Compliance

**To address the increasing compliance risks associated with the globalization of business,
we have established various policies and internal reporting systems, deployed them in each country and region, and implemented measures to prevent, detect early, and correct misconduct.**

Basic Approach

To appropriately respond to expanding risks due to the overseas expansion of our business, we established the Yokohama Rubber Group Competition Law Compliance Policy and the Yokohama Rubber Group Anti-Corruption Policy, defined regulations and guidelines that embody these policies, and shared these requirements with members* of the Group. By combining the above with the Global Whistle-Blowing System, which are rolled out in our subsidiaries in each country and region, we aim to further raise the level of compliance in the Group.

With regard to product liability, our mission is to contribute to the development of the Company and society by earning the trust of our customers and securing appropriate levels of profit. In order to achieve this, it is necessary to continue to provide products of quality that satisfy customers around the world and can be purchased with peace of mind. To this end, the Yokohama Rubber Action Guidelines state that "We shall provide safe and high-quality products and services," and we are thoroughly committed to putting this into practice in our daily work.

*All employees working in the Group, including full-time employees, contract employees, temporary employees, and outsourced employees.

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

Compliance System

We have established a Corporate Compliance Committee chaired by the director in charge of corporate compliance and a Corporate Compliance Department as the department that handles compliance implementation. The committee meets four times a year for ongoing implementation of various measures related to the Yokohama Rubber Group's compliance, and to report on its activities to the Board of Directors and the Audit & Supervisory Committee. The Group's Corporate Philosophy and Action Guidelines have been disseminated to domestic and overseas Group companies and serve as guidelines via an internal bulletin, etc. for the execution of duties by the directors and employees of each company. In addition, by assigning a person from each division to be a concurrent member of the Corporate Compliance Department, we strive to share updates on workplace training and awareness raising activities and relevant information. We have also appointed a Compliance Promoter at each of the domestic and overseas group companies to carry out the same activities.

In the event of a quality problem or complaint in the market regarding a product that we have provided to customers, we respond promptly to resolve the problem and take measures to prevent its recurrence. These measures involve regularly conducting quality audits to confirm the implementation status of corrective actions and verifying their effectiveness.

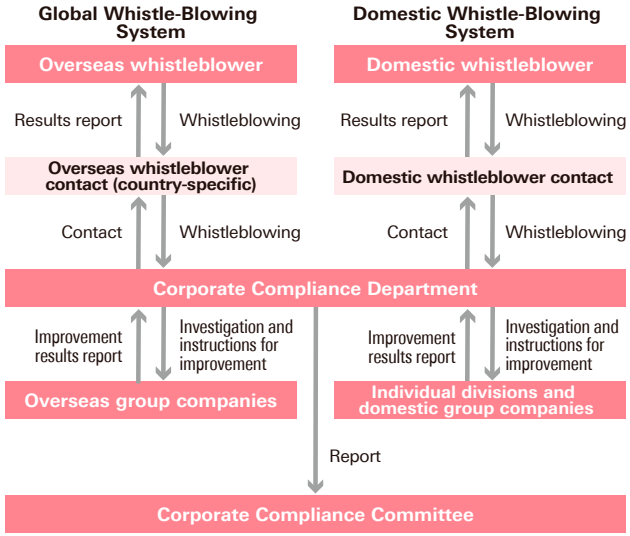
Whistle-Blowing System

The Corporate Compliance Hotline is a system available that also handles anonymous whistleblowing in accordance with the Whistle-Blower Protection Act. There are two Compliance Hotlines, one internal and one external. The external Compliance Hotline is set up at a law firm to ensure independence. In addition, the Compliance General Counseling Room has been set up as a service for any member of the domestic Group to consult over doubts regarding compliance. In fiscal 2025, the Compliance Hotline and the Compliance General Counseling Room fielded 133 reports or consultations in total.

For overseas subsidiaries, we have established the Global Whistle-Blowing System, in which violations of competition law, acts of bribery and corruption, and misconduct by local affiliate management are reported directly to the Corporate Compliance Department through an external contact. The system was first introduced at the controlling company and tire distributors in China in February 2018 and has since been deployed at production companies in China and business locations in the Philippines, Thailand, Vietnam, Indonesia, and North America, with a few exceptions.

In Europe, the European controlling company contracted with an external specialist firm to implement a whistleblowing system shared by the seven companies under it. This system serves as an internal reporting mechanism for companies within the region and is also operated as part of the Global Whistle-Blowing System through which the Yokohama Rubber Corporate Compliance Department can directly receive reports depending on their content. It has been in operation since January 2021.

