# **Corporate Information**

Company Name Hino Motors, Ltd.

Trucks and buses, commercial vehicles and Business Lines

passenger cars produced for Toyota Motor Corporation, automotive and industrial diesel engines, vehicle parts, others

1-1 Hinodai 3-chome, Hino-shi, Tokyo Headquarters

Founded August 1, 1910

Established May 1, 1942

Paid-in Capital 72,717 million yen\*1

\*1 As of March 31, 2018 (consolidated)

Number of Employees\*1

32,719

Net Sales\*2

1,838,000 million yen

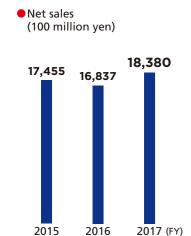
Operating Income\*2

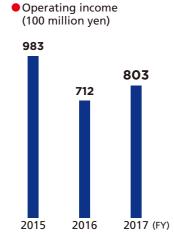
80,300 million yen

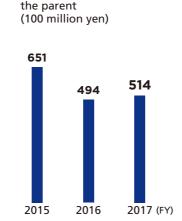
Profit attributable to owners of the parent\*2

**51,400** million yen

# **Trends in business results**

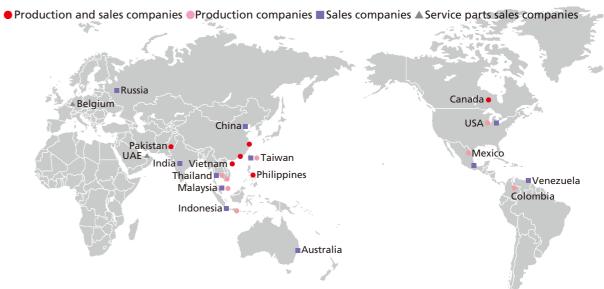




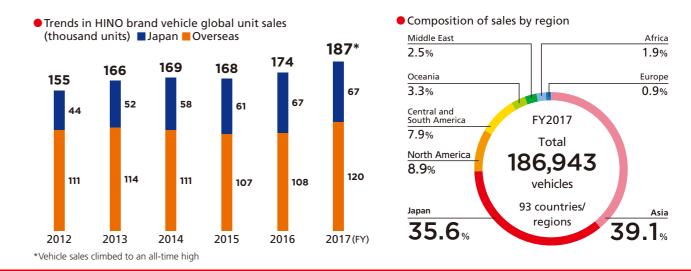


Profit attributable to owners of

# Overseas Business Entities (companies in which Hino has an investment) As of June 2018



# Trends in vehicle global unit sales /Composition of sales by region



# **CONTENTS**

- 4. History of Hino Motors
- 6. Top Interview

# 10. The HINO Credo & Course of Action

- 10. The HINO Credo
- 11. The Course of Action: One Slogan and Three Goals
  - •Best-fit products incorporating safety and environmental technologies
  - •Total Support customized for each vehicle
  - New Activity Areas

# 18. CSR Management

- 18. HINO Motors Group CSR
- 20. SDG Contribution

### 21. Special Feature

- 21. Working with Customers to Revitalize Communities Sharing in the Joys of Life on Minami Daito
- 24. Measures to Support Regional **Distribution and Logistics** Origins of "Total Support"

# 27. ESG Initiatives

### 28. Environment

- 28. Environmental Management
- 35. Material Balance
- 36. Hino Environmental Challenge 2050
- 65. Key Performance Data

### 66. Social

- 66. Safety 72. Health
- 76. Quality
- 80. Human Resources "Creation" and Work Styles
- 92. Supply Chain
- 94. Social Responsibility Initiatives

### 98. Governance

- 98. Corporate Governance
- 101. Interview with **Outside Director**
- 103. Compliance and Risk Management

# 106. ESG data and others

- 106. ESG data
- 107. GRI Standard Content Index
- 124. ISO 26000 Reference
- 125. Editorial Policy
- 126. Third-Party Review

HINO SUSTAINABILITY REPORT 2018 HINO SUSTAINABILITY REPORT 2018

<sup>\*2</sup> Fiscal Year ended March 31, 2018 (consolidated)

# HISTORY of

# **Hino Motors**

In 1917, Hino Motors successfully test produced Japan's first 100% domestically designed and manufactured truck, applying its technology to help promote the movement of people and goods. After World War II, Hino Motors supported Japan's reconstruction with trailer trucks equipped with diesel engines. The Company went on to develop the trucks and buses that were responsible for mass transportation during Japan's period of high economic growth. In more recent years, Hino Motors has taken on social challenges related to the movement of people and goods by leveraging cutting-edge technologies including AI and IoT. Today, Hino Motors is embracing the new challenges of a period of revolutionary change the likes of which is seen only once a century.



TGE Model A Truck (1917) Japan's first 100% domestically produced truck was the starting point for Hino Motors



T10 and T20 Model Trailer Trucks (1946) This 100% domestically produced heavy-duty trucks inspired and encouraged the people of Japan in the aftermath of the war.



