



GOOD YEAR[®]

BETTER
2025 **FUTURE**

CORPORATE RESPONSIBILITY REPORT

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About this Report

The Goodyear Tire & Rubber Company (“Goodyear”) has a long-standing commitment to sustainability reporting, publishing annual corporate responsibility reports since 1996. Goodyear works to create stakeholder value by identifying opportunities and risks, developing strategies to address both and collaborating with our customers and suppliers to understand their own goals and how we can work together to achieve them.

This report covers activities and events that occurred during the 2025 calendar year, aligning with Goodyear’s financial reporting. This report includes information for all global operations and subsidiaries where Goodyear has controlling ownership.

Goodyear’s 2025 Corporate Responsibility Report was published on June 3, 2026.

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A MESSAGE FROM OUR CEO AND PRESIDENT



Team Goodyear met 2025 with agility. In a year marked by shifting market dynamics, our team responded with focus and discipline. Working as one global team, our associates leaned in – introducing products that meet our customers’ needs, identifying new opportunities for growth and strengthening our business. 



They kept pushing forward, which is exactly how we’ll continue to create and deliver value for our customers, partners and communities.

As we work toward our vision of being **#1 in Tires and Service**, listening to our customers and following through on our commitments matters more than ever. That means delivering on innovation, performance and our sustainability goals.

At Goodyear, we define sustainability as responsibly balancing environmental, societal and financial demands while making sure we still meet the needs of future generations. This focus informs how we operate our business – guiding decisions that protect our people and the planet, support a safe and healthy workplace and strengthen the communities where we live and work. Our teams use this lens every day as they collaborate with customers and partners around the world.

LOOKING BACK ON 2025

We continued to make meaningful progress along our sustainability journey in 2025 by:

- Improving energy efficiency across our global manufacturing footprint, driving nearly \$39 million in savings from energy-efficiency projects
- Reducing our Scope 1 and 2 emissions – emissions created by the company – by 37 percent and our target Scope 3 – emissions produced by our value chain – by 13 percent, moving us closer to our 2030 goal

- Achieving 55 percent tire-to-tire circularity in our laboratories as we work to transform end-of-life tires into materials to make new ones
- Strengthening the associate experience by introducing new Core Values that challenge us to be bold, resilient, exceptional and innovative, while always acting as one global team grounded in safety and integrity
- Being recognized, for the third year in a row, by Ethisphere as one of the world’s most ethical companies
- Working closely with our supply chain partners to identify risks, build resiliency and support long-term sustainability

We are proud of this progress and recognize and learn from the challenges we faced. The actions we take to address these challenges are guided by a clear focus on our stakeholders – our customers, associates, partners and communities – and on building lasting value.

LOOKING AHEAD

As we move through 2026, our focus remains clear. We will work to exceed customer expectations. That means working with our customers to support their business goals and sustainability ambitions, while strengthening Goodyear for the future.

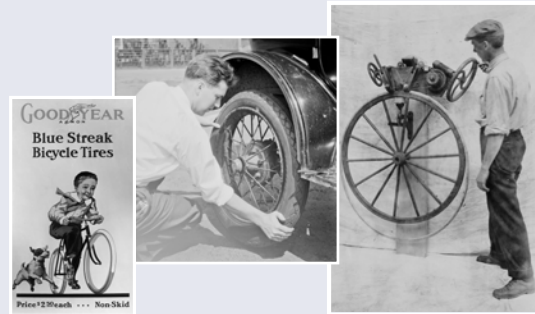
I’m proud of Team Goodyear’s determination. Because of their resilience, I’m confident we can navigate and build a stronger Goodyear for the generations that follow.

MARK W. STEWART

CEO and President

ABOUT GOODYEAR

Goodyear was founded in 1898 with just 13 associates producing bicycle and carriage tires. Today, we are one of the world’s largest tire companies, with an iconic brand and manufacturing operations in most regions of the world.



OUR CORE VALUES

Introduced in 2025, our Core Values are behaviors that fuel decisions, execution and a culture that sets us apart. At Goodyear, we are:

Exceptional: We are driven by our passion to exceed expectations, and we hold ourselves accountable for delivering on that promise.

Innovative: We find novel solutions, embrace change and simplify complexity to create value for our customers, consumers and associates.

Relentless: We pursue our goals with speed, determination and resilience.

Bold: We are impact makers and confident in our choices to succeed in the marketplace.

One Team: We operate as one unified team—doing what’s best for Goodyear through connection and communication.

We act with Integrity and Safety in all we do.



WHERE WE FOCUS

We deliver high-performance tires and advanced mobility solutions focused on durability, performance, safety and efficiency. Our two Innovation Centers in Akron, Ohio, and Colmar-Berg, Luxembourg, drive cutting-edge research and development, delivering groundbreaking products and services that set the standard for the future of the industry.

WHAT WE DO

- Create leading technologies, products and services that anticipate the tire and service needs of consumers and fleets
- Relentlessly improve our safety, quality and efficiency
- Work with our customers and other stakeholders to help advance their sustainability goals



#1 TIRES & SERVICE

OUR VISION

Working as One Global Team, we aim to be #1 in Tires and Service.



GOODYEAR AT A GLANCE



Headquartered in Akron, Ohio, for more than
125 years



Manufactures our products globally in
49 facilities



Manufactures in
19 countries



Serves consumer, commercial, aviation and racing markets across
12 brands

For more information on Goodyear’s countries of operation and our financial performance in the markets and regions we serve— Americas, EMEA and Asia Pacific — please visit [Goodyear’s most recent annual report](#).

AWARDS, RECOGNITION AND MEMBERSHIPS

Goodyear demonstrates our commitment to sustainability through our collaboration with and membership in various associations and groups around the world. Goodyear’s dedication to sustainability earned recognition from leading publications and organizations in 2025. The following are some of the honors Goodyear received, as well as the groups in which we participate.

In addition to the below-mentioned organizations, we explore and work collectively to advance various tire-related sustainability topics through our membership in several regional tire trade associations, including **United States Tire Manufacturers Association (USTMA)** and **Tyres Europe**. Through Tyres Europe and USTMA, we are engaged in continuous dialogue with policymakers, industry, NGOs and academia, contributing to sustainable development objectives and regulations.

AWARDS AND RECOGNITION

Our leak management program in our manufacturing facilities was named by the United States Department of Energy as a

Better Plants, Better Buildings winner



Recognized by Ethisphere for the third year in a row as a 2026 **World’s Most Ethical Companies®** honoree,

The only tire manufacturer to make the 2026 list



Received a **Tire Technology International Award for Environmental Breakthrough of the Year** for our

Electric Drive Sustainable-Material (EDS) tire launched in our Asia Pacific region



Recognized for our transparency on sustainability by **CDP**,

Receiving an A- rating for Climate



MEMBERSHIPS





STRATEGY AND APPROACH

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COMPLIANCE & ETHICS

A core company value, Act with Integrity means that we do the right thing, and we Protect Our Good Name.

In early 2026, we were recognized for the third year in a row as one of the World's Most Ethical Companies® by [Ethisphere](#), a global leader in defining and advancing the standards of ethical business practices. **Goodyear was one of only eight honorees in the automotive sector and the only tire manufacturer to make the most recent list.** This recognition highlights our steadfast commitment to the highest standards of ethics, compliance and governance.

GOVERNANCE FOR COMPLIANCE AND ETHICS

The Board [Committee on Corporate Responsibility and Compliance \(CRC\)](#) reviews the activities and processes that support our commitment to ethical behavior. Compliance & Ethics (C&E) updates the CRC on relevant activities multiple times a year.

Global and regional C&E committees — composed of global or geographical business leadership as well as Legal, Human Resources, Finance and Operations — meet several times a year to review compliance and ethics matters, discuss and oversee initiatives and training and update policies and procedures as needed.

ASSESSING & MANAGING RISK

Goodyear continually monitors for, assesses and manages potential compliance and ethics risks, including conducting internal and external assessments of the company's compliance program and organizational culture, preparing for the adoption of new technologies or regulations, and responding to changing legal and compliance landscapes.

Expectations of Goodyear's Business Partners

Goodyear expects our business partners, including distributors, suppliers and other third parties, to adhere to high ethical standards. In partnership with other functions, C&E applies a risk-based approach to vet, monitor and establish compliance expectations for third parties. All suppliers must comply with the legal, ethical and sustainability principles in our [Supplier Code of Conduct](#) and with all applicable laws.

