

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 (ABN 97 006 962 572) ("IAL") during the financial year 2025/2026 to minimise the risk of modern slavery occurring in the business. IAL achieved a consolidated revenue of \$1.1 billion for the 2025/2026 financial year.

IAL's Business Support, Sustainability & Compliance, Legal, and Procurement departments have dedicated more resources to managing aspects of IAL's Environmental, Social, and Governance (ESG) framework, including our response to Modern Slavery. These departments report relevant activities to IAL's Risk, Audit & Compliance Committee, which monitors, reviews, and plans the actions IAL has taken and will continue to take to minimise modern slavery risks.

Description of IAL

IAL is a public company, incorporated in Australia and operating in Australia. IAL's parent company 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

In addition, IAL holds an 80% shareholding in a joint venture finance and leasing company, Isuzu Financial Services Australia Pty Limited (IFSA).

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, including modern slavery laws.

IAL's supply chains are complex. We have both upstream and downstream suppliers in our supply chain. IAL's primary 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 businesses with a low-risk of modern slavery. 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 Supplier Code of Conduct.

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

This report relates to the 1 April 2025 to 31 March 2026 period, which is in line with 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 & Compliance Committee.

- Has engaged a service provider, Fair Supply Analytics Pty Ltd, to conduct a deep dive risk assessment of Modern Slavery within our supply chain and provide assistance if further assessments.
- Continued monitoring of the Supplier Evaluation process so that it is now conducted to ISO standards in line with our Quality, Safety and Environmental Management Systems.
- Maintained IAL's Standard Tender Documents which include a requirement for all tender applicants to sign and accept the terms outlined in the updated Supplier Code of Conduct.
- Continued assurance that any new supplier agreement contains provisions relating to Modern Slavery laws and requirements to comply with them.
- 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.
- Ensure 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 & 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 Business Support, Sustainability & Compliance department. The department regularly:

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

Modern Slavery training is also conducted on an annual basis by our Legal Department across the business.

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 an importer and distributor 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 supply 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 reputable and compliant suppliers. However, it is impossible to be absolutely certain that an entire vehicle is free from components not produced to IML's own Human Rights standards.

Conclusion

This Statement outlines the steps IAL has taken to ensure compliance with its ongoing commitment to assess and mitigate any 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 9 September 2026.

Andrew Harbison

Managing Director and CEO

Date: 21/09/2026