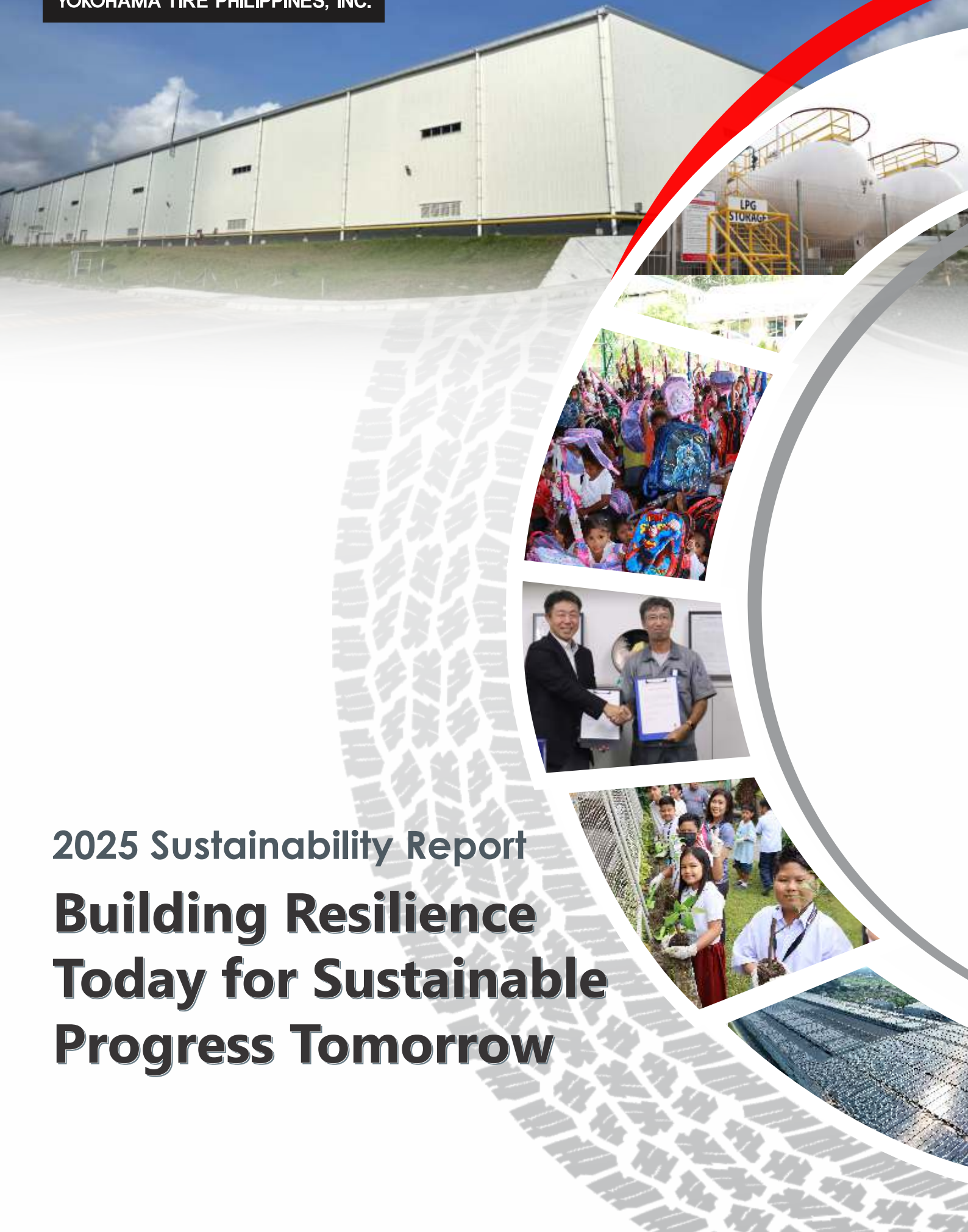




2025 Sustainability Report
**Building Resilience
Today for Sustainable
Progress Tomorrow**

About this Report

This Sustainability Report presents Yokohama Tire Philippines, Inc.'s (YTPI) 2025 performance, initiatives, and achievements across its core business and sustainability priorities. It provides a consolidated view of how the company delivers value through responsible operations, people development, environmental stewardship, and community engagement, while ensuring product excellence and strong governance.

The report opens with a corporate overview, highlighting YTPI's business profile, operational footprint, production performance, financial highlights, and facility expansion, including key infrastructure projects and the transition from diesel-fired to LPG-fired boilers.

Subsequent sections detail YTPI's progress in corporate culture, covering workforce growth, recruitment, training programs, employee recognition, and work-life balance. It also outlines the company's commitment to workplace health and safety, including safety performance, emergency preparedness, certifications, audits, and wellness programs.

The environmental section highlights initiatives on energy efficiency, renewable energy, water conservation, emissions reduction, waste management, biodiversity protection, and compliance with environmental standards, along with annual campaigns and conservation activities.



YTPI's social responsibility efforts are presented through community development programs, scholarships, education and livelihood support, outreach and relief operations, and employee volunteerism, reflecting its commitment to inclusive growth.

The report also addresses product responsibility, including quality assurance, certifications, audits, customer compliance, and support for the local rubber industry through responsible sourcing. The final sections cover corporate governance, recognitions, affiliations, strategic priorities, and future targets as YTPI approaches its 30th Anniversary in 2026. Together, the report reflects YTPI's integrated approach to sustainable growth—balancing operational excellence, social impact, environmental protection, and ethical governance for long-term value creation.

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About the Cover

The cover highlights Yokohama Tire Philippines, Inc.'s commitment to sustainable growth and nation-building. Featuring the company's modern facility expansion alongside images of community engagement, collaboration, and employee involvement, the design reflects a balance between industrial excellence and social responsibility. The dynamic arcs and clean layout convey progress, innovation, and continuity, reinforcing the theme of the 2025 Sustainability Report: **Building Resilience Today for Sustainable Progress Tomorrow**

Message from the President and CEO

At Yokohama Tire Philippines, Inc. (YTPI), sustainable growth is anchored on consistency, trust, and responsibility to society. As we reflect on 2025, I extend my sincere appreciation to our employees and stakeholders for their continued dedication and support.

This year, we strengthened our operational foundation with the completion of our expansion buildings, enhancing our readiness for future growth while improving safety, efficiency, and stability. We also made meaningful progress in our environmental initiatives, highlighted by the start-up of our LPG fueled Boiler and the expansion of our solar energy harvesting capacity, reinforcing our commitment to responsible and efficient operations.

Guided by our Environmental Management System, we remained focused on compliance, energy efficiency, water conservation, and waste reduction. At the same time, we continued to uphold safety and quality as the core of our operations. Safety and quality remain the unchanging foundation of our operations. Throughout 2025, we continued to strengthen leadership involvement, workplace safety activities, and quality discipline across all levels of the organization. We firmly believe that protecting our people and delivering consistent quality are essential to earning the trust of our customers and stakeholders.

In social responsibility, we expanded the YTPI Scholarship Program, reflecting our belief in education as a long-term investment in society. By supporting young individuals in their pursuit of learning, we hope to contribute to the development of future professionals and responsible citizens.

As we look ahead to 2026, we are excited to celebrate our 30th anniversary—a milestone that reflects three (3) decades of resilience, growth, and shared success. This inspires us to continue building a stronger, more sustainable future.



Mr. Atsushi Funayama
President and
Chief Executive Officer

Who We Are



Japanese Cutting-Edge Technology and Filipino Craftsmanship

In its pursuit to be globally competitive, the Yokohama Rubber Company, Ltd. (YRC) partnered with JFE Shoji Trade Corporation to establish its inaugural tire manufacturing facility in Asia outside Japan. This collaboration led to the creation of Yokohama Tire Philippines, Inc. (YTPI) on April 30, 1996. The primary objective was to produce Yokohama brand passenger car radial (PCR) and recreational vehicle (RV) tires for the global market. Over the years, YTPI has played a pivotal role in distributing tires that people can trust across the globe.

Currently, YTPI stands as one of the largest facilities in Clark Freeport Zone, employing thousands of individuals and producing millions of tires annually. Since commencing operations in 1998, YTPI has been at the forefront of tire technology and innovation on a global scale.



Our Vision

To be a trusted tire manufacturing plant with world-class quality.



Our Mission

To delight customers by delivering the best tires while caring for the environment and the community.



Our Core Values

Dedication
Sincerity
Excellence

At a Glance

Yokohama Tire Philippines, Inc. (YTPI)

Company Name

Yokohama Rubber Company, Ltd. (YRC)

Mother Company

April 30, 1996

Date of Incorporation

Industrial Estate 5 Clark Freeport Zone, Pampanga, Philippines 2023

Business Address

447,003 square meters

Land Area

247,821.19 square meters

Factory Area

3,572 Direct Employees

Workforce

13-20 inches

Tire Size Line-Up

34,300 tires daily

Declared Production Capacity

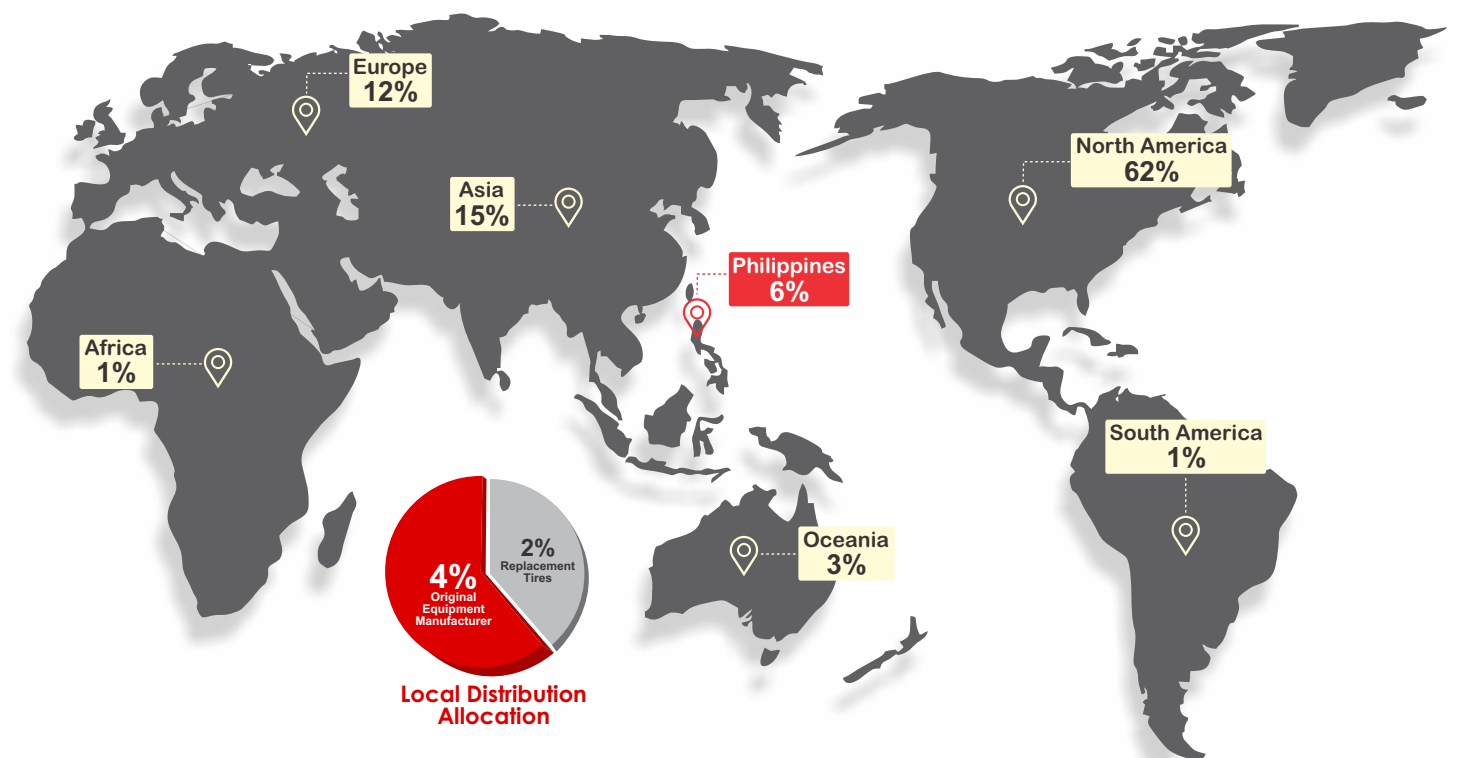
Passenger Car Radial Tires (PCR)

Recreational Vehicle Tires (RV)

Light Truck Tires

Business (Manufacturing)

Product Destination



Main Product Line-up



BluEarth-Es ES32

Provides a well-balanced package of the four core performance traits of any tire-wet grip, wear resistance, durability, and fuel efficiency.



BluEarth-4S AW21

Provides outstanding performance on icy and snowy winter roads as well as excellent dry and wet performance under more normal driving conditions.



ADVAN FLEVA V701

Providing sporty handling, supremely quiet ride and superior wet grip, this environmentally-friendly tire sets a new standard for sport tires.



GEOLANDAR CV CV058

The grand touring tire for crossover SUVs, with excellent wet performance and driving confidence even in the snow, delivering responsive handling and greater comfort on the long highway drives.



iceGUARD iG65

The tire that sets a new standard for winter control and safety. iceGUARD tires allow more confident handling on both ice and snow.