Policies

Goodyear's [Business Conduct Manual \(BCM\)](#) is the company's main reference guide to Goodyear's core policies. The BCM was updated in 2024 to reflect new and updated policies, provide additional guidance regarding the most common associate and manager questions and address evolving risks.

Goodyear's key global policies are summarized in the BCM. To ensure our policies are comprehensive and current, Goodyear's Global Policy Committee — comprised of global leaders from Legal, C&E, Human Resources and Finance — oversees the policy development and management process, which includes managing policy owners' periodic review of company policies, reviewing and approving company policies, and facilitating the publication and centralization of policies to ensure access for Goodyear associates and others as appropriate.

Goodyear policies reflect our commitment to ethical behavior and are rooted in our long-standing principles of Act with Integrity and Protect Our Good Name.

- **Business Conduct Manual:** We live up to our ethical and legal obligations by always acting with integrity, honesty and respect.
- **Respect One Another:** We respect one another and our differences, and have zero tolerance for harassment, discrimination, retaliation, bullying or workplace violence.
- **Responding to Human Rights:** We protect fundamental human rights and require our suppliers to do the same.
- **Anti-Bribery:** We strictly prohibit bribes and will give up any business opportunity that can be won only by giving an improper or illegal payment or similar inducement.
- **Competition and Antitrust:** We compete on the quality of our products and services, and we comply with all antitrust and competition laws and regulations worldwide.
- **Conflicts of Interest:** We avoid conflicts of interest and expect that all associate actions and decisions are made objectively and in Goodyear's best interests.
- **Asset Stewardship:** We safeguard Goodyear's physical and financial assets, intellectual property and confidential information.
- **Government Sales:** We follow all laws and regulations related to government contracts and interactions with government officials.
- **Political Contributions:** Goodyear, in principle, does not make donations, either directly or indirectly, to political parties or candidates.
- **Privacy and Information Security:** We respect individual privacy and protect confidential information entrusted to us by customers, suppliers, associates, and others with whom we do business.
- **Protecting the Environment:** We protect our planet and our people through ethical and sustainable practices.

COMPLIANCE & ETHICS

REINFORCING ETHICAL BEHAVIOR THROUGH TRAINING AND AWARENESS

Goodyear requires all salaried associates to review and affirm their knowledge of Goodyear's Business Conduct Manual annually. Available in 24 languages, the BCM is accessible via both the company's intranet and external website, with hard copies provided to those Goodyear associates without internet access. Global salaried associates, as well as hourly associates in our North America retail and commercial tire & service centers, are required to certify their compliance with the BCM.

In addition, global salaried associates are required to take three online courses per year covering various compliance subjects. Our training cycle is reviewed and updated annually to ensure topics remain relevant and address the risks Goodyear faces.

IN 2025, SALARIED ASSOCIATES WERE REQUIRED TO TAKE THE FOLLOWING ONLINE TRAINING COURSES



Anti-bribery and
Anti-corruption



Protecting
Human Rights



Ethical
Leadership

In 2025, Goodyear's Quarterly Ethics Awareness Campaign took place in our company-owned retail, wholesale and commercial tire & service center locations in the United States, United Kingdom, France, Germany, Canada, Japan and Australia, and our Airship Operations facilities. In 2025, our managers at these locations led training sessions with their teams covering Substance Abuse, Respect in the Workplace/Speak Up, Associate Theft and Safety.

Goodyear also conducted in-person and virtual trainings in company locations around the world, covering various subjects, such as workplace respect (including harassment and discrimination), conflicts of interest, competition law, speaking up, manager responsibilities, human rights, preventing and detecting fraud and bribery, gift and entertainment policies and privacy.



COMPLIANCE WEEK CAMPAIGNS

In 2025, Goodyear hosted 26 separate Compliance Weeks around the world, during which associates received live training from Legal, C&E, Human Resources, IT, leadership and other subject matter experts on topics including anti-bribery, giving and receiving gifts, artificial intelligence, conflicts of interest, accurate recordkeeping, cybersecurity, Speak Up, manager responsibilities and workplace safety.



SPEAKING UP: GOODYEAR'S COMMITMENT TO ETHICAL BEHAVIORS AND PRACTICES

Every associate is obligated to speak up as part of our shared commitment to Acting with Integrity. Managers of others are required to lead with integrity, which includes answering associate questions on ethical issues and company policies, and reporting any potential violations of law or company policy.



Goodyear strictly prohibits any form of retaliation against those who report in good faith known or suspected violations of policy or law or who participate and cooperate truthfully and fully in an investigation. [Goodyear's Speak Up Policy](#) explains how to report concerns and describes Goodyear's anti-retaliation policy.

Integrity Hotline – C&E oversees Goodyear's hotline reporting and investigation case management system. Available to all associates, business partners and other stakeholders 24 hours a day, every day of the year, [the Integrity Hotline](#), operated by a third-party provider, allows associates and others to raise grievances and accepts questions, concerns and reports, including anonymous reports, by telephone or online report and then shares the reports with C&E.

Reports can be made in different languages either orally or in writing and supporting materials can be uploaded by the reporter. Associates are also encouraged to bring concerns to their managers or representatives in Human Resources, Legal, C&E and Internal Audit. Any non-minor compliance or ethics concern raised through any of these means and brought to the attention of C&E is reviewed by C&E and tracked in our Integrity Hotline case management system. Associates are regularly reminded of the Integrity Hotline and other Speak Up options during training sessions and via internal communications channels.

We take all reports seriously, as they are vital to addressing potentially harmful behavior, identifying risks and tailoring training, policies and governance to the actual situations our associates face.

In 2025, Goodyear received nearly 2,000 reports to the Integrity Hotline. Reports originated from 43 different countries. Substantiation rates vary by allegation type and location, but overall, 44 percent of matters were substantiated, meaning those allegations were found to be factually true.

COMPLIANCE & ETHICS

INVESTIGATIONS PROCESS

Goodyear conducts investigations in response to allegations of misconduct. An investigation is intended to help Goodyear identify and understand the facts relevant to the allegations, assess the situation and decide how to resolve the issue and address any risks or misconduct that may have occurred.

Those responsible for conducting internal investigations are expected to maintain the highest ethical and legal standards. Fairness, confidentiality, an unbiased approach and a commitment to our non-retaliation policy underlie these principles and are essential to an effective investigative process. Further information describing Goodyear's investigative processes and procedures can be found in our [Speak Up Policy](#).

C&E conducts ongoing data analysis to better understand our investigations data. This includes reviewing the types of allegations reported, locations involved, substantiation rates and anonymity rates. This data is shared with Goodyear's Senior Leadership Team and other global managers, the Committee on Corporate Responsibility and Compliance and Global and Regional Compliance & Ethics Committees.

ADVANCING DATA PRIVACY AND PROTECTION

Like many global companies, Goodyear faces data security risks and monitors new and developing regulations and best practices to anticipate and mitigate such risks. As a response to new and changing regulations, Goodyear regularly reviews and updates our data protection and privacy policies and procedures to comply with regulations and best practices and implements dedicated training programs for associates who interact with personal information. In addition, we conduct risk-based due diligence, including cybersecurity reviews of suppliers that are responsible for handling confidential information – including Personally Identifiable Information – as well as associates, customers, suppliers and others with whom we do business. Goodyear has a Global Privacy Steering Committee – comprised of global and geographical leaders – who help oversee Goodyear's Privacy Program.

RESPONSIBLE USE OF ARTIFICIAL INTELLIGENCE (AI)

Goodyear associates are expected to act responsibly, ethically and in accordance with all applicable laws and Goodyear policies when using AI. The company's Generative AI Use Policy provides associates with guidance on how to use current and emerging forms of generative AI, and Goodyear's AI Governance Committee oversees the use of AI in accordance with the policy, Goodyear's values and emerging regulations. Goodyear continues to focus on strategic adoption of emerging technologies.

