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# ESG data and others

## ESG data

Hino Motors makes and carries the following list of Environment, Social, and Governance performance, in order for the boost communications with stakeholders.

### Environment

Classification	Article		Bound* <sup>1</sup>	Unit	Fiscal 2016	Fiscal 2017
Global Warming	CO <sub>2</sub> Emissions		Global	Thousand tons of CO <sub>2</sub>	376.4	391.1
			Non-Consolidated	Thousand tons of CO <sub>2</sub>	203.7	210.3
			Japan Group	Thousand tons of CO <sub>2</sub>	103.2	112.0
			International	Thousand tons of CO <sub>2</sub>	69.6	68.8
	Energy Usage	Electricity	Non-Consolidated	GWh	346	348
Fuels		Non-Consolidated	Thousand GJ	2,189	2,147	
Air Quality	Air Pollutant Emissions	NOx Emissions	Non-Consolidated	t	233	213
		SOx Emissions	Non-Consolidated	t	1.0	0.7
		VOC	Non-Consolidated* <sup>2</sup>	t	446	470
Resource	Water Usage	Total Water Usage	Japan	Thousand tons	2,996	2,879
Waste	Waste		Japan	t	47,732	58,063
	Packaging Materials		Japan	t	6,290	7,204
	Final Disposal Ratio		Japan	%	0.17	0.09

\*1 Non-Consolidated : Data for Hino, Hamura, Nitta, and Koga Plants. Japan Group : 6 Affiliated Companies in Japan  
International : 9 Affiliated Companies Abroad Japan : Non-consolidated and Japan Group

\*2 Hino Plant and Hamura Plant

### Social

Classification	Article		Bound	Unit	Fiscal 2016	Fiscal 2017
Human Resource	Number of Employees (Global) March 31, 2018		Global	Persons	31,837	32,719
	Number of Employees (Non-consolidated) March 31, 2018	Male	Non-Consolidated	Persons	11,720	11,763
		Female	Non-Consolidated	Persons	902	942
		Total	Non-Consolidated	Persons	12,622	12,705
	Employment Ratio of People with Disabilities June 1, Each Fiscal Year		Non-Consolidated	%	2.12	2.16
Safety	Number of Re-employed Staff		Non-Consolidated	Persons	487	506
	Rate of Lost-Worktime Injuries		Non-Consolidated		0.09	0.03
Work Style	Number of Employees who takes a childcare leave		Non-Consolidated	Persons	47	105
	Number of Employees who takes a shorter working hours to accommodate for childcare needs		Non-Consolidated	Persons	109	103

### Governance

Classification		Unit	Fiscal 2016	Fiscal 2017
Board Director		Persons	11	10
	Outside Director	Persons	2	2
Corporate Auditor		Persons	4	4
	Outside Auditor	Persons	2	2