

Corporate Information

Company Name Hino Motors, Ltd.

Business Lines Trucks and buses, commercial vehicles and passenger cars produced for Toyota Motor Corporation, automotive and industrial diesel engines, vehicle parts, others

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

Founded August 1, 1910

Established May 1, 1942

Paid-in Capital 72.7 billion yen*¹

Number of Employees*¹

34,069

Net Sales*²

1,981.3 billion yen

Operating Income*²

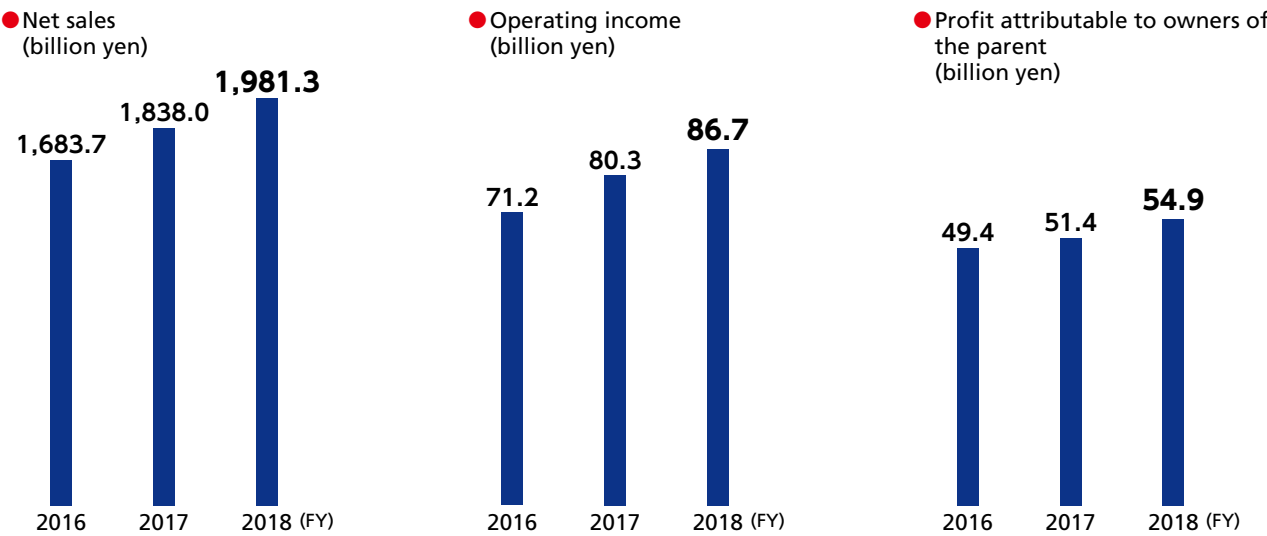
86.7 billion yen

Profit attributable to owners of the parent*²

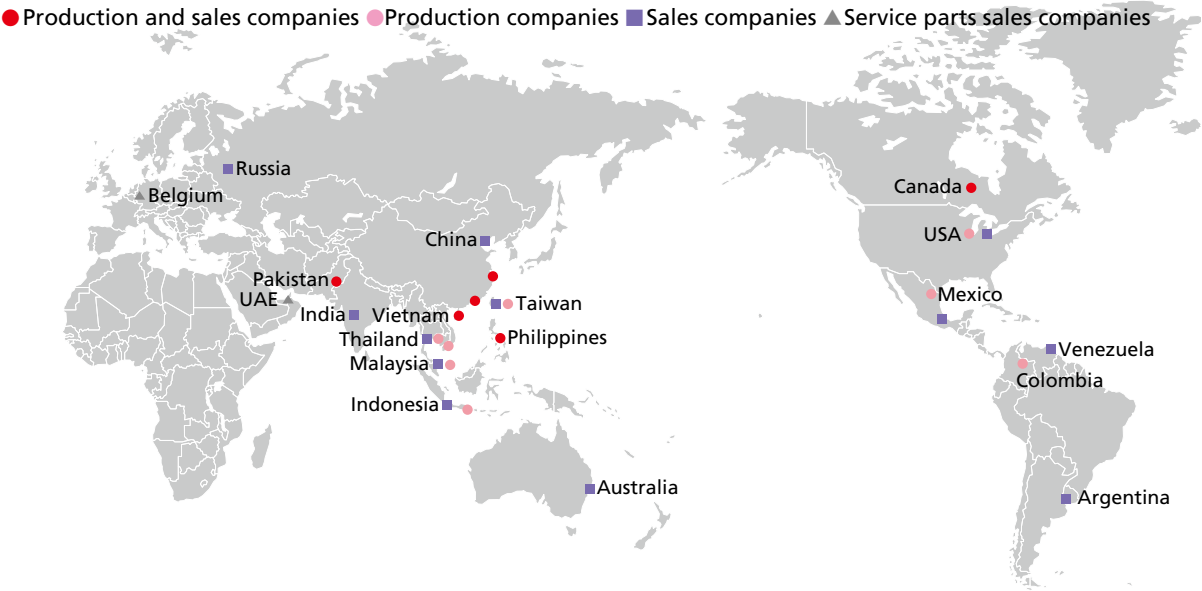
54.9 billion yen

*1 As of March 31, 2019 (consolidated)
*2 Fiscal Year ended March 31, 2019 (consolidated)

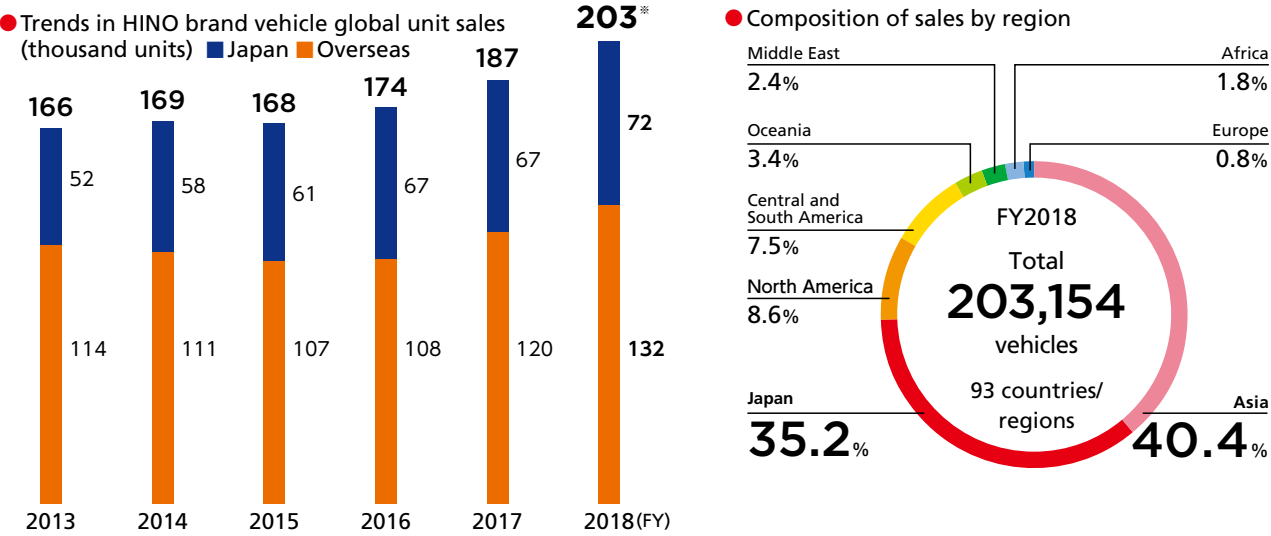
Trends in business results



Overseas Business Entities (companies in which Hino has an investment) As of July 2019



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

12. Realizing a sustainable world

12. Hino Motors business mode

14. Challenge 2025, the medium to long-term strategy

17. The 3 Goals

- Best-fit products incorporating safety and environmental technologies
- Total Support customized for each vehicle
- New Activity Areas

24. Hino's Strategies and

Initiatives and the Sustainable Development Goals (SDGs)

34. CSR Management

36. Special Feature

36. Working with Customers to Revitalize Communities

Sharing in the Joys of Life on Minami Daito Island

39. Measures to Support Regional Distribution and Logistics
Origins of "Total Support"

43. ESG Initiatives

44. Environment

44. Hino Global Environment Charter

45. Hino Environmental Challenge 2050

76. Key Performance Data

77. Environmental Management

83. Material Balance

84. Social

84. Safety

90. Health

94. Quality

99. Human Rights

100. Human Resources "Creation" and Work Styles

113. Supply Chain

115. Social Responsibility Initiatives

119. Governance

119. Corporate Governance

122. Interview with Outside Director

124. Compliance and Risk Management

127. ESG data and others

127. ESG data

128. GRI Standard Content Index

145. ISO 26000 Reference

146. Editorial Policy

147. Third-Party Review

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 turbo compressor.



● **HIMR (1989)**
HIMR was the world's first hybrid bus, and was unveiled at the 28th Tokyo Motor Show. It was commercially launched in 1991.



● **HINO600**
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 American Truck Dealers.



● **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 Ranger**
In 2017, there was a full model change for the first time in 16 years. In 2018, minor changes were made to improve safety performance, fuel efficiency, and comfort.



● **Hino Profia Hybrid**
Newly released in 2019, it is equipped with the world's first hybrid system that uses AI. It contributes to reducing environmental load and driver fatigue while maintaining the basic performance of a diesel vehicle.



● **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.



● **Hino S'elega**
As the next-generation heavy-duty tourist bus offering significantly improved safety features that came standard with an Emergency Driving Stop System (EDSS), a world first for a truck or bus, the Hino S'elega underwent a minor model change in 2018.

● **Hino Blue-Ribbon Hybrid Articulated Bus**

Hino Motors jointly developed Japan's first hybrid articulated bus with Isuzu Motors, Ltd. to solve societal problems such as environmental issues and a shortage of drivers in the transportation industry. It is the world's first fixed-route bus to have EDSS as standard equipment, achieving both mass transportation and a high degree of safety.



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 to a new era.



1940s

Diesel Engine Trucks Contribute to Post-War Recovery

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



1950s

Laying Foundations as a Comprehensive Automaker

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

1960s

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.



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.

1980s

Hino becomes a leader in environmental technology

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.

1990s

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 system.



2000s

A Member of the Toyota Group

In 2001, Hino Motors became a wholly owned subsidiary of Toyota Motor Corporation and assumed responsibility for the Toyota Group's bus and truck business under the HINO brand. In 2007, overseas sales volume exceeded domestic sales volume for the first time.



2010s

A New Challenge as a Truly Global Company

Amid tougher global 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 a century.



2018~

Accelerating business innovation to resolve customer and world issues

The medium- to long-term management strategy, Challenge 2025, was announced in October 2018 with the aim of resolving customer and world issues. Hino promote the cultivation of partners with the same intentions keep tackling challenges in new activity areas.

Toward the Future

1914	1923	1929	1939	1945	1947	1947	1954	1958	1963	1964	1969	1970	1972	1985	1986
Outbreak of World War I	Great Kanto Earthquake	Great Depression	Outbreak of World War II	End of the war	Hideki Yukawa receives Nobel Prize in Physics	Enforcement of the Constitution of Japan	1st Tokyo Motor Show	Tokyo Tower opens	Creation of Japan's first super highway, the Meishin Expressway	Tokyo Olympics	Tomei Expressway opens	Osaka Expo	The reversion of Okinawa to Japan	Plaza Accord	Enforcement of the Equal Employment Opportunity Act for Men and Women



● **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).



● **First global expansion**
Hino's first steps toward global expansion were taken in 1962 when the first overseas distributor, Victory Automobiles Co., Ltd., was created in Thailand, and the first overseas manufacturing company, Hino Motor Sales (THI), was later established in 1964.



● **Partnership with Toyota Motor Corporation**
Hino Motors, Ltd. and Hino Motor Sales, Ltd. (now Toyota Motor Corporation) created a business alliance.

1991	1993	1995	1997	2001	2005	2008	2011	2012	2016	2018	2019	2020
Collapse of the bubble economy	Birth of the EU	Kobe Earthquake	Kobe Earthquake	World Trade Center terror attack	Exposition of Global Harmony (World Exposition) Held in Aichi, Japan	Lehman Brothers' collapse	Great East Japan Earthquake	Tokyo Sky Tree opens	Hokkaido Shinkansen goes into operation	Heavy rainfall in Western Japan	New era name, Reiwa	Tokyo Olympic Paralympic Games



● **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 appearance.



● **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.



● **Partnering with MONET to expand Maas platform**
Hino entered into a capital/business alliance with MONET Technologies, which is jointly owned by Toyota Motor Corporation and Softbank Corp., To realize innovation in mobility, Hino strives for resolving customer and world issues and creating new values.