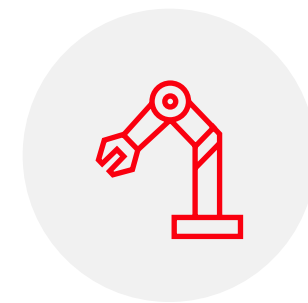
Design for repair and guarantee

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 the EU's Waste Electrical and Electronic Equipment (WEEE) Directive and 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 compliance, with current regulations such as Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) and Restriction of Hazardous Substances (RoHS)



SUSTAINABILITY GOAL:
Use 50% recycled plastic materials in our storage products by FY2030

FY2025 progress:

Expanded post-consumer recycled (PCR) plastic application in the VSP One Block series, in components including bezels (40% by weight), NVMe drive canisters (50% by weight), NVMe dummy canisters and VSP One Block High End in-chassis air guides (60% by weight)

Recycling, Reuse and Circularity

Recycled Materials

We work continually to expand the use of recycled materials in our products, evaluating and selecting recycled materials that have performance characteristics equivalent to virgin materials. This process includes the comparison of physical properties such as quality variability, temperature distortion and deterioration due to aging. Currently, we employ flame-resistant postconsumer recycled material for 50% of drive canisters and 40% of front faceplate bezels in our VSP One Block and VSP One File units, working toward 50% across both categories by FY2030.

Life Cycle Innovation

Hitachi Vantara’s patented Modern Storage Assurance technology provides our customers with nondisruptive upgrades to the latest generation of storage controllers. By working within the customer’s existing platform, Modern Storage Assurance extends the life cycle of our storage products, cuts the CO2 emissions associated with migrating data from old storage to new, cuts downtime and reduces the customer’s total cost of ownership.

End of Life

Hitachi Vantara storage products and individual components are returned to our distribution centers for end-of-life recovery or recycling. At all distribution centers, the recycling process of compute, network and storage has been optimized to the point that an average of less than 0.3% of e-waste goes to landfills each year, with the remaining materials used to create new products.

Advancing Our Life Cycle Assessment Capabilities

As we work to continuously improve our understanding of the impact that our products have on the planet, Hitachi Vantara worked in FY2025 on an updated life cycle assessment (LCA) for a selection of our VSP One Block, VSP One File and VSP One Object portfolio. Advancing our LCA capabilities not only allows us to remain compliant with evolving regulatory requirements but also establishes a foundation for future sustainability-driven innovations and helps guide our eco-design efforts. Our LCA work empowers our customers and partners with insights and allows them to more accurately report the environmental impact associated with our products.



Hitachi Vantara

Environment

- Environmental Policy
- Environmental Impact of Our Operations
- Environmental Initiatives at Global Offices
- Energy Management and GHG Management
- Recycling, Waste and Water Management

Environmental Policy

Hitachi Vantara published an [Environmental Policy](#) in FY2025 that commits us to environmental leadership across our operations, products and services. We recognize our responsibility to drive climate action, reduce environmental impact and support the transition to a low-carbon economy. We actively manage and improve our energy consumption and efficiency to minimize resource use and reduce our environmental footprint. Through transparent measurement and reporting, we strive to reduce greenhouse gas emissions and contribute to climate change mitigation across our entire value chain.

Our approach includes effective waste management and reduction strategies to promote circular economy principles and minimize landfill use. We also focus on responsible water consumption to conserve this vital resource across our highest-consuming facilities. Additionally, we implement controls to reduce emissions, protect air quality and prevent sound pollution in applicable facilities. By integrating these leading environmental practices into our business strategy and operations, we foster awareness and responsibility among our people, customers, suppliers and the global business community, helping us advance together toward a sustainable future.

Environmental Impact of Our Operations

Green Facilities

Hitachi Vantara seeks to operate facilities with sustainable designs and efficient operations that minimize environmental impact. Our three distribution centers, located in the United States, the Netherlands and Singapore, are certified to the International Organization for Standardization's ISO 9001, ISO 14001 and ISO 45001 standards for quality, environmental, and occupational health and safety management. In Japan, our main facilities in Yokohama, Shinagawa and Hadano are certified to ISO 9001 and 14001 for environmental management.

Our portfolio of facilities that meet green building standards currently includes our LEED Gold-certified headquarters in Santa Clara, California, and our BREEAM-certified European Distribution Center (EDC) in the Netherlands. We intend to explore additional green building opportunities in the future.

Portfolio Optimization

Hitachi Real Estate teams collaborate to ensure that vacancies in Hitachi's portfolio are kept to a minimum by consolidating Hitachi 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 Initiatives at Global Offices

Energy Efficiency

Across our global footprint, we have implemented targeted energy-efficiency initiatives in HVAC, on-site solar, high-efficiency LED lighting, motion sensors to minimize energy consumption and other technologies. In the UK and U.S., our Bracknell and Santa Clara offices utilize cold aisle containment and thermal curtains to optimize server cooling. Facilities in Hyderabad and Bangalore are thoughtfully designed to harness natural light while reducing heat penetration and cooling demands and are equipped with motion-sensor lighting and variable refrigerant flow (VRF) air-conditioning to further reduce energy use.

Waste Management and Water Conservation

Hitachi Vantara is committed to minimizing waste and waste-related impacts, with 52 of our global facilities implementing waste sorting stations and 70 sites facilitating responsible e-waste disposal. Our distribution centers contract with licensed waste processors that separate, recycle and properly dispose of waste materials (including e-waste and hazardous waste) in full compliance with applicable regulatory requirements.

At our Pune, Hyderabad and Bangalore sites in India, on-site plants provide recycled water for horticulture, conserving fresh water while contributing to greener landscapes.

In FY2025, we began collecting more granular data for both waste production and water consumption at our global sites to better understand and accurately baseline our environmental impacts. This data will be used to set targets for new reduction initiatives.

See [Recycling, Waste and Water Management](#) for data on our global impacts.

Environmental Features at Our Headquarters in Santa Clara, California

- LEED Gold certified
- Rooftop solar system
- Public transportation access
- Water-efficient landscaping
- Innovative waste technologies
- Enhanced refrigerant management
- High-efficiency HVAC equipment
- Indoor chemical and pollutant source control
- Electric vehicle charging stations
- Indoor water-efficiency technology
- High-efficiency plumbing
- ENERGY STAR designed
- UL Verified Healthy Building Mark for indoor air
- High-efficiency LED lighting and smart lighting controls (California Title 24 compliant)



Environmental Employee Training and Programs

Earth Alliance Employee Resource Group

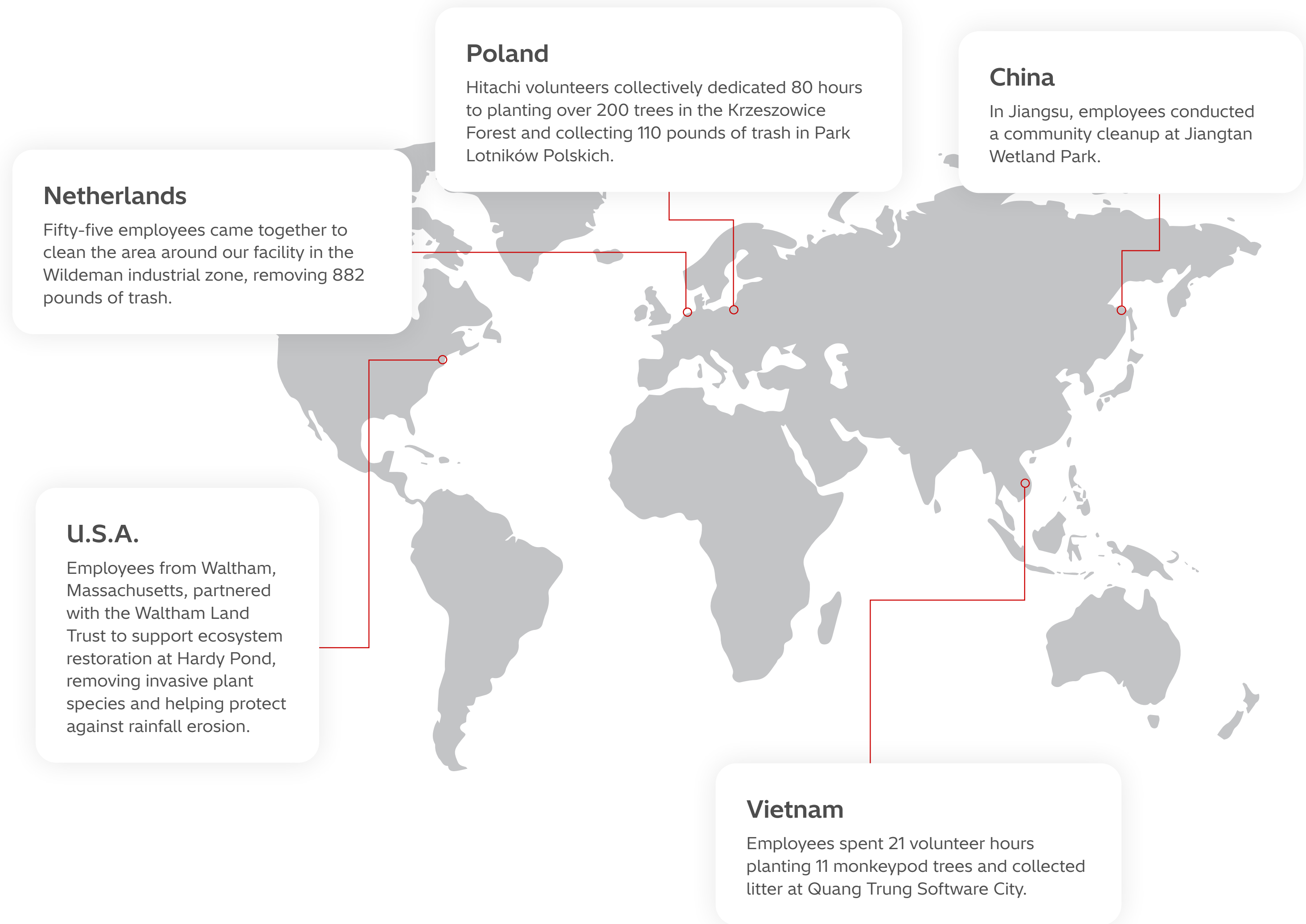
Hitachi Vantara’s Earth Alliance ERG supports the company’s environmental mission by raising employee awareness of sustainable practices and promoting environmental education and training on specific environmental topics including water management, energy-saving best practices and plastic reduction in the workplace. Through its Quarterly Connects webinars and Speaker Series, Earth Alliance engages employees around environmental topics and activities associated with Earth Month and other global campaigns. In FY2025, Earth Alliance brought together around 125 members.

The ERG’s global Earth Alliance leaders meet often to support internal communications on Hitachi Vantara’s environmental commitments and achievements, coordinate volunteer opportunities and strategies for improving local office engagement with the company’s environmental efforts, and serve as a resource to help employees get more involved.

Earth Alliance Activities in FY2025

In celebration of Earth Month in FY2025, Earth Alliance leaders organized 20 in-person and virtual events this year on sustainability topics such as reducing energy consumption, minimizing waste and planting trees.

Notable Earth Month events in FY2025 included:



Environmental Initiatives at Distribution Centers

Within Hitachi Vantara's distribution centers, environmentally focused employee volunteers have formed Green Teams to support corporate initiatives and launch local efforts, sometimes in collaboration with our supply chain partners. Green Teams also communicate with internal stakeholders to raise awareness of sustainability issues and efforts, assist with internal and external reporting and support implementation of environmental initiatives, including efforts at our distribution centers and in our global supply chain.

Biodiversity

Our distribution centers in the United States place a strong emphasis on enhancing biodiversity. At our Netherlands facility, three on-site beehives house approximately 60,000 bees that support a healthy local ecosystem by pollinating gardens, crops and wildflowers within a 6 kilometer radius. The local Green Team also collaborates with a conservation biologist to assess existing wildflower species and identify opportunities to further enhance habitat quality for pollinators.

Our International Distribution Center in Oklahoma has been formally recognized as a certified monarch butterfly habitat through programs such as the Monarch Waystation initiative and the National Wildlife Federation. These certifications reflect our commitment to biodiversity conservation and responsible land stewardship.

By meeting the criteria established by these organizations, the site has been developed to provide critical resources that support the lifecycle of monarch butterflies, an important pollinator species facing population decline. This includes the planting of native milkweed, which is essential for monarch breeding, as well as a diverse range of nectar-producing plants that sustain adult butterflies. In addition, the habitat incorporates suitable shelter and access to water, creating a safe and supportive environment.

Beyond supporting monarch butterflies, these efforts contribute to the health of the broader ecosystem. Pollinators like monarchs play a vital role in maintaining plant diversity and enabling food production. Establishing certified habitats helps strengthen ecological resilience, promotes native species, and enhances environmental quality in the surrounding area.





Case Study: Sustainable Design and Operations in the Netherlands

Our European Distribution Center (EDC) in the Netherlands is an example of sustainable design, energy- and water-efficient processes and cost savings in action.

The EDC has achieved multiple green building certifications, including a “Very Good” rating from the BREEAM international green building certification system. The facility is also certified to ISO 9001, ISO 14001 and ISO 45001, reflecting our commitment to quality, environmental management and occupational health and safety.

To support environmental goals, the EDC provides training and awareness programs to 100% of employees, focusing on energy, water and waste reduction practices, as well as air pollution monitoring and noise awareness. In addition, the facility emphasizes employee safety across all areas, including data centers, warehouses, assembling areas and office spaces, ensuring a safe and healthy work environment while promoting sustainable practices.

Sustainable Features

Geothermal heating and cooling

- Uses less energy to cool and heat the building
- Uses no natural gas on-site

Renewable energy production

- 6,120 rooftop solar panels (covering 17,500 square meters) with a generation capacity of 1.4 megawatts harness renewable energy on-site

Energy-efficiency measures

- LED lighting and other efficient technologies save energy

Living green roof

- 350 square meters of sedum plants help improve insulation, keep building temperatures stable and reduce energy consumption and heating and cooling costs
- Absorbs and filters water to help mitigate stormwater runoff, reducing strain on sewer and drainage systems
- Offsets approximately 430.5 kilograms of CO2

Water reuse and recycling

- All water used in production processes is reused or recycled
- Rainwater is captured for use in toilets

Environmental Compliance

Within our regional operations, we comply with applicable national and local energy regulations, including the UK's Energy Savings Opportunity Scheme (ESOS) and the EU's Article 8 Energy Efficiency Directive (EED), as well as responsible waste management regulations, including the EU's Waste Electrical and Electronic Equipment (WEEE) Directive and Waste Framework Directive. We also monitor developments and adopt best practices from globally recognized organizations such as the International Energy Agency (IEA) and the World Resources Institute (WRI). In the United States, we work to meet efficiency criteria related to ENERGY STAR certification and ASHRAE Standard 90.1: Energy Standard for Sites and Buildings.



