

Changes to Hino Motors' Organizational Structure and Personnel Assignments

Hino Motors, Ltd. announces organizational and personnel transfers effective April 1.

1. Changes to the Organizational Structure (April 1, 2026)

Establish Project Planning & Management, Solution Business Function in Product & Business Management Office. Promote as a material issue for business unit..

2. Changes in Head of Office, Chief Officer (April 1, 2026)

Name	NEW	Current
Norio Yoshida	Head of Compliance & Legal Office CCO(Compliance)	Head of Compliance & Legal Office CCO(Compliance) Officer of Internal Audit
Naoki Sato	Head of Product & Business Management Office COO(Operating) Head of Human Resources Office CHRO (Human Resources)	Head of Product & Business Management Office COO(Operating)
Yasushi Nakano	Head of Finance & Accounting Office CFO(Financial) Head of General Affairs Office	Head of Finance & Accounting Office CFO(Financial)
Tokuichi Shiga	Head of Monozukuri Office CMO(Monozukuri) Hino Plant Manager	Head of Monozukuri Office CMO(Monozukuri)

3. Changes in Head of Function, Plant Manager (April 1, 2026)

Name	NEW	Current
Takashi Unrinin	Head of Project Planning & Management, Solution Business Function	Project Planning & Management Dept. General Manager
Takahiro Hariu	Nitta Plant Manager Koga Plant Manager	Nitta Plant Manager

4. Changes in Head of Office, Chief Officer, etc. structure (April 1, 2026)

※Bold underlining indicates changes

Office	Head of Office, Chief Officer	Function	Head of Function, Plant Manager, Deputy Chief Officer
Compliance & Legal	< Head of office, CCO(Compliance)> Norio Yoshida		<DCCO(Compliance)> Akio Sasaki <DCCO(Compliance)> Makoto Wakimura <DCCO(Compliance)> Marek Tatur
Quality Assurance	<Head of office, CQO(Quality)> Masahiro Ono		
Product & Business Management	<Head of office, COO(Operating)> Naoki Sato	Business <u>Project Planning & Management, Solution Business</u>	< Head of Function > Toru Matsukawa <u>< Head of Function ></u> <u>Takashi Unrinin</u>
Digital Strategy & Solution	<Head of office, CDO(Digital)> Kyotaro Hagiwara		
Technology Development	< Head of office, CTO(Technology)> Koichi Ohata		<DCTO(Technology)> Satoshi Metoki
Purchasing	<Head of office > Shigeki Sugiu		

Office	Head of Office, Chief Officer	Function	Head of Function, Plant Manager, Deputy Chief Officer
TS	<Head of office, CTSO(Total Support)> Nozomu Harada	Japan Area TS Overseas TS Basis of TS	<Head of Function> Yoshiki Ohno <Head of Function> Ken Iwamoto <Head of Function> Junichi Kato
Supply Chain Management	<Head of office, CLO(Logistics)> Yoshikazu Yamane		
Production Planning & Production Engineering	<Head of office> Masahiro Amano		
Monozukuri	<Head of office, CMO(Monozukuri)> Tokuichi Shiga	<u>Hino Plant</u> Nitta Plant <u>Koga Plant</u>	<u><Plant Manager></u> <u>Tokuichi Shiga</u> <Plant Manager> Takahiro Hariu <u><Plant Manager></u> <u>Takahiro Hariu</u>
Finance & Accounting	<Head of office, CFO(Financial)> Yasushi Nakano		
Strategy	<Head of office, CSO(Strategy)> Manabu Koshimizu		
Human Resources	<u><Head of office,</u> <u>CHRO(Human Resources)></u> <u>Naoki Sato</u>		
General Affairs	<u><Head of office></u> <u>Yasushi Nakano</u>		