



# Respecting and Enhancing Human Assets

We engage in various efforts to enable diverse personnel to fully demonstrate their abilities in a relaxed way.

We take measures to develop human resources who can realize the "HiKQ Mind."

## 1. Our basic philosophy on developing human resources and basic principle for the present fiscal year

Our basic philosophy is to train human resources who "learn on their own, think on their own, and act on their own." The basic principle for the present fiscal year presents the following four points in an attempt to realize HiKQ innovation:

- I. Training human resources able to create new business
- II. Training human resources with the ability of performance
- III. Training human resources able to activate the organization
- IV. Training human resources able to conduct their basic tasks securely

## 2. Training of global human resources

We are implementing the full-scale training of human resources as geared toward expanding global business. We have set up the following measures:

### (1) Business training at an overseas Group company

The trainees were selected from employees with over three years of service. As of the end of fiscal 2012, five of them were receiving training at overseas Group companies.

### (2) Overseas training for young people

We dispatched 15 employees as young overseas trainees to various worldwide locations in line with the overseas dispatch program of Hitachi, Ltd.

Under this program, in addition to studying at overseas language schools and receiving training in accordance with business themes, training is also provided in the form of volunteer activities, in which course the trainees are dispatched to an overseas facility for people with disabilities. The course was chosen by self-recommendation and intended to develop extreme sensitivities for transnational social contributions.

Nihon Keizai Shimbun introduced the activity on September 11, 2012, as a corporate activity to support human resources who intend to train themselves by volunteering in the area without any help by those of the same nationality.

### (3) Strengthening language ability

In order to enhance our global communication skills, we are implementing an English speaking ability enhancement program, in which a total number of 106 trainees have participated as of fiscal 2012. We also support in-house learning sessions voluntarily implemented as self-enlightenment.

## Voice

In line with increasingly active social innovation, I thought that gaining experience in ever-growing India would be very valuable, so I applied for the job. I was the only Japanese to stay with volunteers in a home for children with disabilities. The shock I had received there remains my driving force and has led me to take action after returning home, such as giving me the "courage" and "a sense of crisis that compels me to change myself." Moreover, the employees dispatched to India after me came to visit the home, resulting in ongoing interpersonal exchange with the local people.



Miyoko Kakinuma  
Human Capital Group, Human Resources & Corporate Administration Division

## Opening of the Danger Experience Center (Toyama Works)

In April 2013, we opened the "Danger Experience Center" at our Toyama Works. This experience center allows you to have hands-on experience in "electric short-circuits and electric shock," "handling heavy objects," "hanging onto a safety belt," and other dangers directly related to daily operations. In so doing, you can actually gain experience (such as feeling the terror of accidents).

Reducing the risks of occupational accidents still has a long way to go. We opened this center to eliminate occupational accidents. Using it effectively will lead us to building safe workplaces and raising safety awareness among each and every worker.

We will integrate all aspects of safety training concerning the site work here, and make it useful as a training program for new recruits and on-the-job trainees in and after fiscal 2013.



Experiencing the terror of "handling heavy objects"

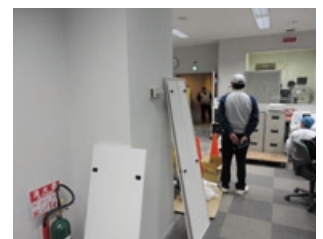


Experiencing "hanging on a safety belt"

## Health and Safety Activities

As a rule, we hold a "safety council meeting" every other month that includes Group companies. We ensure safety and improve the working environment and work standards mainly in regular work and site work, and remain committed to eliminating occupational accidents in regard to external work, equipment installation, terminal adjustment, site investigation, and maintenance.

As one of the main efforts made by the safety council, we conduct safety patrols at least once every term for worksites of the Group, so as to address the safety concerns of our customers and ensure safety for shop floor workers. We will continue aiming at zero accident under the Group's basic philosophy of "ensuring safety and health comes before everything else."



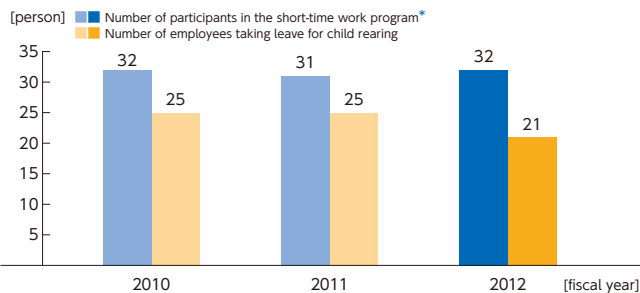
Safety patrol by the "safety council"

## Support for Balancing Work and Family Life

From the perspective of a good balance between "a sound and comfortable life" and "mentally and physically rewarding work," we have been promoting the development and enrichment of programs that help workers realize a good balance between work and child rearing/nursing care. In April 2012, our company was granted a certification mark (affectionately nicknamed "Kurumin") under the "Act on Advancement of Measures to Support Raising Next-Generation Children" by the Ministry of Health, Labour and Welfare.