HITACHI

Case Study: Hitachi Europe's Sustainability Conference

Hitachi holds three annual sustainability conferences in the Americas, Japan and Europe to share sustainability knowledge and experience across business units. By forging stronger connections, organizations across our operating regions can learn from one another, helping drive the company's shared sustainability agenda.

The 2025 European Sustainability Conference was held in Reggio Calabria, Italy, bringing together 58 cross-functional in-person attendees. Discussion focused on strategies for accelerating "One Hitachi" collaboration to meet our legal obligations and sustainability targets in Europe, where a new economic approach focuses on promoting the EU's industrial base and protecting economic security while carefully managing vulnerabilities and climate ambitions.

Energy Management and GHG Management

SUSTAINABILITY GOAL:

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

FY2025 progress:

Submitted targets to SBTi for validation of near-term carbon reduction goals. Awaiting SBTi validation.

SUSTAINABILITY GOAL:

Become carbon neutral in Scope 1 and 2 GHG emissions by FY2030

FY2025 progress:

Established reduction metrics toward 100% carbon neutrality in Scope 1 and 2. Reduced emissions by 43% in Scope 1 and 2, largely driven by obtaining 50% of energy from renewable sources in FY2025.

SUSTAINABILITY GOAL:

Commit to setting a long-term target to achieve net-zero emissions aligned with the SBTi

FY2025 progress:

Physical intensity metrics established. Awaiting SBTi validation toward a long-term target.

SUSTAINABILITY GOAL:

Achieve carbon neutrality throughout the value chain by FY2050

FY2025 progress:

Improved data collection process and obtained limited third-party assurance, improving data quality and visibility into our emissions and enabling more targeted actions.



Our GHG Reduction Strategy

We recognize our responsibility to drive climate action through both our direct operations and value chain. In FY2025, Hitachi Vantara advanced its emissions reduction strategy using FY2024 as the verified baseline year for greenhouse gas (GHG) calculations, ensuring consistency in methodology and comparability across reporting periods. As part of this improvement process, FY2024 Category 11 (Use of Sold Products) emissions were recalculated using the updated FY2025 methodology to ensure consistency in assumptions, product-level data inputs, and calculation approaches across reporting years. This included refinements to activity data collection and exclusion delineations to improve the accuracy and completeness of Scope 3 accounting.

A key focus remained on Scope 3 emissions, particularly Category 11 (Use of Sold Products) and Category 1 (Purchased Goods and Services), which together represent approximately 85% of our total FY2025 emissions and therefore constitute the most material areas of our decarbonization strategy. For Category 11, we improved calculation accuracy by enhancing product-level power consumption data quality and incorporating more granular data. These refinements strengthened the robustness of our emissions estimates and reduced reliance on high-level proxy assumptions.

In parallel, we worked closely with suppliers to encourage the adoption of higher-efficiency components. Hitachi Vantara is currently preparing to transition to supplier-specific emissions data. These efforts support a gradual shift from spend-based to more primary data-driven calculations where feasible, improving the precision of Category 1 emissions reporting.

In addition, we increased our procurement of renewable energy through reputable Energy Attribute Certificates (EACs), further reducing operational Scope 2 emissions. We also progressed the development of a formal GHG emissions reduction roadmap to guide future target setting and to support submission of science-based targets for validation. We are currently awaiting the outcome of the SBTi validation process.

Procuring Renewable Energy

Hitachi Vantara purchased electricity accounts for the largest portion of our Scope 1 and 2 footprint. As such, we are working to transition to renewable energy both through on-site renewable energy production and through sourcing energy covered by credible renewable energy certificates (RECs) and other market-based mechanisms that align with our business operations.

Measurement and Transparency

We quantify our emissions annually, and our commitment to transparency mandates regular reporting to showcase our progress. We understand that 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 improving data quality and accuracy.

Optimizing Efficiency

Hitachi Vantara seeks to drive innovation throughout our value chain. As a core part of that strategy, we promote cloud solutions and efficient IT systems that minimize resource consumption.

Engaging Our Value Chain

To reduce our footprint while driving systemic climate action across our industry, we collaborate with customers, suppliers and other value chain partners that share our environmental commitment.

Scope 1 and 2 Emissions

Our Scope 1 and 2 emissions are calculated annually by a third-party provider in alignment with the GHG Protocol, the globally recognized standard for preparing corporate GHG emissions inventories. We define our organizational boundary using the Protocol’s operational control approach.

Scope 1 direct emissions include stationary combustion (fuel used on-site at all facilities within our operational control boundary), mobile combustion (fuel used by our vehicle fleet) and fugitive emissions (such as refrigerant leaks). In calculating Scope 1 emissions, we prioritize the use of primary data wherever available. When data is limited, we apply best-practice estimation methods in order to maintain a comprehensive inventory. Scope 2 indirect emissions cover the purchase of electricity for all facilities. In accordance with the GHG Protocol, we report Scope 2 emissions using both the location-based and market-based methodologies.

Purchased electricity remains the largest contributor to our combined Scope 1 and 2 footprint, which is why expanding renewable energy procurement is a central pillar of our emissions reduction strategy. Year-over-year fluctuations in our Scope 1 and 2 emissions may occur due to changes in energy consumption across facilities, variations in operational activity levels, site consolidations or closures, regional differences in energy sourcing and ongoing improvements in data quality or emission factors.

To enhance our emissions reporting’s accuracy and credibility, we subject our Scope 1, 2 and 3 emissions inventories to limited [third-party assurance](#).

Hitachi Vantara’s greenhouse gas emissions are consolidated and include emissions associated with the operations of Hitachi Vantara, Hitachi Vantara Federal, Hitachi Vantara Manufacturing (HVM) and HVKK.

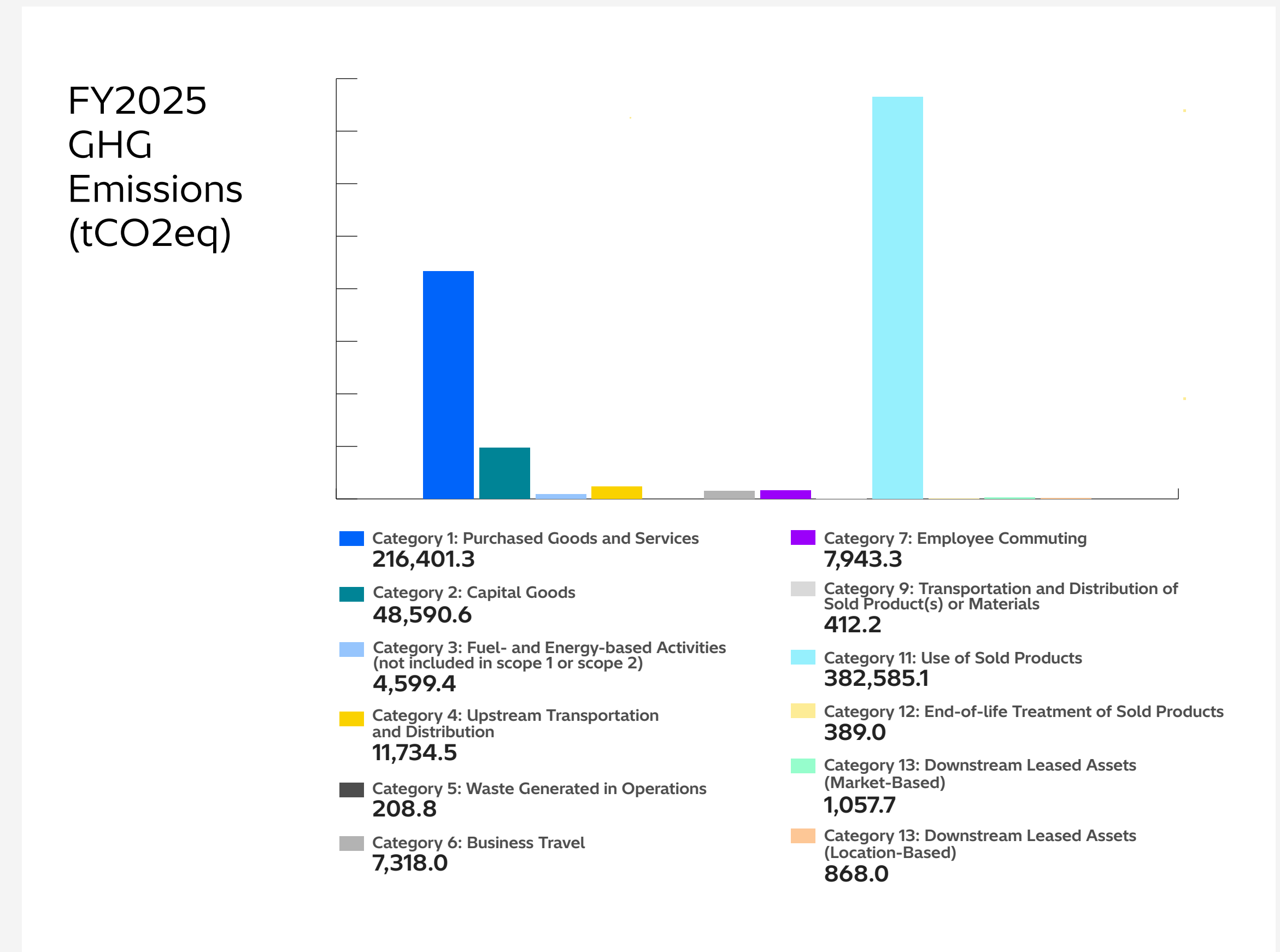
Please note that Scope 1, Scope 2 and Scope 3 emissions data for Q4 have been estimated as part of the reporting period covering April 1, 2025, to March 31, 2026. However, Category 11 emissions calculations include data across all four quarters (Q1–Q4).

Emissions intensity was calculated using the following formulas: Financial emissions intensity (mtCO₂e/USD) = total GHG emissions (mtCO₂e) divided by total net revenue (thousand USD); physical emissions intensity = total GHG emissions (mtCO₂e) divided by usable sold capacity (petabytes).

Scope 3 categories 10, 14 and 15 were found not to be applicable to Hitachi Vantara’s FY2025 footprint. Category 8 is included in Scope 1 & 2 emissions.

Scope 3 Emissions

We recognize that a significant portion of our climate impact occurs outside of our direct operations, and we engage with partners across our value chain to more accurately calculate our footprint and drive further GHG reduction. Our Scope 3 strategy and GHG reduction roadmap includes action plans for driving down emissions associated with our two largest categories — Category 1 (Purchased Goods and Services) and Category 11 (Use of Sold Products).



FY2025 GHG Intensity Metrics: Financial and Physical

Scope	Financial (tCO2eq/ thousand USD revenue)	Physical (tCO2eq/ usable Petabytes sold)
Scope 1	0.0013	1.22
Scope 2 (Market Based)	0.0067	6.22
Scope 2 (Location Based)	0.0117	10.79
Scope 1 & 2 (Market Based)	0.0080	7.44
Scope 1 & 2 (Location Based)	0.0130	12.00
Scope 3 (Market Based)	0.2652	245.40
Scope 3 (Location Based)	0.2651	245.33
Scope 1, 2 & 3 (Market Based)	0.2732	252.84
Scope 1, 2 & 3 (Location Based)	0.2781	257.34

For a year-over-year comparison of emissions, see this report’s [Data Appendix](#).



Managing and Monitoring Energy in Our Operations

To manage the significant energy consumption that occurs at our distribution centers and headquarters, we maintain systems to track continuous usage and provide alerts when consumption exceeds defined thresholds. In some instances, we also track consumption in terms of specific design parameters — for instance, internet of things (IoT) readers in our top 12 facilities by energy consumption. We are implementing internal targets at these facilities to help us minimize environmental impacts and continue to expand data collection efforts across our business footprint.

Renewable Energy Production and Procurement

Hitachi Vantara both generates and procures renewable energy across many of our most energy-intensive business sites, supporting our goal of achieving carbon neutrality for Scope 1 and 2 emissions by FY2030. One of the highest-emitting sites is the European Distribution Center in the Netherlands, where on-site solar panels currently supply approximately one-third of the facility’s annual electricity demand. The remaining electricity consumption is covered through procurement of renewable grid electricity, with each unit representing one megawatt-hour (MWh) sourced from renewable resources.

In addition, we utilize Energy Attribute Certificates (EACs) and Renewable Energy Certificates (RECs) in the United States. Following our FY2024 roadmap toward achieving 100% renewable electricity by FY2030, renewable generation and procurement accounted for 50% of total electricity consumption in FY2025, representing a 38% increase compared to FY2023.

This renewable electricity total includes the purchase of 23,518.94 MWh of U.S. Green-e certified RECs, as well as Singapore-based TIGR/I-REC wind and solar certificates. As part of the Hitachi America’s family, Hitachi Vantara is also a member of the Corporate Energy Buyers Association (CEBA), which brings together energy buyers and partners to advance solutions supporting the goal of achieving 90% carbon-free electricity in the U.S. by FY2030.



⁶ Hitachi Vantara does not directly consume electricity generated from nuclear sources or renewable hydrogen. However, we purchase grid electricity whose mix may include power from these sources.

FY2025 Energy Consumption⁶

85,613.43

Total energy consumption (MWh)

48,870.69

Total non-renewable energy consumed (MWh)

0.033

Total energy consumption per net revenue
(energy intensity - MWh/thousand USD)

49%

Percentage of total energy from grid electricity

19,288.51

Total renewable energy generated (MWh)

50%

Percentage of total energy from renewable sources

Recycling, Waste and Water Management

SUSTAINABILITY GOAL:

Divert 90% (by weight) of our total global e-waste from landfill through remanufacturing, reuse and recycling by FY2030

FY2025 progress:

Progress to date indicates strong alignment with our FY2030 goal

SUSTAINABILITY GOAL:

Divert 100% (by weight) of our distribution center e-waste from landfill through remanufacturing, reuse and recycling by FY2030

FY2025 progress:

Progress toward the FY2030 goal remains strong, with 99.75% of e-waste at distribution centers diverted from landfill, tracking is currently being expanded to include office locations, further improving coverage

Waste Management

Hitachi Vantara is committed to minimizing waste and reducing waste-related impacts across our operations, with 52 of our global facilities implementing waste sorting stations and 70 sites facilitating responsible e-waste disposal. Recycling programs support the responsible treatment of waste streams, with a focus on the primary materials generated in our facilities: cardboard and paper containers, residual waste, hard plastics, soft plastics, strap bands and electronic waste.

