

### **Hino's New Corporate Philosophy: The "HINO Way"**

The report of the special investigation committee composed of outside experts pointed out certain issues related to the company's corporate culture, such as sectionalism, workplace bullying, and a focus on top-down hierarchy, as the background to certain misconduct occurring within the company, and also highlighted the fact that compliance was not given sufficient importance. We believe that to change the corporate culture, it is necessary to not only to adopt a new structure and system to ensure compliance, but also to ensure that each and every officer and employee shares a common set of values and acts accordingly. The corporate culture that has developed within the company cannot be changed overnight, and we are prepared to take strong measures to achieve the "HINO" Way".

The new corporate philosophy, the "HINO Way," disseminated within the company in June 2022, goes back to Hino's original goal of contributing value to customers and society. It summarizes the values and ideals that each and every officer and employee should have. With this new corporate philosophy as the foundation of the conduct of each and every officer and employee, we are promoting the following initiatives to foster a corporate culture that will prevent the repetition of past mistakes.

#### <Initiatives for Dissemination to Each and Every Officer and Employee>

- Efforts to convey the essence of the corporate philosophy
  - Presentation of the new corporate philosophy to the entire company by the corporate philosophy revision project members, together with an explanation of the concepts underlying the new corporate philosophy.
  - Briefing all General Managers on the HINO Way.
- Dissemination through dialogue: Meetings and training sessions by job level, department, and combined job levels are scheduled to be held to ensure that each person understands the HINO Way on an individual level.
- Use of dissemination tools: Increasing the opportunities to reflect on the new corporate philosophy by distributing pamphlets and small materials to all officers and employees, electronically through the intranet and PC startup screens, and physically through posters and visual reminders.

## The HINO Credo

### Corporate Mission

We make a better world and future by helping people  
and goods get where they need to go.

### Core Principles



We are committed to  
acting with integrity and  
in a compliant manner.



We support a future society by  
committing to safety and  
environmental sustainability.



We respect diversity and  
inclusion, and build a safe  
working environment.

We support the businesses of  
our customers by committing  
to quality and professionalism.

[Reference Link] [https://www.hino-global.com/corp/about\\_us/hino\\_credo.html](https://www.hino-global.com/corp/about_us/hino_credo.html)