Whistle-Blowing System



Compliance

Education and Awareness Raising Activities

We conduct compliance trainings using topics such as past company compliance issues and socially problematic events. We categorize the content into general topics intended for broad employee awareness and specific topics for particular departments or positions. We also customize delivery methods by utilizing material distribution, workplace group learning, and group training sessions.

In fiscal 2025, we continued to provide training on harassment and proper management of working hours, while also covering topics such as the personal use of company assets and the basics of export controls.

Workplace Compliance Training Themes (FY2025)

The Group uses its proprietary educational materials to conduct training on compliance at each workplace monthly. In fiscal 2025, the following themes were covered.

2025 Workplace Training

January	Personal use of company assets
February	Basics of export control
March	Stricter penalties for using smartphones and riding under the influence while cycling
April	Emotional abuse
May	Acts of violence
June	Insider trading
July	Appropriate work hour management
August	Legislative amendments regarding asbestos
September	Mood harassment
October	Harassment based on sexual orientation and gender identity
November	Occupational accidents
December	Stalking

Initiatives to Prevent Corruption

The Yokohama Rubber Group Action Guideline states in 6. "We shall observe not only laws and regulations but also social norms.," and declared that, "We shall maintain sound relations with political groups and public administrative authorities, and shall not engage in any acts of bribery, in Japan or any other country or region. We shall not entertain, give any gifts to, or give any money to business partners for the purpose of gaining illicit advantage." The Yokohama Rubber Group Action Guideline also refers to actions involving not only public servants, but also business partners as well.

Furthermore, the Anti-Corruption Policy extends the scope of regulation to include "officers or employees of private companies subject to commercial bribery, or any other person who may become the object of bribery," thereby prohibiting all forms of bribery. In addition, we strictly adhere to the procedures outlined in the policy's "Points to Note When Disbursing Funds, etc." and "Points to Note When Receiving Funds, etc." when approving transactions that involve compliance risks (such as gifts and entertainment). We ensure that all members of the Group are thoroughly informed and trained regarding these policies, and we also inform and raise awareness among our business partners through our CSR Procurement Guidelines, thereby promoting compliance and exercising management and oversight across the entire supply chain.

Under our Global Whistle-Blowing System, we have established an external contact point with a primary focus on promptly identifying illegal activities such as competition law violations and bribery, and we provide training to all employees of overseas subsidiaries that are scheduled to introduce the system in order to increase the effectiveness of the system.

Opportunities and Number of Participants in Anti-Corruption Training

Training opportunities	No. of participants
Training concerning antitrust laws (regulation on abuse of superior bargaining positions)	5,099
Training concerning antitrust laws (cartel regulation, regulation on abuse of superior bargaining positions, special designation for logistics)	5,270
Pre-departure training for overseas posting	40
Pre-departure training for posting as a supervisor at an overseas location	13
Newly appointed manager training	37
Total	10,459

Initiatives to Prevent Quality Misconduct

The Group Action Guidelines states in 4. that "We shall provide safe and high-quality products and services." It also declares that "We shall develop, design, manufacture, and sell attractive products that satisfy customers; provide society as a whole with safe and high-quality products and services; and endeavor to enhance the value of the Yokohama Rubber brand."

The following is stipulated in our Quality Policy as well. "As the Yokohama Rubber Group, we establish a quality assurance system in all processes from planning, design, production, sales to service. We provide products and services that customers find attractive, customers are satisfied with and contribute to society. We will comply with laws and regulations, standards, and customer requirements to earn and maintain your trust. In order to accomplish this, we link all the processes functionally and implement systematic quality assurance activities."

To put this policy into practice in our daily activities and prevent quality misconduct in advance, we provide annual quality misconduct prevention training to all members of the Group, and a total of 34,724 employees took part in the training in fiscal 2025. Starting in fiscal 2026, we are providing quality training once a month to further deepen the understanding of employees and further raise their awareness of quality.

Number of Participants in Quality Misconduct Prevention Training

	FY2023	FY2024	FY2025
Number of participants	28,942	28,643	34,724

Future Issues and Measures

To respond to the growing risks associated with globalization, we will continue to expand the introduction of our Global Whistle-Blowing System and provide training. To prevent quality misconduct, we are promoting the creation of an environment impervious to misconduct activity by implementing misconduct prevention training, quality training, and training using case studies from other companies for all domestic and overseas employees, including employees at affiliated companies. In addition, to prevent misconduct before it occurs, we conduct repeated inspections of our operations and processes, further raise awareness of quality, and ensure strict compliance with rules through the early detection of issues and appropriate corrective actions.