At our distribution centers, waste streams vary by location and are managed by licensed waste processors. These partners are responsible for the separation, recycling, and disposal of materials in full compliance with applicable regulatory requirements. Hazardous materials and other specialized waste streams are carefully identified, segregated, and handled in accordance with local legal standards, in collaboration with certified waste collection companies.

In FY2025, 96% of the total waste generated at our distribution centers was diverted from landfill, with approximately 706.991 metric tonnes recycled or reused. This performance reflects our ongoing commitment to responsible waste management and circularity across our operations.

Our waste-management approach includes an emphasis on end-of-life dismantling, materials recovery (including batteries) and maximized recyclability. Additional details can be found in the [Enhancing the Life Cycle of Our Systems](#) section of this report.





Electronic Waste Reduction

Hitachi Vantara operates an equipment reuse and recycling program through which old and unused equipment from our data centers is shipped back to a distribution center to be assessed for reuse in existing products. Across our operating regions, we partner with certified e-waste vendors to ensure responsible e-waste disposal.

E-waste is important because it contains valuable materials such as metals and rare elements that can be recovered, reused, and recycled, helping conserve resources and reduce environmental impact.

It is equally important that e-waste is returned through the Hitachi Vantara distribution centers, where it can be properly assessed to determine whether equipment can be reused or must be fully recycled through certified partners, ensuring responsible and compliant handling.

Case Study: Equipment Management and Reuse at Waltham DevLab

Hitachi Vantara's development lab (DevLab) in Waltham, Massachusetts, primarily supports software development activities for the company's content engineering portfolio. The lab houses physical servers that range from brand-new to significantly older, and we regularly conduct exercises and audits to help identify underutilized or unused equipment for recycling. Once enough equipment has been identified, it is unracked, palletized and shipped to our data center in Norman, Oklahoma, where a certified provider assures proper disposal and issues recycling certifications.

These audit and recycling activities reduce DevLab's operational costs and environmental impact by replacing redundant or outdated equipment with newer models that use less power and generate less heat.

In FY2025 alone, recycling runs in the Waltham lab resulted in operational cost savings of \$148,000 and a reduction of 621,839 kg CO2 per year — approximately equaling the annual energy used by 130 homes or 145 gas-powered cars.



SUSTAINABILITY GOAL:

By FY2030, ensure that 100% of our packaging meets recyclability criteria⁷ that align with the EU’s Packaging and Packaging Waste Regulation (PPWR)

FY2025 progress:

We achieved 82% recyclable or reusable packaging.

⁷ Defined as being fully recyclable, made from recyclable materials or designed for reuse.

Packaging

Since 2018, all Hitachi Vantara facilities in Japan and the U.S. have maintained programs that assess all packaging for reuse, significantly reducing the facilities’ overall waste and environmental impact. We continue to implement other successful packaging programs, including reusing pallets and boxes in our distribution centers, reducing and eliminating the use of LDPE/PP foam and plastics, replacing plastic fill material with paper- and corrugate-based fill and collaborating with vendors on packaging improvement plans.

We comply with applicable global packaging and EPR regulations and continuously track regulatory changes across our operating regions. Compliance is managed through internal controls and supported by third-party compliance schemes where required. For deliveries via our own trucks from Hitachi Vantara’s European and American distribution centers, customers can opt into a program that avoids packaging by shipping the units in transport racks. We are experiencing more and more opt-ins to this program. When possible, the packaging for our units is also reused for our outbound shipments.

In working toward our goal of 100% PPWR-aligned packaging, we are adding these attributes as a contractual requirement for Hitachi supply and other large suppliers.

Water Management

Currently, our water tracking is focused on five of our largest operational sites, representing the majority of our overall footprint. To identify water-use reduction opportunities, Hitachi Vantara collected FY2025 water data from three distribution centers, one headquarters location, and one main facility in Japan. These sites are significant to both our business strategy and our water-related impacts and together represent approximately 56% of our global square footage.

At our main distribution center, approximately 43% of total water withdrawal is returned

to the source or reused, supporting more efficient water management practices. We are continuing to expand our water data collection over time to better capture the full footprint of our operations, with future plans to include office locations to enhance coverage and transparency.

This expanded approach will enable a more comprehensive understanding of water use and support ongoing improvements in water stewardship across our operations.

For a breakdown of our FY2025 water consumption by location, refer to this report’s [Data Appendix](#).

Footprint	FY2025	FY2024
Coverage	56%	46%
Water Consumption by Location (m3)		
European Distribution Center	2,689.00	1,480
Singapore Distribution Center	548.8	512
China Distribution Center	Closed in FY2025	9,982
Hadano Facility	20,013	20,947
U.S. (Santa Clara) Headquarters	15,294.19	13,855
U.S. (Norman) Distribution Center	17,093.42	22,573
Total water consumption at distribution centers and HQ (m3)	55,638.41	69,349

Social Capital

- Employee Engagement, Training and Development
- Social Contribution
- Employee Health and Safety



Employee Engagement, Training and Development

Our People

Our greatest value lies in our people. We are committed to a philosophy of continuous growth and development, supporting employees' career aspirations while fostering positive business results for the company and our clients. By providing access to a suite of learning platforms and resources, we encourage our people to cultivate a growth mindset and enhance their education and skills.

Onboarding

Hitachi Vantara's "Navigate Your Hitachi" onboarding experience aims to swiftly bring new employees into the organization, leveraging technology, educational materials and human touchpoints to introduce Hitachi's rich history and culture, prepare new hires for their roles, connect them with resources and provide clarity on local nuances. Across each operating country, our HR Connect program plays a big part in supporting and providing guidance to all new hires, setting them up for success via in-person and virtual sessions, new hire journeys that align new employees to specifics about their teams and often a buddy to help with integration during the new hire's initial weeks. In our sales organization, we offer targeted in-person onboarding and enablement to support faster integration.

Twice per month, we hold a virtual global new-hire session designed to build new employees' knowledge about Hitachi and the wider Digital Systems and Services sector, as well as introduce them to offerings across Hitachi Vantara from a community and career perspective. In certain specific locations, such as India and Vietnam, we welcome new employees with a daylong in-person induction where they learn more about the company and meet key leaders and new team members.

At Hitachi Vantara, we're dedicated to powering good for our employees, partners and communities.

We respect and value the uniqueness of each individual and believe bringing together different perspectives in a supportive culture helps us drive innovation and achieve positive societal impact.



Learning at Hitachi Vantara

The ongoing pursuit of education is a core principle at Hitachi Vantara and emphasized from an employee’s first day. Hitachi Digital’s Learning and Development team provides employee and manager training services and leader development, while a dedicated Hitachi Vantara team conducts training on our products and services. Employees have access to several learning platforms and resources, including both internal and external virtual courses and self-directed e-learning, live in-person trainings and boot camps. In certain regions, we offer tuition reimbursement for job-related study at eligible colleges and universities. In FY2025, we expanded AI learning resources for our Services, Finance, Marketing and IT functions in response to employee feedback showing strong demand for structured AI training (Copilot), AI basics (LLMs, ML, automation), clearer safe-use guidance and practical guidance on applying AI to daily workflows such as documentation, reporting and service operations.

Learning Platforms

We make four main learning platforms available to all Hitachi Vantara employees, offering thousands of courses from project management and technology skills to language learning and product training.

In FY2025, 100% of our employees used at least one of the available learning platforms.

Delivery Methods:

- Self-paced e-learning
- Hands-on labs
- Live virtual classes
- In-person classes

Hitachi University ● ● ●

Focus areas:

Our learning management system (LMS) offers role- and level-specific curriculums for individual contributors, managers and leaders. Some courses are designed for teams or to address specific business initiatives. The LMS also houses our mandatory compliance training for all employees.

Example courses:

- Perspectives for Leaders
- Goal Setting
- Ethics and Compliance Training

LinkedIn Learning ●

Focus areas:

LinkedIn Learning offers more than 20,000 online courses teaching skills including professional development, technology and project management.

Example courses:

- Project Management
- Professional Development
- Google Cloud Engineer
- Amazon Web Services (AWS) certifications

goFLUENT ●

Focus areas:

goFluent is an online language learning platform tailored to the business environment, providing courses to learn and enhance verbal and written skills in 12 languages used by colleagues and clients.

Example courses:

- English
- Japanese
- Chinese
- Spanish
- German

Hitachi Vantara Learning Center ● ● ● ●

Focus areas:

Offers employees, customers and partners access to training, badging and certification on Hitachi Vantara products and services.

Example courses and certifications:

- Installing Hitachi VSP One Block High End
- Block Storage Implementation and Provisioning
- Hitachi Vantara Qualified Professional: VSP One Block

Managing People

People managers at Hitachi Vantara play a critical role in building an inclusive culture, promoting employee engagement and retention and driving organizational success.

People Manager Influence

To help our managers excel in their roles, we have identified five key areas of influence where people managers can achieve positive impact:

- 1 Attract and interview
- 2 Onboard and transition
- 3 Engage and excite
- 4 Grow and develop
- 5 Recognize and reward

People Manager Training

To achieve the kind of people leadership that supports and inspires our teams, Hitachi developed the Hitachi Sakura Program, a custom, highly interactive and engaging development journey for both new and experienced people managers. The program includes virtual live courses, workshops and independent study on topics such as uncovering and developing a manager’s greatest talents, fostering change resilience and building a coaching mindset to deliver on the five key areas of people manager influence. In FY2025, 350 Hitachi Vantara people managers participated in the program.

People Manager Core Curriculum

Hitachi Vantara’s people manager training is centered on coursework aligned with our five key areas of people manager influence, helping managers coach their employees with support and guidance that stresses growth, adaptability, innovation and contributing their best.



The Five Areas of Influence and the Core Curriculum



Cultivating Leadership

We are a people business. Empowering our employees to be dynamic individuals allows us to cultivate powerful leadership skills across the company.

As part of the Hitachi Group, Hitachi Vantara sends select employees to Hitachi global leadership development programs, which broaden their understanding of Hitachi and provide networking opportunities with leaders across the enterprise.

Beyond these programs, we offer a suite of leadership assessments to surface insights into employees' current strengths, growth areas and potential. Assessment of 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. In FY2025, our Americas region piloted a leadership enablement course for 30 sales leaders that includes elements of the Hitachi Sakura Program (see [People Manager Training](#)). This new program focuses on strengthening team leadership skills and understanding how leadership impacts teams. The program will expand globally in FY2026.

Employee Engagement

We pride ourselves on employee engagement and providing opportunities for our people to ask questions and contribute their perspectives. In FY2025, we responded to employee feedback by implementing a new, quarterly series of companywide, leadership-led *Ask Me Anything* sessions, where employees can learn more about key topics, trends and our corporate strategy. This year, the online sessions focused on AI, partners and our go-to-market approach, with one general session with Executive Committee leaders.

The Hitachi Vantara leadership team also hosts quarterly online Corporate Townhalls to celebrate our achievements and discuss near-term priorities, promoting transparency and equitable discussion via an open Q&A.

Most of our global sessions offer AI transcription support, enabling more of our global employees to participate in real time, in their own language.

Employee Engagement Survey

Each year, the Hitachi Insights employee engagement survey goes out to hundreds of thousands of Hitachi's global employees, seeking to capture insights and perspectives in areas such as the company's strengths, vision, goals, opportunities and areas for improvement, plus employee-experience areas including management effectiveness, workplace culture and environment, and health and safety. The survey is available in 21 languages and conducted by a third-party partner to ensure anonymity.

Following analysis against internal and external benchmarks, survey results are reviewed by all members of Hitachi Vantara's Executive Committee and their respective teams to understand employee sentiment, create relevant action plans to address key insights and drive positive changes throughout the organization.

The FY2025 Hitachi Insights employee engagement survey saw an 88% employee participation rate.

Talent Enablement and Feedback

Hitachi Vantara follows a performance enablement strategy, asking all our full-time employees to complete self-assessments and set developmental and aspirational goals in alignment with key performance indicators (KPIs) that support Hitachi Vantara's priorities. These self-reviews are followed by manager assessments and a feedback session. Throughout the year, managers engage with employees one-on-one to discuss employees' self-progress on their goals, provide timely performance feedback and coaching, build trust and inspire growth. The talent review process serves the added function of encouraging employees to seek internal promotions and explore mobility across Hitachi companies.

In FY2025, our self-assessment completion rate was 98%, with Hitachi Vantara operations in Germany not requiring completion. We also offer ongoing coaching and a 360° feedback process to both leaders and employees seeking insights on their performance.

“I was fortunate to work with an exceptional coach who could truly grasp the essence of my thought process, questions and perspectives. My coach provided insights and thoughtful guidance and challenged me in just the right way.”

— Hitachi Vantara employee

The Coaching Mindset

Our people managers embrace a coaching mindset, engaging in rich conversations with each member of their teams to understand their individual talents and work style and optimize their contributions. Through direct, meaningful conversations, managers help employees examine their past and current performance, discuss their strengths and career aspirations and collaboratively define goals and strategies that support continuous learning and progress. In each of these steps, managers uphold Hitachi Vantara's values by not only bringing in the most talented individuals but also empowering them to thrive.



Benefits

We provide all our full-time employees (and, in some countries, part-time employees) with benefits that support all aspects of their lives, from health and well-being to financial stability, family resources and time away. Read more below and in the [Hitachi 2026 Benefits Guide](#).

Health and Well-Being

Comprehensive Health Benefits

We maintain comprehensive medical, dental and vision insurance for all employees. To support U.S. employees in states that limit specific medical care options (such as certain reproductive procedures and gender-affirming care), we provide for out-of-state treatment in compliance with state and federal law.

Wellness Benefits

To support our employees' physical and mental well-being, we offer live and on-demand webinars. Additionally, we provide U.S. employees with \$650 per year to choose the wellness options that best suit them, including gym memberships, home exercise equipment and exercise courses.

Mental Health

Our global Employee Assistance Program fosters a culture of awareness around mental well-being through free webinars and courses on topics such as emotional fitness, breathwork, meditation and mental health in the workplace.

World Mental Health Day

On World Mental Health Day in October, employees across regions joined a 12-hour global learning event designed to raise awareness, reduce stigma and deepen understanding of everyday practices that support mental health. The event reaffirmed a core belief embedded in our culture: that a safe, healthy workplace must support not only physical safety but also psychological well-being.

