

Yokohama Tire Manufacturing Virginia, LLC (YTMV)

Business activities

Production of tires for passenger cars and light trucks

Total site area

243,000m²

Number of employees

662 (as of January 1, 2022)

Location

1500 Indiana Street, Salem, VA 24153

Contact for consultation and complaints

Tel: +1-800-433-9851 (Toll free number, available only in the United States)

Director, EHS. Neil Dalton

e-mail: Neil.Dalton@yokohamatire.com



Message from the President



Tetsuro Murakami

Yokohama Tire Manufacturing Virginia (YTMV) continues to build CSR foundations that can win people's trust, aiming to proactively make a positive contribution not only to the local community, but globally as well.

To that end, following the standards prescribed in ISO 14001:2015, and in line with the CSR policy that forms a key aspect of Yokohama Rubber's basic philosophy, YTMV are implementing ongoing improvement in order to maintain its position as an important production facility within the North American region. We are committed to ensuring the safety of all the people who work in or live near our plant as well as safeguarding their environment.

This company is focused on being a sustainable business, and we are promoting measures to reduce our energy consumption, to minimize the amount of any waste that we generate, and ensure our full compliance with all municipal, state and federal regulations.

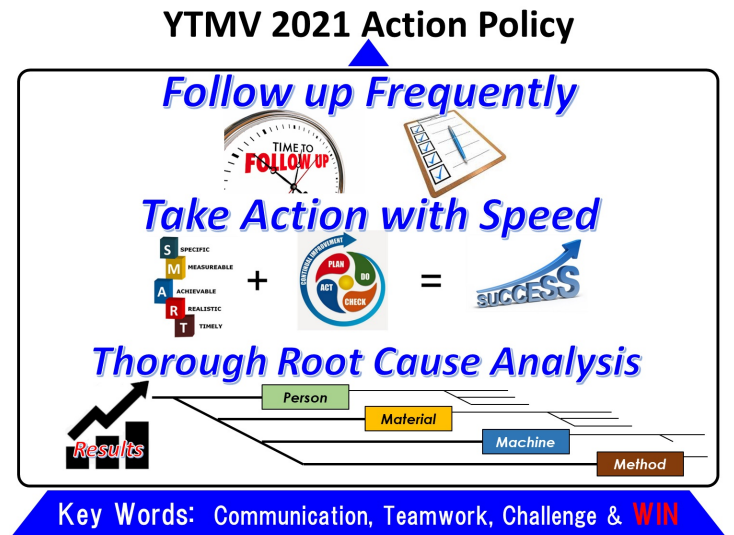
We aim to achieve harmony between our operations and the environment, and to contribute to the building of a sustainable society. We think implementing both of these represents our goal and our responsibility.

In the future, while working to safeguard the environment and natural resources in line with Yokohama Rubber's basic philosophy, we will also be working to put in place the sustainable foundations needed to support the growth of our business and its products.

Organizational Governance

For fiscal 2021, the slogan of our action plan is "Follow Up Frequently – Take Action with Speed – Thorough Root Cause Analysis".

We shall continue to place an emphasis on communication and teamwork, and conduct initiatives that are aimed at achieving targets as has been the case up until now. In 2022, we shall focus on strengthening a range of company activities, and place importance on working to minimize any impact on the environment thus both contribute to the protection of the global environment and to promote human happiness.



Policies for fiscal 2021

Human Rights

All employees receive education and training on the Yokohama Rubber Action Guidelines that stipulate the protection of human rights in order to prevent unethical behavior and harassment.

Computer Based Learning Lessons (CB2L's) are used to this end.

Lessons are composed of multiple slides that consist of mini quizzes that explain the policy, and a test on the level of understanding is conducted at the end of each session.

All employees are required to pass tests with a score of 80 or higher.

YTMV maintains an "open door" policy with respect to all employees.

Internal complaint handling procedures have been established and made as easy to use as possible; where employees feel that they have been treated unfairly in the workplace, we provide opportunities for them to raise their concerns and have them resolved.

In addition, we have reached agreement with our union regarding employment contracts that are free from discrimination with respect to the issues of race, religion, skin color, gender, age, and nationality, as stipulated in both state and federal law.



Computer based learning lessons

Labor Practices

Equal employment opportunity

YTMV is committed to providing equal employment opportunities for people who are interested in working for the company. We implement an equal employment opportunity (EEO) policy with respect to all terms and conditions of employment.

In 2021, the Human Resources Department organized training by interview for all managers and employees regarding employment in accordance with the requirements of employment legislation.

The training addressed issues including the areas to which equal opportunity legislation applies (including race, gender, religious beliefs, age, etc.), as well as physical and mental disability, and the utilization of company provided accommodation, etc. The training was successful in strengthening employees' understanding of such issues.

We will listen to employees' views regarding ideas for improving employment interviews, to strengthen the relationship between the company and its employees.

Safety and health

Our Safety Management Department has clarified that protecting the health and safety of employees is its top priority again for fiscal 2021, and it conducts its activities based on that priority. That is reflected in active initiatives that include weekly risk assessments, meetings with department administrators, and many audit programs.

- New hire training and regular follow up sessions
- Training during workplace transfers
- Training of external contractors
- Emergency contact training for use during incidents
- Emergency transport training for use during incidents
- PIT (vehicle) training
- Lockout/Tag out training
- Thirty-hour OSHA mandated training
- Environmental management training
- Everyday kiken yochi (KY) and training upon the commencement of operations.

In addition to the types of education and training mentioned, concerning both YTMV's business units and all the various processes in which they engage, we are always promoting improvements with respect to our equipment and facilities, all of which have been equipped with protective and safety devices. Concerning the personal protective equipment that is issued to all employees, it is always kept in a ready state so that it can be used immediately. Additionally, both its wearing and usage is actively promoted and managed. Whereby accidents occur, thorough investigations are conducted, and various forms of response are suggested and then executed, with subsequent follow-ups also undertaken.

More than anything else, it is important to us that our employees are able to return home safely after completing their work.

Emergency response

Emergency response vehicles are available 24 hours a day in order to respond to various medical emergencies that may occur in the workplace. The company has also organized a highly-skilled emergency rescue team with 24 team members, who have received training in order to be able to respond to a variety of situations including rescues from narrow spaces and heights. We conduct regular drills for responding to fires and emergencies as part of raising awareness among all employees.



Rescue Squad



Fire drills

The Environment

Recycling of waste

YTMV has established methods of recycling throughout the facility to capture paper, aluminum cans, bottles and cardboard in common areas. In 2021, YTMV implemented procedural change in Tire Building to promote paper recycling during the change-over process. Now all change over sheets are removed to recycle prior to new sheets added. In 2022, YTMV will continue to monitor the progress of recycling of these materials as well as establish additional recycling methods for materials such as discarded super sacks, label backing, and scrap rubber materials.

YOKOHAMA Forever Forest Project

In 2017, YTMV concluded its onsite Forever Forest Project activities (those taking place within the grounds of the company). In 2021, in collaboration with the Arbor Day Foundation, YTMV donated 1000 Red Pine and Jack Pine trees to the Michigan State Forest lands to provide improved habitat for wildlife including deer, turkey, grouse, and the Kirtland's warbler. The Pine trees will also help the Michigan Department of Natural Resources manage carbon sequestration and storage.

REPLANTING OUR FOREST | 2022 IMPACT REPORT

Michigan State Forest Lands

REASON FOR PLANTING

Together with the Michigan Department of Natural Resources, we are striving to replant several of Michigan's state forests on a large scale. This project will replant native tree species to return this area to its natural state and improve area watershed health. The pine forests will grow to provide habitat for the Kirtland's warbler as well as many other game and nongame species.

- Revitalizing stands of native Jack pine and red pine
- Providing critical habitat for the Kirtland's warbler and other area wildlife
- Improving area watershed health

MICHIGAN	PROJECT HIGHLIGHTS	IMPACT OVER 40 YEARS
	<p>XX ACRES REPLANTED THIS YEAR</p> <p>1,000 TREES PLANTED THIS YEAR</p> <p>TREE SPECIES PLANTED: RED PINE, JACK PINE, EASTERN WHITE PINE, WHITE SPRUCE</p>	<p>320.51 METRIC TONS NET CARBON DIOXIDE SEQUESTERED</p> <p>3.09 TONS AIR POLLUTION REMOVED</p> <p>82,315.6 GALLONS RAINFALL INTERCEPTED</p>

Thank you to **Yokohama Tire** for helping to revitalize the state forest lands of Michigan.

Arbor Day Foundation
arborday.org

LP9028101

Environmental data

Category		FY2017	FY2018	FY2019	FY2020	FY2021
Waste generated (t)		1,307	1,509	1,616	1,369	1,454
Proportion sent to landfill (%)		0.0	1.1	0.0	0.0	0.0
Landfill waste (t)		0.0	16.0	0.0	0.0	0.0
Energy use (oil equivalent: kl)	Electric power	16,728	16,776	16,549	13,969	16,133
	Fuel	8,915	9,109	8,553	6,884	8,208
	Total	25,643	25,885	25,102	20,853	24,341
Greenhouse gas emissions (1,000t-CO ₂)		49.1	49.5	48.0	39.9	58.5
Water usage (1,000m ³)		135.8	140.5	137.4	116.7	137.6

※FY: January to December

※Greenhouse gas emissions were calculated based on the Greenhouse Gas Protocol Initiative.

