

Hitachi Announces Executive Changes

Tokyo, January 29, 2026 – Hitachi, Ltd. (TSE:6501) today announced the following executive changes.

1. Changes of Executive Officers [Effective April 1, 2026] ^{*1*2}

*1 Executives are listed by position and in Japanese alphabetical order of surname within each position.

*2 The underlined parts are changes made this time.

*3 As of January 29, 2026.

RC: Responsibility Change | N: New Appointment

	Name	Position & Responsibility ^{*3} (effective April 1, 2026)	Position & Responsibility ^{*3} (as of March 31, 2026)
	Toshiaki Higashihara	Director Executive Chairman Representative Executive Officer	Same as on the left
	Toshiaki Tokunaga	Representative Executive Officer, President & CEO	Same as on the left
RC	Jun Abe	Representative Executive Officer, Executive Vice President and Executive Officer, Assistant to the President [Digital Systems & Services Business and Digital Strategies], <u>CEO of Digital Systems & Services Sector,</u> CEO of Digital Engineering & AI Solutions Business Unit	Representative Executive Officer, Executive Vice President and Executive Officer, Assistant to the President [Digital Systems & Services Business and Digital Strategies], <u>Head of Digital Systems & Services Business,</u> <u>General Manager of Digital Systems & Services Division,</u> CEO of Digital Engineering & AI Solutions Business Unit
RC	Noriharu Amiya	Senior Vice President and Executive Officer, <u>CEO of Connective Industries Sector,</u> <u>CEO of Urban Solutions & Services Business Unit/</u> Chairman of Hitachi Building Systems Co., Ltd.	Senior Vice President and Executive Officer, <u>COO of Connective Industries Sector,</u> <u>CEO of Urban Systems Business Unit/</u> Chairman of Hitachi Building Systems Co., Ltd.

RC	Tomomi Kato	Representative Executive Officer, Senior Vice President and Executive Officer, CFO, General Manager of Finance Group, CRMO	Representative Executive Officer, Senior Vice President and Executive Officer, CFO, General Manager of Finance Group, <u>General Manager of Finance Division, Finance Group,</u> CRMO
	Andreas Schierenbeck	Senior Vice President and Executive Officer, <u>CEO of Energy Sector,</u> CEO of Power Grids Business Unit/ CEO of Hitachi Energy Ltd.	Senior Vice President and Executive Officer, <u>Head of Energy Business,</u> CEO of Power Grids Business Unit/ CEO of Hitachi Energy Ltd.
	Jun Taniguchi	Senior Vice President and Executive Officer, CEO of Strategic SIB Business Unit, <u>General Manager of Lumada 3.0 Strategy Promotion Office,</u> <u>Digital Systems & Services Sector</u>	Senior Vice President and Executive Officer, CEO of Strategic SIB Business Unit, <u>General Manager of Lumada 3.0 Strategy Promotion Office</u>
RC	Lorena Dellagiovanna	Senior Vice President and Executive Officer, CHRO, General Manager of Human Capital Group, CSuO	Senior Vice President and Executive Officer, CSuO, CHRO, General Manager of Human Capital Group, <u>CDEIO</u>
RC	Katsuya Nagano	Senior Vice President and Executive Officer, <u>Head of Digital Systems & Services Japan Business, Digital Systems & Services Sector,</u> <u>CEO of Digital Services Business Unit</u>	Senior Vice President and Executive Officer, <u>Head of Digital Systems & Services Japan Business,</u> <u>CEO of Social Infrastructure Systems Business Unit</u>
RC	Masahiko Hasegawa	Representative Executive Officer, Senior Vice President and Executive Officer, CMO, <u>Head of Regional Strategies,</u> General Manager of Corporate Sales & Marketing Group, <u>General Manager of Corporate Strategy Group</u>	Representative Executive Officer, Senior Vice President and Executive Officer, CMO, <u>Head of Regional Strategies [Japan/China],</u> <u>in charge of Regional Strategies [Japan].</u> General Manager of Corporate Sales & Marketing Group