Led by international experts, the day's live, interactive sessions explored the conditions that enable people to thrive at work. Employees could choose sessions most relevant to their personal and professional needs, reflecting our belief that well-being and growth are not one-size-fits-all. To ensure broad access, the event offered flexible scheduling, live subtitles in multiple languages and on-demand recordings.

The observance strengthened Hitachi Vantara's focus on mental well-being as a foundation of a resilient, inclusive workplace. By investing in awareness, education and open dialogue, we aim to build an environment where people feel supported, connected and empowered to bring their full selves to work.

Financial Stability

Compensation and Bonuses

At Hitachi Vantara, we want everyone to share in our success. All employees are paid within market ranges and receive annual compensation reviews. All permanent employees are eligible for bonuses, and our 401(k) match for U.S. employees (up to 6% of an employee’s salary) garnered participation from 83% of our employees in FY2025.

Commitment to Pay Equity

Pay equity is a priority at Hitachi Vantara. As an organization, we promote fair compensation for all employees, maintaining Global Reward Policies that are unbiased and applied consistently across our male and female population in similar pay grades. We hire a third-party legal firm to analyze our pay structure on a typically semi-annual basis. Any flagged trends are reviewed by business leaders to determine follow-up actions.

To promote good working conditions, we review compensation and pay ranges annually against market data and benchmarks. In countries experiencing hyperinflation, we apply cost-of-living adjustments quarterly or semi-annually, depending on inflation and market movement.

Disability

Our disability benefits program supports U.S. employees with yearlong short-term disability payments amounting to 80% of their salary.

Time Off and Leave Programs for U.S. Employees

Hitachi Vantara provides job-protected leave under U.S. regulations such as the Family and Medical Leave Act (FMLA) and Uniformed Services Employment and Reemployment Rights Act (USERRA), as well as applicable local requirements.

We also go above and beyond with additional benefits such as:

- **Medical leave:** Allows up to 52 weeks of leave with doctor’s approval.
- **Parental leave:** Combines paid family leave and disability leave for a total of up to 24 weeks, partially paid.
- **Sick leave:** Provides up to 80 hours for full-time employees and 40 hours for part-time employees.
- **Bereavement leave:** Provides 40 paid hours.
- **Jury duty leave:** Provides 10 paid days per year.
- **Personal leave:** Provides six months of unpaid leave to pursue personal interests.
- **Volunteer time off:** Provides full-time employees with eight hours of volunteer time off per calendar year.



Flexible Work

Committed to flexibility, Hitachi Vantara supports hybrid and work-from-home options for our employees based on business needs, personal preferences and country regulations. Certain job roles require at least two in-office days per week.

Labor Practices and Contingent Work

As we navigate the dynamic landscape of talent acquisition and retention, we remain committed to attracting the best talent and providing an inclusive and rewarding corporate culture for all. At our operations in Germany, France, Spain, Italy and the Netherlands, works councils help improve communication and cooperation between employees and management.



Contingent Worker Policy

Engagement of external resources to meet business requirements is governed by Hitachi Vantara’s Global Contingent Worker Policy, which includes standards for the accurate classification, utilization, tracking and treatment of contingent workforce members. The Global Contingent Worker Policy reflects our commitment to recognizing and appreciating the contributions of every member of our workforce, including contractors, consultants and external workers.

Hitachi Vantara’s contingent workforce numbered approximately 900 throughout FY2025.

Creating a Unique Culture

As a global company operating across industries and regions, one of our greatest strengths is the diversity of our businesses and people, which drives innovation and growth. We are committed to creating an inclusive environment where everyone feels valued and respected for their uniqueness and enabled to contribute their best. By bringing together different perspectives, supporting one another and creating shared value through collaboration, we forge the kind of culture that’s essential to achieving our mission of contributing to society.

Corporate policy: The [Hitachi Global Policy on Diverse Perspectives](#) sets behavioral expectations, guidelines and commitments across Hitachi’s business units.

Recruitment practices: Hitachi’s Inclusive Talent Acquisition Toolkit is a practical guide that helps hiring managers, Human Resources and Talent Acquisition recruit, interview, hire and onboard talent.

Job advertisements: Our recruitment staff receives regular training on creating impactful job postings crafted to attract

the broadest range of qualified candidates. We work to move beyond a checklist exercise and use language that encourages candidates to apply if they are excited by the opportunity. Functionality in our application process allows applicants to record the correct pronunciation of their name and add their preferred pronouns if desired.

Applicant data: Across direct talent acquisition, campus and graduate hires, employee referrals, internal promotions and agency hires, our applicant pool may voluntarily answer a very limited set of demographic questions to help improve our recruitment process. All responses are anonymized and aggregated to protect applicant privacy.

Recruiting and interviewing: Recruiters for Hitachi Vantara are charged with ensuring candidate pools are diverse and that candidates are assessed holistically by a diverse group of interviewers. In the belief that streamlined interviewing is central to hiring quality candidates, 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 tool that prompts recruiters and interviewers to recognize potential biases in the moment.

Hiring manager training: To strengthen our diverse hiring practices, we provide all hiring managers with foundational interview skills training, more in-depth Critical Behavior Interview training and Hitachi Sakura’s interactive Hiring and Engaging Talent course, which includes information on recognizing and avoiding unconscious bias in hiring.

Compliance and awareness: We provide diversity, human rights and anti-harassment/anti-discrimination compliance trainings.

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.

Inclusive Leadership Workshop

In FY2025, Hitachi Vantara participated in the Hitachi Group’s global Inclusive Leadership Workshop (ILW), a program designed to strengthen inclusive leadership capabilities across the organization. The workshop equips leaders with the skills and mindset needed to lead with empathy, inclusion and impact and provides practical guidance for managing diverse teams and strengthening how we work together. As part of a Group-wide rollout, ILW supports our ongoing effort to embed inclusive leadership into how we manage people, make decisions and shape our culture.

Corporate Equality Index

Since 2021, Hitachi Vantara has participated in the Human Rights Campaign Corporate Equality Index, a driving force for LGBTQ+ workplace inclusion. In FY2025, we were honored to receive our fifth perfect “100” score on the index.



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, career development and community. Our ERGs provide a supportive space for fostering personal growth, addressing difficult topics and uniting under a common voice. We currently have seven ERGs across Hitachi Vantara that are open to all employees. In FY2025, we developed an Employee Resource Group playbook that provides guidance for strengthening our ERGs' effectiveness and approach, including an enhanced framework around leadership structures, focus areas and improving member engagement.

7

Established ERGs across Hitachi Vantara

57

Corporate and ERG culture events

10%

Increase in ERG membership year over year

4,076

Participants in culture events

Black Employee Resource Group

- Fosters a sense of community, inclusion and allyship
- Promotes networking, professional development and leadership opportunities

DiversAbility

- Offers support and education to address challenges and leverage strengths around disabilities and neurodivergence
- Sponsored a keynote speaker event in FY2025 during Hitachi Vantara's annual Disability Inclusion Month and International Day of Persons with Disabilities campaign

Earth Alliance

- Addresses environmental issues for higher quality of life
- Actively fights climate change
- Leverages technology leadership to address challenges

Women of Hitachi

- Offers allyship and programs to help women develop their careers, improve their negotiation and financial literacy skills and address imposter syndrome

HOLA!

- Uplifts Hispanic and Latino employee voices to achieve their full potential
- Connects employees with resources on cultural awareness, career growth and community outreach
- Fosters relationships between Hispanic/Latino employees in tech and educational organizations

Rainbow Connection

- Provides visibility for LGBTQ+ employees
- Promotes an inclusive and safe culture
- Helps establish business goals to improve LGBTQ+ hiring, provide gender-affirming healthcare and establish gender-affirming content

Veterans

- Enhances the work environment for veteran employees and job seekers
- Supports and engages with the community through sharing experiences and resources for professional growth



ERG Spotlight: Earth Alliance

Our Earth Alliance ERG brings together Hitachi Vantara employees to help activate the company’s environmental mission and facilitate education, knowledge-sharing and communication around environmental issues. The ERG engages employees in global campaigns such as Earth Month, encourages volunteering and donations to local environmental nonprofits, shares environmental content via blog posts and internal communications, and hosts a Speaker Series and virtual discussion sessions to inspire and engage members and allies on environmental topics. In FY2025, the group helped organize a workshop on the health impacts of microplastics and other pollutants in the food chain and led a challenge to encourage environmentally responsible shopping habits such as buying in bulk, using reusable containers and choosing low-packaging options. In FY2025, Earth Alliance welcomed an Executive Sponsor to the ERG, leading to increased visibility and a notably positive impact on initiatives across the business. See [Earth Alliance Employee Resource Group](#) for more information.



Social Contribution

SUSTAINABILITY GOAL:

Achieve 75% annual participation in giving or volunteerism among our team members by FY2040

FY2025 progress:

Achieved 14% participation, with approximately 1,600 volunteer hours and \$200,000 in giving.



Powering Good

Since Hitachi’s founding more than a century ago, its companies have been committed to powering good through our Social Innovation efforts, connecting to co-create and innovate toward advancing a more sustainable future for all. Employees in Hitachi Group companies around the globe are also doing their part, actively contributing through volunteer service projects that help us achieve global objectives, including alignment with select UN SDGs.

As part of Hitachi, Hitachi Vantara is committed to investing in, developing, nurturing and empowering future generations. To do so, we work together with our employees and diverse stakeholders in the following key areas:

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

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

Employee Volunteering

Hitachi Vantara provides paid time off during the workweek for employees to perform volunteer work at schools, nonprofit charitable organizations or sponsored community events. 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.

Giving Week FY2025

Empowering Change Through Social Giving

Giving Week is Hitachi’s annual opportunity for colleagues around the world to give back to their communities and make a meaningful difference. Celebrating our fourth year of global community impact, Giving Week 2025 brought together teams across 22 countries and 35 cities to support local organizations through in-person events, virtual sessions, and fundraising activities.

Guided by Hitachi’s sustainability strategy, PLEDGES, and the UN Sustainable Development Goals, teams led 54 in-person, virtual, and fundraising events, contributing more than 3,500 volunteer hours.

Giving Week Highlights⁸

Participation:

- Contributed 3,600+ volunteer hours across global regions.
- Engaged 1,450 employees across 22 countries and 35 cities.
- Hosted 43 in-person events, 8 virtual events, and 3 fundraising campaigns.

Environmental Initiatives:

- Collected over 600 pounds of waste and 800 plastic bottles through cleanup and recycling activities.
- Supported environmental stewardship efforts, including tree care, green-space restoration, and animal welfare projects.

Learning and Development:

- Provided direct educational support to 259 students through mentoring, tutoring, workshops, and school-supply initiatives.
- Delivered digital literacy support, STEM exploration, and career-readiness sessions in multiple regions.
- Strengthened long-term partnerships with schools and youth-serving organizations.

Social Equality:

- Positively impacted 16,000+ people, including families, children, elderly individuals, and vulnerable communities.
- Supported 37 nonprofit partners (35 charities, 1 hospital, 1 school) with essential goods, meals, and financial assistance.
- Distributed 1,421 pounds of donated goods across global regions.
- Delivered 12,000 meals through nutrition-focused volunteer programs.

⁸ Encompasses the combined efforts of employees at Hitachi Vantara and Pentaho, a Hitachi Data Systems company.

Employee Health and Safety

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



Environmental, Health and Safety (EHS) Policy and Plan

Our Global Environmental, Health and Safety (EHS) Policy outlines processes, monitoring and oversight of health and safety across the company. Our Global EHS Management Plan supports the policy, providing a framework that is operationalized by our Health and Safety Committee, which consists of global facilities and security managers who report to senior leadership.

We track metrics such as incident reports at our distribution centers and work-related ill health cases in our offices. No corrective actions around health and safety were identified in FY2025, and zero injuries or health cases were reported globally.

Beginning in January 2026, we will be conducting monthly EHS inspections of our offices and issuing Workplace Inspection Reports (WIRs).

Distribution Center Health and Safety

Our three distribution centers — located in the United States, the Netherlands and Singapore — maintain a comprehensive Occupational Health and Safety (OHS) Management System certified to the international ISO 45001 standard and follow a set of OHS standard operating procedures (SOP) designed

to assure safe working conditions. The SOP includes the responsibilities of both 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, their direct manager or a worker representative. All employees receive the necessary training to control risks and harness useful opportunities.

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

Risk Assessments and Risk Management

All Hitachi Vantara distribution centers are certified to the ISO 45001 OHS standard and conduct risk assessments guided by an OHS risk matrix and priority rating. We conduct health and safety inspections to identify any actual or potential hazards or risks, as well as opportunities for improvements.

We perform risk assessments on each identified hazard based on probability of occurrence, exposure and potential severity of injury. We institute control measures to reduce perceived risks as far as is reasonably practicable and record criteria and results, which are maintained by the safety committee lead at each site.

We conduct regular risk trainings at each site, with our European Distribution Center providing quarterly awareness training updates covering topics such as OHS, emergency response, export compliance and airfreight security.

Emergency Preparedness and Response

Hitachi Vantara takes a comprehensive approach to emergency preparedness. At our distribution centers, we maintain an Emergency Preparedness and Response Plan that provides instruction, guidance and a basis for trainings to ensure employees are prepared to respond to on-site safety or environmental incidents or accidents. The plan is audited annually by our local Internal Audit team to ensure its currency and adherence to the most up-to-date practices. Records of all incidents, near misses, external party issues, results of inspections and results of audits are recorded in the applicable online tracking system per the requirements of our distribution sites' ISO certifications. To keep our teams up-to-date on emergency plans and procedures, we organize quarterly all-hands meetings and trainings.

