

# DATA TABLE

Inspiring Culture						
		Associates	2022	2021	2020	
2-7 <sup>4</sup>	Number of associates	Global Total	71,377	59,984	59,741	
	% of associates- Male	Global Percentage	87%	87%	N/A <sup>19</sup>	
	% of associates- Female	Global Percentage	13%	13%	N/A <sup>19</sup>	
	% of associates- Gender not specified	Global Percentage	0%	0%	N/A <sup>19</sup>	
	% of associates- Permanent	Global Percentage	99%	99%	N/A <sup>19</sup>	
	% of associates- Temporary	Global Percentage	1%	1%	N/A <sup>19</sup>	
	% of associates- Full-time	Global Percentage	99%	99%	N/A <sup>19</sup>	
	% of associates- Part-time	Global Percentage	1%	1%	N/A <sup>19</sup>	
	% of associates- < 30 year old	Global Percentage	21%	19%	N/A <sup>19</sup>	
	% of associates- 30 - 50 year old	Global Percentage	55%	56%	N/A <sup>19</sup>	
	% of associates- > 50 year old	Global Percentage	24%	25%	N/A <sup>19</sup>	
	Male	Total associates		61,874	51,974	52,122
		Permanent associates		61,199	51,328	51,530
		Temporary associates		675	646	592
		Full-time associates		61,435	51,651	51,765
		Part-time associates		439	323	357
	Female	Total associates		9,462	7,959	7,562
		Permanent associates		9,213	7,720	7,374
		Temporary associates		249	239	188
		Full-time associates		9,188	7,703	7,321
Part-time associates			274	256	241	

<sup>4</sup> 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

<sup>19</sup> Baseline established in 2020.

# DATA TABLE

2-7 <sup>4</sup>	Gender not specified	Total associates	41	51	57
		Permanent associates	40	51	57
		Temporary associates	1	0	0
		Full-time associates	40	50	55
		Part-time associates	1	1	2
	Americas	Total associates	36,956	29,404	28,995
		Permanent associates	36,570	29,027	28,663
		Temporary associates	386	377	332
		Full-time associates	36,664	N/A <sup>16</sup>	N/A <sup>16</sup>
		Part-time associates	292	N/A <sup>16</sup>	N/A <sup>16</sup>
	Europe, Middle East, Africa	Total associates	23,460	21,812	22,114
		Permanent associates	23,046	21,449	21,754
		Temporary associates	414	363	360
		Full-time associates	23,057	N/A <sup>16</sup>	N/A <sup>16</sup>
		Part-time associates	403	N/A <sup>16</sup>	N/A <sup>16</sup>
	Asia-Pacific	Total associates	10,961	8,768	8,632
		Permanent associates	10,836	8,623	8,544
		Temporary associates	125	145	88
		Full-time associates	10,942	N/A <sup>16</sup>	N/A <sup>16</sup>
		Part-time associates	19	N/A <sup>16</sup>	N/A <sup>16</sup>
2-8 <sup>2</sup>	Workers who are not employees	Number of workers who are not employees and whose work is controlled by the organization North America only.	1,889	N/A <sup>16</sup>	N/A <sup>16</sup>
2-30 <sup>4</sup>	Collective bargaining	% of associates covered by collective bargaining agreements	58%	60%	60%

<sup>2</sup> Goodyear and Cooper combined data.

<sup>4</sup> 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

<sup>16</sup> Started reporting in 2022.

