

MODERN SLAVERY STATEMENT

This Statement is prepared in accordance with s13 of the *Modern Slavery Act 2018* (Cth). It sets out the steps taken by Isuzu Australia Limited (“IAL”) during financial year 2024/2025, to minimise the risk of modern slavery occurring in our business.

IAL’s Sustainability & Compliance, Procurement, and Legal Departments have dedicated more resources in managing aspects of IAL’s Environmental, Social, and Governance (ESG) framework, including our response to Modern Slavery. These departments report relevant activities to the Risk Audit and Compliance Committee who monitor, review, and plan the actions we have taken and will take in the future in order to minimise modern slavery risks.

Description of IAL

IAL is a public company, incorporated in Australia and operating in Australia. The immediate and the ultimate parent entity is Isuzu Motors Limited (“IML”), a company incorporated in Japan. IAL’s registered office and its principal place of business is at:

66 Foundation Road

TRUGANINA VIC 3025

Telephone: (03) 9644 6666

IAL does not have any operating subsidiaries.

IAL Operations and Supply Chains

IAL’s principal activities are the importation and distribution of trucks, parts, accessories and diesel engines. IAL works with Isuzu franchised dealers throughout Australia. While the businesses are neither owned nor controlled by IAL, it is a condition of the dealers’ franchise agreement that they comply with all applicable laws.

IAL’s supply chains are complex. We have both upstream and downstream suppliers in our supply chain. IAL’s main upstream supplier is IML, which supplies vehicles, engines, parts and accessories to be distributed by IAL. IAL’s downstream suppliers are primarily individuals and organisations that provide goods and services to support the sale and distribution of Isuzu Trucks and engines, as well as related parts and accessories.

Potential Risks of Modern Slavery Practices in IAL Operations and Supply Chains

Modern commercial vehicles contain dozens of different systems that are made up of thousands of separate parts sourced from multiple suppliers from various locations. We rely on IML in respect of the management of the suppliers of these separate parts. We will continue to liaise with IML regarding IML's management and oversight of human rights and labour vetting processes, including the elimination of discrimination, respect for human rights, prohibition of child labour, prohibition of forced labour, and measures taken against the use of conflict minerals.

Upstream suppliers we deal with directly are subject to similar requirements as our downstream Tier One suppliers.

IAL's downstream Tier One suppliers are primarily Australian-based low-risk businesses. These businesses undertake contractually to operate in accordance with the relevant Australian laws, including those laws that set standards for working conditions and wage regulations. We have and will continue to work with our suppliers to identify and address any risks of modern slavery that may be identified. IAL is dedicated to enhancing our purchasing practices by emphasizing local procurement in Australia. This approach not only helps mitigate potential risks associated with global sourcing but also aligns with our parts purchasing policy.

Actions Taken by IAL to Assess and Address the Modern Slavery Risks.

This report relates to the April 2024 to March 2025 period, which is in line with the IAL's Financial Year.

IAL has continued to develop its systems and processes to mitigate modern slavery risk in its supply chain. In particular, IAL:

- Ensures the Human Rights Officer remains responsible for the oversight of Human Rights related issues in relation to IAL staff including by:
 - Being prepared to respond in a timely manner to any complaints or queries as they arise;
 - Attending IML practical human rights education and responding to IML queries in a timely manner.
 - Reporting any issues that may arise to the Risk Audit and Compliance Committee.
- has engaged a service provider to conduct a thorough examination of evidence related to Modern Slavery within our supply chain.
- Has revised the Supplier Evaluation process so that it is now conducted to ISO standards in line with our Quality, Safety and Environmental Management Systems.

- Amended IAL's Standard Tender Documents to include a new requirement for all tender applicants to sign and accept the terms outlined in the updated Supplier Code of Conduct.
- Ensured any new supplier agreement contains a statement relating to Modern Slavery and requirements to comply with it.
- Modified its internal systems to ensure all contractors are subject to Visa checks or otherwise are able to confirm a right to work in Australia.
- Ensured all service providers involved in Direct Ship activities in the IAL logistics supply chain provide to IAL their Modern Slavery policies.

Wider risk issues are reported to the IAL's Risk Audit and Compliance Committee, which reports to the IAL Board on a quarterly basis.

How IAL assesses the Effectiveness of our Actions

IAL's Modern Slavery oversight is actively managed by the Sustainability and Compliance Department. The Department regularly:

- reviews relevant data.
- assesses emerging risks.
- annual review of risks.
- leads stakeholder engagement.
- advises the IAL Board through the IAL Risk Audit and Compliance Committee of its activities.

Other Relevant Information

IML requires its suppliers to adhere to its Revised Supplier Sustainability Guidelines and to provide a letter of consent agreeing to the Guidelines. IML will continue to strengthen its Human Rights due diligence activities, including providing appropriate education to management and employees, consulting with outside experts, and maintaining dialogue and discussions with relevant stakeholders. This aligns with the Isuzu Group Human Rights Policy, established on 25 February 2022 and revised on 22 December 2023.

Since October 2022, IML has been participating in the Foreign Worker Consultation and Relief Program via the Japan Platform for Migrant Workers towards a responsible and inclusive society as one of its grievance consultation and remedial mechanisms for foreign workers.

Modern commercial vehicles are composed of thousands of individual components sourced from a diverse array of suppliers. These components work together to create multiple intricate systems essential for the vehicle's performance and functionality.

The systems and components are typically provided by "Tier 1" suppliers. The entities that supply the Tier 1 suppliers are referred to as "Tier 2" suppliers, and this classification



extends further down the supply chain. It is also plausible that certain smaller components may be categorised as Tier 4 suppliers.

IAL, as a supplier of trucks, ensures the effective management of its systems, processes, and employee conditions. Consequently, IAL can anticipate stringent compliance from its Tier 1 suppliers.

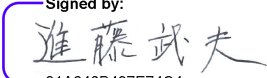
IAL's Tier 1 suppliers can in turn set expectations from their suppliers. However, the further down the chain each supplier is placed, the less likely IAL is able to reliably track and control workplace practices.

Every effort is made to source products from honourable and compliant suppliers; however, it is impossible to be absolutely certain that the entire vehicle is free from components produced to IML's own Sustainability standards.

Conclusion

This Statement outlines the steps IAL has taken to ensure compliance with its ongoing commitment to examining and reducing Modern Slavery practices it identifies in its businesses. This statement will be reviewed and updated on an annual basis.

The IAL Board approved this Statement on 09 September 2025.

Signed by:

Takeo Shindo
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Date: 09 September 2025

Managing Director and CEO