



UD TRUCKS



Better Life report FY2025

UD Trucks Corporation

April 2025

Going the Extra Mile

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About this report

UD Trucks publishes a sustainability activity report every year for the purpose of providing stakeholders with information about its environmental, social and governance initiatives.

Scope of the report

This report covers the activities of UD Trucks Corporation.


Reporting period

This report mainly covers results and activities in fiscal year 2025

Published in April 2025

Editors: Imelda Sitorus, Nathan Simatupang and Fengyi Sun





For 90 years, UD Trucks has provided innovative trucks and transportation solutions the world needs today and tomorrow

Sales and servicing in **59** countries

UD Trucks has an extensive network of dealers offering sales and servicing in 59 countries. The UD Trucks Group provides 24-hour, 365-day support to commercial vehicle operators and drivers, including a telematics service connecting about 80,000 trucks around the world.

21,300 trucks sold globally in FY2024

UD Trucks sold 21,300 trucks globally in FY2024, meeting a wide range of transport needs with its diverse lineup of truck models.

90 years of history

Founded in 1935 as a diesel engine manufacturer, UD Trucks has always been a challenger at heart, responding to the needs of customers and the times

Diverse workforce of **8,664** employees

In Japan: **6,386**

Outside Japan: **2,278**

With employees from 48 countries working worldwide, UD Trucks recognizes that promoting a diverse workplace in which all employees can make the most of their abilities will lead to its continued success.

As of February 2025 data

UD Trucks Sustainability in numbers 2024



Reduction of Energy Usage

13.5% in Ageo (2024 vs 2023)

UD Trucks has extensive efforts to reduce energy usage by embedding sustainability into its operations and providing innovative transport solutions. These efforts are aligned with the company's ESG framework, which supports its purpose of delivering a Better Life for the planet.



Recycle rate

99.9% (2024)

UD Trucks has made significant strides in sustainability by achieving a high recycling rate of total waste reused or recycled at its Ageo and Gunma facilities. By focusing on waste reduction and recycling, UD Trucks demonstrates its dedication to responsible manufacturing practices and sustainability leadership within the transport industry.



CO2 reduction from renewable energy

700t

UD Trucks has achieved a significant sustainability milestone with the installation of solar panels at its Bangkok site, resulting in a reduction of CO₂ emissions. This initiative reflects UD Trucks' commitment to environmental responsibility and its ongoing efforts to create a cleaner, more sustainable future. The next phase of this solar initiative is planned for 2025 in Pretoria, South Africa, further expanding UD Trucks' renewable energy efforts across its global operations.

Employees are from

48 Countries

UD Trucks aims to create an international environment and a diverse and inclusive workforce, we now employs individuals from 48 different nationalities.

Females Form

5.8% of Leaders

UD Trucks respects and actively promotes gender diversity, resulting in 27% of women in the workforce and 5.9% of our leadership positions being held by women.(as of March 2024)

Quality Satisfaction

No.1 in Japan

UD Trucks has consistently made efforts to maintain high product quality. According to our Business and Consumer Surveys (BCS) in Japan, customer satisfaction with UD Trucks' quality ranks the highest among truck brands in the country.

In line with our Better Life purpose, management is working hand in hand with the Company's diverse employees to bring benefits to our customers and communities around the world.

As we enter 2025, the world continues to navigate a complex and evolving landscape. Economic uncertainty, rising inflation, supply chain disruptions, and geopolitical tensions have created challenges for industries worldwide, including the commercial vehicle sector. At the same time, rapid advancements in technology, stricter environmental regulations, and a growing commitment to sustainability are reshaping the future of transportation.

At UD Trucks, we remain steadfast in our mission to provide innovative and sustainable transport solutions that contribute to a **Better Life for the planet, for the people, and for growth**. Our commitment to reducing carbon emissions is stronger than ever, in alignment with **Isuzu Group's Environmental Vision 2050**. We continue to integrate renewable energy in our operations, enhance the efficiency of our products, and collaborate with stakeholders to drive sustainability across the entire value chain.

Despite global challenges, we see great opportunities ahead. The demand for **low-emission and high-efficiency trucks** is increasing, and we are committed to leading this transformation. Through **digitalization, automation, and alternative fuel solutions**, we are shaping the future of commercial mobility while ensuring reliability, safety, and customer satisfaction remain at the heart of our business.

Our **diverse and dedicated team** continues to be our greatest strength. By fostering an inclusive workplace and investing in talent development, we are equipping our people with the skills and knowledge needed to navigate this rapidly changing world.

As we move forward, UD Trucks will continue to evolve, adapt, and **go the extra mile** to support our customers, partners, and communities. Together, we will overcome challenges and build a more sustainable, resilient, and prosperous future for all.



Koichi Ito

President and CEO,
UD Trucks Corporation

Our purpose: The Better Life

Our **PURPOSE** is to provide a Better Life for the planet, for the people, and for growth.

We believe that our role as a transport solutions provider extends beyond the transportation industry, and that we have a responsibility to contribute to a better life for all.

Our purpose represents our commitment to this responsibility, and our dedication to serving our customers with sustainable and innovative transport solutions.

Our **VISION** is to be the sustainability leaders delivering innovative transport solutions.

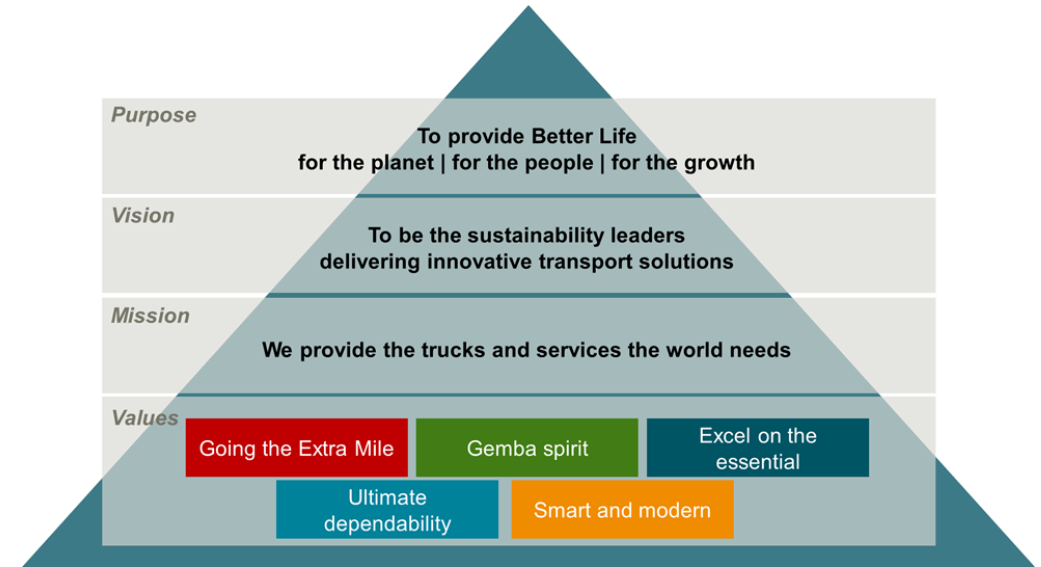
We believe that sustainability is the key to creating a better future, and that innovation is the key to achieving this sustainability.