Certifications and Audits

Our three distribution centers are all certified to the globally recognized ISO 45001 standard for identifying and

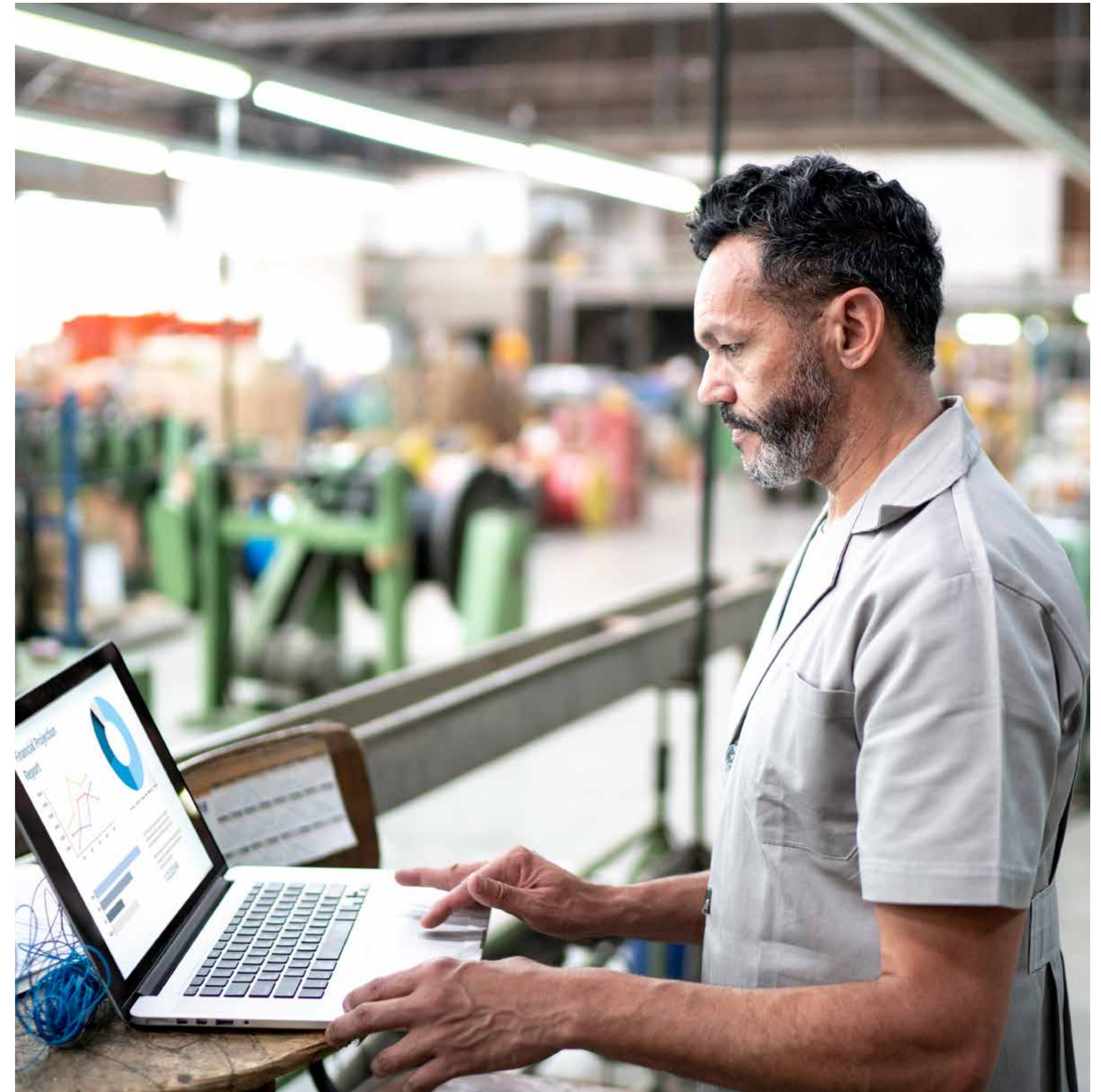
managing workplace hazards and creating a safer work environment. Requirements of the standard include strong leadership to communicate with workers on their roles and responsibilities, identification and elimination of hazardous situations and investigating incidents to manage change-planning actions. We conduct annual internal audits of each facility and arrange for external audits by the British Standards Institution (BSI).

All global supply chain group manufacturing and distribution facilities maintain ISO 45001 EHS management certification. Hitachi Vantara KK follows the Japanese Industrial Safety and Health Association principles.

Incident Reporting

All Hitachi Vantara employees globally can report safety concerns through several channels, including our Global Security Operations Center (by phone, email or chat) or anonymously via an internal incident reporting online database.

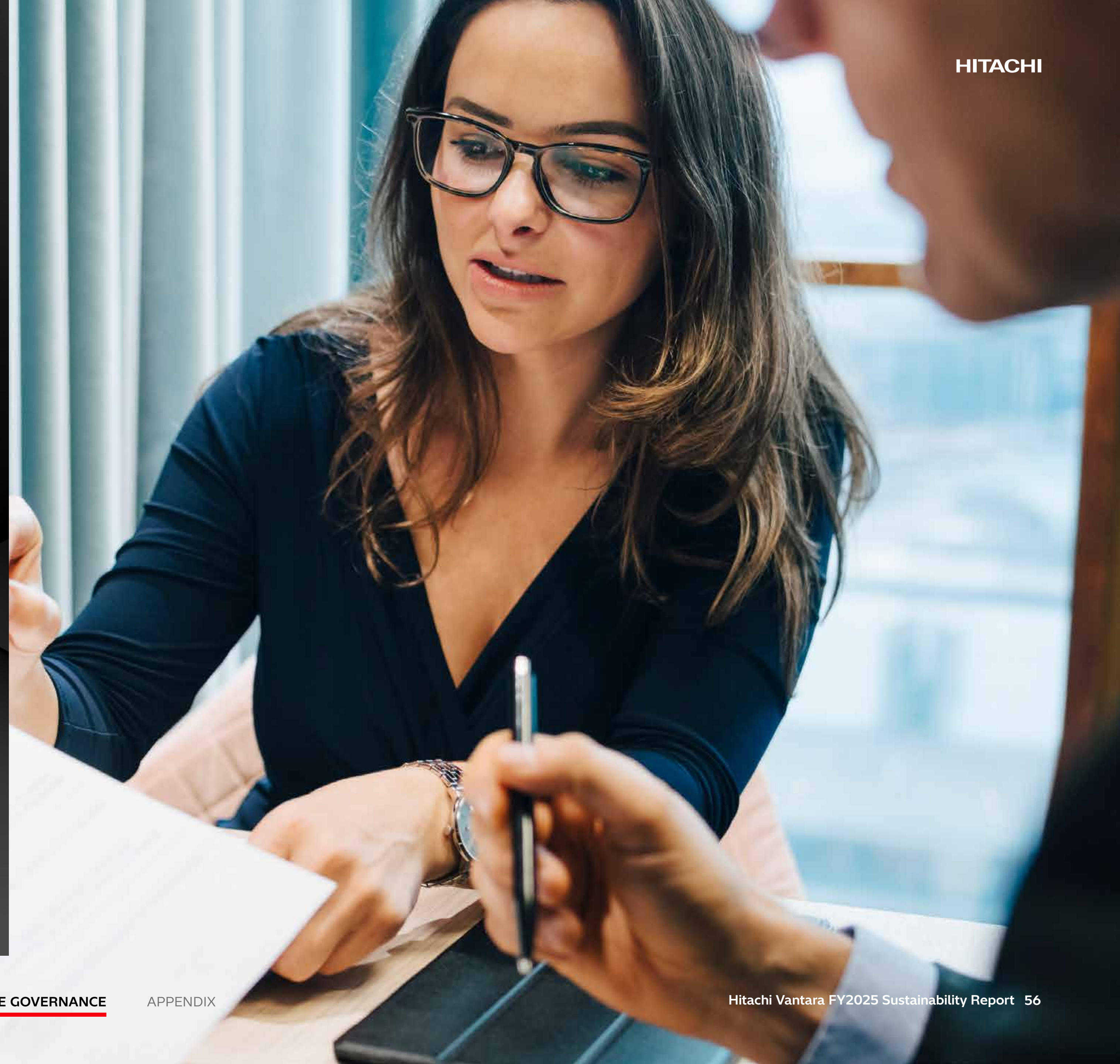
Hitachi Vantara tracks incident reports and safety management actions at each distribution center, investigates and addresses them in a timely manner, creates detailed records that include corrective and preventive actions and reports an aggregate description of the metrics to Hitachi.



Hitachi Vantara

Corporate Governance

- Governance Structure
- Risk Management and Business Continuity
- Business Ethics
- Cybersecurity and Data Privacy
- Responsible Procurement





Governance Structure

To serve the interests of our customers, employees, communities and other stakeholders, we maintain a strong corporate governance structure that starts with our board of directors and the board's Audit Committee.

Our board's directors bring a diversity of backgrounds, management experience and wide-ranging expertise from across the technology and data industry — all qualities we look for when selecting our leadership. We will continue to seek future candidates whose talents and backgrounds reinforce our culture and promote our long-term business success.

Hitachi Vantara's commitment to ethics and integrity is the foundation of everything we do, shaping the way we deliver for our customers, employees and communities. We maintain a resilient infrastructure, manage risk effectively and protect the data in our care.

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 Steering Committee consists of senior members representing core company functions such as Product, 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 exercises for the Executive Committee every two years.

BCM leadership also coordinates and collaborates closely with the Hitachi Global Crisis Management department and Risk Management department, meeting on a quarterly basis.

Enterprise Risk Identification and Management

Our risk assessment process follows the Committee of Sponsoring Organizations' enterprise risk management (ERM) framework for identifying and assessing the likelihood or severity of relevant risks. Based on stakeholder input, we identify risks that might prevent Hitachi Vantara from achieving strategic objectives, considering their likelihood, velocity and expected impact.

The risk assessment also gives consideration to the following:

- Newly developing risks identified by research institutions
- Industry-specific risks identified based on competitors' financial reports
- Regulatory changes
- Macroeconomic developments

On-Site Audit

The Internal Audit department Internal Audit department conducts annual audits to assess the effectiveness of our established controls at managing the organization's risks. Audits align with the Internal Audit Plan approved by the Hitachi Vantara Audit Committee, with findings and recommended business operations improvements presented to Hitachi Vantara's Executive Leadership Team and the Audit Committee. Internal Audit also tracks management action plans and reports on their progress to the Audit Committee.

Climate Risk

We recognize the warming climate increases the likelihood of climate-related risks that may impact our business. At both the enterprise level and critical business unit level, we evaluate climate change impacts and associated climate-related risks (physical, reputational and regulatory) and incorporate them into appropriate risk management processes.

Climate change is an important topic at BCM Steering Committee meetings, which include an annual discussion of Hitachi Vantara's environmental impacts over the previous 12 months and mitigation measures taken or expected to be taken.

Business Continuity Management Program

Our Global BCM Program conducts business disruption risk assessments that identify threats across the enterprise, using a methodology that considers historical incident trends and emerging internal and external trends. Risks are identified and rated by department owners, mitigation plans are developed and findings are presented to the BCM Steering Committee for review and approval.

Hitachi Vantara's BCM aligns with the internationally accepted ISO 22301 Business Continuity Management Systems standard and with professional practices from The Business Continuity Institute and Disaster Recovery Institute. Our [Global BCM Policy](#) guides how the company prepares for risk events, responds to disruption and manages recovery procedures. To ensure understanding and compliance with the policy, we conduct mandatory training exercises and awareness sessions with different teams across all our locations, either annually or following 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. Following such an event, we provide for the recovery and reconstitution of critical business functions' production-computing environment to the most recent available state. In the event of loss of service at a primary facility, we have established alternate processing sites to accommodate full operating capability.

Crisis Management and Major Incident Management Plans

Hitachi Vantara's BCM team maintains our Crisis Management Plan and Major Incident Management Plan, which provide playbooks for responding to all types of major incidents or crisis situations. Their primary objective is ensuring the safety of our employees, followed by continuity of business activities.

We also maintain an Emergency Preparedness and Response Plan that provides instructions and guidance for emergency response at our distribution centers. We conduct emergency preparedness activities to ensure that employees can effectively respond to on-site safety or environmental incidents or accidents. Emergency response drills and other activities are tested and evaluated periodically to identify improvement opportunities.

Tabletop Exercises

On an annual basis, business continuity plans for select information systems are tested in a live exercise or tabletop test that includes all personnel responsible for contingency planning and execution. The tests verify that online backups can be recovered and that procedures for shifting a service to an alternate processing site are adequate and effective. Test plans are developed in accordance with industry best practices, and test results are reviewed to improve the process and initiate corrective actions.



Business Ethics

SUSTAINABILITY GOAL:

Implement an annual voluntary conflicts of interest (COI) disclosure reporting process by FY2025

FY2025 progress:

Established an annual voluntary COI disclosure reporting process through our online COI reporting tool. Achieved 100% mandatory annual COI disclosure reporting by management and enhanced COI review process for candidates prior to hire.

Hitachi Vantara is committed to the highest standards of ethical, moral and legal business conduct, which are the foundation of how we deliver for our customers, employees and communities. Hitachi’s core values of harmony, sincerity and pioneering spirit guide the development of our ethics philosophy and program.

The Values Crucial to Hitachi

Harmony, Sincerity and Pioneering Spirit

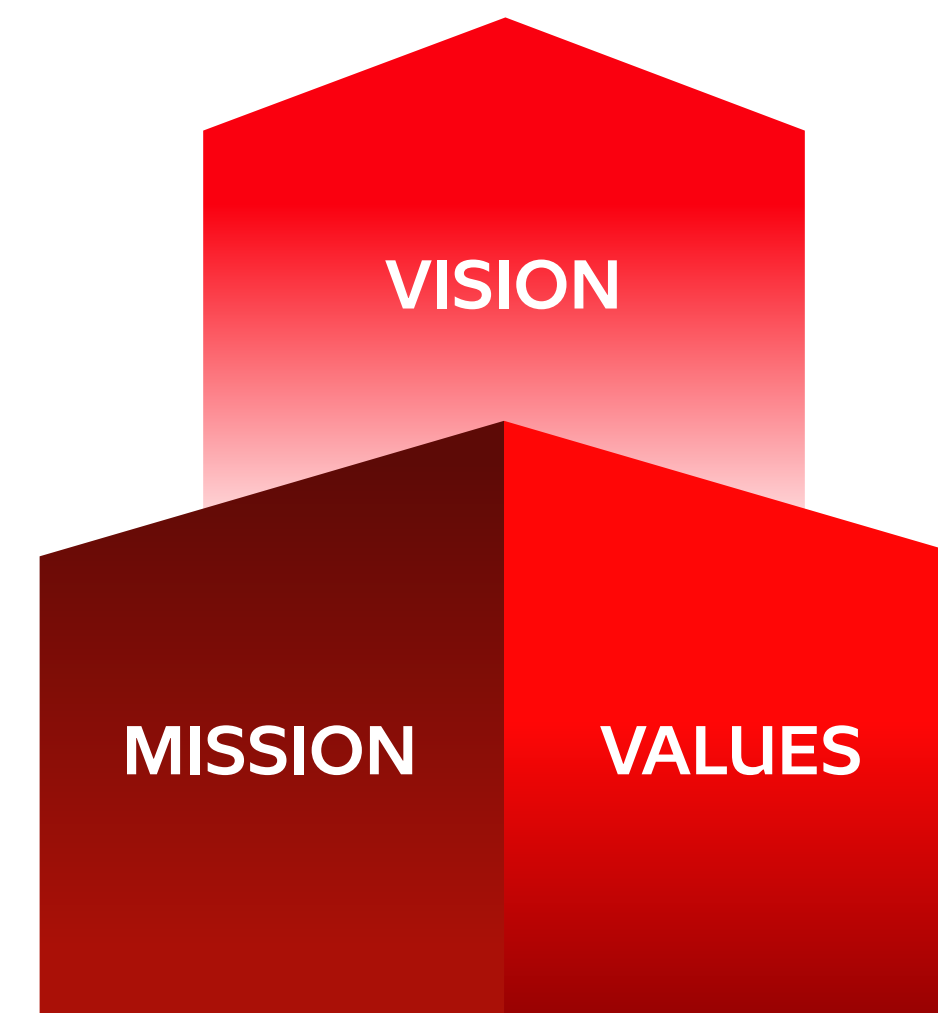
These values emulate the founding spirit of Hitachi and have been embraced with care and guided by our predecessors for over a century. This spirit resonates through the way we think and operate as we collectively strive to deliver solutions that create new value globally.

