

Inspiring Culture					
		Associates	2021	2020	2019
102-7 ²	Number of associates	Global Total	59,984	59,741	60,699
	% of associates- Male	Global Percentage	87%	N/A ³	N/A ³
	% of associates- Female	Global Percentage	13%	N/A ³	N/A ³
	% of associates- Gender not specified	Global Percentage	0%	N/A ³	N/A ³
	% of associates- Permanent	Global Percentage	99%	N/A ³	N/A ³
	% of associates- Temporary	Global Percentage	1%	N/A ³	N/A ³
	% of associates- Full-time	Global Percentage	99%	N/A ³	N/A ³
	% of associates- Part-time	Global Percentage	1%	N/A ³	N/A ³
	% of associates- < 30 year old	Global Percentage	19%	N/A ³	N/A ³
	% of associates- 30 - 50 year old	Global Percentage	56%	N/A ³	N/A ³
	% of associates- > 50 year old	Global Percentage	25%	N/A ³	N/A ³

² Goodyear only data.

³ New baseline established in 2020. Will continue reporting in future years.

Inspiring Culture					
		Associates	2021	2020	2019
102-8 ²	Male	Total associates	51,974	52,122	53,083
		Permanent associates	51,328	51,530	52,438
		Temporary associates	646	592	645
		Full-time associates	51,651	51,765	52,626
		Part-time associates	323	357	457
	Female	Total associates	7,959	7,562	7,525
		Permanent associates	7,720	7,374	7,297
		Temporary associates	239	188	228
		Full-time associates	7,703	7,321	7,268
		Part-time associates	256	241	257
	Gender not specified	Total associates	51	57	91
		Permanent associates	51	57	91
		Temporary associates	0	0	0
		Full-time associates	50	55	89
		Part-time associates	1	2	2
	Americas	Total associates	29,404	28,995	29,399
		Permanent associates	29,027	28,663	29,055
		Temporary associates	377	332	344
	Europe, Middle East, Africa	Total associates	21,812	22,114	22,603
Permanent associates		21,449	21,754	22,141	
Temporary associates		363	360	462	
Asia-Pacific	Total associates	8,768	8,632	8,697	
	Permanent associates	8,623	8,544	8,630	
	Temporary associates	145	88	67	
102-41 ²	Collective bargaining	% of associates covered by collective bargaining agreements	60%	60%	59%

² Goodyear only data.

Inspiring Culture					
		New Employee Hires	2021	2020	2019
401-1 ²	Global	Number of new hires- Global Total	12,657	N/A ¹⁰	N/A ¹⁰
		Number of new hires- Male	10,711	N/A ¹⁰	N/A ¹⁰
		Number of new hires- Female	1,940	N/A ¹⁰	N/A ¹⁰
		Number of new hires- Gender not specified	6	N/A ¹⁰	N/A ¹⁰
		Number of new hires- < 30 years old	7,521	N/A ¹⁰	N/A ¹⁰
		Number of new hires- 30 - 50 years old	4,468	N/A ¹⁰	N/A ¹⁰
		Number of new hires- > 50 years old	668	N/A ¹⁰	N/A ¹⁰
		New hire rate- Global Total	21%	N/A ¹⁰	N/A ¹⁰
		New hire rate- Male	21%	N/A ¹⁰	N/A ¹⁰
		New hire rate- Female	25%	N/A ¹⁰	N/A ¹⁰
		New hire rate- < 30 years old	65%	N/A ¹⁰	N/A ¹⁰
		New hire rate- 30 - 50 years old	13%	N/A ¹⁰	N/A ¹⁰
		New hire rate- > 50 years old	4%	N/A ¹⁰	N/A ¹⁰
		Americas	Number of new hires- Male	6,945	5,355
	Number of new hires- Female		1,113	687	N/A ³
	Number of new hires- Gender not specified		6	15	N/A ³
	Number of new hires- < 30 years old		4,730	3,337	N/A ³
	Number of new hires- 30 - 50 years old		2,801	2,255	N/A ³
	Number of new hires- > 50 years old		533	465	N/A ³
	New hire rate- Male		27%	21%	N/A ³
	New hire rate- Female		30%	19%	N/A ³
	New hire rate- < 30 years old		72%	52%	N/A ³
New hire rate- 30 - 50 years old	20%		16%	N/A ³	
New hire rate- > 50 years old	6%	5%	N/A ³		

² Goodyear only data.