Wastewater management

YTMV thoroughly enforces wastewater management, and continues to comply with wastewater regulatory standards year after year. YTMV monitors wastewater flow daily and conducts regular inspections at wastewater source locations to adequately maintain compliance with the standards. Voluntary sampling is also conducted on a monthly basis.



Sampling equipment purchased for voluntary sampling

Biodiversity conservation activities

With the aim of improving our biodiversity activities and making a positive contribution toward the ecosystems and the environment in the vicinity of the plant, our company launched two biodiversity protection projects in 2015. Although the projects were suspended in FY2020, YTMV will restart the implementation of the Bluebird Conservation Activity in 2021.



Bluebird conservation activities

The Virginia Bluebird Society was established in 1996. Its purpose is to provide habitat for bluebirds to raise their young and to limit the decline of the species.

Although monitoring of the bluebird habitat at YTMV was limited in FY2021, the birdhouses continue to provide habitat for multiple species of birds each year.



Observing birdhouses

River water quality monitoring program

YTMV did not participate in the river quality monitoring program in FY2021.

Environmental measures

Virginia Environmental Excellence Program (VEEP)

The Virginia Environmental Excellence Program (VEEP) is a program launched by the Commonwealth of Virginia (the Virginia state government) to encourage facilities located within Virginia to make environmental improvements that go beyond the minimum statutory requirements. In the fourth quarter of 2017, YTMV's VEEP status was upgraded to E4 (Extraordinary Environmental Enterprise), the highest level that a business enterprise can attain under VEEP. The benefits of having E4 status include an enhanced profile within the local community, reduced handling charges for special permits, and regulatory incentives, etc.

In 2021, YTMV renewed status as an E4 enterprise and continues to perform at the highest level in the VEEP program.

Fair Operating Practices

Chemical substance management

All materials used within the plant are in compliance with Yokohama Rubber's list of prohibited chemical substances and in line with the Green Procurement Guidelines.

Safety data sheets (SDS) are continuously maintained for each material; and updated using the web system (Sphera/Sitehawk).

Consumer Issues

Customer visits

The company has systems fully in place to welcome visits from customers at any time.

Community Involvement and Development

Community interaction and volunteering activities

Due to pandemic, community interaction and volunteer activities were suspended in 2021.

Regional donations

During fiscal 2021 as well, the company and its employees continued to make donations to local charities and organizations.

United Way

(which supports education, households, healthcare and the environment in the Roanoke region)



Yokohama Tire Manufacturing Mississippi, LLC (YTMM)

Business activities

Production of radial tires for truck and bus

Total site area

2,000,000m²

Number of employees

776 (as of December 2021)

Location

1 Yokohama Boulevard, West Point, MS 39773

Contact for consultation and complaints

+1-800-423-4544 x6936 (Toll free number, available only in the USA)

YTMM Manager, EHS. Peter Papas

e-mail: Peter.Papas@yokohamatire.com



Message from the President



Takehisa Morimoto

Yokohama Tire Manufacturing Mississippi (YTMM) aims to realize Yokohama Rubber's corporate vision of building a trusted identity as a contributing member of the global community. As such, we strive to achieve harmony between our manufacturing operations and the needs of the environment and society.

YTMM is contributing to the building of a sustainable society by promoting measures to reduce energy consumption and the amount of waste generated. We are recycling materials such as plastics and educating employees on how they can contribute to reduced CO₂ emissions by reduce, reuse, recycle initiatives. In addition, YTMM is launching a new carbon neutral initiative this year.

We are committed to a workplace that prioritizes employee safety and peace of mind.

All YTMM employees are taught and empowered to use stop, call, wait when they discover an anomaly. Increased use of 3S has led to a reduction of occupational accidents. As one of the largest employers in our local area, YTMM strives to create a workplace environment that allows employees to work in a safe and healthy manner, thus feeling secure to perform to the best of their abilities. We strive to be the employer of choice in our local community and for employees to be proud of their association with Yokohama. As our slogan says, "we are Team Mississippi."

Organizational Governance

In 2022, we shall continue to focus on strengthening all our company activities by performing TPM as the foundation. Our mission will be to use continuous improvement to drive down key metrics of machine downtime and scrap by using the PDCA methodology. Our vision is to be a strong and independent company by year end 2024.



Vision for 2023

Human Rights

All employees receive education and training on the Yokohama Rubber Action Guidelines that stipulate the protection of human rights in order to prevent unethical behavior and harassment.

YTMM maintains an “open door” policy with respect to all employees. Internal complaint handling procedures have been established and made as easy to use as possible; where employees feel that they have been treated unfairly in the workplace, we provide opportunities for them to raise their concerns and have them resolved.

YTMM employment is free from discrimination with respect to the issues of race, religion, skin color, gender, age, and nationality, as stipulated in both state and federal law.

Labor Practices

Equal employment opportunity

YTMM is committed to providing equal employment opportunities for people who are interested in working for the company. We implement an equal employment opportunity (EEO) policy with respect to all terms and conditions of employment.

Safety and health

All leaders recognize all those who go above and beyond in Safety by use of Executive Safety Audits, SOP Safety Reviews, New Equipment Safety Assessments, Risk Assessment, Kiazen Board Reviews and Genba.

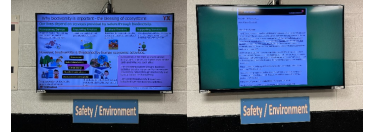


Hazard Prediction

Weekly Executive Safety Audits and SOP Safety Reviews were used to confirm direction and success of YTMM safety program. Safety briefs concentrated on COVID-19 awareness, prevention, and protocols both at work and at home.



Scrolling Power Point were updated regularly to include Safety Topics and slogans pertaining to Safety 24/7 here and at home.



Emergency response

With the lessening of COVID outbreaks our emergency response has turned towards strengthening YTMM's Emergency Responder numbers in facility 18 responders. Even though lessening of Covid spread, our team is still adhering to protocol, tracking and education.



The Environment

An in-depth 5-day surveillance, document audit and procedure/practices inspection for ISO 14001-2015 Certificate renewal was performed. The process confirmed no major non-conformances and recommendation was made for Certificate of Approval, which was issued January 25, 2022

Yokohama Clean-up the World Day

YTMM held clean up activities in the employee parking lot and grounds.

Environmental data

Category	FY2017	FY2018	FY2019	FY2020	FY2021	
Waste generated (t)	5,450	8,387	7,480	6,733	3,791	
Proportion sent to landfill (%)	11.9	8.9	7.3	6.0	16.4	
Landfill waste (t)	651.0	745.0	545.0	405.0	623.0	
Energy use (oil equivalent: kl)	Electric power	—	—	15,167	13,448	14,539
	Fuel	—	—	5,444	4,609	4,324
	Total	—	—	20,611	18,056	18,863
Greenhouse gas emissions (1,000t-CO ₂)	—	—	38.3	33.6	35.1	
Water usage (1,000m ³)	—	—	197.0	159.6	136.3	

※FY: January to December

※The calculation of emissions from overseas business locations has been based on the Greenhouse Gas Protocol Initiative.



Wastewater management

The company thoroughly enforces wastewater management, and it has been in compliance with legal standards for seven consecutive years.

Fair Operating Practices

Chemical substance management

All materials used within the plant follow Yokohama Rubber's list of prohibited chemical substances and are in line with the Green Procurement Guidelines.

Safety data sheets (SDS) are continuously maintained for each material; and updated using the web system (Site hawk).

Consumer Issues

Customer visits

The company has systems fully in place to welcome visits from customers at any time.

Community Involvement and Development

Community interaction and volunteering activities

YTMM employees had limited volunteer activities due to COVID-19.

A local community advisory committee was established. Community leaders were given a plant tour and had a luncheon discussion with plant leadership.



Sponsorship of five youth sports teams in West Point

Regional donations

During fiscal 2021, the company and its employees continued to make donations to local charities and organizations.

Yokohama Industries Americas Inc. (YIA)

Business activities

Production and sale of hose assemblies for auto air-conditioners, power steering units and transmission oil coolers.

Total site area

YIA Inc. (DIV.1, DIV.2) 15,100m²

YIA South Carolina LLC. (DIV.3) 11,200m²

YIA Ohio Inc. (DIV.5) 12,820m²

YIA Mexico (DIV.6) 9,300m²

※YIA Inc. (DIV. 2) was removed from management in November 2021.

Number of employees

1,234 (as of February 2022)

Location

Versailles Plant 105 Industry Drive, Versailles, KY 40383, U.S.A.

