Environmental Performance

Environmental-Related Data

This page outlines the environmental activities of each of Hino Motors production plants as well as data based on environment-related laws and regulations.

- Headquarters/Plants in Japan
- Other Bases in Japan
- Overseas

Headquarters and Hino Plant

Headquarters and Hino Plant Overview

Address	1-1, Hinodai 3-chome, Hino-shi, Tokyo
Major products	Heavy-duty trucks (Hino Profia) Medium-duty trucks (Hino Ranger)
Employees	6,200
Site area	447,081 m^2
Total floor space	405,092 m^2

Acquisition of ISO 14001 certification:
March 24, 2001

Environmental Policies

1. Harmonious coexistence with society and the environment
2. Continuous improvements and prevention of environmental pollution
3. Compliance with laws and regulations
4. Mottainai mindset is the basis for all activities
5. Enhancement of individual environmental awareness

Through Each Plant Hino Motors Strives to Manufacture Quality Vehicles and Support Transportation that is Friendly to the Earth and People

At our Headquarters & Hino Plant, we are actively establishing varied and diverse targets that set the direction for our environmental initiatives. In diligently working to achieve these goals, Hino Motors is endeavoring to minimize the environmental load created by both production and distribution processes. Based on these activities, we recognize that continuing efforts to supply products with leading environmental performance to society lie at the heart of our corporate social responsibility. As a result, we constantly review and work to lower the environmental load of every function of our business from development to purchasing, production, preparation, and office management. In this manner, our ultimate goal is to harmoniously coexist with the global environment. Furthermore, in addition to the mottainai mindset held by each employee, which in Japanese conveys an attitude of preventing waste, we make efforts to eliminate muda, mura, and muri (unprofitable, unsteady and unreasonable, respectively) in our energy-saving and resource-saving activities while at the same time engaging in activities aimed at protecting the natural environment.

Located in close proximity to a residential area, Hino Plant makes every effort not to disturb or comprise the lives of its neighbors. As a result, we strictly adhere to measures that minimize noise, vibration, and odor. Looking ahead, we will continue to manufacture quality vehicles and support transportation that is friendly to the earth and people.

Award Record

FY2003 Winner of the Highest Award presented by the Chairperson of the Electric Safety Kanto Committee
FY2005 Winner of the Highest Award presented by the Kanto Region Electricity Usage Rationalization Committee
FY2006 Winner of the Highest Award presented by the Kanto Region Electricity Usage Rationalization Committee
FY2007 Winner of the Highest Award for Electric Safety and Electricity Usage Rationalization Committee
FY2008 Winner of the Highest Award for Electric Safety and Electricity Usage Rationalization Committee
FY2008 Winner of the Highest Award presented by the Kanto Region Electricity Usage Rationalization Committee
FY2008 Winner of the Chairperson's Award presented by the High Pressure Gas Safety Institute of Japan
FY2009 Winner of the Highest Award presented by the Kanto Region Electricity Usage Rationalization Committee
FY2010 Winner of the Highest Award presented by the Kanto Region Electricity Usage Rationalization Committee
Winner of the Highest Award for Electric Safety and Electricity Usage Rationalization Committee
FY2011 Winner of the Highest Award presented by the Kanto Region Electricity Usage Rationalization Committee
Winner of the Highest Award for Electric Safety and Electricity Usage Rationalization Committee
FY2012 Winner of the Highest Award presented by the Kanto Region Electricity Usage Rationalization Committee
Winner of the Highest Award for Electric Safety and Electricity Usage Rationalization Committee
FY2013 Winner of the Highest Award presented by the Kanto Region Electricity Usage Rationalization Committee
Winner of the Highest Award for Electric Safety and Electricity Usage Rationalization Committee
FY2014 Winner of the Highest Award presented by the Kanto Region Electricity Usage Rationalization Committee

FY2015	Winner of the Highest Award for Electric Safety and Electricity Usage Rationalization Committee Winner of the Highest Award presented by the Kanto Region Electricity Usage Rationalization Committee Winner of the Highest Award for Electric Safety and Electricity Usage Rationalization Committee Hino Plant awarded for energy conservation

■ Data Based on Environment-Related Laws and Regulations

Water Quality (Water Pollution Control Law and Prefectural Ordinances)
Effluent water quality analysis (river channel and discharge site: Tama River via Yaji River)