Our vision represents our aspiration to lead the industry with sustainable and innovative transport solutions that make a meaningful impact on our society and environment.

Our **MISSION** is to provide the trucks and services the world needs;

At UDT, we understand that transport is an essential part of modern life, and that it has the power to improve the quality of life for all.

Our mission represents our commitment to providing the trucks and services that meet the changing needs of society, and our dedication to being the Heavy-Duty Specialist.



Finally, our **VALUES** guide us in everything we do.

We believe in going the extra mile, embracing the Gemba spirit, excelling on the essential, delivering ultimate dependability, and being smart and modern in our approach.

UD Trucks Sustainability Goal

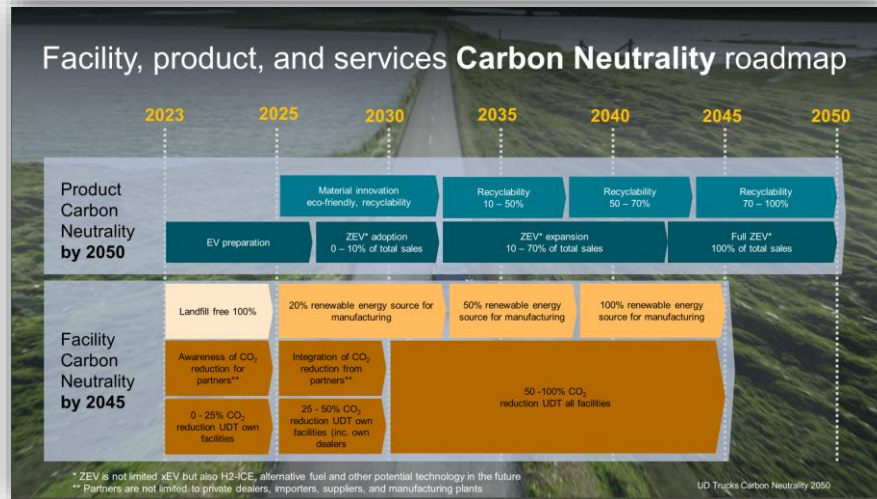


Our carbon neutrality goal is in line with our Better Life strategy, as UDT communicates to the global community our commitment to emerging as a frontrunner in sustainable transportation solutions.

UDT is responsible for ensuring that the company's goals are in harmony with Isuzu Group, the United Nations, and other pertinent authorities.

This objective will establish the basis for our organization to strive for carbon neutrality across all aspects, including products, services, and operations.

Additionally, as a company, it is required for us to declare our commitment to carbon neutrality publicly. Therefore, we also disclose our sustainability data via disclosure initiatives, such as GX League.

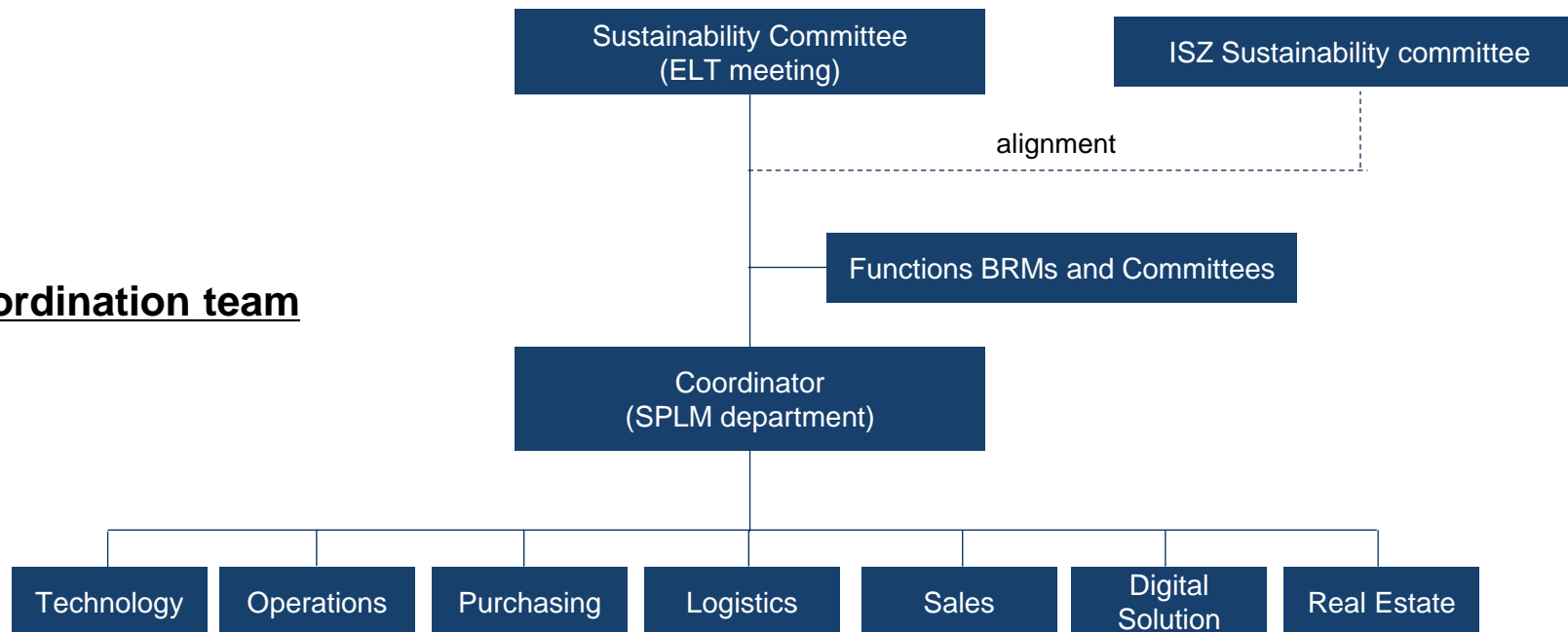


UD Trucks Sustainability Governance

The UDT Sustainability Committee, which includes members of the ELT, oversees the overall sustainability strategy and activities. They work in collaboration with the ISZ Sustainability Committee to ensure alignment and support for the initiatives. This governance structure ensures a coordinated and comprehensive approach to achieving sustainability targets, leveraging expertise and resources across various committees and regional teams.

