



UD TRUCKS

UD Trucks Recruitment Guide for 2026 New Graduate Candidates



Going the Extra Mile

As of Mar. 26th, 2025



[Company Introduction Video available in JP](#)

Agenda

1. About UD Trucks

- Our environment
- Company Profile

2. Recruitment overview

- General Information
- Selection Process

3. Open positions


- UD Trucks Organization
- Open Positions for 2026

4. Others

- How to apply
- Contacts, Links and QR codes

Our environment





Logistics, the lifeblood of society

People depend on logistics,
and logistics depend on people.

There are challenges **for society**

Traffic safety and congestion



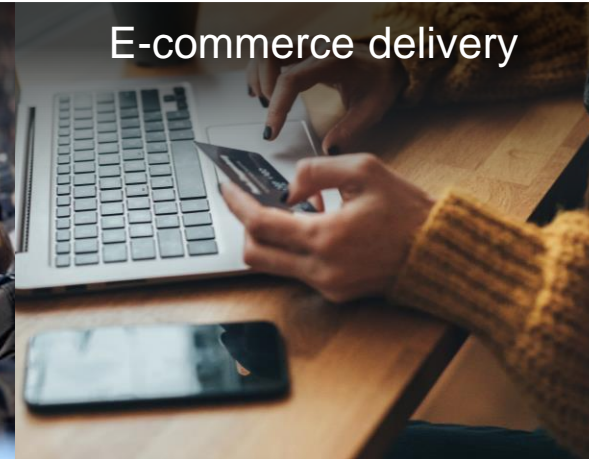
Environmental issues



Demographic changes



E-commerce delivery



and **for the industry**

Cost and efficiency



Tougher regulations



Shortage of skilled drivers



Changing transport demands



Accelerating truck driver shortage in Japan

By 2030, about 35% of the packages may not be able to deliver...



- Parts not reaching factories...
- Fresh food not reaching supermarkets...
- Packages cannot be sent to depopulated areas...

This may affect our daily lives

Trucks we need today

- Trucks that make you want to become a driver
- Easy to drive
- Safe like passenger cars
- Automation



UD Trucks contributes to the creation of the next generation trucks with new technology.

Overview of Commercial Vehicle Manufacturer Industry

- ❑ Four manufacturers in Japan
⇒ Isuzu Motors, Hino Motors, Mitsubishi Fuso Truck and Bus and UD Trucks.
- ❑ UD Trucks leads the heavy-duty truck business as a member of the Isuzu Group since 2021.
- ❑ Hino Motors and Mitsubishi Fuso Truck and Bus announced plans to merge their operations.



**Working together to make the world a better place
through commercial vehicles**

Company Profile



Our Base is Japan, Our Business is Worldwide



89
Years of
experience

8,000+
Dedicated
employees
(worldwide)

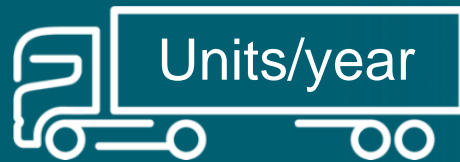


- ✓ Development, manufacture and sale of commercial vehicles
- ✓ Manufacture and sale of vehicle components
- ✓ Maintenance of trucks and buses, and related parts sales