Item	Unit	Regulatory limit	Max.	Min.	Avg.
Discharge volume	m^3/day	–	5,961	1	2,355
pH		5.8～8.6	7.7	7	7.3
BOD	mg/l	20	1.1	ND	0.8
COD	mg/l	–	11	1.1	5.6
SS	mg/l	40	6	1	2.1
N-hexane	mg/l	5	ND	ND	ND
Total phosphorous	mg/l	2	1.09	0.08	0.33
Total nitrogen	mg/l	20	15.4	3.11	7.96
Zinc content	mg/l	2	0.06	0.05	0.055
Fluorine compounds	mg/l	8	0.25	0.18	0.2

ND: Not Detected (Less than the minimum determined limit)

■ Air Quality (Air Pollution Control Law and Prefectural Ordinances)

Equipment	Measured substance	Unit	Regulatory limit	Max.	Min.	Avg.
Boilers (processed natural gas)	NOx	ppm	–	46	17	31.25
	Soot and dust	g/Nm^3	–	ND	ND	ND
Gas carburizing furnace #1 (processed natural gas)	NOx	ppm	180	94	92	93
	Soot and dust	g/Nm^3	0.2	ND	ND	ND

ND: Not Detected (Less than the minimum determined limit)

Chemical Substances (PRTR Law)

(Unit: tons/year)

Cabinet Order No.	Class I Designated Chemical Substances	Volume handled	Volume discharged		Volume transferred		Volume recycled	Volume removed/ disposed	Volume consumed
			Air	Water	Waste	Public sewer system			
1	Water-soluble zinc compound	3.2	0	0	0	0	0	3.2	0
53	Ethylbenzene	33	15	0	9	0	0	6.9	1.2
80	Xylene	53	28	0	7.4	0	0	11	5.7
188	NN-dicyclohexylamine	4.6	0	0	4.6	0	0	0	0
190	Dicyclopentadiene	3.8	0	0	0	0	0	0	3.8
240	Styrene	18	0.9	0	0	0	0	0	17
296	1,2,4-trimethylbenzene	40	16	0	19	0	0	0.54	3.9
297	1,3,5-trimethylbenzene	12	6.2	0	5.5	0	0	0.015	0
300	Toluene	34	11	0	2.1	0	0	8.9	12
392	N-hexane	5.1	0.3	0	0	0	0	0	4.8
400	Benzene	0.9	0	0	0	0	0	0	0.86
412	Manganese and its compounds	3.6	0	0	0.8	0	0	0	2.8
438	Methylnaphthalene	15	0.7	0	0	0	0	0	14

Applies to volumes handled equal to one ton or more (or 500 kg or more in the case of Specified Class I Designated Chemical Substances)
Volume removed/disposed: Volume removed by incineration, decomposition or other treatment method
Volume consumed: Volume converted to other substances by chemical reaction or incorporated in or appended to products and removed from the premises

Hamura Plant

Plant Overview

Address	3-1-1 Midorigaoka, Hamura-shi, Tokyo
Major products	Light-duty trucks (Hino Dutro, Dyna, Toyoace, Land Cruiser Prado, and FJ Cruiser)
Employees	3,400
Site area	750,770 m^2
Total floor space	381,227 m^2

Acquisition of ISO 14001 certification: March 10, 1999

Environmental Policies

1. Compliance with laws and regulations
2. Preventive measures through continuous improvements and prevention of pollution
3. Promotion of energy saving, resource saving, and reduction of waste
4. Harmonious relations with local communities

We are aiming to produce light-duty commercial vehicles for the world as a mother factory trusted by the community

“Each of us can apply ideas as professionals and show the world Hamura’s great potential” is our motto at the Hamura Plant. Under this motto, we are carrying out environmental conservation measures and improvement activities that consider the environment from various perspectives. As a production plant that strives to protect and preserve the environment, the Hamura Plant has set ambitious goals for all employees to pursue, and it is actively implementing measures for reducing greenhouse gases in order to fight against global warming.

Everyone takes part in these measures with an awareness of their responsibility to deal with environment-related changes and risks. Specifically, we follow three principles of action on the actual site, focusing on the actual things at hand and always recognizing the reality of the situation, while making sure that we never avoid environmental preservation activities that are difficult, challenging, or troublesome.

