

## Environmental Performance

### Basic Approach / Most Recent Results and Future Challenges

#### Basic Approach

As a good corporate citizen, Hino Motors understands its social obligation to consider the expectations that the public and local communities have for proper business conduct.

Hino Motors also aims to be a company that operates in harmony with the environment and the communities surrounding its workplaces. Accordingly, it carries out product development, manufacturing, and sales activities with a keen awareness of the environment at all of its offices and factories around the world.

Hino Motors is paying special attention to communicating about the environment as a good corporate citizen, adopting the same perspective as the public and listening to members of the community while also explaining the Company's views.

In this way, Hino Motors can better understand what the public expects of it, and at the same time, help ensure that stakeholders appreciate its environmental initiatives. By building on these endeavors, the Company aims to create opportunities for direct interaction with members of local communities while carrying out its business activities.

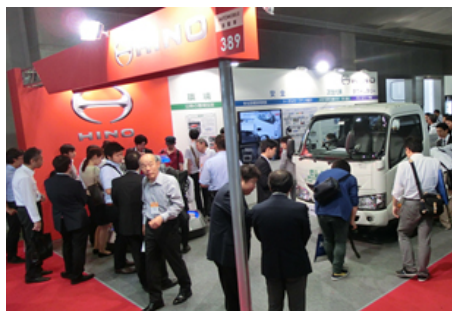
#### Most Recent Results and Future Challenges

In recent years, Hino Motors has made special efforts to proactively explain its environmental initiatives to stakeholders from outside the Company.

While continuing to publish this online CSR report, Hino Motors has been holding various events to showcase its environmental initiatives, including technology exhibitions for the public. It also organized presentations on its chemical substance management methods for local government representatives in each of Japan's prefectures and metropolitan areas.



A public exhibition of Hino Motors' technologies



A presentation for municipal government representatives

In the future, the Company plans to focus on information disclosure utilizing its group-wide management system, which it is expanding to consolidated subsidiaries around the world.

By promoting its environmental initiatives around the world, Hino Motors hopes that people will gain a fuller understanding of the Company, and that it will better comprehend the demands of stakeholders worldwide as a good corporate citizen.

## Environmental Performance

### Environmental Education

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In Japan, Hino Motors promotes environment-related educational and awareness activities in an effort to raise the environmental consciousness of employees. In this manner, Hino Motors strives to enhance the overall efficacy of environmental conservation initiatives.

Hino Motors believes that environmental activities extend beyond the domain of the corporate sector. It also recognizes the important role that each employee plays both in the workplace and at home. Therefore, as a part of the Company's employee training program, individual responsibilities and actions in the overall context of environmental issues as well as in global behavior and initiatives are emphasized.

In specific terms, Hino Motors has continued to incorporate environmental education in its training programs for managers and new employees. Looking ahead, the Company will continue its endeavors to implement even broader-based, more systematic environmental education in its efforts to consistently raise environmental awareness in Japan.



New Employee Training

## Environmental Performance

### Activities to Raise Environmental Awareness

#### In-house Eco-Point System

Hino Motors has implemented an in-house eco-point system as a useful source of in-house information for improving the Company's environmental performance. The system helps raise employees' awareness of issues by profiling environmental improvement initiatives at workplaces, and examples of household actions for the environment.

The Company has implemented an in-house eco-point system that facilitates employee participation in environmental improvement activities, whether individually or collectively as departments, offices, groups, or any other group level.

As incentives for motivating employees to participate, awards and commendations are given out each year to employees or groups that have acquired the most points through the activities.



Awards are presented for outstanding departments

#### Hino Motors Releases Environmental Newsletter

Hino Motors now publishes a newsletter, Environment in the News. This newsletter is distributed to all employees and features environment-related news on industry and community trends.



#### Cleanup events in areas surrounding business sites

Cleanup events were carried out in the areas surrounding all of Hino Motors' business sites, including the Hino, Hamura and Nitta plants.



Scenes of cleanup events in places surrounding various business sites

#### Collection of Plastic Bottle Caps

Hino Motors has participated in the collection of disposed plastic bottle caps in Japan since June 2007, as a fund raising activity to purchase vaccines for children in developing countries. While the collection of caps may seem like a minor activity that all employees can easily participate in, Hino Motors believes the results are significant: proceeds from selling approximately 1 million caps collected per year enable the purchase of vaccines for 3,000 children. Hino

Motors intends to continue the collection on a continuous basis.



An employee participates in bottle cap collection activities.

