

# 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 2017	Fiscal 2018
Global Warming	CO <sub>2</sub> Emissions		Global	Thousand tons of CO <sub>2</sub>	391.1	396.1
			Non-Consolidated	Thousand tons of CO <sub>2</sub>	210.3	210.8
			Japan Group	Thousand tons of CO <sub>2</sub>	112.0	107.4
			International	Thousand tons of CO <sub>2</sub>	68.8	77.9
	Energy Usage	Electricity	Non-Consolidated	GWh	348	373
Fuels		Non-Consolidated	Thousand GJ	2,147	2,093	
Air Quality	Air Pollutant Emissions	NOx Emissions	Non-Consolidated	t	213	213
		SOx Emissions	Non-Consolidated	t	0.7	0.4
		VOC	Non-Consolidated* <sup>2</sup>	t	470	436
Resource	Water Usage	Total Water Usage	Japan	Thousand tons	2,879	2,937
Waste	Waste		Japan	t	58,063	57,869
	Packaging Materials		Japan	t	7,204	6,089
	Final Disposal Ratio		Japan	%	0.09	0.07

\*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, Hamura Plant, and Koga Plants

### Social

Classification	Article		Bound	Unit	Fiscal 2017	Fiscal 2018
Human Resource	Number of Employees (Global) March 31, 2018		Global	Persons	32,719	34,069
	Number of Employees (Non-consolidated) March 31, 2018	Male	Non-Consolidated	Persons	11,763	11,960
		Female	Non-Consolidated	Persons	942	975
		Total	Non-Consolidated	Persons	12,705	12,935
	Shift in number of employees by type of employment	Full-time employment	Non-Consolidated	Persons	32,719	34,069
		Other employment	Non-Consolidated	Persons	11,910	11,373
	Employment Ratio of People with Disabilities June 1, Each Fiscal Year		Non-Consolidated	%	2.16	2.24
Number of Re-employed Staff		Non-Consolidated	Persons	506	505	
Safety	Rate of Lost-Worktime Injuries		Non-Consolidated		0.03	0.08
Work Style	Number of Employees who takes a childcare leave		Non-Consolidated	Persons	105	48
	Number of Employees who takes a shorter working hours to accommodate for childcare needs		Non-Consolidated	Persons	103	138

### Governance

Classification		Unit	Fiscal 2017	Fiscal 2018
Board Director		Persons	10	10
	Outside Director	Persons	2	2
Corporate Auditor		Persons	4	4
	Outside Auditor	Persons	2	2