	Giuseppe Marino	Senior Vice President and Executive Officer, <u>CEO of Mobility Sector,</u> CEO of Railway Systems Business Unit/ Director of Hitachi Rail Ltd.	Senior Vice President and Executive Officer, <u>Head of Mobility Business,</u> CEO of Railway Systems Business Unit/ Director of Hitachi Rail Ltd.
RC	Atsuhiko Aketa	Vice President and Executive Officer, <u>Deputy General Manager and CMO for Energy, Corporate Sales & Marketing Group</u>	Vice President and Executive Officer, <u>Chief Executive for China Hitachi Group/</u> <u>Chairman of Hitachi (China) Ltd.</u>
RC	Hidenori Azushima	Vice President and Executive Officer, <u>General Manager of Digital Systems & Services Division, Digital Systems & Services Sector,</u> <u>CSO of Digital Systems & Services Sector</u>	Vice President and Executive Officer, <u>CSO,</u> <u>General Manager of Strategy Planning Division</u>
	Yasunori Inada	Vice President and Executive Officer, <u>CEO of Nuclear Energy Business Unit, Energy Sector</u>	Vice President and Executive Officer, <u>CEO of Nuclear Energy Business Unit</u>
RC	Yasuki Imai	Vice President and Executive Officer, <u>Chief Executive for Financial/Industrial Systems & Services Business of Digital Services Business Unit, Digital Systems & Services Sector</u>	Vice President and Executive Officer, <u>CEO of Financial Institutions Business Unit</u>
	Tadashi Kume	Vice President and Executive Officer, CQO & CMSO, <u>Senior Officer of Nuclear Energy Business Unit, Energy Sector</u>	Vice President and Executive Officer, CQO & CMSO, <u>Senior Officer of Nuclear Energy Business Unit</u>
	Takashi Saito	Vice President and Executive Officer, Deputy General Manager and CMO for Connective Industries, Corporate Sales & Marketing Group	Same as on the left
	Shigetoshi Sameshima	Vice President and Executive Officer, CTO, General Manager of Research & Development Group	Same as on the left

N	Yoshimitsu Takagi	<u>Vice President and Executive Officer,</u> <u>CEO of Industrial Solutions Business Unit, Connective Industries Sector/</u> Representative Director and President of Hitachi High-Tech Corporation	Representative Director and President of Hitachi High-Tech Corporation
	Susumu Takimoto	Vice President and Executive Officer, Deputy CHRO, Deputy General Manager of Human Capital Group	Same as on the left
RC	Yasuhiro Takeuchi	Vice President and Executive Officer, <u>in charge of Regional Strategies [Americas]/</u> President & CEO of Hitachi America, Ltd.	Vice President and Executive Officer, President & CEO of Hitachi America, Ltd.
N	Takahiro Tsukishima	<u>Vice President and Executive Officer,</u> <u>CSO,</u> <u>General Manager of Corporate Strategy Division, Corporate Strategy Group</u>	<u>CSO and CTrO of Digital Systems & Services Division</u>
N	Megumu Tsuda	<u>Vice President and Executive Officer,</u> <u>Deputy CSuO,</u> General Manager of Group Environment Division, General Manager of Group Sustainability Division	General Manager of Group Environment Division, General Manager of Group Sustainability Division
RC	Kojin Nakakita	Vice President and Executive Officer, in charge of Regional Strategies [APAC]/ Chairman of Hitachi Asia Ltd.	Vice President and Executive Officer, <u>Head of Regional Strategies [APAC/India],</u> in charge of Regional Strategies [APAC]/ Chairman of Hitachi Asia Ltd.
RC	Hideshi Nakatsu	Vice President and Executive Officer, <u>CEO of Industrial Products Business Unit, Connective Industries Sector</u>	Vice President and Executive Officer, <u>CEO of Industrial Products & Services Business Unit</u>
N	Masashi Hatakeyama	<u>Vice President and Executive Officer,</u> <u>Deputy CFO,</u> <u>General Manager of Finance Division, Finance Group</u>	<u>CFO of Digital Systems & Services Division,</u> <u>Senior Director of Finance Management Office, Digital Systems & Services Division</u>