GOODYEAR'S INVESTIGATION PROCESS



	<p>STEP 1: REPORT A CONCERN OR QUESTION</p> <p>You can report a concern or question to Goodyear's Integrity Hotline, or through the internal reporting channel options: a Goodyear manager, HR, Compliance & Ethics, Internal Audit, or the Law Department.</p>
	<p>STEP 2: ASSESSMENT OF THE REPORT</p> <p>Regardless of how you report, all matters are reviewed by Compliance & Ethics, which assigns each matter to a designated investigator, which might include HR, Legal, Compliance & Ethics, Internal Audit, or Global Security.</p>
	<p>STEP 3: INVESTIGATION</p> <p>The investigation may involve interviews of associates or third parties, review of business records, and analysis of processes. If you provided your contact information, the investigator might contact you for more information.</p>
	<p>STEP 4: DETERMINATION OF THE OUTCOME</p> <p>At the end of the investigation, the investigation team determines and documents the outcome, including any remediation or disciplinary recommendations.</p>
	<p>STEP 5: CLOSING THE CASE</p> <p>The investigation is closed. The results are tracked and reported internally, and the investigator follows up with the reporter where possible. Due to confidentiality, the investigator may not be able to provide you with details about specific actions.</p>



PRODUCT QUALITY

Product quality is at our foundation. We strive to be #1 in Tires and Service and the global tire supplier of choice by providing industry-leading quality, performance and service. Our products meet all applicable regulatory requirements as well as our own more stringent quality standards, customer-critical characteristics and market-back performance objectives defined for each unique product or line.

GOVERNANCE FOR OUR PRODUCT QUALITY STRATEGY

Quality is touched by every level of the company. We ensure consistent quality through our robust Quality Management System (QMS). Our QMS, defined and maintained by our Global Quality leadership team and monitored through a layered-process audit system, provides a management framework and documents our quality standards, procedures and best practices that govern and enable our global operations. Our QMS is enforced by our regional Quality teams and executed by the Quality teams at each of our facilities around the world.

Additionally, our Product Performance Advisory Committee – chaired by our Senior Vice President and Chief Technical Officer, and comprised of our Senior Vice President and Chief Legal Officer; Senior Vice President, Global Manufacturing and Supply Chain; Vice President, Global Quality; Director, Government Compliance and Product Performance; and the business leader of the applicable product group – meets as circumstances dictate to discuss product quality concerns and take appropriate field action.

PRODUCT QUALITY STRATEGY AND ACTIONS

Goodyear continuously improves our QMS through the execution of our Global Quality strategy, which has six elements that are listed below.

Goodyear's design, validation and industrialization processes are guided by knowledge compiled from more than 125 years of technical advancement in tire performance, simulation capability and manufacturing expertise.

Consistency – a key component of our Quality strategy – is achieved through certified adherence to industry-accepted standards. All our facilities are ISO 9001-certified, and our OEM-producing facilities are certified to the more stringent automotive IATF 16949 standard as required by certain OE customers.

Training and communication are also critical in executing our strategy. Our more than 40,000 production associates annually certify adherence to product quality and safety standards. Dedicated communication campaigns, such as our annual Global Quality Month, designed to highlight the essential role quality plays in our operations, are organized systematically.



QUALITY STRATEGY - Excellence in Quality



PRODUCT QUALITY



PERFORMANCE

Audits

Manufacturing facility audits are conducted through a structured and layered process by local facility associates and regional or global experts. Regional audits occur annually, while facility audits range from daily to quarterly depending on which facility management layer is conducting the audit. External OEM customer auditors and third-party auditors, who review adherence to international quality standards, such as ISO 9000, IATF 16949 and AS 9100, complement our internal assessments.

Customer Engagement

We work closely with our customers and receive feedback from them annually through our internally developed voice of the customer survey. This survey uses a combination of leading and lagging quantitative and qualitative metrics to score overall customer satisfaction. The results of the survey are used to identify areas of opportunity and continued improvement. In 2025, we received feedback – on topics including brand reputation, product performance and customer service – from 1,300 customers representing our Americas, Europe Middle East & Africa and Asia Pacific geographies.

Warranty Cost Per Net Sales

We also measure customer satisfaction through warranty cost per net sales, which is the cost to fulfill warranties compared to net sales. This metric measures Goodyear’s ability to deliver the full value of our tires from point of purchase. Goodyear is among the industry leaders in warranty cost per net sales.* Our goal is to maintain this status.

	2025	2024	2023
Warranty Cost Per Net Sales	0.14%	0.14%	0.14%

LOOKING AHEAD

Our goal is to continue to deliver on customer satisfaction, which includes investments in key quality strategies as well as technologies that will enable us to achieve our vision of being #1 in Tires and Service.

*Based on latest competitor public company filings.

CORPORATE RESPONSIBILITY GOVERNANCE

Goodyear *Better Future*, our corporate responsibility framework, outlines the company's high-priority sustainability topics, which drive innovation and operational excellence, create value and help build a better future.

Introduced in 2018, the framework's pillars – Sustainable Sourcing, Responsible Operations, Advanced Mobility and Inspiring Culture – guide Goodyear's work. Goodyear updates our high-priority topics based on the results of the company's double materiality assessment, which is refreshed annually. In 2025, Goodyear's high-priority topics and focus areas are the result of the company's 2024 double materiality assessment [aligned with GRI and CSRD standards](#).

GOVERNANCE STRUCTURE

The *Better Future* governance structure promotes communication and awareness, helps ensure corporate responsibility is integrated into all functions and levels of the organization and drives alignment with Goodyear's corporate strategy and stakeholder priorities.

Goodyear's Board of Directors (Board) and its **Committee on Corporate Responsibility and Compliance (CRC)**: Founded in 1976, the CRC monitors and provides recommendations on how Goodyear manages our business in a responsible manner. The CRC, currently composed of six Board members, meets at least four times a year. In addition, the CRC receives updates from management on sustainability-related topics, which includes reports and updates from Goodyear's Vice President and Chief Sustainability Officer (CSO), throughout the year. Members of the CRC pursue continuing education opportunities relevant to their responsibilities, either through in-house presentations by recognized experts in their field or attendance at outside educational programs. The full Board regularly receives a report following each committee meeting and is aware and supportive of Goodyear's sustainability strategy. A list of guidelines for the Board can be found [here](#), and the CRC's charter can be found [here](#).

Goodyear Senior Leadership Team: Acts as a steering committee for Goodyear's sustainability strategy and performance, with performance metrics linked to sustainability targets.

Better Future Steering Committee: Led by Goodyear's CSO and currently composed of global leaders representing each geography and corporate function, this Steering Committee provides strategic direction for and management of Goodyear's high-priority sustainability topics, oversees our double materiality process, anticipates and addresses risks and opportunities and responds to sustainability-related market trends and regulations.

Better Future Subcommittees: Composed of functional leaders and subject matter experts who either lead or are part of various working groups and have the responsibility of advancing certain areas of focus within our high-priority topics. While Goodyear has **five high-priority sustainability topics**, it has four *Better Future* Subcommittees – Climate, Circularity, Nature, and Human and Labor Rights. Supply Chain Due Diligence and Transparency is woven into these Subcommittees as it spans all four. We also have a Product Stewardship Steering Committee, designed to look at risks and mitigation measures associated with select materials to ensure associate safety and support business needs.

Better Future Working Groups: Composed of leaders and subject matter experts for Goodyear's high-priority topics and areas of focus. They are responsible for developing strategies, plans, policies and goals/targets driving action, monitoring progress on key metrics for their respective high-priority topics and reporting progress. Working Groups report out to their *Better Future* Subcommittee to ensure alignment and to the *Better Future* Steering Committee to ensure effective management and progress.

Collectively, this governance structure helps to manage sustainability-related risks and opportunities, advance maturity and grow internal awareness and engagement for our *Better Future* high-priority topics.

Goodyear's progress on our high-priority sustainability topics, ambitions and goals is communicated regularly and broadly through various channels available to both our salaried and hourly associates around the world. These channels include Goodyear's various online platforms, our annual Corporate Responsibility Report and other internal and external communications.

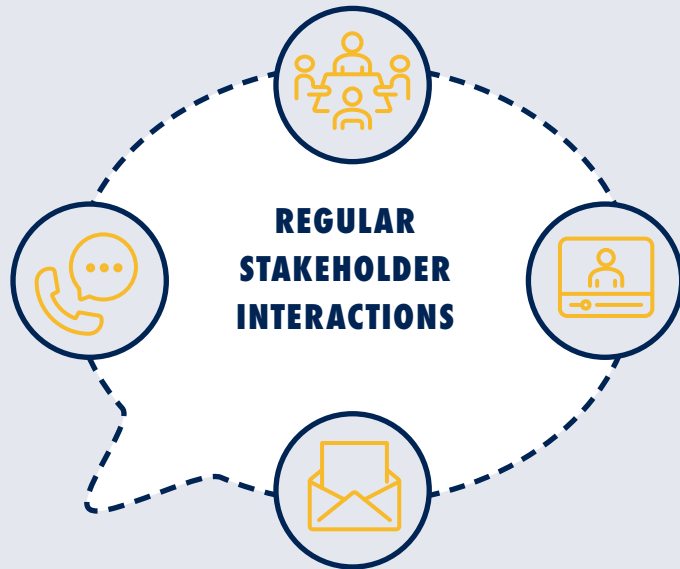


STAKEHOLDER ENGAGEMENT

To ensure we understand our stakeholders' sustainability expectations, goals and interests, Goodyear continuously collects stakeholder requirements, requests, inquiries and proposals, including those from customers, investors, regulators, associates, industry associations, NGOs and suppliers.