Recognizing that safety is the basis for all activities, the Hamura Plant is aiming to produce light-duty commercial vehicles for the world as a mother factory trusted by the community.

Award Record

October 2004 Winner of the Chairperson's Award presented by the High Pressure Gas Safety Institute of Japan
February 2005 Winner of the Director-General's Award presented by the Natural Resources and Energy Agency
February 2006 Winner of the Highest Award presented by the Kanto Region Electricity Usage Rationalization Committee
February 2007 Winner of the Highest Award presented by the Kanto Region Electricity Usage Rationalization Committee
February 2008 Winner of the Highest Award presented by the Kanto Region Electricity Usage Rationalization Committee

February 2008 Winner of the Chairperson's Award presented by the Energy Conservation Center
February 2009 Winner of the Ministry of Economy, Trade and Industry Minister's Award for Excellence in Plant Energy Management
February 2010 Winner of the Highest Award presented by the Kanto Region Electricity Usage Rationalization Committee
February 2011 Winner of the Highest Award presented by the Kanto Region Electricity Usage Rationalization Committee
February 2012 Winner of the Highest Award presented by the Kanto Region Electricity Usage Rationalization Committee
February 2013 Winner of the Highest Award presented by the Kanto Region Electricity Usage Rationalization Committee
February 2013 Hamura Plant awarded for energy conservation
February 2014 Winner of the Highest Award presented by the Kanto Region Electricity Usage Rationalization Committee
February 2015 Winner of the Highest Award presented by the Kanto Region Electricity Usage Rationalization Committee
February 2016 Winner of the Highest Award presented by the Kanto Region Electricity Usage Rationalization Committee

■ Data Based on Environment-Related Laws and Regulations

Water Quality (Sewerage Law) and Effluent Water Quality Analysis (Sewer Effluent)

Item	Unit	Regulatory limit	Max.	Min.	Avg.
Discharge volume	m^3/day	—	4,351	128	2,243
pH		5.7～8.7	7.6	6.9	7.1
BOD	mg/l	300	26	4.1	16.7
SS	mg/l	300	13	3	6
N-hexane	mg/l	5	ND	ND	ND
Total phosphorous	mg/l	16	5.47	1.4	3.78
Total nitrogen	mg/l	120	14	3.32	5.06
Zinc content	mg/l	2	0.6	0.46	0.53
Fluorine compounds	mg/l	8	1.4	1.1	1.25

ND: Not Detected (Less than the minimum determined limit)

■ Air Quality (Air Pollution Control Law and Prefectural Ordinances)

Equipment	Measured substance	Unit	Regulatory limit	Max.	Min.	Avg.
Cogeneration equipment (processed natural gas)	NOx	ppm	35	19	13	16.8
	Soot and dust	g/Nm^3	0.05	ND	ND	ND
Drying furnaces (processed natural gas)	NOx	ppm	230	56	10	22.4
	Soot and dust	g/Nm^3	0.2	0.004	ND	0.0037

ND: Not Detected (Less than the minimum determined limit)

Chemical Substances (PRTR Law)

(Unit: tons/year)

Cabinet Order No.	Class I Designated Chemical Substances	Volume handled	Volume discharged		Volume transferred		Volume recycled	Volume removed/ disposed	Volume consumed
			Air	Water	Waste	Public sewer system			
1	Water-soluble zinc compound	10	0	0	0	0	0	10	0
53	Ethylbenzene	72	57	0	0.098	0	2.5	3.5	8.65
57	Ethylene glycol monoethyl ether	2.4	2.4	0	0	0	0	0	0
80	キシレン	120	75	0	0.066	0	2.1	4.3	39.7
133	Acetic acid-2-ethoxyethyl	4.8	4.8	0	0	0	0	0	0
188	NN-dicyclohexylamine	2.2	0	0	2.2	0	0	0	0
296	1,2,4-trimethylbenzene	75	40	0	0.044	0	5.5	2	27.5
297	1,3,5-trimethylbenzene	14	12	0	0	0	1.6	0.055	0.021
300	Toluene	140	52	0	0.087	0	0.58	1.8	89
309	Nickel compounds	1.5	0	0	0.75	0.19	0	0	0.55
392	N-hexane	35	1.9	0	0	0	0	0	33.2
400	Benzene	6.3	0.3	0	0	0	0	0	5.93
411	Formaldehyde	1.7	1.5	0	0	0	0	0.16	0
412	Manganese and its compounds	15	0	0	1.2	0.066	0	0	13
438	Methylnaphthalene	1.8	0.1	0	0	0	0	0	1.7