60
Present
in 60
markets

20,000



UD Trucks is a proud member of the Isuzu Group



Headquarters



Factory



Parts Center



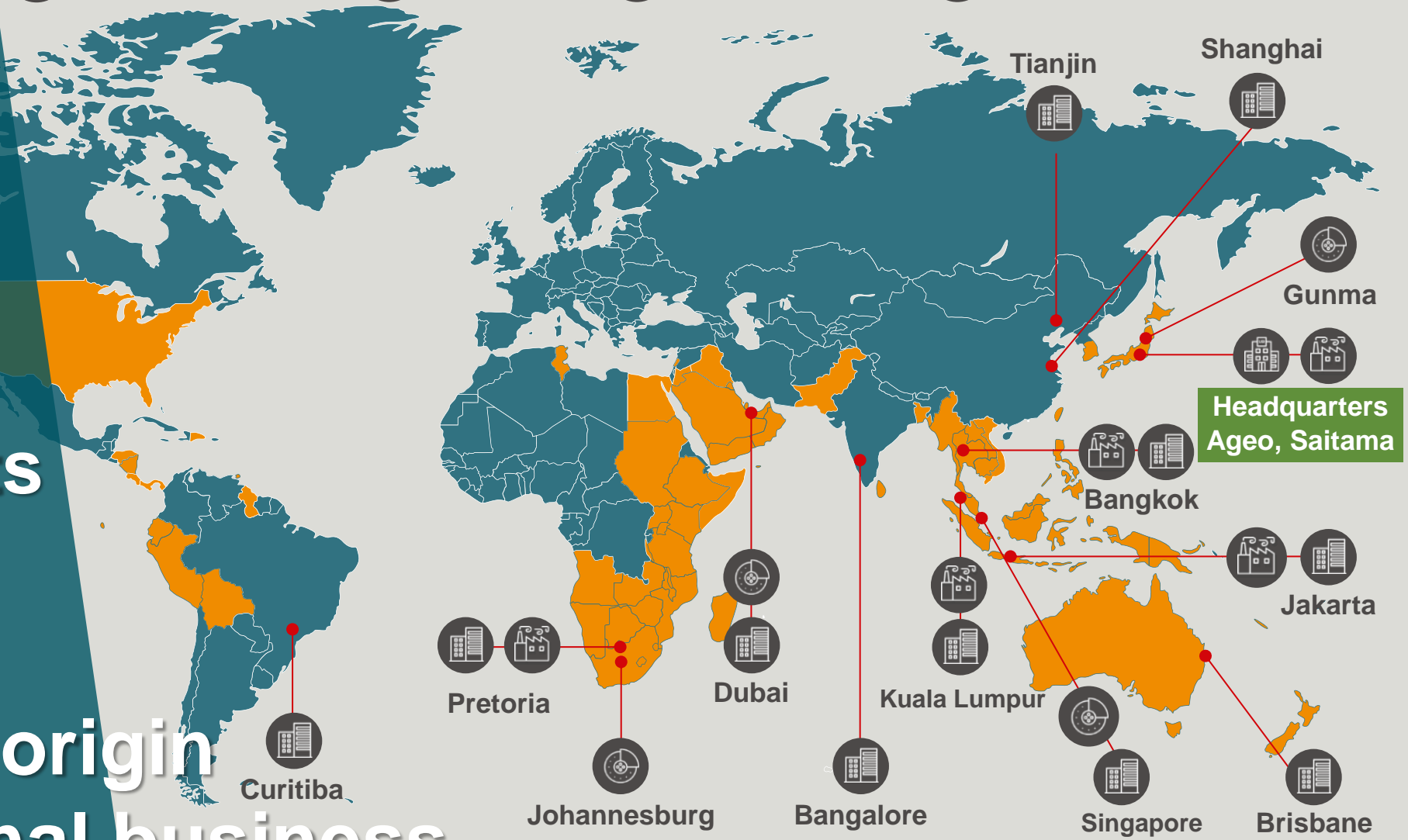
Office



Sales Market

Present in 60+ markets

Japanese origin International business



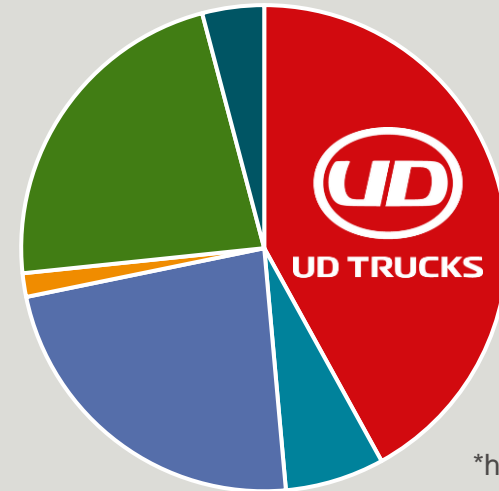
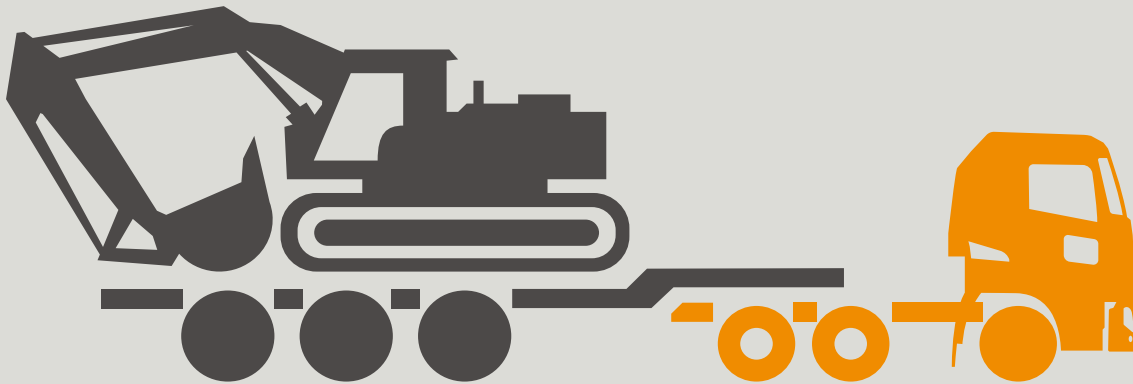
Our History

