

Hitachi Vantara

Helping Make the World a Better Place

**FY2024
Sustainability Report**





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Introduction

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A Message From Our CEO

Hitachi Vantara, as a leader in global data infrastructure and storage, takes its role in sustainable innovation very seriously. As we see the rapid growth of data and artificial intelligence (AI) contributing to increases in energy use around the globe, we are doubling down on our years-long commitment to creating innovative high-performance, sustainable solutions that benefit the world.

I am pleased to present our second Sustainability Report, which highlights our ongoing efforts to promote sustainability within our operations and illustrates how our products and solutions assist customers in achieving their comprehensive sustainability objectives.

For Hitachi Vantara, sustainability is not optional. It is an imperative for responsible business management and a strong potential driver of market competitiveness, financial success and overall business longevity. This is reflected in our own internal commitments to sustainability and through our innovative solutions to help customers and partners reach both their sustainability and business goals.

In fiscal year 2024 (FY2024), we bolstered our governance around sustainability efforts internally by formally launching our cross-functional Sustainability Committee. We made progress in measuring and monitoring our GHG emissions, calculating Hitachi Vantara's Scope 3 footprint for the first time. Our virtual storage solutions received external recognition, with top scores for energy efficiency, demonstrating our continued commitment to sustainability innovation. And we also increased our eco-design principles and circularity throughout our product life cycle, collaborating with our value chain to establish sustainability best practices and achieve our collective ESG goals.

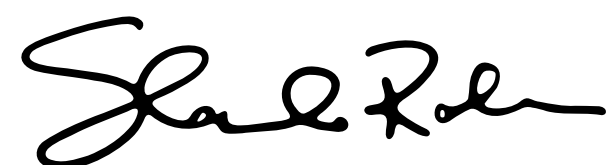
Robust cybersecurity, integrity and compliance remain at the forefront of our operations. In FY2024, we created an AI council and established a governing policy to manage how the organization uses this powerful technology responsibly and effectively.

We have increased our efforts to provide employee support and development, with the launch of a new employee orientation program and more than 50,000 learning resources, assets and courses available to employees across the globe.

Many more examples of our ESG commitments can be found throughout the following pages. We value our continued focus on developing solutions for the world's most pressing challenges. And we recognize that evolving our own sustainability efforts and assisting our customers with their sustainability challenges are critical to this path.

For more than 100 years, Hitachi has been actively solving the challenges facing society, led by our founding mission to "contribute to society through the development of superior, original technology and products." We take pride in our contributions to this purpose and look forward to helping make the world a better place.

Thank you for joining us on this journey.



Sheila Rohra, CEO, Hitachi Vantara



About Hitachi Vantara

Hitachi Vantara is the data foundation for innovation. A wholly owned subsidiary of the Hitachi Group, we build data's most resilient infrastructure the world relies on. From modern data storage systems to intelligent data management and AI-powered hybrid cloud solutions, we are the data backbone for a vast array of operations.

We bring agility and stability, as well as 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 digital (IT) and operational (OT) expertise to empower industries in advancing the next innovation.

Relationship With Hitachi Group

Hitachi Vantara is the data infrastructure company of the 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. From an operational and reporting perspective, Hitachi Vantara includes Hitachi Vantara LLC, HICAM, Hitachi Vantara K.K., and Hitachi Vantara Federal. Hitachi Vantara K.K., a separate Japan-based legal entity (wholly owned by Hitachi Ltd.) within the Hitachi that was integrated with Hitachi Vantara as a single operational entity after the global Hitachi reorganization in fiscal year 2023.





Our Sustainability Report

Our Approach

Our company’s purpose-driven mission — to transform the way data fuels innovation — is deeply connected to our approach to sustainability, which includes the environmental, social and governance (ESG) factors most relevant to our long-term business success.

We are pleased to share our FY2024 Sustainability Report, which outlines our current sustainability and ESG initiatives, practices and objectives, and highlights our progress in the areas fundamental to our business.

This report covers the sustainability efforts of Hitachi Vantara after the global Hitachi reorganization in fiscal year 2023 (FY2023). FY2024 represents the first year of collecting and reporting on data and information for the re-envisioned Hitachi Vantara as referenced in the [“About Hitachi Vantara”](#) section on the previous page. This integrated reporting between Hitachi Vantara LLC, HICAM, Hitachi Vantara K.K., and Hitachi Vantara Federal is also reflected in how we approach regulatory reporting for sustainability actions and progress.

Unless otherwise noted, all quantitative data provided for Hitachi Vantara throughout this report covers our FY2024, reflecting data for the period from April 1, 2024, through March 31, 2025. Throughout the report, we guide readers to additional sources of information on our corporate website and other references for convenience.

The report is aligned with the accounting standards published by the International Sustainability Standards Board (ISSB), related to the software and IT services and hardware industries. We also have identified the United Nations Sustainable Development Goals (SDGs) that we believe best align with our business activities and the key priority areas in which we feel we can have the most impact. Both are included in the [Appendix](#) at the end of this report.

Our Sustainability Commitment and Focus Areas

Our Sustainability Governance Structure

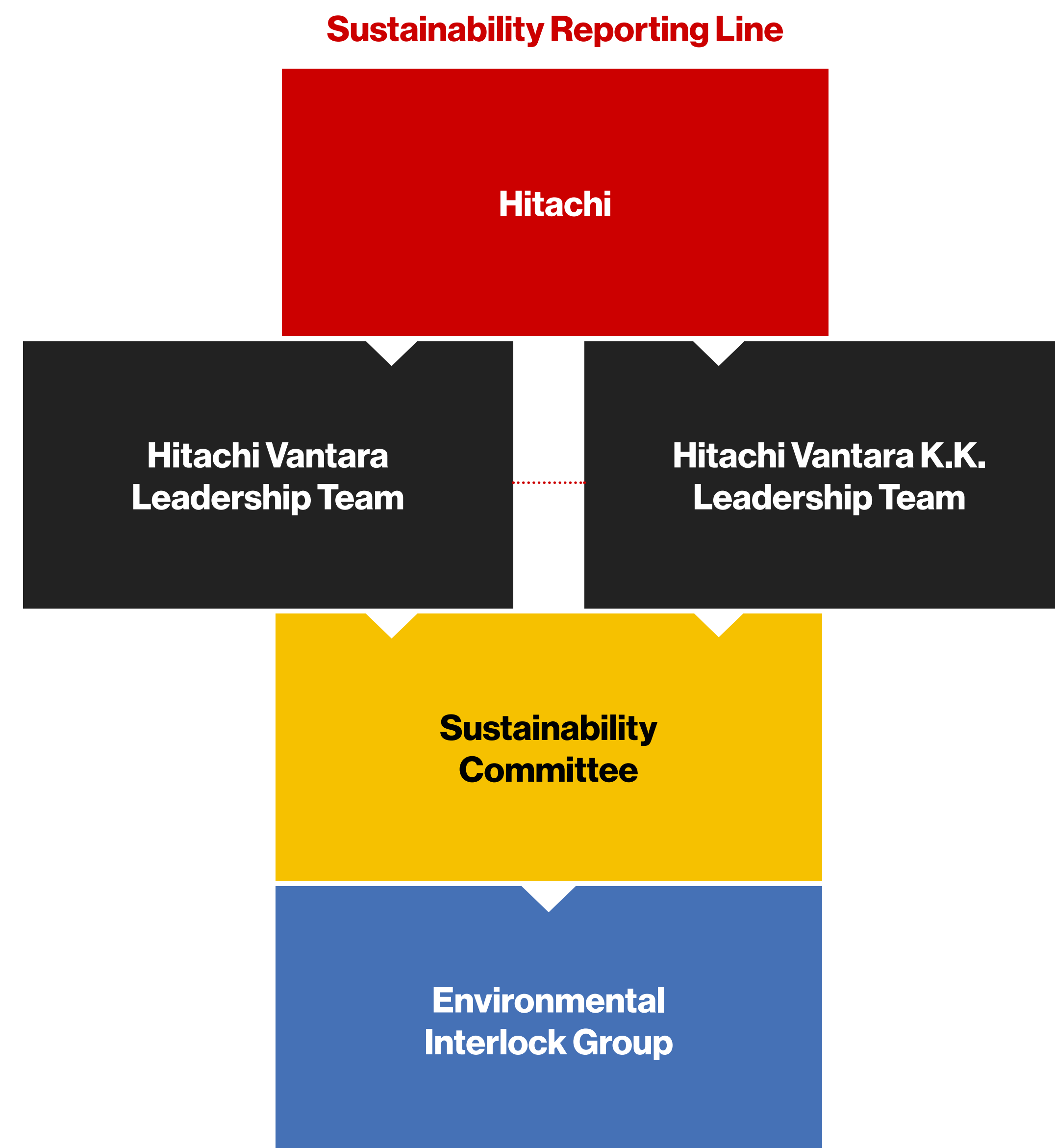
Our sustainability work is aligned with Hitachi's sustainability policies and initiatives, led by its chief sustainability officer. At Hitachi Vantara, sustainability is overseen by the Executive Leadership Team with sponsorship from the CEO and chief strategy officer, who review and approve the company's 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 chief strategy officer, the sustainability director leads our Sustainability Committee, which consists of a cross-functional group of leaders from the Legal, Finance, Supply Chain & Procurement, HR and Product departments. The Sustainability Committee was formally launched in FY2024, a year ahead of our stated goal. We also maintain an Environmental Interlock Group that is focused on progressing the company's environmental commitments and strategy.

Our Environmental Focus

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

Since FY2021, the Hitachi Vantara Environmental Interlock Group collaborates on environmental opportunities across the organization. Led by the sustainability director, this group meets biweekly to create more focus on vital topics such as:

- Environmental infrastructure and data centers
- Environmental measurement (waste, water, energy management on-site)
- Green IT and circularity
- Product—hardware and software (eco-design and certifications)
- Procurement (environmental supplier engagement)
- Environmental compliance and regulations
- Internal and external positioning and promotion



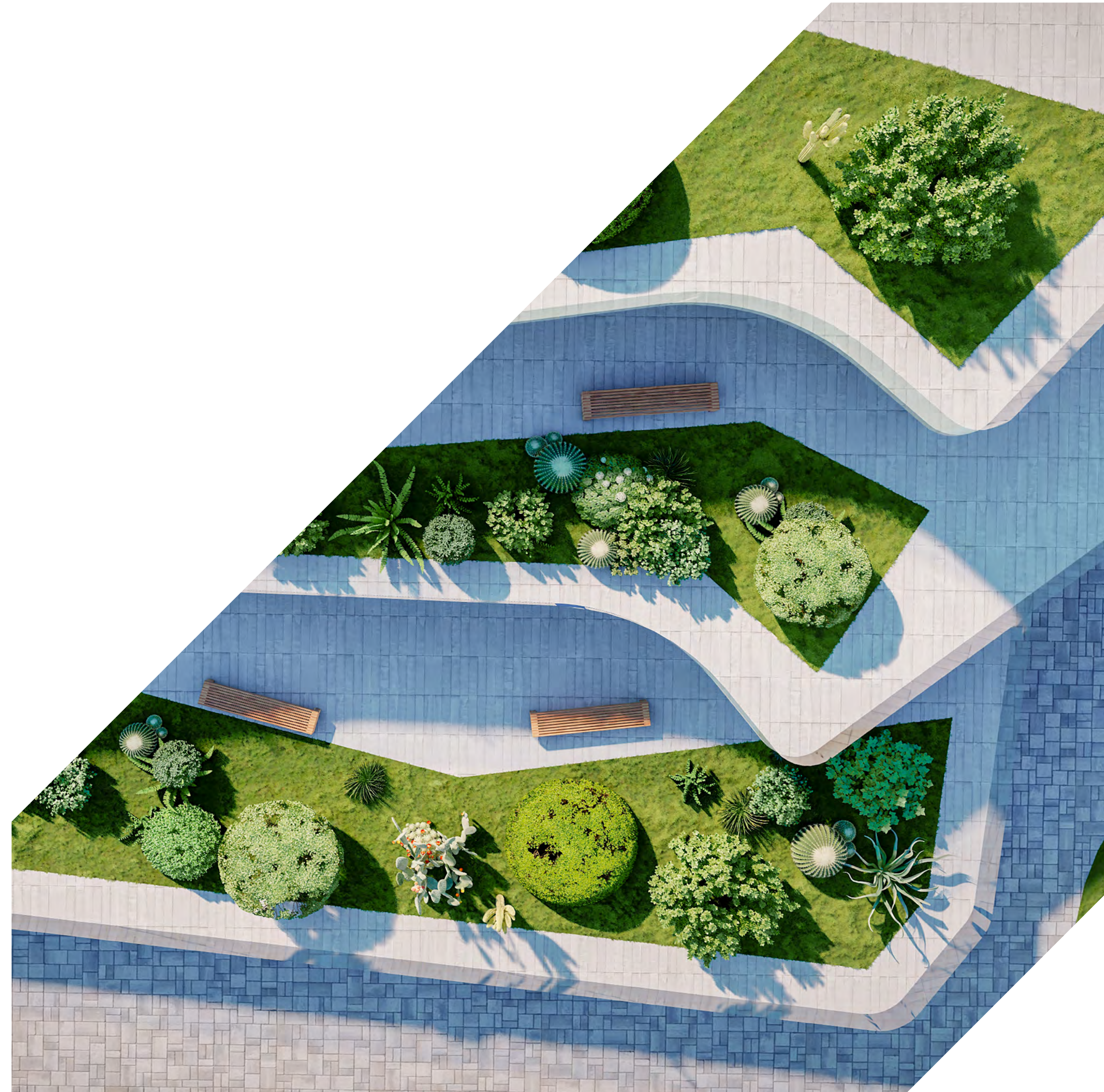
Materiality Assessment

In FY2023, Hitachi Vantara conducted its first ESG Materiality Assessment, led by a third-party sustainability expert. The assessment gathered insights from internal and external stakeholder groups to better understand the ESG topics that are most relevant to our long-term financial success and to identify the areas in which our business impacts society and the environment.

Six ESG topics rose to the top as most important to both stakeholder groups and will continue to be prioritized in Hitachi Vantara's ESG strategy:

- 1 GHG (Greenhouse Gas) management
- 2 Labor practices and employee health and safety
- 3 Data privacy and cybersecurity
- 4 Corporate structure and governance of ESG
- 5 Business ethics
- 6 Risk management and business continuity

The results of the assessment will continue to inform our sustainability strategy as we progress. For more information, please refer to our [FY2023 Sustainability Report](#).



Sustainability Goals

Hitachi Vantara's sustainability goals demonstrate our commitment to increasing our 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 sharing progress toward these goals along the way.

Environmental

Topic	Goal	Progress
Energy Management and GHG Management	Become carbon neutral in Scope 1 and 2 GHG emissions by FY2030.	Increased from 19% to 36% renewable energy usage*
	Commit to setting a near-term goal with Science Based Targets initiative (SBTi) by FY2025.	Commitment Letter submitted in July 2024
	Achieve carbon neutrality throughout the value chain by FY2050.	FY2024 Scope 3 baseline emissions calculated
	Commit to setting a long-term target to achieve net-zero emissions.	Submit a net-zero target for validation to Science Based Target Initiative (SBTi) in FY2025
Recycling and Waste Management	Divert 90% (by weight) of our total e-waste from landfill through remanufacturing, reuse and recycling by FY2030.	Creating FY2024 e-waste baseline across all global sites
	Divert 100% (by weight) of our total e-waste from landfill at our distribution centers through remanufacturing, reuse and recycling by FY2030.	Currently at 99% diversion
Sustainability Innovation	Ensure 100% of our packaging is made from recyclable material or is reused by FY2030.	Currently at 66% recyclable or reuseable packaging
	Incorporate Hitachi Eco-Design Management Guidelines into 100% of new Hitachi Vantara products by FY2030.	Aligned to Hitachi Eco-Design Management, ver.3.0, released in FY2023
	Use 50% recycled plastic materials in our bezels by FY2030.	Currently at 40%, by weight, of the new VSP One Block and File bezels

**Following the release of this report in April 2025, Hitachi Vantara initiated a limited assurance process for its FY2024 GHG emissions. In December 2025, the limited assurance for Scope 1, Scope 2, and Scope 3 emissions was completed by Ernst & Young. Accordingly, certain data points have been updated from the original April 2025 version to reflect enhanced accuracy and the incorporation of additional verified information. For inquiries, please contact Sustainability@hitachivantara.com.*

Sustainability Goals (cont.)



Topic	Goal	Progress
Social Contribution Activities	Ensure 75% of our team members participate annually in giving or volunteerism in their communities by FY2040.	In FY2024, we achieved 23.5%
	Achieve 3,000 volunteer hours during our annual Global Giving Week by FY2025. ¹	Hitachi Vantara employees dedicated 4,200 hours of volunteering across multiple regions during Giving Week FY2024
Responsible Procurement	Increase our supplier diversity spend by 25% by FY2040.	Created FY2024 supplier diversity baseline spend
	Assess 80% of suppliers, identified by spend, on human rights training by FY2040.	Formally launched in FY2024
	Launch an annual ESG survey to our top 80% of suppliers by spend to partner towards impact by FY2025.	Formally launched in FY2024

¹ Encompasses the volunteering efforts of employees across Hitachi Digital, Hitachi Digital Services, Hitachi Vantara and Pentaho.

Sustainability Goals (cont.)

Governance

Topic	Goal	Progress
Data Privacy	Register under the EU-U.S. Data Privacy Framework and UK-U.S. Data Bridge by FY2025.	Select Hitachi companies, including Hitachi Vantara, on track for registration in FY2025
Cybersecurity	Mature our cybersecurity framework, controls, and assurance management by FY2025.	In FY2024, we increased cyber/ product security to comply with the U.S. Department of Homeland Security's new Secure Software Development requirements
Sustainability Governance	Launch a Sustainability Committee by FY2025.	Formally launched in FY2024
Ethics & Integrity	Implement an annual voluntary conflicts of interest disclosure reporting process by FY2025.	On track for deployment in FY2025

FY2024 Highlights

Sustainability Innovation

- Recognized by Gartner for one of **the lowest CO2 per terabyte (TB)** per year of any storage vendor in the 2023 Magic Quadrant for Storage.
- **Launched Clear Sight**, a tool that includes a sustainability dashboard for line of sight into customers' energy and carbon usage.

Environment

- **Measured our Scope 3 emissions** throughout the value chain for the first time.
- Conducted **limited assurance of our Scope 1, 2 and 3 emissions** to ensure our inventory is credible and representative of our impact.
- Sourced **36% of our electricity** from renewable energy*.
- Recognized over \$132,787 savings in operational costs and a **reduction of 574,197 kg CO2 in FY2024** through equipment management and recycling activities at our Waltham DevLab in Waltham, Massachusetts.

Social Capital

- **Launched a Supplier Sustainability Survey** to our top 80% of suppliers by spend.
- **Strengthened our global health and safety infrastructure** with the development of a formal Global Environmental, Health and Safety (EHS) Policy, Health and Safety Committee with senior leadership oversight and Global EHS Management Plan.
- **Offered over 50,000 learning assets to employees**, including live and on-demand courses and videos, online books and language labs.

- Supported the growth of our people managers through a custom development program called **The Hitachi Sakura Program**, with 621 Hitachi Vantara employees participating.
- Launched a new employee onboarding experience called **Navigating Your Hitachi**.

Governance

- Established a standard operating procedure and **AI Governance Policy** to address inbound and outbound AI use.
- Achieved **99% annual online compliance training** completion across the organization (employees and badged contractors) and delivered over 15 live, targeted compliance training sessions to employees and partners in high-risk countries in FY2024.
- Conducted **eight on-site distribution channel partner audits** in FY2024 in high-risk countries.
- Matured **software development security to meet U.S. government requirements** and filed attestations with the U.S. Department of Homeland Security.
- Developed and **refreshed Cybersecurity Standards**.
- **Enhanced cyber hardened-configuration** requirements and monitoring for infrastructure.

Sustainability Awards and Recognition

ENERGY STAR® Ratings Podium Sweep



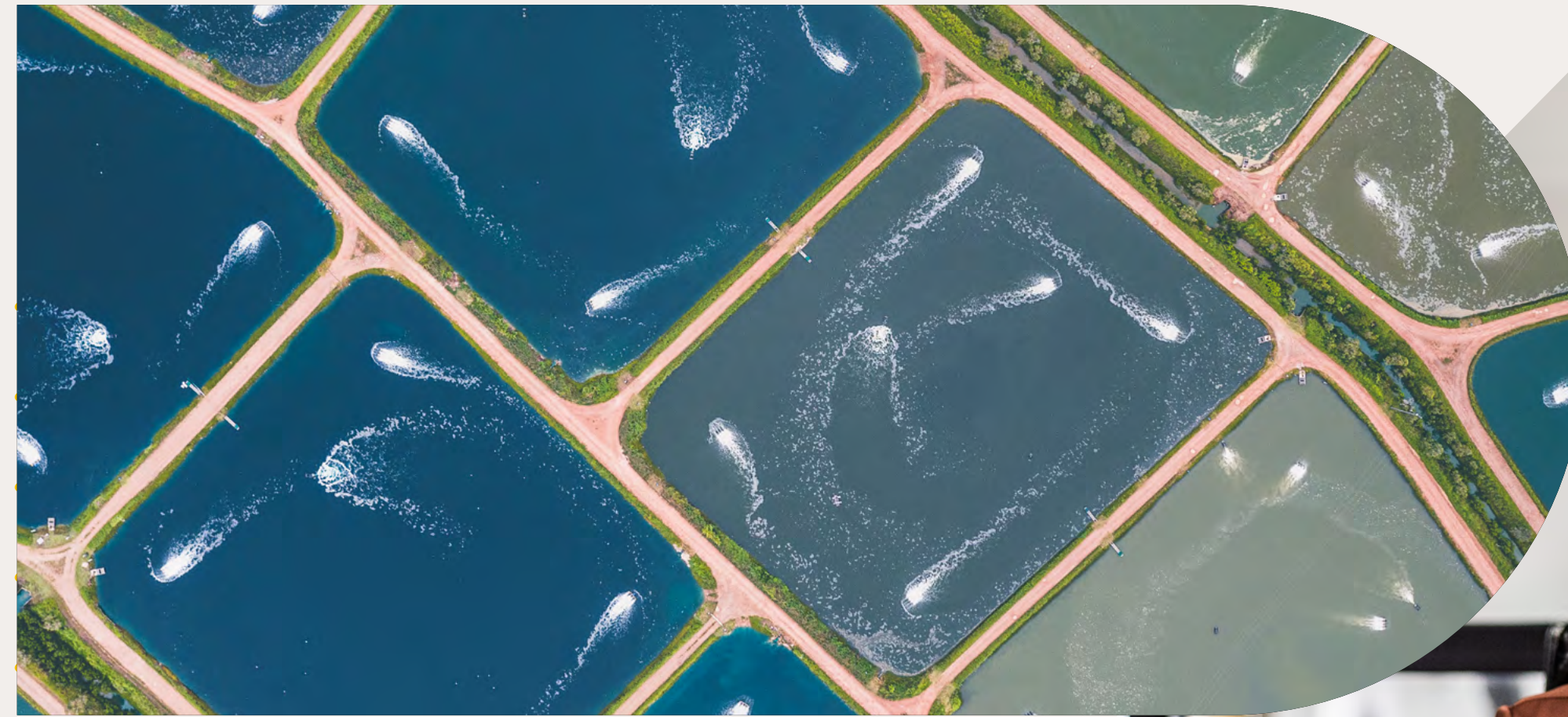
Ranked #1, #2 and #3 for VSP solutions in IOPS/Watt

EcoVadis Gold Medal




Top 2% ranking from across 130,000 rated companies

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Sustainability Innovation

Sustainable Infrastructure Products and Solutions | Pioneering a Lower Energy and Emissions Footprint for Customers | Enhancing the Lifecycle of Our Systems



Creating products and services that propel Hitachi Vantara toward a greener future is ingrained in our DNA. As part of Hitachi, we are united by a vision to develop digital and innovative solutions that benefit the world.