Applies to volumes handled equal to one ton or more (or 500 kg or more in the case of Specified Class I Designated Chemical Substances)
Volume removed/disposed: Volume removed by incineration, decomposition or other treatment method
Volume consumed: Volume converted to other substances by chemical reaction or incorporated in or appended to products and removed from the premises

Nitta Plant

Plant Overview

Address	10-1 Nittahayakawa-cho, Ota-shi, Gunma Prefecture
Major products	Medium- and light-duty truck engines, medium- and heavy-duty truck transmissions, and medium-duty truck axles
Employees	2,000
Site area	501,333 m^2
Total floor space	250,185 m^2

ISO14001 JAER 0170

Acquisition of ISO 14001 certification: March 27, 2000

Environmental Policies

1. Harmony with the community and harmonious coexistence with the environment
2. Prevention of environmental pollution as the base for all operations
3. Compliance with laws and regulations
4. No waste and no wasteful use
5. Enhancement of each individual's environmental awareness

Striving to Become a People-Friendly, Environment-Friendly, Clean Plant

At the Nitta Plant, located in a lush green setting, we have made the 3Ss (seiri, seiton and seisou, meaning well-organized, well-arranged and clean) as the basis for all plant activities. We are also promoting environmental conservation and improvement activities with a sustained awareness of environmental load based on the Nitta Plant Environment Policy.

By working to prevent environmental risks before they occur focusing particularly on upstream production activities, we are working to alleviate environmental risk. As a further initiative for reducing load of the environment, all plant personnel are aiming at higher goals for the prevention of global warming. At the same time, we will make efforts to maintain a clean plant that is accepted by the local community as friendly to people and the environment.

Award Record

FY1999 Winner of the Director's Award in the Electric Lighting category presented by the Kanto Bureau of International Trade and Industry
FY2001 Winner of the Director's Award in the Heating category presented by the Kanto Bureau of Economy, Trade and Industry
FY2002

Winner of the Director-General's Award (Electrical Division) presented by the Natural Resources and Energy Agency
FY2003 Winner of the Energy Conservation Activity Excellent Group Award presented by the Kanto Bureau of Economy, Trade and Industry
FY2004 Winner of the Director-General's Award (Heat Division) presented by the Agency for Natural Resources and Energy

■ Data Based on Environment-Related Laws and Regulations

Water Quality (Water Pollution Control Law, Prefectural Ordinances and Environmental Pollution Prevention Agreement with the Local Government)
Effluent water quality analysis (river channel and discharge site: Tone River via Hayakawa River)

Item	Unit	Regulatory limit	Max.	Min.	Avg.
Discharge volume	m^3/day	–	657	1	241
pH		6.0～8.0	7.4	7	7.2
BOD	mg/l	10	ND	ND	ND
SS	mg/l	15	ND	ND	ND
N-hexane	mg/l	3	ND	ND	ND
Total phosphorous	mg/l	60	ND	ND	ND
Total nitrogen	mg/l	120	0.2	ND	0.1
Zinc content	mg/l	1	0.03	ND	0.2
Fluorine compounds	mg/l	1.5	0.17	0.16	0.17

ND: Not Detected (Less than the minimum determined limit)

■ Air Quality (Air Pollution Control Law and Prefectural Ordinances)

Equipment	Measured substance	Unit	Regulatory limit	Max.	Min.	Avg.
Continuous furnaces #1 (kerosene)	NOx	ppm	180	140	31	85
	Soot and dust	g/Nm^3	0.1	0.026	ND	0.007

ND: Not Detected (Less than the minimum determined limit)

Chemical Substances (PRTR Law)

(Unit: tons/year)