What the Hitachi Group aims to become in the future.

We transform social infrastructure through digital technology, building a future where environmental sustainability, human wellbeing, and economic growth advance together.

The mission that the Hitachi Group aspires to fulfill in society.

Contribute to society through the development of superior, original technology and products.



The values crucial to the Hitachi Group in accomplishing our mission.

- Harmony
- Sincerity
- Pioneering Spirit

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. To address this uncertainty, Hitachi Vantara has adopted the [Hitachi Group Code of Ethics and Business Conduct](#) (the Code), which articulates the company's commitment to ethical business practices and helps our employees and business partners (e.g., contractors, distribution channel partners, suppliers and vendors) navigate potentially challenging ethical 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

In FY2025, 100% of Hitachi Vantara's employees and contractors acknowledged and certified their adherence to the Code as part of their annual compliance training.

Hitachi Vantara has also adopted the Hitachi Group's Expectations of Business Partners, a code of conduct that outlines the guiding principles, values and rules we expect our distribution channel partners, vendors, suppliers and service providers to uphold when conducting business on Hitachi's behalf. Reference to [Hitachi's Expectations of Business Partners](#) is included in the terms and conditions of our standard distribution channel partner and vendor agreements.

In FY2025, Hitachi Vantara launched a chatbot to centralize information and answer policy-related questions from employees and contractors, supporting consistency and policy adherence.

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

To ensure that Hitachi Vantara remains compliant with applicable anti-bribery, anti-corruption, anti-money laundering and fair competition laws and conflicts of interest rules, we have established standalone policies managed by the chief legal and compliance officer. In addition to these core policies, we have issued several other compliance policies to educate employees and contractors regarding more targeted rules and controls used to prevent misconduct or detect it in a timely fashion. These policies are available in 10 languages and include scenarios and frequently asked questions to give employees and contractors the tools to identify and report red flags indicative of misconduct. Employees and business partners may report suspected compliance and integrity breaches to their managers, the Human Resources department, the Legal and Compliance department or the Hitachi Vantara Ethics Hotline, without fear of retaliation.

In FY2025, we updated our policies on third-party gifts, fraud, travel and entertainment and conflicts of interest.

Annual Conflicts of Interest Disclosure

In FY2025, Hitachi Vantara launched a mandatory conflicts of interest disclosure process for management and select individual contributors. Of the executives included in the process, 100% completed the disclosure.



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 any type of retaliation against employees seeking guidance or reporting suspected violations.

Global Grievance Policy

As outlined in the Hitachi Global Grievance Policy, Hitachi Vantara prohibits harassment, discrimination and retaliation against any current or former employee who raises concerns in good faith about unlawful or unethical conduct. Team members in most countries can confidently and anonymously raise their concerns through the Hitachi Global Compliance Hotline (see [Anonymous Reporting](#)).

Policy Steering Committee

Hitachi Vantara representatives participate in the cross-functional Hitachi Digital Policy Steering Committee, which reviews both new and updated policies company-wide, including 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 where Hitachi employees, business partners, customers and the general public can report concerns or suspected misconduct in good faith, without fear of retaliation. Our Whistleblower Policy applies worldwide to Hitachi Vantara, its subsidiaries and affiliates and anyone doing business with or on behalf of the company.

Key Components of Hitachi Vantara's Whistleblower Program

Anonymous Reporting

- Concerns can be reported through the Hitachi Global Compliance Hotline, available 24 hours a day, 365 days per year. Reporters may raise concerns in approximately 50 languages either online or via telephone. The hotline reflects current local reporting requirements and is available internationally. In some countries, local laws may restrict the types of reports that may be made using the website or hotline. Where permitted by law, anonymity may be maintained using either the hotline's telephone or online reporting options.
- Other channels to report concerns include line managers, the Human Resources department and the Legal and Compliance department.

Investigation

- Hitachi Vantara is committed to following up appropriately, promptly and confidentially where possible. Teams with specific subject matter expertise (e.g., Corporate Compliance, Cybersecurity, Physical Security, Global Trade Compliance and Employee Relations) lead investigations and answer inquiries by topic.

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. This commitment is referenced in the Code, in various topical compliance policies and in the Hitachi Group Whistleblower Policy to which Hitachi Vantara adheres.

Confidentiality

- Reports may be made anonymously using the Hitachi Global Compliance Hotline. When handling concerns, we apply strict controls to maintain the confidentiality of investigation details. Access to investigation details, including but not limited to reporter identity, are restricted and monitored by limiting access to the company's case management database system, encrypting investigation case files, and other measures as outlined in the company's written investigation case management guidelines.

Use of Artificial Intelligence

Hitachi Vantara's approach to AI is grounded in the Hitachi Group's long-standing commitment to ethical, human-centric innovation and responsible technology deployment. AI governance is guided by Group-wide principles and the Hitachi Vantara AI Governance Standard, which emphasize safety, fairness, transparency, privacy protection and accountability across the full AI life cycle, from design and development through deployment and ongoing management. These principles are operationalized through risk management, security, compliance and product development processes, with a focus on enabling trusted AI-driven workloads, protecting customer data and supporting the efficient and sustainable operation of internal and external AI-intensive systems in alignment with evolving global regulations and customer expectations.

Ethics and Compliance Training

Our annual online compliance training program, mandatory for all employees and contractors, raises awareness of our ethics 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. Annual training also helps us demonstrate our commitment and adherence to our policies.

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
- Conflicts of interest
- Reporting and nonretaliation
- Ethics hotline

In addition to the General Code of Conduct training course, employees and contractors took separate, subject-matter-specific courses in FY2025 that covered cybersecurity, data privacy, procurement and anti-harassment, discrimination and retaliation compliance. Employees and contractors were also invited to take human rights training.

Our online compliance training is supplemented with targeted in-person and webinar-based training provided on a rolling basis to employees and select channel partners throughout the year, typically based on role, function or geography. These programs offer deeper dives into areas of concern specific to Hitachi Vantara's business, frequently using case studies pulled from the company's own experiences, from locally published financial crimes cases and from financial crimes and conflict of interest cases made public in the technology industry. Through these trainings' interactive and facilitated format, Hitachi Vantara employees, contractors and business partners can engage in meaningful dialogue about decision-making tactics for dealing with ethics and compliance gray areas and gain confidence about speaking up when suspected misconduct is observed. Managers receive separate educational sessions and a Manager's Guide to Ethical Behavior Toolkit to ensure that integrity and compliance are embedded in the fabric of Hitachi Vantara's corporate culture. In FY2025, we built an online compliance training for new partners operating in high-risk countries, with plans to launch in FY2026. This training includes industry-tailored scenarios on topics such as bribery, antitrust and competition, trade compliance, conflicts of interest, revenue recognition and information security. In FY2025, we also implemented an enhanced online conflicts of interest training for candidates to complete prior to new-hire onboarding.

100%

FY2025 participation in ethics training

Ethics and Compliance Risk Assessments

Starting in FY2023 and carrying forward to the present, the Hitachi Group has used an independent third party, Ethisphere, to launch a blind Ethical Culture Survey to test all Group companies' employee speak-up culture. Hitachi Vantara uses results from the Ethisphere survey to examine potential areas for program enhancement, and reports back to Hitachi Ltd. annually with target improvements and progress against those targets. In addition to these efforts, Hitachi Vantara's Compliance Department conducts periodic risk assessments and audits to detect and evaluate areas of increased risk based on factors including systems and controls, governance structures, evolution in business models and changes to regulatory schemes and enforcement. Hitachi Vantara conducted three country audits that included business ethics topics in FY2025 as well as various business process audits. In addition, we completed 8 compliance audits of distribution channel partners: two each in Brazil, India and Indonesia, and one each in Hungary and Turkey.

In addition to conducting structured risk assessments, our Compliance Department prioritizes addressing compliance gaps and concerns that have been identified via routine business reviews, reviews of business

processes customarily considered high risk in the technology industry and reports submitted to our hotline or other speak-up channels.

Public Policy and Government Relations

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, the Hitachi Group maintains the Hitachi Washington Corporate Office (WASHI) in Washington, D.C. Functioning as the Group's North American government relations team, WASHI builds bridges between Hitachi Group companies and federal, state and local policymakers and agencies, promoting Hitachi's businesses and addressing challenges they face doing business in the U.S. WASHI also works with industry association partners, such as the Consumer Technology Association and the National Association of Manufacturers, to collaborate with like-minded companies and build awareness in the U.S.

WASHI supports U.S. government policies that enable Hitachi to achieve its goals of a more sustainable, connected and secure society. Hitachi Vantara does not participate in political advocacy activities. Employees are not permitted to make financial contributions

in Hitachi Vantara's name or provide other support on our behalf to political parties, politicians or candidates for election to public office.

Competitive Behavior

Actions in place to prevent anticompetitive practices include:

- Antitrust and Fair Competition Policy
- Supplemental compliance training that includes periodic antitrust and fair competition training for high-risk audiences
- Appointment of an internal Global Competition Counsel to provide advice and analysis on mergers and acquisitions (M&A) scenarios, regulatory inquiries, competitive bid management and vertical restraints
- Antitrust and Fair Competition Risk Assessment
- Distribution Channel transaction sampling in country and partner audits to review M&A deals and look for collusion red flags in tenders/bids

Hitachi Vantara reported no monetary losses as a result of legal proceedings associated with competition law violations in FY2025.



Cybersecurity and Data Privacy

SUSTAINABILITY GOAL:

Register under the EU-U.S. Data Privacy Framework and the UK-U.S. Data Bridge by FY2025

FY2025 progress:

Completed in FY2025 following updates to our internal privacy policy and adoption of all controls required by the framework.

SUSTAINABILITY GOAL:

Mature our cybersecurity framework, controls and assurance management by FY2025

FY2025 progress:

Completed in FY2025 following policy and standards updates, tool integrations, expanded training and enhanced cross-functional collaboration on data classification and glossary alignment.

Cybersecurity

New threats arise in parallel with new technology advances, creating an environment that requires constant vigilance to prevent cyber attacks designed to cripple systems, steal data and disrupt business continuity.

In line with the Hitachi Group’s “One Hitachi” business policy, all Group companies are aligned on cybersecurity policy, following standards that establish optimal security measures based on best practices, emerging risks and the changing regulatory environment. Extending beyond the traditional focus on internal IT systems, our cybersecurity program also guards against threats to operational technologies used in product and service development, production and manufacturing, and supply chains.

The Hitachi Vantara Cybersecurity Charter describes our approach to protecting the confidentiality, integrity and availability of sensitive data and systems. It applies to all employees, contingent workers, partners, vendors, customers and guests who access and utilize Hitachi Vantara’s information and information resources.

Hitachi Vantara Cybersecurity Governance Entities and Responsibilities

Hitachi, Ltd. (Corporate Cybersecurity Functions)	<ul style="list-style-type: none"> • Defines and communicates cybersecurity requirements for Hitachi Vantara • Reviews alignment of Hitachi Vantara’s cybersecurity program with corporate strategy via audits
Board of Directors	<ul style="list-style-type: none"> • Provides cyber risk oversight • Ensures escalation of risks to Hitachi, Ltd. • Promotes cybersecurity culture
Hitachi Digital Corporate Functions	<ul style="list-style-type: none"> • Manages shared services for Procurement, Legal, Compliance and Human Resources • Oversees corporate governance for these functions • Coordinates with Hitachi Vantara on regulatory and legal requirements • Supports enterprise-wide risk management and compliance
Executive Committee	<ul style="list-style-type: none"> • Allocates resources for cybersecurity priorities • Reviews and approves the cybersecurity program • Ensures alignment with business strategy and risk appetite
Internal Audit	<ul style="list-style-type: none"> • Conducts post-incident reviews • Assesses cybersecurity controls during business line audits • Reviews cybersecurity policies and provides feedback
Chief Information Security Officer (CISO)	<ul style="list-style-type: none"> • Aligns cybersecurity strategy with business goals • Prioritizes cybersecurity initiatives • Reviews major incidents and industry trends • Approves risk exceptions and monitors regulatory impact
Cybersecurity Leadership Team (CLT)	<ul style="list-style-type: none"> • Approves cybersecurity standards • Advises business units on control implementation • Manages tools, metrics, events and policy updates

Cyber Risk Management

Hitachi Vantara takes a holistic, layered approach to cybersecurity that ensures our network, operating system, database and application security practices complement one another and are supported by strong internal controls, governance and oversight. We follow the Gartner framework for aligning our cybersecurity strategy to Hitachi Vantara's and Hitachi's risk appetite.

Risk identification is driven by our Cybersecurity Risk and Control Framework (CRCF), which integrates threat modeling, vulnerability management and continuous monitoring. Factors such as organizational and business needs, the cyber threat landscape, industry best practices and the state of controls within the organization play a part in our modeling efforts, and we take a prescribed approach to prioritizing, assessing and reviewing cyber risks.

Policies and Standards

Hitachi Vantara's cybersecurity policies and control requirements align with globally recognized frameworks, including NIST and ISO, and are revised and refreshed to meet the current threat environment. Product teams follow our Product Security Standard (which outlines specific controls, ownership and escalation paths associated with product development and release), as well as our new Product Security Vulnerability Management Standard.

Our cybersecurity policies apply to all Hitachi Vantara personnel, including full-time employees, temporary employees and contingent workers. Policies and standards are reviewed annually, and updates are made based on emerging risks, regulatory landscape and customer requirements.