Participation in the Lights Down Campaign

Since 2007, Hino Motors has been participating in the Lights Down Campaign, an activity in Japan in which companies across the country turn off their lights to save energy. Hino Motors' main business sites turned off their illuminated signboards and other lights for the campaign. A large number of Group companies also joined the campaign, including domestic dealers.



Hamura Plant main gate lit at night



Hamura Plant main gate unlit at night

[Click here for Overseas Activities to Raise Environmental Awareness](#)



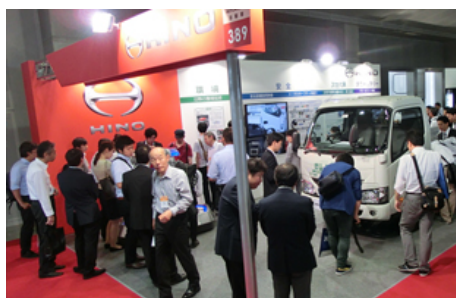
## Environmental Performance

### Environment-Related Communication with Stakeholders

Hino Motors recognizes the importance of communicating with its stakeholders. Accordingly, it proactively provides information to customers, members of local communities where it operates, and other stakeholders with the aim of being a trusted company.

#### Exhibiting environmental technologies and products at public exhibits

Hino Motors showcased its environmentally friendly products and technologies at the 2016 Automotive Engineering Exposition in Japan, displaying Hino vehicles, engines, and other items. The event provided an opportunity for visitors to better understand Hino Motors' products by directly seeing how they are built and how they operate.



A Hino vehicle on display



A Hino engine on display

#### Presenting environmental initiatives at local events

Hino Motors also presented its wide array of environmental initiatives at an environmental festival held in the city of Hamura, Tokyo and an ecological festival for Industry held in the city of Ota, Gunma.

At other environmental events in the communities surrounding its factories, Hino Motors carried out a broad range of public relations activities to present its approach to the environment and its related initiatives to local residents.



The environmental festival held in the city of Hamura



The ecological festival for Industry held in the city of Ota

#### Presenting environmental initiatives with Officials Overseas

Representatives of the Indonesian Ministry of Environment and the municipal government of Taoyuan, Taiwan visited Hino Plants in Tokyo to review the Company's environmental conservation measures. This was a valuable opportunity for Hino not only to share its environmental initiatives but also to learn more about conservation measures being taken in Indonesia and Taiwan.



Officials from the Indonesian Ministry of Environment



Officials from the municipal government of Taoyuan, Taiwan

## **Presentations for the public on environmental initiatives**

Hino Motors has given public presentations on its chemical substance management system and the workings of this system as part of a training program, overseen by the Ministry of Economy, Trade and Industry, for all municipalities in Japan. The presentations have been very well received by the participants in the program.



A Hino Motors representative giving a presentation on the Company's environmental initiatives

## Environmental Performance

### The Hino Green Fund Foundation

The Hino Green Fund was established in 1991 to promote and foster environmental activities in Japan. Each year, the fund provides about 15 organizations with grants. Recognized for its dedication to addressing environmental issues, the Hino Green Fund received Japan's Environment Minister's Award in fiscal 2005. On April 1, 2011, the fund became a public interest incorporated foundation in Japan. Going forward, the Hino Green Fund plans to continue providing steady and reliable assistance and support to various programs and activities.

☑ The Hino Green Fund Foundation



Ceremony & presentation  
about the activity



Forest of the Insects in Gunma



Visit to the organization,  
the fund provides

## Environmental Performance

### Environmental Activities at Group Companies in Japan and around the World

On top of carrying out its environmental activities, Hino Motors strives to promote environmental conservation activities with all of its domestic and overseas affiliated companies, distributors and dealers. Activities focus on three main concepts: "ensuring that no legal violations or complaints occur", "minimizing environmental risks", and "enhancing environmental performance".

#### Environmental Conservation Activities by Hino Motors Group's Domestic Affiliated Companies

As part of its focus on environmental management activities, Hino Motors has organized the Production Environment Council of Domestic Affiliated Companies, which is made up of 13 domestic affiliated companies. In addition, the Company has set concrete targets in each of the fields in which it operates and is taking environmental conservation action to meet these targets, while helping employees in charge of environmental issues at subsidiaries in Japan increase their skills in this area.

In order to boost the level of ongoing environmental risk reduction action implemented by domestic group affiliates since fiscal 2017, representatives of these affiliates gather for educational and auditing activities. These involve on-site environmental risk assessment methods, interactive seminars and workshops sharing case studies of implemented environmental risk countermeasures, and legal audit committee meetings held by the company to determine how to further strengthen compliance.