Cabinet Order No.	Class I Designated Chemical Substances	Volume handled	Volume discharged		Volume transferred		Volume recycled	Volume removed/ disposed	Volume consumed
			Air	Water	Waste	Public sewer system			
31	Antimony and its compounds	6.35	0	0	0.127	0	0	0	6.223
53	Ethylbenzene	13	12	0	0.03	0	0	0	0.22
71	Ferric chloride	1.6	1.6	0	0	0	0	0	0
80	Xylene	32	24	0.1	0	0	0	0	7.8
87	Chromium & trivalent chromium compounds	14	0	0	0.29	0	0	0	14.2
188	NN-dicyclohexylamine	5.4	0.1	0	5.3	0	0	0	0
277	Triethylamine	70	0	0	0	0	0	70	0
296	1,2,4-trimethylbenzene	16	8	0	0	0	0	0	7.9
297	1,3,5-trimethylbenzene	5.5	2.1	0	0	0	0	0	3.3
300	Toluene	34	32	0	0.076	0	0	0	2.2
302	Naphthalene	1.1	0	0	0	0	0	1.1	0
309	Nickel compounds	0.82	0	0	0.28	0	0	0	0.54
349	Phenol	0.67	0	0	0	0	0	0.35	0.32
392	N-hexane	1.5	0.7	0	0	0	0	0	0.87
412	Manganese and its compounds	1.4	0	0	0.48	0	0	0	0.86
438	Methylnaphthalene	14	0.7	0	0	0	0	0	14
448	4,4-MDI	61	0	0	0	0	0	0	61
453	Molybdenum and its compounds	22	0	0	0.083	0	0	0	22

Applies to volumes handled equal to one ton or more (or 500 kg or more in the case of Specified Class I Designated Chemical
Volume removed/disposed: Volume removed by incineration, decomposition or other treatment method
Volume consumed: Volume converted to other substances by chemical reaction or incorporated in or appended to products and removed from the premises

Oume Parts Center

The Center is responsible for truck and bus parts and components, and transports them nationwide.

Acquisition of ISO 14001 certification: January 11, 2002

Center Overview

Address	1-5-1 Suehiro-cho, Ome-shi, Tokyo
Description of business	Management and transport of service parts
Employees	61
Site area	26,288 m^2
Total floor space	31,533 m^2

Environmental Policies

1. Harmonious coexistence with the environment
2. Environment conservation by prevention of environmental pollution and sustained improvement
3. Compliance with laws and regulations
4. Energy saving and Waste saving
5. Enhancing each individual environmental awareness

Hidaka Delivery Center

Hidaka Delivery Center manages and controls finished products (trucks) and delivery to body manufacturers and dealers nationwide.

Acquisition of ISO 14001 certification: January 11, 2002

Center Overview

Address	689-1 Kamikayama, Hidaka-shi, Saitama Prefecture
Description of business	Management and transport of products (trucks)
Employees	12
Site area	265,989 m^2
Total floor space	10,118 m^2

Environmental Policies

1. Harmonious coexistence with the environment
2. Prevention of environmental pollution and sustained improvement
3. Compliance with laws and regulations
4. Streamlining the flow of goods
5. Enhancing each individual environmental awareness

The Americas

Company Overview

Company name	Hino Motors Manufacturing U.S.A., Inc.
Head office address	37777 Interchange Drive, Farmington Hills, MI 48335
Description of business	Manufacture of Hino Motors vehicles, sale of service parts, manufacture and sale of automobile parts and components, other

Environmental Policies

1. **H** elp reduce our impact on the environment.
2. **I** ncrease prevention of pollution efforts and recycle.
3. **N** ever be out of compliance with regulations.
4. **O** pportunities for continual Improvement.

Data Based on Environment-Related Laws and Regulations

CO_2 emissions	20,544 t-CO_2
Incinerated waste	10,214 t
Water usage	21,000 m^3

Thailand

Company Overview

Company name	Hino Motors Manufacturing (Thailand) Ltd.
Head office address	No. 99 Moo 3, Thepharak Road, Samrong Nua, Muang Samutprakarn, Samutprakarn Province, Thailand
Description of business	Manufacture and sale of Hino Motors trucks and buses, manufacture and sale of automobile parts and components

Environmental Policies

1. Coexist in harmony with the global environment
2. Strengthen and manage the company's environmental pollution prevention structure and systems
3. Ensure strict compliance with laws, regulations and other environmental policies
4. Protect energy and natural resources
5. Ensure appropriate waste disposal and treatment
6. Promote employee awareness
7. Promote environmental policy disclosure