RC	Hirohide Hirai	Vice President and Executive Officer, <u>CGRO,</u> <u>General Manager of Government & External Relations Division,</u> <u>Corporate Strategy Group</u>	Vice President and Executive Officer, <u>General Manager of Government & External Relations Group</u>
N	Satoko Fujimori	Vice President and Executive Officer, <u>CD & SO</u>	<u>COO of AI & Software Services Business Unit,</u> <u>President of Application Services Division</u>
RC	Michele Fracchiolla	Vice President and Executive Officer, <u>in charge of Regional Strategies [EMEA]/</u> <u>President of Hitachi Europe Ltd.</u>	Vice President and Executive Officer, <u>President & COO of Strategic SIB Business Unit</u>
N	Alice Po	Vice President and Executive Officer, CPO, General Manager of Value Integration Division	CPO, General Manager of Value Integration Division
	Yoshinori Hosoya	Vice President and Executive Officer, <u>CEO of AI & Software Services Business Unit, Digital Systems & Services Sector,</u> <u>General Manager of AI Transformation Division, Digital Systems & Services Sector</u>	Vice President and Executive Officer, <u>CEO of AI & Software Services Business Unit,</u> <u>General Manager of AI Transformation Division</u>
N	Kosuke Horiuchi	Vice President and Executive Officer, <u>in charge of Regional Strategies [India]/</u> <u>Executive Chairman of Hitachi India Pvt, Ltd.</u>	<u>General Manager of Kansai Area Operation</u>
RC	Chie Mashima	Vice President and Executive Officer, Deputy CMO, <u>in charge of Regional Strategies [Japan],</u> Deputy General Manager and CMO for Digital Systems & Services, Corporate Sales & Marketing Group	Vice President and Executive Officer, Deputy CMO, Deputy General Manager and CMO for Digital Systems & Services, Corporate Sales & Marketing Group
	Yuto Matsumura	Representative Executive Officer, Vice President and Executive Officer, CLO, General Counsel	Same as on the left

N	Yoshimaro Yusuki	<u>Vice President and Executive Officer, Chief Executive for China Hitachi Group/ Chairman of Hitachi (China) Ltd.</u>	<u>General Manager of Chubu Area Operation</u>
RC	Takashi Yoda	Vice President and Executive Officer, General Manager of Business Management Reinforcement Division	Vice President and Executive Officer, <u>Deputy General Manager and CMO for Energy, Corporate Sales & Marketing Group,</u> General Manager of Business Management Reinforcement Division

2. Resignations of Executive Officers [Effective March 31, 2026] ^{*4*5*6}

*4 Executives are listed by position and in Japanese alphabetical order of surname within each position.

*5 As of January 29, 2026.

*6 Andrew Barr will resign effective February 20, 2026.

Name	Position & Responsibility	Notes
Brice Koch	Representative Executive Officer, Executive Vice President and Executive Officer, Assistant to the President [Connective Industries Business], Head of Connective Industries Business, General Manager of Connective Industries Division, CEO of Industrial AI Business Unit	—
Shashank Samant	Senior Vice President and Executive Officer, Head of Regional Strategies [Americas/EMEA], in charge of Regional Strategies [Americas]/ Executive Chairman of Hitachi America Ltd./ Chairman of Hitachi Europe Ltd.	—
Michael Goodman	Vice President and Executive Officer, CD & SO	—
Seiichiro Nukui	Vice President and Executive Officer, CIO, General Manager of IT Strategy & Digital Integration Division	—
Andrew Barr	Vice President and Executive Officer, in charge of Regional Strategies [EMEA]/ President of Hitachi Europe Ltd.	—

