

CHALLENGE! 6 Challenge of Minimizing the Impact on Biodiversity

TARGET At each site

Establishing a future Society in Harmony with Nature



In recent years, biodiversity is rapidly disappearing around the world. Taking the speed of extinction of wild animals and plants as an example, it is said that one species becomes extinct every seven minutes (according to the Ministry of the Environment’s website). The Hino Group receives immeasurable benefits from this biodiversity, while at the same time developing its influential business.

We will reduce as much as possible the impact that the Hino Group’s business has on biodiversity and take on the challenge of creating a future where people and nature coexist in harmony.

Reduce future impact:
Community development and networking

Conservation of biodiversity for the next generation



Because the preservation of biodiversity is a problem that is not limited to the present and requires a long-term perspective, Hino motors will proactively conduct biodiversity education and hold related events to gain interest within that of local children, who will be the next generation’s leaders. And it must build a system that addresses the entire region according to local characteristics through interaction with local communities, governments, and related organizations, along with collaboration and the promotion of subsidies for biodiversity-related activities in surrounding areas.



Reduce impact on local community:
Protect biodiversity

Protection of all species



The Hino Group will protect distinctive regional biodiversity in line with those characteristics by preserving rare and native animals and plants and eliminate non-native species. In addition, Hino Motors will contribute to ecosystem continuity in each area around its businesses and to the creation of an ecosystem network by proactively planting trees and developing the biotope after considering regional characteristics.



Considerations toward Biodiversity

Protection

Hino Motors has endorsed the Japan Business Federation's Declaration on Biodiversity, and after having also incorporated individual targets into the Company's five-year Environment Initiative Plan, in fiscal 2015 the Hino Motors Biodiversity Guidelines were formulated and the direction for Company activities and specific initiatives on biodiversity were set out and are now being advanced.

Going forward, the Company will promote various initiatives in consideration of biodiversity in accordance with the Biodiversity Guidelines in order to ensure coexistence with the ecosystems around Hino Motors and to continue to grow as a company. At the same time, Hino Motors plans to actively incorporate participation-based activities for employees as a means of tackling the issue of raising awareness and environmental consciousness among employees.

Biodiversity Initiatives

- Further pursuit of environmental technologies in products
- Consideration for regional water resources
- Contribution to biodiversity through steady promotion of environmental initiatives (CO₂ reduction, resource conservation, etc.)
- Collaboration and cooperation with communities
- Active information disclosure

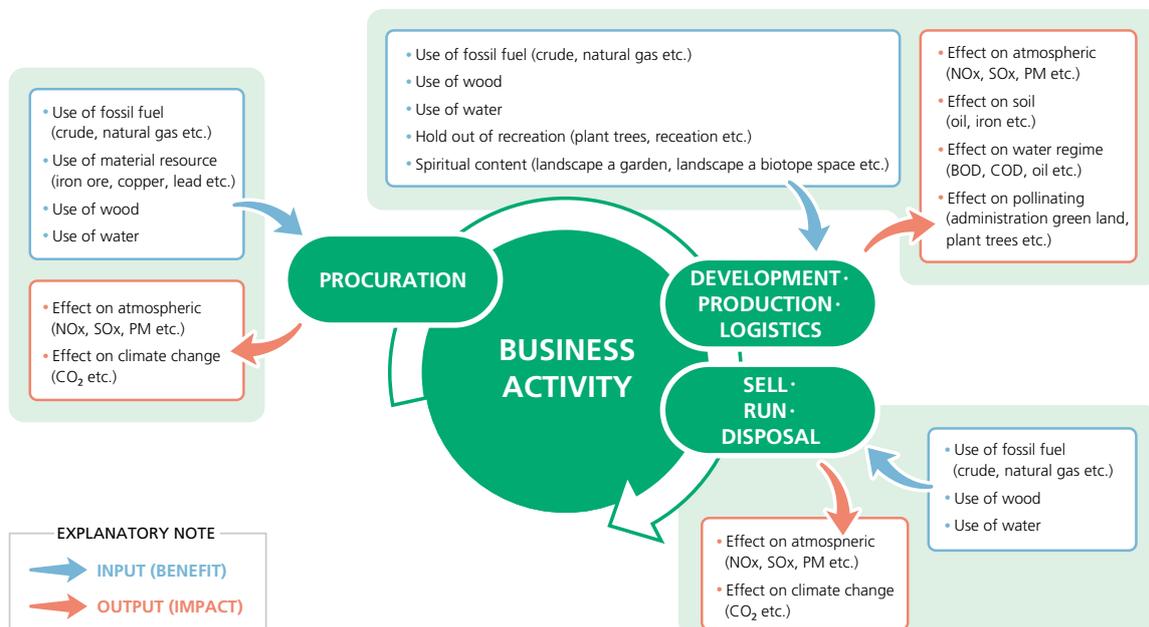
Categorizing the Interrelationship of Business Activities and Biodiversity

Protection

Referring to the Business & Biodiversity Interrelationship Map (see diagram below) devised by the Japan Business Initiative for Biodiversity (JBIB), Hino Motors has categorized benefits and impacts at each stage of the product life cycle. In this way, in the course of its business activities, Hino Motors simultaneously benefits from and impacts nature in the product life cycle as a whole. Hino Motors recognizes that every action counts, no matter how small. The Company is committed to reducing its environmental impact on biodiversity and ensuring that its business does not adversely affect surrounding ecosystems.