This information is gathered and compiled by global functional business leaders and the Global Sustainability team to help shape strategies that are implemented at the global, functional and product levels. Goodyear's Vice President and Chief Sustainability Officer shares this feedback with the Board, the Board Committee on Corporate Responsibility and Compliance and the Senior Leadership Team to inform their oversight.

To ensure we are managing our most significant sustainability impacts, risks and opportunities, we continue to engage internal and external stakeholders who are knowledgeable in and value corporate responsibility. This summary highlights our key stakeholder groups and the type and frequency of our interactions.



BOARD MEMBERS

- Board meetings
- Committee meetings
- Annual shareholders' meeting

CUSTOMERS*

- Daily communication via emails, calls and meetings
- Intermittent on-site visits
- Customer events

SUPPLIERS

- Daily communication via emails, calls and meetings
- Intermittent face-to-face meetings at Goodyear or supplier facilities

REGULATORS

- Engagement with governments in countries of operation
- Published regulations

INDUSTRY ASSOCIATIONS AND NON-GOVERNMENTAL ORGANIZATIONS (NGOs)

- Tire industry trade associations
- Select automotive supplier trade associations
- Frequent interaction with NGOs

INVESTORS

- Annual shareholder engagement
- Frequent investor calls and emails
- Non-deal roadshows
- Industry conferences

SCIENCE AND TECHNOLOGY COLLABORATIONS

- Various collaborator engagements throughout the year on research and development projects

COMMUNITY MEMBERS

- Communications with and contributions to charities
- Regular volunteer activities
- Community program development

*Customers include OE, fleet, consumer, commercial and aviation customers, as well as dealers and distributors.

MATERIALITY

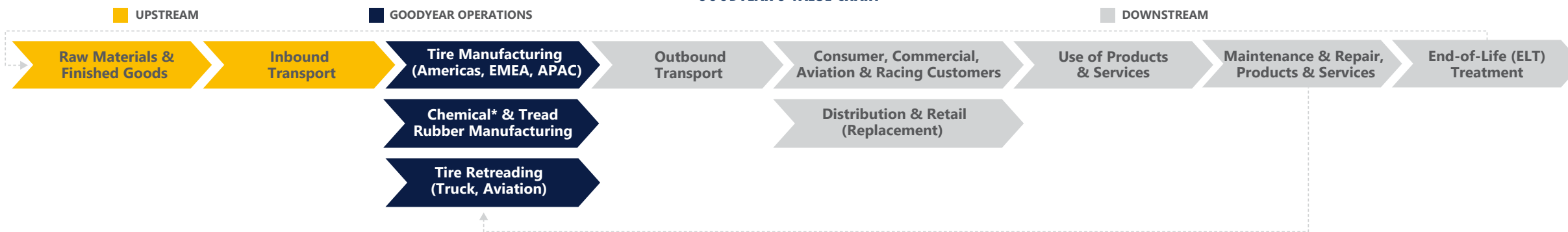
In 2024, Goodyear, under the leadership of the *Better Future* Steering Committee and in collaboration with a third party, conducted a double materiality assessment (DMA) to identify and define the high-priority sustainability topics for Goodyear and our stakeholders. The DMA’s results drove our focused work in 2025.

Following the annual DMA assessment, Goodyear ensures we have leaders managing these high-priority topics and subtopics. These leaders then evaluate current governance and management practices to determine if we need to establish new governance, policies or policy updates; metrics; targets; and/or strategies and action plans for these topics/sub-topics based on stakeholder requests, external benchmarking and evaluation of our maturity. For more information on how we govern these topics, please see the [Corporate Responsibility Governance](#) section.

Goodyear’s most recent DMA resulted in five high-priority topics: Climate; Circularity; Human and Labor Rights; Supply Chain Governance and Transparency; and Nature. This DMA is the basis for this report.

Goodyear completed our most recent DMA using the GRI and CSRD frameworks and continues to follow the timeline and process outlined for CSRD compliance in future years.

GOODYEAR'S VALUE CHAIN



DOUBLE MATERIALITY ASSESSMENT (DMA) PROCESS BASED ON GRI AND CSRD GUIDANCE



Phase 1: Discovery

Value Chain Mapping: Map Goodyear’s business model and value chain to set context for sustainability-related impacts, risks and opportunities (IROs)

Industry Research: Collect global, industry, value chain and Goodyear assessments, studies, reports – from internal and external sources – to identify potential material IROs

Industry Benchmarking: Analyze mobility industry leaders’ and peers’ sustainability reports to identify any additional potentially material IROs

Potential IRO Identification: Leverage insights to develop an initial list of potential IROs and definitions



Phases 2 and 3: Assess Impacts, Risks and Opportunities (IROs) for Inward & Outward Impacts –Financial, Environmental and Societal Impacts

External Stakeholder Reviews: Review stakeholder goals, focus areas, requirements and inquiries to determine the significance of each IRO to our stakeholders

Internal Stakeholder Interviews: Interview internal leaders about the significance of the potential IROs from both a financial impact and impact to stakeholders perspective

Relevant IRO List: Develop a final list of relevant IROs, with definitions and supporting reasoning



Phase 4: Material IROs

Scoring: Score IROs based on inputs, using a consistent scoring methodology for Scope, Scale Irremediability and Likelihood, for inward (financial) and outward (environmental, social) impacts

Identify Material IROs: Identify Goodyear’s materiality threshold, material IROs and supporting evidence

Validation: Present results and reasoning to topic owners, Goodyear’s *Better Future* Steering Committee, the Senior Leadership Team and the Board’s Committee on Corporate Responsibility and Compliance



CLIMATE

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CLIMATE

Decarbonizing our operations and value chain, adapting to the changing climate and building resiliency through ongoing mitigation of climate risks and pursuing climate-related opportunities are a core focus for Goodyear. Decarbonization, adaptation and transition strategies are evaluated continuously and are integrated into our business objectives, processes, decisions and planning as well as our products.

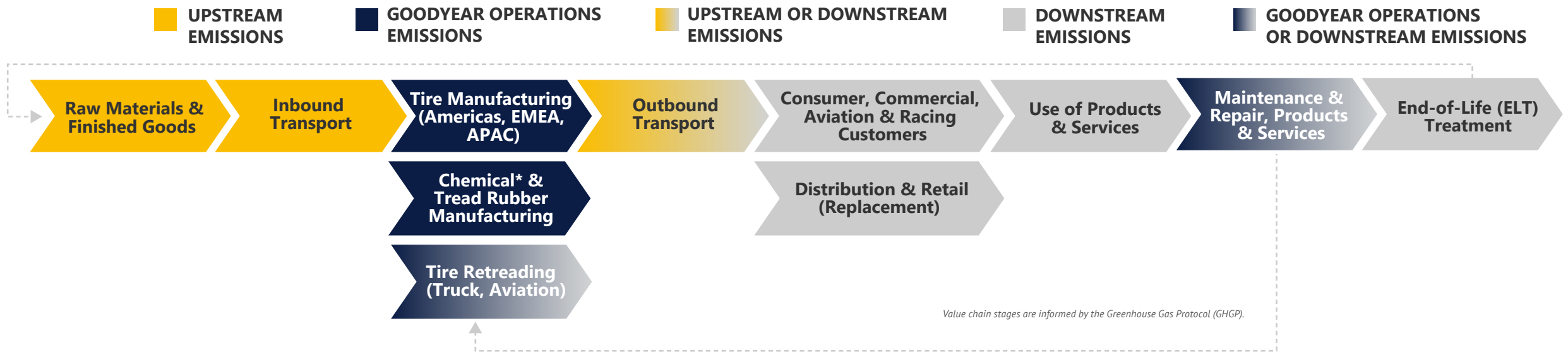
In addition, ever-changing energy markets and emerging policies create financial risks through higher raw material prices, operating expenses and energy spend. A continued focus on improving energy efficiency, increasing electrification and transitioning to low-emission energy sources is necessary to reduce GHG emissions, mitigate operational expenses and carbon taxes and help Goodyear and our customers progress toward our respective climate targets.