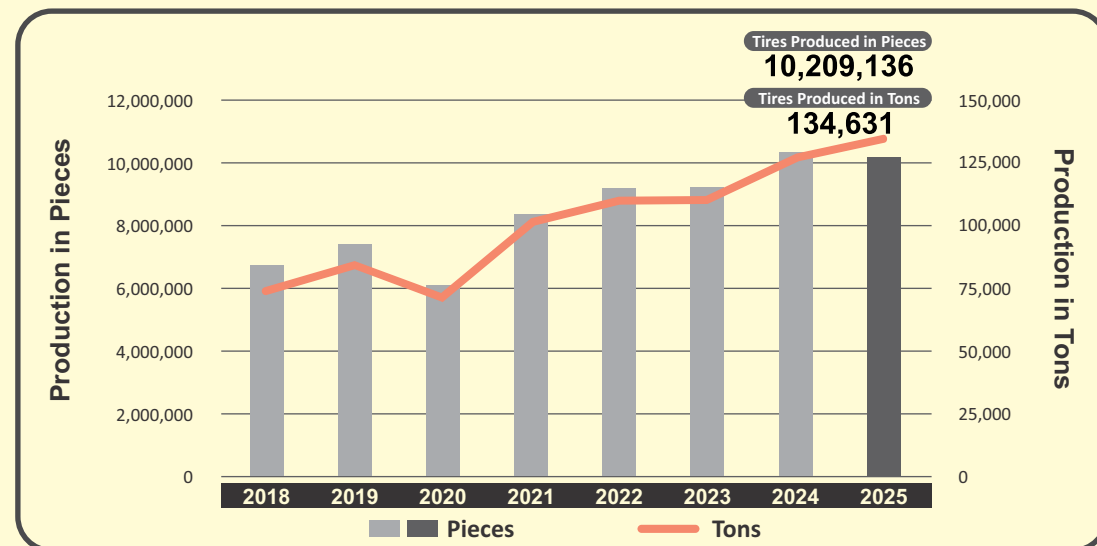
GEOLANDAR A/T4

The next-generation all-terrain tire for SUVs, pickup trucks, and 4x4 vehicles, designed to balance rugged off-road durability, snow drivability with civilized on-road comfort.

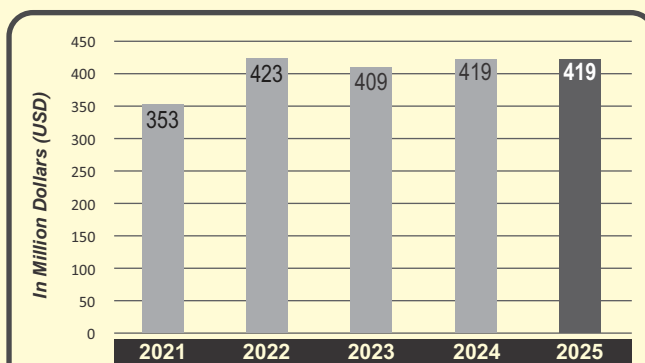
Who We Are

Annual Production Trend (8-Year Data)

Yokohama Tire Philippines, Inc. (YTPI) recorded total production of 10,209,136 units in 2025, representing a 1% decrease compared to 2024. Despite this marginal year-on-year decline, we maintained stable production levels, underscoring YTPI's operational resilience and sustained efficiency amid evolving market conditions.



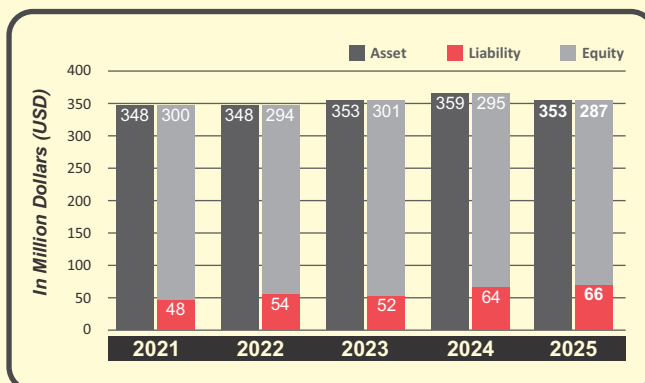
Financial Highlights (5-Year Data)



Sales

We reported \$419 million in sales for 2025, consistent with the prior year and indicative of stable operating performance. In June 2025, YTPI achieved its highest monthly sales of \$43.7 million, driven by improved production output.

The global tire manufacturing industry continued to experience headwinds, including volatile raw material costs and supply chain disruptions, which exerted pressure on production and profitability. Notwithstanding these challenges, we maintained business continuity and operational stability, reaffirming our commitment to sustainable and balanced growth.



Balance Sheet

We maintained a solid financial position despite a 2.6% (\$7.6 million) decline in net worth compared to the previous year. This decrease reflects strategic investments aimed at enhancing long-term sustainability and operational efficiency.

YTPI's debt-to-equity ratio of 0.23:1 remains low, demonstrating a strong capital structure and limited financial risk, while providing flexibility to support future growth and sustainability initiatives.

Corporate Governance

"We, the Yokohama Rubber Co. Ltd. and our subsidiaries, shall respect human rights and conduct ourselves in a socially responsible manner while promoting the development of sustainable society, observing applicable laws, regulations and rules applying to our activities both in Japan and abroad."

(Excerpt from our Corporate Charter of Behaviour)



Corporate Governance

Yokohama Tire Philippines, Inc.'s (YTPI) business principles and practices are established and designed to have a strong organizational culture while preserving our ethical compliance; we uphold the highest standard of integrity and transparency

without exception. We emphasize the interests of our stakeholders while continuously creating and improving a system of controls in achieving corporate targets.

A Strengthened Culture

We remain fully committed to fostering ethical behavior in all our endeavors. Thus, all of our employees and partners are continuously being reminded to adhere to the strictest business and personal ethics when fulfilling duties and responsibilities.

Information campaigns within the organization and with the partnering companies are carried out through orientations and correspondence.

The Policy on Anti-Bribery and Corruption, as well as the specific Guidelines on Offering and Receiving of Facilities ("No-Gift Policy") are in place to guide all the members of the organization in dealing with third parties and to maintain our independence towards the public. The Conflict of Interest Policy is also disseminated to all members, allowing us to declare potential conflict in relation to 1.) close relative of YTPI employees, existing YTPI suppliers, contractors or partners; 2.) colleagues with YTPI suppliers, contractors or partners; or 3) employment outside of YTPI.

Under the directive of YRC, and in relation to the aforementioned policy, Guidelines on the Use of Agent have been formally established to outline the approval procedures that members must observe when using an Agent. These Agents may provide such as, but not limited to, counsel, public relations, representation or brokerage for YTPI.

The Competition Law Compliance Policy is also in place to bolster compliance culture. This policy sets out the scope and purpose of the Philippine Competition Act as it applies to YTPI. New policies are being drafted to further strengthen the Compliance Culture.

Whistle Blower Policy and FEAR Factor Program

We continuously strive to create an environment of openness where employees are encouraged to raise legitimate concerns without the fear of retaliation. This is being done by actively promoting the Whistle Blower Policy in conjunction with the Fraud Elimination and Accountability Role (FEAR) Factor Program. Concerns may be reported via email (ccia.ytpi@gmail.com) or through hotline number (0919-388-8102).

We remain committed to our guiding values and principles and to our never-ending pursuit of excellence and quality.



Facility Expansion Update



Unlocking New YTPI Facilities and Services after Facility Expansion

Almost a year in the making since we broke ground for our Facility Expansion Project, the newly constructed Tire Warehouse reached its completion. With the expansion, we are faced with an ever-growing workforce at Yokohama Tire Philippines, Inc. (YTPI). In response, we enhanced our employee support and intensified safety measures by executing plantwide developments and investments through facility and service upgrades to further foster a better and favorable environment for all. Below were the various significant improvements that we undertook for the Year 2025.

Newly Built Finished Goods Warehouse

200,000
Tire Capacity



Newly Built Mold Storage Warehouse

2,242
Mold Box Capacity



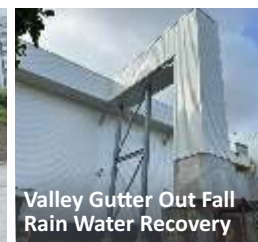
New Tire Warehouse Commence Operations

Operations have commenced after the completion of the new Tire Warehouse, with the as-built drawings, operation and maintenance manuals, warranty certificates, commissioning reports, and keys officially turned over by CCT Constructors Corporation (CCT), led by Chairman Hiroki Nakazawa last July 17.

This expansion represents a significant milestone, strengthening our logistic capabilities and meeting the growing global demand for high-performance tires. By increasing on-site storage capacity, the company reduces reliance on external satellite warehouses, thereby lowering the carbon emissions from transport and improving its overall operational efficiency.



Material Recovery Facility



Valley Gutter Out Fall Rain Water Recovery

Simultaneously, we continued to conduct company improvements with the newly improved Basketball Court Facility, promoting an active workplace culture and fostering sportsmanship and unity among all our employees. In comparison to the former version of the facility, significant upgrades included enhanced hardwood playing surface, better indoor air quality through improved ventilation, and newly constructed comfort rooms with a dedicated handwashing area, new blackboards and basketball rings, padded walls, and wall-mounted fans, creating a secure and enjoyable environment for everyone.



Transition from Diesel-Fired to LPG-Fired Boilers as a Sustainability Initiative



In March 2025, Yokohama Tire Philippines, Inc. (YTPI) formalized a partnership with Isla LPG Corporation through the execution of a Memorandum of Agreement (MOA) in Makati City. As YTPI's official supplier, Isla LPG Corporation plays a critical role in our transition from diesel-fired to LPG-fired boilers, representing a significant milestone in our sustainability journey.



YTPI's President and CEO, Mr. Atsushi Funayama personally fired up the first LPG-fired boiler to officially commence operations.

On October 01, YTPI's President led the ceremonial commissioning of the first LPG-fired boiler, marking the official start of operations at the West Plant (WP) Boiler Room.

The project, with a total investment of approximately USD 4.5 million, underscores our strong commitment to reducing our environmental footprint while advancing operational efficiency and modernization. In November 2024, we placed an order with MIURA Singapore Co. Pte. Ltd. – Philippine Branch for ten (10) units of the MIURA Steam Boiler SQ-7000 B22. Each unit has a steam generation capacity of 7,000 kg/h and operates at an efficiency rate of up to 98%. Of the ten (10) units procured, seven (7) have been installed at the West Plant, while the remaining three (3) are scheduled for installation at the East Plant (EP). Construction commenced in November 2025, with operations beginning in January 2026.

The boiler system is supported by the development of a dedicated LPG tank farm, with Isla LPG Corporation serving as the official LPG supplier. This transition is expected to result in a substantial reduction in emissions, enhanced energy efficiency, and lower maintenance requirements due to the cleaner combustion properties of LPG.



The successful commissioning of the LPG-fired boilers demonstrates our continued alignment with the Yokohama Rubber Group's global commitment to sustainability and responsible manufacturing practices.

Our CSR Management

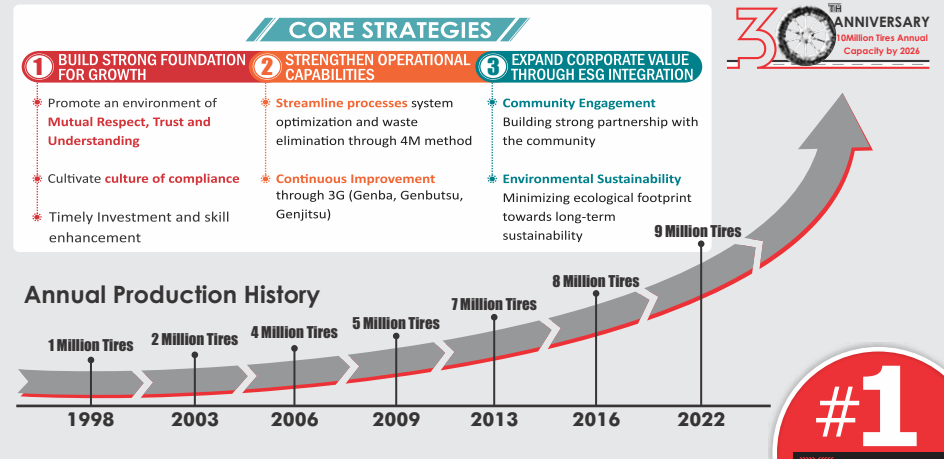
Our Corporate Philosophy

Producing quality tires is our greatest pride. We are proud of our work and find satisfaction in seeing that the tires we produce meet our customers' exacting needs and high standards. We aim to accomplish all these at the same time that we work to preserve and protect the environment and the earth's resources, develop the skill and potential of our personnel, and employ our machines with maximum efficiency and productivity.

This is our Corporate Philosophy. It is a philosophy that we are confident will succeed and will contribute to the well-being of all our stockholders and employees and the economic development of the Philippines.

Our Midterm Policy for 2024-2026

To establish our position as an industry leader known for reliability, innovation, and unparalleled quality, we are committed to strengthening our core capabilities and achieving an annual production capacity of 10 million tires by our 30th anniversary in 2026.



YTPI Stakeholder Engagement Process

CSR Vision Statement

YTPI envisions itself being a catalyst of sustainable and most relevant CSR Programs to give back to the community and people through committed partnerships.