■ Data Based on Environment-Related Laws and Regulations

CO_2 emissions	26,990 t-CO_2
Incinerated waste	9,558 t
Water usage	284,000 m^3

Indonesia

Company Overview

Company name	PT. Hino Motors Manufacturing Indonesia
Head office address	Kawasan Industri Kota Bukit Indah Blok D1 No.1 Purwakarta 41181, Jawa Barat, Indonesia
Description of business	Manufacture and sale of Hino Motors trucks and buses

Environmental Policies

1. Coexist harmoniously with the environment
2. Position prevention at the heart of all business activities
3. Ensure strict compliance with laws and other regulations
4. No waste and no wasteful use
5. Promote individual awareness

■ Data Based on Environment-Related Laws and Regulations

CO_2 emissions	9,717 t-CO_2
Incinerated waste	1,827 t
Water usage	87,000 m^3

Pakistan

Company Overview

Company name	Hinopak Motors Limited
Head office address	D-2, S.I.T.E. Manghopir Road Karachi-75700, Pakistan
Description of business	Manufacture and sale of Hino Motors trucks and buses, supply and sale of mounting superstructures and the import and sale of service parts

Environmental Policies

1. Promote the prevention of pollution and environmental load reduction
2. Effectively use energy and other resources
3. Ensure strict compliance with environmental laws and regulations
4. Continuously improve environmental performance
5. Implement employee education and training

■ Data Based on Environment-Related Laws and Regulations

CO_2 emissions	2,719 t-CO_2
Incinerated waste	413 t
Water usage	45,000 m^3

Shanghai, China

Company Overview

Company name	Shanghai Hino Engine Co., Ltd.
Head office address	179, Huancheng East Road, Fengxian District, Shanghai, China
Description of business	Manufacture and sale of Hino Motors' brand engines

Environmental Policies

1. Comply with statutory and regulatory requirements
2. Take personal ownership and responsibility for environmental protection endeavors
3. Enhance the effective use of resources and energy as the means for eliminating waste
4. Raise employee awareness of environmental protection

■ Data Based on Environment-Related Laws and Regulations

CO_2 emissions	2,719 t-CO_2
Incinerated waste	413 t
Water usage	17,000 m^3

Vietnam

Company Overview

Company name	Hino Motors Vietnam, Ltd.
Head office address	Hoang Liet, Hoang Mai, Hanoi, Vietnam
Description of business	Manufacture and sale of Hino Motors trucks, and the import and sale of imported service parts

Environmental Policies

1. Comply with legal requirements and relevant regulations
2. Employ capable human resources as a means to minimize serious environmental risks
3. Continuously implement environmental management systems to minimize consumption of resources
4. Promote environmental policies that raise employees' awareness of the environment and their responsibilities

Data Based on Environment-Related Laws and Regulations

CO_2 emissions	1,096 t-CO_2
Incinerated waste	200 t
Water usage	6,000 m^3

Canada

Company Overview

Company name	Hino Motors Canada, Ltd.
Head office address	395 Ambassador Drive, Mississauga, Ontario, Canada L5T 2J3
Description of business	Manufacture and sale of Hino trucks; import and sale of service parts

Environmental Policies

1. **H** elp reduce our impact on the environment.
2. **I** ncrease prevention of pollution efforts and recycle.
3. **N** ever be out of compliance with regulations.
4. **O** pportunities for continual Improvement.

Data Based on Environment-Related Laws and Regulations

CO_2 emissions	992 t-CO_2
Direct landfill waste	127 t
Water usage	1,000 m^3

Mexico

Company Overview

Company name	Hino Motors Manufacturing Mexico, S.A. de C.V.
Head office address	Circuito Mexiamora Sur #302, Parque Industrial, Santa Fe
Description of business	Manufacture and wholesale of Hino trucks

Environmental Policies

1. Protect the environment through activities designed to conserve resources, encourage recycling, and prevent pollution
2. Ensure compliance with legal requirements and environment-related regulations
3. Implement continuous improvements to the environmental management system
4. Promote environmental policies to employees and business partners such as suppliers

Data Based on Environment-Related Laws and Regulations

CO_2 emissions	78 t-CO_2
Direct landfill waste	67 t
Water usage	1,000 m^3

Previous Report

- Previous Report：FY2014
- Previous Report：FY2013
- Previous Report：FY2012
- Previous Report：FY2011
- Previous Report：FY2010
- Previous Report：FY2009
- Previous Report：FY2008