# DATA TABLE

		<b>New Employee Hires</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
401-1 <sup>4</sup>	Global	Number of new hires- Global Total	17,317	12,657	N/A <sup>17</sup>
		Number of new hires- Male	14,789	10,711	N/A <sup>17</sup>
		Number of new hires- Female	2,528	1,940	N/A <sup>17</sup>
		Number of new hires- Gender not specified	0	6	N/A <sup>17</sup>
		Number of new hires- < 30 years old	9,839	7,521	N/A <sup>17</sup>
		Number of new hires- 30 - 50 years old	6,467	4,468	N/A <sup>17</sup>
		Number of new hires- > 50 years old	1,011	668	N/A <sup>17</sup>
		New hire rate- Global Total	24%	21%	N/A <sup>17</sup>
		New hire rate- Male	24%	21%	N/A <sup>17</sup>
		New hire rate- Female	27%	25%	N/A <sup>17</sup>
		New hire rate- < 30 years old	69%	65%	N/A <sup>17</sup>
		New hire rate- 30 - 50 years old	16%	13%	N/A <sup>17</sup>
		New hire rate- > 50 years old	6%	4%	N/A <sup>17</sup>
		Americas	Number of new hires- Male	9,245	6,945
	Number of new hires- Female		1,432	1,113	687
	Number of new hires- Gender not specified		0	6	15
	Number of new hires- < 30 years old		5,987	4,730	3,337
	Number of new hires- 30 - 50 years old		3,948	2,801	2,255
	Number of new hires- > 50 years old		742	533	465
	New hire rate- Male		29%	27%	21%
	New hire rate- Female		31%	30%	19%
	New hire rate- < 30 years old		71%	72%	52%
	New hire rate- 30 - 50 years old		22%	20%	16%
New hire rate- > 50 years old	7%	6%	5%		

<sup>4</sup> 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

<sup>17</sup> New baseline established in 2021. Will continue reporting in future years.

# DATA TABLE

401-14	Europe, Middle East, Africa	Number of new hires- Male	3,843	2,571	1,810
		Number of new hires- Female	693	551	362
		Number of new hires- < 30 years old	2,640	1,924	1,316
		Number of new hires- 30 - 50 years old	1,673	1,126	810
		Number of new hires- > 50 years old	223	72	46
		New hire rate- Male	19%	13%	9%
		New hire rate- Female	23%	20%	13%
		New hire rate- < 30 years old	68%	56%	36%
		New hire rate- 30 - 50 years old	12%	9%	6%
		New hire rate- > 50 years old	4%	1%	1%
	Asia-Pacific	Number of new hires- Male	1,701	1,195	734
		Number of new hires- Female	403	276	206
		Number of new hires- < 30 years old	1,212	867	503
		Number of new hires- 30 - 50 years old	846	541	403
		Number of new hires- > 50 years old	46	63	34
		New hire rate- Male	19%	16%	10%
		New hire rate- Female	24%	22%	16%
		New hire rate- < 30 years old	61%	56%	33%
		New hire rate- 30 - 50 years old	11%	9%	6%
		New hire rate- > 50 years old	4%	6%	4%

<sup>4</sup> 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

# DATA TABLE

		<b>Employee Turnover</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
401-14	Global	Turnover number- Global Total	16,140	12,220	N/A <sup>17</sup>
		Turnover number- Male	13,840	10,706	N/A <sup>17</sup>
		Turnover number- Female	2,300	1,510	N/A <sup>17</sup>
		Turnover number- Gender not specified	0	4	N/A <sup>17</sup>
		Turnover number- < 30 years old	7,012	5,472	N/A <sup>17</sup>
		Turnover number- 30 - 50 years old	6,239	4,372	N/A <sup>17</sup>
		Turnover number- > 50 years old	2,889	2,376	N/A <sup>17</sup>
		Turnover rate- Global Total	23%	20%	N/A <sup>17</sup>
		Turnover rate- Male	22%	21%	N/A <sup>17</sup>
		Turnover rate- Female	25%	19%	N/A <sup>17</sup>
		Turnover rate- < 30 years old	49%	48%	N/A <sup>17</sup>
		Turnover rate- 30 - 50 years old	16%	13%	N/A <sup>17</sup>
		Turnover rate- > 50 years old	17%	16%	N/A <sup>17</sup>
		Americas	Turnover number- Male	8,474	6,673
	Turnover number- Female		1,337	807	700
	Turnover number- Gender not specified		0	4	9
	Turnover number- < 30 years old		4,453	3,574	2,561
	Turnover number- 30 - 50 years old		3,454	2,555	2,455
	Turnover number- > 50 years old		1,904	1,355	1,562
	Turnover rate- Male		26%	26%	23%
	Turnover rate- Female		29%	22%	20%
	Turnover rate- < 30 years old		53%	55%	40%
	Turnover rate- 30 - 50 years old		19%	18%	17%
Turnover rate- > 50 years old	19%	16%	18%		

<sup>4</sup> 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

<sup>17</sup> New baseline established in 2021. Will continue reporting in future years.