UD Trucks have been 'Going the Extra Mile' ever since we started

| | | | |
|------|--|------|--|
| 1935 | Nihon Diesel Industries, Ltd., founded by Kenzo Adachi | 2007 | Nissan Diesel Motor joins the Volvo Group |
| 1958 | Japan's first 6TW model trucks with a payload over 10 tons - Contributed to Japan's period of rapid economic growth. | 2010 | Company name changed to UD Trucks Corporation' |
| 1960 | Company name changed to Nissan Diesel Motor Co., Ltd | 2010 | Japan's first remote diagnostic service launched. |
| 1989 | Traffic Eye (distance warning system) - World's first commercialized laser radar rear-end collision prevention device | 2018 | Fujin&Raijin — Vison 2030 - Japan's first Level 4 heavy-duty autonomous driving demonstration. |
| 2004 | Flagship Quon heavy-duty truck launched. - With the world's first equipped with a urea selective catalytic reduction system for reducing NOx emissions | 2021 | UD Trucks joins the Isuzu Group |

Strengths of UD Trucks ①

- ❑ We are the specialist in heavy-duty truck development
- ❑ Holds **No. 1** share of the market for heavy-duty tractors!
- ❑ Wide range of trucks in both mature market and growth market



*heavy-duty tractors share
of 2023 in Japan

Strengths of UD Trucks ②

- ❑ UD is a part of strategic alliances between Volvo and Isuzu
- ❑ Leads the Isuzu Group in charge of heavy-duty vehicles
- ❑ Realizing synergies domestically and internationally
 - ❖ Joint development of new tractors
 - ❖ Sales and after-sales service collaboration center



ISUZU GROUP

ISUZU



UD TRUCKS



Strengths of UD Trucks ③

❑ A company that values diversity, equity & inclusion

- ❖ A place where everyone can be themselves regardless of gender, nationality, age, disability, sexual orientation, etc.
- ❖ The mind of 'diversity for innovation'
- ❖ Holds the highest rank of 3 stars under the 'Eruboshi' certification mark for excellent companies promoting women's activities in Japan