Contessa 1300 Deluxe (1964) The Contessa 1300 Deluxe was designed as a world car and exhibited at the 11th Tokyo Motor Show. It received rave reviews from around the globe for its high performance and design



 Super Dolphin Series (Dolphin Turbo 8.8)(1981)

This marked the birth of a powerful low-emission vehicle loaded with new ideas and technologies. including the world's first downsized engine using a curved impeller and



### HIMR (1989)

HINO600

American Truck Dealers

HIMR was the world's first hybrid bus, and was unveiled at the 28th Tokyo Motor Show It was commercially launched in 1991.

Developed the common bonnet-type truck

for the North American market. It was

subsequently named the 2011 Truck of

the Year (in the medium-duty category) by



### Hino Dutro Hybrid

Addressing the world's increasingly severe environmental challenges, in 2003 Hino Motors developed the Dutro light-duty truck, which is equipped with a hybrid system. It has since become and remains the flagship model among Hino Motors' hybrid vehicles.



### Hino Poncho

Featuring a low floor that makes it easy to get on and off, which is ideal for community buses, it won the 2006 Good Design Award

2000s

A Member of the

In 2001, Hino Motors

became a wholly owned

subsidiary of Toyota Motor

Corporation and assumed

Group's bus and truck

business under the HINO

brand. In 2007, overseas

sales volume exceeded

the first time

2001

domestic sales volume for

2005

responsibility for the Toyota

Toyota Group



### Hino Profia & Hino Ranger

In 2017, the Hino Profia heavy-duty truck was fully remodeled for the first time in 14 years and the Hino Ranger for the first time in 16 years. In addition to improved safety features and fuel efficiency performance, the new models offer superior riding comfort.



2010s

a century.

A New Challenge as a

**Truly Global Company** 

Amid tougher global

As the next-generation heavywith an Emergency Driving Stop

# Hino S'elega

environmental regulations, the EV shift accelerated. With the advancement of ICT technology, expectations for connected cars and autonomous driving grew, and the automotive

industry faced a major turning point

the likes of which is seen only once

duty tourist bus offering significantly improved safety features that came standard System (EDSS), a world first for a truck or bus, the Hino S'elega underwent a minor model change in 2018.

# Our challenge

# 1910s

### From Gas Lamps to **Auto Industry**

The history of Hino Motors began with the establishment of Tokyo Gas Industry Co., Ltd. in 1910. At the time, the gas business was a symbol of modernization, but the Company entered the auto industry, looking further ahead



1929

1923

# 1940s

### **Diesel Engine Trucks Contribute to Post-War Recovery**

Utilizing diesel engine technology developed during the war, Hino Motors developed large-scale trailer

1947

1947

# 1950s

# **Laying Foundations** as a Comprehensive

This marked the beginning of the high-growth period. Riding an economic wave, automakers continued to increase production, and fullfledged motorization began.

# 1960s

1963

# The Challenge of Motorization

In 1966, Hino Motors began a partnership with Toyota Motor Corporation. While production of Hino Motors' passenger cars will be discontinued, production of the Toyota HILUX commences at the Hamura Plant, laying the foundation for the Toyota-Hino alliance.



1964

1969

# 1970s

**Hino Motors Becomes the** Top Truck Manufacturer by Refining Technologies in an Era of Emissions Regulations

Diesel vehicle exhaust emissions regulations began the following year in 1974 when Hino Motors became Japan's heavy- and medium-duty truck market share leader. With regulations gradually becoming stricter, the engineering team continued working hard to pass standards.



# 1990s

# World's First Hybrid

1980s

In the 1980s, automakers competed for various technologies. Hino Motors' engineering team reached new heights of success with a proprietary environmental technology, thereby pioneering the subsequent hybrid era.



1986

## From Hino of Japan to Hino of the World

On the occasion of the company's 50th anniversary, Hino revamped its corporate philosophy and logo mark. With the strong yen forcing companies to relocate overseas. Hino Motors focused on building a global



1991





1993

# 2012 2016 2011

# Shin

# goes on

1954

1951



1939

1945

 Company split and establishment of Hino Heavy Industry Co., Ltd. Photo shows a Hino factory at the end of World War II



Partnership with Renault S. A. Hino Motors formed a technical tie-up with Renault and produced the Renault 4CV compact passenger car (1953-1961).



Partnership with Toyota Motor Corporation

Hino Motors, Ltd. and Hino Motor Sales, Ltd. (now Tovota Motor Corporation) created a business alliance.



1989

Dakar Rally

Hino Motors participated in its first Dakar Rally in 1991. In 1997, it swept 1st, 2nd, and 3rd places, proving to the world that its vehicles' can perform in harsh environments. 2018 marked Hino's 27th consecutive



Koga Plant

With the aim of building a global production system, Hino Motors reorganized this domestic plant, turning it into its largest and most advanced plant. Koga Plant began full-scale operation in 2017 as the mother plant for medium- and heavy-duty vehicle production.



Partnership with Volkswagen Truck & Bus Hino Motors reached an agreement with Volkswagen Truck & Bus (now TRATON GROUP) to build a strategic cooperative relationship