Additionally, climate-driven events – such as severe storms, flooding and other hazards – pose risks to our associates and can disrupt operations and supply chains. Strengthening the climate resilience of our facilities, operations, supply chain and distribution networks, as well as tire design and services, can help us uphold associate safety and reduce or mitigate delays, increased raw material and insurance costs and broader operational disruptions.

WHY CLIMATE MATTERS

Reducing greenhouse gas (GHG) emissions across our operations and value chain is essential to limiting our contribution to climate change and its impact on society, nature and economic stability. It can also contribute to the Scope 3 emissions reduction targets of our customers.

GOODYEAR'S CLIMATE-RELATED VALUE CHAIN



*Goodyear divested two of our four chemical facilities in 2025.

GOVERNANCE FOR GOODYEAR'S CLIMATE STRATEGY

Goodyear's climate strategy has multiple layers of governance — Goodyear's Board of Directors and its Committee on Corporate Responsibility and Compliance; Goodyear's CEO and President and the company's Senior Leadership Team; Goodyear's Vice President and Chief Sustainability Officer; the *Better Future* Steering Committee; and the *Better Future* Climate Subcommittee. Climate Working Groups build and implement the strategies that are reviewed, refined, approved and monitored by this governance structure.

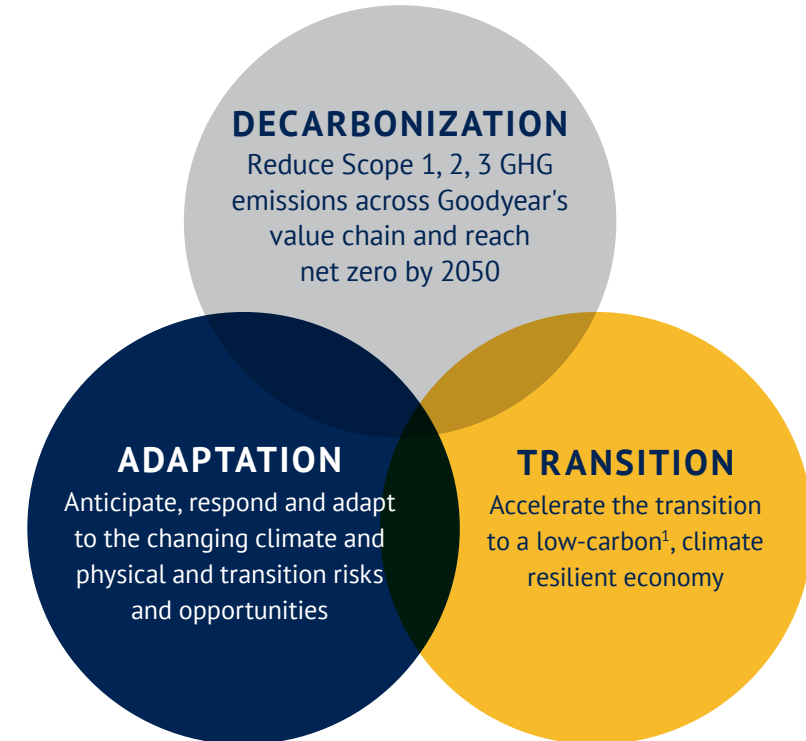
Additionally, the following Goodyear policies provide guidance:

- **Climate Policy** (issued: 2024): Aligned with our climate commitments to limit global temperature rise to no more than 1.5° Celsius above pre-industrial levels. This policy also promotes Goodyear's efforts to identify, assess and manage our material climate change mitigation and adaptation impacts, risks and opportunities. The policy applies to all Goodyear associates, contractors and third parties acting on behalf of Goodyear
- **Responsible Operations Policy** (updated: 2024): Outlines how Goodyear conducts business and focuses on topics including renewable and recycled material adoption, the use of petroleum-free oils and operational resiliency. Goodyear's approach to managing operational waste is included in this policy

The governance structure for Goodyear's climate ambition and strategy, as well as corresponding policies and conditions, are detailed in our most recent [Climate Transition Plan](#), published in December 2025.



GOODYEAR'S THREE-PRONGED CLIMATE STRATEGY



The governance structure outlined on this page is responsible for managing this three-pronged climate strategy.

CLIMATE STRATEGIES AND ACTIONS

DECARBONIZATION / MITIGATION

Goodyear used our 2019 GHG emissions footprint, the baseline year for our science-based targets, to identify value chain hot spots requiring decarbonization – with our largest opportunity areas being purchased goods and services; energy; transport; and use phase. Use phase is an indirect emissions category for Goodyear. Although use phase is not included in Goodyear’s science-based targets, Goodyear continues to evaluate how we can reduce use-phase emissions through tire design.

Goodyear identified owners and developed strategies for each key area requiring decarbonization. These strategies are detailed in Goodyear’s Decarbonization Roadmap and [Climate Transition Plan](#). The following pages describe our progress and activities for 2025.

Purchased Goods and Services

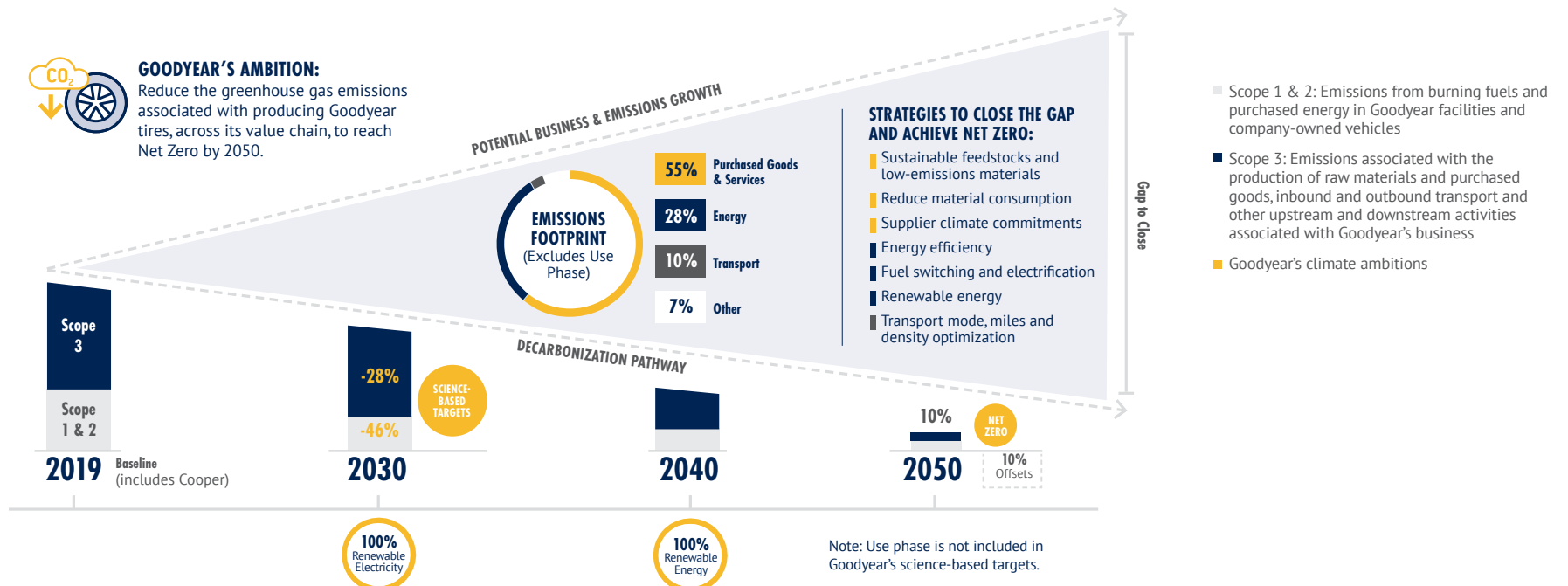
Purchased goods and services account for more than half of Goodyear’s Scope 3 emissions, excluding use phase emissions. These GHG emissions are associated with the purchase of raw materials and capital goods across our value chain. Our Chief Procurement Officer and Director, Global Sourcing Sustainability, oversee this decarbonization workstream. Goodyear is committed to reducing GHG emissions from

purchased goods and services through three key strategies: using sustainable feedstocks and low-GHG-emissions materials, minimizing material consumption and engaging suppliers in climate commitments.