³ New baseline established in 2020. Will continue reporting in future years.

¹⁰ New baseline established in 2021. Will continue reporting in future years.

Inspiring Culture					
		New Employee Hires	2021	2020	2019
401-1 ²	Europe, Middle East, Africa	Number of new hires- Male	2,571	1,810	N/A ³
		Number of new hires- Female	551	362	N/A ³
		Number of new hires- < 30 years old	1,924	1,316	N/A ³
		Number of new hires- 30 - 50 years old	1,126	810	N/A ³
		Number of new hires- > 50 years old	72	46	N/A ³
		New hire rate- Male	13%	9%	N/A ³
		New hire rate- Female	20%	13%	N/A ³
		New hire rate- < 30 years old	56%	36%	N/A ³
		New hire rate- 30 - 50 years old	9%	6%	N/A ³
		New hire rate- > 50 years old	1%	1%	N/A ³
	Asia-Pacific	Number of new hires- Male	1,195	734	N/A ³
		Number of new hires- Female	276	206	N/A ³
		Number of new hires- < 30 years old	867	503	N/A ³
		Number of new hires- 30 - 50 years old	541	403	N/A ³
		Number of new hires- > 50 years old	63	34	N/A ³
		New hire rate- Male	16%	10%	N/A ³
		New hire rate- Female	22%	16%	N/A ³
		New hire rate- < 30 years old	56%	33%	N/A ³
		New hire rate- 30 - 50 years old	9%	6%	N/A ³
		New hire rate- > 50 years old	6%	4%	N/A ³

² Goodyear only data.

³ New baseline established in 2020. Will continue reporting in future years.

Inspiring Culture					
		Employee Turnover	2021	2020	2019
401-1 ²	Global	Turnover number- Global Total	12,220	N/A ¹⁰	N/A ¹⁰
		Turnover number- Male	10,706	N/A ¹⁰	N/A ¹⁰
		Turnover number- Female	1,510	N/A ¹⁰	N/A ¹⁰
		Turnover number- Gender not specified	4	N/A ¹⁰	N/A ¹⁰
		Turnover number- < 30 years old	5,472	N/A ¹⁰	N/A ¹⁰
		Turnover number- 30 - 50 years old	4,372	N/A ¹⁰	N/A ¹⁰
		Turnover number- > 50 years old	2,376	N/A ¹⁰	N/A ¹⁰
		Turnover rate- Global Total	20%	N/A ¹⁰	N/A ¹⁰
		Turnover rate- Male	21%	N/A ¹⁰	N/A ¹⁰
		Turnover rate- Female	19%	N/A ¹⁰	N/A ¹⁰
		Turnover rate- < 30 years old	48%	N/A ¹⁰	N/A ¹⁰
		Turnover rate- 30 - 50 years old	13%	N/A ¹⁰	N/A ¹⁰
		Turnover rate- > 50 years old	16%	N/A ¹⁰	N/A ¹⁰
		Americas	Turnover number- Male	6,673	5,869
	Turnover number- Female		807	700	N/A ³
	Turnover number- Gender not specified		4	9	N/A ³
	Turnover number- < 30 years old		3,574	2,561	N/A ³
	Turnover number- 30 - 50 years old		2,555	2,455	N/A ³
	Turnover number- > 50 years old		1,355	1,562	N/A ³
	Turnover rate- Male		26%	23%	N/A ³
	Turnover rate- Female		22%	20%	N/A ³
	Turnover rate- < 30 years old		55%	40%	N/A ³
Turnover rate- 30 - 50 years old	18%		17%	N/A ³	
Turnover rate- > 50 years old	16%	18%	N/A ³		

² Goodyear only data.

³ New baseline established in 2020. Will continue reporting in future years.

¹⁰ New baseline established in 2021. Will continue reporting in future years.