Contact for consultation and complaints

Tel: +1-859-879-3741 Fax: +1-859-873-8943

E-mail: Ashley.Kelly@YokohamaIA.com



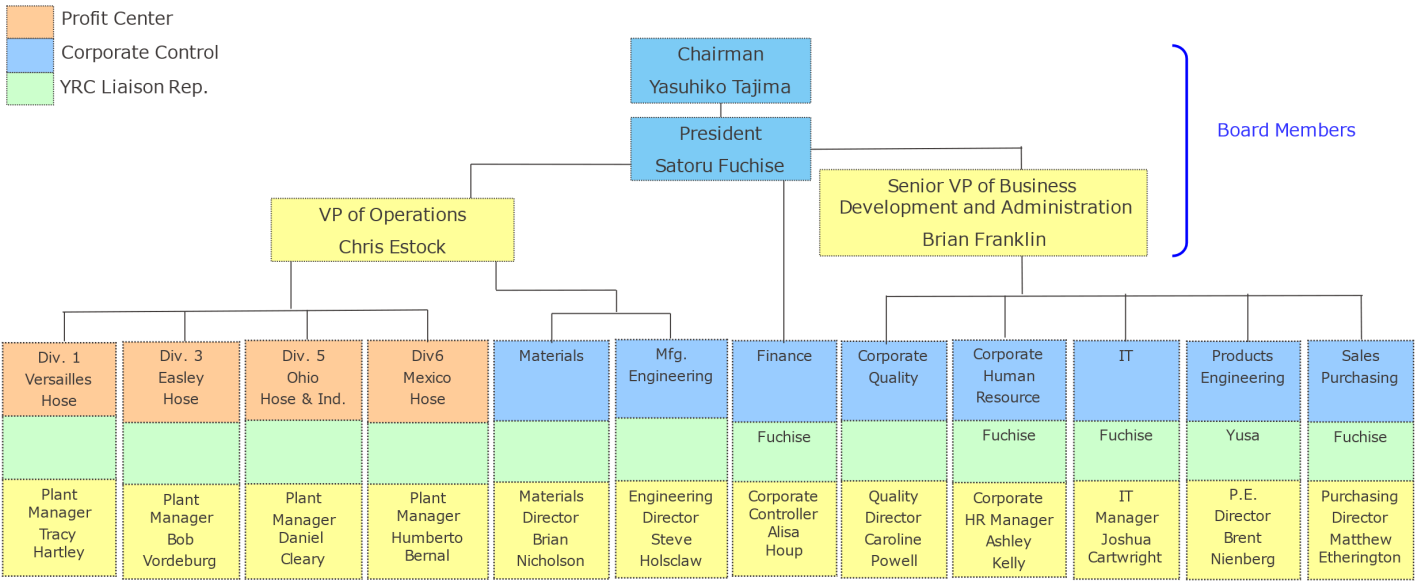
Message from Vice President of Operations



Chris Estock

Yokohama Industries Americas is committed to continuously improve in all aspects of our company to benefit our customers, employees and our communities. YIA engages all employees in the unified effort of creating value while providing a safe workplace that minimizes our impact to our environment. YIA's management is committed to spending the time and resources to find the right solutions to effectively meet the needs of all our stakeholders without compromising our responsibilities.

Our "EARTH" slogan spells out how we approach our duty to our environment.
"Excellences Achieved and Realized Through Heightened Awareness"



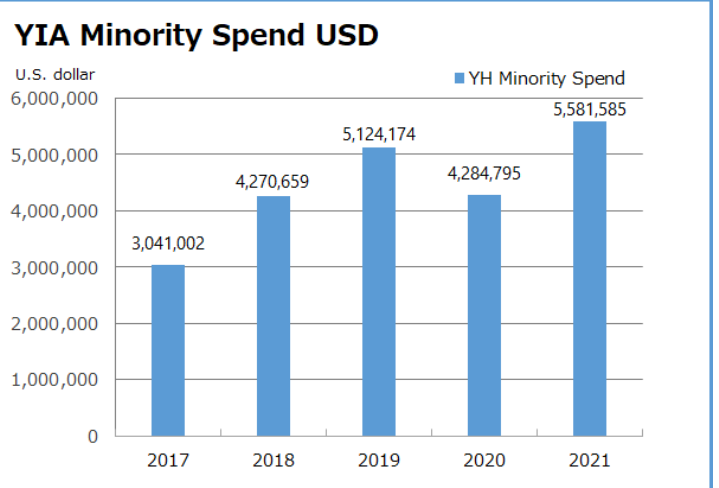
Human Rights

Measures for respecting human rights

YIA respects the rights of all people and rejects all actions that could potentially discriminate against any person directly or indirectly. YIA complies with all state and federal laws protecting human rights. YIA follows all the rules and regulations established by the Equal Employment Opportunity Commission.

Minority Business Economic Development

YIA actively pursues business opportunities that foster the growth of minority businesses. YIA continuously searches for minority businesses that can provide goods and services that meet our needs. Over the years as our company has grown so have our purchases of products from minority owned business.



Labor Practices

Occupational safety and health

YIA's top priority is the safety of our employees. Central to our efforts is to identify safety risks and correct them before accidents happen. YIA's safety efforts shows in its below industry average incident rates. YIA is committed to improving our safety programs to continuously drive risks and injuries out of our operations.

Major Activities

1. We continued to modify our Covid 19 policy to be in alignment to the CDC guidelines.

2. We promoted and incentivized our employees to get their Covid 19 vaccinations.
3. We implemented weekly surveys that required each employee to complete Covid screening questions.
4. We installed thermo scanners at each plants' entry doors to screen anyone entering the premises for elevated body temperatures.
5. We developed a "5SENS" group auditing process that focuses on "5S" "ENvironmental" and "Safety"
6. We focused on safety training with all the new employees as we ramped back up our operations.

Disaster Preparedness

YIA has a structured organization to handle disasters if they may happen. YIA has volunteers who are trained to be the initial responders to address injured personnel or dangerous situations. These teams are trained to help handle employees until government personnel arrive. Currently our ERT, emergency response teams, are being trained to help screen employees as they show up to work for COVID 19. They will be asking questions and taking temperatures to help understand if there are employees that might present a health risk to other employees.

Education and training for employees

Education and training are vitally important to YIA to develop our employees and ensure that our operations run effectively. YIA encourages our employees to continuously learn so they are prepared for new challenges as our company expands. 2021 continued to be a challenging year for training due to social distancing requirements. We utilized Microsoft Teams to do more virtual training and recorded meetings and presentations with Microsoft Stream for employees to review and learn at their own pace. These practices that we started during the pandemic will be continued well after the pandemic is behind us.

The Environment

Environmental management

All Tier 1 YIA manufacturing facilities are ISO 14001 certified. All YIA US operations are starting their 5th year of being "Zero Landfill". The last facility in Mexico is working with the Mexico laws to become landfill free by June of 2022. All facilities are focused on reducing and recycle all waste streams to further lessen our impact on the environment.

YIA DIV.1 (Under the Hose Business Department) Environmental Data

Category	FY2017	FY2018	FY2019	FY2020	FY2021	
Waste disposed (t)	196	194	229	160	108	
Proportion sent to landfill (%)	9.2	0.0	0.0	0.0	0.0	
Landfill waste (t)	18.0	0.0	0.0	0.0	0.0	
Energy use (oil equivalent: kl)	Electric power	2,004	2,150	2,288	1,987	2,203
	Fuel	102	79	122	42	17
	Total	2,106	2,229	2,409	2,029	2,220
Greenhouse gas emissions (1,000t-CO ₂)	5.2	5.5	6.0	5.0	7.4	
Water usage (1,000m ³)	17.7	25.3	30.1	24.5	26.4	

※FY: January to December

※Greenhouse gas emissions were calculated based on the Calculation and Reporting Manual for Greenhouse Gas Emissions jointly published by the Ministry of the Environment and the Ministry of Economy, Trade and Industry, Japan. Since 2016, they were calculated based on the Greenhouse Gas Protocol Initiative.

YIA DIV.2 (Under the Adhesives and Sealants Business Department) Environmental Data

Category	FY2017	FY2018	FY2019	FY2020	FY2021	
Waste disposed (t)	164	127	130	92	102	
Proportion sent to landfill (%)	51.8	0.0	0.0	0.0	0.0	
Landfill waste (t)	85.0	0.0	0.0	0.0	0.0	
Energy use (oil equivalent: kl)	Electric power	1,012	1,042	1,043	998	589
	Fuel	374	320	273	298	257
	Total	1,386	1,362	1,316	1,296	846
Greenhouse gas emissions (1,000t-CO ₂)	3.2	3.2	3.1	3.1	2.4	
Water usage (1,000m ³)	10.0	10.2	7.3	7.4	8.0	

※FY: January to December

※Greenhouse gas emissions were calculated based on the Calculation and Reporting Manual for Greenhouse Gas Emissions jointly published by the Ministry of the Environment and the Ministry of Economy, Trade and Industry, Japan. Since 2016, they were calculated based on the Greenhouse Gas Protocol Initiative.