CSR Mission Statement

- CSR shall be based on thrust of Environmental Protection, Education, Community Welfare and Services, and Culture of Respect for Individuals.
- CSR is based on tripartite partnership of Company, Employee, and Community for Program Sustainability and Involvement.
- CSR shall promote a culture of volunteerism and selflessness among all stakeholders to work together for others.

CSR Framework

Triple bottom line approach that concerns not only the financial but also social and environmental aspects. We believe that "Running a Good Business" does not only focus on earning and profiting but also on the contribution that we give to the society.

Social Welfare - Address the needs of the community by sharing of resources as our Corporate Responsibility.

Ethical Business Practices - Run a good business that will sustain livelihood of employees and support to the communities

Environmental Sustainability - Sustainability of goods and resources for the company without compromising the future generations



Our Stakeholders

Succeeding the integration of CSR in our organizational structure, we have organized the social responsibility issues we need to address in our daily and future activities. This defines the plan of activities that our company will undertake and determine its impact on sustainability.

Customers

The customer is our top priority – this philosophy empowers us to focus our efforts in producing quality tires to meet the exacting need and high standards of the consumers. We believe that putting value on the products we produce is a manifestation of our dedication and drive to put their interest first.

Employees

We ensure employee involvement in our activities. Their participation advocates and develops a culture of volunteerism and communitarian spirit which is an indication of the company's effectiveness in its proactive CSR.

Business Partners and Suppliers

We constantly work closely with our business partners and suppliers to encourage and develop opportunities for collaboration as reinforcement to our CSR activities. By sharing resources and partaking in our initiatives, they can be channels to boost our goal to generate sustainable changes.

Contractors and Service Providers

We are bound to build productive dealings with contractors and service providers based on legal, mutual, and principled reliance. The company ensures that we will not uphold business associations with those who will violate the company standards and policies which also incorporates social and environmental protection.

Academe

We are able to provide programs that allow the young Filipinos to experience the gift of education amongst the affiliated academic circles. Together we are able to eradicate poverty through literacy.

Local Communities and NGOs

We are committed in contributing to the educational, social, and environmental welfare of every community. Thus, through partnerships with local groups and NGOs, we are able to fulfill projects that uphold significant impact on their own development.

Media

We foster mutual compassion amongst YTPI and its many publics. This serves as an important tool to communicate our perspective. Through our Public Relations Team, we are able to provide the media with information significant to the manufacturing industry and present highlights of our projects in nurturing social well-being and care for the environment.

Stakeholder Engagement

Advancing Quality Education and Community Development

Scholarship Selection Process

In line with our continued commitment to supporting deserving yet underprivileged students, we implemented enhancements to Yokohama Tire Philippines, Inc.'s (YTPI) Scholarship Program in 2025. We adopted a more proactive approach through expanded engagement with state universities, enabling us to support various local academic institutions and a new cohort of YTPI scholars. As part of our community engagement efforts during the selection process, we conducted house-to-house visits for shortlisted students and their families.

Recognition from the Academe

In the same year, YTPI was recognized as a major benefactor during Benefactors' Day 2025 at Bulacan State University - one of our newest partner institutions in Central Luzon - held on December 3, 2025. The recognition was received by the Public Relations–Corporate Social Responsibility (PR-CSR) Team, led by Eden Mago, Public Relations and General Services (PRGS) Section Manager, in acknowledgment of our valuable contributions in providing support and assistance toward the advancement of quality education.



Support to Local Media

Furthermore, representatives from the PR-CSR Team attended the induction ceremony of officers of the Central Luzon Media Association (CLMA) in January 2025, reinforcing our commitment to strengthening relationships and sustaining engagement with our media partners.

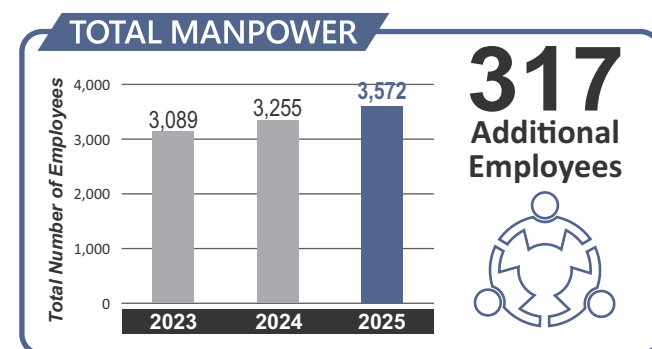


Employment Trend (3-Year Data)

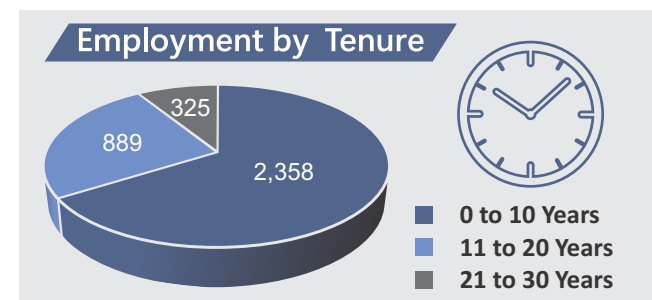
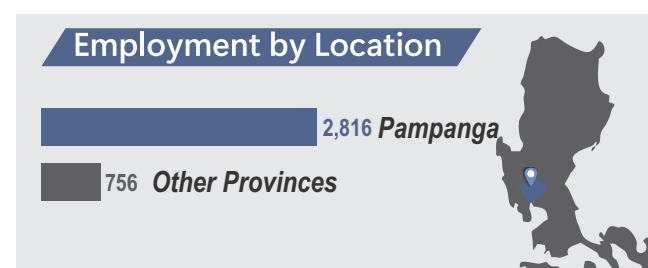
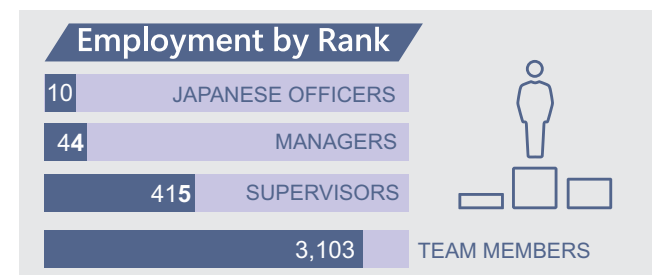
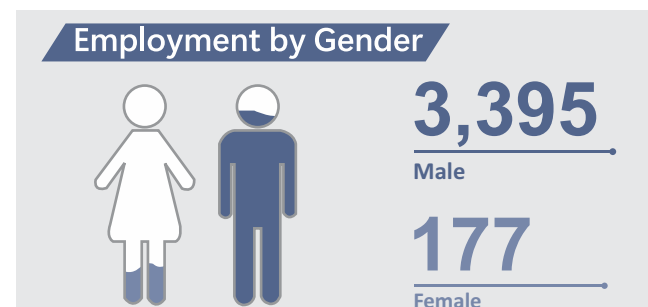
As part of the competitive tire industry, we strive to maintain top talent and a high-performing workforce. Driven by this objective, we have consistently positioned YTPH among the leading employers within the Clark Freeport Zone, alongside other reputable firms and organizations in the area.

The data presented below reflects Yokohama Tire Philippines, Inc.'s (YTPH) sustained growth over the past five (5) years up to the present. According to data generated by the Human Resource Management (HRM) Section, our workforce reached a total of 3,572 employees as of December 2025.

These figures serve as a testament to our ability to strengthen employment and to develop highly skilled individuals within the local community.



Manpower Breakdown



Recruitment Activities to Strengthen Manpower and Local Employment



We successfully conducted a series of recruitment activities throughout the Year 2025, including an Open House Recruitment and Local Recruitment Activities, to attract qualified applicants and support our manpower requirement due to our ongoing expansion, aiming an annual production target of 11 million tires by 2026.

Recruitment Caravan

The Local Recruitment Activity conducted in coordination with various PESO Offices and barangays, allowed us to reach more jobseekers beyond Pampanga. Our Talent Management and Recruitment Section (TMS) targeted northern Luzon, Central Luzon, and as far as the Visayas area, which helped widen our employment access.



Open House Recruitment

Continuing an initiative that began in 2024, we held Open House Recruitment (OHR) events on November 08 and December 01, 2025. This program enables us to efficiently address staffing needs while actively supporting employment within our local community.

In partnership with Clark Development Corporation (CDC) in organizing the activity held at CDC's Health and Sanitation Division Training Hall, which attracted a total of 270 applicants. YTPH's Vice President for the Administration Division, Angelina Casasola, attended to oversee the recruitment process. Alongside other TMS representatives, who facilitated brief orientations to provide information, work expectations, and company benefits to the applicants.



Local Recruitment Activity



Open House Recruitment Activity

DATE	LOCATION
Aug. 09	CDC's Health and Sanitation Div. Training Hall
Nov. 08	Yokohama Tire Philippines, Inc.
Dec. 01	CDC's Health and Sanitation Div. Training Hall

The OHR Activity also allowed us to efficiently connect with applicants and enabled a more fast-tracked hiring approach. Therefore, the rise in demand for Yokohama-made tires was effectively managed, as manpower needs are readily met, ensuring smooth and continuous operations.

These recruitment initiatives reflect our strong commitment towards continuous development, instilling a sense of dedication, sincerity, and excellence within the YTPH community and in our manufacturing process, all the while significantly contributing to the employment and economic growth of the local population.

Corporate Culture

Training Attendance Report

As a leading tire manufacturing company in the Philippines with a workforce of 3,572 employees, we are committed to strengthening our organization through continuous professional development. Through the implementation of specialized training programs and the rigorous evaluation of these initiatives, we aim to develop a highly skilled workforce capable of producing world-class tires for the global market.

Employee Count and Type of Training

Headed by our Talent Management and Recruitment Section (TMS), the table below presents our Training Attendance Report for the year 2025. We continuously monitored and evaluated training outcomes to assess employee performance and ensure compliance with training requirements across various programs.

Annual No. of Employee by Position and Kind of Training			
Employee Position	Internal	External	Total
Team Members	2,939	126	3,605
Supervisors	447	143	590
Managers	44	23	67



Based on the data, a greater number of employees participated in internal training compared to external training. By position, employees completed a total of 3,722 training hours across both categories, demonstrating our strong commitment to continuous improvement.

The training data collected throughout the year supported the TMS Team in strengthening its initiatives to develop competent employees and build a more efficient workforce. These efforts reinforce YTPI's competitive position within the fast-paced tire manufacturing industry.

Average hours of Training per Employees by Position and Classification				Ave. Hrs. of Training per Employee
Employee Position	Functional	Behavioral	Organizational	
Team Members	16	0	48	64
Supervisors	18	7	22	47
Managers	17	0	0	17

Cultural Exchange Program

YTPI's Technical Intern Training (TIT) Program stands among the flagship initiatives of our company, a cultural exchange program designed to acquire Japan's advanced technological machineries for production. In line with this, we are able to hone and elevate the technical skills of our manpower through meticulous and first-hand training.

Objectives of the Program:

- To develop and enhance the technical skills and knowledge of YTPI's workforce;
- To foster an appreciation for Japanese culture and customs; and
- To acquire and disseminate diverse competencies through hands-on job training

For the Year 2025, a total of 41 employees joined the program and were deployed at Yokohama Rubber Co. Ltd.'s (YRC) Manufacturing Plants:

Tire Plants in Japan	Shinshiro	Mie	Mishima
Technical Trainees	12	17	12



Employee Recognition through Active Plus Rewards

In our persistent effort to boost employee morale, we have launched the "Active Plus Rewards" Program in May 2025, headed by President and CEO Atsushi Funayama, which aimed to recognize the dedication, consistency, and hard work of YTPI employees whose daily efforts significantly contribute to the organization's continued success.



The participants received an A+ Card, which earned a star stamp for every completed shift to be sustained for the entire month. Once achieved, employees were to receive varying reward options including Shopping Gift Certificates, Jollibee Gift Certificates, Petron Gas Cards, and Canteen Meal Stubs valued up to PHP 3,000 maximum.

Maintaining Work-Life Balance

In our substantial stride to improve our overall production performance, we also place high significance to maintaining a culture of "work-life balance" among our employees. We believe that the company succeeds not just through its marketed product but most importantly in its workforce. For the Year 2025, we have allotted special incentives to extend our gratitude for the undying support of our dedicated and hardworking employees.

Year-End Thanksgiving Event 2025

After an eventful year of working towards continuous improvement and moving from milestone after milestone, we bid farewell to the year by hosting a Plantwide Thanksgiving Event last December 23, with the theme, "YTPI Go Rock!" The celebration involved different game challenges and exclusive performances from Original Pilipino Music (OPM) Rock Band Itchyworms, alongside the entertaining presence of the country's Comedy Princess, Ruffa Mae Quinto.



Aside from the Major Prizes consisting of various motorcycle units, the evening was also filled with excitement for the annual treat of our President and CEO Atsushi Funayama, who personally drew the winners of the event's Grand Raffle for a Trip to Japan.

Family Day Incentives

Serving as an annual tradition since the Year 2020, YTPI celebrated Family Day 2025 with scrumptious and hearty meals from Jollibee, which they enjoyed and shared together with their loved ones. The food meal packages were claimed beginning September 17, exclusive to all our Yokohama employees.





