

# 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 2018	Fiscal 2019
Global Warming	CO <sub>2</sub> Emissions		Global	Thousand tons of CO <sub>2</sub>	396.1	360.4
			Non-Consolidated	Thousand tons of CO <sub>2</sub>	210.8	187.1
			Japan Group	Thousand tons of CO <sub>2</sub>	107.4	100.1
			International	Thousand tons of CO <sub>2</sub>	77.9	73.2
	Energy Usage	Electricity	Non-Consolidated	GWh	373	345
Fuels		Non-Consolidated	Thousand GJ	2,093	1,904	
Air Quality	Air Pollutant Emissions	NOx Emissions	Non-Consolidated	t	213	158
		SOx Emissions	Non-Consolidated	t	0.4	0.3
		VOC	Non-Consolidated* <sup>2</sup>	t	436	359
Resource	Water Usage	Total Water Usage	Japan	Thousand tons	2,937	2,519
Waste	Waste		Japan	t	57,869	52,281
	Packaging Materials		Japan	t	6,302	5,424
	Final Disposal Ratio		Japan	%	0.07	0.11

\*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 2018	Fiscal 2019
Human Resource	Number of Employees (Global) March 31, Each Fiscal Year		Global	Persons	34,069	34,548
	Number of Employees (Non-consolidated) March 31, Each Fiscal Year	Male	Non-Consolidated	Persons	11,960	11,813
		Female	Non-Consolidated	Persons	975	992
		Total	Non-Consolidated	Persons	12,935	12,805
	Shift in number of employees by type of employment	Full-time employment	Non-Consolidated	Persons	34,069	34,548
		Other employment	Non-Consolidated	Persons	11,373	9,640
	Employment Ratio of People with Disabilities June 1, Each Fiscal Year		Non-Consolidated	%	2.24	2.36
Number of Re-employed Staff		Non-Consolidated	Persons	505	516	
Safety	Rate of Lost-Worktime Injuries		Non-Consolidated		0.08	0.12
Work Style	Number of Employees who takes a childcare leave		Non-Consolidated	Persons	48	95

### Governance

Classification		Unit	Fiscal 2018	Fiscal 2019
Board Director		Persons	10	9
	Outside Director	Persons	2	3
Corporate Auditor		Persons	4	4
	Outside Auditor	Persons	2	2