Reviews, Assessments and Audits

Hitachi Vantara and Hitachi conduct security reviews, assessments and audits annually to confirm compliance with cybersecurity policies, procedures and practices. The internal controls of Hitachi Vantara are subject to periodic testing by audit organizations such as Hitachi Digital Internal Audit and Hitachi. We also conduct third-party vendor risk assessments through SecurityScorecard and ServiceNow and integrate vendor risks into product life cycle reviews. As of FY2025, 191 Hitachi Vantara vendors have been onboarded to SecurityScorecard, of which 43 are under full monitoring.

Hitachi Vantara promotes security awareness on a company-wide basis and educates personnel through security awareness efforts that include phishing tests, role-based security trainings and periodic internal news articles. Cybersecurity team members pursue

industry-standard security certifications and participate in industry forums to stay current with emerging threats and security trends.

Employee Cybersecurity Compliance Training

All Hitachi Vantara employees and contractors are required to complete a compliance training course upon employment, as well as annual compliance training throughout their tenures. The course includes data privacy principles and proper data handling practices. In FY2025, we launched a dedicated cybersecurity training course that includes modules on acceptable use, AI security, phishing and social engineering. The course is available in nine languages.

Cybersecurity Incident Management

Hitachi Vantara's Cybersecurity department monitors security events and responds to anomalies, alerts and incidents. The Cybersecurity department is informed of security incidents and events and, depending on the circumstances, defines escalation paths and response teams to address those incidents.



Our Cybersecurity team works with the appropriate technical teams, impacted stakeholders and other third parties to respond to incidents. Detection and management of incidents occur commensurate with the risk. Appropriate action is taken to contain threats, maintain continuity of business operations, establish root cause and carry out corrective action, then follow up with lessons learned.

Hitachi Vantara regularly tests the efficiency and effectiveness of our cybersecurity incident response plan and makes improvements based on reviews of test results and incident response performance.

Data Privacy

Hitachi Vantara understands the critical importance of data protection and maintains an always-evolving framework of security practices to protect the confidentiality, integrity and availability of customer information.

Governance and Oversight

Our global Data Privacy Office supports corporate and employee functions, product development, customer engagements and supplier enablement. In the U.S., Europe, South America, India and China, the professionals of our Privacy team are charged with assuring Hitachi Vantara’s compliance with all applicable privacy regulations.

Privacy Program Cornerstones

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

- **Data subject rights:** We maintain global processes for data subjects to exercise geo-specific rights.
- **Article 30 reports:** We track data flows through processing reports.
- **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:** We administer yearly privacy-specific training to our global workforce.
- **Privacy vendor review:** We perform a detailed review of data flows at 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 emerging privacy regulations, Hitachi Vantara leverages our compliance efforts in meeting the demands of the General Data Protection Regulation (GDPR), the California Consumer Privacy Act (CCPA) and other regulations.

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.

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. We do not share personal information with third parties except as provided for in our policy to facilitate our internal information-processing activities or to comply with applicable law.

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 proper maintenance and availability of all records required for us to conduct business, fulfill our legal responsibilities and support our tax and accounting functions.

Data Subject Request Policy

This policy sets out Hitachi Vantara’s process for responding to data subject rights requests under applicable data protection laws, including the 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](#) outline the contractual data privacy terms 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.



Responsible Procurement

SUSTAINABILITY GOAL:

Conduct an annual Sustainable Procurement Supplier Survey, covering the top 80% of suppliers by spend, to assess their implementation of human rights training and practices

FY2025 progress:

Survey deployed to all suppliers in the top 80% by spend.

SUSTAINABILITY GOAL:

Increase our supplier diversity spend by 25% by FY2040, over base year FY2024

FY2025 progress:

Progress toward the FY2040 goal remains strong.

Supply Chain Operations

Hitachi Vantara’s global business operations focus on product and service offerings. At the highest level, suppliers are grouped into one of two categories: IT/technology or service. A significant portion of the products supplied by Hitachi Vantara are manufactured by Hitachi companies, which conduct business in accordance with the [Hitachi Group Code of Ethics and Business Conduct](#). Our Global Procurement department also aligns with this code and undergoes both an annual mandatory training on sustainable procurement that is considered in performance reviews (and had a 100% completion rate in FY2025) and an environmental awareness training that emphasizes the company’s commitment to developing environmentally friendly products.

Supplier and Vendor Code of Ethics and Business Conduct

We believe that upholding high ethical standards among both our employees and our business partners is foundational to creating a successful business and a great work environment. [Hitachi’s Expectations of Business Partners \(Business Partner Code\)](#) articulates our commitment to upholding responsible and ethical business practices throughout the value chain and outlines our expectations of all Hitachi Vantara

suppliers and distribution channel partners. The Business Partner Code is incorporated by reference within the Hitachi Master Procurement Services Agreement and distribution channel partner agreements as part of our onboarding process.

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, when required, reputational due diligence, a financial viability assessment and validation of business ethics and potential conflicts. During the supplier qualification process, suppliers are required to review and comply with the terms and conditions of the Hitachi Group Code of Ethics and Business Conduct. In FY2025, 100% of new suppliers either agreed to comply with the terms and conditions of the Hitachi Group Code of Ethics and Business Conduct and Hitachi’s Expectations of Business Partners or maintained their own code of conduct equivalent to Hitachi’s.



Responsible Business Alliance
Affiliate Member

As a part of the Hitachi Digital family, Hitachi Vantara is an Affiliate Member of the RBA.

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
- Global trade compliance
- Human rights

To support Hitachi Vantara 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, the Responsible Business Alliance (RBA) and the International Organization for Standardization (ISO).

Hitachi Vantara’s Trusted Ally program, now in its third year, comprises a global ecosystem of suppliers that meet high standards in the areas of technology, cost, quality, sustainability, flexibility and services provided; display a vested interest in growing Hitachi Vantara’s business and strengthening our infrastructure; and offer preferential commercial and legal terms. Hitachi Vantara sourcing managers use supplier scorecards to evaluate each supplier in these areas.

Third-Party Risk Assessments and Audits

We maintain a robust due diligence process for assessing and addressing risks in the supply chain.

Our risk classification system for suppliers starts by determining risk based on the item category. For categories that are required to be assessed, a request is sent to the 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. In addition, enhanced desktop due diligence and online monitoring are performed on existing suppliers.

We also use a risk-based approach when performing due diligence for 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. To assess the level of due diligence required, we employ a risk-based approach consistent with frameworks identified by the U.S. Department of Justice and other regulatory authorities. Hitachi Vantara adheres to the requirements set out in the Hitachi Third-Party Due Diligence Policy by undertaking required refreshes of prior due diligence performed on high-risk distribution channel partners.

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, facilities verification and documented evidence of compliance program components, as well as detailed desktop due diligence performed on the channel partner entity, its leadership and its key employees. For any distribution channel partner operating on our behalf in high-risk countries, we require acknowledgment of Anti-Corruption Compliance Certification signed by an authorized representative, both at onboarding and periodically thereafter.

As part of our channel partner audit program, we annually select several distribution channel partners for audit, using an evolving risk assessment methodology reviewed and approved periodically by the board's Audit Committee. These channel partner audits focus on a combination of transaction sampling, policy, procedures, systems and controls reviews and typically extensive interviews with partner stakeholders conducted via on-site visits. In FY2025, audits were conducted with eight channel partners in five different countries.



Third-Party Information Security

Confidentiality Agreements

Hitachi Vantara requires commitment to contractual confidentiality language (which may include a nondisclosure agreement) for all suppliers, vendors, subprocessors and other external parties performing services on or requiring access to Hitachi Vantara or its data hosting and data processing facilities. When applicable, external parties must also sign a data protection agreement and EU Model Clauses. As relevant, all agreements in which a third party may be given such access must also stipulate inclusion of approved confidentiality standards and security provisions in their downstream suppliers' contracts.

Third-Party Evaluation and Monitoring

Hitachi Vantara evaluates both new and existing third-party services to assess the information security risks associated with those services and identify actions to lower the risk to acceptable levels.

Third-Party Risk Assessment Questionnaire

- **Data privacy:** Types of personally identifiable information (PII), countries of storage and transfer, and location of service.
- **Business continuity:** Including service-level availability, business process recovery time objective and recovery point objective.
- **Service and product security:** Publicly available security information, third-party attestation and certifications, penetration tests and data encryption, security logging and auditing, and records retention (existence of vendors' records retention policies verified in our vendor risk assessment).
- **Third party's security practices:** Organization of information security, checklists, employee screening, separation of duties, system hardening and malware and threat management.
- **Data loss prevention:** Monitoring processes in place to prevent 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 to ensure alignment with Hitachi Vantara's environmental requirements. Annually, we issue a Sustainable Procurement Supplier Survey to Hitachi Vantara suppliers that represent the top 80% of our spending.

As part of this survey, suppliers provide information about their ESG and sustainability programs, progress and commitments in areas such as:

- Energy consumption and GHG emissions
- Climate targets
- Supplier environmental practices
- ESG and sustainability rating frameworks
- Conflict minerals
- Human rights audits
- Employee health and safety policy and certifications
- Information security
- Supplier audit history

Suppliers may disclose their EcoVadis information and score to Hitachi to cover required topics or respond to the information requests in our questionnaire for review by internal subject matter experts. Supplier Survey results are used to select suppliers to be audited and to update supplier strategy with requestors, up to and including possible removal for suppliers that are not able to adhere to Procurement's sustainability expectations and/or our [Modern Slavery Transparency Statement](#). In FY2025, we conducted on-site sustainability audits of select suppliers.

Hitachi Vantara partners with key suppliers on an ESG Working Group to share best-practice ESG strategies and actions disclosed in the Supplier Survey.

Human Rights in the Supply Chain

Hitachi Vantara's [Modern Slavery Transparency Statement](#) sets out the steps we have taken to minimize the risk of modern slavery (including forced labor and child labor) 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, the California Transparency in Supply Chains Act and various other regulations and is reviewed and updated annually, with the most recent update in September 2025.

Our commitment to the identification and prevention of modern slavery includes promoting awareness and understanding of the risks, improving collaboration across our organization and strengthening supply chain transparency. In our vendor risk assessment process, we utilize a framework that considers indicators related to modern slavery, trafficking and unfair labor practices. In FY2025, our Supplier Survey assessed our top 80% of suppliers (by spend) on various ESG factors, including modern slavery. On-site audits conducted by a third-party firm are utilized to assess whether suppliers are adhering to our human rights requirements. In addition, in FY2025, Hitachi Vantara deployed regular screening of existing suppliers to track human rights infractions.

Supplier Diversity

At Hitachi Vantara, we consider working with diverse suppliers an integral part of our strategic sourcing and procurement processes, and we continually seek to build mutually beneficial relationships with a broad and diverse supplier base that includes small businesses and businesses with minority, women, LGBTQ+ or disabled ownership. Our requests for proposals 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 tracked diverse suppliers and associated spend. In FY2025, Hitachi Vantara's supplier diversity spend totaled \$8,583,983.05. Progress toward the FY2040 goal of increasing the supplier diversity spend by 25% from a FY2024 baseline remains strong.

Hitachi Vantara


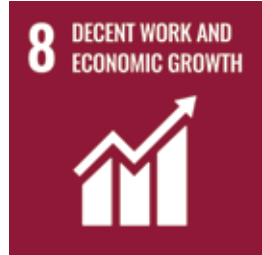


Appendix

- United Nations Sustainable Development Goals)
- Sustainability Accounting Standards Board Index
- Data Appendix
- Hitachi Vantara Limited Assurance Statement




United Nations Sustainable Development Goals

[The United Nations Sustainable Development Goals](#) (UN 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 have identified the key areas where we extend the greatest influence and impact through our business strategy, products and services.

Goal	Description	Alignment to Hitachi Vantara FY2025	Report Reference
	<p>Ensure access to affordable, reliable, sustainable and modern energy for all.</p>	<p>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. [Targets 7.2 and 7.3]</p> <p>Hitachi Vantara both generates and procures renewable energy across many of our most energy-intensive business sites. At our European 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 EACs. Hitachi Vantara is also a member of CEBA, joining a community of energy customers and partners in accelerating the clean energy transition. [Targets 7.2 and 7.3]</p> <p>Several storage products are certified under the U.S. EPA's ENERGY STAR program. Our eco-friendly data storage systems reduce power consumption per model without compromising performance. We provide tools for customers to track and optimize their environmental impact. [Targets 7.2 and 7.3]</p>	<p>Pioneering a Lower Energy and Emissions Footprint for Customers</p> <p>Environmental Impact of Our Operations</p> <p>Energy Management and GHG Management</p>
	<p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p>	<p>We maintain comprehensive medical, wellness and mental health benefits for all employees. To support U.S. employees in states that limit specific medical care options (such as certain reproductive procedures and gender-affirming care), we provide for out-of-state treatment in compliance with state and federal law. [Targets 8.3 and 8.5]</p> <p>Pay equity is a priority at Hitachi Vantara. We analyze our pay structure periodically to ensure our Global Reward Policies are unbiased and consistent. [Target 8.5]</p> <p>Our onboarding experience, "Navigate Your Hitachi," is designed to connect and integrate all new employees across the globe. Our four main learning platforms — Hitachi University, the Hitachi Vantara Learning Center, LinkedIn Learning and goFLUENT — are available to all employees globally. [Target 8.6]</p> <p>We are committed to conducting 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]</p>	<p>Employee Engagement, Training and Development</p> <p>Employee Health and Safety</p>
	<p>Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.</p>	<p>As a data storage and infrastructure company, Hitachi Vantara benefits from technological advancements but also recognizes the impact of increased energy usage. We are committed to creating sustainable solutions and helping our customers decarbonize their data centers. [Targets 9.4 and 9.5]</p> <ul style="list-style-type: none"> • Our evolving VSP products focus on sustainability, which is core to our innovation strategy. • Our eco-friendly data storage systems reduce power consumption per model without compromising performance. • We provide tools for customers to track and optimize their environmental impact. • Our products follow the Hitachi Eco-Design Management Guidelines, complying with ISO 62430 and life cycle assessments. 	<p>Pioneering a Lower Energy and Emissions Footprint for Customers</p>
	<p>Ensure sustainable consumption and production patterns.</p>	<p>Hitachi Vantara supports waste prevention, including material and e-waste, by optimizing our recycling process and reducing waste that goes to the landfill. Hitachi's FY2030 goal seeks to achieve less than 0.5% waste to landfill from all factory sites and distribution centers. During the first three quarters of FY2025, Hitachi Vantara's global average was 0.34%. [Targets 12.2, 12.4 and 12.5]</p> <p>All Hitachi Vantara storage products and components are recycled at the end of their life cycle. At all distribution centers, less than 0.02% of materials go to landfill annually. The rest are reused to create new products. [Target 12.4]</p> <p>We track total e-waste processed, recovered and percentage recycled and have set targets to divert e-waste from landfill through remanufacturing, reuse and recycling. [Target 12.5]</p>	<p>Recycling, Waste and Water Management</p>

United Nations Sustainable Development Goals (cont.)