Sustainable Infrastructure Products and Solutions

The rapid growth of data and the use of AI is expected to significantly increase global energy use in the coming years. Hitachi Vantara recognizes the impact increased energy usage has on our resource-constrained world. We are doubling down on our commitment to creating innovative and sustainable solutions, as well as helping our customers use these solutions for decarbonization in their own data centers and operations.

At Hitachi Vantara, we are committed to driving sustainability across our product lines and operations. We're proud to offer high-performance storage solutions that minimize environmental impact, empowering businesses to achieve their environmental and decarbonization goals without sacrificing performance. Our comprehensive collection of services and solutions focuses on assisting our customers in the following areas:

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

“Sustainability is core to Hitachi Vantara’s mission of driving socially responsible innovation. Our eco-friendly solutions maximize energy efficiency, reduce environmental impact and lower operational costs — driving better business outcomes while at the same time benefiting the planet. We relentlessly innovate, advancing technologies that boost performance and drive sustainability. And we’re consistently anticipating the challenges of tomorrow, to create a smarter, greener world for generations to come.”

Simon Ninan, SVP and Global Head of Strategy, Hitachi Vantara

Certifications

ENERGY STAR®

Hitachi Vantara's storage products (Hitachi Virtual Storage Platform E590, E790 and E1090) are certified under the U.S. Environmental Protection Agency's ENERGY STAR program, which defines standards for power consumption and other key indicators.

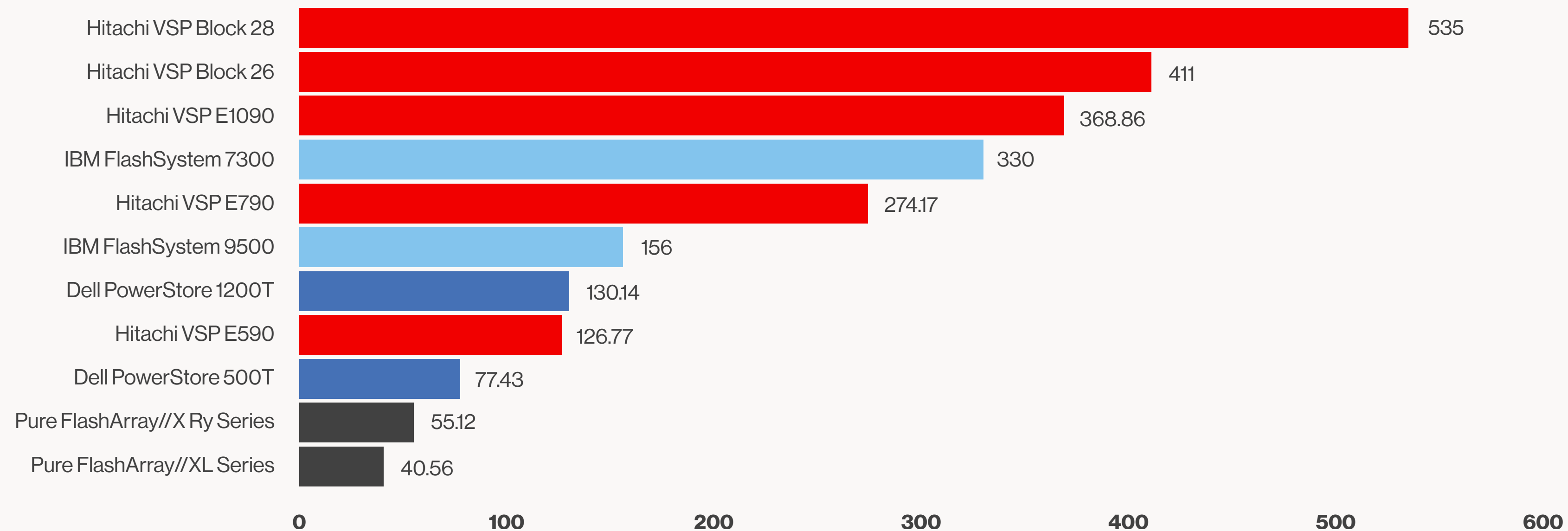
In September 2024, our new Virtual Storage Platform (VSP) One Block storage solution not only earned ENERGY STAR certification, but was recognized as the best storage solution for performance and energy efficiency in the ENERGY STAR NVSS Disk Online 4 category. Overall, Hitachi Vantara now holds the top three ranked storage solutions in this category.

This recognition not only reinforces Hitachi Vantara's leadership in energy-efficient technology but also underscores our ongoing efforts to align our products with the global push toward sustainability without compromising on performance.

ENERGY STAR®

All NVSS Disk Online 4 – Latest Generation Storage Models

Trans Optimal Point Hot Band Workload Test (IOPS/W):



VSP Block Storage Efficiency

The ENERGY STAR label signifies not just a commitment to environmental responsibility but also substantial energy savings for consumers and businesses. Hitachi Vantara VSP products have been classified by ENERGY STAR for data storage solutions. To the left, you can see how VSP products are ranked by ENERGY STAR.

Certifications (cont.)

Carbon Footprint of Products (CFP)

We are proud to be the only data storage solutions provider that is CFP third-party verified for environmental impact by Japan's SuMPO EPD (Environmental Product Declaration) program. This allows us to gain a deeper understanding of the CO2 emissions produced throughout the entire life cycle of our storage products.

Benefits of Third-Party Verification:

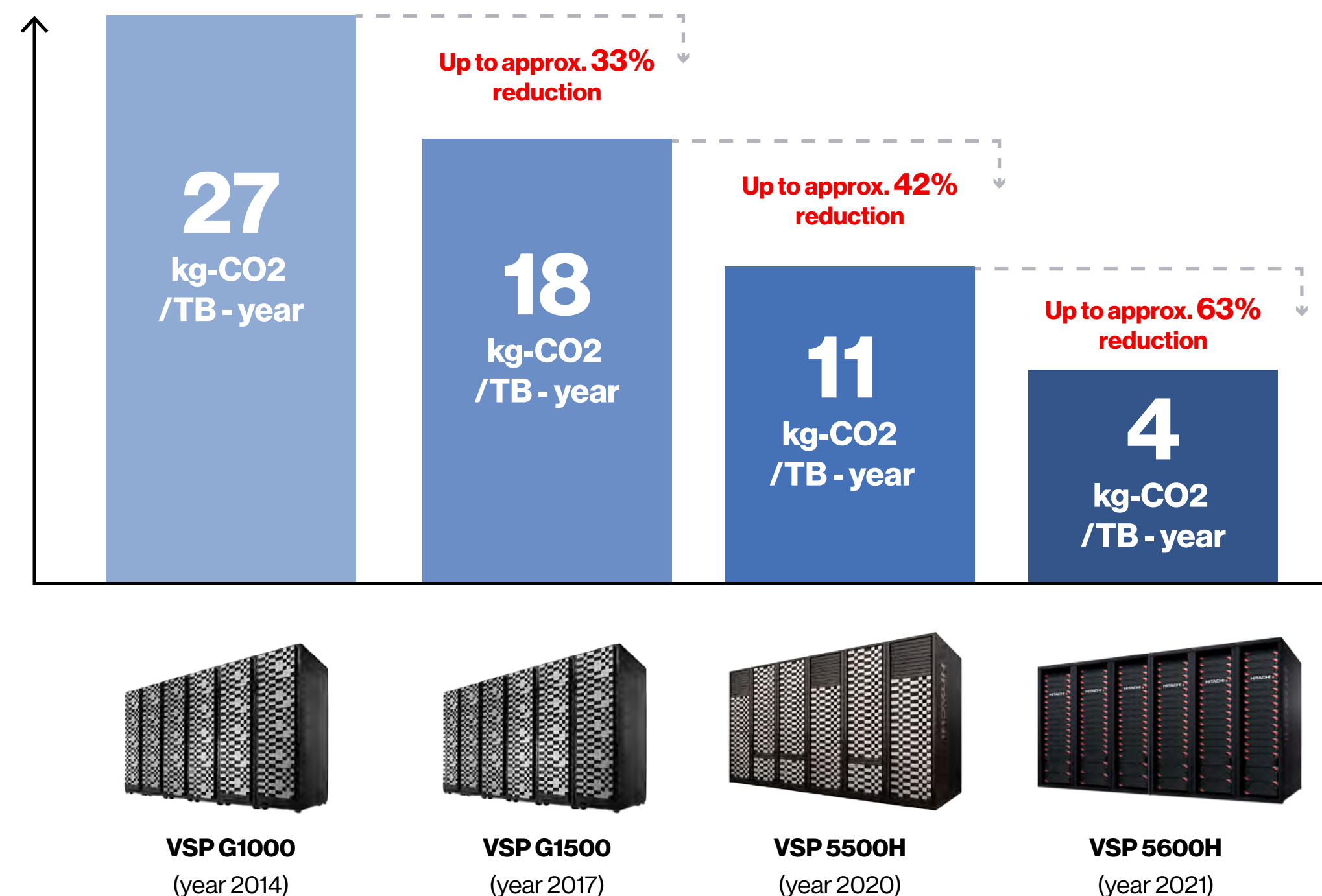
- **Enhanced Transparency:** Customers can make informed decisions based on clear and verified environmental impact data.
- **Improved Sustainability:** Identifying and reducing CO2 emissions helps us contribute to a more sustainable future.
- **Competitive Advantage:** Verification sets us apart in the market, showcasing our commitment to environmental responsibility.
- **Regulatory Compliance:** Staying ahead of environmental regulations ensures smoother operations and reduces risk.
- **Customer Trust:** Demonstrating our dedication to sustainability builds stronger relationships with environmentally conscious consumers.

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

Eco-Storage Innovation

As our VSP products evolve from generation to generation, increasing sustainability in the production and usage of each VSP model is core to our innovation strategy:

- Consistently reduce the amount of associated CO2 per terabyte with the release of each VSP model shown below.
- Recognized by Gartner for the lowest CO2 per terabyte per year of any storage vendor in the 2023 Magic Quadrant for Storage.



Pioneering a Lower Energy and Emissions Footprint for Customers

Helping our customers achieve their sustainability goals drives our focus on building eco-friendly data centers and storage systems. Our data storage systems include patented technology that helps reduce power consumption by 30-40% from model to model, without compromising performance.

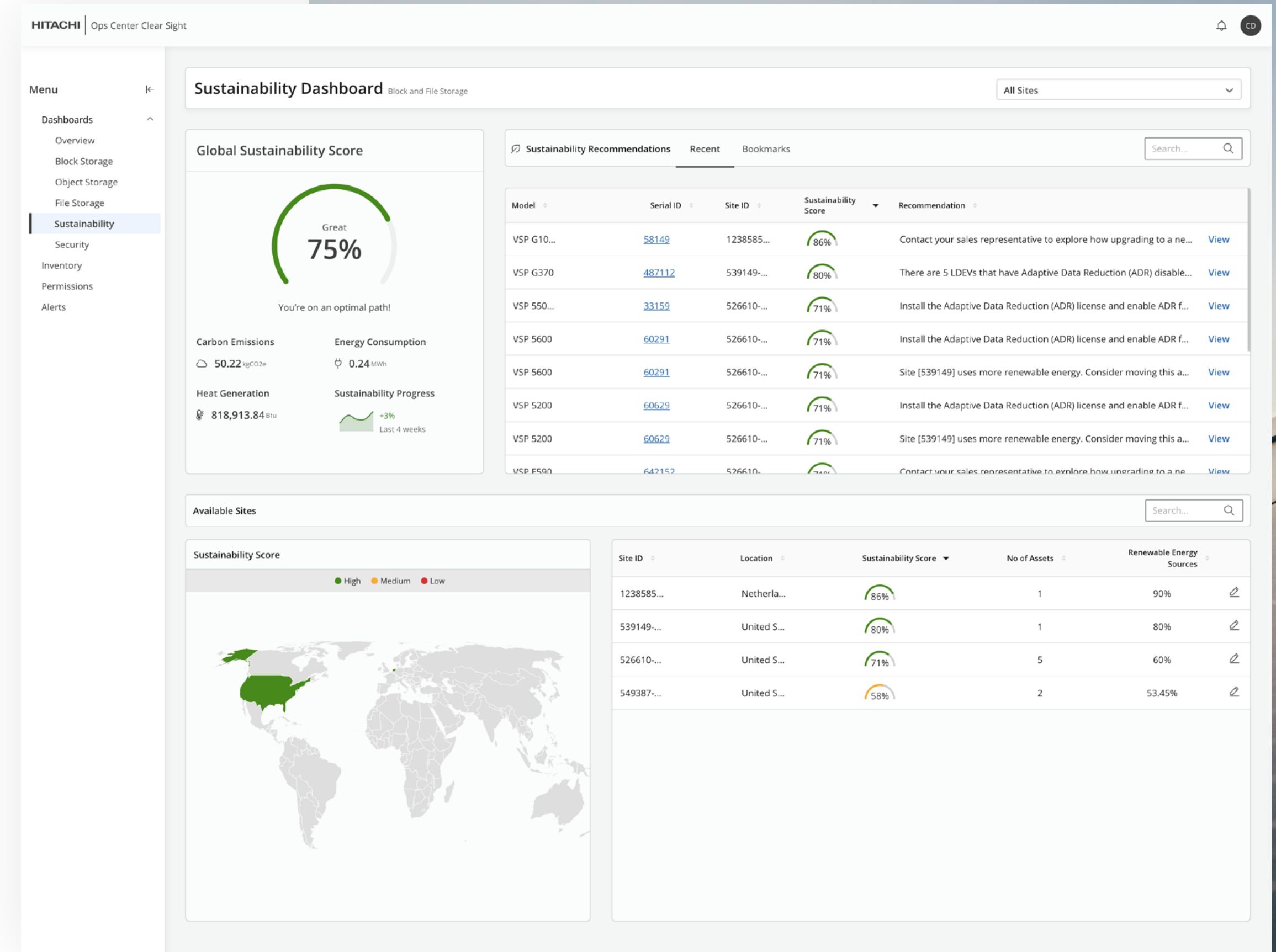
As part of this process, we also lower GHG emissions across the entire life cycle of our systems — from procurement of materials to production, transport, use, disposal and recycling. This highlights our dedication to developing sustainable storage solutions that minimize environmental impact throughout their life cycles.

Sustainability Tools and Resources

Clear Sight

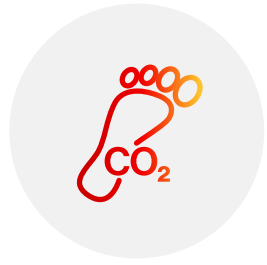
Clear Sight is a dashboard and tool that enhances observability to monitor, manage and optimize customers' VSP data platforms from virtually anywhere:

- Enables cloud-based observability to deliver AI-driven, predictive recommendations to improve system health, capacity upgrades and operational efficiency for a customer's entire Hitachi data estate.
- Includes a new sustainability dashboard that makes it easy for customers to understand their energy and carbon usage at the global, site and array levels.
- The sustainability score report evaluates the efficiency and environmental impact of storage systems. Scores are calculated using the energy consumption of an asset and the carbon intensity of its energy sources based on public utility information. The report tracks progress over a four-week period, and system-level recommendations show users ways to improve their scores.



Sample Clear Sight dashboard (above).

Other sustainability tools and resources include the following:



CO2 Estimator

A web-based [tool](#) that allows any organization to examine its current data center or storage solution carbon footprint and identify steps it can take to reduce its energy use without sacrificing storage needs.



Weight and Power Tool

A secure, portal-based tool that offers precise nominal power estimates and insights into historical power data from existing installations.



Sustainable Software Design

As part of eco-design, our development teams are reusing open and inner-source components when feasible and refactoring code to improve both operational and maintenance efficiency. We are exploring programming languages, such as rust, 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

Decarbonizing facilities and buildings can present a unique set of challenges. Our tailored decarbonization solutions and data-driven approach help clients reduce their carbon footprints.

Case Study: Hitachi Vantara Data Center Modernization

Given that we're in the business of energy-efficient storage systems, it's easy to assume we're constantly upgrading our own internal storage systems. In truth, we approach things like any of our customers: with careful planning and an eye on ROI. When we recently put those modernization plans in place at our Denver data center, we were as impressed with the results as at any customer site. With major enhancements in performance, agility and reliability, we were also able to reduce our power consumption by 50% and physical footprint by 58%. Additionally, we improved power usage effectiveness (PUE)² from 1.6 to 1.3, and infrastructure efficiency (DCIE) from 63% to 77%. That's what people in any line of work might call practicing what you preach.

[Learn More](#)



² Power Usage Effectiveness (PUE) is a ratio of energy used to energy delivered that measures the energy efficiency of a data center. A PUE of 1.0 indicates perfect efficiency, where all the energy is used by the IT equipment, with no energy wasted on cooling, lighting or other overhead.

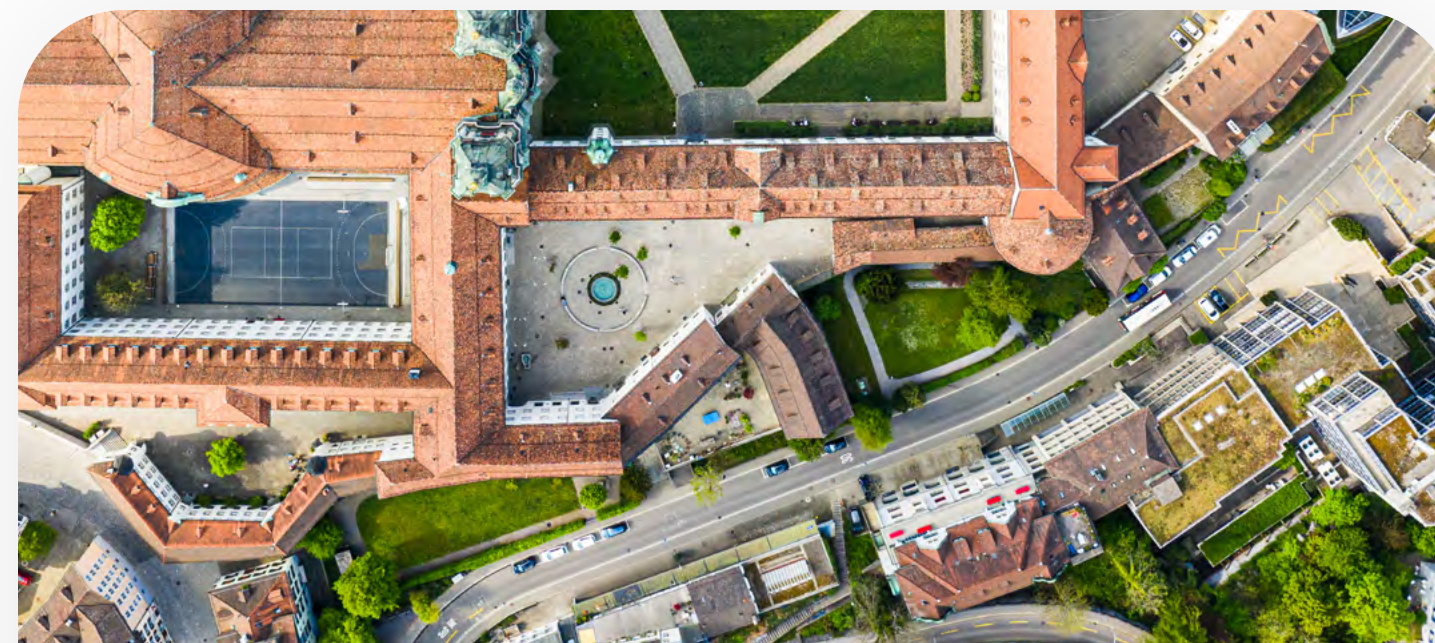
Customer and Project Impact Stories



Gijima

Like leading IT service providers worldwide, South Africa's Gijima faced the challenges of rapidly growing data volumes and complexity. We helped them deploy a new all-flash storage environment and consolidate their data infrastructure across their production and disaster recovery sites. Harnessing the power of data compression, Gijima was able to slim their total data landscape approximately 25% and reduce power, cooling and rack space requirements by 66%. And all while enhancing service delivery and performance for a remarkable improvement in user experience. With +3,000 people and +1,000 customers, the 100% Black-owned company now has a data infrastructure that complements the ambitious goals and objectives they have set for themselves.

[Learn More](#)



St.Galler Stadtwerke

Swiss regional utility St.Galler Stadtwerke provides electricity, water, gas and heat to over 80,000 local citizens who count on the company for reliable, cost-effective services. To accomplish their goal of shaping the future of energy and delivering more sustainable services to their community, they needed to initiate a digital modernization strategy. This included a consolidated compute and storage environment that would prepare them to meet the future challenges of the energy market. We helped them deliver with an all-flash NVMe solution that saved 50% on infrastructure costs while improving storage efficiency 2.7x. With the new solution in place, they have greater flexibility to explore environmental sustainability via smart city projects to reduce the carbon footprint of the entire area.

