

# Significant Human Rights Issues Map

| Significant Human Rights Issues (Details)                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Subcategory Classification                                          | Main Category Classification                       |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|----------------------------------------------------|
| 11. Foreign Workers (Procurement) 16. Foreign Workers (Procurement)<br>29. Foreign Workers (Manufacturing) 42. Foreign Workers (Logistics)<br>36. Foreign Workers (Sales) 54. Foreign Workers (Sales)<br>48. Foreign Workers (Sales)<br>49 Occupational Health and Safety (Sales)                                                                                                                                                                                                           | Foreign Workers (Including Technical Intern Trainees))              | <b>Forced Labor of Foreign Workers</b>             |
| 1. Occupational Health and Safety (R & D) 6. Occupational Health and Safety (R & D)<br>12. Occupational Health and Safety (Procurement) 17. Occupational Health and Safety (Procurement)<br>30. Occupational Health and Safety (製造) 43. Occupational Health and Safety (Logistics)<br>41. Occupational Health and Safety (Logistics) 55. Occupational Health and Safety (Sales)<br>49. Occupational Health and Safety (Sales) 59. Occupational Health and Safety (Disposal/Waste Treatment) | Occupational Health and Safety of Employees                         | <b>Occupational Health and Safety</b>              |
| 65. Environmental Considerations in Manufacturing Equipment and Systems (Group-wide)                                                                                                                                                                                                                                                                                                                                                                                                        | Environmental Considerations in Manufacturing Equipment and Systems |                                                    |
| 23. Raw Material Risk (3TGs/Procurement)<br>24. Raw Material Risk (Cobalt/Procurement)<br>26. Raw Material Risk (Lithium/Procurement)<br>27. Raw Material Risk (Nickel/Procurement)<br>28. Raw Material Risk (High-Risk Raw Materials Other Than Specified Minerals//Procurement)                                                                                                                                                                                                           | Raw Material Risk                                                   | <b>Raw Material Risk • Child Labor</b>             |
| 21. Child Labor (Procurement)                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Child Labor                                                         |                                                    |
| 2. Long Working Hour (R & D) 18. Long Working Hour (Procurement)<br>38. Long Working Hour (Logistics) 44. Long Working Hour (Logistics)                                                                                                                                                                                                                                                                                                                                                     | Long Working Hour                                                   | <b>Working Hours</b>                               |
| 40. Wage Non-Payment (Logistics) 46. Wage Non-Payment (Logistics)<br>41. Uncompensated Work (Logistics) 47. Uncompensated Work (Logistics)                                                                                                                                                                                                                                                                                                                                                  | Fair Wage Payment                                                   | <b>Wages</b>                                       |
| 34. Noise/Vibration/Pollution in Local Communities (Manufacturing)                                                                                                                                                                                                                                                                                                                                                                                                                          | Noise, Vibration, Pollution in Local Communities                    | <b>Environment and Surrounding Local Residents</b> |
| 61. Environmental Pollution (Consumption/Waste)                                                                                                                                                                                                                                                                                                                                                                                                                                             | Environmental Pollution                                             |                                                    |

## Priority Theme 1

Issues of Foreign Workers within the Group, Including Sales Companies and the Broad Supply Chain

## Priority Theme 2

Management of Human Rights Issues and Initiatives in the Value Chain, Including Logistics and Downstream Value Chain

- Isuzu Group Employee
- Supply Chain Employee
- Local Residents