

## ESG Initiatives

# Social

### Safety

As a manufacturer of commercial vehicles, Hino Motors considers safety initiatives to be one of the most important issues in its corporate management.

It believes it has a responsibility to implement safety measures in every aspect of its operations, most notably in the development and manufacture of commercial vehicles.

Here are some examples of the Company's safety approach and actual initiatives. There is a particular emphasis on the pursuit of product technology for customer safety, and workplace initiatives for employee safety.

#### Pursuit of Product Safety Technology

##### Basic Stance on Product Safety Technology

Hino Motors promotes safety technology as an important part of product development. It is developing and designing safer products in order to help realize society's ultimate aspiration of zero traffic accident casualties.

Hino Motors is striving to improve safety from various aspects, including the pursuit of vehicle safety, safe vehicle operation support for drivers, and promotion of a safe traffic environment. In order to develop even safer products, the Company believes it is important to utilize customer feedback as well as information on the causes of traffic accidents that have actually occurred.

#### Total Safety: Aiming for Safe Traffic Environments

Hino Motors is advancing initiatives to increase safety in each stage, including vehicle operation control for safe driving, preventive safety to avoid accidents, and safety even in the case of a collision.

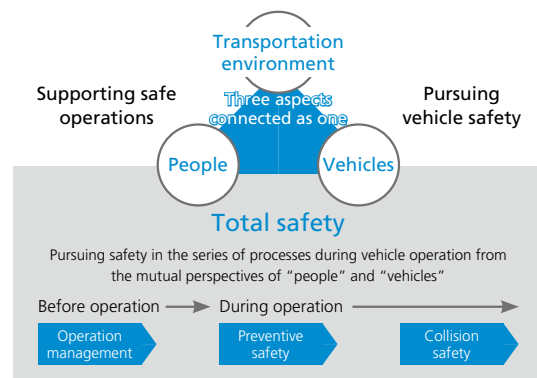
The Total Safety concept involves pursuing safety across this entire series of processes for vehicle operation.

(For more information see [page 16](#): Three Goals "Best-fit Products Incorporating Safety and Environmental Technologies")

Based on its Total Safety concept, Hino Motors is striving to develop and disseminate new safety technologies, not only for the safety of customers who operate commercial vehicles, but for the safety of all road users.

Contributions toward achieving  
**"a society with zero traffic accident casualties,"**  
which is the ultimate wish of a transportation-oriented society

Working toward the realization of a safe traffic environment



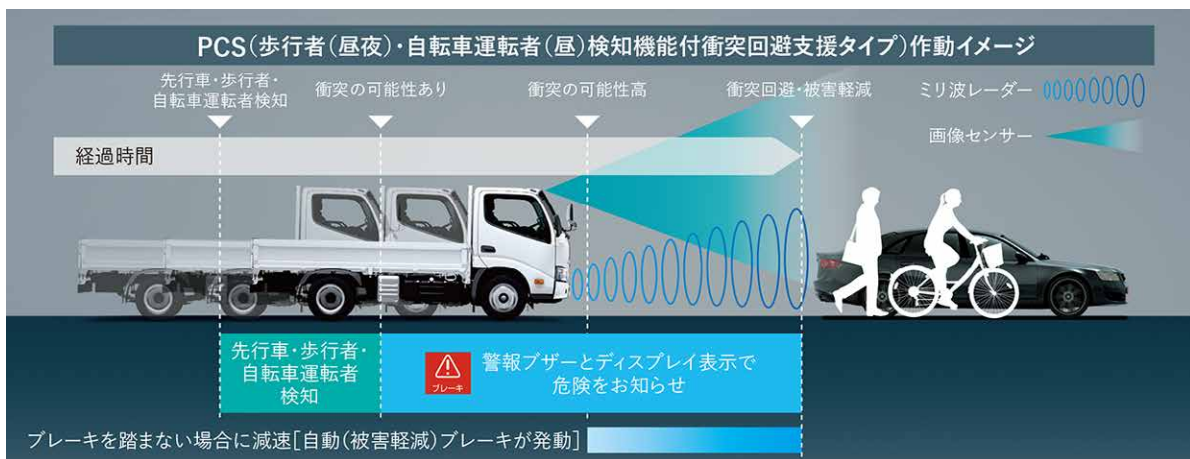
## Safety Technology and Equipment

### ◆ Further Improvement of Pre-Crash Safety Collision Avoidance with Pedestrian Detection

Pedestrian accidents account for about 30% of traffic accidents involving commercial vehicles in Japan. These often involve casualties, and are the second most common type of accident after rear-end vehicle collisions. Therefore, Hino Motors is further improving its pre-crash safety (PCS)\* technology to better prevent pedestrian accidents.