[Learn More](#)

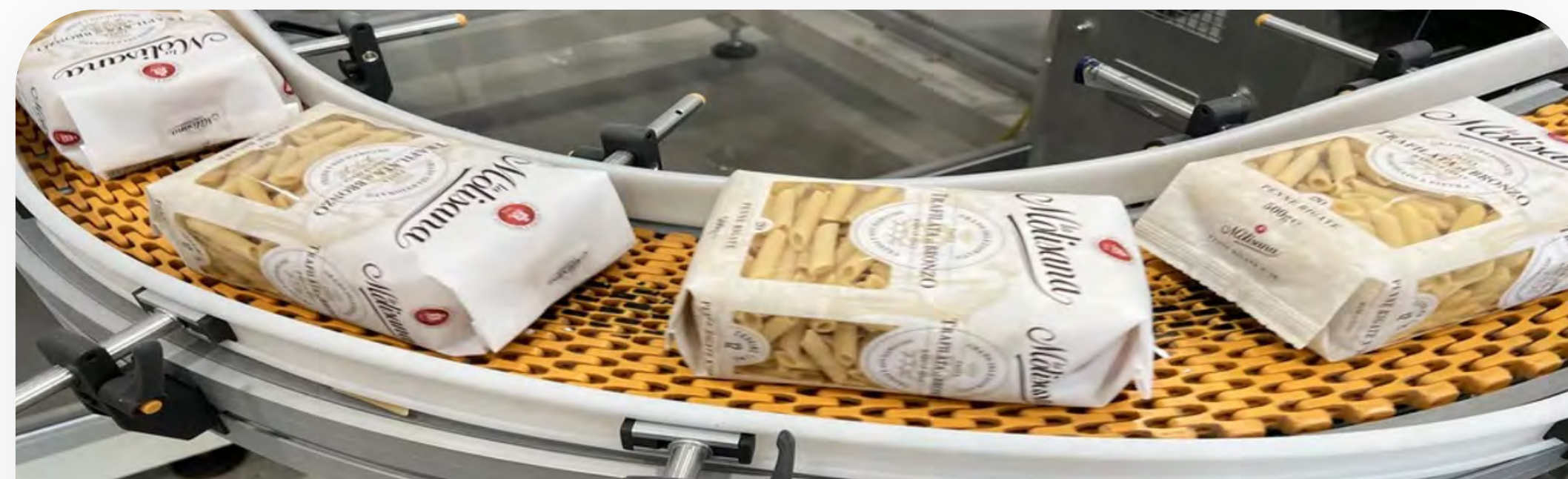


Elisa Eesti

More than 660,000 business and consumer customers count on Elisa Eesti for reliable, high-performance telecom services, making them one of Estonia's largest, most trusted providers. With pressure on their storage environment growing up to 20% annually, they needed to modernize their data infrastructure to support a rapidly evolving range of workloads and services, while simultaneously keeping energy consumption and costs in check. Working together, we implemented an all-flash storage environment providing the performance and reliability they needed to mitigate risk, as well as a threefold improvement in energy efficiency, significantly reducing their carbon footprint. These efforts helped maintain the availability of critical communications nationwide.

[Learn More](#)

Customer and Project Impact Stories (cont.)



La Molisana

Sales of pasta are growing globally. To capitalize on the opportunity, La Molisana – one of Italy’s largest and finest pasta makers – needed to modernize their data infrastructure. In addition to increased volume, they needed stronger protection against emerging cyber threats and a solution aligned with their operational sustainability objectives. The latter played an important role in their selection of Hitachi Virtual Storage Platform One Block. With NVMe flash drives to maximize performance, eco-friendly VSP One Block provided everything needed to support global expansion, including a 2.5x improvement in response times and a 30% reduction in energy consumption for a more compact footprint. That’s a major step forward towards their future ambitions.

[Learn More](#)



Malayala Manorama

As the publisher of India’s second-largest newspaper and with a diverse portfolio of broadcast, online and print media brands, the Malayala Manorama Company demands complete availability from their technology infrastructure to support operations 24/7. Together, we established a low latency, highly robust architecture providing a 100% data availability guarantee, with high-density media for cost-effective storage and access to their constantly growing media archives. This enabled a total cost of ownership boosting 66% reduction in rack space and 70% reduction in power and cooling costs, and provided the 135-year-old company with the level of confidence and resilience they need to continue evolving and growing in the digital media age.

[Learn More](#)

Case Study: Working With Hitachi and OSGE on Green Energy Transformation Across Poland

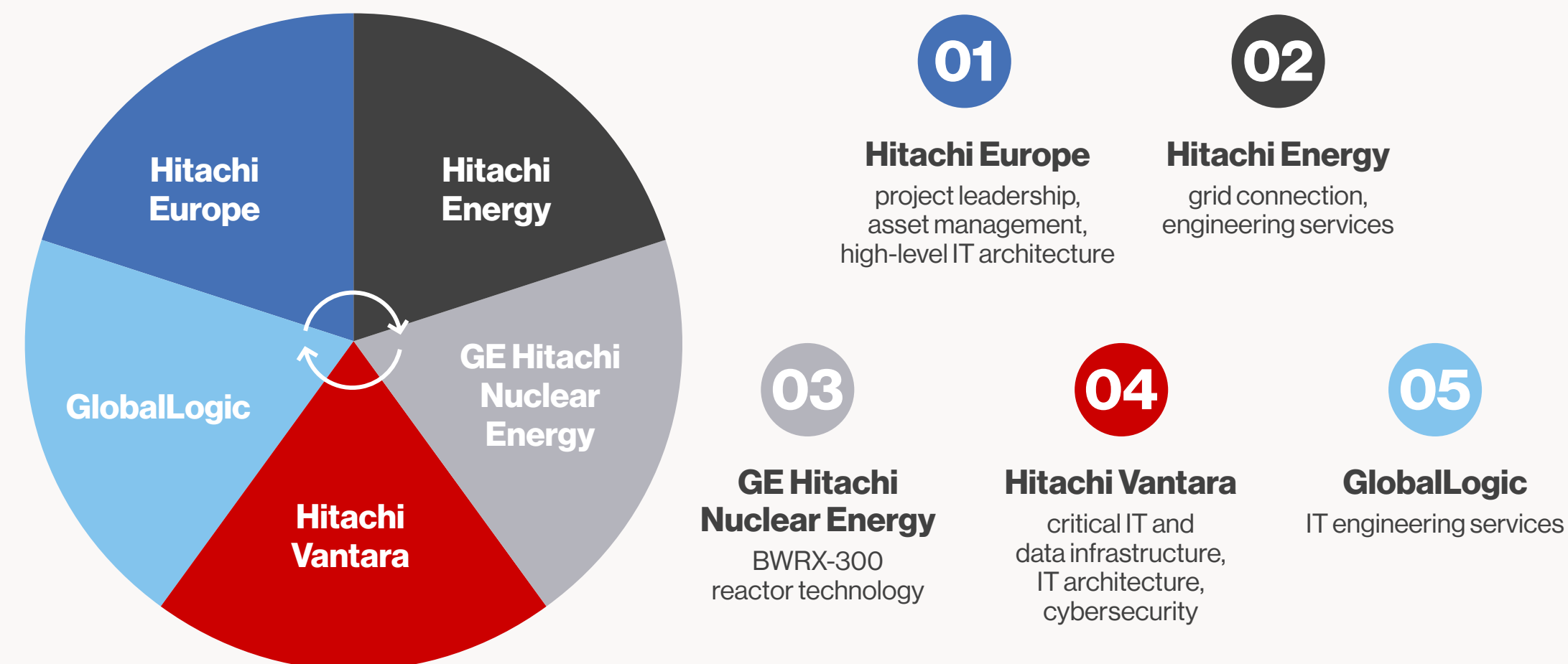
As in countless countries around the world, Poland has set ambitious decarbonization objectives. In the energy sector, this means marginalizing coal – currently the dominant energy source – by 2050, and replacing it with cleaner, more sustainable sources, including nuclear and renewables.

Working as one team across Hitachi, we are supporting one of the country’s most innovative projects, ORLEN Synthos Green Energy (OSGE), to achieve their objective of building a fleet of small modular nuclear reactors, more commonly known as SMRs.

Led by Hitachi Europe, the project acts in a true One Hitachi spirit, where expertise in the fields of energy and IT are seamlessly combined. Hitachi’s Vantara Content Platform (HCP) was selected for their secure, reliable object storage, and to serve as a central repository for the project document workflow system. Features, including WORM (write once, read many) data immutability to protect critical, confidential data and materials against a range of threats, as well as both energy and cost efficiency, were essential to the project.

Together with OSGE, Hitachi companies are playing an important role in the development of an efficient and sustainable energy sector in Poland. Providing an excellent illustration of how, when two significant players with diverse experience and expertise join forces, great things can happen. Moving forward, this may also include the potential for similar SMR investments in other European markets.

The OSGE Project Included:



“The project with OSGE is of key importance to the green transformation of the Polish energy sector, which is why we will support and promote it with all our strength.”

Tadeusz Woszczyński

GM for Poland, Austria and Central and Eastern Europe
Hitachi Europe, Ltd.

Enhancing the Life Cycle of Our Systems

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

Product Design

In addition to meeting applicable environmental laws and regulations, many existing products and new products will be designed in accordance with the Hitachi Eco-Design Management Guidelines, which complies with the International Electrotechnical Commission (IEC). Life cycle assessments are conducted at the time of development in accordance with the management guidelines.

Our Product Management Group has completed eco-design assessments for the past three years to identify improvements in our products. These improvements include:

- ENERGY STAR certifications across entire VSP storage solutions
- Hitachi content platform error handling improvements
- Overall engineering lab equipment consolidation

In addition, we are actively investigating the next generation of advancements such as:

- Intelligent power distribution units (iPDUs) for unified compute platforms (UCP)
- Life cycle assessment (LCA) with Hitachi NAS (HNAS)
- Eco-design assessments with UCP Advisor
- Eco-design assessment with Hitachi Content Intelligence (HCI) platform

GOAL

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

Hitachi Vantara's Design Principles



Design for longevity

Through maintenance of firmware and software



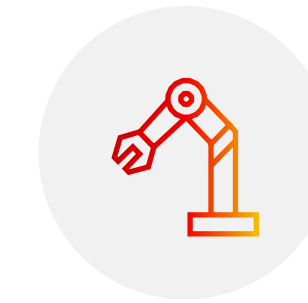
Design for repair and guarantee

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

Design for Sustainability

Established in 2018, the NEXT Design System allows **Hitachi Product Design** teams to create better, consistent products more efficiently.

This tool is powerful from a sustainability perspective as it standardizes design and development practices, minimizing redundant efforts and leveraging long-term sustainability in product creation.

Benefits include:

- **Efficiency** – Provides predefined, reusable components and guidelines, reducing the time and resources needed to design and develop new features.
- **Consistency and scalability** – Ensures consistency across different products and supports scalable development, allowing for faster adaptation and expansion without the need to build things from scratch.
- **Minimizing of overlapping efforts** – Minimizes redundant work among teams by centralizing design and development resources.
- **User experience** – Minimizes cognitive load and ensures ease of use across multiple interactions.



Where You Manufacture Matters

Large-scale decarbonization efforts require more than just product-level assessments. We consider the emissions impacts of our entire supply chain, particularly when it comes to manufacturing. When comparing manufacturing sites globally, storage platforms that are manufactured in Japan produce 38% less CO₂ than other major manufacturing locations.

Reuse and Circularity

Hitachi Vantara's Modern Storage Assurance, a patented technology, enables the reuse of data drives with the next generation of storage controllers, providing a nondisruptive replacement. This reduces the need for lengthy data migration periods and the associated CO2 produced by running multiple systems side by side over an extended period.

Recycled Materials

We are also expanding the use of recycled materials in our products, evaluating and selecting recycled materials that have equivalent characteristics to virgin materials. This process includes comparison of physical properties such as temperature and heat distortion, assessment of quality variability and evaluation of aging deterioration.

We use recycled, flame-resistant materials for the bezels of our next generation storage models while adhering to strict safety standards. A bezel is the front faceplate or panel of a storage device, such as servers and storage arrays. These bezels serve to protect the internal components and provide a clean, professional appearance for the storage unit. We currently report that 40%, by weight, of the new VSP One Block and File bezels are made up of postconsumer recycled material, and we plan to achieve 50% usage by FY2030. We'll do this by expanding the use of recycled materials in drive canisters, using parts that combine biomass materials, and continuing to recycle and reuse IT resources.

End of Life

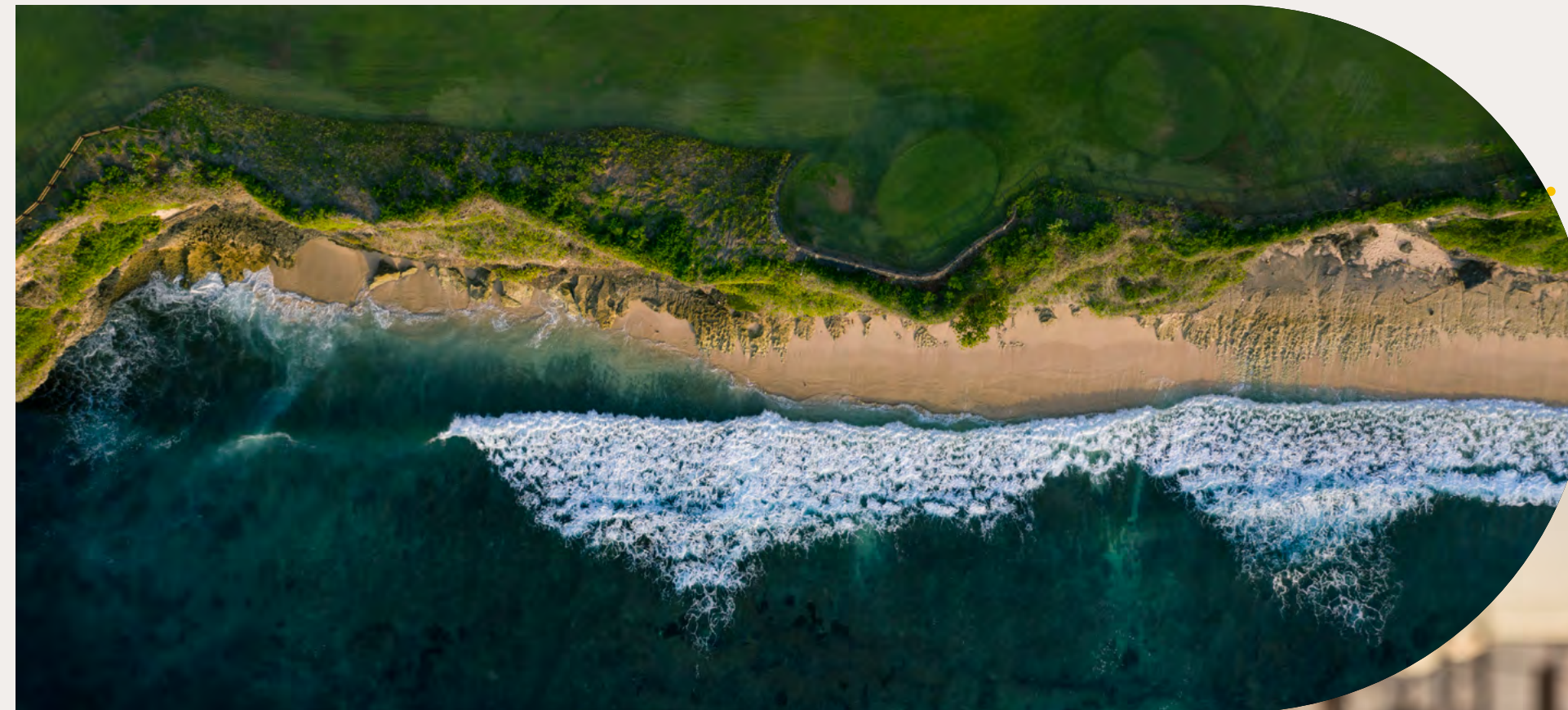
Hitachi Vantara storage products and individual components are recycled at the end-of-life phase. Additionally, at our European Distribution Center (EDC), the recycling process of compute, network and storage has been optimized to the point that less than 0.2%, on average, goes to the landfill per year. The remaining materials are used to create new products.

GOAL

Use 50% recycled plastic materials in our bezels by FY2030.



Hitachi Vantara reuses packaging materials at our global distribution centers and factories.



Environment

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



We recognize our role in driving climate action, not just in the products and services we offer but also in our direct operations. We continue to work towards a less carbon-intensive future by transparently measuring, reporting on and reducing our emissions throughout the value chain.

Hitachi Vantara's European Distribution Center uses geothermal heating and cooling practices.

Environmental Impact of Our Operations

Green Facilities

Hitachi Vantara seeks to operate in facilities that maintain efficiency and reduce impact on the surrounding environment. We actively work with partners, including real estate brokers and Hitachi companies, to increase the number of Hitachi Vantara facilities with green building certifications and environmentally friendly measures.

To date, 100% of our four distribution centers are certified to ISO 9001, ISO 14001 and ISO 45001, the leading global standards for environmental and quality management. In addition, our headquarters in Santa Clara, California, is LEED Gold certified.

Portfolio Optimization

Hitachi Real Estate teams collaborate to ensure that vacancies in the portfolio are kept to a minimum by consolidating 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 Features in our HQ Building

- LEED Gold certified
- Public transportation access
- Water-efficient landscaping
- Innovative waste technologies
- Enhanced refrigerant management
- New high-efficiency HVAC equipment
- Indoor chemical and pollutant source control
- Green power through the Sunwave solar system
- Electric vehicle charging stations
- Title 24 lighting and fixtures, including high-efficiency LED lighting and smart lighting controls
- Indoor water-efficiency technology
- High-efficiency plumbing conversions
- ENERGY STAR designed
- UL Verified Healthy Building Mark for indoor air

Environmental Initiatives at Global Offices

Energy Efficiency

To increase energy efficiency across our global offices, we have implemented targeted initiatives in lighting, HVAC and solar panel upgrades. Across our facilities, high-efficiency LED lighting and smart controls like motion sensors minimize energy consumption. In the UK and U.S., our Bracknell and Santa Clara offices utilize cold aisle containment to optimize server cooling. Facilities in Hyderabad and Bangalore are thoughtfully designed to harness natural light, reducing heat penetration and cooling demands.

Waste Management

Sustainable waste management practices are at the core of our global operations. Waste sorting stations and e-waste programs facilitate responsible disposal and reuse across 38% of our global offices. At our office in Singapore, we collaborate with a third-party provider to recycle packaging materials, further reducing our environmental impact.

Water Conservation

Our focus on water conservation is evident at our Pune, Hyderabad and Bangalore sites in India, where water recycling plants are operational. The recycled water is effectively utilized for horticulture, contributing to greener and more sustainable landscapes.



Environmental Employee Programs

Earth Alliance Employee Resource Group (ERG)

Hitachi Vantara's Earth Alliance employee resource group (ERG) aims to activate the company's environmental mission by engaging employees in global campaigns like Earth Month, facilitating environmental education through Earth Alliance Quarterly Connects and a Speaker Series, and raising awareness of sustainable practices within the company and our employee base.

The ERG consists of 12 global Earth Alliance leaders, who meet monthly to discuss local office engagement and raise awareness of Earth Alliance and Hitachi Vantara's environmental efforts. The Earth Alliance leaders also support internal communications on Hitachi Vantara's environmental commitments and achievements, coordinate volunteer opportunities around the world and serve as a resource for employees to get more involved with environmental efforts.

Earth Alliance Activities in 2024

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

The following were notable Earth Month events in 2024:

In Santa Clara, California, our team partnered with the South Bay Clean Creeks Coalition to help clean up trash from homeless encampments surrounding Guadalupe Creek in San Jose.

In Waltham, Massachusetts, we organized the Waltham Riverwalk Cleanup in partnership with Keep Massachusetts Beautiful. We helped collect 400 pounds of trash from the Riverwalk in Waltham and protect the habitat for dozens of species and microorganisms, as well as clearing the waterways.

In Madrid and Barcelona, Spain, a member from the UN Global Compact joined the team to share strategies about the social and environmental impact of integrating UN Sustainable Development Goals into business processes.

In Mexico City, Mexico, colleagues joined virtually to learn about the importance of Mexico City's endemic animal species in the pollination process as well as how to create pollinator gardens in their own homes.

In Sao Paulo, Brazil, the team attended a virtual webinar to learn about the degraded areas surrounding Sao Paulo and Hitachi Vantara's role in the community's regenerative activities.

In Bengaluru, India, we held an in-person Water Conservation Webinar to talk about water conservation through recycling.

In Jiangsu, China, our Global Supply Chain and Support teams from our China Manufacturing Center used greener methods of transportation to get to work, learned water-saving tips, upcycled wooden pellets and fertilized plants at the factory.

Environmental Initiatives at Distribution Centers

Within Hitachi Vantara's distribution centers, we maintain Green Teams that support the company's overall environmental strategy through:

- 1 Promoting green initiatives with the distribution centers and our global supply chain.
- 2 Supporting and implementing current and future environmental initiatives.
- 3 Communicating with internal stakeholders to raise awareness about the environment.
- 4 Assisting with internal and external reporting.

Biodiversity

In 2024, our distribution centers in Europe, China and the U.S. placed an emphasis on enhancing biodiversity efforts. The Netherlands facility, for example, installed three beehives with around 60,000 bees on the property to foster a healthy local ecology by pollinating gardens, crops and wildflowers within a 6-kilometer radius from the hives. Our Green Team there is also working with a conservation biologist to assess our existing wildflowers to determine how to provide an even better habitat for the bees.

Hitachi Vantara has on-site beehives and beekeepers at many of our global distribution centers.



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.

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 on-site (17,500 sq m) with a generation capacity of 1.4 megawatts.
- LED lighting and other energy-efficiency measures.

Green roof:

- Our 350-square-meter living green roof, covered in a layer of sedum plants, improves insulation and helps maintain stable building temperatures, reducing energy consumption and lowering heating and cooling costs.
- This roof type also helps mitigate stormwater runoff by absorbing and filtering water and helps prevent the strain on sewer and drainage systems.
- Our sedum roof offsets 430.5 kilograms of CO₂.

Water reuse:

- Reuse or recycling of all water used in production processes including rainwater use for flushing toilets and tap water savings.

The EDC achieved several green building certifications, including a “Very Good” rating for BREEAM, an international rating system that measures the sustainability performance of buildings. The facility is also certified for ISO9001, ISO14001 and ISO45001 for its quality, environmental, and occupational health and safety management systems.



Hitachi Vantara's European Distribution Center in the Netherlands.

Environmental Compliance

Compliance is measured against local and country government requirements such as the Energy Savings Opportunity Scheme (ESOS) in the UK and the Article 8 Energy Efficiency Directive (EED) in the EU. We also monitor findings and follow best practices from globally recognized organizations such as the International Energy Agency (IEA) and the World Resources Institute (WRI), as well as ASHRAE and ENERGY STAR in the U.S.



Case Study: Hitachi Europe's Sustainability Summit

Hitachi holds three annual sustainability summits in the Americas, Japan and Europe. The European Sustainability Summit was held in October 2024 with a focus on regulatory compliance. The summit was a great way for all Hitachi business units to unite and share their experiences. By forging stronger connections, we can learn from each other, helping to drive the company's shared sustainability agenda.



Energy Management and GHG Management

Our GHG Reduction Strategy

We recognize our role in driving climate action, not just in the products and services we offer, but also in our direct operations. Building on our climate strategy, in FY2024 Hitachi Vantara completed our baseline emissions for Scope 3 emissions, increased our procurement of renewable energy through reputable energy attribute certificates, and advanced our strategy to formalize a GHG emissions reduction road map to inform our target setting and validation through SBTi. We are currently in the process of SBTi validation, which we aim to complete in FY2025.

Procuring Renewable Energy

Purchased electricity accounts for the largest portion of our Scope 1 and 2 footprint, which is why we understand the importance of Hitachi Vantara transitioning 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

Each year, we quantify our emissions, and our commitment to transparency means regular reporting showcasing 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 our monitoring to account for a complete inventory as we pursue stronger data quality. FY2024 is the first year Hitachi Vantara is reporting Scope 3 emissions.