❑ Flexible work environment built on trust

Work-life balance achieved through remote work and flexible working hours



Now we have our best range ever

Mature markets



UD TRUCKS

Growth markets



Kazet
Light-duty



Condor
Medium-duty



Quon
Heavy-duty



Quester
Heavy-duty



Croner
Medium-duty



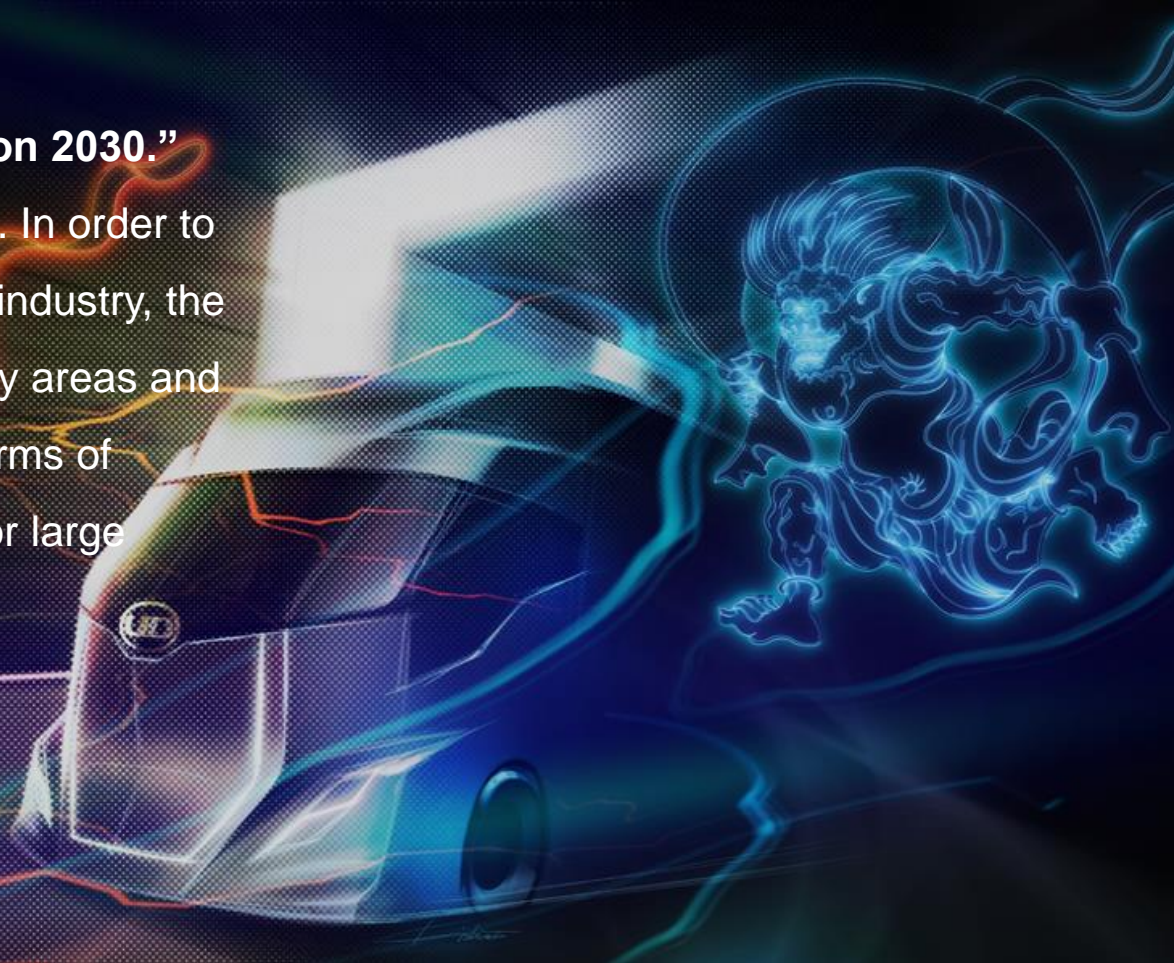
Kuzer
Light-duty

Innovation for Smart Logistics

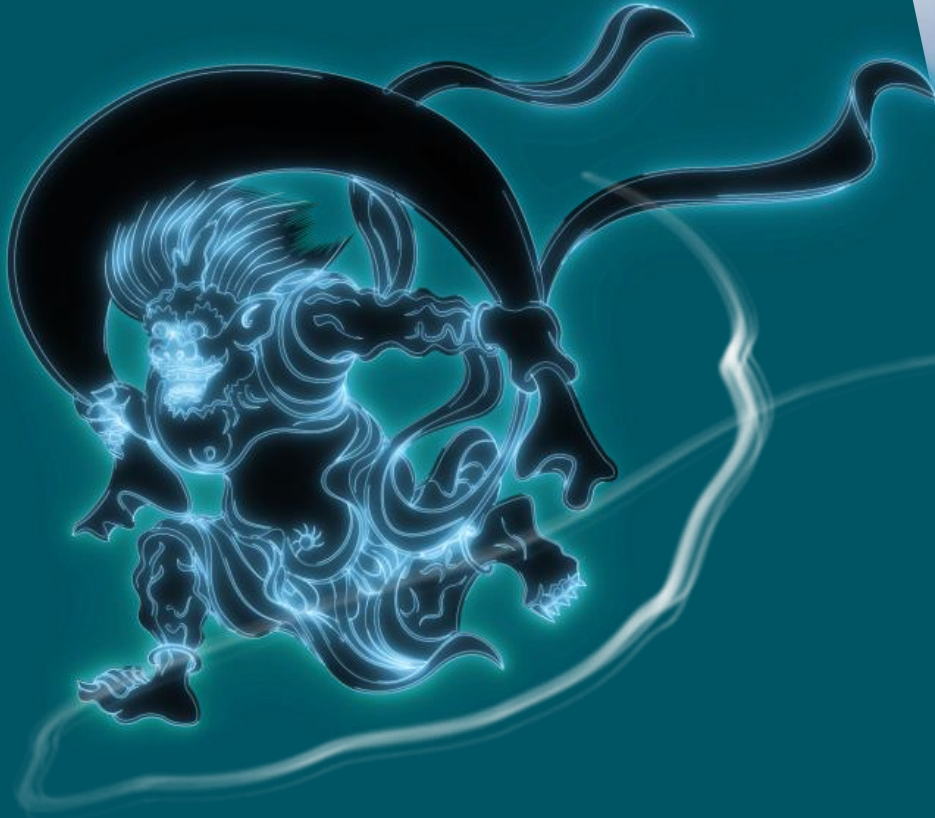


Innovation for Smart Logistics

UD Trucks decided in 2018 to launch “Fujin & Raijin. Vision 2030.” — an Innovation Roadmap aimed at realizing Smart Logistics. In order to address the challenges faced by the society and the logistics industry, the roadmap focuses **automation and electromobility** as the key areas and demonstrates the initiatives for offering various solutions in terms of autonomous driving and electric driveline aimed specifically for large truck applications.



