Modern Slavery Statement

Date: 30 September 2026

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Foreword from the Board of Directors

At Isuzu UTE Australia Pty Ltd ("**IUA**"), we are committed to conducting business responsibly, ethically and with respect for human rights.

While the risk of modern slavery within IUA's direct operations is considered low, we recognise that risks can exist within global supply chains and that businesses have an important role to play in identifying and addressing those risks.

During the Reporting Period, we continued to strengthen our approach through supplier engagement, ongoing policy and governance improvements, the introduction of our Supplier Code of Conduct to key suppliers, and continued employee awareness and compliance initiatives. These activities reflect our commitment to responsible sourcing and continuous improvement.

IUA remains committed to working with our suppliers, employees and business partners to identify, assess and address modern slavery risks and to promoting ethical business practices throughout our operations and supply chains.

Junta Matsui
Managing Director
Isuzu UTE Australia Pty Ltd

IUA Modern Slavery Statement (30 September 2026)

IUA has produced this seventh Modern Slavery Statement ("the **Statement**") for the period 1 April 2025 until 31 March 2026 ("the **Reporting Period**"), in accordance with the requirements of the *Modern Slavery Act 2018* (Cth) ("the **Act**").

The Statement describes the steps IUA has taken during the Reporting Period to assess and address the risk of modern slavery occurring in IUA's operations and supply chains.

IUA recognises that modern slavery can manifest in many ways, depending on local circumstances. The Statement addresses steps that IUA has undertaken, or will undertake to prevent any form of modern slavery through IUA's business and supply chains.

By ensuring that IUA personnel and suppliers adhere to IUA's policies and procedures relevant to the requirements of the Act, IUA takes reasonable steps to meet its ethical obligations, comply with the Act and secure key stakeholder commitment to assisting IUA in its vision to diminish modern slavery. Based on the nature of IUA's operations and the supplier engagement steps described in this Statement, IUA considers the risk of modern slavery occurring in its direct operations to be low, while recognising that parts of its overseas supply chain require ongoing monitoring.

IUA's Structure, Operations and Supply Chains

IUA directly employs approximately 157 personnel, and its headquarters are based in Brisbane, Australia. It is a fully owned subsidiary of Mitsubishi Corporation ("**MC**"), which is a company incorporated and registered in Japan. MC is a globally integrated enterprise that develops and operates businesses across its seven (7) business groups. It owns or controls approximately 1,182 consolidated subsidiaries and affiliate companies. IUA does not own or control any other entities.

IUA is the Australian wholesale distributor of Isuzu light commercial and passenger vehicles. The principal products it distributes are Isuzu automotive vehicles (the D-MAX light commercial vehicle (Ute) and the

MU-X sports utility vehicle) and Isuzu automotive vehicle parts ("the **Products**") and other accessories related to the Products. Additionally, it manages a network of authorised Isuzu UTE automotive dealerships in accordance with the provisions of the Franchising Code of Conduct. This includes after-sales (vehicle servicing, parts and customer service) activities.

The Product IUA distributes in Australia is supplied by Isuzu Motors International Operations (Thailand) Co. Ltd ("**IMIT**"), which is a corporation incorporated and registered in the Kingdom of Thailand. IMIT is jointly owned by Isuzu Motors Asia Limited ("**IMA**") and Tri Petch Holding Co. Limited.

Isuzu Motors Co. (Thailand) Limited ("**IMCT**") sources components and undertakes the manufacture of the Product, on behalf of IMIT, from amongst its related or affiliated entities and suppliers and from other suppliers globally. IMIT distributes the Product to other entities, including but not limited to IUA.

The Product distributed by IUA is principally sourced from the IMCT supply chain which geographically is positioned in Japan and Thailand ("the **IMCT Supply Chain**").

IUA supports its Isuzu UTE dealer network by sourcing Product accessories, and other Isuzu UTE dealers administrative goods and services, from Isuzu A & S (Thailand) Co., Ltd. ("**Isuzu A & S**") and from Australian suppliers.

Risks of Modern Slavery Practices in IUA's Supply Chain and its Operations

The IMCT Supply Chain has been identified as geographically sourcing components for the Products globally, but principally from suppliers in Japan and the Kingdom of Thailand, with assembly of Isuzu automotive vehicles for IUA, occurring in the Kingdom of Thailand.

IUA acknowledges that the Kingdom of Thailand is identified by the 2023 Global Slavery Index as a high-risk modern slavery country, with a higher prevalence ranking of countries globally. As such, there is an elevated risk of modern slavery practices in this component of IUA's supply chain. It is in the manufacture of engines and motor vehicles, parts and accessories overseas that is the key risk of modern slavery in the IUA supply chain.