In FY2024, Hitachi Vantara's operations profile changed under the global Hitachi reorganization. Our digital services business spun off into a new company, which resulted in changes to our energy and emissions usage. FY2024 represents the first year of collecting and reporting on data for the re-envisioned Hitachi Vantara.

³ Our Scope 3 target will be further defined once we validate our SBTi-aligned near-term targets.

⁴ Submit a net-zero target for validation to Science Based Target Initiative (SBTi) in FY2025.

Optimizing Efficiency

Hitachi Vantara operates with a mission to drive innovation, not just with our customers, but in our operations too. Ensuring we promote cloud solutions and efficient IT systems that minimize resource consumption is core to our strategy.

Engaging Our Value Chain

Collaborating with our customers, suppliers and other value chain partners who share our commitment to the environment will not only reduce our footprint but also drive systemic climate action across our industry.

GOAL 1

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

GOAL 2

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

GOAL 3

Achieve carbon neutrality throughout the value chain by FY2050.³

GOAL 4

Commit to setting a long-term target to achieve net-zero emissions.⁴

Scope 1 and 2 Emissions

Our Scope 1 and 2 emissions are calculated annually by a third-party provider in alignment with the Greenhouse Gas (GHG) Protocol—the globally recognized standard for preparing corporate GHG emissions inventories. To enhance the accuracy and credibility of our emissions reporting, we have opted to subject our Scope 1, 2, and 3 emissions inventories to third-party limited assurance.

This ensures our data is both robust and reflective of our environmental impact. We define our organizational boundary using the operational control approach, as outlined by the GHG Protocol.

Scope 1 emissions, also known as direct emissions, include stationary combustion (fuel used onsite), mobile combustion (fuel used by our vehicle fleet), and fugitive emissions (such as refrigerant leaks). We prioritize the use of primary data wherever available and apply best-practice estimation methods when data is limited to maintain a comprehensive inventory. Scope 2 emissions, or indirect emissions, cover the purchase of electricity for all facilities within our operational control boundary. 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.

Scope 3 Emissions

During FY2024, Hitachi Vantara conducted a comprehensive Scope 3 screening assessment to better understand the climate impact associated with activities outside our direct operations. This evaluation was performed in alignment with the Greenhouse Gas (GHG) Protocol and aimed to identify which Scope 3 categories are relevant to our business model.

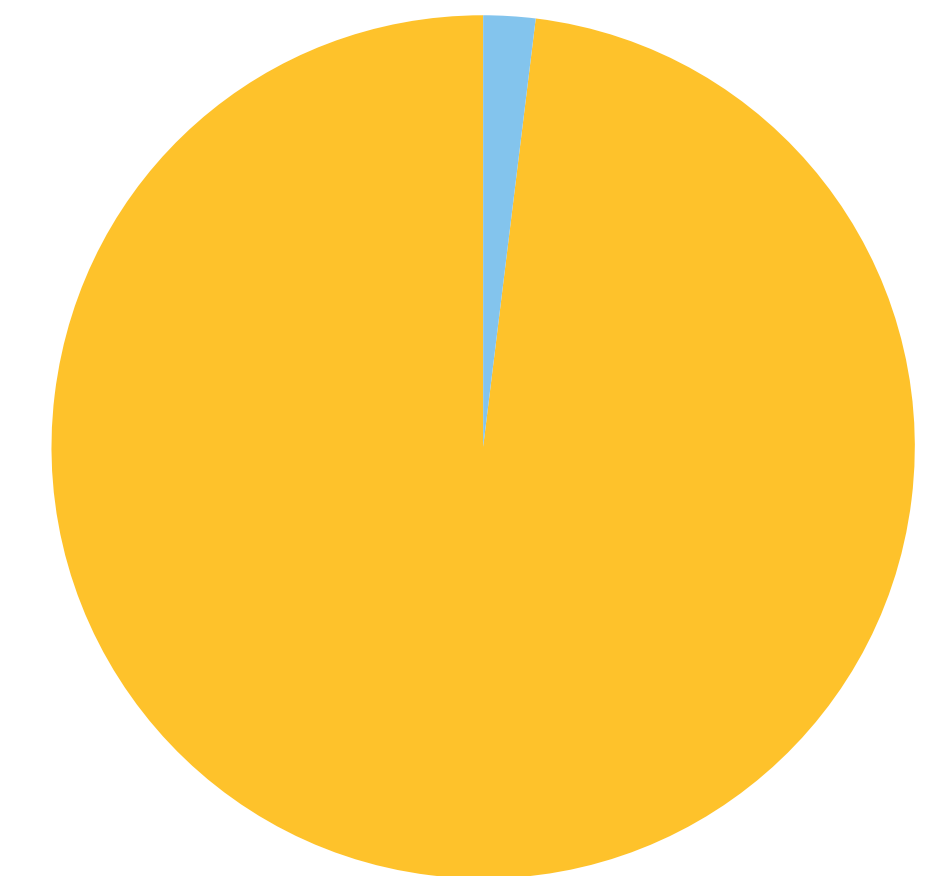
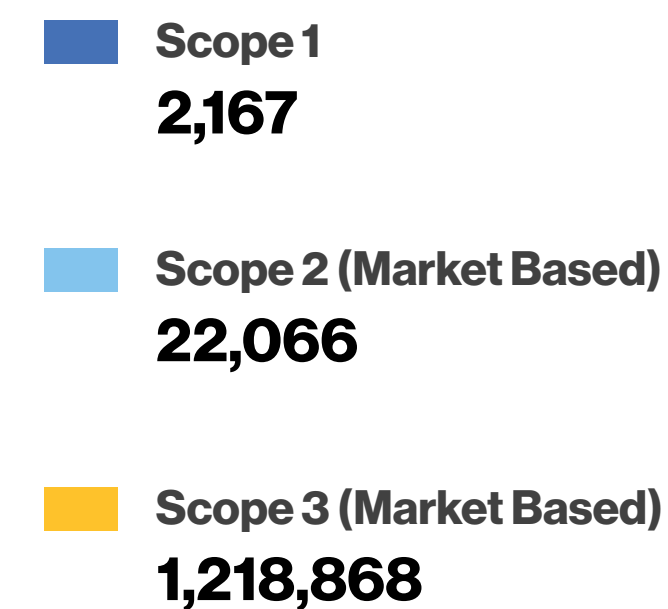
The assessment was guided by three core materiality criteria. The first, relevance, supports the evaluation of the relative significance of each Scope 3 category, helping to determine prioritization based on business activities. The second, significance, encourages the identification of emission sources where data accuracy improvements and reduction efforts can most effectively reduce emissions and monitor progress. The third criterion, fixed, ensures standardization of Scope 3 reporting categories across industries, enabling consistency and comparability.

Through this assessment, we determined that twelve out of the fifteen Scope 3 categories are applicable to Hitachi Vantara. Categories 10 (Processing of Sold Products), 14 (Franchises), and 15 (Investments) were deemed not relevant to our business operations and have been excluded from our Scope 3 emissions calculations.

As a result of this evaluation, we developed a value chain engagement strategy to support our efforts in reducing emissions across our broader footprint. This strategy is a foundational element of our Scope 3 and overall GHG reduction roadmap. We recognize that the majority of our emissions stem from two critical Scope 3 categories: Category 1, Purchased Goods and Services, and Category 11, Use of Sold Products. These categories represent a significant share of our total emissions and are central to our decarbonization planning.

In addition to this, our roadmap includes targeted action plans addressing other key categories that contribute to our emissions profile. These include Category 3, Fuel- and Energy-Related Activities not included in Scope 1 or 2; Category 4, Upstream Transportation and Distribution; Category 6, Business Travel; and Category 7, Employee Commuting. Collectively, all applicable categories under Scope 3 account for a 98.1% of our total GHG emissions, reinforcing the importance of a collaborative and integrated approach across our entire value chain.

FY2024 GHG Emissions (mtCO₂eq)



GHG Emissions*5

Note: Figures in these tables have been rounded to one decimal place. Apparent discrepancies in totals are due to calculations being performed on unrounded values.

Total Organization Emissions⁶

FY2024 (mtCO2eq)

Total Scope 1 and 2 (Market Based)

24,233.3

Total Scope 1 and 2 (Location Based)

30,932.3

Total Scope 3 (Market Based)

1,218,868.3

Total Scope 3 (Location Based)

1,218,731.4

Total Scope 1, 2 and 3 emissions (Market Based)

1,243,101.7

Scope 1

Scope 1 Emissions	FY2024 (mtCO2eq)
Stationary Combustion	1,344.1
Natural Gas	1,326.2
Other Fuels	18.0
Mobile Sources	0.0
Fugitive Sources	823.3
Total Scope 1 Emissions	2,167.4

Scope 2

Scope 2 Emissions	FY2024 (mtCO2eq)
Scope 2 (Market Based)	22,065.9
Scope 2 (Location Based)	28,764.9

Scope 3

Scope 3 Emissions ⁷	FY2024 (mtCO2eq)
Category 1: Purchased Goods and Services	265,465.5
Category 2: Capital Goods	Included in Scope 3 Category 1: Purchased Goods and Services
Category 3: Fuel and Energy Related Activities (not included in Scope 1 or Scope 2)	7,589.0
Category 4: Upstream Transportation and Distribution	3,983.9
Category 5: Waste Generated in Operations	471.2
Category 6: Business Travel	5,854.7
Category 7: Employee Commuting	6,421.1
Category 8: Upstream Leased Assets	Included in Scope 1 & 2
Category 9: Transportation and Distribution of Sold Products	1,017.4
Category 11: Use of Sold Products	926,387.7
Category 12: End-of-Life Treatment of Sold Products	479.7
Category 13: Downstream Leased Assets (Market-Based)	1,198.1
Category 13: Downstream Leased Assets (Location-Based)	1,061.1
Total Scope 3 Emissions (Market Based)	1,218,868.3
Total Scope 3 Emissions (Location Based)	1,218,731.4

*Following the release of this report in April 2025, Hitachi Vantara initiated a limited assurance process for its FY2024 GHG emissions. In December 2025, the limited assurance for Scope 1, Scope 2, and Scope 3 emissions was completed by Ernst & Young. Accordingly, certain data points have been updated from the original April 2025 version to reflect enhanced accuracy and the incorporation of additional verified information. For inquiries, please contact Sustainability@hitachivantara.com.

⁵ Hitachi Vantara's greenhouse gas emissions are consolidated and include emissions associated with the operations of Hitachi Vantara, Hitachi Vantara Federal, HVKK and HICAM.

⁶ Please note that the Scope 1, Scope 2, and Scope 3 emissions data for Q4 has been estimated, as part of our reporting period which spans from April 1, 2024, to March 31, 2025.

⁷ Scope 3, Categories 10, 14 and 15 were found not to be applicable to Hitachi Vantara's FY2024 footprint.

Scope 1, 2 and 3 Calculation Method

Emissions Calculations Overview

In FY2024, Hitachi Vantara conducted a five-phase process to calculate its Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions, ensuring alignment with the GHG Protocol and readiness for future limited assurance.

The first phase focused on understanding the Group's business operations and defining the reporting boundary. This included the following business entities: Hitachi Vantara LLC, HICAM, HVKK, and Hitachi Federal. In parallel, a Scope 3 screening assessment was carried out to identify the relevant emissions categories for reporting, based on the characteristics of Hitachi Vantara's value chain.

In the second phase, the Sustainability Team engaged internal subject matter experts (SMEs) across departments to provide operational insights and facilitate accurate data gathering.

The third phase involved the collection of activity data from all relevant scopes and categories. SMEs submitted the required data, which was compiled and organized by the Sustainability Team for further analysis.

During the fourth phase, the data was processed and validated. This included holding regular alignment meetings with SMEs to ensure accuracy, consistency, and traceability. Due to the reporting period (April 1, 2024, to March 31, 2025), Q4 data was estimated using averages from Q1 to Q3, with adjustment factors applied to improve reliability.

In the final phase, emissions were calculated using methodologies aligned with the GHG Protocol, resulting in Hitachi Vantara's first complete Scope 3 emissions inventory.

FY2024 reflect Hitachi Vantara Group's robust baselines for Scope 1,2 and 3 emissions. The FY2023 emissions inventory included emissions from Hitachi Digital Services, prior to the company's reorganization in fiscal year 2023 (FY2023). As of April 1, 2024, Hitachi Digital Services has operated as a newly established, separate business unit. Consequently, FY24 emissions were reported independently between Hitachi Vantara Group and Hitachi Digital Services, based on facility-level headcount percentages, to reflect the updated organizational structure.

Calculation Methodologies

Scope 1 and 2 emissions were calculated based on energy consumption at the facility level and according to operational control. Where direct usage data was available, emissions were calculated using actual consumption values. In cases where data was incomplete or unavailable, estimates were made using either averages from other time periods or normalized values based on building size (square footage). Fugitive emissions—such as refrigerant leaks and fire suppression system losses—were estimated using U.S. EPA guidance, including equipment-specific data and emission factors from the EPA's HFC Accounting Tool.

To ensure consistency, data was categorized under a standard methodology provided by our consultancy partner. Four data quality categories were used: Known Use – actual activity data was available and used directly; Known Average – data was missing for part of the year, but available for a different time period and used as an estimate; Average Intensity – estimates were made using average values normalized by building size; Fugitive Leakage Rate – emissions estimated based on leakage rates and specifications for refrigeration and fire suppression equipment.

The Average Intensity method used publicly available energy intensity data, primarily from the U.S. Commercial Building Energy Consumption Survey (CBECS), adjusted for building type and climate zone. For international buildings, values from Hinge & MacDonald (2004) were applied. Air conditioning emissions were estimated using U.S. Department of Energy guidelines for cooling demand per square foot and IPCC refrigerant capacity factors. Generator fuel use was calculated based on annual operating hours and fuel consumption at full load. Fugitive emissions were further estimated by categorizing equipment according to EPA classifications and applying corresponding leakage rates for installation, use, and disposal phases. Default refrigerant types were sourced from the EPA HFC Accounting Tool.

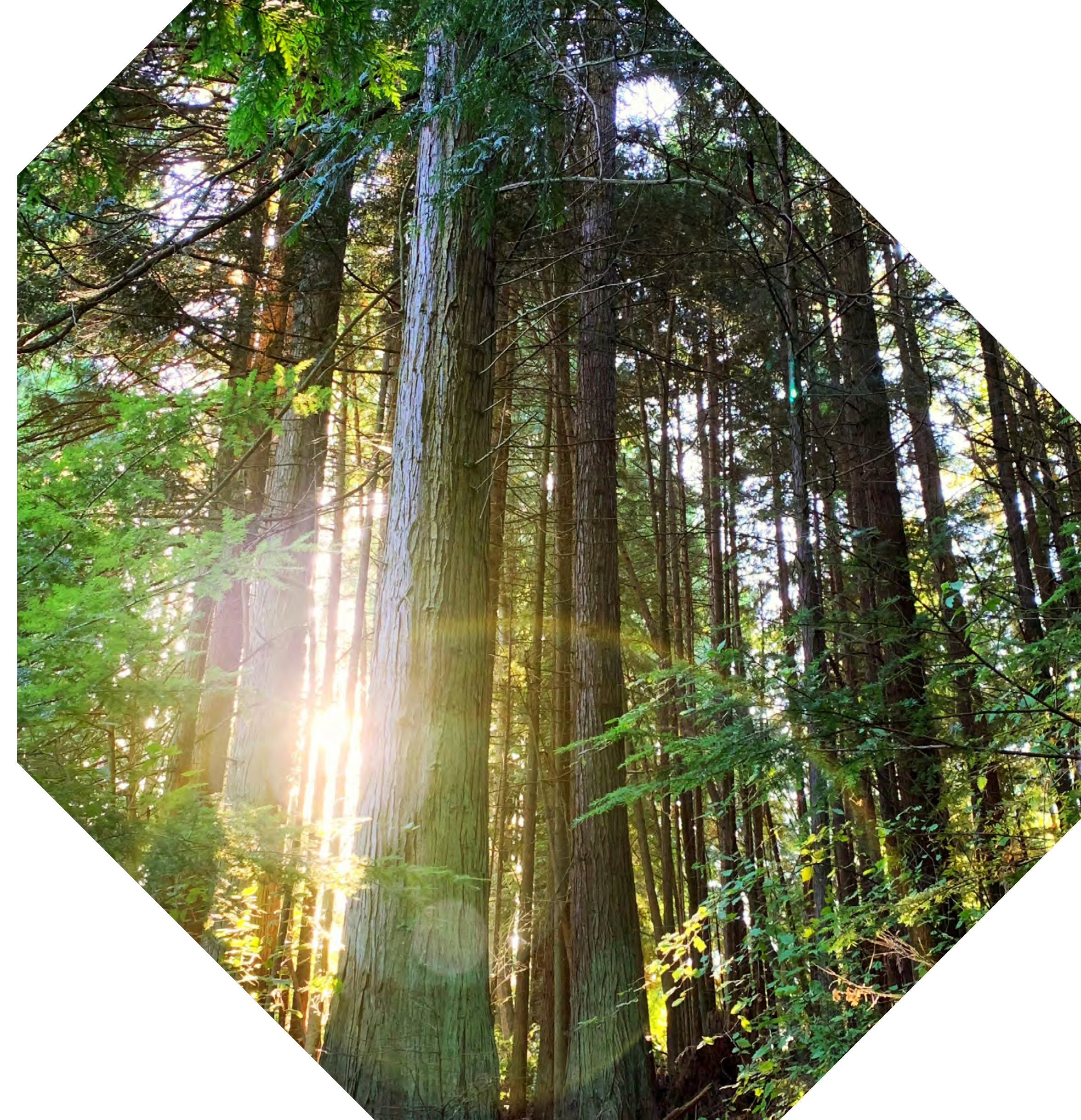
Based on available data, 77% of Scope 1 and 2 emissions were calculated using Known Use data at the facility level, providing a high level of accuracy. However, the data collection process faced challenges, particularly in obtaining information from landlord-managed sites, which limited full data coverage in certain locations.

For Scope 3, twelve of the fifteen GHG Protocol categories were identified as relevant to Hitachi Vantara Group's operations. Emissions from Purchased Goods and Services were estimated for Q4 using average values from Q1–Q3, adjusted for inflation. Fuel- and Energy-Related Activities were calculated using the same methodology applied in Scope 1 and 2. Emissions from transportation, distribution, and business travel were also estimated for Q4 using quarterly averages. Waste and employee commuting emissions were calculated based on full-year headcount and standard estimation factors. For Use of Sold Products and End-of-Life Treatment of Sold Products, Q4 FY2023 data was used as a proxy for Q4 FY2024 to maintain consistency in assumptions. Downstream Leased Assets, emissions were calculated based on the energy consumption of leased facilities operated by customers, where Hitachi Vantara maintains operational control. The same estimation methodology used for Scope 1 and 2 emissions was applied.

For Category 1 (Purchased Goods and Services), emissions were calculated using a hybrid method that combined supplier-specific emission factors (when available and reliable) with a spend-based approach using Environmentally Extended Input-Output (EEIO) factors from the U.S. EPA. Hitachi Vantara provided expense data covering the top 90% of purchases and capital expenditures for Q1–Q3. Since most Hitachi Vantara entities do not separately track capital expenditures, these were included in the overall emissions. After applying GHG Protocol reporting boundaries and filtering for double counting, representing 83% of Hitachi Vantara's total spending was analyzed. The remaining 17% of the spend was estimated proportionally. NAICS industry codes were used to assign appropriate emission factors, which were then adjusted for inflation using the U.S. Consumer Price Index to reflect FY2024 dollars. Final emissions were calculated by multiplying adjusted spend by the corresponding supply chain emission factors, capturing upstream impacts from raw material extraction through delivery.

For Category 11 (Use of Sold Products), emissions were considered highly relevant, as they reflect the energy use and maintenance emissions of all physical products sold by Hitachi Vantara in FY2024, including third-party hardware. Emissions were calculated using detailed shipment data and life cycle assessment (LCA) information for use and maintenance phases. Where LCA data was unavailable, comparable products with similar energy profiles were used as proxies. To reflect a more typical usage scenario while maintaining a conservative estimate, a duty factor of 0.75 was applied, consistent with industry norms that range from 0.5 to 0.75 depending on the product.

This methodology enabled the delivery of a transparent, comprehensive GHG inventory that supports future emissions reduction efforts and aligns with assurance requirements.



GHG Intensity Metrics (by Revenue)⁸

The GHG intensity metric for FY2024 was calculated based on the total consolidated revenue of Hitachi Vantara. All revenue figures were collected and consolidated to provide an accurate representation of Hitachi Vantara's financial performance.

This metric assesses the amount of greenhouse gas (GHG) emissions generated relative to revenue, offering insight into the emissions efficiency of our operations. By normalizing emissions against revenue, we aim to provide stakeholders with a transparent and comparable overview of our environmental impact in relation to business growth.

To ensure full transparency, we have included a detailed breakdown of emissions across Scope 1, Scope 2, and Scope 3 categories, as well as the total emissions used in the intensity calculation. This approach aligns with our commitment to continuous improvement in sustainability performance and reporting accuracy.

Scope	FY2024 (mtCO2eq/thousand USD) ⁹
Scope 1	0.00076491
Scope 2 (Market Based)	0.00778748
Scope 2 (Location Based)	0.01015167
Scope 1 & 2 (Market Based)	0.00855239
Scope 1 & 2 (Location Based)	0.01091658
Scope 3 (Market Based)	0.43016107
Scope 3 (Location Based)	0.43011273
Scope 1, 2 & 3 (Market Based)	0.43871345
Scope 1, 2 & 3 (Location Based)	0.44102931

⁸ Emissions intensity was calculated using the following formula: Emission Intensity (mtCO2eq/USD) = Total GHG Emissions (mtCO2eq) / Total Revenue (USD).

⁹ The total revenue in USD used for GHG intensity metric calculations was collected separately from each Hitachi Vantara Group entity—HVLLC, HVKK, HV Federal, and HICAM—and consolidated into a single figure. This consolidated revenue represents the overall financial performance of the company and is used to calculate emissions intensity at the full organizational level.

Managing and Monitoring Energy in Our Operations

A significant majority of our energy consumption comes from our distribution centers and headquarters. At these locations, we have built management systems and other monitoring systems to show continuous usage and provide alerts when consumption goes over a certain threshold. In some instances, we also track our consumption in terms of specific design parameters. We are implementing internal targets at these locations to ensure we minimize our impact. Over time, we will continue to expand our 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. At our European Distribution Center, in the Netherlands, our on-site solar produces roughly one-third of our annual electricity consumption. The remaining electricity consumption is derived from purchased electricity through verified energy attribute certificates (EACs). We also have other EACs/RECs in place in the U.S.

In FY2024, we expanded our REC purchasing strategy, working to develop a roadmap that will help us build up to 100% renewable energy by 2030. Our efforts to generate and procure renewable energy contribute to our goal of achieving carbon neutrality in our Scope 1 and 2 emissions by FY2030.