The following are examples of the actions Goodyear took in 2025 in support of these strategies:

- Increased our use of steel cord and bead wire made with recycled content. The company plans to further increase the use of these materials in 2026
- Decreased material consumption through design choices such as lighter weight steel and operational waste reduction
- Continued to engage our suppliers in climate targets and actions. In 2023, Goodyear selected 17 suppliers, representing approximately 47 percent of our Scope 3 GHG emissions, with whom we would develop detailed supplier-specific roadmaps. We began that work in 2024, and by the end of 2025, we had received roadmaps from approximately 40 percent of those identified suppliers, with the majority of them aligned with Goodyear’s ambitions on Scope 1 and 2 emission reductions

GOODYEAR GOODYEAR GOODYEAR'S DECARBONIZATION ROADMAP GOODYEAR BETTER FUTURE



CLIMATE STRATEGIES AND ACTIONS

Energy

Our energy optimization program focuses on five key areas – energy management, energy efficiency, renewable energy, fuel switching and technology development. Each of these areas has strategic action items associated with it to improve energy efficiency, increase the use of renewable energy and reduce emissions.

Our Energy Management System provides the foundation for strengthening energy programs at each manufacturing facility by integrating energy practices into the Goodyear Production System (GPS). This work is led collaboratively by global, regional and plant Engineering teams. Building capabilities across our Energy team is essential to delivering our energy optimization strategy.

Goodyear's energy efficiency program focuses on reducing energy use through zero-loss thinking. As part of our broader manufacturing zero-loss assessment, our energy loss assessment identifies sources of energy waste – such as steam, heating and cooling and electricity usage – across all areas of the facility. These insights help us pinpoint and prioritize energy efficiency projects. This program is driven by our Global Energy Lead, Regional Energy Managers, and facility Energy Coordinators. You can learn more about our energy optimization in our [Climate Transition Plan](#).

Here are some examples of actions taken in 2025:

- Implemented energy efficiency projects across Goodyear's manufacturing footprint in every geography through projects such as compressor and boiler energy reduction initiatives and enabling air/steam leak programs. Highlights include SCADA-based powerhouse automation in Luxembourg and our Tupelo facility's enrollment in the two-year Tennessee Valley Authority Strategic Energy Management program, enabling up to \$3 million in annual incentives
- Installed onsite solar capacity at five additional manufacturing facilities, which expanded our total onsite solar portfolio by more than 22 MW; we also approved adding first-time solar capacity at five more manufacturing facilities in 2026
- Executed a virtual PPA in June 2025, which will cover 30 percent of EMEA's electricity needs in 2026, moving from unbundled Energy Attribute Certificates to investing in renewable energy assets
- Secured a biomass boiler project for our Hanau facility that is expected to reduce the facility's GHG emissions by 95 percent when completed in 2028

RENEWABLE ELECTRICITY IN 2025¹



100%
renewable
electricity

EMEA

(17/17 manufacturing facilities*)

*Total number includes facilities that were closed in August (South Africa) and September (Fulda) of 2025.

18%
renewable
electricity

Americas

North America (1/19 manufacturing facilities**)

Latin America (4/7 manufacturing facilities)

**The one manufacturing facility in North America currently operates on a portion of renewable electricity. It does not include the Beaumont and Houston chemical facilities that Goodyear divested in 2025.

38%
renewable
electricity

Asia Pacific

(6/7 manufacturing facilities***)

***Five out of our seven Asia Pacific manufacturing facilities currently operate on a portion of renewable electricity. Additionally, this number does not include the off-the-road tire facility Goodyear divested in 2025.

In 2025, our savings/cost avoidance from energy-efficiency projects totaled approximately \$39 million.

CLIMATE STRATEGIES AND ACTIONS

ENERGY SAVINGS

In September 2025, the EMEA Energy team identified efficiency opportunities, including a long-term shift in curing press technology that could cut a facility's steam use by approximately 30 percent. Additional powerhouse and utility improvements were identified, such as enhanced steam and compressed air controls and expanded heat recovery options. They also strengthened regional alignment on ISO 50001, energy savings calculations and best practice sharing, while evaluating digital tools like low-cost AI cameras and portable steam flow measurement to improve data visibility.

In 2025, Goodyear Americas strengthened steam and compressed air performance across 23 sites, delivering approximately \$20 million in savings while doubling year-over-year savings at seven Americas plants. Goodyear's Americas operations were recognized in early 2026 by the US Department of Energy with a Better Practice Award for advancing energy efficiency through standardized deadload studies and proactive leak management.

Additionally, the Asia Pacific team identified 121 new opportunities with an estimated \$4.5 million in potential utility savings in 2026. They created a blended training program that covered 22 technical topics. Teams identified improvement needs, including strengthening our online training structure and broader site engagement. A multi-tier governance plan – with weekly, biweekly and monthly reviews – was established to ensure execution.

Transport

Transport is Goodyear's third-largest emissions category in our science-based target, behind purchased goods and services and energy; however, it is a much smaller emissions category. In 2025, we continued to increase our use of transport activity data, particularly in our EMEA geography, enabling us to more accurately measure transport emissions. We will expand the collection and use of activity data in our Americas geography in 2026. At the end of 2025 and in early 2026, Goodyear began developing a more detailed transport decarbonization strategic plan, KPIs and measurement system. We will share progress in future reports.

Use Phase

Product use phase is Goodyear's largest source of GHG emissions; however, these are indirect, as emissions result from vehicle fuel combustion rather than the tires themselves. Goodyear influences use-phase emissions through tire design and related services, with a focus on reducing rolling resistance, weight and aerodynamic drag to improve overall efficiency.

A tire with low rolling resistance and a vehicle with less weight have the potential to use less energy and emit fewer GHG emissions. To help reduce rolling resistance, tire construction must enhance efficiency by reducing mass and minimizing potential energy losses while balancing performance. We test our rolling resistance and weight reduction advancements in tandem with other parameters including wet, dry and winter traction, durability and treadwear to ensure optimized performance across all categories. We discuss tire weight reduction in the [Circularity section](#) of this report.

We aimed to reduce rolling resistance by 40 percent in our global consumer tire portfolio from a 2005 baseline by 2025. Due to changes in our product portfolio, at the end of 2025, we attained a 34 percent reduction in rolling resistance, not fully achieving the ambition. As we look ahead, we will continue to aim to deliver a portfolio of products that meet our customers' needs and market demand for rolling resistance improvements and fuel efficiency.



CLIMATE RESILIENCY

Goodyear has a multifaceted approach to driving climate resiliency, with the various components critical to curbing and limiting global temperature rise, helping avoid the impacts of climate change while empowering sustainable growth.

ADAPTATION

In 2025, Goodyear conducted our annual climate-related risks and opportunities assessment, a qualitative scenario analysis and financial impact assessment, to identify and prioritize climate-related risks and opportunities relevant to Goodyear's value chain. Details can be found in Goodyear's [latest CDP report](#), published in 2025.

One of our most significant climate risks is weather-related events causing disruption to Goodyear. The largest historical impacts to Goodyear have been hurricanes, tornadoes and flooding. We have business continuity plans in place to help ensure all Goodyear locations are prepared for climate-related risk, among other risks. Additionally, we use past climate-related events and weather predictions to model future risk and the potential financial impacts. This and the data our insurance carriers provide help to inform decisions on where to invest to mitigate potential climate-related risk.

In 2025, we continued to implement our Property Risk Management Program, designed to reduce the likelihood and impact of a loss event at a Goodyear facility. This program sets a standard process for risk reduction recommendations globally. It includes ongoing facility risk assessments, aligning risk priorities and impacts and a globally reviewed risk reduction process. The goal of this program is to improve Goodyear's risk profile and work towards achieving Highly Protected Risk (HPR) status at all our Goodyear manufacturing facilities. In 2026, we plan to establish a five-year roadmap for addressing climate-related risks to high-risk manufacturing facilities.

Goodyear's robust Business Continuity (BC) strategy focuses on supporting the company's operational resilience. We use our BC process to minimize impacts and resume operations as quickly as possible. By proactively identifying risks and critical processes, Goodyear can take steps to speed up response and recovery when incidents occur.

[Our Climate Transition Plan](#), published in December 2025, provides greater details on how Goodyear is building climate resiliency.

TRANSITION

To support the transition to a low-carbon economy, Goodyear is committed to advancing safer, more energy-efficient and sustainable products and services through tire design and digital-based solutions. We work closely with customers and other innovators to shape this transformation.