Autonomous Driving



Contributing to efficient logistics

- ❑ Platooning in highways
 - ✓ Driver shortage/working conditions and accident prevention
- ❑ Autonomous driving in restricted areas (e.g. steel mills)
 - ✓ Resolving issues such as DX promotion and production efficiency and manpower shortages at manufacturing sites.



Safety



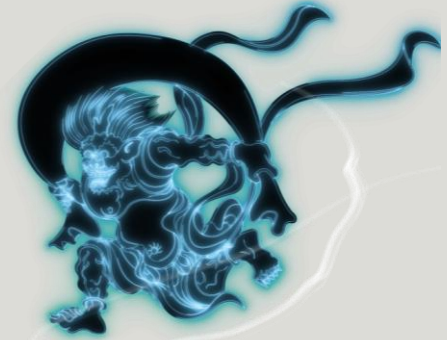
Productivity



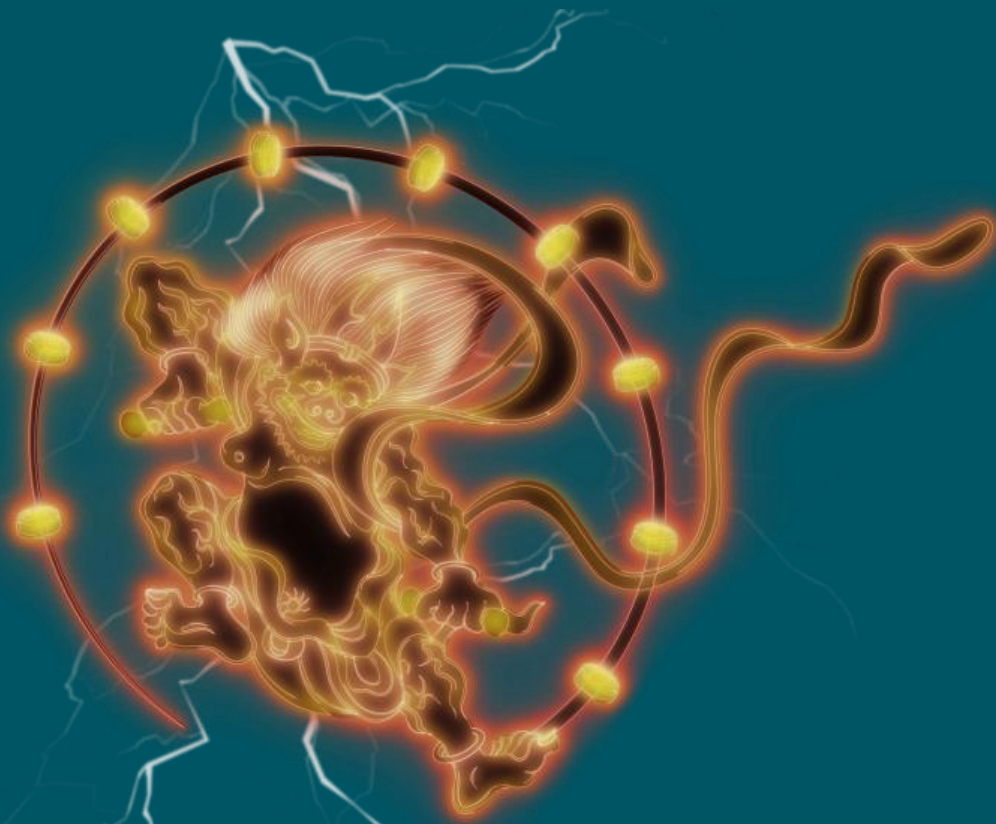
Efficiency



Level 4 autonomous demo truck 'Fujin'



Electrification



Environmentally friendly trucks

- ❑ 5,000 heavy commercial vehicle electric trucks by 2030 towards carbon neutrality in Japan.
- ❑ Having a range of options with xEVs, including hybrid/fuel cell/battery vehicles



CLEAN



QUIET



**POWERFUL
& SMOOTH**



HEV demonstration truck 'Raijin'

