



Yokohama Rubber’s Sustainability

The Yokohama Rubber Group conducts business activities and conducts sustainability management in cooperation with stakeholders around the world based on its Basic Philosophy: “To enrich people’s lives and contribute to their greater happiness and well-being by devoting our wholehearted energies and advanced technology to the creation of beneficial products.”

Sustainability Slogan

Caring for the future

Yokohama Rubber Group Action Guidelines

We have established the Yokohama Rubber Group Action Guidelines in accordance with the 10 principles in the four areas (human rights, labor, the environment, and anti-corruption) of the United Nations Global Compact, which all members of the Yokohama Rubber Group share as guidelines for promoting business activities.

Seven Action Guideline Items

1. We shall respect human rights inside and outside the company.
2. We shall create workplaces that are safe and healthy.
3. We shall harmonize our activities with the global environment.
4. We shall provide safe and high-quality products and services.
5. We shall conduct corporate activities with a high transparency and practice proper disclosure of information.
6. We shall observe not only laws and regulations but also social norms.
7. We shall aspire to harmony and prosperity with local communities.

Seven Action Guideline Items (described in detail)

<https://www.y-yokohama.com/global/sustainability/suspolicy/>

Reference Guidelines and Principles for Promoting Sustainability

In promoting sustainability, we refer to the following international guidelines and principles, including the 10 principles of the United Nations Global Compact and the Sustainable Development Goals (SDGs) adopted by the United Nations in September 2015.

The United Nations Global Compact, Sustainable Development Goals (SDGs), OECD Guidelines for Multinational Enterprises, Universal Declaration of Human Rights, Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, ILO MNE Declaration, and the GRI Standards, etc.

Materiality

In accordance with the formulation of the New Medium-term Management Plan “Yokohama Transformation 2026 (YX2026),” which was launched in fiscal 2024, the Yokohama Rubber Group reviewed its materiality (important issues) in light of the changing business conditions and social issues surrounding the Yokohama Rubber Group, and identified new materiality that takes into account both

the impact of business activities on society and the environment and the impact of society and the environment on business activities.

Please refer to page 26 for information on how we revise materiality, the process we use to identify materiality, risks and opportunity analysis, what we aim to do, and progress of metrics (KPIs) up to fiscal 2023.

Area	Materiality (important issues)	Reference pages
Products and services	Provision of products and services that contribute to a sustainable society	P.32-39, 44, 50, 51
Environment	Contribution to a decarbonized society and circular economy Coexistence with nature	P.44, 50, 51, 60-67
Community	Coexistence with local communities	P.68-71
Human capital	Development of human capital capabilities for sustainable corporate value enhancement	P.54-59, 72-73
Supply chain	Establishment of a sustainable supply chain	P.70-73
Governance	Improvement of management resilience by strengthening corporate governance	P.74-87

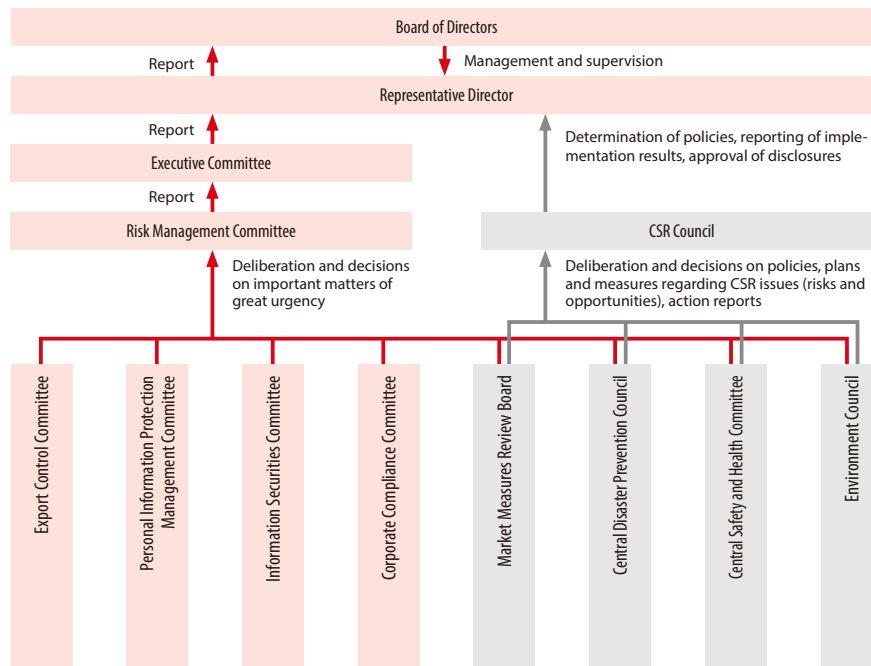
Sustainability Governance and Sustainability Promotion System

The CSR Council, chaired by our Chairman & CEO and membered by all of the internal directors (including Audit and Supervisory Committee members), meets twice a year (in May and November) to discuss sustainability issues (environment, occupational health and safety, disaster prevention, quality, compliance, social contribution, etc.) and plan actions to be taken by the Yokohama Rubber Group.

Furthermore, when decisions on important matters, early decision-making, reporting, and deliberation are required, the Executive Committee reports and deliberates on such matters, which are then

submitted to the Board of Directors (for reporting and deliberation) depending on level of importance.

Progress on sustainability issues is reported monthly to the Chairman & CEO, President & COO, director in charge of the CSR Division, and internal directors serving as Audit and Supervisory Committee members. Carbon neutrality and circular economy initiatives are discussed as ongoing themes at biannual management strategy meetings held by all Group executives (including those overseas).



Number of sustainability-related proposals presented (FY2023 results)	
Executive Committee	3
Board of Directors	3

CSR Council (held twice a year)
 Chairman: Chairman & CEO, Chairman of the Board
 Members: Internal directors (including Audit and Supervisory Committee members)

Risk Management

To strengthen our defense against various risks surrounding the Yokohama Rubber Group, we have established the Risk Management Committee, chaired by the head of our Corporate Administration Division, to manage risks that may have a significant impact on management across the Group and appropriately evaluate/respond to them.

Further, regarding risks with a high degree of importance, including environmental, occupational health and safety, disaster prevention, BCP, quality management and compliance, we have put in place a

system for the focused management of risks that establishes divisions and meeting bodies specializing in overseeing each risk, thereby strengthening risk management systems within business activities.

The activities of the Risk Management Committee, Corporate Compliance Committee, and other committees are regularly reported to the Board of Directors, with the activities of other committees also reported to the Executive Committee as appropriate, and the Board of Directors when necessary.

Strategy

In 2008, the Group established the CSR Management Vision, CSR Action Guidelines, and established the CSR Division as the department responsible for CSR in order to make progress in CSR and sustainability management. In 2014, to align with global code of ethics such as the ten principles across four focus areas of the United Nations Global Compact, we established "Yokohama Rubber Group Action Guidelines," where we selected, most critical goals that will have a significant

impact on or are of great interest both for the company and our stakeholders and defined them as our material issues. Since then, we have been continually working on these material issues through iterative PDCA cycles in pursuit of continuous improvement. In 2017, where the company celebrated its 100th anniversary, we launched a corporate CSR slogan (currently the sustainability slogan) to pursue sustainable growth to be achieved over the next 100 years.