

Social Performance



To continue providing high-value-added products and services, Hino Motors believes that it is important to create an ideal working environment so that employees can make every use of their abilities.

As part of maintaining an ideal working environment, in January 2017, Hino Motors started the "Ton-Ton Kids—Koga" in-house nursery school, with a capacity of 30 kids, for employees working at the Koga Plant. This was followed by the opening in April of "Ton-Ton Kids—Hino," with a capacity of 15 children, for employees of the Hino headquarters and plant.

Initiatives to Improve Employee Satisfaction

Hino Motors is working to improve Employee Satisfaction (ES) and is taking a variety of initiatives from three different perspectives. The first perspective is to have employees fully understand the direction of management. To have them understand the mission of the workplace and the role required of them in the workplace, the Company is implementing measures including proactive exchanges between management and employees.

The second perspective is to have employees feel greater satisfaction in their work. To achieve this, the Company is implementing measures such as a review of the human resource system focused on a systematic and gradual development of skills.

The third perspective is to reinforce the foundation of the workplace. Hino Motors is taking steps to improve the workplace environment so that employees can work with peace of mind and to enhance public health facilities. In addition, the Company is encouraging communication and conducting participatory in-house events (long-distance relay races, etc.) that create opportunities to foster a sense of unity among employees.

The establishment of a nursery school is also an initiative to reinforce the workplace foundation, the third perspective.

"Ton-Ton Kids" Nursery school

At present, there are roughly 700 employees in their child-rearing years with children under five years of age at Hino Motors and some of them are concerned about the delay in getting reinstated after taking maternity leave. Therefore, the Company created a nursery school with the goal of supporting those employees in their child-rearing years.

"Ton-Ton Kids" was created with the cooperation of Hino Motors employees; for example, the name was chosen by employees and the logo was made by the Design Department.

Above all, the Company has tried to address employee needs. The opening day has been set based on each business site's employment calendar. The nursery school's opening hours have been set so that childcare hours are one hour before and after opening and closing time.

In the future, the Company would like to consider increasing the number of children accepted while it reviews its capacity. To support the employees' success, Hino Motors will continue to improve the workplace environment.



Feedback from employees who use the nursery school

- Above all, I feel secure in knowing that it is near the company.
- I couldn't find a childcare facility to leave my child, so I'm thankful that I could leave him at Ton-Ton Kids.



I wish to support employees in their child-rearing years through the operation of the in-house nursery school

Somaya : This is the first time that an in-house nursery school has been established at Hino Motors, so we proceeded based

on trial and error. We began by studying what a nursery school is and examined how to manage it while trying to understand the expectations and requirements for an in-house nursery school by surveying employee needs.

The reason we decided to set an opening time of one hour before starting time is because some people thought that 30 minutes did not give them enough time to get to work after dropping their children off. We would not have known this had we not received actual employee feedback.

Not only does the nursery school take care of employees' children, we wanted it to be a facility that can steadily grow, so we asked Poppins Corporation, which has experience with many nursery school operations and an established reputation in childcare and education, to operate it.

Kono : We have received enthusiastic feedback from employees who are using the nursery school. The staff has an

excellent reputation as indicated by such feedback as, "The staff is always smiling and the children go to school every day with a smile on their face." Because parents can register children even after the school year starts, the employee can get back to work early, which is advantageous.

Somaya : Hino Motors is reorganizing its production facilities, and many employees have transferred from the Hino Plant to the

Koga Plant with their families. On the other hand, in the area around Hino headquarters, a great number of children are on the waiting list to get in. The nursery school serves as one option and can be useful to employees who are transferring or returning to work from childcare leave. I would like it to be a kids' center where people will want to leave their next-to-be-born children.



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In-House Nursery School has Great Social Significance

Sugimoto : Poppins not only operates in-house nursery schools, but also various types of kids' centers including nationally authorized centers, centers authorized by Tokyo City and after-school centers for children. In the case of in-house nursery schools at companies, we have come up with a variety of ways to support our users, who are the employees of those companies. For example, because children commute to school and parents commute to work at the same time, the nursery schools will usually provide the things that the child would normally need to bring to school, thereby lightening the parent's load.

Not only do we tailor our opening hours and days with those of business sites, we hold various events such as summer festivals on weekday evenings so that parents can attend the events right after work.



Poppins Corporation
Nursery Business Department,
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Aya Sugimoto

Masaki : We are constantly working to communicate with every employee who uses the nursery school when dropping off and picking up their child so that they know their situation at the center. We want to continue fully supporting all employees.

Sugimoto : Opening an in-house nursery school is not simple, because it is time consuming and labor intensive. However, even with these hurdles, there is great social significance in companies working to open nursery schools, and I feel that companies want their employees to play an active role. To meet that desire, Poppins will continue to operate with partner companies to support children and parents.



Poppins Corporation
Ton-Ton Kids – Hino Facilities
Manager

Fujie Masaki