Decision body

Coordination team



Notes:

- Finance team support is required to do financial project calculation including required investment and saving impact
- Communication team support is required to prepare communication material for internal and external

Sustainability activities **For the Planet**

As a transport solutions provider, our purpose is to minimize our impact on the planet by developing and implementing sustainable transport solutions that reduce emissions, conserve resources, and promote a circular economy.



UD Trucks and Isuzu to jointly exhibit at Japan Truck Show 2024

From May 9-11, UD Trucks and Isuzu Motors will jointly exhibit at the Japan Truck Show 2024 at Pacifico Yokohama, showcasing solutions to challenges in the logistics industry.

Displayed vehicles include the Quon Tractor with UD Active Steering and ESCOT-VI transmission, the Quon 8x4 Wing Type with a lightweight 8L engine, the GIGA heavy-duty truck with a low-floor 3-axle model, the redesigned FORWARD with expanded safety features, and the ELF EV, Isuzu's first mass-produced electric truck.

Additionally, Isuzu will present its connected services, Mimamori (fleet management) and Preism (maintenance).



Impact

The Quon Tractor and ELF EV reflect advancements in fuel efficiency and electric mobility, supporting decarbonization efforts in the logistics sector. By showcasing these solutions, the companies are not only addressing environmental challenges but also driving the future of sustainable and efficient transportation.

Sustainability activities **For the Planet**

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Quon celebrates 20 years of innovation

UD Trucks' flagship heavy-duty truck, Quon, celebrates its 20th anniversary in 2024. Launched in 2004, Quon was the first truck to commercialize the urea SCR system, helping meet Japan's strict emission standards and setting an industry benchmark.

The truck was designed with both environmental and driver considerations in mind, and in 2017, the new Quon introduced innovations in engine, transmission, and connectivity.

The 2023 Quon GW, featuring the powerful GH13 engine, continues this legacy, offering advanced technologies like UD Active Steering for enhanced safety and comfort.



Impact

Quon has significantly contributed to environmental sustainability through its innovative urea SCR system, which helps reduce nitrogen oxide emissions, setting a global industry standard. This system, introduced in 2004, has played a key role in meeting stringent emission regulations, reflecting UD Trucks' commitment to minimizing environmental impact. The continued innovation in the Quon series, including the latest models with improved fuel efficiency and lower emissions, underscores UD Trucks' ongoing efforts to protect the planet while advancing sustainable transportation solutions.

Sustainability activities **For the Planet**

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June is Environment Month - Company and individual actions are key

June is Environment Month at UD Trucks, emphasizing the company's commitment to carbon neutrality by 2050. UD Trucks aims to achieve carbon neutrality for all products by 2050 and facilities by 2045.

Current environmental initiatives include reducing CO2 emissions, eliminating waste, and using renewable energy, as detailed in the latest Sustainability Report.

Employees are encouraged to share their own environmentally-conscious actions on Viva Engage using the hashtag #environmentalmonth, with the campaign running from June 6 to the end of the month.

Impact

UD Trucks' commitment to carbon neutrality by 2050 and its environmental initiatives, such as reducing CO2 emissions and eliminating waste, highlight a strong impact for the planet. By transitioning to renewable energy and collaborating with suppliers to minimize environmental impacts, UD Trucks is actively contributing to a more sustainable future. Their efforts also extend to involving employees in sharing actions that reduce environmental impact, further fostering a culture of environmental responsibility within the company.

Sustainability activities For the Planet

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UD Trucks Singapore colleagues cycle the extra mile for health

The UD Trucks Singapore team participated in the OCBC Cycle, Singapore's largest mass cycling event, for the third consecutive year. With 29 colleagues and their families joining the 20km challenge, this year saw a significant increase in participation.

Some colleagues even rode an additional 50km to the starting line, totaling 70km. The event allowed participants to cycle through iconic landmarks like Marina Bay Sands and the Singapore Flyer, promoting health, wellness, and team unity. The experience, particularly for newcomers like Hou Yong, helped strengthen bonds and demonstrated the UD Trucks brand promise of "Going the Extra Mile."



Impact

The event encourages physical activity, reduces the reliance on cars, and raises awareness about environmental sustainability. By fostering a culture of eco-consciousness through cycling, UD Trucks contributes to efforts aimed at reducing carbon footprints, supporting green mobility, and inspiring others to adopt environmentally-friendly modes of transport.

Sustainability activities For the Planet

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UD Trucks Thailand kicks off nationwide Euro5 roadshow events

From July to August, UD Trucks held a series of nationwide roadshow events across four regions in Thailand, showcasing the Quester and Croner Euro5 models. The roadshows, which spanned four weeks, provided an immersive experience for existing and potential customers, focusing on the benefits of SCR technology, fuel efficiency, and extended service intervals of the new Euro5 models.

Positive feedback was received, with attendees gaining a better understanding of the vehicles' features, including AdBlue management. The events also highlighted UD Trucks' Japanese heritage, reinforcing trust in their technology. Over 350 participants attended, strengthening customer loyalty and attracting new prospects.

Impact

By showcasing the Quester and Croner Euro5 models and educating customers on their advanced features, such as SCR technology and fuel efficiency, the roadshow reinforces UD Trucks' position as a leader in sustainable transportation solutions. The events strengthen customer loyalty and attract new prospects, which supports long-term business expansion. Additionally, the focus on educating customers about AdBlue management and extended service intervals ensures that the benefits of the Euro5 models are clearly understood, promoting the company's commitment to innovation and customer satisfaction.

Sustainability activities **For the Planet**

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Impact

The Euro 5 trucks are designed to reduce emissions, contributing to cleaner air and a greener environment. The fleet's fuel efficiency and enhanced technology also lower the total environmental impact, supporting UD Trucks' broader goals of reducing CO2 emissions and improving fuel efficiency in the logistics sector. This initiative plays a key role in promoting a cleaner, more sustainable future for transportation.

UD Southern Africa delivers 18 Euro 5 trucks to leading logistics company

UD Trucks Southern Africa has delivered 18 new Euro 5 trucks to United Distribution and Transport Services (UDTS) in 2024, expanding UDTS's fleet, which already comprises 90% UD Trucks.