YIA DIV.3 (Under the Hose Business Department) Environmental Data

Category	FY2017	FY2018	FY2019	FY2020	FY2021	
Waste disposed (t)	423	361	454	321	334	
Proportion sent to landfill (%)	4.0	0.0	0.0	0.0	0.0	
Landfill waste (t)	17.0	0.0	0.0	0.0	0.0	
Energy use (oil equivalent: kl)	Electric power	1,134	1,093	1,079	961	959
	Fuel	165	104	141	107	79
	Total	1,299	1,197	1,220	1,068	1,038
Greenhouse gas emissions (1,000t-CO ₂)	2.5	2.3	2.4	2.1	1.8	
Water usage (1,000m ³)	3.2	4.4	5.8	3.8	3.6	

※FY: January to December

※Greenhouse gas emissions were calculated based on the Calculation and Reporting Manual for Greenhouse Gas Emissions jointly published by the Ministry of the Environment and the Ministry of Economy, Trade and Industry, Japan. Since 2016, they were calculated based on the Greenhouse Gas Protocol Initiative.

YIA DIV.5 (Under the Hose Business Department) Environmental Data

Category		FY2017	FY2018	FY2019	FY2020	FY2021
Waste disposed (t)		176	187	124	144	88
Proportion sent to landfill (%)		11.4	0.0	0.0	0.0	0.0
Landfill waste (t)		20.0	0.0	0.0	0.0	0.0
Energy use (oil equivalent: kl)	Electric power	912	918	867	792	712
	Fuel	339	426	516	390	419
	Total	1,251	1,344	1,383	1,182	1,131
Greenhouse gas emissions (1,000t-CO ₂)		2.6	3.5	3.5	3.1	2.3
Water usage (1,000m ³)		12.0	10.4	8.8	7.2	15.0

※FY: January to December

※Greenhouse gas emissions were calculated based on the Calculation and Reporting Manual for Greenhouse Gas Emissions jointly published by the Ministry of the Environment and the Ministry of Economy, Trade and Industry, Japan. Since 2016, they were calculated based on the Greenhouse Gas Protocol Initiative.

YIA DIV.6 (Under the Hose Business Department) Environmental Data

Category		FY2017	FY2018	FY2019	FY2020	FY2021
Waste disposed (t)		–	–	11	113	88
Proportion sent to landfill (%)		–	–	0.0	0.0	5.7
Landfill waste (t)		–	–	0.0	0.0	5.0
Energy use (oil equivalent: kl)	Electric power	–	–	1,449	297	353
	Fuel	–	–	0	0	0
	Total	–	–	1,449	297	353
Greenhouse gas emissions (1,000t-CO ₂)		–	–	0.7	0.5	0.7
Water usage (1,000m ³)		–	–	4.5	5.5	5.0

※FY: January to December

※Greenhouse gas emissions were calculated based on the Calculation and Reporting Manual for Greenhouse Gas Emissions jointly published by the Ministry of the Environment and the Ministry of Economy, Trade and Industry, Japan. Since 2016, they were calculated based on the Greenhouse Gas Protocol Initiative.

Fair Operating Practices

Corruption prevention

YIA has taken steps to ensure that corruption does not occur in our operations. We continuously improve our processes to make them more effective with checks and balances to make sure mistakes and fraud can not happen. In 2021 we continued to improve our internet security to make sure that our employees are not tricked into fraudulent losses.

Community Involvement and Development

Each production location undertakes activities to make donations to support events organized by the local community. This is the list for 2021.

Organization	Amount Donated (USD)
Miracle Hill Ministries	\$ 500.00
Make a Wish South Carolina	\$ 1,000.00
Pickens County YMCA	\$1,000.00
Ohio School Resource Officers Association	\$ 100.00
Ohio Police Chief	\$ 100.00
United Way	\$500.00
Donation to local University	\$500.00
Relay for Life	\$1,500.00
Pickens County Sherriff's Office Drug Prevention	\$2,697.00
School District of Pickens County Career and Technologies	\$1000.00
Hospice House of Pickens County	\$500.00
Oconee Humane Society	\$1,000.00
Hospice of Marion	\$500.00
Donation to Township	\$200.00
Total	\$11,097



Donation made to a local softball team



community development



Terminal Care Center



vocational training school



Cancer Fund

Yokohama Aerospace America, Inc. (YAA)

Business activities

Sales of components for aircraft parts, and purchase of components

Total site area

2,362 m²

Number of employees

12 (as of March 2022)

Location

22223 68th Avenue, South Kent, WA 98032 USA.

Contact for consultation and complaints

Administrator Tel: +1-253-395-0123 Fax: +1-253-893-0170

E-mail: asuka.ohara@yokohama-aero.com



Message from the President



Tetsuzo Yoshida

Yokohama Aerospace America, Inc. was established in 2001. The company sells spare parts and conducts delivery support for bathroom units (lavatory modules) and water tanks that are delivered by Yokohama Rubber for installation into Boeing-manufactured 737 and 757 series passenger aircraft. We are also responsible for the procurement of parts and materials requested by the Yokohama Rubber Aerospace Division. We also procure parts and materials in response to procurement requests received from the Aerospace Parts Division of Yokohama Rubber.

Furthermore, as the company is certified by the Federal Aviation Administration (FAA) of the United States, we engage in the sale of spare parts to airline companies both in the US and around the world.

Following the environmental policy of Yokohama Rubber and maintaining awareness of environmental challenges, we engage in sales of environmentally friendly products, of which lightweight aircraft bathroom units are a representative example.

Organizational Governance

Ingraining the Code of Conduct

Within the Employee Handbook, the Code of Conduct is stipulated as Yokohama's Philosophy. Furthermore, when new hires join the company, or when the Handbook undergoes revision, we take steps to ensure that employees confirm the content. We have revised it in FY2020.

Human Rights

Human rights policy

We strictly prohibit "harassment" in our company rules. The main content of these regulations is the prohibition of discrimination based on race, ethnicity, religion, gender, nationality, marital status, etc.

In addition, we have been implementing in-house employee education based on education provided by external organizations and Yokohama Rubber's own education and training materials.

Labor Practices

Human Resources personnel participate in annual seminars on labor-related laws. In accordance with federal and state law, once each year (or when there is a revision of the applicable laws), we fulfill our statutory duty by notifying employees and displaying the following information in the workplace.

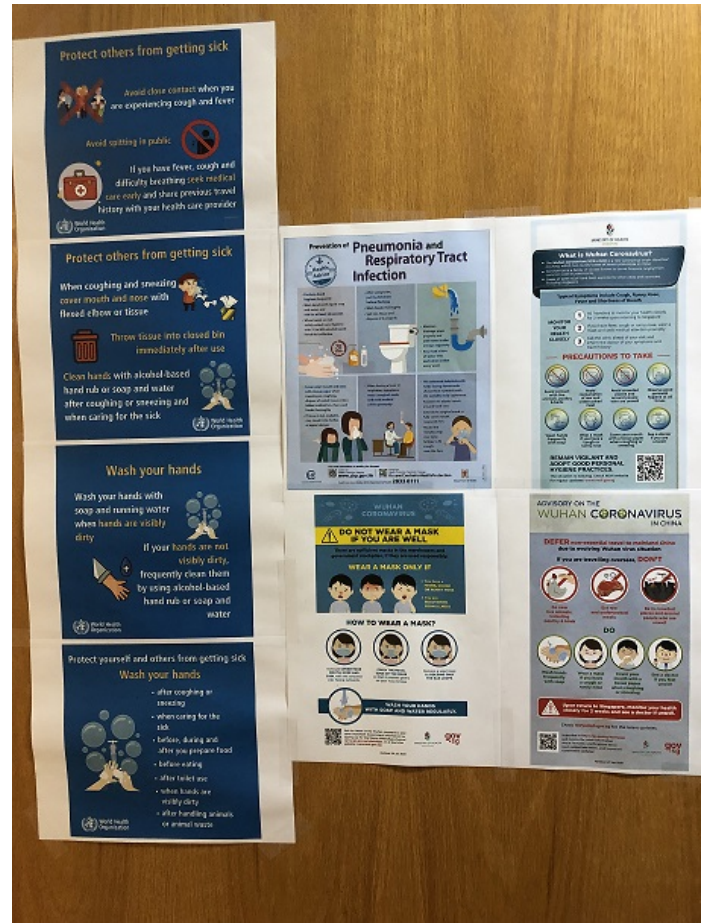
- A. Emergency Plans (responses in cases of disaster)
- B. Safety Rules and Injury Reports (internal safety rules)
- C. Employees' Rights (laws related to the rights of employees)
- D. Discrimination Laws (revision of laws related to racial discrimination, etc.)

Safe and healthy work environment

Proper management of dangerous substances, machinery and equipment, etc., is regularly conducted. Furthermore, a program of checks and onsite inspections is conducted by the Kent City Fire Department (this involves the disposition of warehouses, sprinklers, fire extinguishers, the disposition of dangerous substances and various electrical sources, etc.). Training content includes ensuring that employees are familiar with safe evacuation routes; before implementing non-regular operations such as inventory-taking, etc., we check that employees are aware of the importance of "KY" hazard prediction.