Inspiring Culture					
		Employee Turnover	2021	2020	2019
401-1 ²	Europe, Middle East, Africa	Turnover number- Male	2,962	2,304	N/A ³
		Turnover number- Female	449	348	N/A ³
		Turnover number- < 30 years old	1,436	960	N/A ³
		Turnover number- 30 - 50 years old	1,143	912	N/A ³
		Turnover number- > 50 years old	832	780	N/A ³
		Turnover rate- Male	15%	12%	N/A ³
		Turnover rate- Female	16%	13%	N/A ³
		Turnover rate- < 30 years old	42%	27%	N/A ³
		Turnover rate- 30 - 50 years old	9%	7%	N/A ³
		Turnover rate- > 50 years old	15%	14%	N/A ³
	Asia-Pacific	Turnover number- Male	1,071	834	N/A ³
		Turnover number- Female	254	202	N/A ³
		Turnover number- < 30 years old	462	337	N/A ³
		Turnover number- 30 - 50 years old	674	548	N/A ³
		Turnover number- > 50 years old	189	151	N/A ³
		Turnover rate- Male	14%	11%	N/A ³
		Turnover rate- Female	20%	16%	N/A ³
		Turnover rate- < 30 years old	30%	22%	N/A ³
		Turnover rate- 30 - 50 years old	11%	9%	N/A ³
		Turnover rate- > 50 years old	19%	16%	N/A ³
		Talent Development	2021	2020	2019
404-1 ²	Average hours of training per associate	Global Total	13.73	13.00	N/A ³
		Male	13.51	12.70	11.70
		Female	15.20	14.79	13.75
		Salaried	14.23	14.62	12.81
		Hourly	13.53	12.37	11.62
		Management	17.62	14.65	15.05
		Individual contributors	13.39	12.86	11.69

² Goodyear only data.

³ New baseline established in 2020. Will continue reporting in future years.

Inspiring Culture					
		Talent Development	2021	2020	2019
Non-GRI ²	Training Expenses	Total amount of money spent on training during the reporting period (USD)	20,534	N/A ¹⁰	N/A ¹⁰
	Training	Number of associates trained in Better-Up Coaching Program	316	1,444	N/A ³
		Number of Virtual Courses completed through Global Content Providers	14,655	18,243	N/A ³
		Number of associates who completed the formal two-week Plant Optimization Academy	203	215 ¹⁵	148
		Number of associates who completed Plant Optimization Academy e-learning courses	21,486	20,421	13,484
		Diversity and Inclusion	2021	2020	2019
405-1	Number of governance body members	Total	14	N/A ¹⁶	N/A ¹⁶
		Male	10	9	9
		Female	4	3	3
		< 30 years old	0	0	0
		30 - 50 years old	0	0	0
		> 50 years old	14	12	12
	% of governance bodies	Male	71%	75%	75%
		Female	29%	25%	25%
		< 30 years old	0%	0%	0%
		30 - 50 years old	0%	0%	0%
		> 50 years old	100%	100%	100%
	Number of salaried employees	Total	17,030	N/A ¹⁶	N/A ¹⁶
		Male	12,253	12,202	12,364
		Female	4,774	4,594	4,527
		Gender not specified	3	4	34
		< 30 years old	2,486	2,317	2,438
		30 - 50 years old	9,969	9,807	9,744
		> 50 years old	4,575	4,676	4,743

² Goodyear only data.

³ New baseline established in 2020. Will continue reporting in future years.

¹⁰ New baseline established in 2021. Will continue reporting in future years.

¹⁵ Virtual academies offered, which allowed for a larger population.

¹⁶ Added to reporting for 2021 data year. Will continue reporting in future years.

Inspiring Culture					
		Diversity and Inclusion	2021	2020	2019
405-1 ²	% of salaried employees	Total	28%	N/A ¹⁶	N/A ¹⁶
		Male	72%	73%	73%
		Female	28%	27%	27%
		Gender not specified	0%	0%	0%
		< 30 years old	15%	14%	14%
		30 - 50 years old	58%	58%	58%
		> 50 years old	27%	28%	28%
	Number of hourly employees	Total	42,954	N/A ¹⁶	N/A ¹⁶
		Male	39,721	39,920	40,719
		Female	3,185	2,968	2,998
		Gender not specified	48	53	57
		< 30 years old	9,217	9,012	9,408
		30 - 50 years old	23,474	23,441	23,533
		> 50 years old	10,263	10,488	10,833
	% of hourly employees	Total	72%	N/A ¹⁶	N/A ¹⁶
		Male	93%	93%	93%
		Female	7%	7%	7%
		Gender not specified	0%	0%	0%
		< 30 years old	21%	21%	21%
		30 - 50 years old	55%	55%	54%
		> 50 years old	24%	24%	25%
	Number of managers	Total	4,865	N/A ¹⁶	N/A ¹⁶
		Male	3,936	3,863	3,875
		Female	929	871	833
		Gender not specified	0	0	4
		< 30 years old	128	123	141
		30 - 50 years old	3,202	3,060	3,038
		> 50 years old	1,535	1,551	1,533

² Goodyear only data.