Production Environmental Council of Domestic Affiliated Companies



An interactive group inspection conference allowing participants



The conferences included onsite interactive training and seminars

#### Environmental Conservation Activities by Hino Motors Group's Domestic Dealers

Hino Motors is promoting environmental management systems at all of its dealers in Japan.

The Company compiled environment-related requirements for management and issued its own Dealer Environmental Guidelines in 2002. Hino Motors carries out inspections of its dealers to ensure they comply with the guidelines, and in the same manner, inspections are conducted for ISO 14001 certification. Dealer











workplaces that comply with all requirements are certified as Eco-Management Dealers.



Of the total of 220 workplaces operated by 42 dealers in Japan, 219 (about 99%) were certified as Eco-Management Dealers in fiscal 2016. Among the dealers, 39 received certification for all of their worksites.

■ Acquisition of ISO and EMD Certification by Hino Motors Group

Subject companies		FY2016 Performance		
		No. of subject companies	No. of ISO registered companies	No. of dealers with EMD certification at all facilities
Domestic	Affiliated companies	21	19	—
	Dealers	42	0	41
Overseas	Affiliated companies	10	8	—

■ Other environmental preservation activities

Company name (Country)	Type of activity	Period of implementation	Picture
Hino Hutech Co., Ltd.	Flower planting	Maintenance of flower beds.	
	Cleaning	Cleanup event in areas surrounding office.	
Aomori Hino Motors, Ltd.	Cleaning	Cleanup event in areas surrounding office.	
Kobe Hino Motors, Ltd.	Cleaning	Cleanup event in areas surrounding office.	
Fukushima Steel Works Co.,Ltd.	Cleaning	Cleanup event in areas surrounding plant.	
Sankyo Radiator Co., Ltd.	Cleaning	Cleanup event in areas surrounding plant.	
Koshin seikosho , Ltd.	Cleaning	Cleanup event in areas surrounding plant.	
Saitama Kiki Co., Ltd.	Cleaning	Cleanup event in areas surrounding plant.	

Company name (Country)	Type of activity	Period of implementation	Picture
Okamoto Logistics Co., Ltd.	Cleaning	Cleanup event in areas surrounding office.	
J-Bus Ltd.	Cleaning	Cleanup event in areas surrounding plant.	









### Environmental Conservation Activities at Plants Overseas

As Hino Motors expands its production outside of Japan, it requests its overseas subsidiaries and affiliated companies engaged in manufacturing to promote environmental activities suitable for their circumstances.

Specifically, the manufacturing companies are requested to set numerical targets for various kinds of emissions that may impact the environment, steadily reduce their environmental load by managing their progress, and establish environmental management systems to acquire ISO 14001 certification.

Furthermore, overseas subsidiaries and affiliated companies engaged in manufacturing are subject to group-wide goals, for which they must confirm their progress at Production Environment Council meetings twice each year. These companies also share information on successful initiatives taken at their production plants as they work to reduce their environmental load.

■ List of Activities Outside Japan

Company name (Country)	Type of activity	Period of implementation	Picture
Hino Motors Sales (Thailand) Ltd. (Thailand)	Awareness campaign & Education	Save the elephants in cooperation with GCCF.	
Hino Motors Manufacturing (Thailand) Ltd. (Thailand)	Awareness campaign & Education	Organizing an environmental exhibition	
	Awareness campaign & Education	Education on energy reduction and reduction of chemical substances usage.	
Hino Motors Manufacturing Indonesia(Indonesia)	Awareness campaign & Education	Creation of a newsletter	
	Energy reduction	Turn off during break time.	
	Energy reduction	Join EARTH HOUR PLOGRAM	
	Awareness campaign & Education	Environmental activities of HMMI. Conducted comprehension test using e-learning	
	Tree planting	Greening in the grounds of the site.	

Company name (Country)	Type of activity	Period of implementation	Picture
Hino Motors Manufacturing Colombia, S.A. (Colombia)	Awareness campaign & Education	Introducing garbage separation method and CO2 reduction activity.	
Hino Motors Manufacturing U.S.A., Inc. (U.S.A)	Cleaning	Cleanup expressway & river bed in areas surrounding plant.	
Hino Motors Canada Ltd.(Canada)	Cleaning	Clean up event in local park.	
J.Filter Co., Ltd. (Thailand)	Flower planting	Planting with Shooting Seed Bombs.	