CDEIO	: Chief Diversity, Equity & Inclusion Officer
CD & SO	: Chief Digital & Security Officer
CEO	: Chief Executive Officer
CFO	: Chief Financial Officer
CGRO	: Chief Government and External Relations Officer
CHRO	: Chief Human Resources Officer
CIO	: Chief Information Officer
CLO	: Chief Legal Officer
CMO	: Chief Marketing Officer
COO	: Chief Operating Officer
CPO	: Chief Procurement Officer
CQO & CMSO	: Chief Quality Officer & Chief Manufacturing Strategy Officer
CRMO	: Chief Risk Management Officer
CSO	: Chief Strategy Officer
CSuO	: Chief Sustainability Officer
CTO	: Chief Technology Officer
CTrO	: Chief Transformation Officer
SIB	: Social Innovation Business

3. Biographies of New Executive Officers*7

*7 Executives are listed by position and in Japanese alphabetical order of surname within each position.

Yoshimitsu Takagi

*8 Current Hitachi High-Tech Corporation

- | | |
|-------------------------------|--|
| 1. Date of Birth | March 27, 1967 |
| 2. Education | |
| March, 1989 | Bachelor of Science and Engineering, Tokyo Denki University |
| 3. Business Experience | |
| April, 2025 | Representative Director and President of Hitachi High-Tech Corporation |
| April, 2021 | Vice President and Executive Officer of Hitachi High-Tech Corporation |
| July, 2020 | Executive Officer of Hitachi High-Tech Corporation |
| April, 2020 | Executive Officer, Hitachi High-Tech Corporation |
| April, 2019 | Deputy General Manager of Analytical & Medical Solution Business Group, and General Manager of Medical Systems Sales & Marketing Division, Hitachi High-Technologies Corporation*8 |
| April, 2012 | General Manager of Marketing Department, Medical Systems Sales & Marketing Division, Science & Medical Systems Business Group, Hitachi High-Technologies Corporation |
| April, 1989 | Joined Hitachi, Ltd. |

Takahiro Tsukishima

- | | |
|-------------------------------|--|
| 1. Date of Birth | April 24, 1965 |
| 2. Education | |
| October, 2007 | Ph.D. in Management Systems Engineering, Waseda University |
| March, 1990 | Master of Precision Machinery Engineering, The University of Tokyo |
| 3. Business Experience | |
| April, 2024 | CSO and CTrO of Digital Systems & Services Division |
| April, 2023 | General Manager of Strategy Planning Division, Digital Systems & Services Division |
| April, 2022 | CTO of Digital Systems & Services Division |
| April, 2020 | Deputy General Manager of Business Creation Promotion Division, Social Innovation Business Division |
| October, 2014 | General Manager of Smart Energy Solutions Development Division, Social Innovation Business Development Office, Information Systems Group |
| April, 2012 | Senior Manager of Smart Infrastructure Systems Group, Infrastructure Systems Company |
| April, 2009 | Department Manager of Hitachi Global Storage Technologies Corporation |
| October, 2005 | Department Manager of Manufacturing System Department 1, Production Engineering Research Laboratory |
| November, 1991 | Joined Hitachi, Ltd. |

Megumu Tsuda

1. **Date of Birth** January 30, 1969
2. **Education**
March, 1991 Bachelor of Education, Kyoto University
3. **Business Experience**
April, 2025 General Manager of Group Environment Division, General Manager of Group Sustainability Division
April, 2023 General Manager of Internal Environment Initiative Division, General Manager of Sustainability Promotion Division
April, 2022 General Manager of Sustainability Promotion Division
July, 2021 Joined Hitachi, Ltd.
April, 2020 General Manager of Innovation Department, Osaka Gas Co., Ltd.
April, 2017 General Manager of Corporate Social Responsibility & Environment Department, Osaka Gas Co., Ltd.
April, 2013 General Manager of IR Department, Osaka Gas Co., Ltd.
April, 1991 Joined Osaka Gas Co., Ltd.