At "Life Revolution 17," a working group organized by employees to autonomously promote a work-life balance, they have been striving to promote the concept of work-life balance in the Company by holding a midsummer festival, a family day (an event for families to visit the workplace), and other events.

We will continue helping workers to realize a good balance between their work and their family life, and aim to harmonize their work (job) with their personal life from various standpoints, thereby creating a workplace where all employees enjoy lively work and play active roles.



\* Participants in the short-time work program: People working shorter hours than usual for the sake of child-rearing, nursing care, or similar purposes

## Employment of Diverse Human Resources

The Hitachi Kokusai Electric Way prescribes that our Company "respects the diversity of its human resources and provides them with the opportunity and environment to enhance and perform their abilities," while our Guidelines and Commitments prescribe that we "respect the diversity, character, and individuality of all employees; provide a mentally and physically rewarding, safe and healthy work environment as well as opportunities for further training and growth."

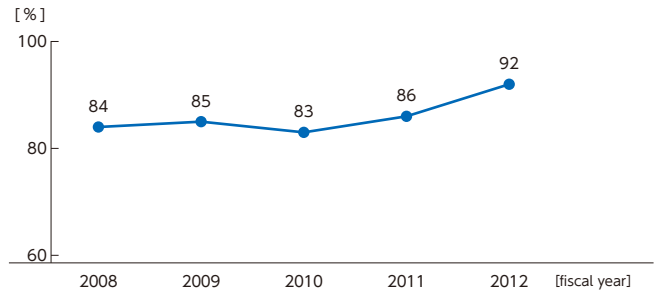
Based on those policies, we promote the employment of people with disabilities and the reemployment of elderly colleagues.

Regarding employment of the elderly, we introduced in fiscal 2005 a reemployment program that extends the employment of all retiring colleagues who wish to be employed to up to the age of 65. We thus convey the skills of experienced personnel to younger personnel, while providing a rewarding workplace.

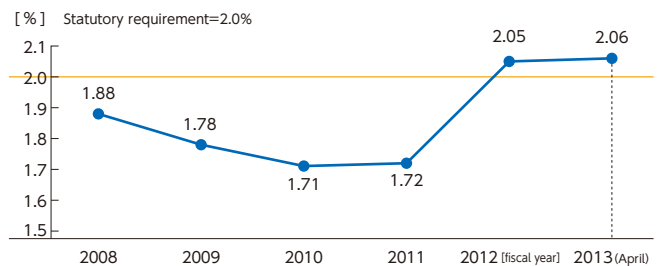
Regarding the employment of people with disabilities, we recruited one new employee last fiscal year. As a result, we achieved an employment rate of 2.06 % as of April this year, surpassing the legally mandated rate. We will work on an ongoing basis to further increase employment opportunities.

We intend to continue our efforts to arrange a lively workplace environment by making much of the personalities of individual workers in order to gain the satisfaction of each and every colleague.

## ■ Employment ratio of elderly colleagues reemployed (the Company only)



## ■ Employment ratio of people with disabilities (the Company only)



## Voice

I joined the company in 2012 and have been in charge of receiving and distributing work instructions on the basis of knowledge that I acquired through on-the-job training after joining the company. The use of email and writing on a communication board allow me to compensate for my hearing handicap. And as part of the "Show up factory," I clean the factory to satisfy the visitors and enable all workers to work comfortably as well. Work input at the Manufacturing Department and receiving the visitors cheerfully are both important and challenging tasks. I intend to expand the range of my work and strive for improvement.



**Masayoshi Izumi**  
Production Department  
Toyama Works

## Voice

I am in charge of procuring parts at an engineering department of the Koganei Works. I still depend very much on my supervisors, but soon intend to do my work perfectly on my own. I use a wheelchair but do not feel uncomfortable in my corporate life. My hobby is visiting hot springs, usually by car. I refresh myself both physically and mentally in a hot spring, and thus prepare myself for work after the weekend.



**Fumio Morita**  
Mobile Engineering Department  
Video & Communication Systems Division