¹⁶ Added to reporting for 2021 data year. Will continue reporting in future years.

Inspiring Culture					
		Diversity and Inclusion	2021	2020	2019
405-1 ²	% of management	Total	8%	N/A ¹⁶	N/A ¹⁶
		Male	81%	82%	82%
		Female	19%	18%	18%
		Gender not specified	0%	0%	0%
		< 30 years old	3%	3%	3%
		30 - 50 years old	66%	65%	64%
		> 50 years old	31%	33%	33%
	Number of individual contributors	Total	55,119	N/A ¹⁶	N/A ¹⁶
		Male	48,038	48,259	49,208
		Female	7,030	6,691	6,692
		Gender not specified	51	57	87
		< 30 years old	11,575	11,206	11,705
		30 - 50 years old	30,241	30,188	30,239
		> 50 years old	13,303	13,613	14,043
	% of individual contributors	Total	92%	N/A ¹⁶	N/A ¹⁶
		Male	87%	88%	88%
		Female	13%	12%	12%
		Gender not specified	0%	0%	0%
		< 30 years old	21%	20%	21%
		30 - 50 years old	55%	55%	54%
		> 50 years old	24%	25%	25%

² Goodyear only data.

¹⁶ Added to reporting for 2021 data year. Will continue reporting in future years.

Inspiring Culture					
		Diversity and Inclusion	2021	2020	2019
Non-GRI ²	% of U.S. workforce self-identified as:	Black or African American	20%	19%	N/A ³
		Latino or Hispanic	10%	11%	N/A ³
		American Indian or Alaska Native	2%	2%	N/A ³
		Asian	3%	3%	N/A ³
		Native Hawaiian or Other Pacific Islander	1%	0%	N/A ³
		White	61%	61%	N/A ³
		Two or More Races	2%	2%	N/A ³
		Not Specified	1%	1%	N/A ³
	Employee Resource Groups	Number of ERG members globally	3,300	3,065	2,268
		Number of ERG chapters globally	38	32	24
Recruiting and hiring	% of recruiters who are AIRS Diversity & Inclusion Certified (Americas & Executive team)	82%	N/A ¹⁷	92%	
Veterans at Goodyear	% of military veterans in Goodyear's U.S. workforce	7%	6.8%	6.7%	
Positions filled internally	% of open positions filled by internal candidates	84%	80%	N/A ³	
		Anti-Corruption	2021	2020	2019
102-34 ²	Nature and total number of critical concerns	Total number and nature of critical concerns that were communicated to the highest governance body	Confidentiality constraints ¹⁸	Confidentiality constraints ¹⁸	Confidentiality constraints ¹⁸
205-1 ²	Operations assessed for risks related to corruption	Total number of operations assessed for risks related to corruption	1,427	1,335	1,306
		Percentage of operations assessed for risks related to corruption	100%	100%	100%
205-2 ²	Total number of governance body members communicated to about anti-corruption	Global total	14	12	12
		Americas	13	11	11 ¹⁹
		Europe, Middle East, Africa	N/A	N/A	N/A
		Asia-Pacific	1	1	1 ¹⁹
	% of governance body members communicated to about anti-corruption	Global total	100%	100%	100%
		Americas	93%	92%	92% ¹⁹
		Europe, Middle East, Africa	N/A	N/A	N/A
		Asia-Pacific	7%	8%	8% ¹⁹

² Goodyear only data.

³ New baseline established in 2020. Will continue reporting in future years.

¹⁷ Due to COVID, furloughs and business conditions, re-certifications were delayed until 2021.

¹⁸ Specific legal prohibitions

¹⁹ This number was misstated in Goodyear's 2019 Corporate Responsibility Report. This is the correct number for 2019.