UDTS, a leading logistics provider based in Durban, praised the new fleet for its quality, technology, reliability, and uptime.

The Quester Euro 5 units align with UD Trucks' commitment to environmental sustainability, fuel efficiency, and reducing the Total Cost of Ownership (TCO). This delivery further supports UD Trucks' role in promoting cleaner, greener solutions in the logistics industry.

Sustainability activities For the Planet

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UD Trucks Indonesia makes a splash at GIIAS 2024 auto show

At the Gaikindo Indonesia International Auto Show (GIIAS) 2024, UD Trucks showcased its latest products and initiatives, including the launch of the Quester with ESCOT, an automatic transmission truck designed to tackle industry challenges. UD Trucks also celebrated two major deals: the handover of 30 Questers to PT Cakraindo Mitra International and 50 trucks (30 Kuzers and 20 Questers) to BPE Group.

The company also hosted a safety seminar on body and chassis optimization, highlighting the importance of truck body compatibility and safety. The event emphasized UD Trucks' commitment to performance, reliability, safety, and customer satisfaction.



Impact

The Quester's enhanced fuel efficiency and reduced emissions contribute to lowering the carbon footprint of transportation operations. Additionally, the emphasis on safety features and optimization of body and chassis compatibility promotes longer-lasting, more sustainable vehicles that reduce waste and enhance the efficiency of logistics operations.



Sustainability activities **For the Planet**

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UD Trucks and Foodbank Singapore join forces for good

On September 14, UD Trucks Singapore partnered with Foodbank Singapore to distribute 150 essential packs to elderly residents in Taman Jurong. A team of 50 volunteers, including UD Trucks staff, personally delivered the bundles and engaged with the beneficiaries to ensure their well-being.

UD Trucks Singapore contributed 100 of the packs, valued at S\$4,500. Vincent Wong, Chairman of the UD CSR Committee, highlighted the importance of such initiatives in fostering community support and compassion.

Impact

By addressing essential needs and fostering community engagement, the initiative encourages sustainable and mindful living, where communities help each other thrive. Furthermore, such acts of giving reduce the strain on local resources by ensuring that people in need have access to essential goods, which in turn can contribute to reducing waste and consumption in other areas.

Sustainability activities For the Planet

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UD Trucks Malaysia organizes beach clean-up for a better planet

UD Trucks Malaysia organized a beach cleanup at Pantai Remis Beach in Kuala Selangor, where 15 employees collected 80 kilograms of trash, mainly plastic waste, over four hours. The initiative aimed to address pollution at the popular beach and highlight the importance of waste management.

Steve Hedouin, Managing Director of UD Trucks Hub Malaysia, emphasized that the cleanup aligns with the company's commitment to "Better Life for the Planet," extending their efforts beyond products to actively contribute to environmental sustainability. This effort underscores UD Trucks' dedication to creating a cleaner, more sustainable future.



Impact

By removing 80 kilograms of trash, primarily plastic waste, the initiative helped restore the beach's natural beauty and reduced harmful debris that could otherwise harm local wildlife and ecosystems. This effort aligns with UD Trucks' broader environmental commitment, emphasizing sustainable practices and waste management to protect natural resources and promote a cleaner, healthier planet for future generations.



Sustainability activities **For the People**

Our purpose is to improve the quality of life for people around the world by providing safe, reliable, and efficient transport solutions that connect communities, enable trade, and support economic growth. We are dedicated to creating a better life for all, including our customers, employees, partners, and society at large.

UD Gemba Challenge 2024 – let the competition to begin!

The UD Gemba Challenge, the largest bi-annual training competition for UD Trucks' dealership and workshop teams, celebrates its 10th anniversary in 2024. This event develops and showcases service excellence among UD's frontline staff globally.

Qualifying rounds will occur online from May 1 to July 10, with the top 14 teams from nine markets advancing to the global final at UD's Ageo HQ in Japan on November 12, 2024. The UD Gemba Challenge highlights the dedication of UD service colleagues in supporting customer operations and maximizing uptime.



Impact

UD Trucks is committed to enhancing the lives of employees, customers, and communities. This focus includes investing in employee development, ensuring safe and inclusive workplaces, and supporting local communities through initiatives like the UD Gemba Challenge, which celebrates and strengthens service excellence.



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Japan welcomes 141 new grads to the UD Trucks family

On April 1, UD Trucks welcomed 141 new graduates at a hybrid ceremony held at the Ageo Auditorium and streamed to regional offices in Japan. The group included 88 Japanese and 53 international hires from nine countries, with 105 joining as mechanics.

President Koji Maruyama highlighted UD Trucks' 89-year history, commitment to logistics, innovation, and the "Better Life" mission, encouraging new employees to "work hard and play hard."

CFO Tetsuya Aiba emphasized diversity as a core strength, urging everyone to respect diverse perspectives and values.

Impact

UD Trucks fosters a supportive and inclusive workplace by welcoming new talent and emphasizing diversity and personal growth. By promoting respect for individual perspectives and encouraging both hard work and enjoyment, UD Trucks creates a positive environment that empowers employees and aligns with its "Better Life" mission.

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UD Trucks enhances safety with "Driver Guard" training in Bahrain

UD Trucks MEENA, in partnership with YK Al Moayyed and Sons, held a "Driver Guard" training program in Bahrain aimed at enhancing driver skills and road safety awareness.

Forty-four drivers participated, engaging in both classroom and practical driving sessions. The program started with health checks, reflecting UD Trucks' commitment to driver well-being and the "Better Life" mission.

Over three days, drivers rotated through five stations: a health station, classroom safety refresher, vehicle inspection training, on-road driving, and close-quarter circuit driving to improve blind spot awareness.

Impact

UD Trucks enhances lives by prioritizing health, safety, and skill development for employees, drivers, and communities. Initiatives like the "Driver Guard" program empower drivers with crucial safety training, promoting confidence and well-being. Through these efforts, UD Trucks embodies its "Better Life" mission, creating positive impacts on individuals and communities alike.



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UD importer Civic Merchandising takes part in Brand Day in the Philippines

UD Trucks Malaysia and Civic Merchandising Inc., UD Trucks' importer in the Philippines, hosted a UD Trucks Brand Day event for around 100 participants, led by Brand Manager Petter Erlandsson.

The event featured presentations on UD Trucks' heritage and future strategies, along with engaging activities like the Mini Extra Mile Challenge and UD merchandise giveaways.