Healthy and Safe Workplace

With our unwavering commitment towards promoting a safety culture and prioritizing the well-being of the whole Yokohama Tire Philippines, Inc. (YTPI) community, we engaged in various safety activities and improvements to ensure that our operations are conducted smoothly while safety policies are observed daily.

The “Safety-First!” Culture

YTPI remains an advocate for maintaining a safety culture in the workplace. Simple practices such as pronouncing “Safety First!” to executing “stop-point-go” are just among the various practices of the company to remind everyone to be cautious and alert while performing their jobs. In addition, the Safety Management Section (SMS) continues to lead the company towards a safer working environment by implementing various activities, drills, and training session.



2025 Safe Man Rules

With the persistent effort to promote Safety Culture in the workplace, we applied revisions to the existing “Ten Safe Man Rules”, in which the Safety Management Section (SMS) came to an improved version, thereby introducing the new “24 Safe Man Rules”.



“YTPI believes in preserving human life, that our employees are our most important assets. We aim to accomplish this by Proactive Risk Assessment and Health and Safety Management System.”

(Excerpt from our Health and Safety Policy)

Safety Data Report

YTPI's Total Safety Work Man Hours

2025
9,548,098.88

2024
8,473,598



Work Incident Summary:

0 Major Incident
1 Minor Incident
1 Light Incident

Body Part Injured
2 Facial Injury

Fire Incident Summary:

0 Big Fire Incident
2 Small Fire Incidents
0 Injury from Fire Incident

Aiming for an Accident-Free Workplace

Led by Incident Commander, Jose Cansino, Jr., the Team Yokohama Response for Emergency (TYRE) Members conducted a series of Emergency Drills across various processes to ensure the risk preparedness of our employees in the occurrence of real-life emergencies. Moreover, these regular drills helped us to identify gaps and opportunities for improvement in our emergency response plan, improve our employee-coordination for better communication, and enhance the overall safety of our whole workforce through swift action.

The full-scale earthquake and fire drill for this year was observed by the Clark Development Corporation (CDC) Fire Department.



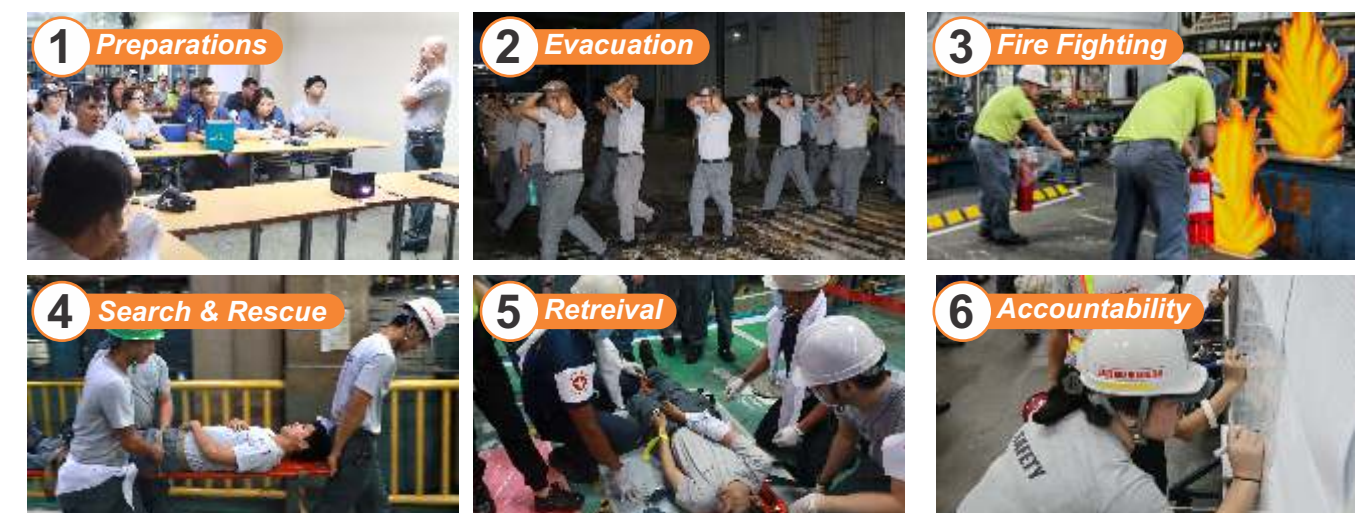
Conducted Emergency Drills

12 Fire Prevention Drills

2 Full-Scale Earthquake and Fire Drills

5 Other Trainings and Emergency Drills

- 1 Aircraft and/or Motor Vehicle Crash Emergency Drill
- 2 Biological Threat Emergency Drill
- 3 Civil Disturbance Emergency Drill
- 4 Typhoon and other Related Disaster Emergency Drill
- 5 Radiation Leak Emergency Drill



Healthy and Safe Workplace

Certification for ISO 45001 and Compliance to OHSMS

With our continuous stride to prioritize safety culture in the workplace, we remain rooted in placing high importance in our employees' overall well-being while ensuring that our production runs smoothly and efficiently. As we reaffirm our commitment to having a safe environment, we proudly acquired the ISO 45001 Certification for the Year 2025, having our compliance verified under the Occupational Health and Safety Management System (OHSMS).



Surveillance Audit Result:

ZERO
Major
Non-Conformity

2
Minor
Non-Conformities



After the audit process, the results concluded with two (2) minor nonconformities, namely, Clause 6.1.2.1, which covers Hazard Identification, Risk Assessment, and Determining Controls (HIRADC) and Clause 8.1, focusing on Operational Planning and Control (OPCON). These were addressed by executing corrective actions and integration into the OHSMS improvement plan.

Series of Safety Audits in 2025

To ensure that we are able to meet the proper standards and our workplace remains to be a secure environment for our workforce, our company was thoroughly checked for any potential dangers or causes of accidents.

In 2025, we underwent a significant number of audits, remaining true to our advocacy of having a safe and accident-free environment for all our employees.



YTPI Undergoes Annual Safety Inspection

Last February 05 to 06, we participated during the annual safety inspection by Yokohama Rubber Company Ltd., (YRC) Safety Department Head Yasuhiro Kuhara and Manager Yuichi Sugiyama, represented by YTPI's Top Management and the SMS Team to assess our compliance to safety standards across our facilities, machineries, and other production-related concerns.

As a result, a total of 57 safety inspection for improvement were raised, wherein 51 were corrected, four (4) are on-going and two (2) are still pending for improvement.

YRC Audit Result

57
For Improvements
Raised

51
Implemented

4
On-going

2
Pending



Annual YRC Fire Prevention Audit

From September 04 to 05, YRC conducted its annual Fire Prevention Audit at YTPI, led by YRC Audit Team, headed by Kenji Ishii, alongside Yuichi Okazaki, from the



Disaster Prevention and Management Department, in which they conducted identification of potential fire hazards, assessment of risk factors, and reinforced preventive controls across YRC's Manufacturing Plants.

To conclude, the auditors highlighted some positive observations and commendable practices while also citing Opportunities for Improvement (OFI), all of which were noted during the evaluation, with corresponding corrective actions to be applied prior to the next audit, promoting a culture of continuous advancement in fire safety.

YRC Fire Prevention Audit at YTMT

Our Fire Prevention Group took part in the three-day cross audit held in Rayong Province, Thailand, last February 10-14. This collaborative audit was conducted in Yokohama Tire Manufacturing Thailand Co., Ltd. (YTMT), one of YRC's subsidiaries in Asia.



Led by Executive Vice President for Plant Operations Division Masahiro Hirano, accompanied by selected members from SMS and Engineering and Maintenance Department (EMD), this audit provided insights on several opportunities for improvement that can be horizontally applied in YTPI Plant, enhancing the company's Fire Prevention System through knowledge-sharing and inputs from other YRC Plants.

Increasing Safety through Plantwide Initiatives

Alongside our journey of maintaining a safer working environment, we consistently strive for continuous improvement in all our plans and initiatives. This way, we are able to provide our employees with assurance of their well-being and a safe future in YTPI.

Introduction of Supreme Vision Learning Machine

This year, the Supreme Vision Learning Machine was introduced to promote high efficiency and foster a safer workplace. It is a training device from Japan designed to provide Vision Function Training for operators. This device helps in stimulating the motor function of the eyes and brain, immediately sending signals to the body to help enhance the employees' reflexes, hand to eye coordination, and quick response to any changes or abnormalities on the machine.

The Vision Function Training was successfully attended by six employees from various processes, achieving an outstanding average score of 96%, with the highest individual score reaching 99.20%.



Continuous Implementation of Seiri

As part of our commitment to maintaining a clean, organized, and safe workplace, the SMS Team continued to conduct "Seiri Activity" with the Plant Manager. Seiri helped the employees to identify and remove unnecessary materials inside the plant. We believe that through consistent implementation of this activity, work efficiency and productivity are increased and potential safety hazards including tripping and falling caused by unnecessary items are effectively reduced.

**Seiri Activity
Total Waste
Collected**



**2025
3.9 Tons**

**2024
3.2 Tons**

Revising Hot Work Procedure and Permit Following YRC Standard



As part of our proactive approach to remain committed to the standards of Yokohama Rubber Co. Ltd.'s (YRC) safety procedures, we aligned our written procedure with YRC's Fire Prevention procedure during Hot Work through PY-010 Hot Work Activity Procedure and PY-010 Form 001 Hot Work Permit on May 15.

This procedure provides guidance for welders and contractors, avoiding the occurrence of fire incidents that may arise during any internal hot work activity (i.e. welding, open flames, portable grinders, and other similar equipment producing heat and spark.) Moreover, the revisions involved using one (1) unit to two (2) units of fire extinguishers every Hot Work Activity and ensuring that thorough cleaning and inspection of any gaps, openings, pits, or corners in the area were conducted.

Healthy and Safe Workplace

Promoting Health and Wellness

Medical Services Summary of Activities

2,694 Employee Compliance on Drug Testing	2,652 Employee Compliance on Annual Medical Exam	560 Employees who received Free Eye Examination
21 Employees Attended Health Lectures and Trainings	695 *Employees were Administered with Exclusive Medical Shots	843 Employee-Dependents Avail Flu Vaccine
179 Employees Joined the Blood Letting Drive	44 Employees Participated in the HIV Screening	91 Employees Underwent Free Blood Screening

*Flu, Human Papillomavirus(HPV), Hepatitis A, and Cholera Vaccine

A Healthcare That Cares

YTPI consistently implements physical examinations yearly to ensure that every employee is catered with maximum care. This also allows the participants to monitor their overall well-being and be vigilant with their body's needs.

Annual Eye Examination for Inspectors

In partnership with Sunnies Studios, we conducted the Annual Eye Examination for inspectors last March 17 to 19 and 24 to 26, at Canteen 1, TM Union Office. The examination's objective was to evaluate our employees' visual acuity and provide advice on ways to protect their vision, wherein a total of 560 YTPI employees participated in the activity.

Free Blood Screening for Employees

To ensure that our employees have access to medical care and updated health checks, we conducted two (2) batches of free Blood Screening with medicine issuance, held on October 22 and December 17, in partnership with Euroasia Pharmaceuticals, Inc. (1st batch) and Torrent Pharma Philippines, Inc. (2nd batch).

Each participant underwent a medical consultation and were given recommendations for proper medication, particularly for those who have existing health conditions, while also providing preventive measures and immediate intervention to potentially at-risk employees.

Category of Screening	Batch 1	Batch 2	Total
Fasting Blood Sugar	26	24	50
Uric Acid	28	8	36
Cholesterol	41	16	57

At Yokohama Tire Philippines, Inc. (YTPI), we continue to work tirelessly to support and care for the welfare of our employees, through the active leadership of our Medical Services Unit (MSU). Proving ourselves as the forefront tire manufacturer in the country, we consistently affirm our commitment to maintain health among our top priorities while also reducing factors directly affecting the workforce's overall performance and attendance through a series of activities conducted in the Year 2025.



Over 2,000 Employees Complete AME

Our Clinic Team conducted the Annual Medical Examination (AME) for all regular Yokohama employees last August 05 to 09, located in YTPI's Canteens 2 and 3, in collaboration with different wellness and health-centered organizations including Unilab, Megawecare, Fitbar, and Pocari Sweat. With more than 2,600 employees who completed the examination, we successfully reached 91.62% employee participation during this year's AME.

Offering Free Vaccines for Employees

Throughout the months of March to May, we conducted a series of vaccinations to cater to the exacting needs of our employees which included Hepatitis A, Cholera, Human Papillomavirus (HPV), and Flu Vaccines.



Type of Vaccine	No. of Recipients	Remarks
Hepatitis A	4	Protection from potential serious liver infection for Boiler personnel.
Cholera	9	Particularly at high-risk from contracting Cholera, a bacterial disease acquired through contaminated food and water.
(HPV) - Human Papillomavirus	17	A highly effective preventive measure against viruses that may cause Cervical Cancer.
Flu (employees)	665	As part of the preventive measures during flu season that includes employee and their dependents.
Flu (dependents)	483	

Launching of the Biggest Loser Challenge 2025

This year, we recently launched the "Biggest Loser Challenge" which ran from October 01 to December 31, 2025, a weight loss competition to encourage a transition to live a healthier lifestyle among our employees.

The program commenced with a total of 63 employees registered for the competition, wherein an initial weigh-in was conducted last September 29 and 30 to record the participants' Body Mass Index (BMI) prior to joining the program, having a weekly weigh-in every Friday, until our employees reach the final weigh-in on January 05 and 07, 2026. The winners were determined based on the highest percentage of weight loss within the given timeframe.