Inspiring Culture					
		Anti-Corruption	2021	2020	2019
205-2 ²	Total number of employees communicated to about anti-corruption	Global total	59,984	59,741	60,699
		Americas total	29,404	28,995	29,399
		Europe, Middle East, Africa total	21,812	22,114	22,603
		Asia-Pacific total	8,768	8,632	8,697
		Salaried associates	17,030	16,800	16,925
		Hourly associates	42,954	42,941	43,774
		Management	4,865	4,734	4,712
		Individual contributors	55,119	55,007	55,987
	% of employees communicated to about anti-corruption	Global total	100%	100%	100%
		Americas total	100%	100%	100%
		Europe, Middle East, Africa total	100%	100%	100%
		Asia-Pacific total	100%	100%	100%
		Salaried associates	100%	100%	100%
		Hourly associates	100%	100%	100%
		Management	100%	100%	100%
		Individual contributors	100%	100%	100%
	Total number of business partners communicated to about anti-corruption <small>"Business partners" includes active suppliers plus certain active customers (those that, based on certain criteria, are part of Goodyear's anti-bribery due diligence process)</small>	Global total	30,818	31,583	35,593
		Americas	11,724	12,098	12,954
		Europe, Middle East, Africa	11,896	12,164	11,873
		Asia-Pacific	7,198	7,403	10,766
	% of business partners communicated to about anti-corruption <small>"Business partners" includes active suppliers plus certain active customers (those that, based on certain criteria, are part of Goodyear's anti-bribery due diligence process)</small>	Global total	100%	100%	100%
		Americas	100%	100%	100%
		Europe, Middle East, Africa	100%	100%	100%
		Asia-Pacific	100%	100%	100%
	Total number of governance body members trained on anti-corruption	Global total	14	12	12
		Americas	13	11	11 ¹⁹
		Europe, Middle East, Africa	N/A	N/A	N/A
		Asia-Pacific	1	1	1 ¹⁹

² Goodyear only data.

¹⁹ This number was misstated in Goodyear's 2019 Corporate Responsibility Report. This is the correct number for 2019.

Inspiring Culture					
		Anti-Corruption	2021	2020	2019
205-2 ²	% of governance body members trained on anti-corruption	Global total	100%	100%	100%
		Americas	93%	92%	92% ¹⁹
		Europe, Middle East, Africa	N/A	N/A	N/A
		Asia-Pacific	7%	8%	8% ¹⁹
	Total number of employees trained on anti-corruption	Global total	25,108	15,498	21,378
		Americas total	14,864	6,299	11,394
		Europe, Middle East, Africa total	6,478	6,238	6,790
		Asia-Pacific total	3,766	2,961	3,194
		Salaried associates	14,699	15,222	14,323
		Hourly associates	10,409	276	7,055
		Management <small>Includes salaried associates only. Management vs. individual contributor breakdown not available for hourly associates trained.</small>	4,483	4,494	4,315
	Individual contributors <small>Includes salaried associates only. Management vs. individual contributor breakdown not available for hourly associates trained.</small>	10,216	10,278	10,008	
	% of employees trained on anti-corruption	Global total	42%	26%	35%
		Americas total	51%	22%	39%
		Europe, Middle East, Africa total	30%	28%	30%
		Asia-Pacific total	43%	34%	37%
		Salaried associates	86%	91%	85%
		Hourly associates	24%	1%	16%
		Management <small>Includes salaried associates only. Management vs. individual contributor breakdown not available for hourly associates trained.</small>	97%	95%	92%
		Individual contributors <small>Includes salaried associates only. Management vs. individual contributor breakdown not available for hourly associates trained.</small>	82%	20%	18%

² Goodyear only data.

¹⁸ Specific legal prohibitions

¹⁹ This number was misstated in Goodyear's 2019 Corporate Responsibility Report. This is the correct number for 2019.

Inspiring Culture					
		Anti-Corruption	2021	2020	2019
205-3 ²	Confirmed incidents of corruption and actions taken	Total number of confirmed incidents of corruption	Confidentiality constraints ¹⁸	Confidentiality constraints ¹⁸	Confidentiality constraints ¹⁸
		Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	Confidentiality constraints ¹⁸	Confidentiality constraints ¹⁸	Confidentiality constraints ¹⁸
		Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	Confidentiality constraints ¹⁸	Confidentiality constraints ¹⁸	Confidentiality constraints ¹⁸
Non-GRI ²	Business conduct manual training	% of associates who have completed Business Conduct Manual training	99%	99%	97%

² Goodyear only data.

¹⁰ New baseline established in 2021. Will continue reporting in future years. ²⁰