1. _____

We, Isuzu, strive to evolve into a commercial mobility solutions company than l

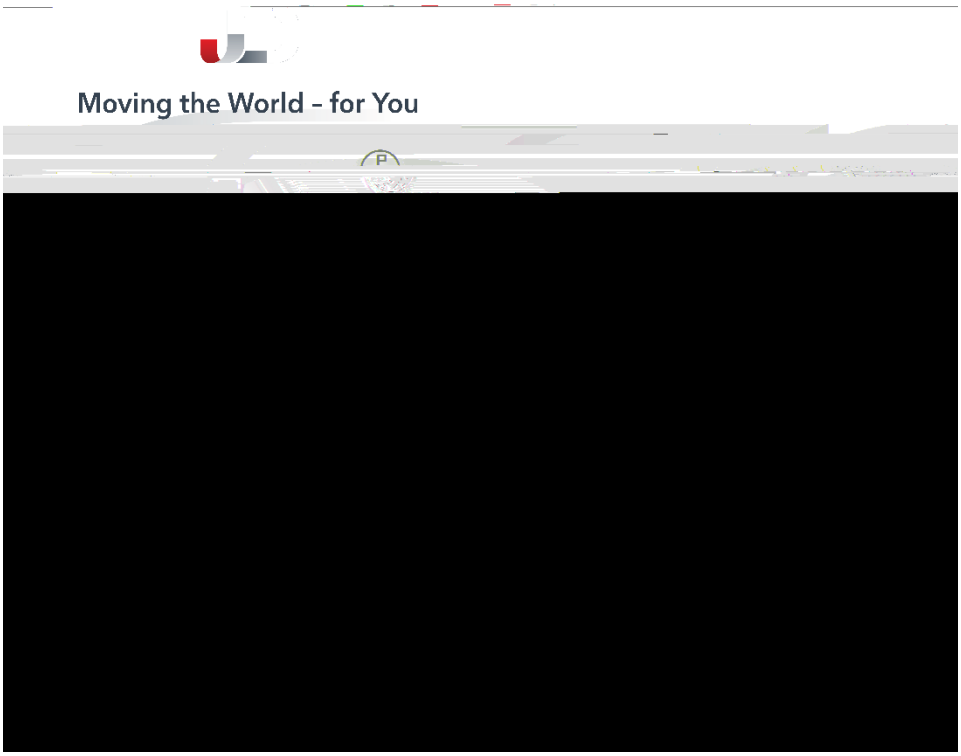
the entire life cycle of Isuzu Group products. To achieve zero GHG emissions throughout the entire supplier chain, we ask suppliers to ascertain their GHG emissions, set targets to reduce them, implement plans to accomplish that, and continuously improve their overall environmental performance. Additionally, we require suppliers to share information with us in order so that we can work together to minimize our overall environmental impact.

Isuzu has always been committed to conducting socially responsible procurement activities with its suppliers based on its Supplier CSR Guidelines since 2014. However, Isuzu has updated the previous guidelines in December 2022 to create the new Isuzu Supplier Sustainability Guidelines in light of the changing expectations of the world and its stakeholders. These Guidelines outline the social and environmental expectations that we require our suppliers to meet. By ensuring adherence to these Guidelines, Isuzu aims not only to reduce or avoid human rights, labor, and environmental risks in the supply chain, but also to strengthen the supply chain to ensure the stable provision of valuable products and services, and to promote the mutual prosperity of Isuzu and its suppliers.

We urge our suppliers to familiarize themselves with the Guidelines and collaborate with us to implement socially responsible business practices.

April 2024

In order to advance the world as innovation leader and create a better life with better transport, all ISUZU Group employees must share the same spirit of ñMutual Growthò, which requires a win-win for individuals, our company, our partners, society and the planet as a whole. As individuals we share the drive to challenge, change and contribute. And as a team, we share mutual respect, inspiration, and empowerment.



3. _____

We, the Isuzu Group, are working on the resolution of various social issues through our business activities to realize the PURPOSE, VISION, and MISSION raised in ISUZU ID, our corporate philosophy.

We believe that the basis of this activity is respect for the human rights of each and every individual. In line with international human rights norms, we are committed to meeting our responsibility to respect human rights by fostering a culture of respect for human rights and upholding the principles of human rights across our business activities.

Isuzu Groupôs Human Rights Policy (hereinafter referred to as ñThis Policyò) was approved by the Board of Directors of Isuzu Motors.

1. This Policy applies to all officers, employees and temporary workers engaged in the Isuzu Group business (hereinafter referred to as officers and employees).
2. We share this Policy with our trade and business partners and expect them to understand and support its principles.

1. We are committed to meet our responsibility to respect human rights by not tolerating human rights abuses and responding appropriately to negative impacts on human rights associated with our business activities.
2. We shall support and respect international human rights norms (including the International Bill of Human Rights, International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations' Guiding Principles on Business and Human Rights) and actively implement initiatives in accordance with these norms.
3. We shall comply with the laws and regulations of the countries and regions in which we conduct business. In cases where there is a conflict between international human rights norms and the local laws and regulations, we shall explore ways to honor the internationally recognized human rights while complying with local laws and regulations.