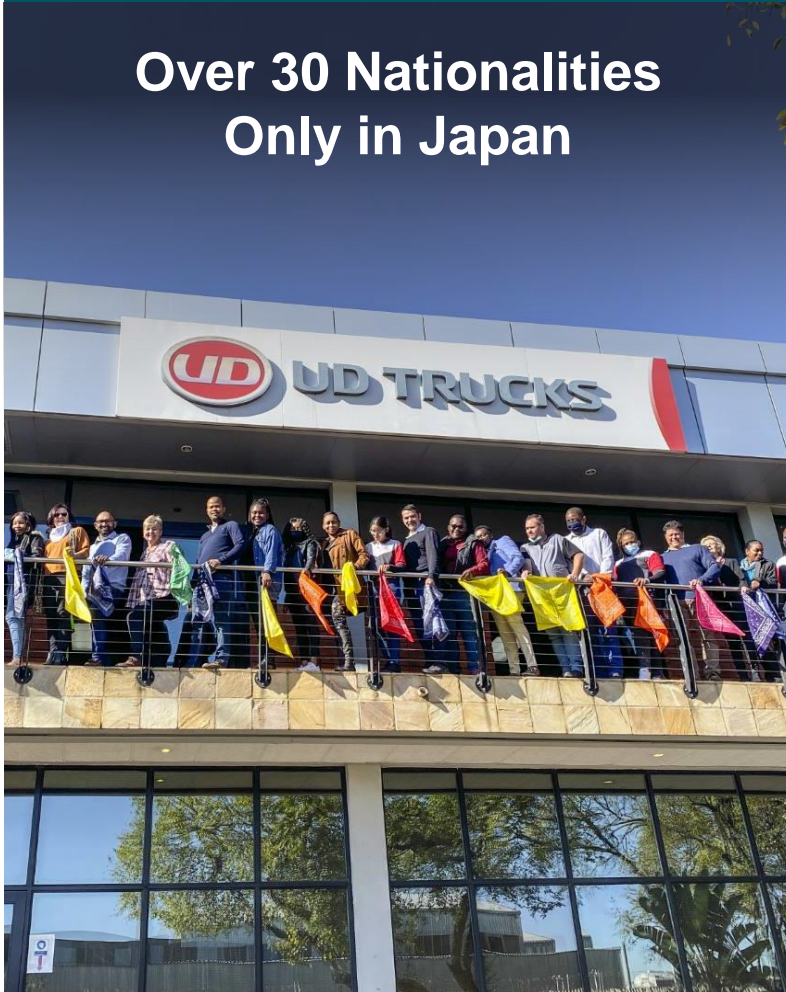
Ways of Working

- Diversity, Equity & Inclusion
- Great Place to Work
- Career & Development



1. Diversity, Equity & Inclusion; Our Culture

Over 30 Nationalities
Only in Japan



Diversity, Equity &
Inclusion Week



Workplace with open
atmosphere



2. Great Place to Work

Headquarter Building
Communication Areas
Convenience store



Working Environment
Work from Home
Flextime



Benefits Package
Canteens
Gym
Accommodation with
Appliances



3. Career & Development

Recruiting for Positions

Choose your first career



Learning Opportunities

E-Learning
Face to Face training
On the Job Training



Worldwide Internal Mobility

Design your career on your own





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Basic Information



Eligibility

- ✓ Those graduating in September 2025 or March 2026.
 - ✓ Those graduated from a university after March 2024
- *Consultation required on the date of joining the company.



How to Apply

- ✓ Application form through 'Mypage'
- ✓ Application form will be first in JP and for some positions in EN
- ✓ Submission deadline: every Sunday after April 6th



Faculties

- ✓ All faculties and departments can apply
 - ✓ University recommendation only available for engineering positions
- *Please contact your university career center for details



Interviews

- ✓ Up to 3 interviews per positions
 - ✓ 1st and 2nd interview conducted online, Final interview in Headquarters in Ageo, Saitama
- *Please contact recruitment team if you prefer all online