This roadmap to drive progress went into effect in FY2024, and we are pleased to share that 36% of our electricity was sourced from renewable energy this fiscal year. This represents more than double the amount of renewable energy purchased in FY2023. This included the purchase of more than 24,881 MWh of EACs, including U.S. Green-e certified Renewable Energy Certificates (RECs) and EU Guarantees of Origin, from a leading global climate solutions provider. When renewable generation displaces standard grid electricity, the climate benefits are substantial.

Energy Partnership



As part of our commitment to carbon neutrality within our own operations, Hitachi Vantara partners with organizations such as the Clean Energy Buyers Association (CEBA), whose mission is to achieve a 90% carbon-free U.S. electricity system by 2030. Hitachi Vantara is a member of CEBA and joins a community of energy customers and partners in accelerating the clean energy transition.

Energy Consumption*¹⁰

FY2024

77,329

Total energy consumption (MWh)

71

Total nonrenewable energy generated (MWh)

0.03

Total energy consumption per net revenue (energy intensity - MWh/thousand USD)¹¹

90%

Percentage total energy from grid electricity

175

Total renewable energy generated (MWh)

36%

Percentage of total energy from renewables sources

**Following the release of this report in April 2025, Hitachi Vantara initiated a limited assurance process for its FY2024 GHG emissions. In December 2025, the limited assurance for Scope 1, Scope 2, and Scope 3 emissions was completed by Ernst & Young. Accordingly, certain data points have been updated from the original April 2025 version to reflect enhanced accuracy and the incorporation of additional verified information. For inquiries, please contact Sustainability@hitachivantara.com.*

¹⁰ Hitachi Vantara does not directly consume electricity generated from nuclear sources or renewable hydrogen. However, we purchase grid electricity, which may include power from these sources within its energy mix.

¹¹ The total revenue in USD used for GHG intensity metric calculations was collected separately from each Hitachi Vantara Group entity—HVLLC, HVKK, HV Federal, and HICAM—and consolidated into a single figure. This consolidated revenue represents the overall financial performance of the company and is used to calculate emissions intensity at the full organizational level.



Hitachi Vantara uses robots in our distribution centers to help minimize the energy consumption compared to more traditional vehicles.

Recycling, Waste and Water Management

Waste Management

Hitachi Vantara is committed to minimizing our waste and waste-related impacts across our operations. We maintain regional recycling programs to promote the proper treatment of waste streams. Hazardous materials and other waste are identified, segregated and collected according to legal requirements and in consultation with waste collection companies. Within Hitachi Vantara distribution centers, waste streams differ and are collected and disposed of by a licensed waste processor to segregate, recycle and dispose of the waste streams in accordance with regulatory requirements. We also focus heavily on reducing the environmental impact of our products throughout their lifespans, from production through end-of-life. The primary waste streams we have identified in our operations include cardboard or paper containers, residual waste, hard plastics, soft plastics, strap bands and electronic waste.

Electronic Waste Reduction

In January 2024, Hitachi Vantara launched an e-waste working group to advance our management of global e-waste and increase traceability of products at end of life. We established 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. Responsible disposal also occurs in partnership with certified e-waste vendors across our operating regions.

325.7

E-waste processed (metric tons)

100%

Percentage of e-waste recycled

100%

Percentage of e-waste recovered

0%

Percentage of e-waste sent to landfill

Case Study: Equipment Management and Reuse at Waltham DevLab

Hitachi Vantara's development lab, or DevLab, in Waltham, Massachusetts, primarily supports software development activities for the company's content engineering portfolio. The lab houses physical servers, ranging from brand-new to significantly older models. We regularly conduct exercises and audits to ensure the equipment remains actively used. Audits help to identify underutilized or unused equipment — typically the oldest gear — for recycling. Once enough equipment is identified for recycling, it is unracked, palletized

and shipped to our data center in Norman, Oklahoma, where the equipment is properly disposed of through a certified recycling provider who issues certificates of disposal.

Audit and recycling activities reduce both the operational costs of the labs and their environmental impact by replacing redundant or outdated equipment with newer models that use less power and generate less heat.

In FY2024 alone, recycling runs in the Waltham lab resulted in \$132,787 savings in operational costs and a reduction of 574,197 kilograms of CO2 per year, the equivalent of powering approximately 120 homes or driving 134 gas-powered cars for a year.

GOAL 1

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

GOAL 2

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

Packaging

Since 2018, Hitachi Vantara has maintained a packaging and reuse program in our Japan and U.S. facilities, in which all packing is assessed for reuse. This has significantly reduced our overall waste and environmental impact at these facilities. Since then, we have continued to implement other successful packaging programs, including reuse of pallets in the distribution centers, reducing and eliminating the use of LDPE/PP foam and plastics, using paper-based and corrugate filling material instead of plastics and collaborating with vendors on packaging improvement plans.

In our European and American distribution centers, we instituted a program to utilize transport racks instead of individual packaging. When utilizing our own truck fleet, we aim to deliver loose units in transport racks to avoid the use of packaging. Customers can opt into this delivery method, and we are experiencing more and more requests from customers for delivery without packaging. When possible, the packaging for our units is also reused for our outbound shipments.

In working towards our goal of 100% recycled or reused packaging, we are incorporating contractual requirements for Hitachi supply and other large suppliers.

GOAL

Ensure 100% of our packaging is made from recyclable material or is reused by FY2030.

Water Management

During FY2024, Hitachi Vantara collected water data at six global sites, our headquarters, four distribution sites and the Kanagawa Facility, to prioritize efforts in streamlining data collection, as well as identifying actions to reduce our water use and impacts. We prioritized collection of water data at our distribution centers and headquarters given their significance to both our business strategy and water-related impacts. HVKK's Kanagawa-site located in Hadano, Japan in the region of Kanto is a multi-functions facility as they undergo hardware development & evaluation, quality assurance, administration, logistics, and other activities related to manufacture and development. These locations represent approximately 46% of our total square footage. We are working to expand our efforts to capture all our operations over time.

Other initiatives introduced in 2024 that contribute to our water management efforts include water sensor-activated faucets, low flow sinks in restrooms and regular monitoring for leaks.

	Water Consumption (m3)
Location	FY2024
European Distribution Center	1,480
Singapore Distribution Center	512
China Distribution Center	9,982
Kanagawa Facility (Japan)	20,947
U.S. (Santa Clara) Headquarters	13,855
U.S. (Norman) Distribution Center	22,573
Total water consumption at distribution centers and HQ (cubic meters)	69,349



Social Capital

Employee Engagement, Training and Development | Diversity, Equity and Inclusion | Employee Health and Safety | Social Contribution Activities | Responsible Procurement



At Hitachi Vantara, we remain dedicated to powering good for our employees, partners and communities. Our commitment to an inclusive culture and diverse perspectives is essential in delivering data-driven, human-centric solutions.

Employee Engagement, Training and Development

Our People

At Hitachi Vantara, our greatest value lies in our people. We are committed to a philosophy of continuous growth and development, ensuring competitiveness, positive results for clients and the company, and supporting employees' career aspirations. We cultivate a growth mindset and encourage active pursuit of opportunities for education and skills enhancement by providing access to a suite of learning platforms and resources.

Onboarding

In FY2024, Hitachi Vantara implemented an improved onboarding experience to support people managers and new employees. Through enhanced technology, more human touchpoints and educational material, we aim to set both people managers and other employees up for success. The new onboarding experience, Navigate Your Hitachi, is designed to prepare, enable, connect and integrate new employees across the globe. It aims to swiftly immerse new employees in the organization, provide clarity on local nuances, and connect employees to the rich history and culture of Hitachi.

HR plays a big part in supporting and providing guidance to all new employees through HR Connect, both in person and virtually, across each operating country.

In some specific locations such as India and Vietnam, we welcome new employees in person with a daylong induction where they meet key leaders and new team members, and learn more about the company.

A global virtual induction is provided twice monthly for new employees around the world, connecting employees to offerings across Hitachi Vantara from a community and career opportunity perspective, as well as building their awareness of the wider Hitachi and Digital Systems and Services Sector.

Learning at Hitachi Vantara

The ongoing pursuit of education is a core principle at Hitachi Vantara and is emphasized from the moment an employee is onboarded. Our team offers several learning systems and resources for our employees, including internal training delivered in-house, live boot camps, career navigation, self-directed learning guides and region-specific tuition reimbursement.

Learning Platforms

There are three main learning platforms available to all employees globally:

Hitachi University

Learning management system

- Custom e-learning and live virtual and in-person training opportunities. This includes curriculum offerings for individual contributors, managers and leaders (such as Perspectives for Leaders). Some courses are offered for intact teams or are aligned with a business cycle (such as Goal Setting). Courses may be delivered to address business initiatives and events, such as the customized Navigating Change course offered to support employees during a time of significant organizational change.
- Mandatory annual compliance training for all employees is housed here.

Percipio

Skills training platform

- Broad scope of courses to develop skills in a wide variety of areas, including professional development, technology and project management.
- Training and exam preparation helps lead to successful achievement of Project Management Professional (PMP) certification, Google Cloud Engineer certification, AWS certification and more.

goFLUENT

Platform for language learning

- Helps to ease the barrier of communication across our global employee base and with clients by developing language skills used by colleagues and clients.
- Typically utilized more heavily by employees in EMEA and APAC to learn English, the company's primary language used in daily operations.

Managing People

People Manager Influence

People managers at Hitachi Vantara play a critical role in developing a diverse, inclusive and high-performance culture. We have developed five key areas of influence, along with resource links and tools on our internal intranet, to help managers excel in their roles.

Core Areas of Influence for People Managers

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

Our managers embrace a “coaching mindset,” prioritizing a deep understanding of employees’ individual talents and their diverse work styles to optimize their contributions. We actively engage in meaningful conversations about performance and career aspirations, and provide constructive feedback. Despite occasional ambiguity, we collaboratively define goals and strategies that support continuous learning. Each of these steps requires a manager to uphold the Hitachi Vantara values to not only bring in the top talent but also foster their abilities to help them thrive.

People Manager Training

We know our people managers have a significant impact on organizational success. Research from Gallup shows that teams with talented managers are more engaged, have higher retention rates, and achieve both higher productivity and higher profitability.

We know that talented people managers use a coaching leadership style in their management role.

To achieve this kind of powerful people leadership, Hitachi has invested in the development of a custom people manager development curriculum, The Hitachi Sakura Program, a highly interactive and engaging learning journey. Whether a people manager is new to the role or is a seasoned manager, there’s always more to learn about leading people. The program includes several virtual live courses, workshops and independent study on topics such as the coaching mindset, the official Gallup CliftonStrengths® assessment, delegation for growth, interviewing and onboarding conversations, fostering change resilience and more. In FY2024, 621 Hitachi Vantara employees participated in the program.

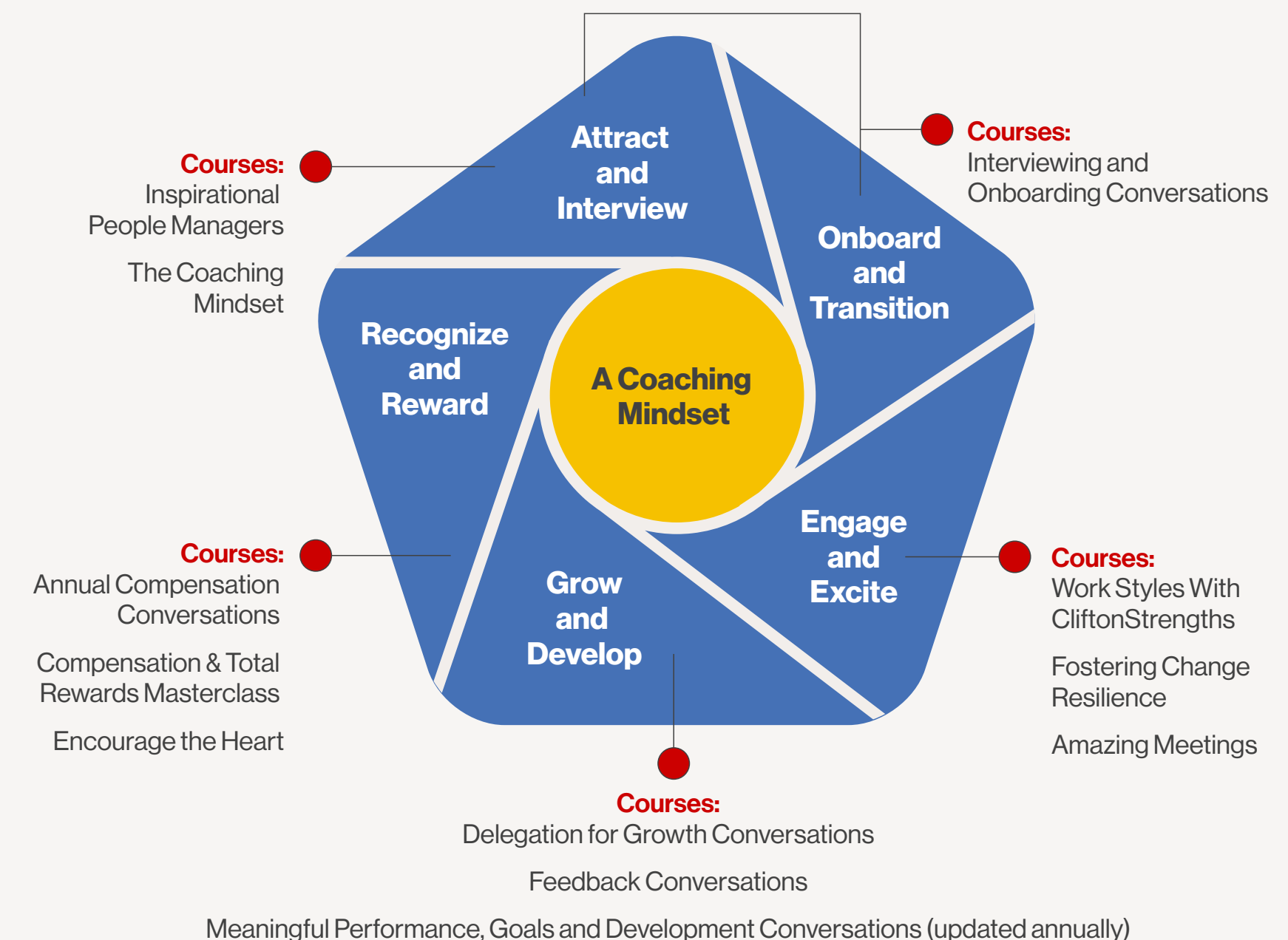
People Manager Core Curriculum

What People Managers Do

Impact the employee experience through five key areas of influence.

How People Managers Do It

By adopting a “coaching mindset,” people managers engage in rich conversations with each employee, providing appropriate support and guidance to foster growth and development, and enable employees to adapt, innovate and contribute their best.



Cultivating Leadership

We are a people business. Empowering our employees as dynamic individuals allows us to cultivate powerful leadership skills across the company. We provide several programs to foster and grow leadership abilities.

Mentorship Program

Hitachi Vantara's Global Talent Enablement Mentorship Program is available to all employees and is intentionally designed to build and nurture inspiring relationships across the company. We believe the program is a more informational mechanism for growth and it allows participants to learn and feel supported without barriers.

Trust and confidentiality within the program enable participants to better understand our company by connecting with others across the business and learning more about our culture, values and unique contributions. In FY2024, there were 18 active mentorships.

Hitachi Amplify Leadership Development

The Hitachi Amplify program is an exclusive, by-nomination leadership development program designed to transform leadership and communication impact and increase visibility for our future leaders. Designed and delivered for Hitachi Vantara by Ginger Leadership Communications, Hitachi Amplify highlights talent for career sponsorship prospects and improves our diversity at leadership levels. We value equitable gender representation

and seek to create space for our diverse and top talent to be seen, heard and connected with opportunities.

In FY2024, 15 high-potential employees from Hitachi Vantara were selected to participate in this exclusive opportunity.

Amplify is built around seven modules to enhance the already promising skill sets brought in by the cohort.

The modules are:

- 1 Your idea worth amplifying
- 2 Structure and the journey method
- 3 Amplifying your storytelling
- 4 Making your ideas stick
- 5 Speaking with confidence
- 6 Bringing personality and impact to your talk
- 7 Amplifying your impact and inhabiting the role of evangelist

Additional Leadership Development

Hitachi Vantara is committed to developing our leaders in partnership with Hitachi, sending select employees to Hitachi global leadership development programs. These exclusive programs broaden employees' understanding of Hitachi while providing networking opportunities with leaders across the enterprise.

Beyond these programs, we offer a suite of leadership assessments for insights into current strengths, growth areas and potential. Assessment 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 and are excited to watch our leaders flourish.

Employee Engagement

Employee Engagement Survey

Each year, Hitachi sends out an employee engagement survey, called the Hitachi Insights Survey, to capture feedback, insights and perspectives from hundreds of thousands of Hitachi employees across the globe.

The survey addresses Hitachi's strengths; opportunities and areas for improvement; the

company vision; areas of strategic importance to achieving Hitachi company goals; the workplace environment; management effectiveness; health and safety; diversity, equity and inclusion (DEI); and other employee-impacting initiatives and programs. The goal is to collect employee feedback, analyze that data with internal and external benchmarks, and convert that feedback and analysis into actionable plans that will improve employee performance, employee satisfaction and business performance. The survey, available in 21 languages, is conducted by a third-party partner to ensure anonymity.

Each member of Hitachi Vantara's Executive Committee reviews the survey results with their respective teams to understand employee sentiment and create relevant action plans to address the key insights. This helps promote a culture of trust and transparency, and drives positive changes throughout the organization.

Company Engagement

While surveys are an efficient form of gathering broad and anonymized perspectives, we pride ourselves on our in-person company engagement. At least annually, the Hitachi Vantara leadership team hosts a Corporate Townhall to celebrate our achievements and discuss near-term priorities. This includes an open Q&A to promote transparency and equitable discussion.



Talent Enablement and Feedback

In FY2023, we shifted from traditional performance management to talent and performance enablement. We continue to make strides in implementing this new approach, which encourages employees to set developmental and aspirational goals to foster career growth and impactful contributions.

We align individual and team goals with key performance indicators that support Hitachi Vantara's priorities. To prioritize promoting from within, we conduct talent reviews to facilitate mobility across Hitachi companies. In FY2024, we launched a communication campaign to foster a culture of continuous, meaningful performance discussions, building trust and inspiring growth through regular interactions between employees and managers.

We promote immediate feedback and coaching, enabling proactive evaluations and meaningful dialogues. This approach helps employees shape their future impact and significantly contribute to the organization's success.

Throughout the year, managers also engage with employees in constructive conversations to provide directed feedback. Looking back, up and forward, these conversations explore achievements, organizational goals and career aspirations.

Benefits

We are proud to provide benefits that support all aspects of our employees' lives — their health and well-being, financial stability, family resources and time away. Read more below and on our [Hitachi 2024 Benefits Guide](#).

Health and Well-Being

Unique Health Benefits

We maintain comprehensive medical, dental and vision insurance for all employees. To remain vigilant in our care for employees whose health benefits may be at risk, we have updated our U.S. healthcare to provide out-of-state coverage for all health benefits. The shift supports those who would have otherwise been denied access to certain medical care programs due to their state regulations, such as gender-affirming care and reproductive healthcare. Additionally, we fulfill the diverse needs of our employees by bringing in the recommendations of our employee resource groups (ERGs). Our UK offices exhibited this prioritization by adding prayer spaces and feeding rooms for women.

Wellness Benefits

To support physical and mental well-being, we offer live and on-demand physical fitness courses, information about nutrition, Hitachi Vantara sleep center information and meditation sessions. While these are offered to all, we recognize that our employees may require

a different approach to wellness. To provide our employees with the freedom to choose the wellness program that best suits them, we allocate \$650 per year to U.S. employees to use how they want. They can purchase personal gym equipment, take exercise courses or sign up for a gym membership.

Mental Health

We prioritize mental well-being alongside physical health, with a global Employee Assistance Program and the recognition of mental health first aid. All employees have the opportunity to undergo training, including programs like Mental Health First Aid certification and QPR (Question, Persuade, Refer), to identify and aid those dealing with mental health issues. Fostering a culture of awareness, we provide webinars and courses on topics like emotional fitness, breathwork, meditation and mental health in the workplace. Free sessions are offered, and employees are compensated for related health and safety courses taken externally, reinforcing our commitment to mental health wellness and support.

Financial Stability

Compensation and Bonuses

At Hitachi Vantara, we want everyone to share in our success. Therefore, all permanent employees are eligible for a bonus. Our 401(k) match for U.S. employees, up to 6% with no cap, garnered enthusiastic participation from 89% of our employees in FY2024.

Commitment to Pay Equity

Pay equity is a priority at Hitachi Vantara. As an organization, we promote fair compensation for all employees and ensure our Global Reward Policies are unbiased and consistently applied across our male and female population in similar pay grades. We hire a third-party legal firm to periodically analyze our pay structure.

Family Resources

Child and Elder Care

To support our employees caring for children or elderly family members, we offer resources such as care coaches, education and homework help, backup care and more.

Disability

We offer a comprehensive disability benefits program featuring a yearlong short-term disability program that provides U.S. employees with 80% of their salary.

Time Away

Time Off and Leave Programs for U.S. Employees

Work-life balance is safeguarded by our unlimited time-off program, of which Hitachi Vantara was an early adopter, and our leave-of-absence policies. Other examples of our generous leave policies include the following:

- 1 Medical leave** – Allows up to 52 weeks off with a doctor's approval.
- 2 Parental leave** – Collectively provides 24 weeks of time away.
- 3 Bereavement leave** – Offers 40 paid hours.
- 4 Jury duty** – Provides 10 paid days each year.
- 5 Military duty** – Jobs protected under the Uniformed Services Employment and Reemployment Rights Act (USERRA).
- 6 Personal leave** – Offers six months of unpaid leave to pursue personal interests.
- 7 Volunteer time off** — Provides full-time employees with eight hours of volunteer time off per calendar year.

Flexible Work

Committed to flexibility, Hitachi Vantara allows employees to choose work locations based on business needs, country regulations and personal preferences. The flexible work policy, applicable to all employees, empowers them to decide their optimal work environments. This approach, initiated during the pandemic, reflects adaptability and understanding. Employees are free to determine where they can excel, whether in the office or at home, aligning with our hybrid working expectations, which have been positively received by our staff. This philosophy promotes mutual benefit for both the company and its employees.

Labor Practices and Contingent Work

Contingent Workforce Policy

Hitachi Vantara's 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. This policy ensures the accurate classification, utilization and tracking of contingent workforce members. When engagement managers identify the need for external resources to meet business requirements, this policy must be followed in the treatment and engagement of contingent workforce members. In FY2024, Hitachi Vantara's contingent workforce was 3,177.



Diversity, Equity and Inclusion

Our DEI Strategy

At Hitachi, we believe that a diverse, equitable and inclusive culture is a foundation for success and growth. Respecting and valuing differences helps us understand the global marketplace, generate great ideas and drive innovation that transforms society. Our culture drives the success of our mission to contribute to society by creating an environment in which we collaborate and support each other. Because together, we are stronger.