● Business & Biodiversity Interrelationship Map



Examples of Initiatives

Protection

◆ Plant and animal surveys at all business sites

In order to understand the ecosystems around its business sites, Hino Motors has implemented surveys into the habitats of plants and animals, predominantly in the green spaces and rivers in and around the sites. These surveys have shown the presence of many rare species that are on the International Union for Conservation of Nature (IUCN) Red List (list of threatened animal and plant species), including the soft-shelled turtle and White's thrush.

Aiming to ensure harmonious coexistence with the abundance of nature, Hino Motors will take various initiatives concurrently and also continue to implement regular plant and animal surveys.



Plant and animal surveys being implemented



Soft-shelled turtle



White's thrush



Goats at Koga Plant

◆ The "Hinodai no Mori" Garden

The "Hinodai no Mori" is a garden of approximately 6,000 square meters located at Hino Motors' head office. This garden was first cultivated in 1970, coinciding with the completion of the head office building. Beginning with the 13 cedar trees that were planted at the time of Hino Motors' foundation, the garden is today a lush growth of natural vegetation that harmoniously blends the spontaneity and strength of nature with abundant freshwater. Cultivated as an oasis of nature in the Musashino area, the garden is home to a wide variety of insects including cicadas, grasshoppers and water striders as well as such small birds as egrets.

Looking ahead, Hino Motors will continue to maintain and protect this natural treasure.



Hinodai no Mori

◆ Surveying the Ecosystem at a River Near the Koga Plant

At the Koga Plant, an educational event about aquatic organisms was held with local elementary school students at a regulating pond within the plant that directly connects to surrounding rivers.

As a result, many aquatic organisms in the area were identified and students learned how they are surrounded by rich ecosystems. This was an occasion to reaffirm that the Company must never forget to consider the surrounding organisms as it continue with its business activities.



Environmental Management Material Balance Hino Environmental Challenge 2050

CHALLENGE! 1 CHALLENGE! 2 CHALLENGE! 3 CHALLENGE! 4 CHALLENGE! 5 **➤ CHALLENGE! 6** Key Performance Data

Environmental Education

Conservation of biodiversity

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.



Environmental education class

● Number of students who received environmental training in FY2017

	Administrative/ Technical positions	Technical positions	Total
Number of students who received training	148	456	604

◆ Hino Motors Releases Environmental Newsletter

Published quarterly for all employees, with its focus on environmental news, the "Environment in the News" newsletter summarizes world and industry trends.

Every employee is interested in environmental issues and the newsletter is a chance for each person to consider what they can do.



◆ Cleanup Events in Areas Surrounding Business Sites

The Hino Plant, Hamura Plant, Nitta Plant and other nearby Group companies also cooperate and conduct local cleanup activities in areas surrounding each business site. Hino Motors seeks to raise environmental awareness and commuting etiquette by having employees perform the actual cleanup work.



Hamura Plant

◆ 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 turn off their illuminated signboards and other lights for the campaign. A large number of Group companies also participate in the campaign, including domestic dealers.



Hamura Plant main gate unlit at night



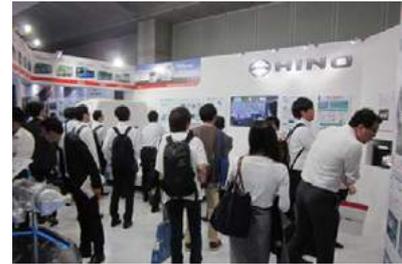
Hamura Plant main gate lit at night

Environment-Related Communication with Stakeholders **Conservation of biodiversity**

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 2017 Automotive Engineering Exposition in Japan, displaying Hino vehicles, engines, and other items. This event was an opportunity for visitors to deepen their understanding of engine structure and Hino’s next-generation vehicle initiatives.



Exhibition Booth Crowded with Visitors

◆ 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

◆ Introduction of environmental initiatives to overseas governments

The Ministry of Environment and Forestry (Indonesia) visited a Hino plant to observe Hino Motors’ environmental conservation measures. Along with introducing Hino Motors’ environmental initiatives, it served as a venue for a valuable information exchange to introduce local environmental conservation measures.



Officials from the Indonesian Ministry of Environment and Forestry

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. Going forward, the Hino Green Fund plans to continue providing steady and reliable assistance to various programs and activities and to conduct events.



Fish catching experience (experiential events)

