


Coexistence with Local Communities

Relevant material issue	Initiatives
 Community	<ul style="list-style-type: none"> • Supporting biodiversity preservation activities in local communities and medical assistance/educational • Disaster prevention and relief activities in local communities • YOKOHAMA Magokoro Fund and collaboration with NPO

Basic Approach

In the Yokohama Rubber Group Action Guidelines, the Yokohama Group declares that “We shall aspire to harmony and prosperity with local communities.” Our basic stance is to always remember that we are a member of society, strive to achieve harmony and prosperity with society, build relationships of trust with stakeholders, support the social contribution efforts of employees and foster a corporate culture in which employees are willing to actively participate in social contribution activities.

As an entity that operates globally, the Yokohama Rubber Group endeavors to build good relationships with local communities in terms of the environment, laws, culture, customs and the economy.

YOKOHAMA Magokoro Fund

The YOKOHAMA Magokoro Fund, which was established by employees in 2016, collects reserve funds from employees (members) who support the purpose of the fund (arbitrary amounts starting from ¥100 per month), and makes donations to support groups tackling social issues or as relief funds in the wake of disasters. Yokohama Rubber has also introduced a system to make donations of the same amount as a fund-matching gift.

As of December 31, 2022, around 44% of employees enrolled in the fund.



» Support provided in fiscal 2022

In 2022, support provided by the fund totaled ¥5,112,000 (including disaster relief funds). The main recipients of support were as follows.

- Florence, a specified non-profit organization
- Kanagawa Myoelectric Prosthesis Bank (Kanagawa Rehabilitation Hospital)
- Chance for Children, a public interest incorporated association
- Humanitarian aid to Ukraine
- Offshore earthquake in Fukushima in March 2022
- Typhoon No. 15 in 2022

Contribution to Revitalizing Local Communities

Support for the Laojunshan Project (China)

Yokohama Rubber (China) Co., Ltd., the umbrella company of Yokohama in China, has been supporting the Laojunshan Project since 2011. The project aims to preserve biodiversity in the Laojun Mountain Nature Reserve located in Lijiang, Yunnan Province. Laojun Mountain is a mountainous area surrounded by lush nature that was registered as a World Natural Heritage Site in 2003. The Laojunshan Project is an initiative that aims to preserve the ecosystem by transforming a village located in the nature reserve that previously could only make a living through deforestation into an agricultural and livestock production-based economy with access to financing via a “Village Bank.”

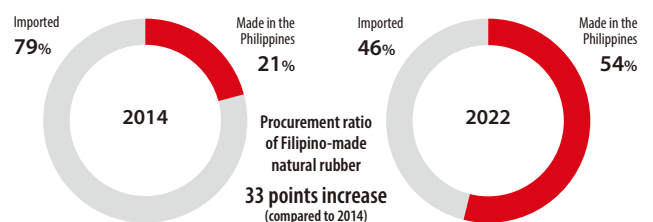


Village Bank

Localization project aimed at local production for local consumption of natural rubber (Yokohama Tire Philippines, Inc. (YTPI))

In 2014, a localization project was launched at YTPI, which produces tires for passenger cars and SUVs in the Philippines, with the aim of revitalizing the local economy in the Philippines by procuring raw materials for tire production locally. With the ongoing project implementation, in 2022, natural rubber made in the Philippines accounted for 54% of the total rubber used in tire production.

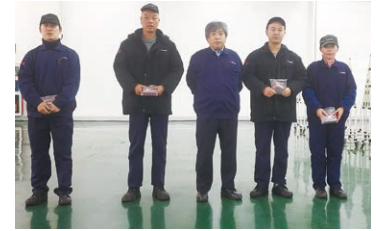
» Procurement ratio of natural rubber (Produced/imported to the Philippines)



Promote participation of diverse human resources in overseas subsidiaries

Hangzhou Yokohama Tire Co., Ltd. (China), out of 141 total employees, six of whom are Japanese and eight of the managers are local staff. The ratio of female employees is approximately 30%. The company has a maternity leave system in place for employees to take leaves as necessary. The ratio of female managers with the rank of section manager or higher is almost 50%, while there is equal opportunity for both genders for advancement and promotion. Hiring is

conducted on a broad base in the Hangzhou area. The company offers equal opportunities in hiring and promotes employees fairly within the company regardless of gender, or places of origin.



Employee recognition for 10 years of continuous service (Hangzhou Yokohama Tire Co., Ltd.)

Supporting Next-generation Development

Environmental education at Mie Plant

Employees at the Mie Plant provide classes on the environment at local elementary schools and at the plant. It makes efforts to raise awareness of the nature and the environment through fun and games, including using a picture-story board to discuss the meaning of tree planting and hosting a root-removing event on the invasive species of cutleaf evening primrose. The plant also puts efforts into environmental preservation in the community through education, including beach cleanup activities with the children.

In February 2022, the Plant received the Ikimono Kyosei Jigyosho® certification (ABINC certification) for its consideration for biodiversity.



Wildlife observation in the biotope for elementary school students

Educational support for schools

The Tirunelveli Plant of ATC Tires Pvt. Ltd. (ATG-TN), an India-based tire manufacturing subsidiary, is providing support for infrastructure development and digital education at multiple schools.

Moreover, Suzhou Yokohama Tire Co., Ltd. (CSZY), a subsidiary involved in tire manufacturing and sales of Yokohama Rubber in China, held a winter camp for environmental protection. The camp consisted of elementary school students and their families where they participated in lectures on protecting the environment and saving paper, collecting seeds and bird watching. The aim of the camp is to instill knowledge and increase environmental awareness among the children.



Educational support for elementary school in India

Disaster Recovery Support

Tire donations to the Japan Car Sharing Association

As part of Yokohama Rubber's efforts in supporting disaster recovery, the company donated a total of 200 passenger car tires to the Japan Car Sharing Association. The donated tires were installed on vehicles by students of Ishinomaki Senshu University in Ishinomaki City, Miyagi Prefecture as part of the student maintenance project in April and November, and used for car sharing and leasing in the disaster-stricken area.

The Japan Car Sharing Association provides non-profit car sharing in temporary housing and post-disaster housing, as well as vehicle

rental for regional development. It also provides support to people who have lost their cars due to natural disaster with free vehicle rental for a limited period to rebuild their lives.

Yokohama Rubber supports the Association's efforts and have been donating tires for passenger vehicles since 2015.



Students of Ishinomaki Senshu University installing Yokohama tires on passenger vehicles

Future Issues and Measures

With the expanded operations at overseas business sites, the penetration of the Code of Conduct among new employees to the Yokohama Rubber Group has become a new issue. In addition to yielding economic effects, it is also a task to establish a structure that enables collaborative efforts to resolve social issues faced by the

local communities through our business activities. In order to achieve resolution, we will promote volunteer activities that fit the new post-pandemic lifestyle and support through the YOKOHAMA Magokoro Fund.