Promote awareness of COVID-19 measures



Promote awareness of COVID-19 measures

The Environment

Environmental guidelines

1. We strive to identify the impacts of our business on the environment, and make efforts to improve environmental conservation.
2. We comply with environment related laws and statutes.
3. We make efforts to plan and sell aircraft products while aiming at reduction of the environmental impact.
4. We make efforts directed at energy savings, resource savings, recycling and reduction of waste.

Recent measures

We have made changes to the packaging materials that we use, switching over from tailor-made boxes for packaging purposes to ordinary, commercially available packaging materials that are easier to recycle.

Fair Operating Practices

Corruption prevention

Entertaining public officials and engaging in the exchange of gifts with them is prohibited. We have recorded no such violations to date.

Communication with business partners

The assessment documents that we forward to business partners include items that allow requests or opinions to be noted.

Consumer Issues

Communication with customers

Starting with Boeing who is one of our customers, we visit airline companies worldwide in order to both understand their satisfaction with our products and listen to their wishes. Such feedback allows us to work hard in providing them with even better products. With respect to quality, we have obtained AS9100 certification which represents the quality management system used in the aeronautics industry. Furthermore, we continue to maintain its standards.



Community Involvement and Development

Relationship with local societies

We also participate in the annual food aid packaging operation at Northwest Harvest's Kent Warehouse located near our company.

In 2021, we were not able to participate due to the spread of infectious diseases. When the situation improves, we will continue to participate in food aid packaging.



Participation in community activities

Yokohama Corporation of North America/ Yokohama Tire Corporation

Business activities

YCNA: oversees all businesses related to the Yokohama Rubber Group in North America, including sales, marketing, manufacturing, technology development, and long-term business planning and investment

YTC: Sales and technical services for a wide range of products, including high-performance tires, light truck tires, passenger car tires, and commercial truck and bus tires

Number of employees

967 (as of December 2021)

Location

Corporate Headquarters : 1 MacArthur Place, Suite 800 Santa Ana, CA 92707

Western RDC : 16388 Fern Ave, Chino, CA, U.S.A.

Southern RDC : 1250 Barrow Industrial Pkwy, Auburn, GA 30011, U.S.A.

Columbus DC : 5925 Opus Drive, Groveport, OH 43125, U.S.A.

OE Sales Office : 10414 Bailey Road, Suite 514, Cornelius, NC, 28031

Web site

<https://www.yokohamatire.com/>

Message from the President



Shinichi Takimoto, President & CEO of YCNA

By design, YTC is a family-oriented business, so protecting those values is critical to us. Our employees are our number one asset! We are extremely proud of our significant market share advancements in consumer replacement tires. We're convinced that our progress with share growth is due to our strategic planning and tactical priority setting coming together. We feel as if we have been, and continue to be, keenly aligned with our customers and their requirements. The commitment to support and grow with our market partners remains the same for both consumer and commercial sales divisions.

As a result, we continue to invest in new tools and resources to further enable our teams and give them the ability to quickly adapt and react to changes in the market and/or needs of our channel partners. We will continue to invest in personnel, technology and equipment at our tech center in Charlotte, which will aid in the speed of development, help drive existing product improvements (upgrades) while also building out new OE capability for North American OEMs.

We anticipate demand will stay strong and supply to remain challenged for both the commercial and consumer markets. Our focus will continue to be on supporting our teams and aligning with our channel partners, in order to put ourselves in the best position to grow in 2022 and beyond. Yokohama is, and will always be, uniquely positioned to take advantage of current market trends and remains committed to delivering innovative solutions as the tire industry continues to evolve.

Organizational Governance

In accordance with the provisions of the Immigration Reform and Control Act of 1986, all persons hired by the Company are required to submit original documents proving their identity and their right to work in the United States. The I-9 Form must be completed within 72 hours from the date of hire and maintained in accordance with federal guidelines. Additionally, you may be requested to submit updated information if the original documents you provided have expired.

Yokohama participates in the federal E-Verify program. This program verifies the identity and employment eligibility of all employees by utilizing information provided on the I-9 Form. Yokohama is committed to hiring only those individuals authorized to work in the U.S.

It is the policy of Yokohama to conduct its business in accordance with the highest ethical standards in order to merit and maintain the complete confidence and trust of its customers, and the public in general. Our employees must conduct and manage their business transactions in a manner that does not result adverse criticism from the public or in any way damage Yokohama's reputation as a responsible tire manufacturer. Common sense and high moral standards are the best guide to avoiding any conflict of interest.

This Code of Ethics ("Code") describes the standards of business conduct expected of all of us at Yokohama. This code applies to all officers and employees of Yokohama, except those covered by a collective bargaining agreement. Nothing in this Code, in any company policies and procedures, or in other related communications (verbal or written) creates or implies an employment contract or term of employment.

We are committed to continuously reviewing and updating our policies and procedures. Therefore, this Code is subject to modification. This version of the Code supersedes all other such versions, policies, procedures, instructions, practices, rules or written or verbal representations to the extent they are inconsistent.

The policies contained herein are not intended to interfere with employee protected rights under the National Labor Relations Act.

Human Rights

Yokohama is committed to maintaining a respectful workplace that is free of discrimination and harassment. Therefore, discrimination or harassment of any kind, including those on the basis of sex (including sexual harassment, gender identity or gender expression harassment, and harassment based on pregnancy, child birth or related medical conditions), race, religion (including religious dress or grooming practices), color, national origin, ancestry, citizenship status, military status, veteran status, age, sex, sexual orientation, transgender status, sex stereotypes, mental or physical disability, medical condition, marital status, registered domestic partner status, genetic information or otherwise as defined by federal, state, and local law will not be tolerated. All such harassment and/or discrimination is unlawful.

This policy applies to all agents and employees, as well as non-employees, such as vendors, customers, or applicants. Supervisors and managers are responsible for maintaining a harassment-free workplace. All employees are expected to treat each other with courtesy and respect. Yokohama will not tolerate conduct by any employee that disrupts or interferes with another employee's work performance or that creates an intimidating, offensive, abusive, or hostile work environment. Each employee must use good judgment to avoid conduct that may be seen by others to be harassment.

Harassment and/or discrimination in employment takes many forms:

- Verbal conduct, such as jokes, epithets, slurs, and unwelcome remarks about an individual's body, dress, clothing, color, physical appearance or talents, age, medical condition, derogatory comments, questions about a person's sexual practices, patronizing terms or remarks, threats or suggestive or insulting sounds;

Physical conduct, such as physically interfering with normal work, impeding or blocking movement, assault, unwelcome physical contact or touching, staring at a person's body, and threatening, intimidating, or hostile acts that relate to a protected characteristic;

- Visual conduct, such as offensive or obscene photographs, calendars, posters, cards, cartoons, drawings and gestures, displays of sexual, suggestive, or lewd objects, obscene gestures, unwelcome letters or notes, or any other graphic material that denigrates or shows hostility or aversion toward an individual because of a protected characteristic;
- Abusive conduct, such as gratuitous sabotage or undermining a person's work performance.

Sexual Harassment

Is a violation of State and Federal law and is strictly prohibited. Sexual harassment can include the harassment of women by men, harassment of men by women, and of persons of the same gender as the harasser. It also includes, but is not limited to:

- Making unwelcome sexual advances and requests for sexual favors or sexually motivated physical contact and other verbal or physical conduct, or visual forms of harassment of a sexual nature where one or more of the following conditions exist:
- Submission to such conduct when it is made an explicit or implicit term or condition of employment.
- Submission to or rejection of such conduct by an employee when it is used as the basis for employment decisions
- Conduct that has the purpose or effect of substantially interfering with an employee's performance or work environment and creates a hostile, abusive, intimidating, or offensive work environment.
- Verbal conduct, such as epithets, derogatory jokes or comments, slurs or comments;
- Visual displays, such as derogatory and/or sexually oriented posters, photography, cartoons, drawings, emails, or gestures;
- Physical conduct including assault, unwanted touching, intentionally blocking normal movement or interfering with work because of sex, race, or any other protected characteristic;
- Threats and demands to submit to sexual requests as a condition of continued employment, or to avoid some other loss, and offers of employment benefits in return for sexual favors;
- Visual conduct, such as leering, making sexual gestures, or displaying sexually suggestive objects, pictures, cartoons, or posters; and
- Verbal abuse of a sexual nature, graphic verbal commentary about an individual's body, sexually degrading words to describe an individual, or suggestive or obscene letters, notes, or invitations.

Complaint Procedure

It is the responsibility of each employee to ensure that discrimination or harassment does not occur within the workplace. Employees who feel they have been subjected to illegal or inappropriate discrimination or harassment of any kind should report the incident to their own, or any other Company supervisor, or the Human Resources Department. Employees are not required to report harassment, discrimination, retaliation, or other prohibited conduct to any person that engaged in such conduct. Employees may raise concerns and make reports without fear of reprisal. Additionally, any supervisor or manager who becomes aware of, or observes any, unlawful harassment or discrimination must immediately report the incident to the Human Resources Department.

