Message from the President

Yokohama Rubber (Thailand) Co., Ltd. Was established in 1996 in the Eastern Seaboard Industrial Estate, located 100 km southeast of Suvarnabhumi International Airport, a metropolitan airport in Thailand that has been in operation for 22 years. Around the Industrial Estate, pineapple, mango and durian fields are scattered, indigenous products of Thailand, and it is a place of a beautiful natural environment. Now, Yokohama Rubber (Thailand) Co., Ltd. manufactures high-pressure hoses for construction machines, hydraulic hose pipes and Teflon hose pipes for automobiles, wind sealant materials for automobiles and sells to mainly ASEAN countries and India. In particular, in Thailand, we maintain a large share of high-pressure hoses for construction machines and wind sealant materials for automobiles. As the surroundings of the Industrial Estate comprise an agricultural area, the Industrial Estate is required to have stricter standards for air and water quality than national standards and the Plant meets these standards. For maintaining safety, environment and quality, Yokohama Rubber (Thailand) Co., Ltd. holds OHSAS 18001, ISO 14001, ISO 9001, ISO/TS 16949 and JISQ 50001 certifications and continues to acquire them.

Organizational Governance

Yokohama Rubber (Thailand) Co., Ltd. has translated into Thai materials that were extracted from materials originally developed for the employees of Yokohama Rubber (YRC). They are now being used for educational purposes in the company's various workplaces. All employees have also received training regarding the prevention of power harassment in the workplace and fraudulent practices being engaged in when having dealings with external parties.

Human Rights

Our company regulations set out the age at which recruitment of labor and work are possible. We use these provisions within the company regulations to educate our employees. By gender, there are 113 males and 37 females. In total, we have 20 management class staff. By gender, there are 14 males (3 Japanese, 11 Thais) and 6 females (6 Thais). One of these employees (a female member of staff) has a handicap.

Labour Practices

There is a mechanism that enables workers to place complaints and suggestions in the "President’s suggestion box." Only the president can browse this, and so enables employees to make proposals to the president directly.

Education and Training

In following the annual plan, at the Plant evacuation training has been conducted in preparation for if a disaster should occur. Employees also carry out firefighting drills at a facility located within the Eastern Seaboard Industrial Estate.

Environmental management

An environment meeting is held once a month where matters are followed up regarding the progress of activities. One participant is drawn from each workplace, and they act as a member of the environment meeting.
To maintain Fair Operating Practices, the Yokohama Rubber Code of Conduct was translated into Thai and distributed to all employees.

Using the English language version of the summary that was published by CSR, following the education of the company’s Thai management class staff, steps are being taken to thoroughly disseminate the necessary information within each company workplace.

Consumer Issues

We hold in-house quality improvement meetings once a month. Further, we share problems at the monthly management meeting, and discuss and determine methods for improvement.

Community Involvement and Development

To assist facilities that accommodate sick and disabled children, the company annually makes donations to the local community in the form of money and goods. Such donations take place through the Saint Camillus Foundation. Furthermore, in April of 2017, a visit was made to the Camillian Social Center located in southeast Thailand’s Rayong Province, a facility that cares for children suffering from communicable diseases such as the AIDS virus as well as certain disabilities. A donation of everyday necessities was then made to the center.

Visiting the Camillian Social Center

Presenting a monetary donation list

Presenting a donation of everyday necessities

### Environmental data

<table>
<thead>
<tr>
<th>Category</th>
<th>FY2013</th>
<th>FY2014</th>
<th>FY2015</th>
<th>FY2016</th>
<th>FY2017</th>
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</thead>
<tbody>
<tr>
<td>Waste generated (t)</td>
<td>432</td>
<td>368</td>
<td>348</td>
<td>413</td>
<td>326</td>
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<tr>
<td>Proportion sent to landfill (%)</td>
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<tr>
<td>Landfill waste (t)</td>
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<tr>
<td>Electric power (oil equivalent: kl)</td>
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<td></td>
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<td></td>
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<tr>
<td>Fuel</td>
<td>133</td>
<td>124</td>
<td>117</td>
<td>114</td>
<td>116</td>
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<tr>
<td>Total</td>
<td>540</td>
<td>501</td>
<td>539</td>
<td>520</td>
<td>496</td>
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<tr>
<td>Greenhouse gas emissions (1,000 t-CO₂)</td>
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<td>1.1</td>
<td>1.1</td>
<td>1.1</td>
<td>1.0</td>
</tr>
<tr>
<td>Water usage (1,000 m³)</td>
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<td>10.5</td>
<td>11.5</td>
<td>7.3</td>
<td>6.5</td>
</tr>
</tbody>
</table>

* FY: January to December
* Greenhouse gas emissions were calculated based on the Calculation and Reporting Manual for Greenhouse Gas Emissions jointly published by the Ministry of the Environment and the Ministry of Economy, Trade and Industry, Japan. The calculation of emissions from overseas business locations since FY2015 has been based on the Greenhouse Gas Protocol Initiative.