# DATA TABLE

401-1 <sup>4</sup>	Europe, Middle East, Africa	Turnover number- Male	3,869	2,962	2,304
		Turnover number- Female	642	449	348
		Turnover number- < 30 years old	1,809	1,436	960
		Turnover number- 30 - 50 years old	1,888	1,143	912
		Turnover number- > 50 years old	814	832	780
		Turnover rate- Male	19%	15%	12%
		Turnover rate- Female	21%	16%	13%
		Turnover rate- < 30 years old	47%	42%	27%
		Turnover rate- 30 - 50 years old	14%	9%	7%
		Turnover rate- > 50 years old	14%	15%	14%
	Asia-Pacific	Turnover number- Male	1,497	1,071	834
		Turnover number- Female	321	254	202
		Turnover number- < 30 years old	750	462	337
		Turnover number- 30 - 50 years old	897	674	548
		Turnover number- > 50 years old	171	189	151
		Turnover rate- Male	16%	14%	11%
		Turnover rate- Female	19%	20%	16%
		Turnover rate- < 30 years old	38%	30%	22%
		Turnover rate- 30 - 50 years old	12%	11%	9%
		Turnover rate- > 50 years old	15%	19%	16%

<sup>4</sup> 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

# DATA TABLE

		<b>Talent Development</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
404-1 <sup>3</sup>	Average hours of training per associate	Global Total	15.53	13.73	13.00
		Male	15.23	13.51	12.70
		Female	17.48	15.20	14.79
		Salaried	15.04	14.23	14.62
		Hourly	15.71	13.53	12.37
		Management	17.78	17.62	14.65
		Individual contributors	15.33	13.39	12.86
Non-GRI <sup>3</sup>	Training Expenses	Total amount of money spent on training during the reporting period (USD)	21,903	20,534	N/A <sup>17</sup>
	Training	Number of associates trained in Better-Up Coaching Program	254	316	1,444
		Number of Virtual Courses completed through Global Content Providers	11,363	14,655	18,243
		Number of associates who completed the formal two-week Plant Optimization Academy	235	203	215 <sup>20</sup>
		Number of associates who completed Plant Optimization Academy e-learning courses	24,102	21,486	20,421

<sup>3</sup> Goodyear data only.

<sup>17</sup> New baseline established in 2021. Will continue reporting in future years.

<sup>20</sup> Virtual academies offered, which allowed for larger population.

# DATA TABLE

		Diversity and Inclusion	2022	2021	2020
405-1 <sup>4</sup>	Number of governance body members	Total	12	14	N/A <sup>17</sup>
		Male	8	10	9
		Female	4	4	3
		< 30 years old	0	0	0
		30 - 50 years old	0	0	0
		> 50 years old	12	14	12
	% of governance bodies	Male	67%	71%	75%
		Female	33%	29%	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	18,920	17,030	N/A <sup>17</sup>
		Male	13,587	12,253	12,202
		Female	5,329	4,774	4,594
		Gender not specified	4	3	4
		< 30 years old	2,721	2,486	2,317
		30 - 50 years old	11,177	9,969	9,807
		> 50 years old	5,022	4,575	4,676
	% of salaried employees	Total	27%	28%	N/A <sup>17</sup>
		Male	72%	72%	73%
		Female	28%	28%	27%
		Gender not specified	0%	0%	0%
		< 30 years old	14%	15%	14%
		30 - 50 years old	59%	58%	58%
		> 50 years old	27%	27%	28%

<sup>4</sup> 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

<sup>17</sup> New baseline established in 2021. Will continue reporting in future years.