The Company will conduct a fair, timely, thorough, effective, and complete investigation into any reports of harassment, discrimination, retaliation, or other prohibited conduct. During the investigation, the Company will maintain confidentiality to the extent practicable under the circumstances. At the conclusion of the investigation, Yokohama will determine whether harassment or discrimination in violation of this policy has occurred.

Any employee of the Company who is determined to have violated this policy will be subject to prompt and effective remedial action, up to and including immediate termination. Steps will be taken as necessary to prevent any further discrimination or harassment.

California law provides for remedies for individuals who experience prohibited discrimination or harassment in the workplace. These remedies include hiring, front pay, back pay, promotion, reinstatement, cease-and-desist orders, expert

witness fees, reasonable attorneys' fees and costs, punitive damages, and emotional distress damages.

In addition to the complaint and reporting procedures provided in the Company's policy against harassment and discrimination, California employees who believe they have experienced discrimination or harassment may file a complaint with the California Department of Fair Employment & Housing ("DFEH"). Complaints must be filed within one year of the last act of discrimination or harassment or, for victims who are under the age of 18, not later than one year after the victim's eighteenth birthday. For more information, you may contact the DFEH by telephone at (800) 884- 1684; TTY at (800) 700-2320; videophone for the hearing impaired at (916) 226-5285; email at contact.center@dfeh.ca.gov; or online at www.dfeh.ca.gov.

The Company is committed to providing a work environment that is free from all forms of retaliation. No employee will be retaliated against for coming forward with a complaint or for participating in management's investigation of harassment. Retaliation for reporting, filing a complaint about, or opposing possible unlawful or improper conduct, or for participating in a report, complaint, investigation, or proceeding relating to such conduct, constitutes misconduct in violation of Company policy and will not be tolerated. Any employee or independent contractor found to have engaged in retaliation will be subject to disciplinary action, up to and including termination. If you believe you are being retaliated against, you should report such conduct immediately to Human Resources.

Yokohama also recognizes that false allegations of harassment and discrimination can have serious effects on the lives and careers of innocent men and women. While the Company will not tolerate harassment or discrimination and will discipline any employee engaged in such conduct, the Company expects that all employees will act responsibly to establish a pleasant working environment free from such conduct.

The Company reserves its right to take appropriate action against any employee who makes a knowingly false claim or complaint or who does not cooperate in an investigation or proceeding conducted by the Company.

Labor Practices

Yokohama is committed to providing equal employment opportunities to all employees and applicants. Employees are selected on their ability to satisfy the requirements of the position without regard to race, religion (including religious dress and grooming practices), color, sex (including pregnancy, gender identity, and gender expression), national origin, ancestry, age, disability, family medical history or genetic information, sexual orientation, sex stereotypes, transgender status, parental status, physical or mental disability, medical condition, marital status, registered domestic partner status, political affiliation, military service or veteran status, or any other non-merit based factor or otherwise as defined by federal, state, and local law. This policy prohibits associational and perception-based harassment and discrimination based on any of the above characteristics. Our management team is dedicated to ensuring the fulfillment of this policy with respect to hiring, placement, promotion, transfer, demotion, layoff, termination, recruitment, pay and other forms of compensation, training, and other terms and conditions of employment. Additionally, Yokohama endeavors to investigate, in good faith, any reports of discrimination, harassment, and/or retaliation.

In accordance with applicable federal and state laws protecting qualified individuals with known disabilities, Yokohama will attempt to reasonably accommodate those individuals unless doing so would create an undue hardship on Yokohama. Any qualified applicant or employee with a disability who requires an accommodation in order to perform the essential functions of the job should contact the Human Resources Department and request an accommodation.

The Environment

YCNA and YTC have set into action a 'Green Initiative' for our U.S. operations to reduce our environmental footprint in every way possible. "BluEarth®" is the umbrella name for our global environmental vision. It incorporates our product engineering philosophy, which is aimed at producing tires that are environmentally, socially and human-friendly. Many of our products are specifically designed to protect the environment.

Each tire we make — and every manufacturing plant they're made in — is designed to create as little impact on the environment as possible. That's why every Yokohama tire is built to perform around these four key environmental criteria: global warming prevention, resource recycling, resource saving, and safety & comfort.

For example, many of YTC's commercial truck and bus tires are on the U.S. Environmental Protection Agency's (EPA) SmartWay® list of verified technologies for tires. These products are recognized as SmartWay "low rolling resistance tires." They have met the SmartWay program's stringent verified low rolling resistance criteria because they run cooler and help reduce fuel consumption, which cuts costs and benefits the environment.

The EPA has also designated Yokohama's RY617™ steer and all-position tire as the benchmark casing to establish a SmartWay verification program for retreaded tires used on Class 8 line-haul trucks. This means all retread solutions will be measured against a target number for rolling resistance on our casing. This is an important and necessary initiative by the EPA to incorporate retreading into the SmartWay program. It has been instrumental in helping the trucking industry become more fuel-efficient and we are very glad to have our casing represent the benchmark.

YCNA and YTC have also been active in YRC's long-term, global venture called Forever Forest, which is designed to create forests around factories to absorb carbon dioxide from the atmosphere. The forests created will also contribute to their local communities in various other respects including safety and disaster-preventive roles as evacuation sites at times of earthquakes and fires. YCNA has held several Forever Forest plantings at its U.S. plants in Mississippi and Virginia.

Fair Operating Practices

It is the policy of Yokohama to conduct its business in accordance with the highest ethical standards in order to merit and maintain the complete confidence and trust of its customers, and the public in general. Our employees must conduct and manage their business transactions in a manner that does not result adverse criticism from the public or in any way damage Yokohama's reputation as a responsible tire manufacturer. Common sense and high moral standards are the best guide to avoiding any conflict of interest.

This Code of Ethics ("Code") describes the standards of business conduct expected of all of us at Yokohama. This code applies to all officers and employees of Yokohama, except those covered by a collective bargaining agreement. Nothing in this Code, in any company policies and procedures, or in other related communications (verbal or written) creates or implies an employment contract or term of employment.

We are committed to continuously reviewing and updating our policies and procedures. Therefore, this Code is subject to modification. This version of the Code supersedes all other such versions, policies, procedures, instructions, practices, rules or written or verbal representations to the extent they are inconsistent.

The policies contained herein are not intended to interfere with employee protected rights under the National Labor Relations Act.

If an employee has knowledge of or a concern of illegal or dishonest fraudulent activity, the employee is to contact Human Resources. The employee must exercise sound judgment to avoid baseless allegations. An employee who intentionally files a false report of wrongdoing will be subject to discipline up to and including termination.

Yokohama's Whistleblower Policy covers complaints related to:

1. Bribery as it relates to the offering, giving, soliciting, or receiving of any item of value as a means of influencing the actions of an individual
2. Accounting Fraud/Theft as it relates to questionable accounting or financial reporting, including
3. misrepresentation or deliberate error of employer
4. Anti-Trust as related to unlawful business practices

All reports of illegal and dishonest activities as applicable to the four areas of this policy will be promptly submitted to the Human Resources representative who is responsible for investigating and coordinating corrective action.

Employees with any of these concerns are encouraged to submit a report using our confidential third-party reporting system as follows:

Website:

 www.lighthouse-services.com/yokohamatire

Anonymous Reporting App: Keyword: yokohamatire

Toll-Free Numbers:

English speaking USA: 855-222-3717

Spanish speaking US: 800-216-1288

E-mail: reports@lighthouse-services.com (must include company name with report)

Fax: 215-689-3885 (must include company name with report)

Mail: Attention: Yokohama Corporate Human Resources

Address: 1 MacArthur Pl., Suite 800, Santa Ana, CA 92707

Consumer Issues

INTRODUCTION

Yokohama Tire Corporation (“Yokohama”) is committed to protecting your privacy and the information you share with us. This Privacy Policy describes Yokohama’s policies and practices regarding its collection and use of your personal data along with sharing information regarding your privacy rights.

HOW WE COLLECT AND USE THE PERSONAL INFORMATION YOU SHARE WITH US

Yokohama collects the information you provide with us in order to provide you with additional information regarding our products or to perform services you request.

We do not sell your personal information. We may, as necessary for our business purposes, share or disclose some of your personal information for our operational purposes with our business vendors. For example, we may have to share some of your personal information with our payment vendor in order to process or fulfill your order through our merchandise store. Our business vendors do not sell your personal information and only utilize it in order to support the services we provide to you.

Learn more about the information we collect and how we use the information you share with us

1. CATEGORIES OF PERSONAL INFORMATION YOU MAY SHARE WITH US

A. SIGNING UP FOR OUR MAILING LISTS, PROMOTIONS, OR FILLING A FILLABLE FORM

When you sign up for our mailing lists or to participate in a Yokohama promotion, we collect the information you share about yourself including your name, address, email address, and phone number. Similarly, if you sign up with a Yokohama Tire Dealer for a promotion, they may share information about you with us including your name, address, email address, and phone number.