By the end of the competition, 32 participants successfully lost weight with an average of 4.13 kilograms. The winners for the Biggest Loser Challenge under the Male and Female

Categories lost a total of 10.5 kilograms and 10.3 kilograms, respectively.

After the positive outcome of this newly launched program, we are expectant of a new season for the Biggest Loser Challenge for the Year 2026, an effective and sustainable solution to motivate our employees towards a life-changing journey through weight loss.



Saving Lives through Blood Letting

Centered on the theme "Donate Blood, Save Lives", YTPI's Medical Team organized a Blood Letting Activity. This activity is open to all employees who are fit to donate blood facilitated by The Philippine National Red Cross (PNRC). This activity aims to raise awareness of the importance of blood donation, collect blood for the regional blood bank, and foster a shared responsibility towards the community. Aside from this, bloodletting treatment provide other benefits such as reducing multiple health risks including cancer, heart issues, among others.

MSU Team hosted three (3) batches of Blood Letting Program held inside the company premises was participated by 179 employees blood donor, with the 2nd and 3rd batch conducted in collaboration with Angeles City AIDS Council and Fitbar.

This act of volunteerism among our employees encouraged a culture of compassion, promoted the benefits of blood donation, supported community service by saving lives, contributed to Corporate Social Responsibility (CSR), and established connection and harmonious partnership with local health institutions.



Blood Letting Activity	Batch 1	Batch 2	Batch 3
Blood Donors	69	56	54

MSU Signs-Up for DOH's Healthy Workplace Program

We actively participated during the regional sign-up for the Healthy Workplace Program (HWP), hosted by the Department of Health Central Luzon Center for Health Development (DOH CLCHD), held last May 16 at Widus Hotel Clark, Pampanga, joined by YTPI representative, Dr. Orestes Arevalo, MSU Manager, alongside DOH stakeholders in Central Luzon, Local Government Units (LGUs) and agencies, among others.

The HWP aimed to increase the number of organizations committed to foster a healthy workplace, where employees can feel safe and secured in their own working environment, which included promoting health literacy and practices, reducing risks of unhealthy behaviors, and ensuring that policies are understood and maintained.

YTPI Honored through "Blood Services Platinum" Award

On November 28, we received Philippine Red Cross' (PRC) "Blood Services Platinum" Award at Hilton Clark Sun Valley Resort, during the 3rd Central Luzon Kadugo Awarding, a result of our unwavering commitment and support by donating at least 500 units of blood, collected by the PRC for five (5) consecutive years. The ceremony was attended by MSU representatives, led by Dr. Orestes Arevalo.





Operational Efficiency and Sustainability Summary

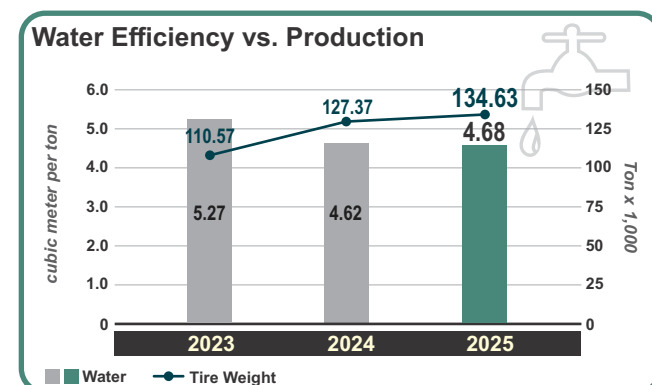
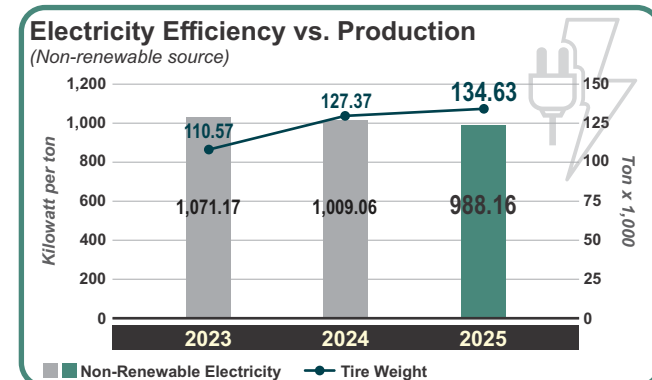
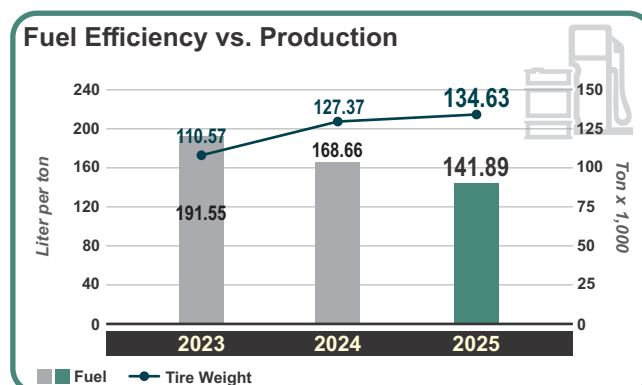
In 2025, we worked towards utilizing efficiency across electricity, fuel, and water usage. These efforts boosted our company towards reaching significant targets in production throughout the year. Our sustainability initiatives were all made possible through the collective efforts of all our departments, placing key focus in optimizing the use of consumables and organic solvents.

Energy Reduction Target

Parameters	Target Reduction	2025
Electricity	1% on KWH per tire	3.66% reduction ↓
Fuel	1% on Liter per tire	20.81% reduction ↓
Water	1% on Liter per tire	0.05% increase ↑
CO ₂ emission	1% on CO ₂ per tire	13.98% reduction ↓

Energy Consumption Efficiency (3-Year Data)

This data outlines our 2025 sustainability performance regarding electricity, water, and fuel consumption, as well as carbon dioxide emissions per ton of tire produced. This year, we had increased reduction on fuel after transitioning from diesel-fired to LPG-fired boilers. Moreover, a significant factor for the reduced fuel consumption was the transfer of load from diesel to NPC. Meanwhile, we had a slight increase in water consumption to condensate flushing and cleaning at West Plant (WP) and Temperature Control Unit (TCU).



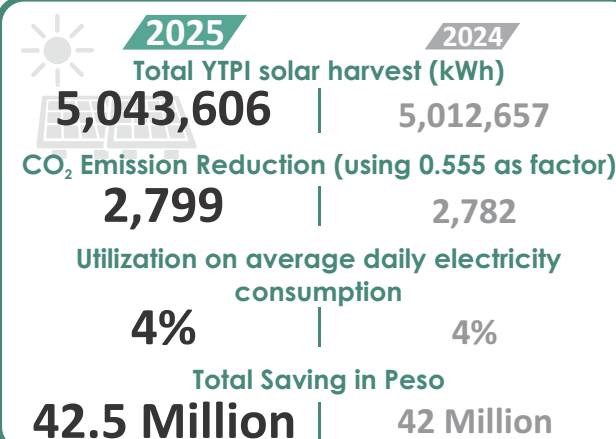
Renewable Energy Utilization

Driven by our commitment to harness renewable energy and to significantly reduce carbon footprint in our manufacturing process, we have installed a four (4) MW Grid Tied Rooftop Solar Photovoltaic (PV) system in 2019. Relevantly, YTPI's Rainwater Recovery Facility continued its mobilization to efficiently minimize our water usage, a move to promote water and environmental conservation.



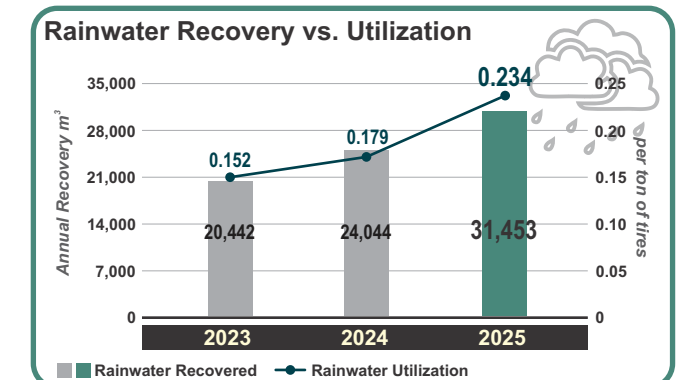
Solar Energy Performance

In 2025, our solar energy harvest reached a total of 5,002,655 kilowatt-hours (kWh), a slight decrease compared to 2024. This variance was primarily attributed to lower solar irradiance resulting from increased cloud cover and rainfall throughout the year.



Rainwater Recovery

Due to the abundant rainfall across various areas the Philippines, we ensure that we maximize our natural resource and water usage through our own Rainwater Recovery Facility. By utilizing this system, we are able to contribute to environmental protection and conservation while causing significant decline in water usage per tire with a total of 31,453 m³ of rainwater recovered in 2025.



Carbon Footprint and Wastewater Reduction (3-Year Data)

In 2025, the Company recorded total carbon dioxide emissions of 111,284 metric tons. While total emissions increased in absolute terms compared to 2024, this was primarily driven by higher production levels. Total rubber production increased by 6%, while total emissions increased by only 0.70%, resulting in a lower carbon emission intensity per unit of rubber produced year-on-year. This indicates improved energy efficiency and emissions management despite increased operational output.

transitioned from diesel-fired to LPG-fired boilers, further supporting reductions in carbon intensity and improving overall energy efficiency.

For wastewater management, total effluent discharge amounted to 333,704 cubic meters for the year. All wastewater was treated and managed in compliance with applicable environmental regulations to ensure protection of public health and the environment.

As part of the Company's emissions mitigation initiatives, generator load was transferred from diesel-fired generators to the National Power Corporation (NPC). This transition reduced reliance on diesel fuel, which has a higher emissions factor, and helped prevent even greater emissions that would have occurred had diesel generation continued. In addition, during the last quarter of 2025, the Company

Emission Output	2023	2024	2025
Carbon dioxide emission in tons	102,139	110,500	111,284
Wastewater discharge in cubic meter	308,973	311,894	333,704

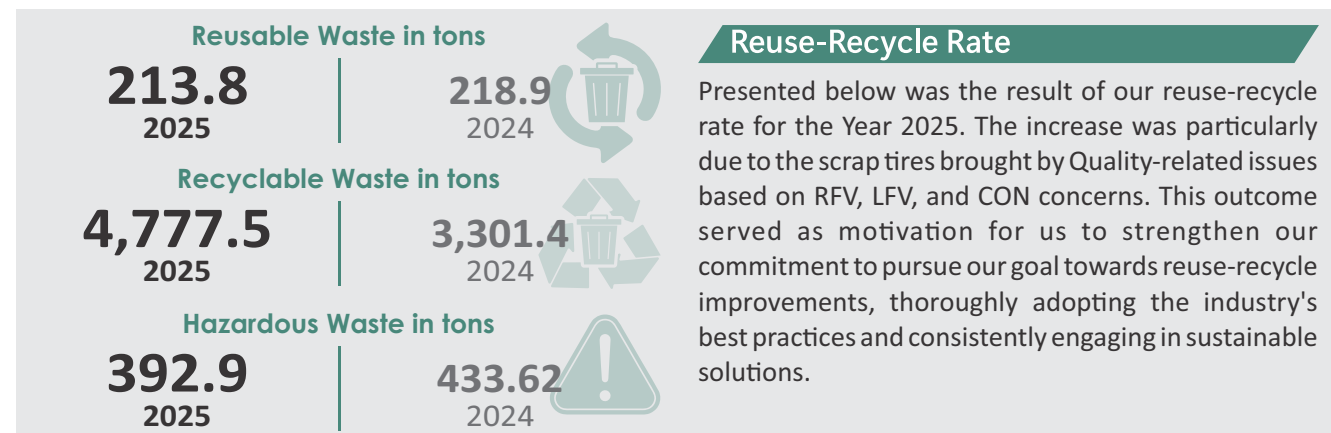
Waste Generation Management

The Landfill Rate

YTPI's landfill rate or non-recyclable waste aims to determine the total generated waste disposed in the landfill, which includes non-recyclable wastes that are non-hazardous and non-toxic. For the Year 2025, we reached a total of 14.2 tons, a decreased amount in comparison to our landfill rate in the previous year.



Environmental Preservation



"YTPI, a manufacturer of pneumatic radial tires, believes in preserving the environment and earth's resources. It aims to accomplish efficient and effective use of materials and resources through the concept of Reducing, Reusing, and Recycling as everyone's concern."

(Excerpt from our Environmental Policy)

Promoting Proper Waste Management

Committed to driving positive environmental change, we continue to implement "green" initiatives that foster a cleaner, more sustainable community.

Waste Segregation Initiatives

By actively practicing proper waste segregation and disposal through color-coded trash bins deployed across our premises, we are able to promote sustainable practices that can be applied not just within YTPI, but can also be done outside as well as our respective homes.



Information Drive and Practices

Furthermore, our EMS Team regularly spearheads environmental orientations, clean-up drives, and plant-wide conservation efforts to ensure long-term ecological responsibility.



Lights Off for Earth Hour

To show support for global energy conservation efforts, we participated during Earth Hour last March 21, where lights were switched off at Billboards, all offices, and parking areas for an hour, which symbolized our stand against climate change and energy waste.