We collaborate with our customers to understand their evolving needs, including the continued increased adoption of EVs in the European and Asia Pacific markets. EVs may cause increased tire wear due to the weight and torque associated with these vehicles versus their industrial combustion engine equivalent. This differs from internal combustion engine vehicles, and as a result, our Technology team works to develop solutions that deliver on range, while not compromising tire performance. Goodyear remains committed to developing innovations, including supporting advancements in the EV market, to meet customer needs and move to a low-carbon economy.

The company is focused on advancing tire intelligence for many reasons, including providing insights and solutions to improve fuel efficiency and utilize tires for their full useful life. For example, tire intelligence can be used to monitor and maintain tire inflation pressure to improve rolling resistance and therefore fuel efficiency.

Goodyear offers our commercial fleets digital connectedness through advanced telematics and predictive analytics technology. With our proprietary algorithm technology, we help fleets predict when their tires need service or replacement, improving tire management and maximizing uptime.

[Tires as a Service \(TaaS\)](#) is an offering that combines our premium tires' proven predictive insights and industry-leading service footprint into a subscription-based solution. Available for commercial and last-mile delivery fleets in the U.S. and Europe, TaaS provides fleet managers with real-time information, helping to increase uptime, reduce vehicle breakdown events and decrease fuel consumption. To date, certain TaaS customers have seen a reduction in fuel consumption. Reducing fuel consumption can help customers, in turn, reduce their greenhouse gas emissions.

In 2025, the company refined our original goal of delivering data- and sensor-enabled intelligence in all our new products by 2027. The updated goal is to become the preferred supplier of tire intelligence technology and products for fleet solutions and advanced driver-assistance systems (ADAS). This change reflects Goodyear's responsiveness to the ever-evolving needs of our customers. In 2024, we engaged in multiple proof-of-concept projects globally with OEMs and autonomous vehicle companies. Having progressed to the second phase of these projects in 2025, we are beginning to plan for vehicle platforms that will launch in 2027.

Learn more about Goodyear's focus on advanced technologies to drive a transition to a low-carbon economy in our [Climate Transition Plan](#).



KEY METRICS

Goodyear is committed to achieving net-zero GHG emissions by no later than 2050. Decarbonization targets were validated by the Science Based Targets initiative (SBTi) in September 2023 and align with the recommendation to limit global temperature rise to no more than 1.5° Celsius above pre-industrial levels.

	2030 Science-Based Target (vs. 2019 Baseline)	2025 (vs. 2019 Baseline)	2024 (vs. 2019 Baseline)	2023 (vs. 2019 Baseline)
Scope 1 and 2 Emissions Reduction	46%	37%	32%*	29%*
Certain Scope 3 Emissions Reduction (Categories 1, 2, 3, 4)	28%	13%	12%*	8%*

* We restated our 2023 and 2024 performance data against our climate ambitions to reflect portfolio changes resulting from divestitures and the reclassification of certain facilities to align with our Form 10-K reporting. The updated data remains inclusive of our manufacturing and non-manufacturing facilities. See more in How We Report and our Management Assertion.

Overall, Goodyear’s Scope 1, 2 and target Scope 3 target categories (3.1, 3.2, 3.3, 3.4) GHG emissions continue to trend downward, and we have a clear pathway to reaching our 2030 Scope 1 and 2 targets.

For our Scope 3 emissions, we are researching, evaluating and implementing various decarbonization strategies, though these efforts must be significantly scaled to reach our 2030 target. Our approach includes continued supplier engagement on setting and achieving climate targets, sourcing low-GHG materials and feedstocks, reducing material waste and implementing efficient low-GHG transport strategies. Progress against these strategies depends on supplier commitments and actions; the performance, cost and scalability of low-GHG materials; and the availability and affordability of low-carbon transport solutions. Goodyear remains focused on pursuing solutions with either no or minimal cost increases while working closely with suppliers, customers and industry groups to develop long-term, scalable solutions.

Goodyear is committed to reaching 100 percent renewable electricity by 2030 and 100 percent renewable energy by 2040 in all manufacturing facilities. Goodyear has a facility-level roadmap to achieve this 2030 target and is developing a regional- and facility-level renewable energy roadmap to the 2040 target.

RENEWABLE ELECTRICITY AND ENERGY^{1,**}

	2040 Target	2030 Target	2025	2024	2023
Renewable Electricity	100%	100%	43%	39%***	38%***
Renewable Energy	100%		28%	26%***	26%***

¹ Goodyear’s strategy for achieving our renewable electricity and energy goals includes both consumed renewable electricity – generated and procured – as well as offsets of non-renewable energy consumption via EACs, green tariffs, etc.

^{**}Manufacturing facilities only.

^{***}We restated our 2023 and 2024 performance data against our climate ambitions to reflect portfolio changes resulting from divestitures and the reclassification of certain facilities to align with our Form 10-K reporting.



Goodyear Luxembourg Proving Grounds

LOOKING AHEAD

From 2026 to 2030, we plan to continue to implement energy management programs and energy efficiency projects; advance to 100 percent renewable electricity; invest in onsite solar, PPAs/vPPAs, biomass projects; and explore electrification and new technologies as we work toward reaching our near- and long-term energy and climate goals. We will also implement the Department of Energy (DOE) 50001 Ready program to drive increased energy management practices.

Goodyear will continue to implement our low-GHG-emissions materials roadmap and build a Design for Sustainability program that includes material optimization. Goodyear is also currently building a three-year roadmap to advance transport activity data collection, and we are making progress on transport efficiency strategies.

Due to the divestiture of two businesses and facility closures in 2025*, Goodyear will update our science-based targets in 2026 and resubmit to SBTi for validation. The currently disclosed 2030 targets remain the operative validated targets until resubmission and revalidation are complete. In addition to our science-based targets, Goodyear also plans to set a new use phase ambition.

Finally, we are in the process of implementing new software to drive more complete, accurate and efficient emissions calculations. This will also enable more significant and timely climate modeling, helping further inform climate strategies and implementation.





CIRCULARITY

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CIRCULARITY

Goodyear's commitment to circularity reflects our reliance on the use of materials in our operations and products and our responsibility to manage our resource use, operational waste and end-of-life tires (ELT). Using circular materials, where possible, helps minimize the depletion of natural resources and recaptures materials that would otherwise be discarded.

WHY CIRCULARITY MATTERS

At Goodyear, circularity is centered on driving innovation in our products, manufacturing processes, services and business model design to reduce and reuse materials. We are committed to advancing:

- The use of bio-based, renewable, and recycled materials;
- Product design to optimize tire weight and extend tire life;
- Processes to minimize waste in our operations; and
- Promoting the recovery and reuse of ELT as a valuable raw material.

In addition, Goodyear focuses on Product Stewardship to manage the impacts of materials used in and during the use of tires and either enhance or enable circular solutions for tires. We discuss this topic in the [Nature section](#) of this report.

By advancing these priorities, we help conserve natural resources and recapture materials for reuse. As a tire manufacturer, we collaborate across our value chain to identify new and innovative materials and technologies that support a circular economy.

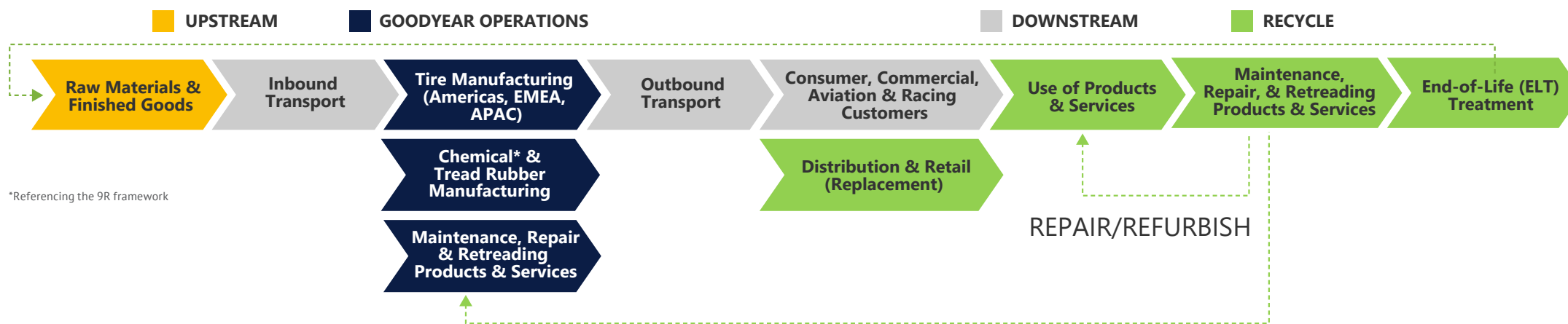
GOVERNANCE FOR GOODYEAR'S CIRCULARITY STRATEGY

In 2025, we instituted the *Better Future* Circularity Subcommittee. This subcommittee – with representation from areas including Global Materials Science, Global Technology, Procurement, EHS, Quality, Legal, Finance, Product Stewardship, Marketing, Sustainability and Public Affairs – meets monthly and is focused on developing management approaches for key circularity topics, covering resource inflows, resource outflows – including operational waste – and dematerialization. This subcommittee reports up to the *Better Future* Steering Committee, with our Vice President, Technology Development, overseeing this high-priority topic.