Starting Salary

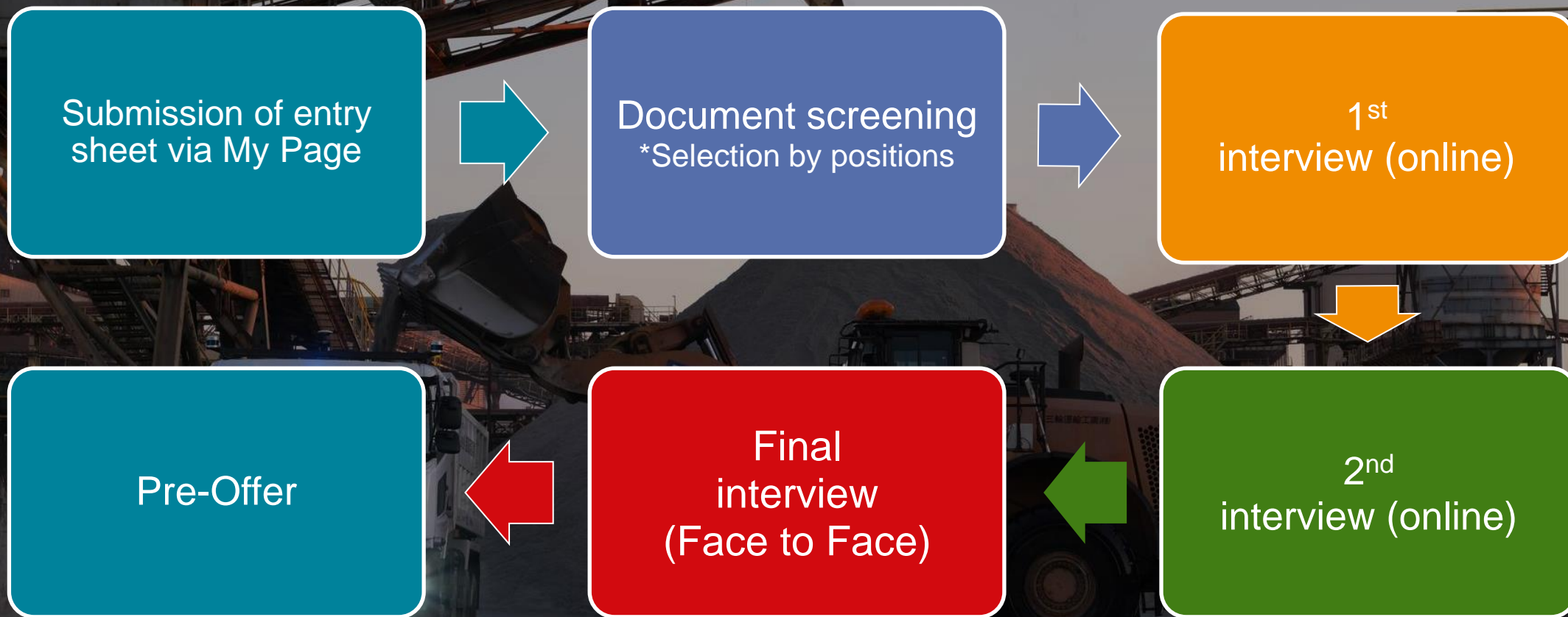
- ✓ Bachelor's Degree: ¥ 265,000
 - ✓ Master's Degree: ¥ 287,000
 - ✓ Doctor's Degree / PhD: ¥ 317,200
- *Monthly payment - overtime payment not included



Work Location & Others

- ✓ Headquarters in Ageo, Saitama
- ✓ Usually, no transfer of office by HR
- ✓ Apartment for non-married employees
- ✓ Bigger apartment for married employees

Selection Processes



※Interviews may only be conducted up to twice, depending on the position.



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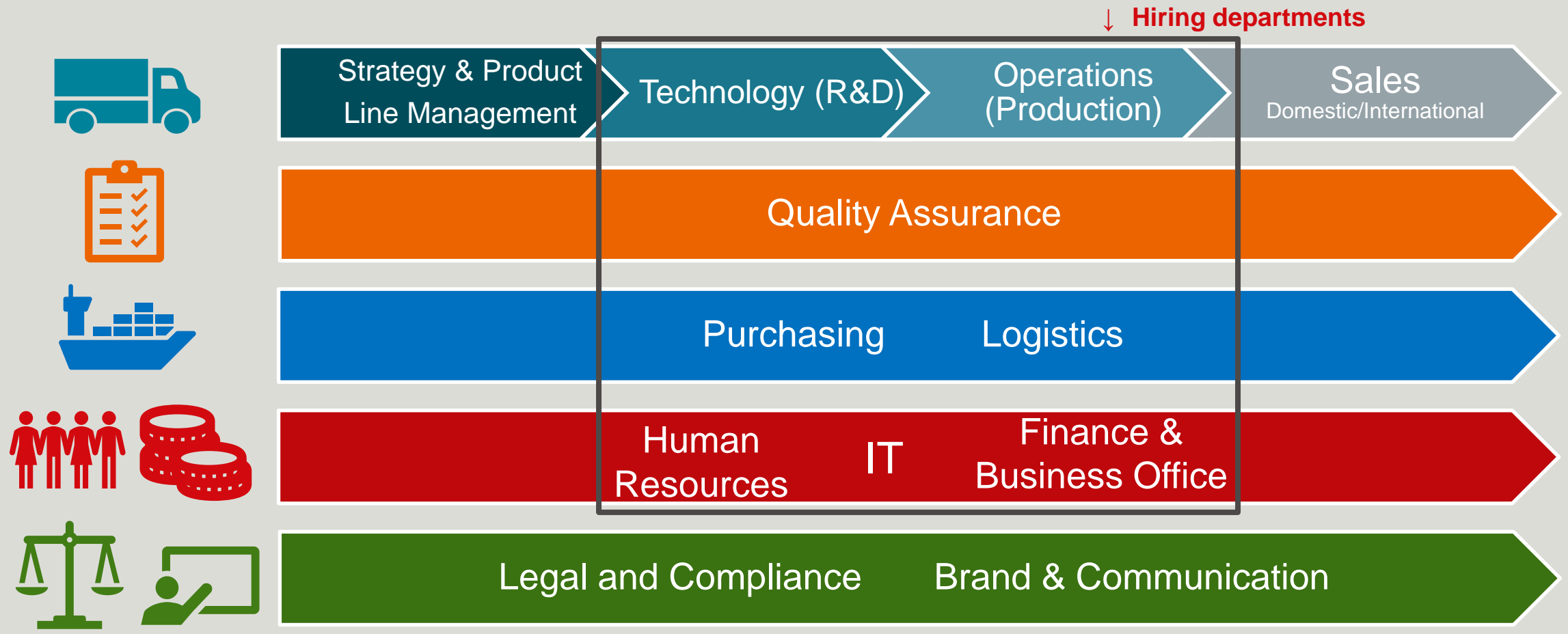
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UD Trucks Organization