Masashi Hatakeyama

1. **Date of Birth** June 28, 1973
2. **Education**
March, 1997 Bachelor of Commerce, Senshu University
3. **Business Experience**
April, 2022 CFO of Digital Systems & Services Division, Senior Director of Finance Management Office, Digital Systems & Services Division
April, 2021 Senior Director of Finance Management Office, Systems & Services Business Division
April, 2017 General Manager of Accounting Department, Finance Management Division, Finance Group
March, 2007 Joined Hitachi, Ltd.

Satoko Fujimori

1. Date of Birth

December 20, 1968

2. Education

March, 1991

Bachelor of International Politics, Economics and Communication, Aoyama Gakuin University

3. Business Experience

April, 2025

COO of AI & Software Services Business Unit,
President of Applications Services Division

April, 2024

President of Applications Services Division, Digital Engineering Business Unit

April, 2020

Vice President of Social Systems Division, Social Infrastructure Systems Business Unit

July, 2017

Business Development Director of Hitachi Information Control Systems Europe Ltd.

April, 2017

Senior Director of Transportation Information Systems Division, Social Infrastructure Information Systems Division, Government & Public Corporation and Social Infrastructure Systems Business Unit

October, 2014

Director of Computer Reservation System Development Center, Transportation Information Systems Division, Social Infrastructure Information Systems Division, Information & Telecommunication Company

April, 1991

Joined Hitachi, Ltd.

Alice Po

1. Date of Birth

July 15, 1973

2. Education

March, 1999

Master of Commerce, Waseda University

3. Business Experience

April, 2024

CPO, General Manager of Value Integration Division, Hitachi, Ltd.

April, 2023

General Manager of Procurement Intelligence Office, Value Integration Division, Hitachi, Ltd.

April, 2015

General Manager of Value Integration Group, Hitachi Asia, Ltd.

April, 2012

Deputy General Manager of Value Integration Group, Hitachi Asia, Ltd.

April, 1999

Joined Hitachi Asia, Ltd.

Kosuke Horiuchi

- 1. Date of Birth** June 12, 1965
- 2. Education**
 - March, 1989 Bachelor of Law, Keio University
- 3. Business Experience**
 - April, 2022 General Manager of Kansai Area Operation
 - April, 2020 General Manager of Financial Systems Sales Management Division, System & Services Business Sales Management Division, Corporate Marketing Group
 - April, 2017 Managing Director of Hitachi Asia Ltd.
 - April, 2016 Deputy Managing Director of Hitachi Asia Ltd.
 - April, 2014 General Manager of Financial Solution Sales Division 1, Financial Information Systems Sales Management Group, Information & Telecommunication Company
 - April, 2013 Deputy General Manager, Financial Solution Sales Division 1, Financial Information Systems Sales Management Group, Information & Telecommunication Company
 - April, 2007 General Manager of Division 7, Financial Sales Division 2, Financial System Sales Division, Information & Telecommunication Company
 - April, 1989 Joined Hitachi, Ltd.

Yoshimaro Yusuki

- 1. Date of Birth** September 7, 1964
- 2. Education**
 - March, 1988 Bachelor of Law, Chuo University
- 3. Business Experience**
 - April, 2022 General Manager of Chubu Area Operation
 - April, 2020 General Manager of Kanto Area Operation
 - April, 2017 General Manager of Financial Systems Sales Division, Financial Institutions Business Unit
 - April, 2016 Deputy General Manager of Financial Information Systems Sales Management Division
 - April, 2014 General Manager of Hitachi Systems, Ltd.
 - April, 2012 General Manager of Financial Sales Division 3, Financial System Sales Division, Information & Telecommunication Company
 - October, 2005 General Manager of Division 5, Financial Sales Division 2, Financial System Sales Division, Information & Telecommunication Company
 - April, 1988 Joined Hitachi, Ltd.

