

Yokohama TWS is a leader in designing and producing multi-brand tire and wheel solutions that drive a more productive and sustainable performance for customers across the Agriculture, Construction, Material Handling, and Two-Wheeler markets. Through the integration of digital technologies, innovation, field testing, and sustainable product sourcing, Yokohama TWS delivers the latest tire innovations and services to customers around the globe, optimizing their performance and driving their business growth.

To achieve these objectives, Yokohama TWS operates with a set of core values that guide every decision and action:

- Proximity: local teams use market proximity to build strong relationships and deliver tailored solutions based on local insights.
- Expertise, in products and services that allows Yokohama TWS to meet customers' unique needs with specialized knowledge.
- Productivity: continuously striving for greater productivity, Yokohama TWS embraces innovation and sustainability to help customers do more with less.
- Ownership: a people-first culture fosters accountability, collaboration, and a commitment to both individual and customer success.

In the pursuit of these objectives, all levels of our organization are committed to ensuring compliance with all standards and/or regulations, whether binding or voluntarily adopted,

with respect to quality, environment, energy efficiency, including the availability of information and resources, safety, health, and sustainability, and to work with an eye toward continual improvement. To this end, Yokohama TWS has set up an organizational framework aimed at the efficient and effective coordination of all its activities, in which objectives, roles, responsibilities, activities, and resources are clearly identified and defined.

We set out three key areas that we strictly adhere to and maintain:

- Customer and Stakeholder Focus, the core value of all our activities, with the aim of offering our market a product of high-level quality, reliability, and security.
- Environmental Protection and energy efficiency, a fundamental element in the management of our activities and related services, including pollution prevention, increasing energy efficiency and other specific commitments relevant to the organization's functions.
- Worker Health and Safety, a key point in process regulation, in order to provide safe and healthy working conditions for the prevention of work-related injuries and illnesses.

Yokohama TWS is committed to focusing on the professional growth of personnel through the diffusion of its key values, Proximity, Expertise, Productivity, Ownership, and active

participation in the Yokohama TWS Manufacturing Excellence project. This encompasses all production activities, and has as its Vision:

SAFETY Zero accidents	QUALITY Zero defects
DELIVERY Always punctual	EFFICIENCY Zero waste

The use of state-of-the-art methodologies and systematic monitoring of the effectiveness of all management processes, using specific indicators, forms the foundation for continuous improvement process, achieved through tools such as 5S, 6Sigma, TPM, and Problem-Solving and Risk-Based Thinking.

In line with Yokohama TWS objectives, we commit to:

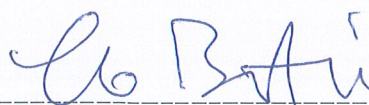
- Adopt a focused approach to preventive analysis in the treatment of potential nonconformities and deviations from process control limits.
- Constantly work on reducing significant environmental aspects, maximizing the recovery of every reusable resource, energy efficiency requirements as well as reducing energy consumption.
- Guarantee our staff a work environment free of risk factors that may have an impact on their health and safety during the performance of all envisaged task activities.
- Continuously improve site performance in terms of Quality, Safety, and the Environment and energy efficiency including conditions governing the welfare of workers and plant operation environments.
- Activate appropriate communication channels with all staff. Assure consultation and participation of all workers and of their representatives with the aim of ensuring a continuous and profitable exchange of information.
- Assume the formal commitment to respond to any relevant request that may be received by any interested third party.

For this purpose, Yokohama TWS Head Office considers the following to be essential:

- Continuous monitoring of all aspects related to product quality, the environment, the energy efficiency and risks associated with machinery, and workplace and process operations, in order to promptly identify any deviations and adopt any possible preventive action.
- Ensure continual update of the mapping of environmental aspects and risks (accidents, occupational diseases) for all activities and services carried out within all sites. These will be evaluated through the use of structured methodological approaches.
- Keep operational and security procedures activated and up to date.
- Promote company personnel training activities, education, information, and awareness in order to make all employees aware of their obligations and responsibility for achieving the expected results.
- Inform Suppliers and Contractors of requirements and (where applicable) internal procedures on Quality, Environment, energy efficiency requirements that support the purchase of energy efficient products and services and Health and Safety.
- Adopt and maintain an active integrated management system, certified according to ISO 9001, ISO 14001, and ISO 45001 and ISO 50001 in selected plants including any and all future modifications.

This Policy Document and its objectives are provided to all levels of the company organization in order to guarantee knowledge of and disclosure to all personnel.

All Plant Managers, as representatives of Senior Management, assume the responsibility to promote and improve the Integrated Management System in their plants. Moreover, during any Management Review, verifies that this Policy Document, its objectives, integrated system, and the risk assessment documents with attachments, are consistent and appropriate, and in full compliance with all above commitments.



Elio Bartoli, President Yokohama TWS
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