DEI Policy

The Hitachi Global Diversity, Equity and Inclusion Policy sets behavioral expectations, guidelines and commitments across Hitachi's business units.

For a comprehensive review of our official DEI policy, see more [here](#).



DEI Pillars

Our DEI pillars guide our strategy, actions and goal setting across the company:

Leadership Commitment

Champion our executive commitment to our DEI vision as a driver for business growth.

Culture

Build an inclusive mindset and environment to enable employees to be and feel safe as themselves.

Recruitment

Attract and hire diverse people from different locations and backgrounds.

Retention

Provide regional-specific benefits and support robust ERGs, driving culturally relevant programming.

Advancement

Identify diverse talents based on competency.



Inclusive Recruitment Practices

As we navigate the dynamic landscape of talent acquisition, we remain committed to removing biases, attracting diverse candidates and ensuring inclusivity within our recruitment process.

In June 2024, Hitachi rolled out the Inclusive Talent Acquisition Toolkit, a practical guide to help make finding, interviewing, hiring and onboarding talent at Hitachi more inclusive and equitable. The toolkit can be used by anyone bringing new talent into Hitachi, such as hiring managers, Human Resources or Talent Acquisition. It includes guidance and resources on preparing to recruit, candidate generation, assessment and measuring progress.

Job Advertisements

Our job advertisements are crafted with inclusive language to attract diverse candidates and remove the barrier of a “box-checking” mindset. Selecting the ideal candidate for a role goes beyond mere checklist evaluation, and we want candidates to apply if they are excited by the opportunity.

Recruitment staff members are trained regularly to create inclusive and impactful job postings. We also added the ability for applicants to provide their pronouns and name recordings as part of the application process.

Applicant Data

Our applicant pool is invited to answer a set of voluntary demographic questions to measure the diversity of our candidate sources. The responses are anonymous and aggregated to protect the privacy of applicants. This data helps inform our hiring strategy and improve our recruitment process. Our primary candidate sources include direct talent acquisition, campus and graduate hires, employee referrals, internal promotions and agency hires.

Equitable and Inclusive Interview Process

Grounded in the belief that streamlined interviewing is central to equitable hiring, 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 specific tool called Inclusion Nudge, which prompts recruiters and interviewers with nudges to raise awareness about potential biases in the moment.

Recruiters for Hitachi Vantara are charged with ensuring candidate pools are diverse and that candidates are assessed holistically by a diverse selection of interviewers.

To enhance our visibility as an LGBTQ+-friendly workplace and to actively promote this commitment, we joined myGwork, a global recruitment and networking hub for LGBTQ+ professionals.

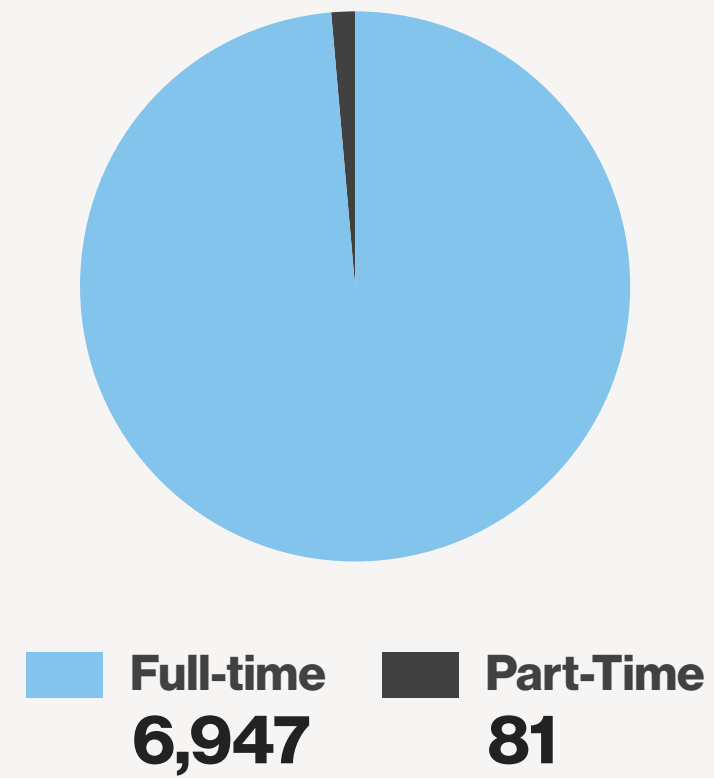
Hiring Manager Training

To strengthen our diverse hiring practices, foundational interview skills training and more in-depth Critical Behavior Interview training is available to all hiring managers. We also launched a new course in November 2024 called Hiring and Engaging Talent, which is part of the Sakura People Manager Program. This interactive course includes recognizing and avoiding unconscious bias in hiring.

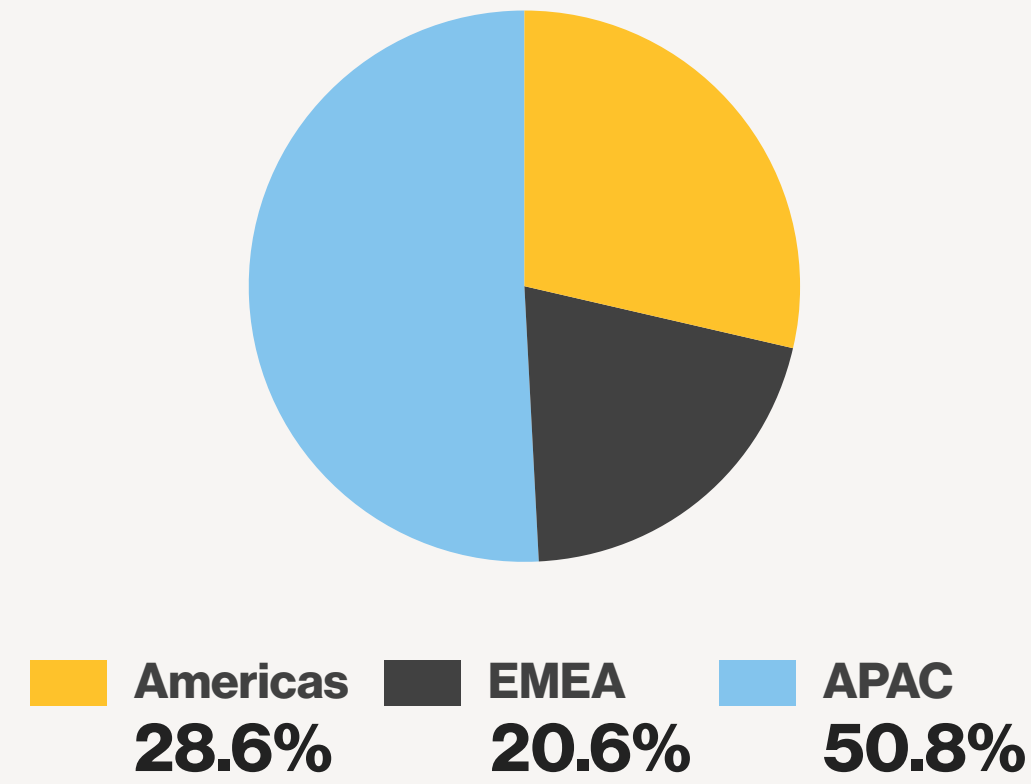
Diversity Data

*As of publication

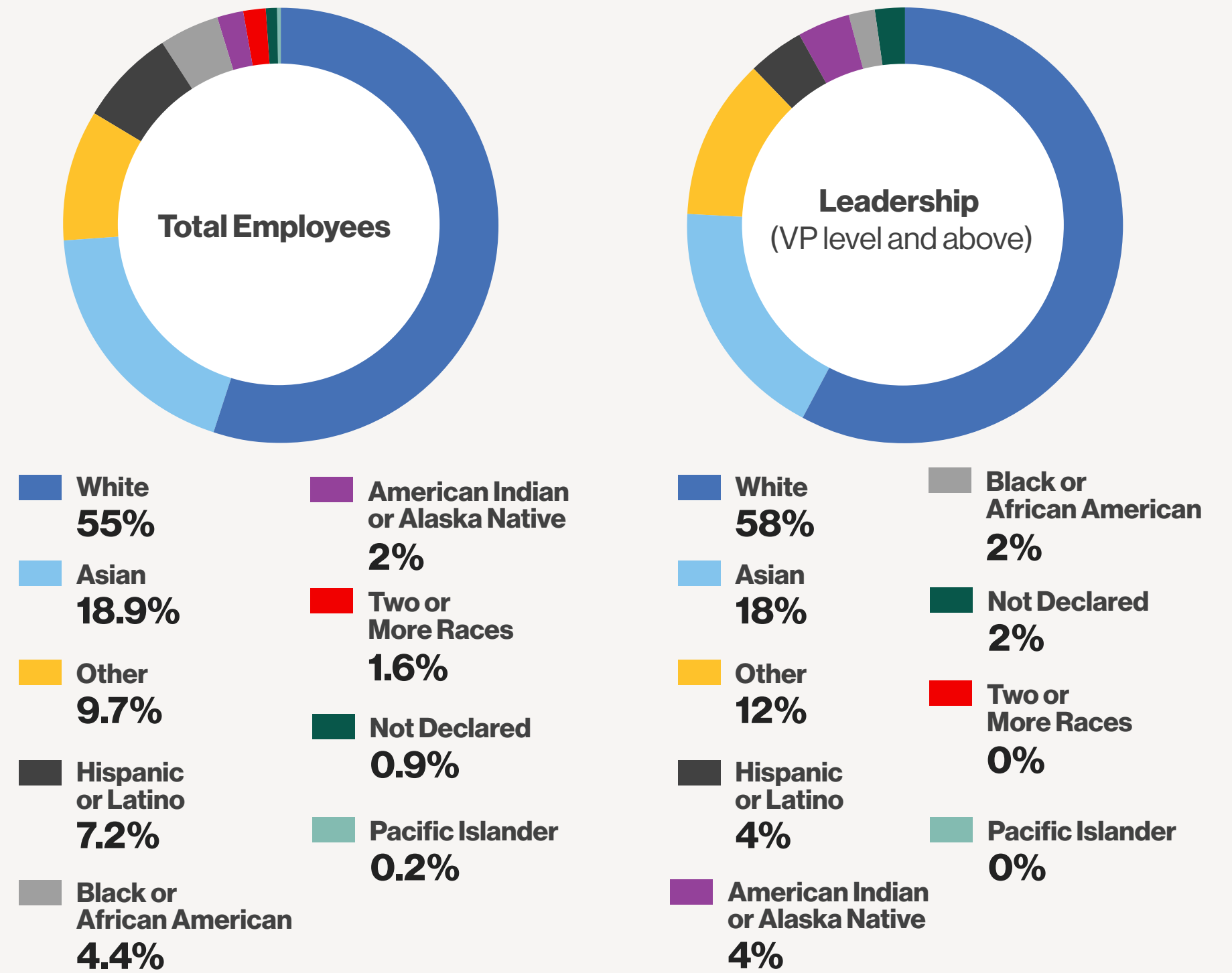
Total number of employees
(excludes contingent workers)



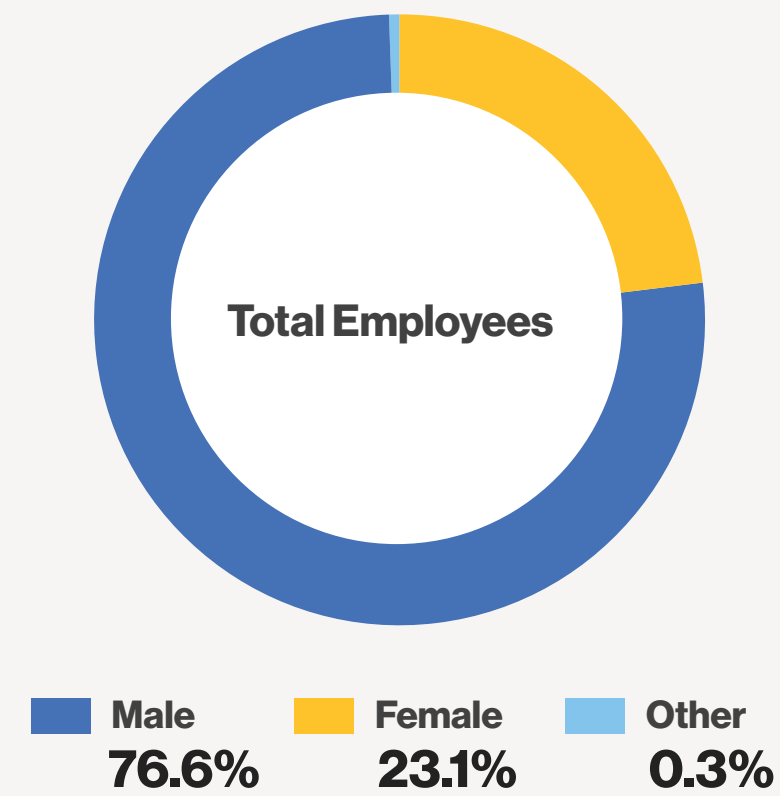
Percentage of employees by region



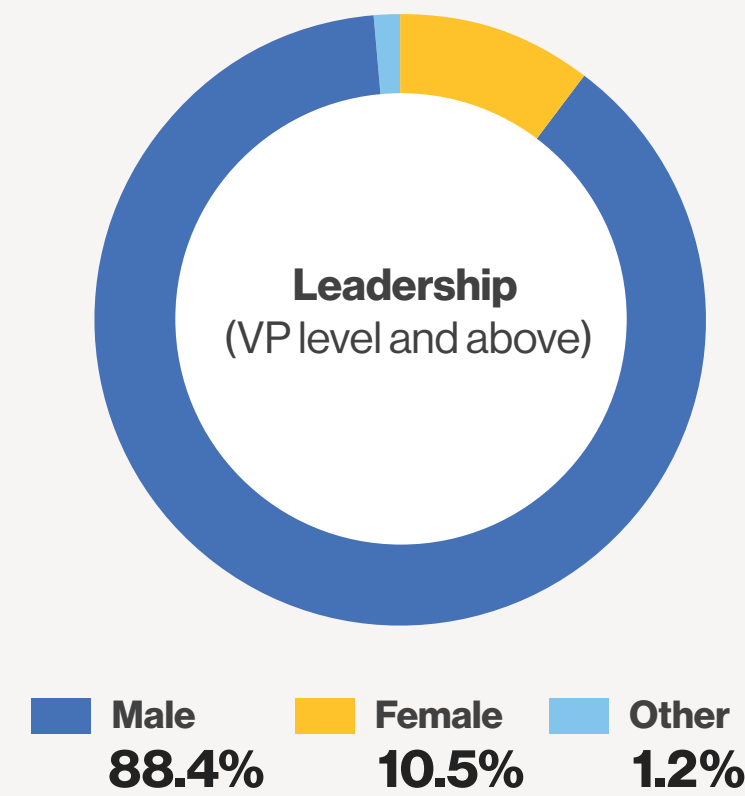
Percentage of self-reported diversity group representation (racial/ethnic breakdown) for the U.S.



Percentage of female representation
(total employees)



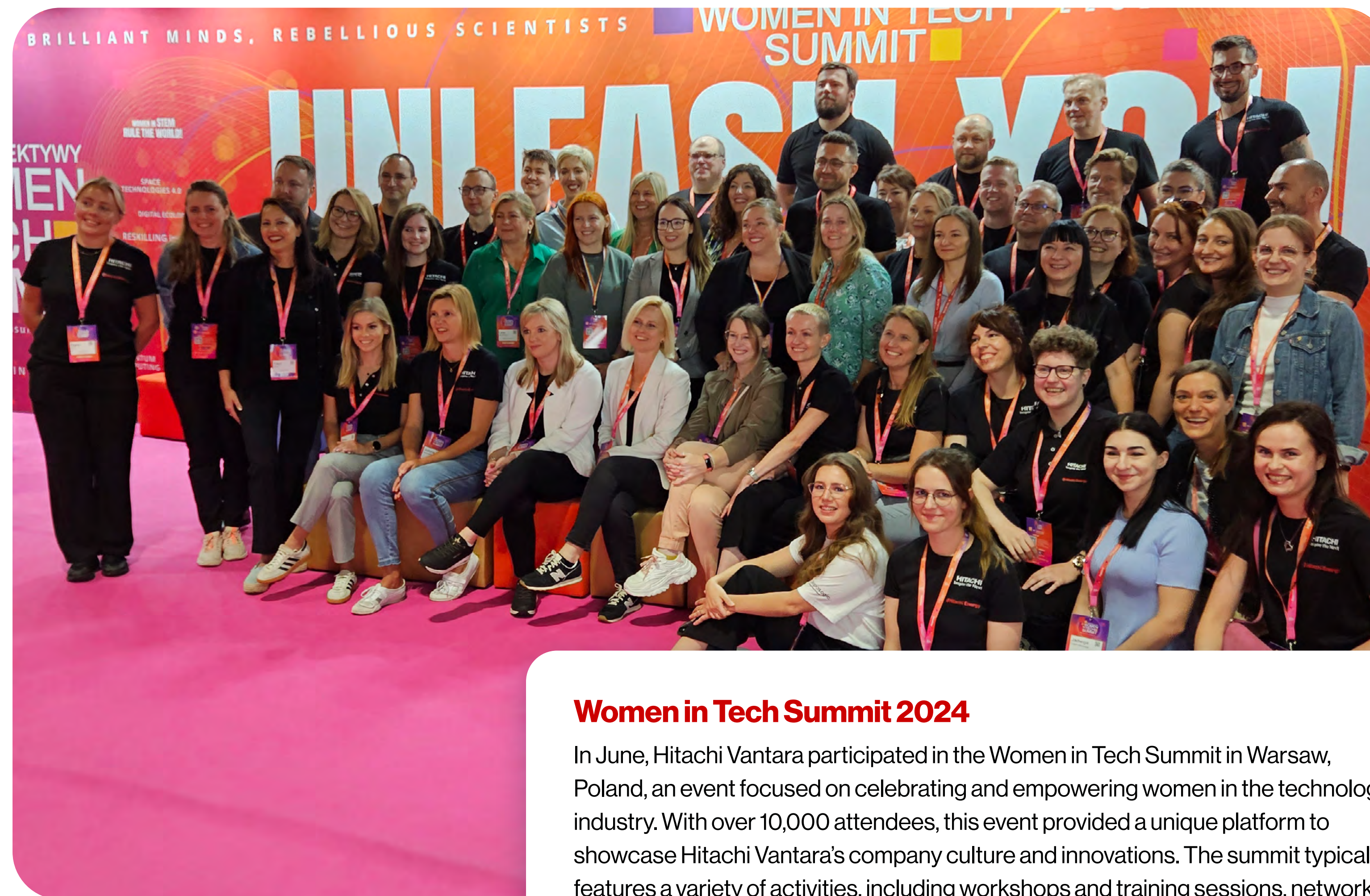
Percentage of female representation
(leadership)



Inclusion Training and Awareness

We conduct annual compliance training on diversity, antidiscrimination and harassment. 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. Training participation was 100% in FY2024.

High-potential talent at Hitachi Vantara has the opportunity to participate in the Hitachi Amplify program, which focuses on storytelling training and amplifying a message. The FY2024 program culminated in a global finale with over 1,200 employees showing support and an inspiration score of 4.7/5. Read more about Amplify in the [Learning at Hitachi Vantara](#) section of this report.



Women in Tech Summit 2024

In June, Hitachi Vantara participated in the Women in Tech Summit in Warsaw, Poland, an event focused on celebrating and empowering women in the technology industry. With over 10,000 attendees, this event provided a unique platform to showcase Hitachi Vantara's company culture and innovations. The summit typically features a variety of activities, including workshops and training sessions, networking opportunities, career fairs, mentorship programs and innovation showcases.

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 and career development. Our ERGs provide a supportive space for fostering personal growth, addressing difficult topics and uniting under a common voice. We currently have eight ERGs across Hitachi Vantara that are open to all employees.

Black Employee Resource Group (BERG)	DiversAbility	Earth Alliance	HOLA! ERG
<ul style="list-style-type: none"> • Fosters a supportive community for Black employees. • Promotes networking, professional development and leadership opportunities. 	<ul style="list-style-type: none"> • Offers support and education to address challenges and leverage strengths around disabilities or neurodivergence. 	<ul style="list-style-type: none"> • Addresses environmental issues for higher quality of life. • Actively fights climate change. • Leverages technology leadership to address challenges. 	<ul style="list-style-type: none"> • Uplifts Hispanic and Latino employee voices to achieve their full potential. • Connects employees with resources in cultural awareness, career growth and community outreach. • Fosters relationships between Hispanic and Latino employees in tech and educational organizations.
Mental Health First Aiders	Rainbow Connection	Veterans ERG	Women of Hitachi
<ul style="list-style-type: none"> • Trained in active listening to support individuals facing mental health challenges.* • Hosts monthly safe-space discussions. <p>* Participants do not offer medical advice and are not medically trained.</p>	<ul style="list-style-type: none"> • Provides visibility for LGBTQ+ employees. • Promotes an inclusive and safe culture. • Establishes business goals to improve LGBTQ+ hiring, provide gender-affirming healthcare and establish gender-affirming content. • Extends to allies to foster community. 	<ul style="list-style-type: none"> • Enhances the work environment for veteran employees and job seekers. • Supports and engages with the community through sharing experiences and resources for professional growth. • See more on how we embrace our veterans here. 	<ul style="list-style-type: none"> • Grounded in allyship and provides programs to help women develop skills in financial literacy, career development and negotiation to address impostor syndrome.

Spotlight:

HOLA!

With more than 100 members in its very first year, HOLA! ERG is a vibrant community supporting Hispanic and Latino employees as well as their allies. HOLA! has networked with Fortune 500 and Fortune 1000 organizations, Hitachi companies, and universities in Latin America, building bridges to talent sources for Hitachi Vantara. The group has created opportunities to engage with senior leaders and has showcased their work on social media, earning uncommonly high reach across social platforms for the organization. For example, HOLA!'s Leadership Secrets event spotlighted six Latino leaders, represented 36 countries and had almost 700 attendees. HOLA! is actively creating leadership opportunities for members, demonstrating to the broader company and communities we work in that Hitachi Vantara is an inclusive and supportive workplace.





75

ERG experiences with over 2,900 participants across Hitachi Vantara globally

8

Number of Hitachi Vantara ERGs to offer community and engagement

ERGs as Change-Makers

Our ERGs are pivotal in company decision-making. For example, after receiving ERG feedback, we expanded our U.S. healthcare coverage to include out-of-state care for all health benefits, particularly benefiting the LGBTQ+ community, which faces challenges with gender-affirming care restrictions. Additionally, we altered office spaces in the UK to accommodate needs identified by Women of Hitachi, such as a lack of feeding rooms and prayer rooms. This underscores our commitment to listening to and acting on feedback from our diverse workforce.

Corporate Equality Index

Since 2021, Hitachi Vantara has participated in the Human Rights Campaign Corporate Equality Index, a primary driving force for LGBTQ+ workplace inclusion. In FY2024, we were honored to receive a perfect score of 100 on the index.