Civic Merchandising aims to enhance product knowledge and team engagement through initiatives like Brand Day, reflecting its commitment to continuous learning, team building, and strengthening its partnership with UD Trucks.

Impact

Events like UD Trucks Brand Day build product knowledge and strengthen team connections, empowering employees to serve customers more effectively and represent the brand confidently. Through these initiatives, UD Trucks promotes a motivated, skilled workforce and deepens relationships within its community, reflecting its "Better Life" mission.

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What it's like to work at UD Trucks South Africa

At UD Trucks South Africa, employees from various departments share their positive experiences in a video about working at the company. They highlight career development opportunities, diversity, and the open-door policy of leadership.

Employees appreciate the collaborative environment, teamwork, and the chance to interact with colleagues from diverse backgrounds. Others mention the flexibility of hybrid working, personal growth opportunities, and the company's commitment to creating a supportive and inclusive culture.

Overall, UD Trucks South Africa fosters a dynamic and engaging workplace that values employee development and teamwork.

Impact

UD Trucks South Africa fosters a supportive and inclusive work environment, emphasizing career development, diversity, and teamwork. Employees appreciate the opportunities for personal growth, mentorship, and collaboration across departments. The company's focus on flexible working arrangements and open communication creates a motivated and engaged workforce. This approach reflects UD Trucks' commitment to making a positive impact on its employees and their development.



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UD Awards - Background on UD Trucks most prestigious accolade

The annual UD Awards ceremony, held alongside the quarterly UD Townhall meeting on May 23, celebrates outstanding colleagues who exemplify UD Trucks' values and strategies.

The awards focus on six categories: Going the Extra Mile, Smart and Modern, Gemba Spirit, Excel on the Essentials, Ultimate Dependability, and the Challenger Award.

This year, many exceptional nominations were received, and senior leadership will announce the final winners during the ceremony, which will be broadcast live for all colleagues to attend.

Impact

The UD Awards celebrate outstanding colleagues who embody the company's values, recognizing their exceptional achievements in contributing to a positive and supportive workplace culture. This focus on recognizing people drives continuous improvement, teamwork, and a shared sense of purpose across the organization.

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Embracing diversity: hiring people with disabilities in Japan

Recent changes to Japan's labor laws emphasize the importance of hiring individuals with disabilities, with the employment mandate set to rise from 2.3% to 2.5% in April 2024 and 2.7% by July 2026.

This initiative aligns with Japan's commitment to diversity and inclusion, encouraging companies like UD Trucks to embrace the value individuals with disabilities bring to the workforce.

The goal is not only compliance but fostering a culture that celebrates unique abilities and inclusivity, enriching corporate culture and setting an example for society.

Impact

The new labor law changes in Japan promote diversity and inclusion by increasing the employment rate for individuals with disabilities, encouraging companies like UD Trucks to create a more inclusive workplace. This initiative allows for a richer, more diverse talent pool, fostering a culture that values every employee's unique abilities. By embracing these changes, UD Trucks can contribute to a more equitable society while ensuring that all employees feel respected, valued, and empowered to contribute their skills.



Sustainability activities For the People

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Greening our workplace: foodscaping for sustainability and community at UD Trucks

UD Trucks is excited to announce the launch of a new initiative that blends sustainability with community engagement: the *Foodscaping Workshop*, scheduled for **January 27, 2025**. As part of our Better Life Purpose, this workshop will transform underused green spaces at our facilities into vibrant, edible gardens.

Through hands-on activities, employees will learn practical gardening skills and explore how foodscaping can contribute to a greener workplace.



Impact

This initiative goes beyond gardening—it creates a culture of sustainability, shared responsibility, and innovation. By participating, employees can connect with colleagues through meaningful activities, while contributing to a more inclusive, eco-conscious workplace.

Foodscaping supports biodiversity and sustainable living, reinforcing UD Trucks' Better Life commitment.



Sustainability activities For the People

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UD Trucks India launches new CSR initiative: Adopt a Village

UD Trucks India has launched the "Adopt a Village" program in Hesaraghatta Gram Panchayat, focusing on education, rural development, women empowerment, and environmental conservation.

Key initiatives include offering tailoring courses for economically disadvantaged women, donating an interactive smart board and school furniture, providing clean drinking water through reverse osmosis systems, and promoting sustainability with electric vehicles for waste collection. Additionally, a solar high mast light was installed to improve safety at the local lake.

The program is a collaborative effort with the local community and UD colleagues, aiming to drive positive change for the future.

Impact

The donation of school infrastructure and clean drinking water improves education and health, while electric vehicles for waste collection promote environmental sustainability. The solar lighting installation enhances safety and accessibility, creating a more welcoming environment. These efforts support the community's well-being and align with UD Trucks India's commitment to a better life for all.

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June is Pride Month - what UD Trucks is doing to support LGBTQ+

UD Trucks celebrated Pride Month globally in June with several impactful activities, such as displaying the Pride rainbow flag at Ageo HQ and holding awareness sessions in Japan.

In Thailand, employees participated in a Pride event that recognized five Pride Advocates, while UD Trucks Southern Africa also marked the occasion with awareness campaigns. The company is committed to fostering a diverse and inclusive culture, which aligns with its Better Life Purpose, aiming to create a welcoming environment for all employees, regardless of gender, sexual orientation, or background.

Impact

By promoting equality and fairness, UD Trucks fosters a culture that encourages personal development, well-being, and belonging. The company's dedication to diversity and inclusion helps attract and retain top talent, driving innovation and creativity while contributing to a more inclusive world. This approach aligns with UD Trucks' broader goal of improving lives through a respectful and supportive environment for all.

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UD Trucks Thailand conducts road safety initiative for children

UD Trucks Thailand recently organized a road safety initiative at Ban Huai Lung School in northeastern Thailand, with over 100 students and families participating. The event included road safety training, school painting, bicycle repairs, and donations of ten used PCs by the IT department.

Employees also contributed funds for student scholarships. Volunteers engaged with the students through games, and free ice cream was distributed.

Saksit Promrang, General Manager of UD Trucks Sales, Northeast Thailand, expressed gratitude for the successful event and the positive impact on the students and community, highlighting the collaborative effort of UD Trucks Thailand employees.

Impact

UD Trucks Thailand's road safety initiative at Ban Huai Lung School positively impacted over 100 students and their families by providing road safety training and improving the school environment through painting and bicycle repairs. The donation of PCs and scholarships further supported the students' education. Volunteers engaged with the children through games, creating a fun and memorable experience. This event exemplified UD Trucks Thailand's commitment to bettering the lives of the local community, fostering safety, education, and joy.