Goal	Description	Alignment to Hitachi Vantara FY2025	Report Reference
	<p>Take urgent action to combat climate change and its impacts.</p>	<p>We are committed to driving climate action in our products, services and operations. [Target 13.2]</p> <p>Our goals include:</p> <ul style="list-style-type: none"> • Achieving carbon neutrality for Scope 1 and 2 emissions by FY2030. • Setting a near-term target aligned with SBTi by FY2025 (validation in process). • Achieving carbon neutrality throughout the value chain by FY2050. • Commit to setting a long-term target to achieve net-zero emissions. <p>We calculate our Scope 1 and 2 emissions annually per the GHG Protocol. In FY2025, we published an Environmental Policy, committing us to environmental leadership across our operations, products and services. In FY2025, we also strengthened engagement with suppliers and partners to better understand their sustainability goals and identify opportunities for collaboration.</p> <p>We partner with organizations like CEBA to support a 90% carbon-free U.S. electricity system by 2030.</p>	<p>Energy Management and GHG Management</p>

Sustainability Accounting Standards Board Index

Our report has been prepared to align with the Sustainability Accounting Standards Board (SASB) Standard for the software and IT services industry. This index identifies the disclosures and metrics that Hitachi Vantara considers relevant to understanding the company’s performance on sustainability-related risks and opportunities. Information on each accounting metric is included below.

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. 85,613.43 MWh 2. 49% 3. 50%	Energy Management and GHG Management
	(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	In FY2025, Hitachi Vantara collected water usage data from our five largest global sites, which together represent 56% of our total global square footage. These sites are located across key regions: EMEA, AMER and APAC. We are actively working to expand our data collection efforts to eventually cover all of our operations. During this reporting period, total water consumption at these six main sites was 55,638.41 cubic meters.	Recycling, Waste and Water Management
	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.	Energy Management and GHG Management
Data Privacy & 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 related 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.	Cybersecurity and Data Privacy
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	Hitachi Vantara does not report this information publicly.	
	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 publicly.	
	(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 publicly.	
	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 publicly.	

Sustainability Accounting Standards Board Index (cont.)

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 publicly.	Cybersecurity and Data Privacy
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	<p>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.</p> <p>Hitachi Vantara’s cybersecurity policies and control requirements are reviewed periodically and aligned with NIST CSF and ISO/IEC 27001/27002:2013.</p> <p>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.</p>	
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees who require a work visa for foreign nationals and (2) are located offshore	TC-SI-330a.1	<p>3%</p> <p>1%</p>	Creating a Unique Culture
	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees	TC-SI-330a.3	Hitachi Vantara does not report this information publicly.	
Intellectual Property Protection & 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 FY2025.	Competitive Behavior
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 publicly.	Risk Management and Business Continuity
	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 the likelihood or severity of relevant risks. Based on input from relevant stakeholders, risks are identified that might prevent Hitachi Vantara 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 our 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 the continuation of business activities.	

Data Appendix

ENVIRONMENT

	Metric	FY2025 Data
General	Waste sorting and e-waste programs across operations	60%
	Number of annual sustainability summits	3

	Metric	FY2025 Data	FY2024 Data
GHG Emissions by Scope (tCO2eq)	Scope 1 Emissions: Stationary Combustion	2,582.8	1,344.1
	Scope 1 Emissions: Fugitive Sources	799.6	823.3
	Total Scope 1 Emissions	3,382.4	2,167.4
	Scope 2 Emissions: Scope 2 (Market-Based)	17,273.5	22,065.9
	Scope 2 Emissions: Scope 2 (Location-Based)	29,941.6	28,764.9
	Total Scope 1 and 2 (Market-Based)	20,656.0	24,233.3
	Total Scope 1 and 2 (Location-Based)	33,324.1	30,932.3
	Total Scope 3 (Market-Based)	681,239.9	1,218,868.3
	Total Scope 3 (Location-Based)	681,050.2	1,218,731.4
	Total Scope 1, 2 and 3 Emissions (Market-Based)	701,895.9	1,218,731.4
Total Scope 1, 2 and 3 Emissions (Location-Based)	714,374.2	1,249,663.7	

ENVIRONMENT (cont.)

	Metric	FY2025 Data	FY2024 Data
Scope 3 Emissions (tCO2eq)	Category 1: Purchased Goods and Services	216,401.3	265,465.5
	Category 2: Capital Goods	48,590.6	Included in Category 1
	Category 3: Fuel- and Energy-Related Activities (not included in Scope 1 or Scope 2)	4,599.4	7,589.0
	Category 4: Upstream Transportation and Distribution	11,734.5	3,983.9
	Category 5: Waste Generated in Operations	208.8	471.2
	Category 6: Business Travel	7,318.0	5,854.7
	Category 7: Employee Commuting	7,943.3	6,421.1
	Category 9: Transportation and Distribution of Sold Products	412.2	1,017.4
	Category 11: Use of Sold Products	382,585.1	926,387.7
	Category 12: End-of-Life Treatment of Sold Products	389.0	479.7
	Category 13: Downstream Leased Assets (Market-Based)	1,057.7	1,198.1
	Category 13: Downstream Leased Assets (Location-Based)	868.0	1,061.1

Data Appendix (cont.)

ENVIRONMENT (cont.)

	Metric	FY2025 Data	FY2024 Data
Emissions Intensity - Financial (tCO2eq/ thousand USD revenue)	Scope 1	0.0013	0.0008
	Scope 2 (Market Based)	0.0067	0.0078
	Scope 2 (Location Based)	0.0117	0.0102
	Scope 1 & 2 (Market Based)	0.0080	0.0086
	Scope 1 & 2 (Location Based)	0.0130	0.0109
	Scope 3 (Market Based)	0.2652	0.4302
	Scope 3 (Location Based)	0.2651	0.4301
	Scope 1, 2 & 3 (Market Based)	0.2732	0.4387
	Scope 1, 2 & 3 (Location Based)	0.2781	0.4410
Emissions Intensity - Physical (tCO2eq/ usable Petabytes sold)	Scope 1	1.22	0.77
	Scope 2 (Market Based)	6.22	7.82
	Scope 2 (Location Based)	10.79	10.19
	Scope 1 & 2 (Market Based)	7.44	8.58
	Scope 1 & 2 (Location Based)	12.00	10.96
	Scope 3 (Market Based)	245.40	431.73
	Scope 3 (Location Based)	245.33	429.00
	Scope 1, 2 & 3 (Market Based)	252.84	440.32
	Scope 1, 2 & 3 (Location Based)	257.34	439.95

ENVIRONMENT (cont.)

	Metric	FY2025 Data
General	Percentage of total electricity consumption covered by purchased RECs in FY2025	24.2%
	Percentage of electricity generated from renewable energy	26.8%
	Number of EACs purchased	23,518.94 MWh
	Total energy consumption	85,613.43 MWh
	Total energy from renewable sources	42,807.45 MWh
	Total non-renewable energy consumed	48,870.69 MWh
	Total energy consumption per net revenue (energy intensity — MWh/thousand USD)	0.033
	Percentage of total energy from grid electricity	49%
	Percentage of total energy from renewables	50%
	Emissions saved through renewable energies sourcing	12,668.1 tCO2e
	Total computer assets that were disposed of across Hitachi Vantara	2,178
	Total water consumption at European Distribution Center	2,689.00 m ³
	Total water consumption at Singapore Distribution Center	548.80 m ³
	Total water consumption at Hadano Facility (Japan)	20,013 m ³

Data Appendix (cont.)

ENVIRONMENT (cont.)

	Metric	FY2025 Data
General	Total water consumption at U.S. (Santa Clara) Headquarters	15,294.19 m ³
	Total water consumption at U.S. (Norman) Distribution Center	17,093.42 m ³
	Percentage of total waste from company operations at distribution centers diverted from landfills	99.7%
	Total weight of hazardous waste at distribution centers	0 MT
	Total weight of non-hazardous waste at distribution centers	694 MT

SOCIAL CAPITAL

	Metric	FY2025 Data
General	Percentage of Hitachi Vantara employees engaged in training/learning activities	100%
	Completion rate for mandatory annual compliance training	100%
	Number of seats filled by Hitachi Vantara employees in the Hitachi Sakura Program	350
	Number of languages in which the Hitachi Insights employee engagement survey is available	21
	Participation rate in Hitachi Insights employee engagement survey	88.7%
	Completion rate in Hitachi Insights employee engagement survey	84%
	Talent development self-assessment completion rate	98%
	Number of company events hosted	57
	Number of Hitachi Digital employees worldwide engaged via company events	4,076
	Percentage of employees who received performance and career development reviews	100%
	Percentage of employees who are offered benefits	100%
	Amount allocated to U.S. employees for wellness benefits	\$650/year
	401(k) match for U.S. employees (up to % of salary)	6%
	Total voluntary turnover rate	9%
	Ratio of the annual total compensation, base and bonus, from the highest paid individual to the median annual total compensation for all employees	25X

Data Appendix (cont.)

SOCIAL CAPITAL (cont.)

	Metric	FY2025 Data
General	Percentage of employees who participated in the 401(k) match for U.S. employees	83%
	Percentage of employees eligible for bonus	100% of permanent employees
	Yearlong short-term disability program	Provides U.S. employees with 80% of their salary
Time Off for Hitachi Vantara Employees	Medical leave	Allows up to 52 weeks off with a doctor's approval
	Parental leave	Collectively provides up to 24 weeks of time away
	Bereavement leave	Offers 40 paid hours
	Jury duty	Provides 10 paid days each year
	Military duty	Jobs protected under USERRA
	Personal leave	Offers six months of unpaid leave to pursue personal interests
	Volunteer time off (VTO)	Provides full-time employees with eight hours of VTO per calendar year
Workforce Metrics	Total number of employees (full-time and part-time)	5,200
	Percentage of employees who (1) require a work visa for foreign nationals and (2) are located offshore	3%; 1%
	Total Hitachi Vantara contingent workforce	900
	Number of languages in which annual compliance training is available	10
	VTO provided for Hitachi Vantara's part-time employees	4

SOCIAL CAPITAL (cont.)

	Metric	FY2025 Data
	Number of Hitachi Vantara ERGs	7
	Number of Corporate and ERG culture events	57
Giving Week and Volunteer Events	Number of employee volunteer hours for Giving Week	1,604
	Pounds of waste removed from local parks and neighborhoods during Giving Week	600
	Number of locations that hosted DIY workshops and educational webinars during Giving Week	5
	Number of students supported through mentoring and educational resource donations during Giving Week	259
	Number of meals delivered within the US through partnerships with local organizations during Giving Week	10,152
	Number of organizations supported/partnered with	42
	Total employee charitable contributions	\$24,211
	Total hours of employee volunteering	1,600
	Percentage of employees participating in giving or volunteerism	14%

Data Appendix (cont.)

SOCIAL CAPITAL (cont.)

	Metric	FY2025 Data
Employee Health and Safety	Number of workplace injuries	None reported in FY2025
	Total recordable incident rate (TRIR)	0%
	Number of fatalities	0

CORPORATE GOVERNANCE

	Metric	FY2025 Data
Business Ethics	Availability of the Hitachi Global Compliance Hotline	24 hours a day, seven days a week, 365 days per year, where permissible by law
	Number of languages in which reporters may raise concerns at the Hitachi Global Compliance Hotline	50+
	Number of business-ethics-related audits conducted by Hitachi Vantara	3 Country and 3 Business Process
	Percentage of employees who sign and acknowledge the Hitachi Group Code of Ethics and Business Conduct	100%

CORPORATE GOVERNANCE (cont.)

	Metric	FY2025 Data
Procurement	Number of distribution channel partner compliance audits conducted	8
	Completion rate for the Global Procurement department's annual mandatory training on sustainable procurement	100%
	Percentage of new suppliers that agreed to comply with the terms and conditions of the Hitachi Group Code of Ethics and Business Conduct and the Hitachi's Expectations of Business Partners (Business Partner Code) or that maintain a code of conduct equivalent to Hitachi's	100%
	Number of countries in which audits of channel partners were conducted	5
	Percentage of suppliers (by spend) surveyed on ESG, including the implementation of human rights due diligence within their company	80%
	Diverse supplier spend	\$8,583,983.05
Cybersecurity and Data Privacy	Completion rate of annual information security and data privacy training provided to all employees	95%

Hitachi Vantara Limited Assurance Statement

To enhance the reliability and transparency of our greenhouse gas (GHG) emissions reporting, Hitachi Vantara's FY2025 Sustainability Report is undergoing a third-party limited assurance for Scope 1, Scope 2 and Scope 3 emissions.

This independent review has been conducted by Ernst & Young Audyt Polska spółka z ograniczoną odpowiedzialnością sp.k. in accordance with the International Standard on Assurance Engagements (ISAE) 3000 and 3410, issued by the International Auditing and Assurance Standards Board (IAASB).

The assurance covers the following categories of emissions:

- Scope 1: Direct emissions from owned or controlled sources
- Scope 2: Indirect emissions from purchased electricity (market-based method)
- Scope 3: Indirect emissions from the value chain, covering the 11 categories identified as material to Hitachi Vantara's business model

The methodologies and calculation approaches used are aligned with the GHG Protocol standards.

This assured FY2025 Sustainability Report is published on our website, providing stakeholders with verified emissions data that reinforces our commitment to sustainability and climate action.

For more information on Hitachi Vantara's assurance attestation, please visit hitachivantara.com/sustainability. The attestation letter for FY2025 will be published once the assurance process has been finalized.

Forward-Looking Statements:

This Sustainability Report contains forward-looking statements regarding our GHG emissions and sustainability goals, initiatives, and commitments. These statements are based on current expectations and assumptions and are subject to risks and uncertainties.

Actual results may differ materially from those projected due to factors such as changes in environmental regulations, technological challenges, climate change impacts, economic conditions, supply chain disruptions, and other unforeseen events. All forward-looking statements should be evaluated with an understanding of these inherent uncertainties.

Hitachi Vantara

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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.

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