Case Study: Website Accessibility

Accessibility is not just about what you see visually but also about how a website functions for all users who may require assistive technology or who use alternative methods to view content and traverse our website. At Hitachi Vantara, we take concrete steps to ensure our website is universally usable by a diverse audience. We follow the Web Content Accessibility Guidelines, a set of standards developed by the World Wide Web Consortium (W3C) that helps organizations create accessible websites. In FY2024, we achieved the second-highest level of accessibility compliance set by W3C. Other ways we have increased the accessibility of the Hitachi Vantara website include:

- Updating color contrast.
- Updating heading structure, which is important for users of assistive devices.
- Updating link color and design.
- Making all content accessible via keyboard.
- Ensuring all videos have captioning available.

Social Contribution Activities

Powering Good

As we have done for over a century, Hitachi companies remain committed to Powering Good through our social innovation efforts, connecting to co-create and innovate toward advancing a more sustainable future for all. Employees around the globe are also doing their part, actively contributing through volunteer service projects that help us achieve global targets such as the UN Sustainable Development Goals (SDGs).

As part of Hitachi, Hitachi Vantara is committed to investing in, developing, nurturing and empowering future generations, together with our employees and diverse stakeholders, in the following areas:

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

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

Employee Volunteering

Hitachi Vantara provides paid time off during the workweek for employees to perform volunteer work at schools, sponsored community events or nonprofit charitable organizations. 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 FY2024

Empowering Change Through Social Giving

Giving Week FY2024 marks the third year of Hitachi's global campaign to drive meaningful action in environmental sustainability and learning, and in reducing inequalities. This annual initiative underscores our commitment to making a difference through collective efforts, bringing together employees across the globe to participate in projects that align with our values and the SDGs.

Giving Week Highlights¹²

Participation:

- Employees dedicated an impressive **2,670 hours** of volunteering across multiple regions.
- Engaged teams virtually and in person with hands-on activities, fundraising and community-building projects.

Environmental Initiatives:

- Organized community cleanup events across five locations, collectively removing over **300 pounds of waste** from local parks and neighborhoods.
- Hosted DIY workshops and educational webinars in six locations, promoting eco-friendly practices such as waste reduction.

Learning and Development:

- Supported **110 students** through mentoring and educational resource donations.
- Hosted three skill-building workshops for underrepresented communities.

Social Equality:

- Partnered with local organizations to deliver over **26,000 meals** across the globe.
- **363 laptops** donated globally.

Part of our giving efforts more broadly also include a budget for local environmental nonprofits selected by our Earth Alliance ERG members that benefit organizations who focus on climate change management, waste mitigation and clean water access.

¹² Encompasses the efforts of Hitachi Vantara and Pentaho.

Demonstrating Impact

We maintain an online form to capture where and how our employees contribute to their communities. This helps inform Hitachi Vantara teams working on the ground with nonprofit organizations who assess need, impact and potential adjustments to our support on an ongoing basis. A few examples are highlighted below.



EmpowerHER: Uplifting Future Leaders in India

In India, our efforts centered on inspiring and supporting young minds to achieve their potential. In partnership with Katalyst, volunteers in Pune and Bengaluru hosted career-focused sessions, skill-building workshops and networking opportunities with professionals for young women from low-income backgrounds. In Hyderabad, we hosted Teach for India students at our office, offering a meaningful and creative experience that positively impacted their educational journeys and inspired them to dream big. Employees contributed over 500 volunteer hours to support these efforts.



Supporting Hunger Relief Efforts

Employees stepped up to fight food insecurity in their local communities with impactful efforts. In Dallas, teams packed over 17,000 meals, providing nutritious meals for 48 children for an entire year. Hong Kong volunteers prepared and distributed 2,500 lunches to vulnerable community members. In Santa Clara, the team sorted 43,500 pounds of food, which will help feed nearly 7,000 people in Silicon Valley. Istanbul colleagues cooked and then distributed hot meals to 90 homeless individuals in one day. Zurich employees collected donations from retailers and delivered 204 boxes of supplies to seven local charities, supporting hundreds of families. These are only a few examples of efforts our employees take to support organizations in our communities that work tirelessly to support those in need.



Environmental Action: A Cleaner, Greener Planet

Our commitment to sustainability shone brightly during Giving Week through impactful environmental actions across the globe. In Beijing and Taicang, China, and Dreieich, Germany, teams conducted park cleanups, collecting more than 300 pounds of trash. In Vietnam, employees spearheaded a battery recycling initiative by collecting over 2,500 used batteries, ensuring the safe disposal of hazardous waste and promoting eco-friendly practices. In Zaltbommel, Netherlands, employees dedicated their time to cleaning up their local petting zoo, while in São Paulo, Brazil, and Kraków, Poland, colleagues participated in virtual webinars to reflect on climate change and DIY workshops to learn about sustainable habits.

¹² Encompasses the volunteering efforts of Hitachi Digital, Hitachi Digital Services, Hitachi Vantara and Pentaho.

FY2024 Worldwide Impact

68

Number of organizations supported/partnered with

\$395,000

Total charitable contributions

~4,200

Total hours of employee volunteering

GOAL 1

Achieve 3,000 volunteer hours during our annual Global Giving Week by FY2025.¹²

**Completed in FY2024*

GOAL 2

Ensure 75% of our team members participate annually in giving or volunteerism in their communities by FY2040.

Employee Health and Safety

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

Our Global Environmental, Health and Safety (EHS) Policy outlines processes, monitoring, and oversight of health and safety across the company. We also maintain a Health and Safety Committee, which consists of global facilities and security managers who report to senior leadership. The committee is currently developing a Global EHS Management Plan, which will support the policy and provide an operational framework.

We track metrics such as incident reports at our distribution centers and work-related ill health cases in our offices. In FY2024, eleven office work-related ill health cases were reported globally.

Health and Safety at Our Distribution Centers

Safety and Compliance

Our four distribution centers maintain a comprehensive Occupational Health and

Safety (OHS) Management System. The OHS Management standard operating procedure document (SOP) is provided to each distribution center, detailing core elements and responsibilities to maintain safe working conditions at each center. The SOP includes the responsibilities of 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, direct manager or worker representative. All employees receive the necessary training to control any risks and harness useful opportunities.

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

Risk Assessments and Management

Our meticulous assessment of risks at the distribution centers is guided by the OHS risk matrix and priority rating. We perform risk assessments on hazards in our facilities based on the probability of the hazard to occur, exposure of the hazard and the severity

of injury that may be linked to the hazard. Control measures are put in place to reduce any perceived risks as far as is reasonably practicable.

Health and safety inspections are conducted to identify any actual or potential hazard or risk, as well as opportunities for improvements. Criteria and results are recorded and maintained by the leads of the safety committee at each site.

Emergency Preparedness and Response

Hitachi Vantara utilizes a comprehensive approach to emergency preparedness. Each distribution center conducts training based on the Emergency Preparedness and Response Plan. The plan undergoes regular reviews and audits to ensure its currency and adherence to the most up-to-date practices. All incidents, near misses, external party issues, results of inspections and results of audits are recorded in the applicable online tracking system.

Certifications and Audits

Guided and certified by the ISO 45001 Management Standard, we have four distribution centers with robust OHS programs, located in Singapore, the Netherlands, China and Oklahoma.

ISO 45001 is a system that identifies and manages hazards in the workplace to create a safer place to work. Requirements include strong leadership to communicate with workers on their roles and responsibilities, knowing of and eliminating hazardous situations, and investigating incidents to manage change-planning actions. Annual audits are conducted internally, while external audits are carried out by BSI, the British Standard Institute.

Incident Reporting

To maintain a record of incidents and safety management actions, we track reports at each distribution center. An aggregate description of the metrics is registered and reported to Hitachi.

Additionally, all Hitachi Vantara employees globally can report safety concerns through several channels, including an internal incident reporting database and by contacting the Global Security Operations Center by phone, email or chat.

Responsible Procurement

Supply Chain Operations

Hitachi Vantara's global business operations focus on product and service offerings. At the highest level, suppliers are grouped into the IT/technology category or the service category. A significant portion of the products supplied by Hitachi Vantara are manufactured by Hitachi companies, who conduct business in accordance with the Hitachi Group Code of Ethics and Business Conduct. In addition to aligning with Hitachi Group's Code of Ethics and Business Conduct, the Global Procurement department undergoes annual mandatory training on sustainable procurement, with a 100% completion rate in FY2024.

Supplier and Vendor Code of Ethics and Business Conduct

We believe that high ethical standards not only for employees, but also all business partners, are the foundation of both 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 the 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, 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 FY2024, 100% of new suppliers agreed to comply with the terms and conditions of the Hitachi Group Code of Ethics and Business Conduct and the Hitachi Partner Code of Ethics and Business Conduct.

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

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).

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 the risk based upon 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 is 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. A risk-based approach consistent with frameworks identified by the U.S. Department of Justice and other regulatory authorities is used to assess the level of due diligence required.

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 and facilities verification; documented evidence of compliance program components; and detailed desktop due diligence performed on the channel

Third-Party Risk Assessments and Audits (cont.)

partner entity, its leadership and its key employees. An authorized representative of distribution channel partners operating on our behalf in high-risk countries is required to sign Anti-Corruption Compliance Certification acknowledgments at onboarding and periodically thereafter.

Hitachi Vantara has also deployed a channel partner audit program. Several distribution channel partners are selected for audits on an annual basis using an evolving risk assessment methodology reviewed and approved periodically by the company's Audit Committee. These channel partner audits focus on a combination of transaction sampling, policy, procedures, systems and controls reviews, as well as interviews conducted via on-site visits to the channel partners. In FY2023-FY2024, audits or site visits were conducted with channel partners in at least eight different countries, with more planned for FY2025.



Third-Party Information Security

Security in Supplier Relationships

Confidentiality Agreements

External parties (such as suppliers, vendors or subprocessors) performing services on or requiring access to Hitachi Vantara or its data hosting and data processing facilities are required to commit to contractual confidentiality language, which may include a nondisclosure agreement. When applicable, external parties must also sign a data protection agreement and EU Model Clauses. All agreements in which a third party may be given such access must also incorporate approved confidentiality standards and security provisions into their downstream suppliers' contracts as relevant.

Third-Party Evaluation and Monitoring

Hitachi Vantara evaluates third-party services, assesses the information security risk associated with third-party services, and identifies remedial actions to mitigate the risk and lower it to an acceptable level. Existing third-party services are periodically evaluated for security risks, and risk mitigation measures are instigated.

Third-Party Risk Assessment Questionnaire:

- Data Privacy – Types of data (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.
- Third-Party's Security Practices – Organization of information security, checklists, employee screening, segregation of duties, system hardening, malware and threat management.
- Data Loss Prevention – Processes in place to prevent and monitor 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.

In FY2024, we continued to enhance sustainability efforts within our supply chain by developing and issuing a Supplier Sustainable Procurement Survey to Hitachi Vantara suppliers that represent the top 80% of our spending. As part of this survey, we ask suppliers about their ESG and sustainability programs, progress and commitments. Our sustainability questionnaire covers 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
- DEI metrics (U.S.)
- Information security
- Supplier audit history

GOAL

Launch an ESG survey to our top 80% of suppliers by spend to partner toward impact by FY2025.

**Completed in FY2024*

Trusted Ally Program

Hitachi Vantara Trusted Allies are a selective group of suppliers who meet a high level of performance, quality, service, flexibility and contracting guidelines to provide global services, tools and support. The purpose of this program, launched in late FY2023, is to create a global ecosystem of suppliers that have a vested interest in growing Hitachi Vantara's business and strengthening its infrastructure. These suppliers must have preferable commercial and legal terms and be considered high performing in the areas of technology, cost, quality, sustainability, flexibility and services provided. Supplier scorecards have been developed and made available to all sourcing managers to evaluate each supplier in these areas.

Employee Training

In addition to the work our ERG Earth Alliance supports, we offer Environmental Awareness Training to all supply chain employees to provide education and context around the company's commitment to developing products that protect and preserve the environment.



Human Rights in the Supply Chain

Hitachi Vantara recognizes the importance of identifying and preventing modern slavery in our business and supply chain. The [Modern Slavery Transparency Statement](#) sets out the steps we have taken to minimize the risk of modern slavery 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 and the California Supply Chain Act and various other regulations, and is reviewed and updated annually.

Our commitment to the identification and prevention of modern slavery covers various exploitative activities such as forced labor, slavery, child labor and human trafficking. By promoting awareness and understanding of the risks within our own sector, improving collaboration across our organization and strengthening supply chain transparency, Hitachi Vantara continues to combat the risk of human trafficking and modern slavery entering our supply chain. Recent actions are summarized below.

- Incorporated learnings related to modern slavery, unfair labor practices and the identification of any association with trafficking into a framework to consider these issues in our vendor risk assessment process.
- Continued to enhance our processes to evaluate supplier compliance with Hitachi Vantara standards for preventing trafficking and modern slavery. In FY2024, suppliers that represent the top 80% of spend, as well as all new suppliers, were assessed for compliance.

GOAL

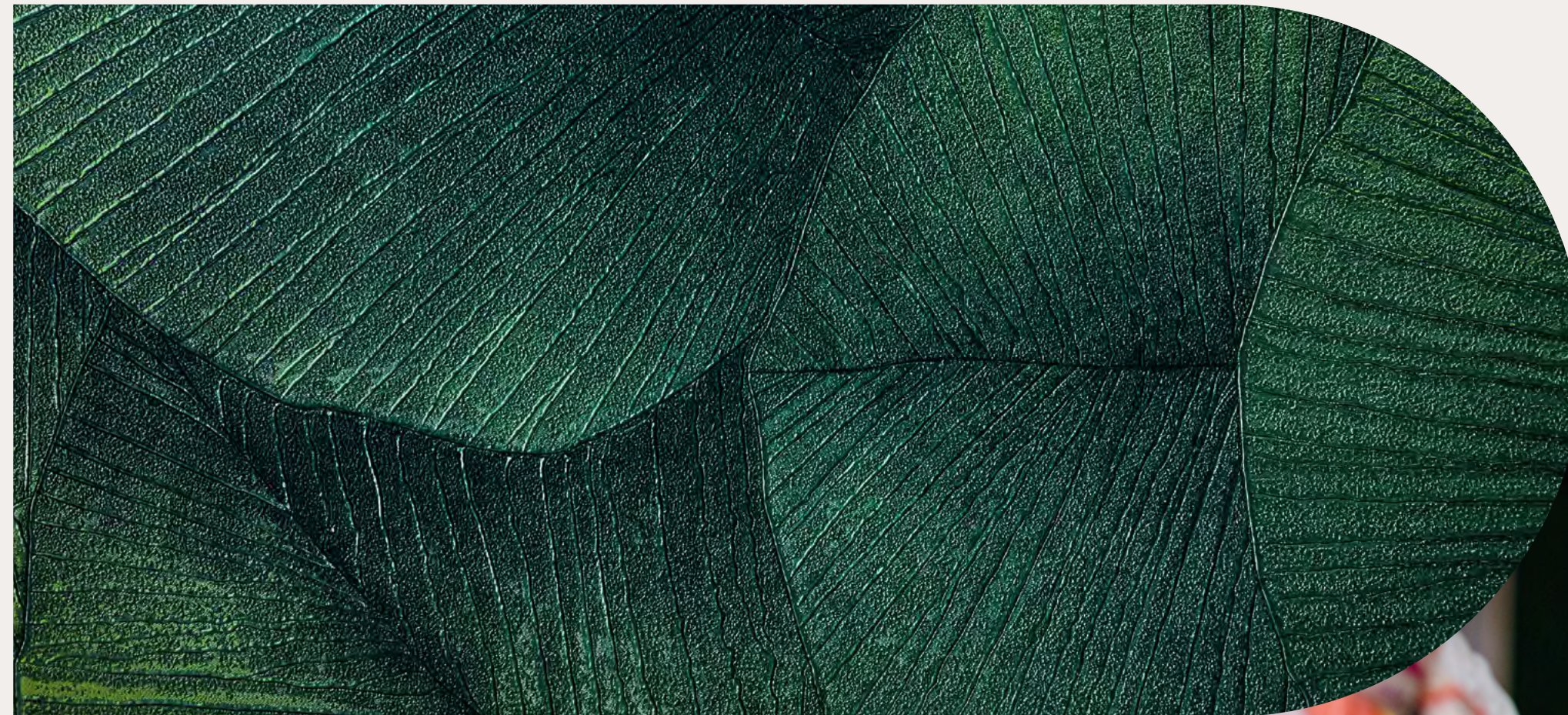
Increase our supplier diversity spend by 25% by FY2040.

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. This base includes owners of small businesses, as well as businesses with minority, women, LGBTQ+ or disabled owners. 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 FY2024, Hitachi Vantara's supplier diversity spend totaled \$9,384,244.





Corporate Governance

Governance Structure | Risk Management and Business Continuity | Business Ethics | Cybersecurity and Data Privacy



Operating ethically is the foundation of how we deliver for our customers, employees and communities. Hitachi Vantara maintains a resilient infrastructure, safeguards data and effectively manages risk.

Governance Structure

To promote the interests of and deliver for our customers, employees, communities and other stakeholders, we maintain a strong corporate governance structure that starts with our board of directors, Audit Committee, and Internal Risk and Controls Committee.

Hitachi Vantara directors have a wide range of skills and experience across the technology and data industry, as well as expertise in management. We consider the diversity of backgrounds, skills and experience when selecting our leadership. We will continue to seek future candidates whose talents and background reinforce our culture and enhance our long-term business success.

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 leadership includes the BCM Steering Committee, which consists of senior members across the company in core 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 Corporate Risk Management department, with meetings held on a monthly basis.

Enterprise Risk Identification and Management

Our 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. The risk assessment also gives consideration to the following aspects:

- New developing risks according to research institutions
- Identification of industry-specific risks based on competitors' financial reports
- Regulatory changes
- Macroeconomic developments

Hitachi Vantara's Internal Audit department conducts audits to assess the effectiveness of our established controls at managing the risks presented.

On-Site Audit

In FY2024, Hitachi Vantara underwent an extensive on-site audit conducted by Hitachi in conjunction with an external auditing firm. The scope of this audit included every department with a look-back period of five years (2019-2024). Findings and recommended improvements to

business operations were presented to Hitachi Vantara's Executive Leadership Team and the Hitachi Board of Directors.

Climate Risk

We recognize the warming climate increases the likelihood of climate-related risks that may impact our business. Climate change has been an important topic at BCM Steering Committee meetings, diving deeper in FY2024 to integrate climate activism and ESG challenges as specific areas in Hitachi Vantara's enterprise-wide business disruption risk assessment process. The impact of climate change and associated climate-related risks (physical, reputational and regulatory) are evaluated at the enterprise level as well as each critical business unit level, and incorporated into appropriate risk management processes.

Business Continuity Management Program

Through our Global BCM Program, we conduct enterprise-wide business disruption risk assessments that identify core risks across the business, reviewed and approved by the BCM Steering Committee. The risk assessment methodology considers historical incident trends and internal and external emerging trends. Risks are identified and rated by identified department owners, and mitigation plans are developed.

Hitachi Vantara's BCM follows internationally accepted standards through alignment with ISO 22301 and with professional practices from The Business Continuity Institute and Disaster Recovery Institute. The Global BCM Policy guides how the company monitors risk and maintains recovery procedures in the event business operations are threatened. Mandatory training exercises and awareness sessions are conducted with different teams across all locations to ensure understanding and compliance with the policy. This happens annually or whenever there are 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. For critical business functions, Hitachi Vantara provides for the recovery and reconstitution of our production-computing environment to the most recent available state following a disaster. Hitachi Vantara has established alternate processing sites to accommodate full operating capability in the event of loss of service at a primary facility.

Crisis Management and Major Incident Management Plan

Hitachi Vantara's Business Continuity Management team maintains the 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 continuation of business activities.

We also maintain an Emergency Preparedness Plan that provides instructions and guidance for emergency response at our distribution centers. Emergency preparedness activities are conducted to ensure that employees are properly prepared to handle safety or environmental incidents or accidents that happen on-site. Emergency response activities are periodically tested and exercised through drills that are evaluated to identify improvement opportunities.

Tabletop Exercises

On an annual basis, business continuity plans for selected information systems are tested as a live exercise or a tabletop test. The tests are used for training Hitachi Vantara users and are coordinated with all personnel responsible for contingency planning and execution. The tests verify that online backups can be recovered and that the procedures for shifting a service to the alternate processing site are adequate and effective. Test plans are developed in accordance with industry best practices. Results of the testing are used to improve the process and initiate corrective actions.

Business Ethics

Hitachi Vantara is committed to the highest standards of ethical, moral and legal business conduct. Operating ethically is 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, 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.



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. Hitachi Vantara's [Code of Ethics and Business Conduct](#) (the Code) articulates the company's commitment to ethical business practices and helps our employees and third parties acting on Hitachi Vantara's behalf (e.g., contractors, distribution channel partners, and supplier and vendors, referred to collectively as "business partners") navigate potentially challenging 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

We also align with the [Hitachi Group Code of Ethics and Business Conduct](#), which is issued for implementation by all Hitachi companies and is reviewed annually unless major regulatory changes necessitate expedited update frequency. The Hitachi Group Code is acknowledged and certified on an annual basis by our employees and contractors as part of the annual compliance training initiative.

Hitachi has also issued and periodically updates the Expectations of Business Partners, a business partner Code of Conduct, which outlines the guiding principles, values and rules for our distribution channel partners, vendors, suppliers and service providers to abide by when conducting business on Hitachi's behalf. Hitachi's Expectations of Business Partners is incorporated by reference into our standard distribution channel partner and vendor terms and conditions.

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

To ensure that Hitachi Vantara remains compliant with applicable anti-bribery and anti-corruption, anti-money laundering and fair competition laws, we have established standalone policies, managed by the chief legal and compliance officer. In addition to these core policies, Hitachi Vantara has issued several other subject-matter-specific, supporting compliance policies to educate employees and contractors regarding more targeted rules and controls used to prevent misconduct or detect it in a timely fashion. Examples of these policies include our Donations and Charitable Giving Policy; Third-Party Gifts, Travel and Entertainment Policy; Third-Party Due Diligence Policy; and the Conflicts of Interest Policy.

All of these policies, available in nine languages, include scenarios and frequently asked questions to guide employees and contractors, giving them the tools they need to identify and report red flags indicative of misconduct

GOAL

Implement an annual voluntary conflicts of interest disclosure reporting process by FY2025.

without fear of retaliation. Employees and business partners report suspected compliance and integrity breaches to their managers, the Human Resources department, the Legal and Compliance department or the Hitachi Vantara Ethics Hotline.

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 retaliation of any kind for 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 can confidently and anonymously raise their concerns, when the law permits, through the Hitachi Global Compliance Hotline, which is available 24 hours a day, seven days a week.

Policy Steering Committee

Hitachi Vantara maintains a cross-functional Policy Steering Committee, which reviews both new and updated policies across the entire company, in addition to 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 for Hitachi employees and other stakeholders to report concerns in good faith and the ability to do so without fear of retaliation. Our Whistleblower Policy applies worldwide to Hitachi Vantara and its subsidiaries, affiliates and anyone doing business with or on behalf of the company. It provides an avenue for our employees, business partners, customers and the general public to raise concerns or report suspected misconduct in good faith.