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Bangkok Plant achieves safety milestone: 1,000 days without lost-time accident

The Bangkok Plant achieved a significant safety milestone by reaching 1,000 days without a lost-time accident (LTA) as of July 11, 2024. This accomplishment reflects the plant's strong commitment to safety, driven by a team-wide culture where "safety starts with me."

Key safety initiatives, including safety training, hazard assessments, and behavior-based audits, have reinforced a proactive safety culture. The plant also celebrated this achievement with a Safety Day event attended by local authorities, highlighting its leadership in workplace safety. UD Trucks plans to continue upholding high safety standards moving forward.

Impact

This accomplishment reflects UD Trucks' commitment to the health and safety of its workforce, fostering a workplace where employees can focus on their tasks without concerns about their personal safety. Ultimately, this initiative supports a culture of care, well-being, and continuous improvement for all employees.

Sustainability activities For the People

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UD Trucks Thailand donates Croner to technical college

UD Trucks Thailand donated a Croner MKE (11.5-ton) test run and training model, along with vehicle maintenance tools, to Nakhonsawan Technical College to support automotive engineering education.

The donation aims to provide vocational students with hands-on experience and enhance their skills. In addition, UD Trucks provided a training curriculum and conducted a train-the-trainer program for the college instructors.

This initiative is part of UD Trucks' ongoing CSR efforts to strengthen communities and contribute to the future of logistics in Thailand.

Impact

This initiative empowers the next generation of automotive engineers, giving them the knowledge and skills to succeed in the industry. Through this collaboration, UD Trucks helps bridge the gap between education and career opportunities, contributing to the development of skilled professionals who can drive innovation and growth in the logistics sector.



Sustainability activities **For the People**

Our purpose is to improve the quality of life for people around the world by providing safe, reliable, and efficient transport solutions that connect communities, enable trade, and support economic growth. We are dedicated to creating a better life for all, including our customers, employees, partners, and society at large.

Ageo City Half-Marathon 2024

The Ageo City Half-Marathon will be held on November 17, 2024, and UD Trucks is encouraging participation. Employees can sign up as UD Runners or join the UD Cheering Squad to support the event. To register, participants must complete both official registration and UD-specific forms.

UD Trucks is supporting the event to promote employee health and community engagement, in line with the company's "Going the Extra Mile" brand promise and "Better Life" purpose. A UD Running kit and event support will be provided to participants.



Impact

By encouraging both runners and supporters, UD promotes a culture of well-being, teamwork, and physical activity. This initiative aligns with the company's "Better Life" purpose, fostering stronger connections within the workforce and the local community. It highlights UD's dedication to improving lives through active engagement and support.

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1,200 days without Lost Time Accidents at Bangkok Plant


On January 27, the UD Trucks Bangkok plant achieved an impressive milestone of 1,200 days without a Lost Time Accident (LTA), demonstrating the workforce's dedication to safety and the effectiveness of key safety initiatives.

The plant's commitment to safety is driven by ten key initiatives, including comprehensive safety training for new employees, weekly GEMBA walks by management, and the STOP-CALL-WAIT culture, which empowers workers to halt operations if they identify potential hazards. Other critical measures include Hazard Identification Risk Assessments (HIRA), behavior-based safety audits, and robust reporting systems to ensure continuous improvement. Additionally, promoting safety icons, effective communication, accident risk analysis, and CSR-driven safety days reinforce a collective commitment to workplace safety.

Impact



This commitment extends beyond the plant, benefiting families and communities by ensuring workers return home safely. CSR-driven safety initiatives further promote awareness and industry-wide improvements. Aligned with UD Trucks' Better Life Strategy, this achievement showcases how prioritizing people's well-being leads to sustainable success, inspiring a safer future for all.

CONGRATULATIONS BANGKOK PLANT



...t to employee safety and a healthy work environment
kok Plant's achievement of 1,200 days with zero LTAs

WHAT YOU WILL GET FOR NO LTA 1,200 DAYS



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Elementary Schools Visit Ageo Site for Social Studies Field Trip

In 2024, UD Trucks' Ageo HQ and Plant began hosting social studies field trips for local elementary schools. In its first year, 682 students and 41 teachers from seven schools in Ageo City have participated.

The visit included an introduction to the truck industry and manufacturing processes, followed by a guided tour of the vehicle assembly line and inspection areas. Students also had a Q&A session, and had the opportunity to ask questions, ranging from career motivations to truck design differences.

Teachers gave highly positive feedback, including that the tour aligned well with their curriculum and provided valuable firsthand insight into manufacturing and workplace safety.

Impact

UD Trucks' field trip initiative strengthens community ties and brand visibility by offering hands-on exposure to its manufacturing processes.

The program also inspires future STEM students through early engagement, orinite employee pride via mentorship roles, and drives sustainable growth by expanding partnerships



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FamJam 2024

On December 14, UD Trucks India hosted FamJam 2024, a family event celebrating Indo-Japanese culture at the Development Center in Hosakote.

Employees and their families enjoyed interactive workshops, games, and activities, including DIY fan painting, calligraphy, and basketball shootouts. Attendees also experienced UD Trucks up close through PVA tours, test track rides, and vehicle displays.

Impact

FamJam 2024 brought employees and their families together, strengthening team spirit and company pride. The Indo-Japanese theme showcased UD Trucks' diverse culture, while hands-on activities helped deepen connections to its work. By creating a welcoming and engaging environment, the event shows that UD Trucks as a supportive and employee-focused company.



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Impact

DE&I Week helps build a more inclusive and collaborative workplace by encouraging employees to engage with different perspectives. It strengthens teamwork, promotes cultural awareness, and reinforces diversity as a key part of innovation. Community initiatives, such as charity sales and empowerment programs, deepen UD Trucks' social contribution.

DE&I Week 2024

From November 18–22, 2024, UD Trucks marked a decade of Diversity, Equity & Inclusion (DE&I) Week with the theme #LeveragingOurDifferences. Employees around the world took part in discussions, workshops, and cultural activities to promote inclusion and cross-cultural understanding.

Each region contributed in its own way, with Japan hosting workshops and a Farmers' Market, China organizing a charity sale for rural education, and South Africa raising awareness about disabilities. MEENA focused on empowering people with disabilities, while India, Malaysia, Thailand, and Singapore engaged employees through performances, games, and cultural exchanges.

Sustainability activities For the Growth

Our purpose is to contribute to sustainable economic growth by providing the trucks and services that meet the changing needs of society. We aim to be a growth enabler, driving innovation, creating value, and supporting the development of our industry and the communities we serve.

