

FORCED LABOUR IN CANADIAN SUPPLY CHAINS REPORT

HITACHI CONSTRUCTION TRUCK MANUFACTURING LTD.

ANNUAL REPORT

This report has been prepared in compliance with *Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act"), covers the fiscal year starting April 1, 2023 and ending March 31, 2024, and outlines the steps taken by **HITACHI CONSTRUCTION TRUCK MANUFACTURING LTD.**

PREVENTION AND REDUCTION OF RISK

HITACHI CONSTRUCTION TRUCK MANUFACTURING LTD. ("HTM") has published a code of conduct that includes provisions regarding respect for human rights, and is based on the policies implemented by the Hitachi Construction Machinery Group ("HCM Group").

HTM has completed the drafting a template compliance agreement to be signed by its suppliers, and HTM intends to use the template in connection with its supplier vetting process going forward.

STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

HTM is a member of the HCM Group. HTM is a federal Canadian corporation that produces off road rigid dump trucks, and distributes aftermarket parts worldwide. HTM operates from a facility located in Guelph, Ontario that is approx. 1.19 million square feet. HTM has over 100 employees.

POLICIES AND DUE DILIGENCE PROCESSES

HTM has established a Code of Conduct for the Canadian business, and has adopted the HCM Group Human Rights Policy. HTM undertakes initiatives for respecting human rights pursuant to its Code of Conduct and the HCM Group Human Rights Policy.

The HCM Group Human Rights Policy was established in March 2014 and references a required understanding of human rights as described in the International Bill of Human Rights and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at

Work, and references human rights due diligence based on the United Nations Guiding Principles on Business and Human Rights.

FORCED LABOUR AND CHILD LABOUR RISKS

HTM is in a process of developing specific policies and processes internally to identify forced labour and child labour risk in its supply chain, and take measures to address and remediate such risks.

MEASURES TO REMEDIATE FORCED LABOUR AND CHILD LABOUR

HTM has not identified any instances of forced labour or child in its supply chain. HTM is in a process of developing specific policies and processes internally to identify forced labour and child labour risk in its supply chain, and take measures to address and remediate such risks.

MEASURES TO REMEDIATE LOSS OF INCOME

HTM has not identified any instances of forced labour or child in its supply chain. HTM is in a process of developing specific policies and processes internally to identify forced labour and child labour risk in its supply chain, and take measures to address and remediate such risks.

EMPLOYEE TRAINING AND AWARENESS

HTM has conducted employee training annually for all Canadian employees regarding compliance with the HTM Code of Conduct, including business and human rights.


ASSESSING EFFECTIVENESS IN PREVENTING FORCED LABOUR AND CHILD LABOUR

HTM will assess effectiveness as new policies and processes related to identifying and remediating forced labour and child labour risks are implemented.

APPROVAL AND ATTESTATION

This report has been approved by the board of directors of **HITACHI CONSTRUCTION TRUCK MANUFACTURING LTD.**

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

DocuSigned by:

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Name: Ikuo Kishida

Title: Chief Executive Officer & Director

Date: May 31, 2024

*I have the authority to bind **HITACHI CONSTRUCTION TRUCK MANUFACTURING LTD.***