Key Components of Hitachi Vantara's Whistleblower Program

Anonymous reporting

- Concerns can be reported anonymously through the [Hitachi Global Compliance Hotline](#), available 24 hours a day, 365 days per year, where permissible by law. The hotline reflects the current local reporting requirements and is available internationally. Reporters may raise concerns in approximately 50 languages either online or via telephone. Anonymity may be maintained using either the telephone or online reporting options provided by the hotline platform.
- Other channels to report concerns include line managers, the Human Resources department, and the Legal and Compliance department.

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.

Confidentiality

- Strict confidentiality is applied, to the extent possible, when handling concerns, including investigation details and the identity of the person making the allegation.

Investigation

- Hitachi Vantara is committed to following up appropriately, promptly and confidentially where possible, led by different investigative teams depending on the issue.



Use of Artificial Intelligence

Hitachi Vantara created an AI Council in 2024 to ensure crisp execution, fast issue resolution and consistent alignment with both internal and external partners. Chaired by the CEO, the Council increases the focus on executive support to accelerate our progress in four ways:

- Position the Hitachi iQ class of solutions as the leading AI infrastructure provider in the enterprise.
- Embed generative AI within our products to improve customer experience and differentiate from other vendors.
- Deploy generative AI across the company for higher productivity.
- Prioritize reskilling of employees to learn how to use AI in their job function.

Hitachi Vantara established a standard operating procedure and AI Governance Policy in 2024 to address inbound and outbound AI use. The policy aligns with U.S. Department of Justice guidelines on effective corporate compliance programs.

100%

Participation in Ethics Training

Ethics and Compliance Training

Our annual online compliance training program, mandatory for all employees and contractors, raises awareness of our integrity 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. It also helps us to 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 FY2024, employees and contractors took separate, subject matter specific courses in addition to the General Code of Conduct

training course. This additional training covered the following topics: anti-harassment, discrimination and retaliation, cybersecurity, data privacy, DEI and procurement (an overview of the Procurement Policy). Employees and contractors working in Procurement also take a course in identifying human rights and modern slavery red flags.

Our online training is supplemented with targeted face-to-face and webinar-based training, typically provided by function, role and geography on a rolling basis to employees and select channel partners throughout the year. These programs provide deeper dives on areas of concern specific to Hitachi Vantara's business, frequently using case studies pulled from the company's own experiences. Using this more interactive and facilitated discussion format allows Hitachi Vantara employees, contractors and business partners to engage in meaningful dialogue about decision-making tactics used when confronting ethics and compliance gray areas and reinforcing the importance of speaking up when suspected misconduct is observed.

Managers receive separate educational sessions to ensure that integrity and compliance are embedded in the fabric of Hitachi Vantara's corporate culture.

Ethics and Compliance Risk Assessments

In both FY2023 and FY2024, Hitachi used an independent third party, Ethisphere, to launch a blind Ethical Culture Survey for all Hitachi Group companies.

In addition to Hitachi's efforts to measure employee speak up culture, Hitachi Vantara's Compliance department conducts periodic risk assessments and audits to detect and evaluate areas of increased risk based on a variety of factors, including evolution in business models, systems and controls, and governance structures, as well as changes to regulatory schemes and enforcement. Hitachi Vantara conducted a total of 12 business ethics-related audits in FY2024, including 8 on-site, distribution channel partner compliance audits conducted in Brazil, India, Italy, Mexico, Turkey and Vietnam.

Followed by an assessment of our overall Compliance Program in 2023, we focused on closing control gaps identified from the assessment, as well as increasing compliance training across the organization in FY2024. Implementation of these controls' improvements remains ongoing.

In addition to structured risk assessment methods, the Compliance department prioritizes gaps detected and takes appropriate corrective actions when matters requiring improvement

are identified through routine business learnings and concerns raised via the hotline and other speak-up channels.

Public Policy and Government Relations

The Hitachi Washington Corporate Office (WASHI) is Hitachi's North American government relations team. Based in Washington, D.C., the team works with federal, state and local governments to promote Hitachi's business across all sectors. 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, WASHI works closely throughout Hitachi to address challenges they face doing business in the U.S. and builds bridges between group companies and policymakers.

WASHI supports U.S. government policies that enable Hitachi to achieve its goals of a more sustainable, connected and secure society. The team engages with government at every level — state governors and legislators, Congress and federal government agencies — to educate it on Hitachi's work and impact. WASHI also advocates 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.

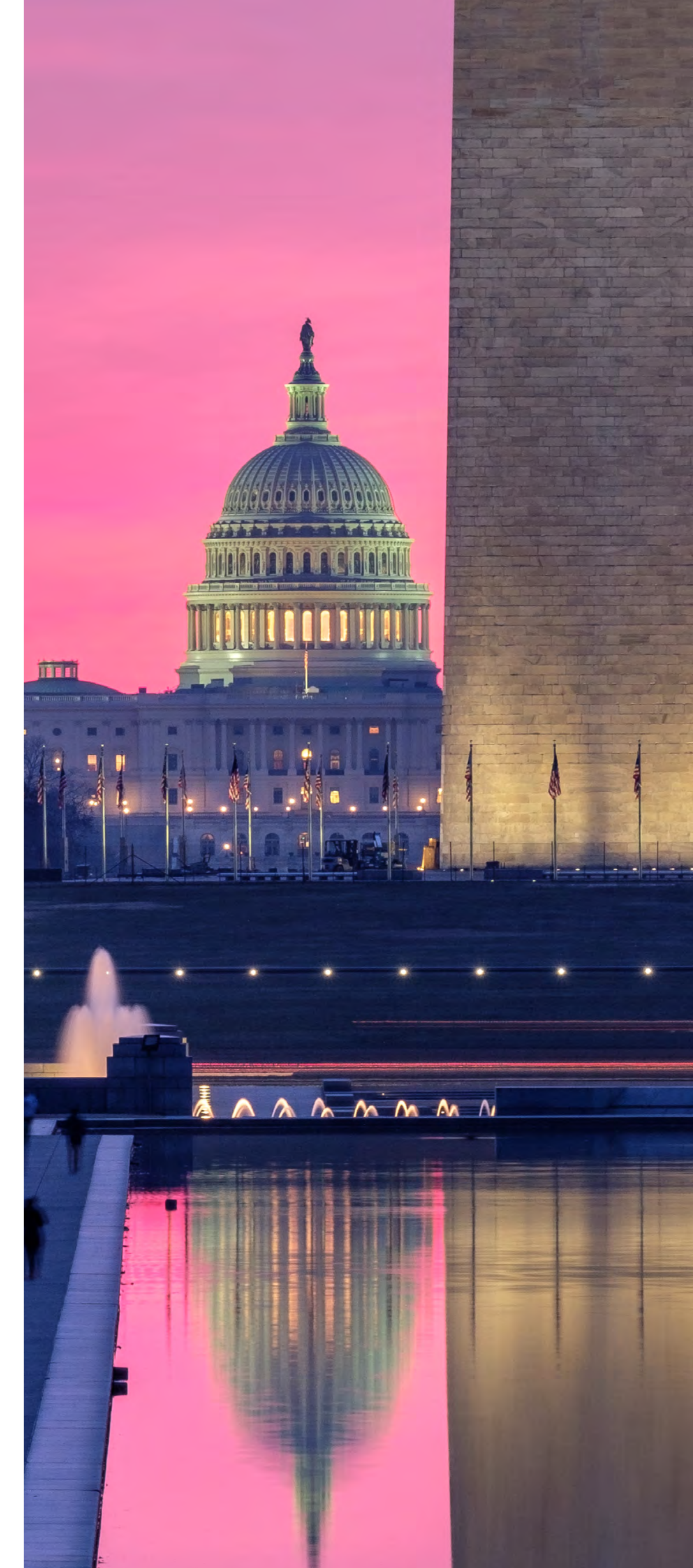
Hitachi Vantara does not participate in political advocacy activities. Employees are not permitted to make financial contributions or provide other support to political parties, politicians or candidates for election to public office in the name of Hitachi Vantara or on our behalf.

Competitive Behavior

Actions in place to prevent anti-competitive practices include:

- Antitrust and Fair Competition Policy
- Supplemental compliance training that includes antitrust/fair competition training provided periodically
- Appointment of Global Competition Counsel in FY2023
- Antitrust and Fair Competition Risk Assessment
- Distribution Channel: transaction sampling in country and partner audits to examine tender/bids for collusion red flags and M&A deal review

Hitachi Vantara reported zero monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations during FY2024.



Cybersecurity and Data Privacy

Cybersecurity

Hitachi Vantara understands how critically important information protection is to our customers. Our security practices are designed to protect the confidentiality, integrity and availability of customer information. We continually work to strengthen and improve these security practices.

Hitachi Vantara implements, maintains and monitors a cybersecurity program appropriate to:

- The risks of Hitachi Vantara’s operations and mission.
- Generally accepted information and cybersecurity practices.
- Applicable legal and regulatory requirements.

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 or guests who access and utilize Hitachi Vantara’s information and information resources.

Governance and Oversight

Cybersecurity is a cross-functional effort at Hitachi Vantara, and includes oversight from:

- Executive-Level Oversight Committee
- Corporatewide Cybersecurity Council Governance Committee
- Cybersecurity and Product Security

Hitachi Vantara Cybersecurity Governance Entities and Responsibilities

Hitachi Vantara (Corporate Cybersecurity Functions)

- Define and communicate cybersecurity requirements applicable for Hitachi Vantara internal infrastructure and product development.
- Align the Hitachi Vantara Cybersecurity Program with corporate strategy.

Executive Committee

- Maintain oversight of cyber risk for Hitachi Vantara and ensure the risk is managed per its risk appetite.
- Ensure proper priority and resources are allocated to the protection of systems and data in accordance with cybersecurity requirements; policies; risk appetite; and applicable legal, regulatory and contractual requirements.

Internal Audit

- Verify follow-up procedures after a cyber incident to prevent or avert recurrence.
- Verify the results of cyber risk indicator evaluations.

Risk Management, Policies and Audits

Rather than focusing on individual components, 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.

We use a systematic approach to cybersecurity risk management, considering the organizational and business needs, the cybersecurity threat landscape, the state of controls within the organization and industry best practices. Our methodology also includes a prescribed approach to treating risk at various levels; risk assessments; and the monitoring, review and re-evaluation of cybersecurity risk.

Hitachi Vantara's cybersecurity policies and control requirements are developed and refreshed periodically, taking into account globally recognized frameworks including NIST and ISO. All Hitachi Vantara personnel (including full-time employees, temporary employees and contingent workers) are subject to our cybersecurity policies.

Hitachi Vantara and Hitachi conduct 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 Digital Internal Audit and Hitachi.

Hitachi Vantara promotes security awareness on a company-wide basis and educates personnel through security awareness efforts, including phishing tests, and periodic internal news articles and role-based security trainings.

Cybersecurity team members pursue professional industry-security certifications and participate in industry-security forums to stay current with emerging threats and security trends.

Employee Compliance Training

All Hitachi Vantara employees and contractors are required to complete a compliance training course upon employment and annual compliance training throughout their tenures. The course includes data privacy principles and proper data handling practices.

Cybersecurity Incident Management

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

Cybersecurity works with the customer, the appropriate technical teams and other third parties, where necessary, to respond to incidents. Detection and management of incidents occurs commensurate with the risk. Appropriate action is taken to establish containment and business operations, establish root cause, take corrective action and follow up with lessons learned.

Hitachi Vantara regularly tests the efficiency and effectiveness of our cybersecurity incident response plan and maintains ongoing security management and improvements.



Data Privacy

Governance and Oversight

Hitachi Vantara has a global Data Privacy Office to support corporate and employee functions, product development, customer engagements and supplier enablement. Hitachi Vantara's Privacy Team consists of privacy professionals in the U.S., Europe, South America, India and China who are charged with meeting the most rigorous standards in existing privacy regulations.

GOAL

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

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 of 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 new and emerging privacy regulations, Hitachi Vantara leverages our compliance efforts in meeting the demands of, among others, the General Data Protection Regulation (GDPR) and the California Consumer Privacy Act (CCPA).

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.

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

Global Record Retention and Destruction Policy

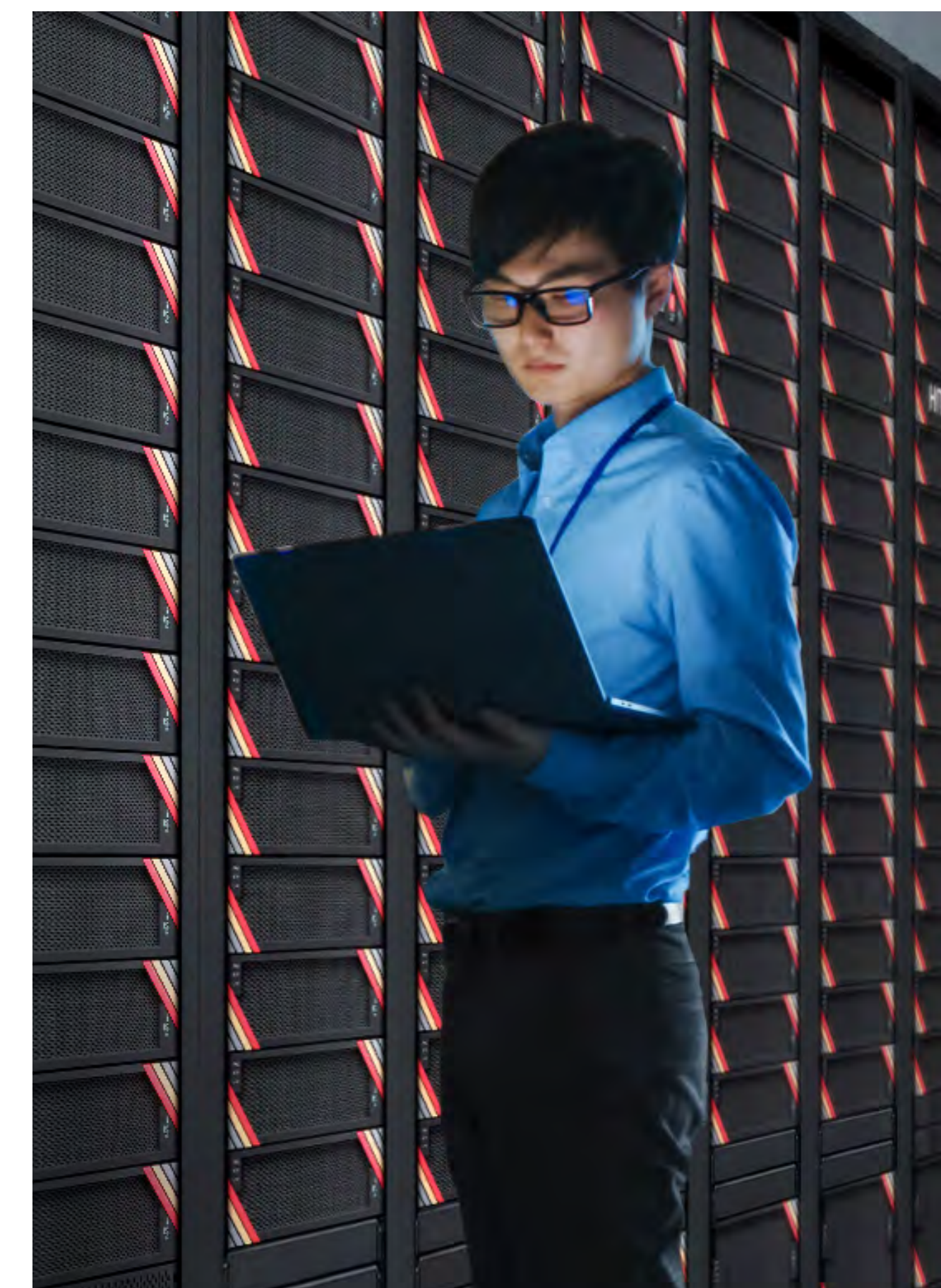
Proper records management is an important function of every successful corporation, and we have a policy to outline our approach. We strive for an effective records management program to ensure that all records required for us to conduct business, fulfill our legal responsibilities, and support our tax and accounting functions are properly maintained and available.

Data Subject Request Policy

This policy sets out Hitachi Vantara's policy for responding to a data subject rights request 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](#) document outlines the contractual terms related to the data privacy 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.











Appendix

United Nations Sustainable Development Goals (SDGs)

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

Goal	Description	Alignment to Hitachi Vantara	Report Reference
 <p>5 GENDER EQUALITY</p>	Achieve gender equality and empower all women and girls	<p>In FY2024, we enhanced our diverse and inclusive hiring practices by introducing the Inclusive Talent Acquisition Toolkit and implementing hiring manager training. [Target 5.c]</p> <p>Hitachi Vantara's eight ERGs offer ideas, solutions and opportunities for mentoring and career development. We fulfill the diverse needs of our employees after receiving ESG feedback; for instance, offering feeding rooms for women in our UK offices. [Target 5.6]</p>	Diversity, Equity and Inclusion
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	Ensure access to affordable, reliable, sustainable and modern energy for all	<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 1/3 of our annual electricity consumption. The remaining electricity consumption is derived from purchased electricity through verified Energy Attribute Certificates (EACs). Hitachi Vantara is also a member of the Clean Energy Buyers Association (CEBA), and joins a community of energy customers and partners in accelerating the clean energy transition. [Targets 7.2 and 7.3]</p> <p>We are the only storage solutions provider certified by Carbon Footprint for Products in Japan, with patented technology to significantly reduce power usage and carbon emissions. Several storage products are certified under the U.S. EPA's ENERGY STAR program. Our eco-friendly data storage systems reduce power consumption by 30-40% per model without compromising performance. We provide tools for customers to track and optimize their environmental impact. [Targets 7.2 and 7.3]</p>	Pioneering a Lower Energy and Emissions Footprint for Customers Environmental Impact of Our Operations Energy Management and GHG Management
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	<p>We maintain comprehensive medical, wellness and mental health benefits for all employees. We updated our U.S. healthcare to provide out-of-state coverage for health benefits, ensuring access to gender-affirming and reproductive care regardless of state regulations. [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 consistently applied across our male and female population in similar pay grades. [Target 8.5]</p> <p>The new onboarding experience, Navigate Your Hitachi, launched in 2024, is designed to connect and integrate all new employees across the globe. Our three main learning platforms, Hitachi University, Percipio 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>	Employee Engagement, Training and Development Employee Health and Safety
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	<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 Virtual Storage Platform (VSP) products focus on sustainability, which is core to our innovation strategy. • Our eco-friendly data storage systems reduce power consumption by 30-40% 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. 	Pioneering a Lower Energy and Emissions Footprint for Customers

United Nations Sustainable Development Goals (SDGs) (cont.)

Goal	Description	Alignment to Hitachi Vantara	Report Reference
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Ensure sustainable consumption and production patterns	<p>Hitachi Vantara supports waste prevention, including material and e-waste, by optimizing our recycling process and reducing waste that goes to the landfill. [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 our EMEA Distribution Center, 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>	Recycling Water and Waste Management
 <p>13 CLIMATE ACTION</p>	Take urgent action to combat climate change and its impacts	<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 goal aligned with SBTi by FY2025. • 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 FY2024, we established our baseline for Scope 3 emissions, increased renewable energy procurement and advanced our GHG reduction strategy for SBTi validation.</p> <p>We partner with organizations like CEBA to support a 90% carbon-free U.S. electricity system by 2030.</p>	Energy Management and GHG Management

International Sustainability Standards Board (ISSB)

Our report is aligned with the accounting standards from the International Sustainability Standards Board (ISSB) of the International Financial Reporting Standards (IFRS) Foundation (formerly part of SASB) related to the software and IT services industry. 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. 77,329 MWh 2. 90% 3. 36%	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 FY2024, Hitachi Vantara collected water usage data from our six largest global sites, which together represent 46% 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 69,349 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 and 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 relates 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.	Cybersecurity and Data Privacy
	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.	Cybersecurity and Data Privacy
	(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.	Cybersecurity and Data Privacy
	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.	Cybersecurity and Data Privacy

**Following the release of this report in April 2025, Hitachi Vantara initiated a limited assurance process for its FY2024 GHG emissions. In December 2025, the limited assurance for Scope 1, Scope 2, and Scope 3 emissions was completed by Ernst & Young. Accordingly, certain data points have been updated from the original April 2025 version to reflect enhanced accuracy and the incorporation of additional verified information. For inquiries, please contact Sustainability@hitachivantara.com.*

Sustainability Accounting Standards Board (SASB) (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.	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>	Cybersecurity and Data Privacy
Recruiting and Managing a Global, Diverse and Skilled Workforce	(1) Percentage of employees that require a work visa for foreign nationals and (2) are located offshore	TC-SI-330a.1	<p>1. 2%</p> <p>2. 1.25%</p>	Diversity, Equity and Inclusion
	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) nonexecutive management, (c) technical employees and (d) all employees	TC-SI-330a.3	<p>1.(a) 81% Male 18.8% Female 0.2% No Data</p> <p>1.(b) 81.9% Male 17.7% Female 0.3% No Data</p> <p>1.(c) 75.4% Male 24.2% Female 0.3% No Data</p> <p>1.(d) 76.6% Male 23.1% Female 0.3% No Data</p> <p>2.(a) 2.2% American Indian/Alaskan Native 19.1% Asian 2.6% Black/African American 5.2% Hispanic/Latino 0.4% Pacific Islander 1.3% Not Declared 0.9% Two or More Races 58.3% White 10% No Data</p> <p>2.(b) 2.9% American Indian/Alaskan Native 22.9% Asian 2.9% Black/African American 4.1% Hispanic/Latino 0% Pacific Islander 0.6% Not Declared 0.6% Two or More Races 56.5% White 9.4% No Data</p> <p>2.(c) 1.9% American Indian/Alaskan Native 18.3% Asian 5% Black/African American 8.1% Hispanic/Latino 0.2% Pacific Islander 0.9% Not Declared 1.9% Two or More Races 54.2% White 9.7% No Data</p> <p>2.(d) 2% American Indian/Alaskan Native 18.9% Asian 4.4% Black/African American 7.2% Hispanic/Latino 0.2% Pacific Islander 0.9% Not Declared 1.6% Two or More Races 55% White 9.7% No Data</p>	Diversity, Equity and Inclusion
Intellectual Property Protection and 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 FY2024.	Competitive Behavior

Sustainability Accounting Standards Board (SASB) (cont.)

Topic	Accounting Metric	SASB Code	Response	Report Reference
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.	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 likelihood or severity of relevant risks. Based on input from relevant stakeholders, risks are identified that might prevent HV 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 the 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 continuation of business activities.	Risk Management and Business Continuity

Hitachi Vantara Limited Assurance Statement

To enhance the reliability and transparency of our greenhouse gas (GHG) emissions reporting, Hitachi Vantara's 2024 Sustainability Report has undergone 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. (EY) 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 FY2024 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.

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

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.

