

# ESG Index

## Policy List

| Themes                    | Related Policies   |
|---------------------------|--|
| Sustainability Management | <a href="#">Message from the President</a>                     |
|                           | <a href="#">YOHOHAMA Sustainability Policy</a>                 |
| Environment               | <a href="#">Yokohama Rubber Basic Environmental Policy</a>     |
|                           | <a href="#">Yokohama Rubber Environmental Policy</a>           |
| Social                    | <a href="#">Quality Policy</a>                                 |
|                           | <a href="#">Yokohama Rubber Group Action Guideline</a>         |
|                           | <a href="#">The Yokohama Rubber Group Human Rights Policy</a>  |
|                           | <a href="#">CSR Procurement Guidelines</a>                     |
|                           | <a href="#">Sustainable Natural Rubber Procurement Policy</a>  |
|                           | <a href="#">Human Resource Policy of Yokohama Rubber</a>       |
|                           | <a href="#">Basic Philosophy towards Health and Safety</a>     |
|                           | <a href="#">Yokohama Rubber Group Health and Safety Policy</a> |
|                           | <a href="#">Yokohama Rubber's Basic Procurement Policy</a>     |
| Governance                | <a href="#">Local communities</a>                              |
|                           | <a href="#">Basic Corporate Governance Policy</a>              |
|                           | <a href="#">Competition Law Compliance Policy</a>              |
|                           | <a href="#">Anti-corruption Policy</a>                         |
|                           | <a href="#">Yokohama Rubber Group Tax Policy</a>               |

## The Environment

[Management](#)

[Message from a manager](#)

[Vision for FY 2023](#)

[Data summary](#)

|                       | KPI | Our position and Targets | Review of Activities | Introduction of Initiatives |
|-----------------------|-----|--------------------------|----------------------|-----------------------------|
| Energy                | ●   | ●                        | ●                    | ●                           |
| Water and wastewater  | ●   | ●                        | ●                    | ●                           |
| Biodiversity          | ●   | ●                        | ●                    | ●                           |
| Effluent and waste    | ●   | ●                        | ●                    | ●                           |
| Emissions             | ●   | ●                        | ●                    | ●                           |
| Materials             | ●   | ●                        | ●                    | —                           |
| Products and Services | ●   | ●                        | ●                    | ●                           |

## Social

### Consumer Issues

[Management](#)

[Message from a manager](#)

[Vision for FY 2023](#)

[Data summary](#)

|                            | KPI | Our position and Targets | Review of Activities | Introduction of Initiatives |
|----------------------------|-----|--------------------------|----------------------|-----------------------------|
| Customer Health and Safety | ●   | ●                        | ●                    | ●                           |
| Marketing and Labeling     | ●   | ●                        | ●                    | ●                           |
| Customer Privacy           | ●   | ●                        | ●                    | —                           |

## Human Rights

[Management](#)

[Message from a manager](#)

[Vision for FY 2023](#)

[Data summary](#)

|  | KPI | Our position and Targets | Review of Activities | Introduction of Initiatives |
|--|-----|--------------------------|----------------------|-----------------------------|
| Forced or Compulsory Labor and Child Labor | ●   | ●                        | ●                    | —                           |

## Labor Practices

[Management](#)

[Message from a manager](#)

[Vision for FY 2023](#)

[Data summary](#)

|   | KPI | Our position and Targets | Review of Activities | Introduction of Initiatives |
|---|-----|--------------------------|----------------------|-----------------------------|
| Occupational Health and Safety                      | ●   | ●                        | ●                    | ●                           |
| Training and Education (Human Resource Development) | ●   | ●                        | ●                    | —                           |
| Diversity and Equal Opportunities                   | ●   | ●                        | ●                    | ●                           |

## Fair Operating Practices

[Management](#)

[Message from a manager](#)

[Vision for FY 2023](#)

[Data summary](#)

|                                   | KPI | Our position and Targets | Review of Activities | Introduction of Initiatives |
|-----------------------------------|-----|--------------------------|----------------------|-----------------------------|
| Supplier Environmental Assessment | ●   | ●                        | ●                    | —                           |
| Supplier Social Assessment        | ●   | ●                        | ●                    | —                           |

## Community Involvement and Development

[Management](#)

[Message from a manager](#)

[Vision for FY 2023](#)

[Data summary](#)

|                   | KPI | Our position and Targets | Review of Activities | Introduction of Initiatives |
|-------------------|-----|--------------------------|----------------------|-----------------------------|
| Local Communities | ●   | ●                        | ●                    | ●                           |
| Market Presence   | ●   | ●                        | ●                    | —                           |

## Governance

[Management](#)

[Message from a manager](#)

[Vision for FY 2023](#)

[Data summary](#)

|                           |   | Page to refer     |
|---------------------------|---|-------------------|
| Governance System         | Corporate Governance Support System               | <a href="#">●</a> |
|                           | Remuneration for Corporate Officers and Directors | <a href="#">●</a> |
| Sustainability Management | Sustainability Management Promotion Framework     | <a href="#">●</a> |
|                           | Yokohama Rubber's Materiality                     | <a href="#">●</a> |
| Initiatives               |   | <a href="#">●</a> |
| Risk Management           | Risk Management System                            | <a href="#">●</a> |
|                           | Information Security Initiatives                  | <a href="#">●</a> |
| Compliance                | Compliance System                                 | <a href="#">●</a> |
|                           | Whistle-Blowing System                            | <a href="#">●</a> |
| Economic Performance      |   | <a href="#">●</a> |
| Taxation transparency     | Tax Policy  | <a href="#">●</a> |
|                           | Corporate income taxes paid                       | <a href="#">●</a> |