# DATA TABLE

405-1 <sup>4</sup>	Number of hourly employees	Total	52,457	42,954	N/A <sup>17</sup>
		Male	48,287	39,721	39,920
		Female	4,133	3,185	2,968
		Gender not specified	37	48	53
		< 30 years old	11,946	9,217	9,012
		30 - 50 years old	28,548	23,474	23,441
		> 50 years old	11,963	10,263	10,488
	% of hourly employees	Total	73%	72%	N/A <sup>17</sup>
		Male	92%	93%	93%
		Female	8%	7%	7%
		Gender not specified	0%	0%	0%
		< 30 years old	23%	21%	21%
		30 - 50 years old	54%	55%	55%
		> 50 years old	23%	24%	24%
	Number of managers	Total	5,280	4,865	N/A <sup>17</sup>
		Male	4,214	3,936	3,863
		Female	1,066	929	871
		Gender not specified	0	0	0
		< 30 years old	122	128	123
		30 - 50 years old	3,472	3,202	3,060
		> 50 years old	1,686	1,535	1,551

<sup>4</sup> 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

<sup>17</sup> New baseline established in 2021. Will continue reporting in future years.

# DATA TABLE

405-1 <sup>4</sup>	% of management	Total	7%	8%	N/A <sup>17</sup>
		Male	80%	81%	82%
		Female	20%	19%	18%
		Gender not specified	0%	0%	0%
		< 30 years old	2%	3%	3%
		30 - 50 years old	66%	66%	65%
		> 50 years old	32%	31%	33%
	Number of individual contributors	Total	66,097	55,119	N/A <sup>17</sup>
		Male	57,660	48,038	48,259
		Female	8,396	7,030	6,691
		Gender not specified	41	51	57
		< 30 years old	14,545	11,575	11,206
		30 - 50 years old	36,253	30,241	30,188
		> 50 years old	15,299	13,303	13,613
	% of individual contributors	Total	93%	92%	N/A <sup>17</sup>
		Male	87%	87%	88%
		Female	13%	13%	12%
		Gender not specified	0%	0%	0%
		< 30 years old	22%	21%	20%
		30 - 50 years old	55%	55%	55%
		> 50 years old	23%	24%	25%

<sup>4</sup> 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

<sup>17</sup> New baseline established in 2021. Will continue reporting in future years.

# DATA TABLE

Non-GRI <sup>4</sup>	% of U.S. workforce self-identified as:	Black or African American	20%	20%	19%
		Latino or Hispanic	10%	10%	11%
		American Indian or Alaska Native	2%	2%	2%
		Asian	2%	3%	3%
		Native Hawaiian or Other Pacific Islander	1%	1%	0%
		White	62%	61%	61%
		Two or More Races	2%	2%	2%
		Not Specified	1%	1%	1%
	Employee Resource Groups	Number of ERG members globally	3,500	3,300	3,065
		Number of ERG chapters globally	38	38	32
	Recruiting and hiring	% of recruiters who are AIRS Diversity & Inclusion Certified (Americas & Executive team)	75%	82%	N/A <sup>21</sup>
	Veterans at Goodyear	% of military veterans in Goodyear's U.S. workforce	8%	7%	6.8%
	Positions filled internally	% of open positions filled by internal candidates	84%	84%	80%

<sup>4</sup> 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

<sup>21</sup> Due to COVID, furloughs and business conditions, re-certifications were delayed until 2021.

# DATA TABLE

		<b>Anti-Corruption</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
2-16 <sup>4</sup>	Communication of critical concerns	Total number and nature of critical concerns that were communicated to the highest governance body	Goodyear discloses all material matters in its public filings with the Securities and Exchange Commission.	<i>Confidentiality constraints</i>	<i>Confidentiality constraints</i>
205-1 <sup>4</sup>	Operations assessed for risks related to corruption	Total number of operations assessed for risks related to corruption	1,423	1,484 <sup>22</sup>	1,381 <sup>22</sup>
		Percentage of operations assessed for risks related to corruption	100%	100%	100%
205-2 <sup>4</sup>	Total number of governance body members communicated to about anti-corruption	Global total	12	14	12
		Americas	11	13	11
		Europe, Middle East, Africa	N/A	N/A	N/A
		Asia-Pacific	1	1	1
	% of governance body members communicated to about anti-corruption	Global total	100%	100%	100%
		Americas	100%	93%	92%
		Europe, Middle East, Africa	N/A	N/A	N/A
		Asia-Pacific	100%	7%	8%
	Total number of employees communicated to about anti-corruption	Global total	71,377	59,984	59,741
		Americas	36,956	29,404	28,995
		Europe, Middle East, Africa	23,460	21,812	22,114
		Asia-Pacific	10,961	8,768	8,632
		Salaried associates	18,920	17,030	16,800
		Hourly associates	52,457	42,954	42,941
Management		5,280	4,865	4,734	
Individual contributors	66,097	55,119	55,007		

