Community: Living in Harmony with Local Communities

The Yokohama Rubber Group aims for mutual prosperity with local communities and actively supports employee participation in social contribution activities. In addition, as we expand our business globally, we strive to build good relationships with local communities in terms of environment, law, culture, customs, and economy.

Living in Harmony with Local Communities: Fiscal 2025 Progress and KPIs

Metrics (KPIs)	Targets	FY2025 Results	Evaluation
Support for social contribution organizations through the YOKOHAMA Magokoro Fund an employee social contribution fund	At least 10 per year	12	Ahead

YOKOHAMA Magokoro Fund

The YOKOHAMA Magokoro Fund, established by employees in 2016, collects monthly contributions of ¥100 or more from employees (members) who support the fund's purpose, and donates to organizations tackling social issues and to disaster relief efforts. Yokohama Rubber also adopts a "matching gift" system, donating the same amount as employees, and as of the end of December 2025, about 40% of employees have joined.

FY2025 Support Results

In fiscal 2025, we donated a total of ¥6,774,000 through 12 grants to organizations and four disaster-related donations, relief funds, or sympathy payments. Together with matching gifts, the total amount donated was ¥13,547,000.

[Main support recipients]

- Japan Heart, a certified NPO
- WaterAid Japan, a certified NPO
- ReBit, a certified NPO
- Good Neighbors Japan, a certified NPO
- Kanagawa Myoelectric Prosthesis Bank (Kanagawa Rehabilitation Corporation)
- The Nature Conservation Society of Japan, a public interest incorporated association
- 2025 Myanmar Earthquake
- Shizuoka Prefecture Relief Fund for the 2025 Typhoon No. 15 Disaster

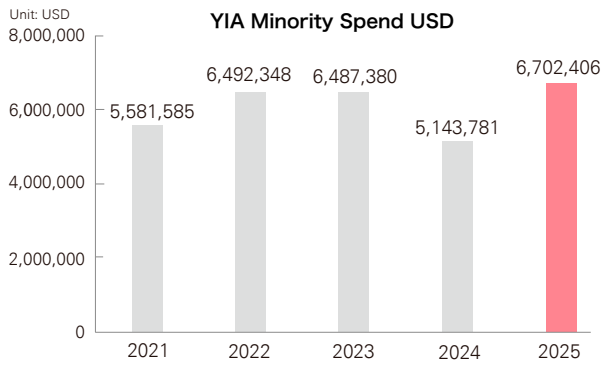
Helping to Revitalize Local Communities

Expanding Transactions with Minority Business Enterprises

At Yokohama Industries Americas Inc. (YIA), which manufactures automotive parts such as air conditioning hoses and power steering hoses in the U.S. state of Kentucky, we have actively created business opportunities to support the growth of companies owned and operated by local minorities (social minority groups such as African Americans and Hispanic Americans).

In addition, YIA has continuously sought out minority business enterprises that provide products and services tailored to its needs over many years and has grown through its business relationships with these companies. Transactions with minority business enterprises have expanded as YIA has grown, and in recent years the business of these minority business enterprises has grown at a faster rate than YIA's.

Transactions Between YIA and Minority Business Enterprises



Supporting the Development of the Next Generation in Local Communities

Nurturing the Next Generation and Contributing to the Community Through Environmental Education

At the Mie Plant, which manufactures tires for trucks and buses and other products, we have concluded an agreement related to environmental education with Ise City, where the plant is located, and conduct education on the local environment for elementary school students.

Along with environmental outreach classes in which our employees visit elementary schools, we also invite local elementary school students to the plant to participate in hands-on learning activities such as tree planting and biodiversity conservation activities.

We carry out initiatives designed to raise awareness of nature and the environment in a fun way, such as using picture-story shows to explain the importance of tree planting and holding events to uproot the cutleaf evening primrose, an invasive plant. We are also actively involved in local environmental conservation efforts through environmental education, including cleaning up beach litter together with elementary school students.

We have had cases where elementary school students who participated in tree-planting activities at our plant went on to join the Company later in life, and we are contributing to local human resources development and raising environmental awareness in the community.



Hands-on environmental learning for local elementary school students at the Mie Plant