Reducing vehicle speed at the time of collision to help reduce collision damage, PCS technology makes it possible to detect bicyclists and night-time pedestrians, as well as stationary vehicles and daytime pedestrians, using millimeter wave radar and image sensors. By incorporating this technology, Hino Motors is helping to reduce the risk of traffic accidents.

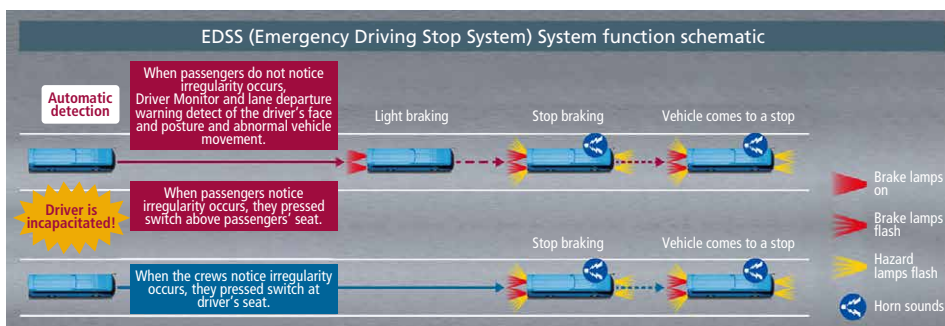
\*"PCS"(Pre-Crash Safety) is a registered trademark of Toyota Motor Corporation



### ◆ EDSS: Emergency Driving Stop System

We continue to improve the Emergency Driving Stop System (EDSS), which assists the vehicle in stopping when the driver or passenger presses a switch if it becomes difficult to continue driving due to sudden illness or for other reasons. We added a function that monitors the driver's posture and the vehicle behavior, automatically detecting driver abnormalities such as sudden changes in physical condition, and then EDSS gradually decelerates and stops the vehicle.

This advanced system prevents traffic accidents and contributes to safe and secure vehicle operation. The Hino Selega large sightseeing bus that was released in July 2018 is the world's first vehicle in the truck and bus category to feature EDSS. In addition, the "HINO Blue Ribbon Hybrid Bus," a route bus released in July 2019, will be the world's first such bus to offer this system as standard equipment.



◆ **Suppressing function of False start**

To prevent crashes caused by misunderstanding of the driver's accelerator Hino Motors forward equipping with "suppressing function of false start" which firmly detected wall glass in convenience stores, etc. by a sonar sensor in front of the vehicle. If drivers make mistakes in stepping on the accelerator, the multi-display and alarm sound will heads-up, and the control of engine output and brake will contribute to crash avoidance.

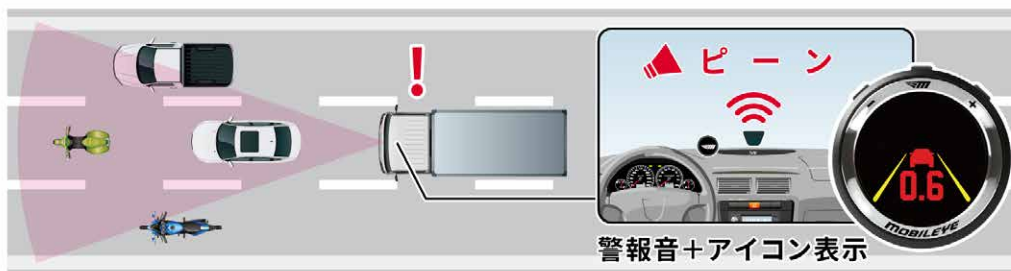


◆ **Enhancing Safety Equipment for Existing Vehicles**

Hino Motors is working to further enhance safety equipment not only for new vehicles, but also for existing vehicles in order to prevent traffic accidents.


• **"Mobileye" Retrofitted Collision Prevention Support System**

Since the end of January 2018, Hino Motors began offering at dealers throughout Japan the "Mobileye" retrofitted collision prevention support system (manufactured by Mobileye; Japan sales agent: J21 Corporation). The system detects the vehicle ahead, pedestrians, and traffic lanes and alerts the driver of danger by displaying icons and sounding an audible alarm, thus helping prevent accidents due to rear-end collision and lane departure.

