

Employees Relations

People are the source of power at HitachiSoft. We are working to create lively workplaces where each person respects the individuality of others so that all employees can fully display their aptitude and develop into a professional worker.

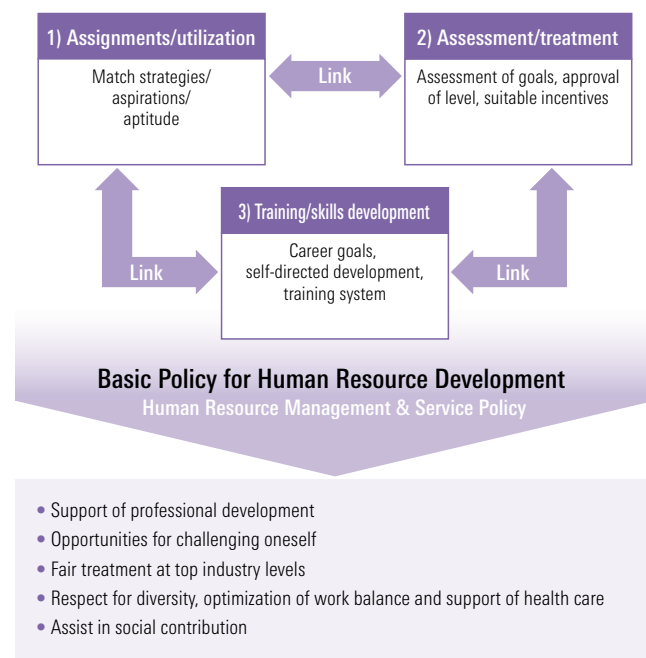
Human Resource Development

We believe that human Resource development and creating a foundation for fostering personnel is important for HitachiSoft as a corporation that provides safety, peace of mind, and impression through our information systems and services.

Human Resource Management & Service Policy

The basic policy for human resource development is clarified in our "Human Resource Management & Service Policy." Based on this policy, the following are promoted as a framework for human resource development and the collective cooperation of all those in charge of human resources: 1) assignments/utilization; 2) assessment/treatment; and 3) training/skills development.

Human Resource Development Framework



Strengthening training and promoting support for new employee OJT

As a part of human resource training measures that are central to structural changes in business, HitachiSoft carries out business skills training appropriate for career advancement for all employees, from manager level to young leaders. In addition, to foster young and new employees, collective training is held every year up until the 5th year after joining HitachiSoft with the aim of teaching business skills early on and giving veteran employees the chance to help with new employee OJT.

Japan Management Association HRD Excellence Award

In February 2009, HitachiSoft was presented with the HRD Excellence Award at the 21st Awards Ceremony sponsored by the Japan Management Association, in recognition of human resource development and promotion of stimulus measures for successfully implementing business strategies.



President and CEO Isao Ono is presented with the award

Diversity Management

HitachiSoft thinks it important to provide a working environment where workers respect the individuality and value of the others and realize their potential to the maximum extent possible.

As an example, with the goal of proactively leveraging female employees, HitachiSoft is striving to create a workplace where women can succeed by taking full advantage of a system that supports both work and childrearing. This has resulted in a growing number of women applying for positions each year. The number of career-oriented women hired in FY2008 significantly increased 35% over the previous year.

We entrust a company called Hitachi You & I Co., Ltd. with the task of offering employment opportunities to the disabled. This company was founded in 1999 as a special affiliate of Hitachi, Ltd. for employing people with intellectual disabilities, cleaning corporate premises, and collecting confidential papers.

Moreover, in recent years we have also been actively hiring foreign exchange students.

Work-Life Balance

Measures to shorten total work hours

HitachiSoft has implemented a "Campaign to Reduce Total Work Hours" in an effort to shorten overtime, ensure that employees readily take time off, and cut work hours. As a result of stipulating a goal of under 2,050 work hours, in FY2008 we were able to clear that goal with significantly fewer hours on the clock. The "Under 2000" campaign

commenced in FY2009 with an even more ambitious goal of less than 1,950 work hours. In addition, overtime was capped at 8pm, at which time all office lights are turned off. If someone works overtime after 8pm, the department is required to fill out paperwork in accordance with stipulated rules.

Improving the work-family support system

The work-family support system has been greatly improved. For instance, employees can now take child-care leave for up to three years until their child has completed 1st grade.

Working from home

Targeting improved productivity and support of work and family, HitachiSoft began an experimental work-from-home program in June 2008, which is scheduled for full-scale implementation from June 2009. Employees eligible for the program include administrators, discretionary workers and parents, making up approximately 70% of all employees, or 3,500 persons. Program participants have commented, "It has become easier to work," and "It's helpful because I can both work and take care of my children."

Providing the home-based work service SecureOnline, the infrastructure used in this program, also contributes to enhancing the social balance between work and life.

Improving intra-company communication

The company-wide Sports Festival was revived and held for the first time in 12 years. In FY2008, the second year after it was reinstated, a total of 4,138 employees and family members participated. "HitachiSoft Family Day" was also held for employees and their families, and over a

three-day period 45 groups for a total of 144 persons visited the head office in Higashi Shinagawa.

In addition, a variety of social gatherings were encouraged to stimulate communication within the company. HitachiSoft subsidized the gatherings to help department managers share policy with young employees, to promote mutual exchange among employees that goes beyond company departments, and to improve intradepartmental communication.



Employees enjoy the Sports Festival

Occupational Health and Safety

To prevent illnesses from occurring, employees are required to adhere to certain work restrictions, such as refraining from working overtime, or taking compulsory leave, if health indices such as blood sugar level exceed specified standard levels.

In addition, HitachiSoft carries out health management measures for employees suffering from psychological illnesses, including consultations with an industrial physician. For those who have taken a leave of absence, we also assist their return to the workplace through a reinstatement support program.

WEB ▶ Support system for balancing work and family (details)

Corporate Data (as of March 31, 2009)

Corporate name Hitachi Software Engineering Co., Ltd.	Consolidated ordinary income 13.6 billion yen	Head office 4-12-7, Higashishinagawa, Shinagawa-ku, Tokyo 140-0002, Japan Phone: +81-3-5780-2111
Representative Isao Ono, Representative Executive Officer, President and CEO	Consolidated net income for the fiscal year ended March 31, 2009 7.3 billion yen	Offices in Japan Life Science Research Center / Higashi-Totsuka Annex / Hokkaido Office / Kitanihon Office / Hokuuriku Office / Kyushu Office / Kyushu Development Center / Hokkaido Branch / Chubu Branch / Toyota Branch / Kansai Branch / Kyushu Branch
Founded September 21, 1970	Common stock 64,479,381 shares	Overseas offices UK / Germany / France / USA
Number of employees 5,283	Stock exchange listing Tokyo Stock Exchange 2nd Section, October 1990 Tokyo Stock Exchange 1st Section, September 1992	
Capital stock 34.1 billion yen		
Consolidated net sales 165.8 billion yen		

For further information on investments visit the HitachiSoft website

WEB ▶ <http://hitachisoft.jp/english/finance/>