Cautionary Statement

Certain statements found in this document may constitute “forward-looking statements” as defined in the U.S. Private Securities Litigation Reform Act of 1995. Such “forward-looking statements” reflect management’s current views with respect to certain future events and financial performance and include any statement that does not directly relate to any historical or current fact. Words such as “anticipate,” “believe,” “expect,” “estimate,” “forecast,” “intend,” “plan,” “project” and similar expressions which indicate future events and trends may identify “forward-looking statements.” Such statements are based on currently available information and are subject to various risks and uncertainties that could cause actual results to differ materially from those projected or implied in the “forward-looking statements” and from historical trends. Certain “forward-looking statements” are based upon current assumptions of future events which may not prove to be accurate. Undue reliance should not be placed on “forward-looking statements,” as such statements speak only as of the date of this report.

Factors that could cause actual results to differ materially from those projected or implied in any “forward-looking statement” and from historical trends include, but are not limited to:

- economic conditions, including consumer spending and plant and equipment investment in Hitachi’s major markets, as well as levels of demand in the major industrial sectors Hitachi serves;
- exchange rate fluctuations of the yen against other currencies in which Hitachi makes significant sales or in which Hitachi’s assets and liabilities are denominated;
- uncertainty as to Hitachi’s ability to access, or access on favorable terms, liquidity or long-term financing;
- uncertainty as to general market price levels for equity securities, declines in which may require Hitachi to write down equity securities that it holds;
- fluctuations in the price of raw materials including, without limitation, petroleum and other materials, such as copper, steel, aluminum, synthetic resins, rare metals and rare-earth minerals, or shortages of materials, parts and components;
- credit conditions of Hitachi’s customers and suppliers;
- general socioeconomic and political conditions and the regulatory and trade environment of countries where Hitachi conducts business, particularly Japan, Asia, the United States and Europe, including, without limitation, direct or indirect restrictions by other nations on imports and differences in commercial and business customs including, without limitation, contract terms and conditions and labor relations;
- uncertainty as to Hitachi’s ability to respond to tightening of regulations to prevent climate change;
- uncertainty as to Hitachi’s ability to maintain the integrity of its information systems, as well as Hitachi’s ability to protect its confidential information or that of its customers;
- uncertainty as to Hitachi’s ability to attract and retain skilled personnel;
- uncertainty as to Hitachi’s ability to continue to develop and market products that incorporate new technologies on a timely and cost-effective basis and to achieve market acceptance for such products;
- the possibility of disruption of Hitachi’s operations by natural disasters such as earthquakes and tsunamis, the spread of infectious diseases, and geopolitical and social instability such as terrorism and conflict;
- estimates, fluctuations in cost and cancellation of long-term projects for which Hitachi uses the percentage-of-completion method to recognize revenue from sales;
- increased commoditization of and intensifying price competition for products;
- fluctuations in demand of products, etc. and industry capacity;
- uncertainty as to Hitachi’s ability to implement measures to reduce the potential negative impact of fluctuations in demand of products, etc., exchange rates and/or price of raw materials or shortages of materials, parts and components;
- uncertainty as to the success of cost structure overhaul;
- uncertainty as to Hitachi’s ability to achieve the anticipated benefits of its strategy to strengthen its Social Innovation Business;
- uncertainty as to the success of acquisitions of other companies, joint ventures and strategic alliances and the possibility of incurring related expenses;
- uncertainty as to the success of restructuring efforts to improve management efficiency by divesting or otherwise exiting underperforming businesses and to strengthen competitiveness;
- the potential for significant losses on Hitachi’s investments in equity-method associates and joint ventures;
- uncertainty as to the outcome of litigation, regulatory investigations and other legal proceedings of which the Company, its subsidiaries or its equity-method associates and joint ventures have become or may become parties;
- the possibility of incurring expenses resulting from any defects in products or services of Hitachi;
- uncertainty as to Hitachi’s access to, or ability to protect, certain intellectual property; and
- uncertainty as to the accuracy of key assumptions Hitachi uses to evaluate its employee benefit-related costs.

The factors listed above are not all-inclusive and are in addition to other factors contained elsewhere in this report and in other materials published by Hitachi.

* This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Media Contact

Global Communications Department
Global Corporate Brand & Communications Division
Hitachi, Ltd.
+81-3-3258-1111

IR Contact

Investor Relations Division
Hitachi, Ltd.
+81-3-5208-9323