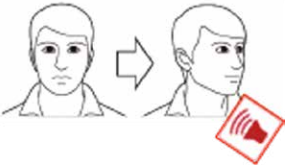
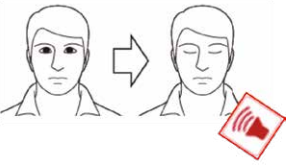



• **Driver Status Monitor**

Since May 2018, Hino Motors began offering at dealers nationwide the Driver Status Monitor (manufactured by Denso Corporation), a device that warns of inattentive driving or sleeping at the wheel, as a retrofitted safety support device for existing vehicles. The device estimates driving conditions such as inattentiveness, drowsiness, sleeping at the wheel, and improper driving posture based on images of the driver's face taken by an in-vehicle camera and verbally alerts the driver, thus helping to prevent accidents due to driver inattention to the road.



A camera installed inside a vehicle

Face detection	Open eye detection	Face position detection
 <p><b>Inattentiveness alert:</b> "Please pay attention to the road"</p>	 <p><b>Drowsiness alert</b> "Why don't you take a break soon?" <b>Sleeping at the wheel alert</b> "Take a break"</p>	 <p><b>Improper driving posture alert</b> "Please check your driving posture"</p>

◆ **Customers' safe driving Support**

Hino Motors aggressively departure training session on safe driving for customers in order to support their safe driving.

We established the Customer Technical Center (in Hamura city, Tokyo) in 2005, the first permanent customer-oriented training facility for driving in Japan directly managed by a vehicle manufacturer. The center works closely with dealers to provide customers with training on fuel-efficient and safe driving techniques. The cumulative number of visitors reached 90,000 in March 2020. Going forward, Hino Motors will continue to support the customers' safe driving, and aim to prevent the traffic accidents.



The Customer Technical Center



A training session on safe driving

**Future Initiatives in Product Safety Technology**

Ensuring zero traffic accident casualties is the ultimate aspiration of all automakers, including commercial vehicle manufacturers. Hino Motors will continue to improve its product safety technology to get even closer to this objective. As a commercial vehicle manufacturer, the Company believes that by accurately ascertaining the kinds of product safety features that customers want, it can support the movement of people and goods by providing the necessary technologies. Going forward, Hino Motors will focus mainly on "best-fit products incorporating safety and environmental technologies," which is one of the Company's three goals. Product safety technology will continue to be enhanced, aiming to make traffic accidents a thing of the past.

## Workplace Safety Initiatives

### Basic Stance on Workplace Safety

Acknowledging that safety takes priority over all business activities, as stated in its Fundamental Policy for Safety and Health, Hino Motors is promoting initiatives to prevent workplace accidents.

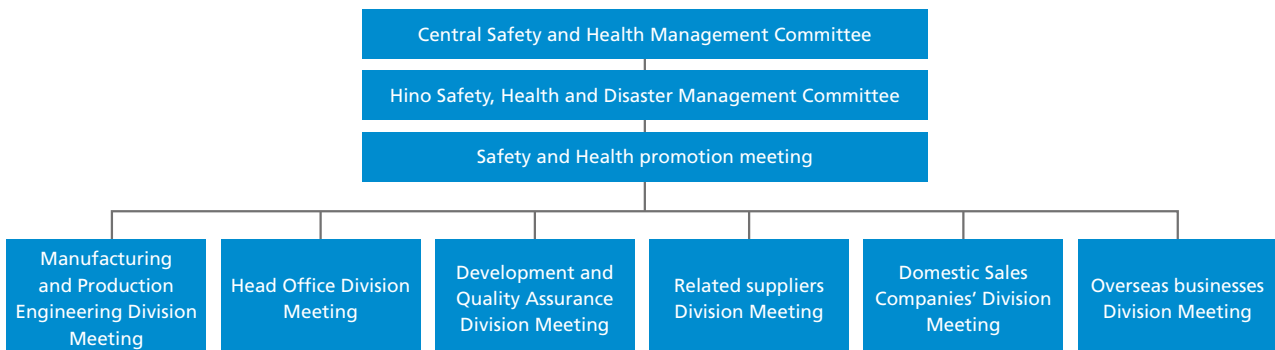
The Company is working hard to reduce the risk of occupational accidents, not only by building work environments that help employees to work safely, but also by fostering safety awareness among employees.

### Workplace Safety Promotion System

The Hino Safety, Health and Disaster Management Committee has been established to deliberate and decide upon important issues related to occupational safety, including company-wide policies. At each business site, there is also an occupational safety and health committee, which promotes safe workplaces as part of daily operations.