We process this personal information to inform you of Yokohama products and offerings. Yokohama may also use this information to help us understand our customer’s needs and to better tailor our online services to meet your needs.

You may manage your Yokohama email subscriptions by subscribing or unsubscribing at any time. If you have difficulties managing your communications with us, please contact us at info@yokohamatire.com or at 800.772.9888.

Yokohama uses certain analytical tools to track how often people gain access to or read our content. We use this information in the aggregate to understand what content our customers find useful or interesting, so that we can continue to provide information that helps our customers.

Yokohama may rely on the fulfillment of contract as its lawful basis or business purpose for processing your information under certain laws.

B. WARRANTIES AND TIRE REGISTRATION

You may also provide us with certain information when registering your tires that is used to assist us with the administration of any tire warranty that may be applicable to your purchase. This information may also be utilized to contact you in the event of a recall of tires.

When you register your tires with us that you have purchased from an authorized Yokohama dealer we may ask you for your name, address, email address, along with the name and address of the dealer from whom you purchased the products, date of purchase, and identifying information about the products. We use this information to register your product and to provide you with important information such as warranty information.

Yokohama may rely on the fulfillment of contract as its lawful basis or business purpose for processing your information under certain laws.

C. YOUR COMMUNICATIONS WITH YOKOHAMA GENERALLY

If you correspond with us via email, text message, or by telephone, we may retain such communications and information contained in them to respond to your inquiry, to notify you of Yokohama products or offerings, to keep a record of your complaint and other similar reasons.

Yokohama has a legitimate interest and business purpose in maintaining the personal information of those who communicate voluntarily with Yokohama.

D. PAYMENT INFORMATION

You may also purchase products from Yokohama's online merchandise store. When you purchase products and merchandise from Yokohama, we may ask you to provide your name, company name, address, email address, and phone number. For ease of future purchases, we may ask if you would like to create an account with us. We may also ask for you to enter a payment card in order to complete your purchase.

Yokohama does not retain this payment information and instead utilizes a third party payment processing service to process your request.

Yokohama may rely on the fulfillment of contract as its lawful basis or business purpose for processing your information under certain laws.

E. USE OF THE YOKOHAMATIRE.COM WEBSITE

Like most websites, Yokohama's website collects certain information, also known as cookies, automatically about your visit. The information may include internet protocol addresses (IP addresses), the general location where your device is accessing the website, the browser type you use or similar system information, and some other information regarding the history of the pages you may view. We may also use your IP address to help diagnose problems with our server or to administer our website.

Generally, we use, or may use in the future, cookies to:

- Remind us of who you are and to access your profile (stored on our computers) in order to deliver to you a better and more personalized service. These cookies are usually set when you provide us with information about you and are modified when you 'Log Out' of the Site.
- Estimate our audience size. Each user accessing the Site can be given a unique cookie which is then used to determine the extent of repeat usage and, in the future, may be used to help target information updates or advertisements based on user interests and behavior.
- Assist Yokohama to track visits to the Site. This information collected by cookies is sometimes called 'clickstream' or 'click trail' and may also describe which pages you have seen in each section of the Site.
- Measure certain traffic patterns. Determine which areas of the Site you have visited and your visiting patterns in the aggregate. We may use this research to understand how our users' habits are similar or different from one another so that we can make each new experience on the Site a better one. We may use this information to better personalize the content, banners, and information that you and other users will see on our Site.

By modifying your browser preferences you can choose to accept all cookies, be notified when a cookie is set, or to reject all cookies. The 'help' portion of the toolbar on most browsers will tell you how to do this. If you choose to reject all cookies, however, you will be unable to use those Site services that require submission of information by you in order to participate.

Yokohama has a legitimate interest and business purpose in understanding how customers and potential customers use its website. This information helps Yokohama with providing relevant content and products.

F. SOCIAL MEDIA

If you interact with us on social media, we may retain such communications and information contained in them as part of our social media presence.

Yokohama has a legitimate interest and business purpose in understanding how customers and potential customers use its social media. This information helps Yokohama with providing relevant content and products.

G. YOKOHAMA DEALERS

If you interact with Yokohama as a dealer, we may request certain information from you in order to provide you with additional materials regarding Yokohama's products. In particular, you may be asked for your name, email address, physical address, and telephone number.

Yokohama may rely on the fulfillment of contract as its lawful basis or business purpose for processing your information under certain laws.

H. APPLYING FOR A JOB WITH YOKOHAMA

If you apply for a job with Yokohama online, we may request your name, email address, physical address, and telephone number. We may also request employment application information such as your resume. We may also request information that is legally required for the processing of your application.

Yokohama has a legitimate interest and business purpose in processing applications for employment.

I. ADVERTISING

At Yokohama, like many other companies, we use contextual customization of advertisements to enhance your visit to our website. We do not build a profile of your user experience but instead use this information to share advertisements with you after you have exited our website.

J. REBATES

Yokohama periodically runs rebates for its products. In order to participate in the rebate promotion, you may be asked to share information about yourself and your purchase.

If you fill out the form online, we may ask that you share your invoice/sales receipt showing complete payment and purchase date, the tire tread name and tire size, your vehicle information (make, year, and model), the location where you purchased your tires, and your email address. We utilize this information, specifically your email address, to provide you claim updates.

If you fill out a form online and submit it via the mail, we may ask you to also provide your name, address, email, vehicle information (make, year, and model) along with the dealer from whom you purchased your Yokohama products.

Yokohama may rely on the fulfillment of contract as its lawful basis or business purpose for processing your information under certain laws.

2.PROCESSING YOUR INFORMATION

Yokohama processes the data you share with us to provide you with the products or services you have requested or purchased from us. We use this information to refine our services and to communicate with you about Yokohama and Yokohama products.

Often Yokohama needs to process your personal data to fulfill your order or request for information. Yokohama may also have a legitimate interest in processing data to better understand the needs, concerns, and interests of its customers so it can operate optimally as a business. Yokohama may also rely upon your consent, in which case we will keep a record of it and honor your choices regarding the information you share with us.

3.THE CATEGORIES OF VENDORS WITH WHOM WE SHARE YOUR INFORMATION FOR OUR OPERATIONAL PURPOSES

Yokohama has disclosed the following categories of personal information for business purposes with our vendors in the last twelve months:

- Performing services on behalf of Yokohama. We have utilized vendors who maintain our service accounts, provide customer service, provide advertisements and contextual customization of advertisements, marketing services, process or fulfill orders and transactions, process payments, provide marketing or advertising services, and provide analytic services. As a part of providing services on behalf of Yokohama, our vendors may need to process your personal information (such as your email address or your payment information) in order to fulfill a service you have requested from Yokohama.

YOUR DATA PRIVACY RIGHTS

Certain countries and states' privacy laws provide certain rights for individual consumers. Under California law, for instance, a California resident has the right to request that the business disclose what personal information it collects, uses, discloses, and sells. Yokohama has endeavored to do that with this privacy policy.

While Yokohama does not sell your personal information to any third party, you have the right to opt out of the sale of personal information. In addition, you have the right to request information regarding the information Yokohama may have collected about you through your interactions with Yokohama. You may also request that we modify, update, change or remove information that you have previously provided.

Under California law, we cannot discriminate against you because you exercise your rights under the California Consumer Privacy Act. It is also important to note that you can enjoy Yokohama's website without providing personal data to us.

If you wish to submit a verifiable consumer request to us, or to exercise your California privacy rights with regard to the information you may have shared with us, please contact us at info@yokohamatire.com or on the phone by calling us at 800.722.9888. In order to verify your request, you may need to provide us with proof of your identity including for example, providing us with a copy of your drivers' license. Under California law a consumer may also designate an authorized agent to make a request under the California Consumer Privacy Act. If you utilize an authorized agent, we may require you to submit proof that the agent acts on your behalf.

CHILDREN'S PRIVACY

We do not knowingly collect any information from children under the age of 16. If we learn that a child under the age of 16 has provided us with personal information, we will delete it in accordance with applicable law.

CONTACTING US

You may reach us via email at info@yokohamatire.com or at toll free at 800.722.9888.

This Privacy Policy was last updated November 1, 2019.

Community Involvement and Development

YCNA and YTC have a long commitment of giving back to our community and supporting crisis relief efforts. This commitment and giving back to those in need is aligned with our parent company, Yokohama Rubber (YRC) in Japan, which recently set up an employee-backed YOKOHAMA Magokoro Fund to donate a total of ¥50 million to support Ukrainian refugees. To do its part, YCNA has partnered with the American Red Cross who, in collaboration with the Red Crescent partners, is providing assistance with the humanitarian crisis in Ukraine. We're encouraged by all the employees who have helped support this effort, providing much needed services for all who have been impacted.

