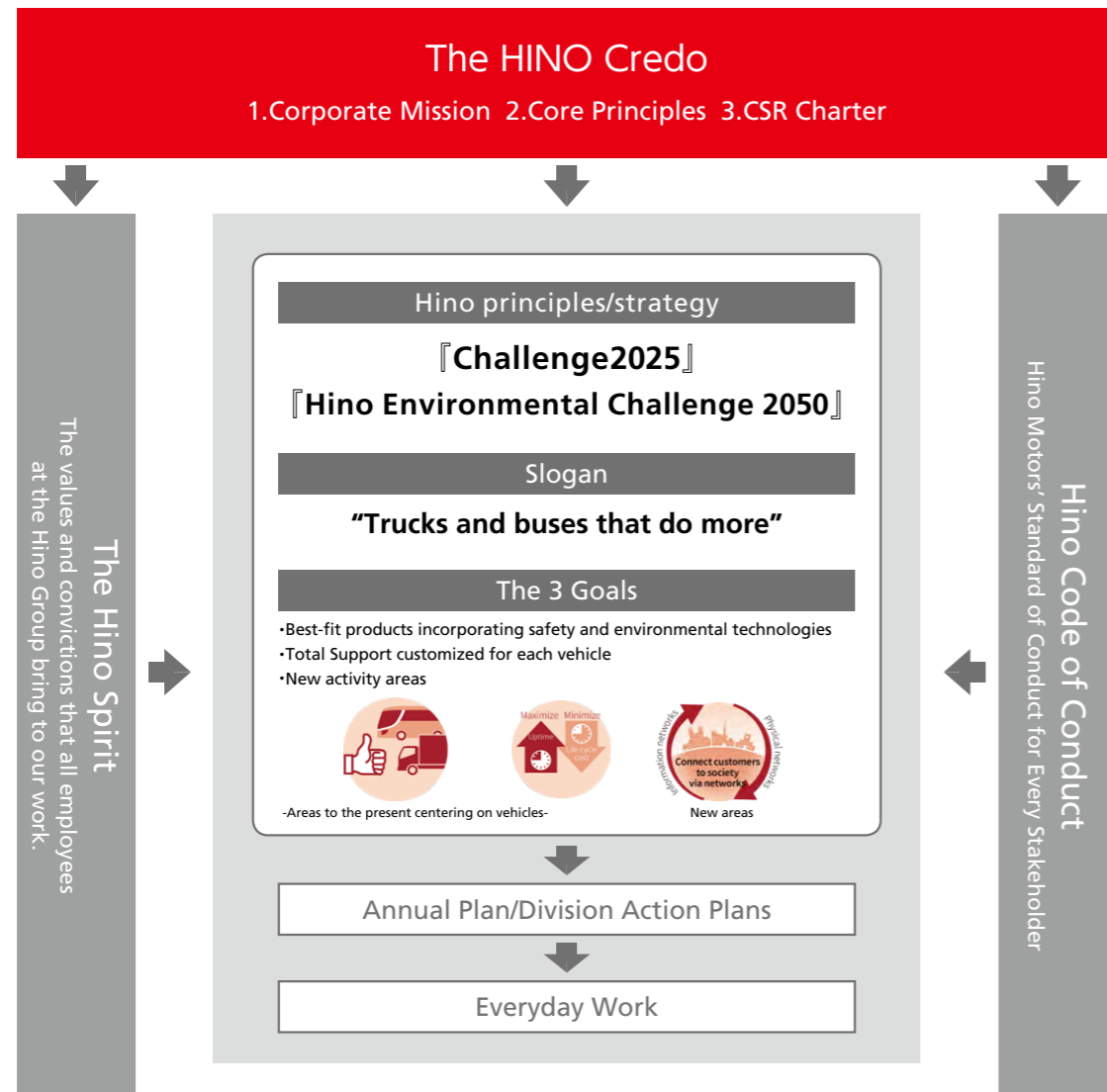


The HINO Credo & Course of Action

Creed & Course of Action

The Hino Motors Creed & Course of Action are composed of the HINO Credo, which expresses our stance on contributing to society as a commercial vehicle manufacturer of trucks and buses, the medium- to long-term strategy called "Challenge 2025" and "Hino Environmental Challenge 2050", and the standards of judgment and values for actions that every executive and employee should take.

Based on this Creed & Course of Action, the global "Team Hino" works as one to continue endeavors to achieve "a sustainable world that is prosperous and pleasant to live in" where people and goods move freely, safely, and efficiently with environmental responsibility.



The HINO Credo Hino Code of Conduct

Challenge 2025 ("Envisioning 2025" announced in October 2018) Hino Environmental Challenge 2050

The HINO Credo & Course of Action

1. Corporate Mission

"To make the world a better place live by helping people and goods get where they need to go—safety, economically and with environmental responsibility—while focusing on sustainable development."

2. Core Principles

1. Earn the world's trust as a global manufacturer of commercial vehicles
2. Develop and maintain innovative technologies that enable us to provide customers with useful products and services
3. Integrate sustainability, social concern, and a keen awareness of change into our plans for growth
4. Respect the diversity of our employees, and build a vibrant corporate culture

3. CSR Charter

To customers

We meet our customers' expectations by providing useful products and services.

To employees

We respect each individual employee, and strive to create a workplace that fosters personal growth.

To business partners

We build relationships of trust by engaging in open communication, with mutual prosperity as our goal.

To shareholders

We work hard to anticipate changes in the business environment in order to improve the Hino Group's corporate value.

To the international and local communities

- We strive to provide products that are safe and environmentally friendly, pursuing a responsible balance with the environment in all of our corporate activities.
- We strive to contribute to local communities in all the regions where we do business.
- We are devoted to good corporate citizenship, complying with laws and regulations and maintaining high ethical standards.