The status of these safety activities is monitored and checked mainly by a company-wide comprehensive safety and health supervisor, which allows plan-do-check-act (PDCA) cycles to be applied for continual improvement.

#### ● Occupational Safety Promotion System



### Creating Safe Workplaces

#### ◆ Workplace Safety Measures Based on Risk Assessment

Risk assessment is conducted mainly at production sites to regularly identify risks that can lead to occupational accidents.

Immediate measures are taken wherever risks are identified, as part of efforts to thoroughly prevent workplace mishaps. Elements that could become risks in the future are also addressed, with the aim of eradicating occupational accidents.

#### ◆ Safety Patrols

Hino Motors conducts safety patrols, not only at production sites, but also at all of its other sites, including offices.

As part of daily operations, the patrols steadily and quickly eliminate each factor that could lead to an accident, in order to prevent work-related injuries.



## Initiatives to Improve Occupational Safety Awareness

### ◆ Safe Walking Etiquette

Hino Motors carries out various types of activities to ensure that all employees understand the importance of safety awareness and basic safety behavior. This includes, for example, walking with hands out of pockets, and not using a cell phone while walking. Examples of these activities include the distribution of safety badges, and the in-house creation and posting of notices.

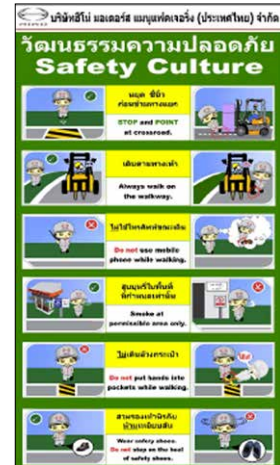
Similar safety initiatives are being undertaken overseas. At Hino Vietnam, as of March 2015, the factory had no pedestrian zones, but in July of that year, pedestrian zones, arrow signs, and arrow marks were quickly installed. We have conducted safety training, thoroughly implemented walking manners, and have maintained a 100% compliance rate as of December 2019.



Flag of attention to Basic safety behavior (Japan)



Safety signage located at Hino Motors Vietnam, Ltd.



Safety poster (Vietnam)

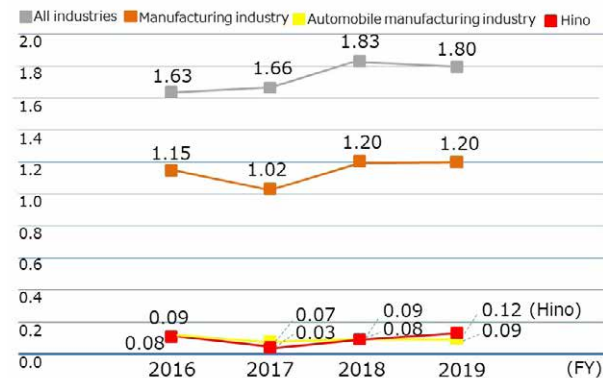
### ◆ Enhancing Safety Education

In order to further improve employee safety awareness and acquire knowledge on occupational safety, Hino Motors provides safety education according to job type and position.

In fiscal 2019, we analyzed the causes of work accidents and found that accidents involving inexperienced employees with less than one year of employment and the elderly are increasing. Therefore, the content of training for employees in their first year of employment was revised in order to prevent accidents.

It is well known that the elderly are prone to frequent falls, but with proper training, they come to understand safe ways of walking and carrying out various physical activities. In safety education, we are enlightening people about walking and physical functions, the mechanism of fall accidents, and precautions when walking.

### ● Frequency of Temporary Absences Due to Accidents, by Industry



Source: All industries and manufacturing industry (Survey on Industrial Accidents by the Ministry of Health, Labour and Welfare). The automobile manufacturing industry is the average of 14 companies which belong to the Japan Automobile Manufacturers Association, Inc. (JAMA).

\*Frequency of temporary absences due to accidents = (number of employees injured during operations / total number of working hours) x 1,000,000

## Future Initiatives

Occupational safety is a never-ending commitment. Although the number of occupational accidents has actually been steadily decreasing, Hino Motors is still working to further enhance its initiatives, aiming to reach the ultimate goal of zero labor accidents.

Going forward, the Company aims to eliminate occupational accidents, and it will keep improving its steady efforts in areas such as safety education and safety patrols at all business sites. Hino Motors will continue to foster the culture of safety that has already taken root.