Participating the Annual RHWCE

At the same day, we actively participated in the Recyclables and Hazardous Waste Collection Event (RHWCE) organized by the Clark Development Corporation (CDC), through our EMS Team. The event was graced by Martin Despi, Regional Direction of DENR-EMB Region III, who delivered an inspiring message to emphasize the importance of proper waste disposal and the collective roles of industries in environmental protection.

Environmental Recognition through Stewardship Award

We were recently honored with the prestigious Environmental Stewardship Award during the Environmental Practitioners Association's (EPA) 24th General Assembly held last June 27. The award was received by the Environmental Management Section (EMS), led by Section Manager Reynante Legion.

The award was in recognition for our company's unwavering dedication and commitment to environmental excellence and proactive approach in assisting the organization's advancements in promoting environmental protection and sustainability efforts.



Positive Results for ISO 14001 Certification

The ISO 14001 1st Surveillance Audit was conducted on October 09-10, led by auditors from TUV Nord, involving all of our concerned sections/processes. The audit aimed to ensure that our Environmental Management System meets the ISO 14001 standard's requirements; to check our compliance with the legal and statutory regulations supporting continuous improvement; and to verify our system's capability in identifying opportunities for improvement, maintaining the trust of our stakeholders and the management, and controlling the environmental aspects with their intended function.



1st Surveillance Audit Result:

ZERO
Major/Minor
Non-Conformity

1
Opportunity
for Improvement

1
Positive Findings



Following these positive results, Angelina Casasola, Vice President for Administration Division and Environmental Management Representative, encouraged us to continuously strive for growth and excellence to sustain the company's environmental success.



February is Energy Conservation Month!

At Yokohama Tire Philippines, Inc. (YTPI), the month of February is known as Energy Conservation (EnerCon) Month—an annual celebration centered on reducing our carbon footprint, promoting energy efficiency, conserving the earth's resources.

The EnerCon Month was comprised of the following environmental activities with the application of theme, "Enercon in Action: Reducing losses and exploring new ways to save!"

EnerCon Parade

January 31, 2025

We kicked off the celebration with an Opening Parade, proudly featuring our Engineering and Environmental Management Section's (EMS) mascots – "Solar Man" and "Leak Buster", who enthusiastically symbolized YTPI's commitment to energy efficiency.



Eco Self-Declaration Contest

February 14, 21, and 28, 2025



We hosted an Eco Self-Declaration Contest, spearheaded by EMS located at YTPI's Canteens 1, 2, and 3, during the respective dates, in which our employees pledged and personally practiced various energy conservation ideas.

ECO SELF-DECLARATION CONTEST		
Award	Awardee	Section
Excellent	Angelito Mariano	Total Productive Maintenance-Tire Production System (TPM-TPS)
Best	Jocelyn Dungca	Human Resource Management (HRM)
Best	Patrick Pineda	Public Relations and General Services (PRGS)
Best	Korinne Regala	Raw Materials and Inventory Control (RMIC)

Environmental Preservation

Sectional Enercon Initiative

February 07, 2025

Each of our sections developed a sustainable and energy-saving activity tailored to our respective operations, which encouraged creativity, collaboration, and accountability in energy management.



8
Sections
Participated

Individual EnerCon Findings

February 14, 2025

Our employees identified and reported potential areas for energy-saving improvements. This hands-on approach heightened awareness and empowered us to actively contribute to conservation efforts within our respective areas.

Findings
Loose fins of cooling tower
Correction
Replace or fix the loose fins of cooling towers to reduce water evaporation



Sample Findings
submitted by Various Sections
16

Craft from the Scrap: Label Backing Edition

June 20, 2025

To promote recycling and creativity, we hosted a unique contest entitled, "Craft from Scrap: Label Backing Edition," where participants transformed used label backings into functional and decorative items, actively participated by ten (10) employees who represented their sections/processes.



10
Entries from
Various Sections



Forever Forest 6 Restoration Tree Planting

At YTPI, we continue to strengthen our commitment to protecting the environment by planting native trees within our company grounds. In 2025, we successfully conducted two (2) tree planting activities in our Forever Forest 6 (FF6) area on June 27 and December 19.

With the participation of 60 employee-volunteers, we planted a total of 600 native trees, demonstrating our shared dedication to preserving and nurturing green spaces. Through teamwork and collective action, we aim to set a positive example for our neighboring communities and promote environmental responsibility.

Forever Forest Project Overview

90
Total Hours of
Volunteerism
by Employees

60
Employee
Volunteers

600
Trees Planted
for 2025

46,722
Total Trees Planted
for the Forever Forest
Project to Date

11,399
Total Trees Donated
to Various Institution
Outside YTPI

The FF6 Restoration Tree Planting Activities mark another milestone for YTPI in 2025, reflecting our ongoing commitment to creating a greener and healthier future for generations to come.



Variety of Planted Seedlings

Category	Species
Small Trees	Bignay Banaba Alibangbang
Medium	Fire Tree Agohe Dao Guiho Bitaog Kalantas
Large Trees	Narra Molave Kalumpit Palosapis



Parent-and-Child Eco Poster Making Contest

May 16, 2025



To commence the Environment Month at YTPI, we opened the Parent-and-Child Eco Poster Making Contest which promoted environmental awareness and creativity among families.

14
Parent & Child
Participated

Trivia Q&A

June 02, 2025

Among our activities during the celebration was a fun and educational Trivia Q&A activity, where various employees participated in an engaging game in exchange for simple tokens, which delivered knowledge on environmental matters.



Parent-and-Child Eco Poster Making Contest

June 05, 2025



As part of our long-standing effort towards environmental protection, we led a Clean-Up Drive on June 05, which coincided with World Environment Day. 40 dedicated employees joined to clean the Plant perimeter and nearby surroundings.



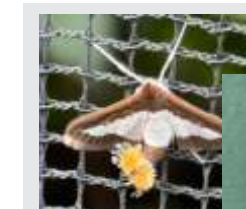
Type of Waste	Waste Collected
Metal Scrap	11.7 kilograms
Pet Bottles	5.1 kilograms
Rags and Gloves	19.3 kilograms
Contaminated	23.5 kilograms

40
Volunteerism
Hours

145.5
Kilograms
Total Waste
Collected

Biodiversity: Life on Earth

In our continuous path towards ecological restoration, we added three (3) newly found species out of the 112 in total, found in our company's premises as of 2025. The discovery of these new species stands as testament to our efforts in biodiversity advancements and environmental conservation, further understanding our planet, assisting us as means to protect and foster a healthy ecosystem.



112
Total Number of
Species Found

3
New Species
Found in 2025



Developing Communities

With our fast-paced yet fruitful growth over the years, we ensure that we do not grow negligent of our commitment towards assisting the local community. Yokohama Tire Philippines, Inc. (YTPI) would not reach where it is today without the support of the public. For this reason, we continue to engage and collaborate with our Corporate Social Responsibility (CSR) Partners to ensure that we can deliver only the best for our neighboring communities and to further serve those in need.

Continued Partnership for Community Welfare

Setting the goal to reach more lives and radiating significant impact in the local community, we tapped our official partners and suppliers, providing us a hand and ample of resources to deliver the needs for our beneficiaries, which greatly promoted action for societal growth and development, headed by our Public Relations-Community Service Relations (PR-CSR) Team.

30

Total Partners and Beneficiaries for this Year's CSR Activities



Our CSR Partners

The successes we have concluded with for the Year 2025 would not have been possible without collaboration and assistance from our CSR Partners including MJC Junkshop, Eastwest Healthcare, Inc., and Myegie Construction.

CSR Employee Engagement

Knocking into the generous and compassionate hearts of our YTPI employees through our PR-CSR's "Show You Care, Give A Share" Program—this initiative encouraged employees to donate toys or monetary contributions to fulfill the Christmas wishes of the Aeta children in Villa Maria Integrated School, in which we successfully distributed various gift sets to a total of 200 Aeta students.



MJC Junkshop

MJC Junkshop has been our reliable partner for our various CSR projects, contributing through their upcycled scrap materials, thereby promoting recycling efforts recovery of solid waste transformed into functional items. This year, they sponsored a total of eight (8) units of Comfort Room door to Monicayo Integrated School (MIS).



Myegie Construction

We partnered with Myegie Construction during the 3-month renovation for our Library and Computer Facility Donation to Teodoro P. Tinio Elementary School (TPTES), applying key improvements to the school through installation of a separate access door, and double wall which includes repainting of the new library.



Eastwest Healthcare, Inc.

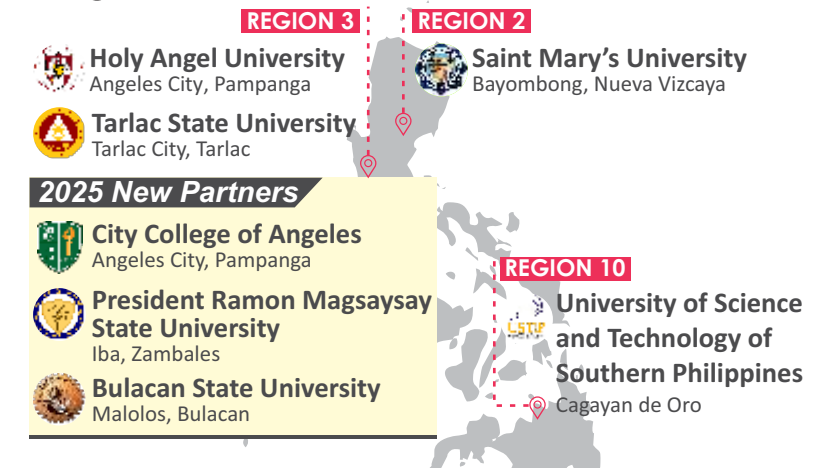
With the assistance from our company's healthcare provider, Eastwest Healthcare, Inc. gave significant contributions during our Outreach Programs in 2025, this includes maintenance medicines for the elderlies at Bale Lugud Home for the Elderly, Bahay Pag-Ibig, and Bale Pusu. With the same initiative, students from Villa Maria Elementary School (VMES) were also given multivitamins to support their health and well-being.



We Aim High:

Advancing YTPI Scholarship Program and Selection Process

To reaffirm our commitment towards promoting quality education and assisting the local community, we revisited our Scholarship Program for the Year 2025. As an improvement to our Scholarship Program, we continuously collaborated with our existing partners and added new public institutions across Central Luzon, focusing solely on state universities instead of private schools. Moreover, this allowed us to implement adjustments into the financial assistance provided to our YTPI Scholars to cater to a larger number of students.



Presented below is the recent improvement for the YTPI Scholarship Program:

Previous Scholarship Program (Private University)

The selected scholars from private schools required allotment for tuition fees aside from their book and monthly allowances.

New Scholarship Program (State University)

By partnering with state universities, we generated a significant advantage on our resources. We converted our previous allotment for tuition fees into the selected scholars' monthly allowance by 200%.

From the original budget of 6 Scholars

It was increased to

9 YTPI Scholars

3 New State University Partners

YTPI Scholar Selection Process

To enhance our approach for the YTPI Scholar selection process, we conducted a home visit to personally meet the prospect beneficiaries, led by the PR-CSR Team. This hands-on approach allowed us to evaluate candidates through sit-down interviews with school coordinators, students, and their families, ensuring eligibility based on the scholarship's criteria for deserving and underprivileged Filipino students.



Scholarship Update

90 Total Scholarship Recipients

29 Employed Scholars

7 Partner Universities for S.Y. 2025-2026

50 Total Graduated Scholars

21 Enrolled Scholars for S.Y. 2025-2026

5 Currently Employed Scholars



Developing Communities



A Collaboration for Quality Education

Guided by the belief that a nation's prosperity is largely dependent on the education of its youth we continue to support students in pursuing quality education and expanding career opportunities.

On October 03, we formally welcomed new partner institutions, including City College of Angeles (CCA) and Bulacan State University (BuSU), while renewing our commitment to Tarlac State University (TSU). The ceremonial signing was held at our Manufacturing Facility in Clark Freeport Zone and was graced by the Guest of Honor, Carmelo “Jon” Lazatin II, Mayor of Angeles City, together with university officials including Warlito Galita, President of BuSU, and Arnold Velasco, President of TSU, together with our top executives led by Atsushi Funayama, YTPI President and CEO.



After the ceremonial signing, we welcomed the guests and our new scholars for an exclusive tour inside our Manufacturing Plant.

In line with this, a separate signing ceremony was conducted at President Ramon Magsaysay State University (PRMSU) in Iba, Zambales, also attended by alongside the selected scholars and their guardians, further strengthening our commitment to supporting education in the region.



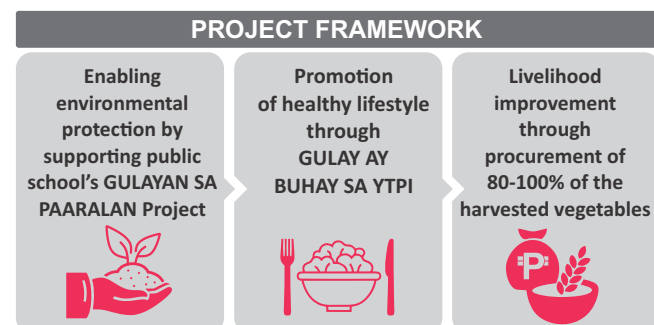
We continue to strengthen our Scholarship Program as one of our flagship initiatives under “Yokohama Cares”—continuously devoting our resources to foster high quality education to locally deserving and underprivileged students.

