

Social Performance



Contributing to local communities around the world is an integral component of Hino Motors' CSR Charter, and providing community support is a priority activity in this pursuit. With this approach, Hino Motors has been carrying out initiatives for supporting the education of young people, who are the future leaders of generations to come. These initiatives include organizing factory tours intended to stimulate interest in manufacturing, and allowing employees to volunteer their time to teach classes at elementary schools.

Hino Motors established a scholarship program for students in Thailand, which is an important market for the Company, as part of its 70th anniversary celebrations. Hino Motors set up its first ever distributor outside Japan in Thailand, which has since become an essential manufacturing center for the Company. With its long-established ties in the country, Hino Motors regards Thailand as a key partner.

Hoping for the industrial development of ASEAN

The scholarship program provides financial assistance over a two-year period to Thai students pursuing post-graduate research in engineering fields in Thailand and Japan. The program is being implemented in cooperation with the Thailand Advanced Institute of Science and Technology (hereafter, "TAIST"), which is operated by the Tokyo Institute of Technology and a graduate school in Thailand, along with the University of Tokyo in Japan. Each of these schools has established a strong reputation for fostering researchers and engineers possessing broad global awareness and highly advanced skills.



Building with TAIST classrooms

Scholarships are offered to two students studying at any of the three schools above, providing each student with financial assistance for two years. As long as the students pursue research in an engineering-related field, there are no particular restrictions on the research topic. There are also no conditions requiring employment in the Hino Group in order to receive the financial assistance.



The scholarship ceremony held in Thailand

Mr. Mek Srilomsak received the scholarship certification

Two students, one attending TAIST and the other attending the University of Tokyo, were awarded scholarships in fiscal 2013. Hino Motors hopes that the students make good use of the scholarships for their research endeavors and go on to succeed not only in Thailand and the ASEAN region, but also in industrial fields anywhere in the world.

Students from ASEAN countries studying in Japan generally need to work part-time during study breaks because living expenses are comparatively high. Hino Motors' scholarships, however, offer financial conditions that enable such students to concentrate on their studies.

TAIST was jointly established by the Tokyo Institute of Technology, Thailand's National Science and Technology Development Agency (NSTDA), and various universities in Thailand. The school offers programs designed to develop highly skilled engineers for the automotive sector, which is a core manufacturing industry in Thailand and the ASEAN region. This objective concurs with Hino Motors' hope for industrial development in the region. Hino Motors also recognizes the great importance of being involved in the educational network being formed by major universities in Japan and Thailand together with the NSTDA.

On September 12, 2013, a ceremony was held to award the scholarship at the NSTDA's facilities in the suburbs of Bangkok, Thailand. The students receiving the fiscal 2013 scholarships were presented with a certificate from Toshiya Suzuki, a member of the Board of Directors and a senior managing director at Hino Motors. At the ceremony, Mr. Suzuki encouraged the students and spoke of the Company's ambition to help foster global talent who can contribute to industrial development in the future with advanced expertise.

By providing this support, Hino Motors hopes that the scholarships will help students develop as individuals so that they can eventually find success in the world of advanced manufacturing and create products that are useful for society.

Comments

"I hope to develop vehicles that benefit people and the environment."

Mek Srilomsak
Student at TAIST

I am studying vehicle design and production process management in the Automotive Engineering program at TAIST. Besides teaching specialized knowledge, my instructors also instruct me about time management methods and conceptual techniques.

I learned about the scholarship through Dr. Preechar Karin, the program director of the Automotive Engineering program at TAIST. I am overjoyed and very grateful to have been selected as a scholarship student by a famous transport vehicle manufacturer like Hino Motors.

The knowledge I learn here will be the basis for my future, so I want to apply it in the development of sustainable vehicles that benefit people and the environment at a top-class company like Hino Motors. Then after I retire, I would like to teach my experience and knowledge to young people at my local university.



Using 3D glasses while studying cutting-edge 3D CAD tools



Learning about engine assembly in the classroom

**“I really hope for a future in which
people's lives improve in Thailand.”**

Wanasit Tanakitrungruang

Student at the University of Tokyo

My dream is to be a world-class engineer. I am studying computer networks at university. There are many foreign students in my graduate school, and Thai students who came ahead of me have offered helpful advice on living in Japan and many other subjects.

I was told about the Hino scholarship by my university. Since the financial assistance is provided until I graduate, I can focus on my schoolwork, which is a big relief for me and my family.

I took a tour of a Hino factory recently and found it to be extremely clean and orderly, with great attention paid to safety and strict rules, such as putting tools back in designated places after use. Its highly efficient operations were very impressive.

After I graduate, I want to work for one of the world's top companies. I really hope for a future in which people's lives in Thailand will be made easier by using the kinds of products I come across here in Japan, like Hino trucks.



Truck assembly plant of Hino Motors

**Personnel training support that has become
global through university-industry
research collaboration**

Tadashi Hashimoto

Head of the Development Management Division
Hino Motors, Ltd.

This was the first time for Hino Motors to try and establish its own scholarship, so planning the program was challenging. In order to select which universities we would work with, we held many meetings with university representatives and employees who are alumni at the universities being considered, and we engaged in a series of discussions about what kind of support we could provide. All of these efforts were rewarded, as we were able to put a program into place and offer support to outstanding students.

It is important to create a scholarship program that not only provides immediate financial benefits, but one that can also lead to positive outcomes down the road. By continuing to offer support, I believe we can increase the number of people who have a favorable opinion of Hino Motors as we create a network of scholarship students.