1. We shall implement a system to methodically and continuously promote respect for

4. _____

1) Purchasing Basic Vision

Isuzu ensures satisfactory quality, delivery and quantity of purchased parts so that smooth production is achieved through our purchasing activity. We also help to support the spread of new technologies through our purchasing activity in the market, and we strive to ensure our purchasing activity contributes the profitability of the company. Our Purchasing Division ensures satisfactory quality, delivery and quantity of purchased parts.

2) Purchasing Basic Policy

(1) With ñqualityòas the first priority, Isuzu seeks to create and offer products that would satisfy our customers.

(2) Isuzu aims to procure domestic or overseas parts, under fair competition, if the parts are satisfactory in terms of quality, pricing and delivery.

(3) Isuzu enhances corporate competitiveness while developing procurement schemes aiming to form win-win relationships with our business partners.

5. _____

The Isuzu Group promotes sustainability activities on a group-wide basis while recognizing social issues such as human rights and the environment, towards the realization of the

6. _____

These Guidelines outline requirements that we expect our suppliers to meet. They were developed with reference to our corporate philosophy, ISUZU ID, Human Rights Policy, and other policies as well as the ILO Declaration on Fundamental Principles and Rights at Work, the International Bill of Human Rights (Universal Declaration of Human Rights and International Covenants l s

7. _____

1)

(1) Compliance with laws and regulations and respect for international norms

Comply with the laws and regulations of each relevant country and region, and respect international norms.

Develop and implement policies, systems, guidelines, reporting systems, education, and other mechanisms to ensure thorough compliance.

(2) Compliance with competition laws

Abide by the competition laws of each relevant country and region, and avoid practices such as private monopolies, unfair restraint of trade (such as cartels and bid rigging), unfair trade practices, and abuse of a dominant position.

(3) Anti-corruption

Do not engage in any form of corrupt practices such as bribery, bid rigging, money laundering, fraudulent accounting, embezzlement. Also, do not participate in such corrupt practices through third parties.

Make all political contributions and donations in accordance with the laws and regulations of each

(5) Import/export transaction management

Properly process and control the import/export of regulated technology, gool

2)

(1) Respect for international human rights norms

Respect and support international norms on human rights.

In cases where these norms conflict with the requirements local laws and regulations, explore

(6) Efficient and circular use of resources

Comply with the laws and regulations of each relevant country and region regarding proper disposal and recycling of waste, and reduce the volume of final waste disposal through efficient and circular use of resources used in business activities.

(7) Chemical substance management

Identify and properly manage chemical substances that may have negative effects on human health, other living organisms, and the environment. Ensure products do not contain prohibited chemical substances, and do not use prohibited chemical substances in manufacturing processes. Monitor and report emissions of chemical substances designated by the laws and regulations of each country or region to the relevant government authorities in compliance with laws and regulations.

(8) Biodiversity conservation

Assess the impact of business activities on the surrounding environment and biodiversity and strive to minimize it.

5)

(1) Provision of products and services that meet consumer/customer needs

Develop and provide socially useful products by understanding the needs of consumers and customers.

(2) Provision of appropriate information on products and services

Provide appropriate information about products and services to consumers and customers.

(3) Ensuring safety of products and services

Ensure that products and services produced/provided comply with safety laws and regulations established in each relevant country and region.

(4) Ensuring quality of products and services

Establish and operate a company-wide system to ensure quality.

8. _____

If you have any questions regarding these Guidelines, please contact the following department from which the Guidelines are distributed.

Sustainability Group, Purchasing Control Department

No. 106 Weekly Rest (Commerce and Offices) Convention, 1957

No. 111 Discrimination (Employment and Occupation) Convention, 1958
No. 120 Hygiene (Commerce and Offices) Convention, 1964
No. 131 Minimum Wage Fixing Convention, 1970
No. 138 Minimum Age Convention, 1973
No. 155 Occupational Safety and Health Convention, 1981
No. 170 Chemicals Convention, 1990
No. 182 Worst Forms of Child Labour Convention, 1999
No. 183 Maternity Protection Convention, 2000
No. 190 Violence and Harassment Convention, 2019

- Tokyo 2020 Olympic and Paralympic Games Sustainable Sourcing Code (3rd edition)
- SA8000 Standard
- RBA (Responsible Business Alliance) Code of Conduct v7.0

We request that a representative (or an authorized officer, etc.) sign this agreement as confirmation that your company understands the purpose of the Isuzu Group Supplier Sustainability Guidelines (April 2024 edition) and that all products and services you supply to Isuzu comply with the requirements of these Guidelines.

Company name:

Supplier code:

Position/title:

Signature (handwritten or typed + representative's seal):

Date signed: