Respect for Human Rights

The Yokohama Rubber Group respects the human rights of all people involved in its business and strives to prevent, mitigate, and remedy any adverse human rights impacts arising from its business activities. Through responsible conduct across our entire supply chain in our global business activities, we contribute to a sustainable society.

Respect for Human Rights in the Supply Chain

Basic Approach

The Yokohama Rubber Group places importance on initiatives to respect human rights throughout the supply chain in order to respect the human rights of all people involved in its business. As our business activities expand globally, our interactions with a diverse range of people are increasing, and the potential for us to have a direct or indirect impact on human rights violations is also growing. For this reason, we believe it is essential to fulfill our responsibility to respect human rights while taking into account the scope of our influence. Accordingly, we have clearly defined our employees' code of conduct by stating at the beginning of the Yokohama Rubber Group Action Guidelines: "We shall respect human rights inside and outside the company."

Furthermore, based on the United Nations Guiding Principles on Business and Human Rights (UNGP)*1, we have formulated the Yokohama Rubber Group Human Rights Policy and are conducting initiatives with the aim of respecting the human rights of all people involved in the business activities of the Group.

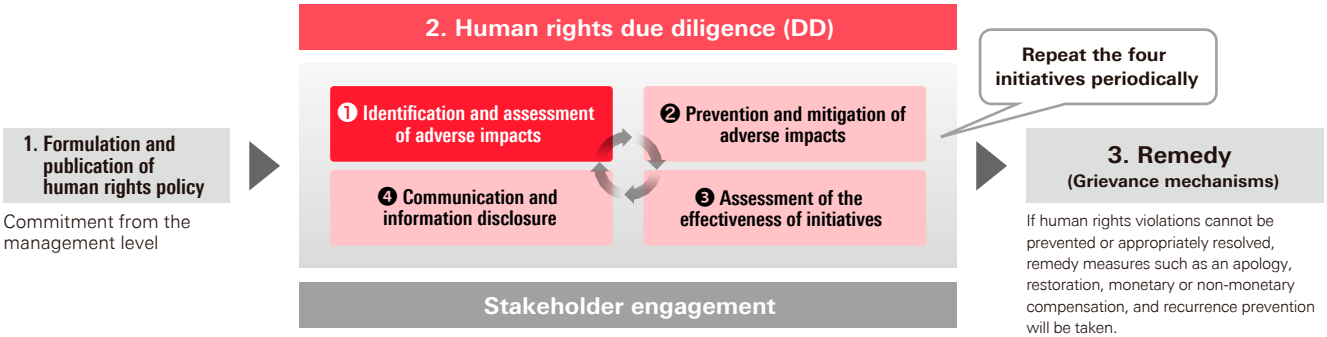
Human rights are the rights of all people to life and liberty and to the pursuit of happiness; they are the rights of human beings to live as human beings, and they are rights they are born with. We will implement Group-wide initiatives to respect human rights, not only to prevent, mitigate, and remedy adverse human rights impacts arising from our business activities, but also to contribute to the realization of a sustainable society in collaboration with stakeholders throughout the supply chain that support our business operations.

*1 Principles endorsed by the United Nations Human Rights Council in 2011 as a framework for respecting human rights applicable to all States and all business enterprises. The Guiding Principles position "the State duty to protect human rights" and "the corporate responsibility to respect human rights" as important pillars.

Yokohama Rubber Group Action Guidelines *https://www.y-yokohama.com/global/sustainability/business/suspolicy/#shishin*

Yokohama Rubber Group Human Rights Policy *https://www.y-yokohama.com/global/sustainability/people/human_rights/policy/*

Management Cycle of Respect for Human Rights



Yokohama Rubber Group Human Rights Policy

The Yokohama Rubber Group Human Rights Policy, established in April 2022, is our overarching policy on human rights based on the Corporate Philosophy and Yokohama Rubber Group Action Guidelines and serves as the foundation for all business activities of the Yokohama Rubber Group.

The policy applies to all executives and employees of Group companies (members of the board, officers, other persons involved in the execution of duties related to management, directly hired employees, seconded employees, and temporary agency workers). Furthermore, in order to fulfill our commitment to human rights in the Group's business activities, we expect all of our business partners, including suppliers and distributors, to understand and support this policy.

Yokohama Rubber Group Human Rights Policy (Outline)

1. Positioning of the human rights policy
2. Respect for human rights
3. Implementation of human rights due diligence
4. Issues related to human rights
   - Discrimination
   - Harassment
   - Forced labor and child labor
   - Freedom of association and the right to collective bargaining
   - Occupational safety and health
   - Impact on local communities
5. Grievance mechanisms
6. Education
7. Information disclosure

Human Rights Due Diligence Initiatives

Based on the Yokohama Rubber Group Human Rights Policy, the Group is developing and strengthening its human rights due diligence (human rights DD) system and conducting human rights due diligence on a regular basis to fulfill its responsibilities to respect human rights.

In May 2023, we held a Human Rights Due Diligence Workshop to discuss human rights risks in the supply chain. We invited Hiroshi Ishida, Executive Director of the Caux Round Table Japan (CRT), a third-party organization, as a lecturer, and 32 department and section managers from domestic and overseas locations participated to engage in cross-group discussions. With reference to advice from CRT, we identified "material human rights themes" for the Group.

Respect for Human Rights

Based on the identified material human rights themes, we select one theme each year and conduct an impact assessment*2.

Through human rights due diligence, by identifying human rights risks in our business activities and assessing their impacts, we improve our human rights initiatives and implement more effective measures. To fulfill our responsibility to respect human rights, we will continue to implement human rights due diligence initiatives and promote respect for human rights throughout the supply chain.

*2 A survey in which onsite interviews are conducted regarding specific human rights issues and stakeholders to find out whose and what human rights are actually affected or not.

Material Human Rights Themes

1. Working environment of foreign workers in Japan
2. Impact on the working environments of workers and the environment of nearby residents at smallholdings (Thailand, Indonesia, etc.) from which rubber raw materials are procured
3. Workplace environment for workers at contractors (manufacturing, distribution, sales, and disposal)

Impact Assessment in Fiscal 2025

In fiscal 2025, under the theme of "the workplace environment for workers at contractors," we conducted an impact assessment targeting workers at contractors responsible for our domestic logistics operations. From September to October 2025, we conducted a survey on employment and working conditions, and in November of that year, we held in-person interviews (both group and individual) at three sites where potential human rights risks were a concern, conducted by CRT, a third-party organization.

Based on the results of the interviews, structural issues were identified that could have a negative impact on human rights, including challenges related to wage levels necessary to maintain a decent standard of living, harsh working conditions during the summer, and instances of harassment in some cases.

In response to this, we have received the following recommendations from CRT.

1. Encouraging contracted companies to conduct a fundamental review of their wage systems to ensure a living wage, and to promote the fair evaluation of skills and experience
2. Improvements to occupational safety and health conditions, including measures to address harsh summer working conditions
3. Strict management of working hours, including those of temporary agency workers
4. Thorough implementation of human rights education and measures to address harassment
5. Strengthening the functions of external remedy mechanisms that allow for anonymous consultations through an independent channel

Moving forward, based on the CRT recommendations, we will strengthen our outreach to contractors and our engagement with workers onsite, and strive to address these issues while regularly evaluating and improving our efforts.

Follow-up Assessments on Past Impact Assessments

We also conducted follow-up surveys to assess the progress following the impact assessments carried out in fiscal 2023 and 2024.

<Working Environment of Foreign Workers in Japan (Conducted in Fiscal 2023)>

From January through March 2025, we conducted a survey of foreign temporary agency workers who had previously participated in in-person interviews to assess changes in their working conditions since then, and based on the results, CRT conducted follow-up in-person interviews. The results of the interviews showed that many workers reported improvements in the areas previously identified—namely, improved accuracy of salary payments by staffing agencies and reduction of workplace harassment—confirming that the corrective measures taken to date have yielded some results.

<Working Conditions at Rubber Suppliers in Thailand (Conducted in Fiscal 2024)>

In December 2025, CRT conducted follow-up interviews with ten rubber farm workers and nine smallholders in Surat Thani Province, southern Thailand. Regarding the working conditions of vulnerable workers, such as those from Myanmar, which had been highlighted in the previous assessment, we continued our efforts to create employment contract templates in languages such as Burmese and encourage their use and execution. As a result, we confirmed that these efforts have provided a sense of security to the affected workers and led to improvements in the protection of their rights.


Interviewing workers at a natural rubber farm

While the positive outcomes of these initiatives were confirmed in all follow-up surveys, issues that require continued attention—such as the payment of a living wage and further improvements to working conditions—have also come to light. We will continue to conduct regular assessments across the entire supply chain and engage with our suppliers and partner companies to encourage steady improvement.

Human Rights-Related Grievance Mechanism

Grievance Mechanism for All Stakeholders Worldwide

The Yokohama Rubber Group is a member of the Japan Center for Engagement and Remedy on Business and Human Rights (JaCER), and has developed a system facilitating the receipt and appropriate response to grievances from all domestic and overseas Yokohama Rubber Group stakeholders through JaCER's grievance reporting platform. This grievance reporting platform is accessible to anyone through the Contact Us page on Yokohama Rubber's website or JaCER's website. When a grievance is filed, JaCER confirms its details and takes appropriate steps toward resolution.

JaCER

Japan Center for Engagement and Remedy on Business and Human Rights (JaCER) Grievance Reporting Platform
https://jacer-bhr.org/en/index.html

Grievance Mechanism for Yokohama Rubber Group Employees

For the Group employees working in Japan, we have established the Corporate Compliance Hotline and the Compliance General Counseling Room, where we directly receive grievances and consultations via phone and e-mail. We ensure that the privacy of whistleblowers and those seeking consultation is protected, and that the fact that we have received reports or consultations and their details are kept confidential.