Key UD Trucks dealership opens in Vietnam

UD Trucks celebrated the grand opening of the UD Trucks Binh Dinh – Kinh Bo dealership in central Vietnam, strategically located along Highway 1A for enhanced accessibility. The event drew 200 guests and marked the expansion of UD Trucks' network to ten 3S (Sales, Service, Spare parts) dealerships across Vietnam, offering comprehensive support for models like Croner and Quester.

Vo Thanh Tu, Director of Kinh Bo, emphasized the company's dedication to service excellence and customer trust. This opening strengthens UD Trucks commitment to providing value and accessibility to customers in the region.



Impact

With a broader 3S dealership network, UD Trucks can reach more customers, improve product and service offerings, and drive market expansion. This strategic move fosters long-term growth, strengthens brand presence, and ensures UD Trucks continues to meet the evolving needs of customers across the region.



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Brand Day events celebrate brand excellence in Kenya and Egypt

Brand Day events were held in Kenya on May 17 and Egypt on May 21, bringing together marketing representatives from East Africa and the Middle East to align strategies and drive brand growth.

In Nairobi, Kenya, participants from Ethiopia and Uganda took part in discussions, workshops, and sessions focused on enhancing brand efforts in East Africa. In Cairo, Egypt, marketing representatives from Saudi Arabia, Bahrain, Kuwait, Dubai, and Abu Dhabi collaborated on regional strategies for brand consistency and impact across the Middle East.

The events emphasized brand heritage, market dynamics, innovative strategies, and networking, fostering collaboration to shape future marketing initiatives and strengthen UD Trucks' presence in these regions.

Impact

By bringing together marketing representatives from East Africa and the Middle East, UD Trucks was able to enhance its brand presence, share best practices, and explore new approaches to market penetration and positioning. The workshops and strategic sessions helped identify key opportunities for growth in these regions, ensuring that UD Trucks' marketing efforts are consistent and impactful.



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UD Trucks Southern Africa holds annual dealer conference

On May 2, UD Trucks Southern Africa hosted its annual dealer conference in Cape Town, celebrating dealers who excelled in 2023 under the theme “A Celebration of Continuous Innovation.”

AutoSueco Namibia won Dealer of the Year for Emerging Markets, UD Trucks Ermelo earned Dealer of the Year for Medium Dealers, and UD Trucks Cape Town was named Overall Dealer of the Year.

A total of 34 awards were presented across categories such as Sales, Service, and Customer Support. SVP Fabrice Gorlier and Managing Director Filip Van den Heede commended the dealers for their exceptional performance and commitment to delivering quality service, driving UD Trucks Southern Africa’s continued growth.

Impact

By recognizing dealers for exceptional performance in customer satisfaction, sales, and aftersales service, UD Trucks fosters a culture of excellence and innovation, ensuring its continued success in the competitive Southern African market. These awards not only motivate dealers to maintain high standards but also strengthen UD Trucks’ market position by meeting evolving customer needs with quality products and comprehensive services, ultimately contributing to the brand's long-term growth and success.



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UD Trucks Thailand holds partner conference, welcomes five new dealers

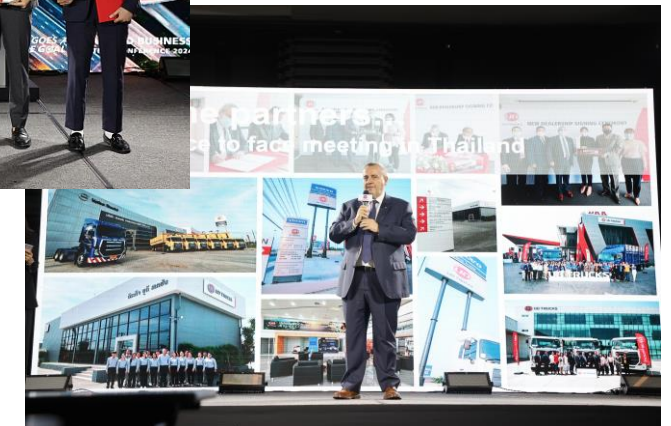
The UD Trucks Thailand Partners Conference, led by Managing Director Eric Labat, highlighted the company's successful 2023 performance and shared insights on market trends and business strategies.

Key updates included marketing, competency training, aftermarket services, and dealer satisfaction. The event featured an awards dinner, with UD Super Trucks Ayutthaya winning Partner of the Year for their excellence.

Additionally, five new private dealers were announced, expanding UD Trucks' network in Thailand. The company plans to grow its dealership network to 28 by 2025, strengthening its national presence and service coverage.

Impact

By increasing its dealership count to 28 by 2025, UD Trucks strengthens its market presence, broadens its reach, and ensures greater service coverage, which will contribute to increased brand visibility and business opportunities in Thailand. This growth supports UD Trucks' ongoing efforts to nurture partnerships and drive long-term success in the region.



Sustainability activities For the Growth

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UD fosters strong partnerships and growth in the Americas region

In June, the UD Trucks International Sales and UD Trucks Hub Americas teams reinforced their partnerships in Peru and Bolivia and explored potential collaborative opportunities with Isuzu in Anaheim and Mexico City. UD Trucks Hub Americas covers 13 markets with 32 dealerships and aims to tap into growth potential in underserved markets. In Peru, UD Trucks expanded its presence by appointing San Bartolome as a partner and opening a new dealership.

In Bolivia, UD strengthened its 27-year partnership with Nibol, holding discussions to drive further market growth. The teams also explored synergies with Isuzu, emphasizing future collaboration opportunities to support regional expansion.



Impact

In Peru, a new dealership with San Bartolome enhances market share, while discussions in Bolivia focus on further growth with the long-term partner Nibol. The collaboration with Isuzu also plays a crucial role in driving future growth opportunities in the region. These initiatives reflect UD Trucks' commitment to expanding its market presence and achieving long-term success in Latin America.

Sustainability activities For the Growth

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UD Trucks South Africa recognized for economic inclusivity and diversity

UD Trucks Southern Africa has achieved a Level 3 Broad-Based Black Economic Empowerment (B-BBEE) rating for the second consecutive year, reflecting its ongoing commitment to economic inclusivity and diversity. This achievement highlights the company's efforts to empower historically disadvantaged groups through equitable practices, skills development, and socio-economic contributions.

UD Trucks South Africa expresses gratitude to its employees, partners, and stakeholders for their support and remains dedicated to fostering a diverse, inclusive environment while driving innovation and excellence.