Additional Product accessories sourced by IUA, and goods and services associated with the administration of IUA's Isuzu UTE dealership network, are largely from Australian, Thai and Japanese suppliers.

As Australia and Japan are identified as each having a low prevalence of modern slavery, ranking, respectively, countries globally. There is a low risk level of modern slavery practices in this component of IUA's supply chain. Further, most of IUA's suppliers are based in Australia. The 2023 Global Slavery Index estimated a low prevalence of modern slavery in Australia of 1.6 people for every 1000 people in the country.

Actions taken by IUA to Assess and Address Risks of Modern Slavery

IUA operates and assesses the risk of modern slavery to its supply chain, in accordance with IUA's core values:

1. **Customer Centric** – We prioritise the needs and satisfaction of our customers, striving to exceed their expectations.
2. **Integrity** – We uphold the highest standards of honesty, transparency, compliance, and ethical behaviour in all of our interactions.
3. **Innovation** – We continuously seek new and better ways to enhance our products, services, systems and processes to remain at the forefront of the industry.
4. **Teamwork** – We foster a culture of co-operation and collaboration, both internally and across our dealer and partner network, to achieve shared goals.

5. **Responsible** – We actively work to minimise our environmental footprint plus promote and support community-minded practices.
6. **Inclusive** – We believe in the power of diversity, aiming to create an inclusive workplace that mirrors the diverse communities we serve.

During the Reporting Period, IUA has:

1. continued to revise, uplift and improve its internal policy governance framework;
2. continued to refine and improve the supplier engagement processes and principles;
3. continued to introduce the IUA Supplier Code of Conduct ("the **Code**") to key new suppliers;
4. continued to encourage existing key IUA suppliers to agree to implementing the IUA Supplier Code of Conduct; and
5. continued with its commitment to incorporate anti-slavery awareness and measures into compliance training of relevant IUA employees.

The Code sets out IUA's opposition to forced labour, other forms of slavery, bribery and corruption, and confirms IUA's expectation that its suppliers take the same approach in their own operations.

Through these processes, IUA has identified modern slavery risks and will address such modern slavery risks as they become apparent, by liaising with the IUA supplier, where necessary, renegotiating commercial terms to take account of risks of modern slavery and other appropriate measures. IUA will strive to be transparent in this process with all stakeholders.

IUA's modern slavery framework is overseen through its governance and compliance processes, including periodic review of modern slavery risks, supplier engagement activities and related policies.

IUA's Assessment of Effectiveness

IUA acknowledges the importance of identifying, assessing and addressing modern slavery risks in its supply chains, and of reviewing whether the steps it takes are effective. This approach aligns with MC's broader commitment to identify and address modern slavery impacts across its business activities. IUA will continue to strengthen its ability to identify, prevent and mitigate modern slavery risks in accordance with the policies, procedures and supplier engagement processes outlined in this Statement.

In assessing the effectiveness of its approach, IUA considers factors such as supplier engagement outcomes, supplier responses to modern slavery inquiries, implementation of the Supplier Code of Conduct in its contract of supply with key suppliers, and any modern slavery concerns identified during the Reporting Period. These outcomes help IUA determine whether further steps are required, including supplier follow-up, targeted training, updates to supplier terms or other corrective action to address identified risks and support ongoing improvement in IUA's modern slavery response. Collectively, these measures assist IUA in identifying opportunities for further improvement.

Future Reporting Periods

In future reporting periods, IUA plans to take the following actions:

1. Continue to identify key suppliers to IUA, monitor, identify, assess, and address modern slavery risks posed in the IUA operations and its supply chain through:
   a. refining IUA's survey to take account of any data and analysis from the survey results from previous reporting periods;
   b. issuing surveys to the key IUA suppliers;

c. considering the responses provided; and
d. continuing to monitor modern slavery risks.

2. Continue to encourage existing key IUA suppliers and all new key IUA suppliers from 1 April 2026, to agree to implementing the Code, in its supplier agreements with IUA.

3. IUA may ask a key supplier to correct their business behaviour, if IUA learns that the supplier is engaging in the practice of forced labour and other forms of modern slavery. If the request is not met, IUA will reevaluate its business relationship with the relevant IUA supplier.

4. Increase internal awareness and understanding of modern slavery risk, particularly for business areas with greater involvement in supplier relationships and supply chain management.

5. Consider how modern slavery risk can be further incorporated into IUA's broader risk management framework.

Endorsed by IUA's Board of Directors

The Statement has been endorsed by IUA's Board of Directors.

Signed by:
Hideyuki Ogawa
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Hideyuki Ogawa
Director
Isuzu UTE Australia Pty Ltd