

## Driving Diversity and Inclusion

As a global enterprise we actively cultivate a corporate culture in which employees from diverse backgrounds can fully demonstrate their capabilities



Customers and Suppliers

Employees

Society

The Environment

To realize our corporate vision of leading the way in creating new and innovative value, we must respond quickly and flexibly to a changing business environment from a global perspective.

The Hitachi Chemical Group respects the diverse values held by its employees and intends to create a multicultural organization that takes advantage of differences to generate positive synergies.



### Toward changing employee mindsets

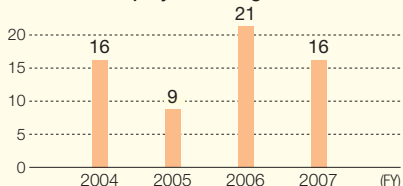
#### Lecture to promote appropriate ideas about diversity and inclusion

In February 2008, we invited Ms. Yukako Uchinaga, Chairwoman of the incorporated nonprofit organization J-Win (Japan Women's Innovative Network) to give a lecture on the theme, "Management Strategy and Diversity and Inclusion" at the Hitachi Chemical head office.



Over 300 employees listened to the lecture, which was broadcast to each business site via the Intranet

Number of employees taking childcare leave



Ms. Uchinaga pointed out that diversity and inclusion is the key to bring new energy to organizations. Our President and CEO declared that we will actively drive a diversity and inclusion strategy, which is synonymous with our global management strategy. Employees shared their impressions, indicating that this deepened their understanding of the importance of a diversity and inclusion strategy in our company. We intend to continue holding lectures and other educational activities to firmly instill the concept of diversity and inclusion among employees.

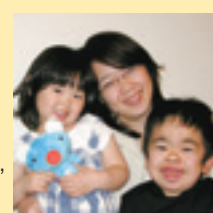
### We participate in J-Win

J-Win, an incorporated nonprofit organization, was established in 2007. Hitachi Chemical joined as a first-year member and participates along with 88 other companies. J-Win supports companies seeking to promote and establish diversity and inclusion as a management strategy by holding exchanges across industry sectors, introducing case studies from different companies, building networks and holding study groups.



J-Win members

#### From actual experience



**Ayumi Nitta**  
Planning Group,  
Purchasing  
Dept.

#### Pursuing my own career style after taking two childcare leaves

I returned to my current position after giving birth in 2000 and 2004. As a parent, who assumes the responsibility for providing nursing care for a child with an illness, I have busy days both physically and mentally.

Although I was aware of the childcare leave program in our company, none of my older colleagues had applied before. It took some courage to take the first step. From that time until now, I have been fortunate that my superiors and colleagues provided encouragement and support. When I received a diagnosis of a complication in pregnancy, I became anxious about balancing work, family and nursing, and was at a loss what to do. But, my superior always listened with sincerity and coordinated with the related divisions. Life isn't easy, but my gratitude and respect for those around me gives me the energy to go on.