2026 Graduates - Opportunities

【Engineering position】

※Only applicants with a science background

Technology

- ~~1. Chassis design~~
2. Cab design
- ~~3. Electrical and Electronics~~
4. Feature, Verification and Validation
5. Special Vehicle Development
- ~~6. Aftermarket Technology~~
7. Powertrain design

Quality assurance

8. Quality Assurance

Operations

9. Manufacturing Engineering
10. Plant Quality

Purchasing

11. Supplier quality

Digital Solutions & IT

12. Infrastructure Management

【Non-Engineering position】

※All candidates can apply

Technology

13. Regulations & Technical Affairs

~~14. Product Builds~~

Quality Assurance

15. Campaign & Quality Affairs

Operations

~~16. Logistics Development & Operations~~

Logistics

17. Logistics Control

Purchasing

18. Purchasing(Buyer)

DSIT

19. Solution delivery

Finance

~~20. Finance & Business Office~~

Human Resources

21. Recruitment

Regarding the job descriptions

- ❖ Please refer to the Guide in Japanese (available from [Mypage](#) or [recruitment website](#)) for each job description
- ❖ It is only available in Japanese
- ❖ If you are an English speaker with limited skill of Japanese, positions below are the ones you may apply to;
 - ~~Electrical and Electronics~~
 - Special Vehicle Development
 - ~~Aftermarket Technology~~
 - Solution Delivery

Online Seminars by Positions

- ❑ Employees working in each position will provide information about their department and job.
- ❑ Please attend as much as possible to understand the details before participating in the selection.
- ❖ This session will be mostly completed

All session have been completed

Engineering-A

- ❑ Powertrain Design
- ❑ Quality Assurance
- ❑ Manufacturing Engineering
- ❑ Cab Design

- ❑ Plant Quality
- ❑ Special Vehicle Development

Engineering-C

- ❑ Electrical & Electronics
- ❑ Aftermarket Technology
- ❑ Supplier Quality
- ❑ Feature, Verification & Validation

Non-Engineering-A

- ❑ Purchasing (Buyer)
- ❑ Solution Delivery
- ❑ Infrastructure Management
- ❑ Recruitment

Non-Engineering-B

- ❑ Regulations & Technical Affairs
- ❑ Campaign & Quality Affairs
- ❑ Product Builds

Non-Engineering-C

- ❑ Logistics Development & Operations
- ❑ Finance & Business Office
- ❑ Logistics Control



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How to Apply

- Please submit your entry sheet via My Page ([link](#)).
- Please note that some positions require additional entry sheet to be written in English.
- Please see p. 28 for eligibility requirements.

【Notes】

- Please note that there are a limited number of vacancies for each position. Please note that the selection process may have been completed by the time you apply.
- In such cases, our recruiters may offer you a different position.

Contact Information and links

【Contact】

UD Trucks Recruitment team UDRecruit@udtrucks.com

【Link】

- UD Trucks Recruitment website <https://www.udtrucks.com/japan/careers>
- UD Trucks Employee Introduction <https://www.udtrucks.com/japan/about-us/who-we-are/our-people>
- UD Trucks Official YouTube <https://www.youtube.com/@UDTrucksYT>

Further information

UD Trucks
Recruitment HP



Our People



Mynavi2026



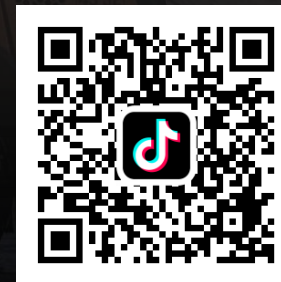
UD Trucks
YouTube



UD Trucks
Instagram



UD Trucks
TikTok



Welcome to UD Trucks



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Going the Extra Mile



Quon Concept 202X