

|                       |             |                                   |                               |                          |  |                |       |                 |        |            |                     |
|-----------------------|-------------|-----------------------------------|-------------------------------|--------------------------|--|----------------|-------|-----------------|--------|------------|---------------------|
| Corporate Information | Top Message | The HINO Credo & Course of Action | Realizing a Sustainable World | Environmental Management | Hino's Strategies and Initiatives and the Sustainable Development Goals (SDGs) | CSR Management | Topic | ESG Initiatives |        |            |                     |
|                       |             |                                   |                               |                          |  |                |       | Environment     | Social | Governance | ESG data and others |

[ESG data](#)   GRI Standard Content Index   ISO 26000 Reference   Editorial Policy

# 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*1            | Unit                             | Fiscal 2019*3 *4 | Fiscal 2020*3 *4 |
|----------------|---------------------------|---------------------------|--------------------|----------------------------------|------------------|------------------|
| Global Warming | CO <sub>2</sub> Emissions |                           | Global             | Thousand tons of CO <sub>2</sub> | 360.4            | 295.4            |
|                |                           |                           | Non-Consolidated   | Thousand tons of CO <sub>2</sub> | 187.1            | 158.1            |
|                |                           |                           | Japan Group        | Thousand tons of CO <sub>2</sub> | 100.1            | 87.4             |
|                |                           |                           | International      | Thousand tons of CO <sub>2</sub> | 73.2             | 49.9             |
|                | Energy Usage              | Electricity               | Non-Consolidated   | GWh                              | 345              | 293              |
|                |                           | Fuels                     | Non-Consolidated   | Thousand GJ                      | 1,904            | 1,839            |
| Air Quality    | Air Pollutant Emissions   | NO <sub>x</sub> Emissions | Non-Consolidated   | t                                | 158              | 132              |
|                |                           | SO <sub>x</sub> Emissions | Non-Consolidated   | t                                | 0.3              | 0.2              |
|                |                           | VOC                       | Non-Consolidated*2 | t                                | 359              | 277              |
| Resource       | Water Usage               | Total Water Usage         | Japan              | Thousand tons                    | 2,519            | 2,135            |
| Waste          | Waste                     |                           | Japan              | t                                | 52,281           | 41,090           |
|                | Packaging Materials       |                           | Japan              | t                                | 5,424            | 3,429            |
|                | Final Disposal Ratio      |                           | Japan              | %                                | 0.11             | 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

\*3 Estimates are calculated from reported or derived values and available data. Actual emissions may vary.

\*4 The listed data is the emission at the time of production. Emissions during driving are not included.

### Social

| Classification              | Article  |                      | Bound            | Unit             | Fiscal 2019 | Fiscal 2020 |
|-----------------------------|--|----------------------|------------------|------------------|-------------|-------------|
| Human Resource              | Number of Employees (Global) March 31, 2018  |                      | Global           | Persons          | 34,548      | 34,527      |
|                             | Number of Employees (Non-consolidated) March 31, 2018                                    | Male                 | Non-Consolidated | Persons          | 11,813      | 11,779      |
|                             |  | Female               | Non-Consolidated | Persons          | 992         | 1,005       |
|                             |  | Total                | Non-Consolidated | Persons          | 12,805      | 12,784      |
|                             | Shift in number of employees by type of employment                                       | Full-time employment | Global           | Persons          | 34,548      | 34,527      |
|                             |  | Other employment     | Non-Consolidated | Persons          | 9,640       | 7,363       |
|                             | Employment Ratio of People with Disabilities June 1, Each Fiscal Year                    |                      |                  | Non-Consolidated | %           | 2.36        |
| Number of Re-employed Staff |  |                      | Non-Consolidated | Persons          | 516         | 391         |
| Safety                      | Rate of Lost-Worktime Injuries   |                      | Non-Consolidated |                  | 0.12        | 0.06        |
| Work Style                  | Number of Employees who takes a childcare leave  |                      | Non-Consolidated | Persons          | 95          | 146         |
|                             | Number of Employees who takes a shorter working hours to accommodate for childcare needs |                      | Non-Consolidated | Persons          | 147         | 114         |

### Governance

|                   | Classification   | Unit    | Fiscal 2019 | Fiscal 2020 |
|-------------------|------------------|---------|-------------|-------------|
| Board Director    |                  | Persons | 9           | 9           |
|                   | Outside Director | Persons | 3           | 3           |
| Corporate Auditor |                  | Persons | 4           | 4           |
|                   | Outside Auditor  | Persons | 2           | 2           |