Impact

By empowering historically disadvantaged groups through skills development and socio-economic contributions, the company strengthens its ties to the local community and builds a more resilient, equitable business model. This commitment not only supports sustainable growth within the company but also contributes to broader economic development in South Africa.

Sustainability activities For the Growth

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UD executives visit Malaysia, strengthening partner relations

UD Trucks Chairman Koichi Ito, along with senior international sales executives, visited Malaysia to strengthen ties with the UD Trucks Hub Malaysia Team and Tan Chong Industrial Equipment Sdn. Bhd. (TCIE). This visit followed TCIE's invitation during their 2023 visit to Japan.

The trip focused on aligning strategies to grow UD Trucks' market share in Malaysia, emphasizing the role of TCIE as a key partner. The delegation toured TCIE's flagship facility, which is undergoing renovations to expand service capacity and enhance customer service. This visit reinforced UD Trucks' commitment to innovation, sustainability, and customer-centric growth in Southeast Asia.

Impact

The discussions focused on aligning strategies to expand UD Trucks' market share. The renovations at TCIE's flagship facility, including expanded service capacity, reflect ongoing investments in infrastructure that will enhance customer service and support business growth. This collaborative effort lays the foundation for UD Trucks to continue its expansion in Southeast Asia, driving sustainable growth and a stronger market presence.

Sustainability activities For the Growth

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UD Trucks and Isuzu East Africa sign distribution agreement in Kenya

UD Trucks and Isuzu East Africa Limited (IEA) have signed a distribution agreement in Kenya, making IEA the first Isuzu Group company to handle both Isuzu and UD Trucks branded vehicles. This partnership aims to expand sales and service infrastructure, strengthening UD Trucks' business in the region.

UD Trucks Chairman Koichi Ito reaffirmed the company's commitment to delivering quality products and services, staying true to its brand promise of "Going the Extra Mile." Isuzu Motors EVP Tetsuya Ikemoto highlighted the alliance as a step toward deeper collaboration and innovation between the two brands.

Impact

This agreement strengthens UD Trucks' market position in Kenya and East Africa by connected to Isuzu East Africa's established sales and service network. The integration helps partnership improves operational efficiency, expands customer reach, and enhances after-sales support. It also deepens UD's collaboration within the Isuzu Group, which helps to achieve long-term business growth in the region.

Sustainability activities For the Growth

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UD Trucks India holds Supplier Coaching Event, focusing on quality

On October 7, UD Trucks India held a Supplier Coaching Event in Bangalore, bringing together over 80 participants from 50+ suppliers across India. Focused on "Preventing Recurrence," the event emphasized quality assurance, standardization, and achieving zero defects.

The day began with a traditional lamp-lighting ceremony led by senior management and guests from UD Trucks Japan and Thailand, followed by opening remarks from Kamijo Akira, SVP Purchasing. The Supplier Quality (SQD) team led training sessions blending past lessons with hands-on workshops covering 4M Management, 5 Why Analysis, and SOP creation. An interactive quiz reinforced key takeaways.

Impact

The event received high recognition from both internal teams and suppliers, marking a step forward in strengthening partnerships and reinforcing UD Trucks' commitment to quality assurance.

By collaborating with suppliers, UD Trucks India continues to drive sustainability, innovation, and excellence in manufacturing.

About UD Trucks Corporation

Since its founding in 1935, UD Trucks has been a key player in Japan’s transport and logistics industry as a commercial truck manufacturer. The Company currently provides high-performance trucks and services in response to the needs of customers in roughly 59 countries worldwide.

History

| Decade | History of the company | Technical development and product launches |
|--------|--|--|
| 1930 | 1935 Originally established as Nihon Diesel Industries, Ltd., in the city of Kawaguchi, Saitama Prefecture | 1938 First diesel engine 1939 First diesel truck |
| 1940 | 1942 Renamed as Kanega-Fuchi Diesel Co., Ltd. 1946 Renamed as Minsei Sangyo Co., Ltd. | |
| 1950 | 1950 Renamed as Minsei Diesel Co., Ltd. | 1955 Proprietary UD Engine, a powerful lightweight diesel engine 1958 6TW model truck, the first in Japan with a load capacity exceeding 10 tons |
| 1960 | 1960 Renamed as Nissan Diesel Motor Co., Ltd. 1962 Commenced operations of the Ageo Plant | |
| 1970 | | 1975 Condor medium-duty truck |
| 1990 | | 1990 Big Thumb heavy-duty truck |
| 2000 | 2007 Joined the Volvo Group | 2004 Quon flagship heavy-duty truck |
| 2010 | 2010 Renamed as UD Trucks Corporation | 2013 Quester heavy-duty truck for emerging markets 2014 Kazet light-duty truck 2017 New Quon and Condor truck models Croner medium-duty truck and Kuzer light-duty truck for emerging markets |
| 2020 | 2021 Joined the Isuzu Group | |

For more information about UD Trucks, please refer to the following websites:

- Global website: <https://www.udtrucks.com/>
- Facebook: <https://www.facebook.com/UDTrucksJP>
- YouTube: <https://www.youtube.com/user/udtrucksvideos>



Company overview (as of February 1, 2025)

| | |
|-----------------------------|---|
| Company name | UD Trucks Corporation |
| Date of foundation | December 1, 1935 |
| Head office address | 1-1, Ageo-shi, Saitama 362-8523, Japan |
| Capital | 77.5 billion yen |
| Number of employees | 6,386 employees (Japan) 2,278 employees (Overseas) |
| Main business | Japanese business Development, manufacture, export, and sales of heavy-duty trucks; sales of medium- and light-duty trucks ;manufacture and sales of vehicle components; maintenance and sales of service parts for trucks and buses; import and sales of Volvo brand products. Businesses outside of Japan Development, manufacture, and sales of heavy-, medium-, and light-duty trucks for growth markets; manufacture and sales of vehicle components; maintenance and sales of service parts for trucks and buses |
| Operations in Japan | Headquarters and Ageo Plant; Gunma, Hokkaido, Sanyo, and Kyushu parts distribution centers; Volvo Penta Office |
| Subsidiaries in Japan | New-Mech Co., Ltd |
| Operations outside of Japan | UD Trucks Singapore Office; UD Trucks Thailand, UD Trucks Malaysia, UD Trucks Middle East / North Africa, UD Trucks Southern Africa, UD Trucks Latin America, UD Trucks North America, UD Trucks India, Thailand Plant, South Africa Plant, Singapore parts center, South Africa parts center, Middle East parts center (in Dubai) |