3-Way CSR Program

Gulay ay Buhay sa YTPI supports Gulayan sa Paaralan

We continue to adopt vegetable gardens through partnering with various public schools, delivering essential contributions by donating various seedlings, purchasing their produce, and promoting healthier living among our YTPI employees, as fresh and organic

produce is served in YTPI's cafeteria and school-based feeding program (refer to 3-Way CSR Project). All these combined efforts not only support student and employee nutrition, but it also creates livelihood opportunities for the local community through our “Gulay ay Buhay sa YTPI” Program.



3 Partner Elementary Schools

1 renewed and 2 new school partner for 2025

576.8
Total Harvest in Kilograms



Partner Schools	Date of Signing	Harvest
San Vicente Elementary School (SVES) (Bamban, Tarlac)	February 28	388.5 kg
Tacondo Elementary School (TES) (Brgy. Margot, Angeles City)	June 10	120.3 kg
Air Force City Elementary School (AFCES) (Clark Freeport Zone, Mabalacat)	June 11	68 kg

Supporting the Schools Green Space Improvement

Throughout the year, we consistently strengthened our efforts to support the fundamental improvements of the program. We ensured that assistance was regularly provided by giving quarterly donations to partner schools as follows:

- Gardening tool
- Organic soil
- Organic fertilizer
- Garden hose
- Water sprinkler
- Organic insecticide
- Seed and Seedlings
- Other garden needs



On August 15, a nursery facility was also constructed and donated to SVES in recognition of its continued partnership with the company since the program began in pandemic. This initiative reflects our appreciation for the school's cooperation and our commitment to supporting the improvement of its learning environment.

On-the-Job Training

A Vessel for Success

To acquire the necessary skills and experience for the learners' chosen field, we open our doors for various local universities through On-the-Job Training, facilitated by our Human Resource Management (HRM) Section, serving as a vessel for the aspiring students who are driven to hone their skills and have a firsthand encounter in the only tire manufacturing company in the Philippines. This initiative in turn, helps us to extend our commitment to Corporate Social Responsibility (CSR), proving that we are not just any manufacturing company, but we are also an organization that cares for the future of our young leaders and contributors to society.



37
OJT students accepted

9
Partner Universities

7,942
Total Employee Volunteerism Hours

For the Year 2025, a total of 37 students from our nine (9) partner universities, successfully fulfilled their internship with us. These students rendered a total of 7,942 hours in completion of their university requirements, which also provided them with valuable leanings and real-life experiences in the corporate setting.

Developing Communities



With our persistent goal to improve the well-being of the local community and become leaders for development, we continuously promote employee participation in every community initiative that we have conducted throughout the Year 2025, instilling a spirit of compassion and the act of volunteerism in our entire workforce.

CSR Overview on Education

1,206.5

Total Hours of Volunteerism by Employees



239

Employee Volunteers



4,278

Total Beneficiaries for CSR Activities



Fostering Quality Education

Fueled by our passion to improve local education and reaffirm our commitment to assisting our neighboring communities, we reached out to three (3) public schools in Pampanga, organized by our Public Relations-Community Service Relations (PR-CSR) Team, allotting a significant portion of our resources to answer to the needs of these educational institutions, in alignment to the Department of Education's (DepEd) annual "Brigada Eskwela" Program in 2025.

Library Facility Donation with Adjoining Classroom

Due to the closure of a nearby school, Teodoro P. Tinio Elementary School (TPTES), a public school in Abacan Road, Angeles City, doubled in population having to welcome a large wave of students. This circumstance drove us to cater to their needs by donating a newly renovated Library and Computer Facility with an adjoining classroom for Grades 1 to 3 students, officially handed over last September 11. This initiative is also in relevance to the Department of Education's (DepEd) Republic Act No. 12028 or the Academic Recovery and Accessible Learning (ARAL) Program Act of 2024—a law that aims to address learning gaps and assist struggling young Filipino learners.

In partnership with Myegie Construction, key renovations included:

- Installation of LED lighting, a separate access door, and reinforced double walls for the library and computer room.
- Roof replacement and gutter restoration to prevent leaks.
- Ceiling repairs and a complete repaint of walls and floors.

ENHANCING SCHOOL FACILITY



Supporting Schools, Building Future



Malasa Integrated School

On June 11, we completed a three-phase donation turnover to Malasa Integrated School in Bamban, Tarlac:

1. **Classroom Revitalization:** Provision of cleaning and painting supplies for room maintenance
2. **Learning Aids:** Donation of multiple printer units, ink, and bond paper to support their learning aid.
3. **Water Access:** Restoration of the school's broken submersible pump to ensure a steady supply of clean water for MIS.

Monicayo Elementary School

Also turned over on June 11, our support for Monicayo Elementary School in Mabalacat City focused on campus safety and facility rehabilitation:

1. **Furniture Repair:** Restored 100 unusable school chairs and donated 400 sets of bolts and nuts for further maintenance.
2. **Safety Enhancements:** Installed new signage, fire extinguisher holders, and replaced fire hose cabinets with durable acrylic glass.
3. **Sanitation & Hygiene:** Rehabilitated the handwashing area with new faucets and replaced eight dilapidated restroom doors (generously donated by MJC Junk Shop).
4. **Health Awareness:** Conducted a hygiene orientation to promote the well-being of the students.

BRIGADA ESKWELA



Strengthening Connections Through YTPi Plant Tours

As part of our commitment to corporate social responsibility, we welcomed different organizations and educational institutions for an exclusive tour in our Manufacturing Plant for the Year 2025, offering a face-to-face encounter and an enlightening guide of YTPi's production chain, while ensuring that our company's trade secrets were kept confidential.

This initiative remains to be a valuable platform for our company, enabling us to showcase our manufacturing prowess and strengthening our reach.

PLANT TOUR



Plant Tours	Visits	Attendance
Universities	14	299
Other Organizations	11	162

Developing Communities

Waste Management and Green Curtain

Our PR-CSR and EMS Team taught about environmental initiatives to Tacondo Elementary School (TES) in Barangay Margot, Angeles City, last November 25, wherein they learned about proper waste management through the use of color-coded trash bins and discovered the benefits of the “Green Curtain” Project— a low-cost initiative which aims to provide sustainable solutions by serving as natural shade to reduce the school's heat absorption, optimizing climbing plants trained to grow vertically over a trellis made with reusable materials, accompanied by a brief Tree Planting Activity for the TES learners.



GREEN PROJECTS

CSR Overview on Community

467

Total Hours of Volunteerism by Employees



117

Employee Volunteers



643

Total Beneficiaries for CSR Activities



In Service to the Local Community

For the Year 2025, we organized various Outreach Programs to leave lasting impact in the lives of our local communities. Through our Corporate Social Responsibility (CSR) endeavours, we are able to reach farther areas to deliver and contribute to their daily needs. Such initiatives continue to drive us to act for positive change and inspire us to constantly strive to be a responsible organization rich in compassion for others.

Nurturing Communities Through Outreach

Yokohama Cares for the Children

With the heart to serve the local community, we extended a hand to an all-girls residential home in Telabastagan, City of San Fernando, known as the Children's Home of Mary of the Eucharist, Inc. (CHME), providing them with basic essential donations including food and personal care items on August 13, in which we also previously delivered donated items together with our sister company, Yokohama Tire Sales Philippines, Inc. (YTSPi) in 2024.



OUTREACH PROGRAM

Yokohama Cares for the Elderly

In the essence of **Grandparents' Day** in September, a celebration dedicated to the elderly people, in honor of their vital role to the society for generations, we warmed the hearts of three (3) residential care facilities across different cities in Pampanga by hosting an early Christmas special on September 26.

In partnership with our health care provider, Eastwest Health Care extended its support during our Outreach Program by contributing various medicines and medical resources for sixty (64) seniors at Bale Lugud Home for the Elderly in Barangay Santan, Mexico; Bahay Pag-Ibig in Telabastagan, City of San Fernando; and Bale Pusu in Sta. Teresita, Angeles City.

9

Bale Lugud

50

Bahay Pag-Ibig

5

Bale Pusu



Yokohama Cares for the Aeta Community

On December 04, we brought the Christmas cheer to 200 Aeta students in Villa Maria Elementary School (VMES) through our 2nd Christmas Outreach Program, with the 1st Outreach Program held for the Aeta residents of Sitio Malasa, Bamban Tarlac in 2024.

With a simple program led by our Public Relations-Community Service Relations (PR-CSR) Team, alongside employee-volunteers, assisted by the VMES school officials, and in collaboration with the kids' favorite: Jollibee, the Aeta students engaged in various parlor games partnered with an entertainment from the Jollibee mascot, enjoyed scrumptious meals from Jollibee, and received thoughtful gifts from the generous and compassionate hearts of our YTPi community through the “Sponsor-A-Child” Program.



The Aeta students, from Kinder to Grade 5 received their Christmas gifts consisting of backpacks, slippers, umbrellas, towels, tumblers, and vitamins, among others.



Developing Communities

Swift Relief Operations for Typhoon Hit Areas

As part of our various initiatives under “Yokohama Cares”, we extended beyond our capabilities and resources to assist our local communities who were greatly affected by the series of typhoons that struck many areas in the Philippines. With our Public Relations-Community Service Relations (PR-CSR) Team, alongside the inspiring volunteerism of our YTPi employees, we were able to successfully conduct swift relief operations in 2025.

RELIEF OPERATIONS

Restoring Hope in San Simon, Pampanga

We reached out to deliver calamity assistance to the affected residents of San Simon, Pampanga on August 13, particularly in flood prone areas of Brgy. Sto. Nino and Brgy. San Agustin, due to the onslaught of series of typhoons including Typhoons Crising, Dante, Emong, and Habagat (Southwest Monsoon).

Led by Geraldine Bautista, Department Manager of the Corporate Planning and Business Operations, along with dedicated employee-volunteers, we aided 86 families in evacuation centers. Donations included basic necessities and food packs consisting of canned goods, instant noodles, bread, milk, and rice, which offered a glimmer of hope as evacuees awaited the floodwaters to subside. Having to remain in the evacuation sites for a little longer, they still found deep gratitude for the overwhelming efforts provided by YTPi.

Extending a Lifeline to Aurora Province

In the middle of November, a super typhoon devastated the lives of multiple areas in Aurora. Dipaculao, Aurora Province, where several of our newly hired employees reside, were given immediate calamity assistance for their families. On November 17, our PR-CSR Team tapped the Public Employment Service Office (PESO) of Dipaculao, to execute smooth distribution of relief operation after the hit of Super Typhoon Uwan.

We reached a total of 17 families of YTPi employees, of which each received a grocery pack consisting of essential items and one (1) sack of rice, sufficient to aid their needs for the days ahead. During the distribution, Ms. Bautista provided the families with firm assurance that their loved ones employed at YTPi are well taken care of, which left the families with comfort and ease.

Similarly, we also delivered donations to the broader community of Barangay Puangi in Dipaculao, which catered to over 200 families who were given five (5) kilograms of rice per household to help them navigate the aftermath of the super typhoon.



These relief operations are more than just emergency responses; they are a reflection of YTPi's core values. By standing with our employees and local communities during times of crisis, we continue to build a foundation of compassion, resilience, and lasting social impact.

External Biodiversity Activities

In our continued effort to contribute to environmental protection and biodiversity initiatives, we engaged in various sustainable activities as a testament to our commitment to the earth's preservation, reaching beyond the premises of YTPi to assist our neighboring organizations who also share a common goal.

Biodiversity Enhancement through Community-Based Initiatives

YTPi Participates in CDC's Tree Planting

To further showcase and emphasize our environmental responsibility, we participated during CDC's Tree Planting Activity on June 25, in celebration of Arbor Day, contributing to the beautification of green spaces within Clark.

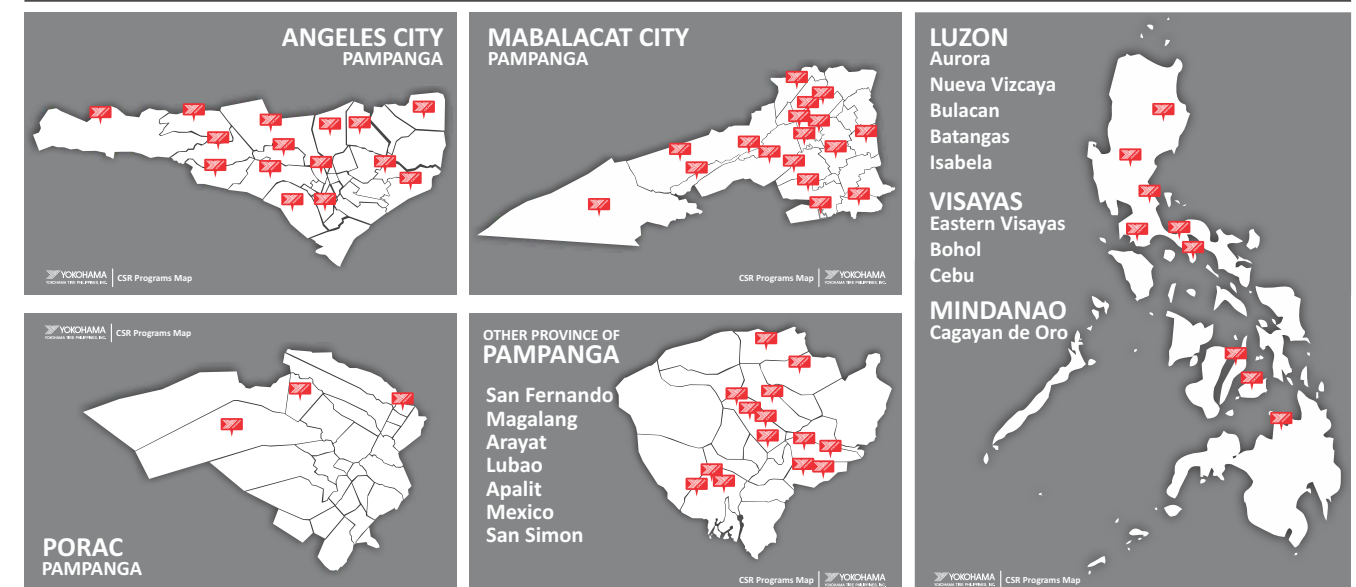
EMS Supports MENRO Bacolor Initiative

On November 05, we contributed 200 seedlings to the Municipal Environment and Natural Resources Office (MENRO) in Bacolor, providing assistance in their series of environmental activities centered on environmental protection, conservation, and sustainable management of natural resources. Our donations included grown plants consisting of Native Trees from YTPi's Nursery, which were optimized for MENRO's Tree Planting Activity.

