

The Goodyear Tire & Rubber Company

Akron, Ohio

Equal Employment Opportunity (EEO) and Affirmative Action (AA) Policy Affirmation

At Goodyear, we respect the unique abilities, experiences, cultures and differences of our associates. Embracing the diversity of our associates enriches our corporate environment, helps create a business advantage and is essential to our future success.

In addition to diversity and inclusion commitments, Goodyear has a longstanding commitment to compliance with all applicable U.S. federal, state, and local equal employment opportunity (EEO) and affirmative action (AA) requirements. Our EEO commitment is contained in the Business Conduct Manual and the Zero Tolerance booklets that are available online or from any human resources (HR) professional. Goodyear's EEO commitment prohibits workplace discrimination, harassment, and retaliation.

Specifically, Goodyear prohibits discrimination and harassment against any applicant, associate, vendor, contractor, customer or client based on race, ethnicity, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, pregnancy, veteran status, genetic information, citizenship status, or any other basis prohibited by applicable law. Our policy also prohibits retaliation against any individual who has complained of discrimination or harassment, and/or participated in a company or agency investigation into such complaints.

Goodyear, a government contractor, is subject to Executive Order 11246, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, Section 503 of the Rehabilitation Act of 1973, as amended, as well as certain state and local requirements.

In accordance with the applicable AA and EEO regulations, Goodyear takes affirmative action to employ, advance in employment, and otherwise treat qualified women, minorities, protected veterans and people with disabilities without regard to their sex (including pregnancy), race, ethnicity, sexual orientation, gender identity or expression, veteran status, or physical or mental disability. We provide reasonable accommodation to the known physical or mental limitation(s) of an otherwise qualified associate or applicant for employment, unless the accommodation imposes an undue hardship on the operation of our business.

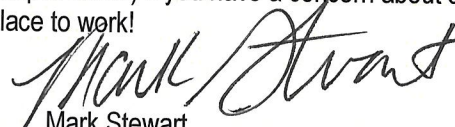
Goodyear's policy also prohibits associates and applicants from being subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in:

- 1) filing a complaint
- 2) assisting or participating in an investigation, complaint review, hearing or any other activity related to the administration of federal, state or local AA and EEO regulations
- 3) opposing any act or practice prohibited by federal, state or local AA and EEO regulations
- 4) exercising any other right protected by federal, state or local AA and EEO regulations.

Associates or applicants for employment may contact their local HR representative or Talent Acquisition during normal business hours to view the non-confidential portions of the AA program for individuals with disabilities and protected veterans.

As CEO and President, I support our affirmative action program and commitment to ensuring a non-discriminatory, harassment-free workplace. Overall responsibility for the implementation and administration of the AA and EEO policies and programs is delegated to the Sr. Vice President of Global Human Resources, Gary VanderLind, and his human resources team. However, each one of us is responsible for creating a non-discriminatory, harassment-free workplace.

If you have a complaint or concern, please direct it to a member of your human resources team. You may also contact Goodyear's Integrity Hotline (1-888-GY-HOTLINE/1-888-494-6854 or www.goodyear.ethicspoint.com) if you have a concern about compliance with these policies. Thank you for doing your part to make Goodyear a great place to work!



Mark Stewart
CEO and President