

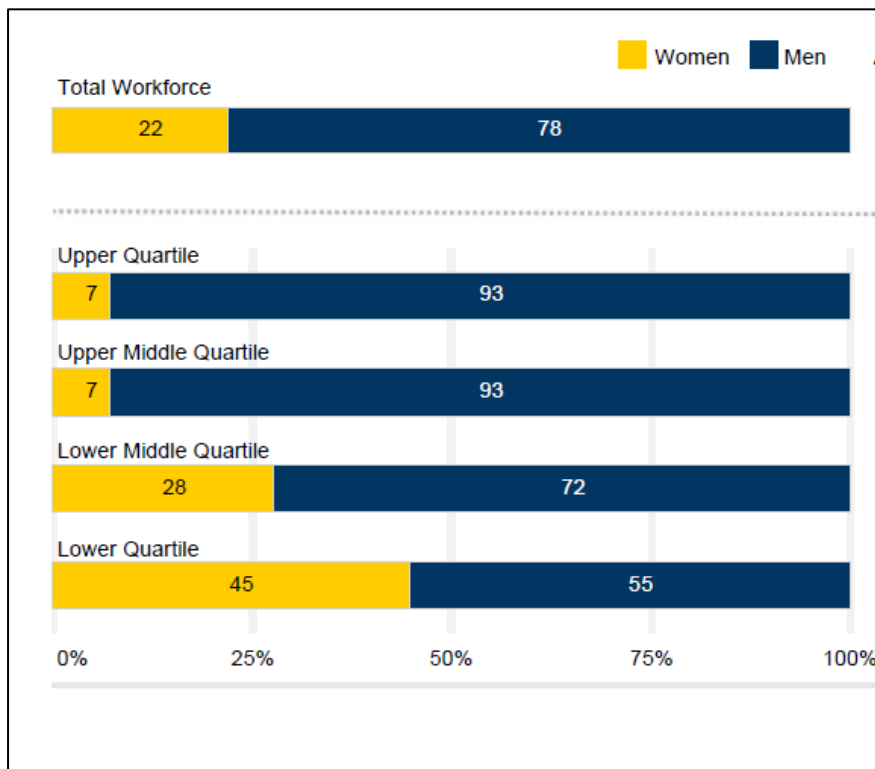
Isuzu Australia (IAL) has a strong commitment to inclusions and equality in the workplace. IAL recognises its talented and diverse workforce as a key competitive advantage. Our business success reflects the quality and skill of our people. IAL is committed to seeking out and retaining the best employees to ensure business growth and future performance.

Isuzu Australia is required by law to publish an annual gender pay gap report.

The figures below are for the snapshot date of 29/6/2022.

Total remuneration: Average (mean) gender pay gap	28.5%
Total remuneration: Median (mean) gender pay gap	41.9%
Average base salary: Mean gender pay gap	24.0%
Average base salary: Median gender pay gap	33.2%

### Gender composition by pay quartile



The figures set out above have been calculated using the standard methodologies used in the 2022-23 Gender Equality report submitted to the Workplace Gender Equality Agency.

As per the Workplace Relations Act 1996 Australian law requires men and women to be paid equally for work of equal value. As such Isuzu employees are paid equally for work of equal value regardless of their sex.

Isuzu's Diversity Policies and Guidelines, ensure that all employees are treated equally in employment matters including remuneration regardless of sex, nationality, religion, handicap, marital status, personal association, sexuality and pregnancy; where they are able to perform their job requirements in an environment that is free from discrimination, harassment or bullying behaviours.


IAL provides equal career opportunities and recruits and promotes based solely on merit, with appointment and progress dependent upon individual skills, qualifications, abilities and aptitude. This includes all matters including, recruitment, selection, placements, transfers, performance reviews, promotions, training and development and compensation matters. In this regard, the company is fulfilling its legal obligations under Commonwealth and State anti-discrimination legislation.

Isuzu salaries and positions are regularly reviewed and will continue to be reviewed to ensure equality remains within the organisation.

I, Takeo Shindo, Managing Director & CEO confirm the information in this statement is accurate.

Yours sincerely,

Signed



Date

15 - Feb - 2024