Also, during the height of the pandemic, YTC partnered with the St. Christopher Truckers Development and Relief Fund to help truckers and their families who had experienced an illness or injury that took them off the road.

Additionally, YTC helped thousands of local kids live healthier lives by building four new, eco-friendly KaBOOM! playgrounds across the U.S. YTC also became a major sponsor of US Youth Soccer, encouraging youths to hone their soccer skills via the Yokohama Skills Challenge.

Community safety is paramount with YCNA and YTC. That's why YTC Yokohama supports the U.S. Tire Manufacturers Association's annual Tire Safety Week through the production of videos which help inform consumers as to various safety and maintenance measures that they should take.

Yokohama Tire (Canada) Inc.

Business activities

Distribution of Yokohama brand tires including sales, technical, and customer service support.

Number of employees

75 (as of May 2022)

Location

Head Office #500-9325 200th Street, Langley, BC, Canada V1M 3A7
with regional offices in Toronto and Montreal and distribution centers in Ontario and BC with over 200,000 SF of space.

Website

 www.yokohama.ca



Message from the President



Eric Dedoyard

Yokohama Tire Canada has a long history in Canada since being established in 1983 and is a proud member of the Yokohama group of companies. With offices and employees spread across a vast multi-lingual country we strive to reliably deliver products that are in demand by our customers and to provide after-sales service, promotion, and support to enhance the customer experience and grow the Yokohama brand. As Society becomes more aware of (ESG) Environmental, Social, and Governance issues and has higher expectations of companies, Yokohama Tire Canada is committed to being a good socially responsible corporate citizen by respecting all local laws and people we deal with, supporting communities we operate in, and helping the environment.

Organizational Governance

The business operations of Yokohama Tire Canada are managed by an Executive Committee which is overseen by a Board of Directors and we are a part of (YCNA) Yokohama Corporation of North America. Yokohama Tire Canada follows YRC's Charter of Corporate Behavior and Global Financial Reporting Policies. All employees must respect the law and are required to complete mandatory annual training for compliance, ethics, and information security.

Human Rights

Yokohama Tire Canada respects the right of every employee to a safe and respectful workplace that is free from discrimination and harassment. We have a diverse workplace and do not tolerate discrimination of any kind whether it is based on race or ethnicity, age, sex or gender, etc. with regards to treatment of employees or our business partners.

Labor Practices

Yokohama Tire Canada respects the right of every employee to be treated fairly in accordance with federal, provincial, or municipal laws and regulations in terms of pay and working conditions. We have regular performance evaluation reviews with employees and we are committed to ongoing skills training and development of staff and recognizing long service and good performance among employees.

The Environment

Yokohama Tire Canada has undertaken initiatives to improve the environment. Some examples include 'adopting' a street to keep it clean, electrifying our forklifts, switching to LED lights to reduce electricity use, reducing printing and paper consumption, and participating in industry groups to recycle used tires to reduce rubber waste going to a landfill.

Fair Operating Practices

Yokohama Tire Canada conducts its business dealings with customers, partners, and competitors with integrity and in the spirit of fair competition. We abide by laws and competition rules forbidding improper conduct, bribery, corruption or collusion.

Consumer Issues

Yokohama Tire Canada provides a variety of end-user consumer support services from pre-sale to after-sale support, assisting customers find authorized servicing dealers, promotional assistance, providing a rebate program, handling warranty claims, and resolving complaints. We maintain a bilingual customer service call center that is also accessible online.

Community Involvement and Development

Yokohama Tire Canada has prospered from the support we receive from partners and customers across the country so we are happy to give back by donating to charities and non-profit groups that work to improve the wellbeing and quality of life of people living in communities that we operate in. We encourage supporting groups in which employees are volunteers or are somehow directly connected. Yokohama also sponsors the Nikkei Matsuri Festival which is a celebration of Japanese arts, culture, and heritage to raise funds to maintain a Japanese-Canadian museum and cultural centre.

Yokohama Tire México, S de RL de CV (YTMX)

Business activities

Sales of tires in Mexico, Guatemala, El Salvador, Honduras, Panamá, Caribbean and marketing activities.

Number of employees

51 (as of December 2021)

Location

Querétaro, Qro, México.

Corporate Office

Bernardo Quintana 300 Int. 1102 Torre 57, Centro Sur, Querétaro, Qro. Mexico.

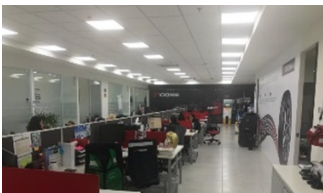
Warehouse

Querétaro, Qro. 175K tires capacity, Saltillo, Coahuila 5K tires capacity, Toluca, Mex. 50K tires capacity.

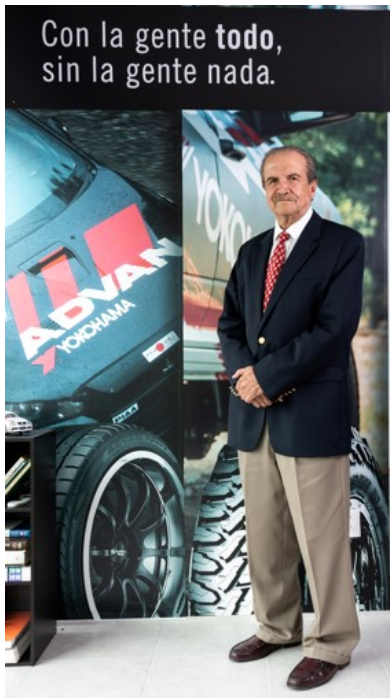
Contact for consultation and complaints

Tel : +52 442 4049500

Email : luis.bante@yokohamatire.mx



Message from the President



Humberto Marcos Gómez Rojo

Yokohama Tire Mexico was established in 2013 and is a subsidiary of Yokohama Corporation of North America with responsibility of the Mexican Market as well as the Central America and Caribbean Markets.

We have been working since day one in developing a culture of principles and values with a strong code of ethics aim to gain sustainability in the economic, environmental, and social areas.

This year our objective is to strengthen our activities by designing and implementing a YTMX CSR strategy to be fully in line with YRC Management vision – “To Build a Trusted Identity as Contributing Member of the Global Community”.

Organizational Governance

All YTMX’s teammates are trained in corporate policies and values, as well as in each of the procedures of our Quality Management System, especially in our Code of Ethics, which is signed by each member ensuring that all employees know and understand it and also we made annual evaluations regarding the content of the ethics code to ensure that we keep in mind all precepts included.

Human Rights

Respect for Human Rights is essential in the business culture of YTMX, our Code of Ethics includes precepts of equal opportunities, non-discrimination, sexual harassment, non-violence and we have mechanisms for reporting any offense that violates the Human Rights of our teammates. We also have and comply with instruments to identify psychosocial risks in our collaborators.

Labor Practices

Our work philosophy is focused on the person as the main core and we strive to offer competitive salaries and employment benefits, development programs that allow us to generate an ideal environment work and a permanence in our Company. Every year, we apply different evaluation instruments to identify opportunity areas for the continuous improvement of our labor practices. The safety of our collaborators is a priority at YTMX.

The Environment

In recent years we have carried out activities related to the environment, such as:

- Donation of signaling routes within the El Cimatario National Park in Querétaro México.
- All of our staff members are working to reduce our electricity and lighting expenses, cutting down on unnecessary printing and economize the use of paper.
- YTMX is a member of the rubber chamber and we participate in used tire collection activities.
- We have a certified supplier who is responsible for disposing of used tires, in charge of disposing of the tires in compliance with the legal provisions in Mexico.



Fair Operating Practices

Policy on corruption and other irregularities

We strive to prevent corruption by ensuring that we do not provide benefits such as bribes. In order to enable Whistleblowers to report anonymously from inside and outside the company, we have made available.

E-mail contact: etica@yokohamatire.mx

Corporate confidential line: 800-2161288 or <https://www.lighthouse-services.com/yokohamatire>

Consumer Issues

Our central focus is oriented the client satisfaction (QMS).

- We have a 1-800 line to serve Mazda original equipment customers.
- We deal with complaints and suggestions received through the Federal Consumer Attorney (PROFECO).
- We successfully implemented our unique "mileage guarantee" in Mexico, to guarantee the satisfaction of the final customer.

Community Involvement and Development

Relationship with the Mexican Red Cross in Querétaro.

- Donation of resources for the acquisition of ambulance medical equipment for the transfer of patients with Covid-19.
- Donation of tires for ambulances.
- Special discount on tires for workers in the health and rescue of the Mexican Red Cross.
- Sponsorship of a musical concert for the benefit of children in vulnerable situations in Querétaro.
- Donation of resources for a Children Home in Ensenada, Mexico.
- YTMX's employees contributed by donating to the international red cross in its relief activities in Ukraine.

Community support activities

- We sponsored a concert in support of homeless children in the city of Queretaro, where our corporate office is located.
- Talks at universities with the aim of raising awareness among students so that they avoid driving responsibly and under the influence of alcohol.