ENVIRONMENTAL CSR



YTPi CORPORATE SOCIAL RESPONSIBILITY MAP





Product Responsibility

As the only tire manufacturing company in the Philippines, we continue to exert our best efforts to achieve only the highest and quality standard, aligned to the exacting needs of all our Customers. In this pursuit, we are continuously led by Yokohama Tire Philippines, Inc.'s (YTPI) Quality Assurance (QA) Team, proving ourselves to be more than capable to produce the best Yokohama-made tires, a trusted manufacturing plant with world-class quality.

"The company's quality system shall satisfy its adopted quality standards and all applicable standards and statutory regulations in the tire industry, and shall work to continuously improve the effectiveness of the quality management system."

(Excerpt from our Quality Policy)

Quality Assurance Audits

We conducted internal audits, centered on our manufacturing process and external audits, focused on our suppliers and customers' requirements. Our active participation in these audits help us ensure that our maintained standards are up-to-date and that we are able to fulfill our responsibility as a manufacturing company, keeping our workmanship and edge in the tire industry.

97%
Internal Auditors
Participation

100%
External Audits
Passed



4
Internal Audits
Conducted

10
External Audits
Conducted

Securing IATF16949 and ISO 9001 Certification

From January 20 to 24, YTPI's Quality Management System was audited for compliance to IATF16949 and ISO9001.

The audit concluded, despite minor lapses, with positive results.



November is Quality Month!

As part of the Quality Month celebration this year, Yokohama Rubber Company's Top Management visited YTPI for the annual Top Management Quality Audit last November 13, to confirm the following:

- Review and assess the actions applied in line with the QA Policy and cited issues from the past audits;
- facilitate quality awareness activities (Quality Misconduct Prevention seminars, Quality Risk Assessments, Quality Awareness activities);
- review and inspect of past quality troubles/non-conformities; and
- conduct factory inspection through Genba walk and Desk Audit.

Consistent Global Supply of Yokohama-Made Tires

Passing these various audits assure that YTPI is continually compliant and adheres to the various customer-specific requirements where YTPI tires are sold.

REGULATORY AUDIT

Standar Nasional Indonesia (SNI)

Standar Nasional Indonesia (SNI) conducted the 2nd Surveillance Audit for our QMS beginning February 12 to 13. The audit was held to ensure that our factory is compliant to SNI standards.



Automotive Industry Standard (AIS)

YTPI was audited for compliance to India's Automotive Industry Standard (AIS) from May 08 to 09. This audit aimed to determine the level of our compliance to this standard. After conducting the on-site audit, it was decided that YTPI was compliant.



Department of Trade and Industry-Bureau of Philippine Standards (DTI-BPS)

Being able to supply to the Philippine domestic market, YTPI should be compliant to the Philippine National Standards related to tire performance. The audit included the actual witnessing of tires being tested in-plant for compliance to the standard. In the end, it was deemed that YTPI can maintain its PS license and continue marking the PS mark on the tires sold in the Philippine market.



CUSTOMER AUDIT

Stellantis

Stellantis visited YTPI on March 26 to 27, with the following objectives: (1) to evaluate our Quality Assurance system compliance to Stellantis specific requirements; (2) to review our capacity to supply the required orders; and (3) to confirm the current Stellantis production lines are still keeping the stable quality level as required. The evaluation is on-going as tire development is still in the initial stages of approval.



Honda Motor Co., Ltd.

Honda Motor Co., Ltd. Of Japan visited us last October 22 to 23. The objective includes the confirmation of our capability to supply tires to Honda's new model. Using Honda's Global Inspection Standard (GIS QAV) as audit base, YTPI is currently producing the tires for Honda.



Product Responsibility

YRC AUDIT

YCNA Leads Audit for Quality Improvements

A two-day audit, held from May 19 to 20, was led by Yokohama Corporation of North America (YCNA) through its Corporate Quality Assurance (CQA). The main objective was to review our quality-related improvements to ensure customer satisfaction, in consonance with our growing presence in the US market.

YRC, YAS Quality Risk Assessment Audit

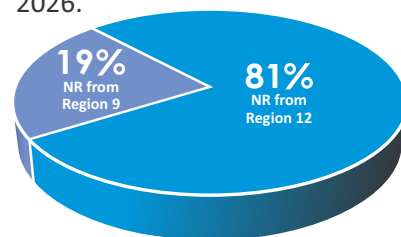
From September 01 to 02, Yokohama Rubber Co., Ltd.'s (YRC) Quality Assurance (QA) alongside Yokohama Asia (YAS) Auditors made a Quality Risk Assessment of YTP's QMS.

This event aimed to fulfill key objectives such as (1) to confirm the effectiveness of countermeasures for the past quality troubles, (2) to verify compliance with established procedures, and (3) to conduct simulations to quickly assess the scope of impact in the occurrence of quality troubles.



Intensifying Support for the Local Rubber Industry

We reinforced our commitment to the Philippine rubber industry through sustained local procurement and strategic supplier development. In 2025, we sourced a total of 19,051 metric tons of natural rubber (NR) from local suppliers in the Southern Philippines—accounting to 67% of our company's total requirement. This includes the onboarding of our new supplier from Kidapawan, North Cotabato, expanding our local sourcing network, thereby strengthening both the localization project and our stride towards achieving an annual production of 11 million tires by 2026.



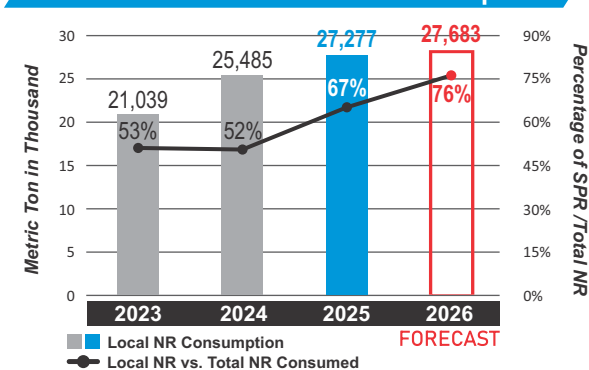
Source of SPR 20 Ratio

Zamboanga
Makilala
North Cotabato



Supply of natural rubber from our local processors in Regions 9 and 12

Local Natural Rubber Consumption



Looking ahead, our target includes raising local utilization to 76%. As the European Union Deforestation Regulation (EUDR) 2023/1115 takes effect, we are proactively working with our local partners to ensure compliance and readiness for the evolving regulatory landscape.

Strategic approach in compliance with EUDR:

1 Utilizing RubberWay Platform

The RubberWay platform/application is a geomapping tool that can be utilized by the supplier to register their farmers profile, geolocation of plot, and conduct EUDR legality questionnaire checks against the answers given by the farmers. The free access, by using Yokohama

Rubber Company's account, ensures that local suppliers have cutting-edge tools without incurring additional costs, enabling suppliers to maintain compliance, improve the operations sustainability, and ensure transparency and traceability in the supply chain.

2 Strengthening Local Suppliers and Smallholder Farmers

We offer premium price for EUDR-compliant rubber, aligning with industry market level. This premium pricing supports local suppliers and indirectly benefits smallholder farmers by incentivizing higher prices for

EUDR-compliant raw materials. Moreover, to help local suppliers align with global standards, we share the industry's best practices from other rubber-producing regions like Thailand, Indonesia, and Ivory Coast.

3 Collaborative Roadmap for EUDR Compliance

Yokohama Rubber Singapore (YRS) and YTP engaged closely with local suppliers to understand their progress and challenges in meeting EUDR requirements. By working together, we, alongside our suppliers, developed a clear roadmap to achieve compliance and ensure that targets are met.

Through innovative incentives, strategic partnerships, and strong focus on sustainability, we not only strengthened our supply chain, but we also empowered the local suppliers and smallholder farmers. Our commitment to innovation and collaboration sets benchmark for responsible corporate practices in the global rubber industry.

Affiliations

- ✓ Philippine Chamber of Commerce and Industry (PCCI)
- ✓ Japanese Chamber of Commerce and Industry of the Philippines, Incorporated (JCCIP)
- ✓ Environmental Practitioners Association (EPA)
- ✓ People Management Association of the Philippines (PMAP)
- ✓ Safety Organization of the Philippines, Incorporated (SOPI)
- ✓ Philippine Society of Training and Development (PSTD)
- ✓ Employers Confederation of the Philippines (ECOP)
- ✓ Clark Investors and Locators Association (CILA)
- ✓ Clark Human Resources Council (CHRC)

We are Certified



BOARD OF DIRECTORS



Mr. Atsushi Funayama
President and CEO
Yokohama Tire Philippines, Inc.



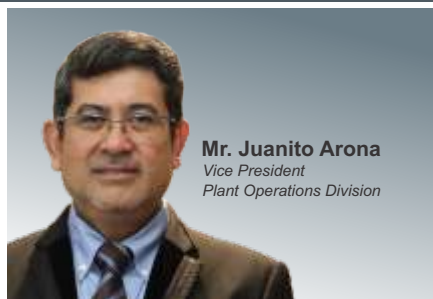
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The Yokohama Rubber Co., Ltd.



Mr. Shunsuke Otsuki
Department Head of
Tire Business Planning
The Yokohama Rubber Co., Ltd.

Testaments of Excellence



Bureau of Customs
Port of Clark
**TOP 6
IMPORTER**



Bureau of Customs
Port of Clark
**TOP 2
IMPORTER**



MSC Mediterranean
Shipping Co. Philippines Inc.
**TOP BOC
EXPORTER**



Philippine Statistics Authority
Pampanga
**OUTSTANDING
STAKEHOLDER**



Subic Bay
International Terminal
**GREEN
ANCHOR
AWARDS**



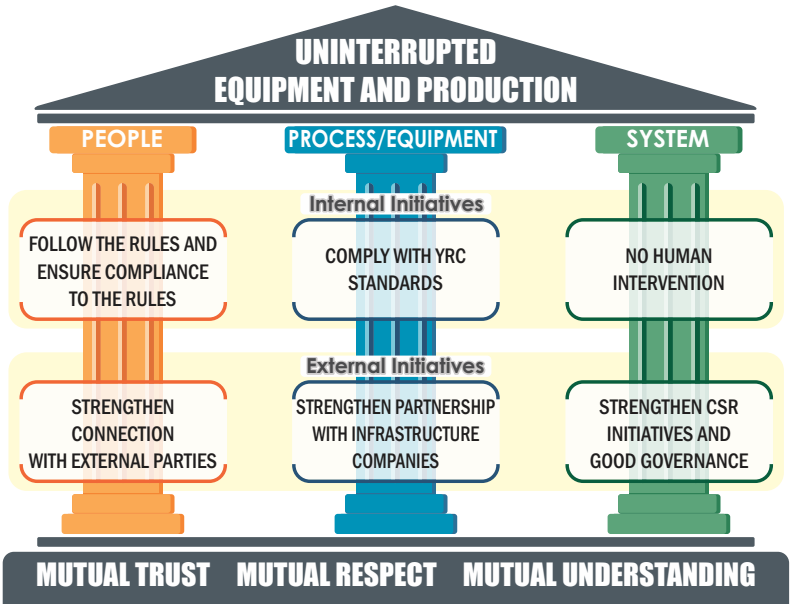
Tarlac State University
**GAWAD
PARANGAL**



Bulacan State University
**PLAQUE OF
APPRECIATION**

3 Core Strategic Pillars for 2024-2026

Towards the 30th Anniversary of incorporation in 2026, the company aims to produce 10 million tires per year in the medium term starting from 2024.



2026 Main Targets

 Safety 100% Accident Free Workplace Accident Resulting to Loss of Man-Hour: ZERO ZERO Small Fire Incident	 Environment ZERO Environmental Complaint Reduction on Waste Generation Energy Consumption Reduction	 Quality Zero Market and OE Claim Process Non-Conformity Reduction
 Delivery Monthly Achievement of Production Order and Shipping Budget Expansion Project: Zero Delay	 Cost 100% Sales/Shipping Target Achievement	 Human Operator's Morale Up Promote Supervisor Education Promote Flexible Manpower Promote and foster Industrial Peace

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