<sup>4</sup> 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

<sup>22</sup> Restated correct number of facilities

# DATA TABLE

205-2 <sup>4</sup>	% of employees communicated to about anti-corruption	Global total	100%	100%	100%
		Americas	100%	100%	100%
		Europe, Middle East, Africa	100%	100%	100%
		Asia-Pacific	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 "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)	Global total	32,201	30,818	31,583
		Americas	13,028	11,724	12,098
		Europe, Middle East, Africa	11,840	11,896	12,164
		Asia-Pacific	7,333	7,198	7,403
	% of business partners communicated to about anti-corruption "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)	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	12	14	12
		Americas	11	13	11
		Europe, Middle East, Africa	N/A	N/A	N/A
		Asia-Pacific	1	1	1
	% of governance body members trained on anti-corruption	Global total	100%	100%	100%
		Americas	100%	93%	92%
		Europe, Middle East, Africa	N/A	N/A	N/A
		Asia-Pacific	100%	7%	8%

<sup>4</sup> 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

# DATA TABLE

205-2 <sup>4</sup>	Total number of employees trained on anti-corruption	Global total	23,810	25,108	15,498
		Americas	16,365	14,864	6,299
		Europe, Middle East, Africa	3,448	6,478	6,238
		Asia-Pacific	3,997	3,766	2,961
		Salaried associates	9,227	14,699	15,222
		Hourly associates	14,583	10,409	276
		Management Includes salaried associates only. Management vs. individual contributor breakdown not available for hourly associates trained.	N/A <sup>23</sup>	4,483	4,494
		Individual contributors Includes salaried associates only. Management vs. individual contributor breakdown not available for hourly associates trained.	N/A <sup>23</sup>	10,216	10,278
	% of employees trained on anti-corruption	Global total	33%	42%	26%
		Americas	45%	51%	22%
		Europe, Middle East, Africa	15%	30%	28%
		Asia-Pacific	37%	43%	34%
		Salaried associates	49%	86%	91%
		Hourly associates	28%	24%	1%
		Management Includes salaried associates only. Management vs. individual contributor breakdown not available for hourly associates trained.	N/A <sup>23</sup>	97%	95%
Individual contributors Includes salaried associates only. Management vs. individual contributor breakdown not available for hourly associates trained.		N/A <sup>23</sup>	82%	20%	

<sup>4</sup> 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

<sup>23</sup> Due to the transition of this training from online to in person in 2022, information on management-level participants and individual participants was not available across all locations.

# DATA TABLE

205-3 <sup>4</sup>	Confirmed incidents of corruption and actions taken	Total number of confirmed incidents of corruption	Allegations of corruption/bribery are formally investigated to conclusion. The investigation results are provided to pertinent stakeholders for remediation and corrective action.	Confidentiality constraints	Confidentiality constraints
		Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	Allegations of corruption/bribery are formally investigated to conclusion. The investigation results are provided to pertinent stakeholders for remediation and corrective action.	Confidentiality constraints	Confidentiality constraints
		Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	Allegations of corruption/bribery are formally investigated to conclusion. The investigation results are provided to pertinent stakeholders for remediation and corrective action.	Confidentiality constraints	Confidentiality constraints
Non-GRI <sup>4</sup>	Business conduct manual training	% of associates who have completed Business Conduct Manual training	98%	99%	99%

<sup>4</sup> 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.