Additionally, the following established Goodyear policies provide guidance:

- **Responsible Operations Policy** (updated: 2024): Outlines how Goodyear conducts business and focuses on topics including renewable and recycled material adoption, the use of petroleum-free oils and operational resiliency. Goodyear's approach to managing operational waste is included in this policy
- **Sustainable Soybean Oil Procurement Policy** (published: 2021): Guides processors, farmers and all other members of the supply chain to establish practices and make sound environmental and social decisions related to the growing, harvesting and processing of soybeans
- **Natural Rubber Procurement Policy** (published: 2018): Aligns with the Global Platform for Sustainable Natural Rubber's Policy Framework and outlines seven principles that guide our work in this space and our commitment to developing a long-term, sustainable supply chain

GOODYEAR'S CIRCULARITY VALUE CHAIN



*Goodyear divested two of our four chemical facilities in 2025.

*Source: www.iscc-system.org/certification

CIRCULARITY STRATEGIES AND ACTIONS



RESOURCE INFLOWS

Sustainable Materials

We are committed to responsibly managing the materials we use for our operations and products. This includes our efforts to source sustainable natural rubber and increase our sustainable material usage.

To advance Goodyear's sustainable material use, our teams work to investigate new alternative raw materials and incorporate innovative solutions that deliver product performance and meet our high standards of quality and safety. We request Life Cycle Assessments from our suppliers to understand and identify potential impacts, including carbon emissions, and resource depletion. These results help to inform our material selection strategy.

Goodyear actively reviews definitions and standards that continue to mature. The company currently defines a sustainable material as a bio-based (originating from biological sources); renewable (composed of replenishable biomass); or recycled (reprocessed from reclaimed materials) material as defined in ISO 14021; or one produced using or contributing to other practices designed to promote resource conservation and/or emissions reductions.

In addition, 13 Goodyear facilities have achieved **ISCC Plus certification**. ISCC is a leading global certification system that promotes traceable and sustainable supply chains, and ISCC PLUS validates sustainability characteristics of alternative feedstocks throughout the supply chain. ISCC PLUS uses the principle of mass balance, which is a chain-of-custody approach to account for materials entering and leaving a system. Renewable or recycled feedstock is mixed in a continuously operating production process and allocated to the end products after chemical transformations have taken place. A mass balance approach supports a credit accounting system to allocate purchased quantities to specific products. No physical segregation of material is required.

We use a silica product made from residual rice husk ash – a byproduct of rice processing. Rice husk ash (RHA) silica can help deliver performance similar to traditional sand-based silica yet reduces mining for sand and helps reduce waste going to landfill. Over the past several years, we have introduced the use of RHA silica in several of our global manufacturing facilities and are working closely with our suppliers to explore further expanding the use of RHA silica.

In 2025, Goodyear began to use carbon black from **Monolith**, which utilizes a plasma pyrolysis process to convert hydrocarbons to carbon black and hydrogen. This technology can result in a lower carbon footprint for carbon black production compared to the traditional furnace process.

CIRCULARITY STRATEGIES AND ACTIONS

RESOURCE OUTFLOWS

Dematerialization

Dematerialization focuses on two elements – tire longevity, including repairing, retreading and **treadwear** – and tire weight reduction. Since our strategies continue to evolve in this space, we currently report on these holistically.

Tire Longevity: Repairing and Retreading

Repairing or retreading tires extends a tire's useful life, which reduces the number of tires that reach their end of life and the amount of new raw material(s) needed. This is especially important to Goodyear's fleet customers who reduce total cost of ownership by replacing fewer tires.

Tires can be repaired depending on the location and extent of damage, and the condition of the tire. Goodyear operates approximately 750 retail outlets where we provide maintenance, repair and other services, where repairs may be made by experienced service technicians according to local standards and regulations, and the tire's condition.

Our Technology team continues to utilize and build upon retreading technology. Retreading is a refurbishment process in which old tread is removed from the tire casing and a new tread is applied in its place and then cured so the tire casing can be reused. This cost-effective option allows fleets to extend the life of their tires, reducing the number of new tire casings needing to be produced. Most Goodyear casings are built with the durability and toughness to withstand more than three retread applications. Retreading is available in the commercial and aviation markets.

Safety is top of mind, and we continually test our retread products to ensure they are safe and meet our high standards for performance and quality. In addition, our teams consistently look at new materials and technologies to enhance our retread products.

We collaborate with our customers to help them understand how retreading can potentially help them meet their own sustainability goals. We will continue to work with customers to develop solutions and technologies to achieve their goals.

As we look ahead, we plan to explore retreading technologies in other areas of our business, including the possibility of use in the last-mile delivery space. We are also working on building key performance metrics and goals for retreading.

Tire Weight Reduction

Tire weight reduction has the potential to deliver end-to-end advantages from raw material consumption, to tire production to a reduction of use-phase tire emissions to end-of-life tire management. When we think about how that fits into circularity and more specifically dematerialization, we focus on reducing the material inflow into our products, which can impact that entire flow.

As we look ahead, our Technology, Global Material Science and Sustainability teams are actively looking at developing tire constructions that use new technologies and sustainable materials that carry higher loads at a lower weight, while meeting our high standards for safety and performance. Reducing tire weight also helps improve energy usage.

In 2026, Goodyear is evaluating weight reduction opportunities, determining ambitions and developing a program management approach. We will share progress in future reports.



CIRCULARITY STRATEGIES AND ACTIONS

End-of-Life Tires (ELT)

The proper recovery and reuse of ELT help to contribute to a circular economy, where they can be a useful resource. Goodyear looks at tire-to-tire circularity, which we define as transforming materials from end-of-life tires into materials that can be used again to make new tires. While tire-to-tire technologies continue to scale, non-tire applications remain an important option to recover material. Goodyear actively invests in venture-scale companies transforming ELT and participates in industry collaborations that promote beneficial uses of ELT.

Goodyear plays an important role in managing ELT at our own locations and through promoting the proper recovery and reuse of ELT as a raw material in new tires. However, proper ELT management requires a multi-stakeholder approach because tire replacement often occurs in locations outside of a tire manufacturer's control, and ELT management involves many actors along the value chain.

To do our part, Goodyear:

- Promotes the proper management of ELT in our company-owned retail locations;
- Conducts research to explore the development of ELT recovery methods and the use of ELT as a raw material to advance product design;
- Continues to investigate recycling opportunities beyond current applications; and
- Actively collaborates with industry peers through the Tire Industry Project (TIP) and regional tire trade associations to advance industry-wide ELT management systems.

In 2025, Goodyear:

- Worked with TIP to publish its [ELT Management Hierarchy](#) and ELT Treatment Processes diagram and refreshed the collection of global ELT management data
- Continued to serve as a leading voice in the Tire Recycling Foundation in the United States
- Continued to work with [Pretred](#), which develops sustainable, recycled rubber barriers made from tires that have reached their end of life

Goodyear also actively participates in the WBCSD's technical working group in support of the WBCSD Global Circularity Protocol (GCP) for Business. The GCP is a framework that helps companies, like Goodyear, measure, improve and communicate on circularity progress. The GCP also guides the development of standardized metrics that support consistent measurement and reporting of circularity performance.

Looking at 2026, Goodyear expects to continue to explore collaborations and other solutions in this space. We also plan to work with external organizations to promote effective ELT management.

Waste

In 2006, Goodyear established a Zero Waste to Landfill expectation that applies to Goodyear-created or owned waste at our legacy Goodyear tire and chemical manufacturing facilities. There are exemptions for specific waste streams that must be disposed of per regulatory requirements.

Since then, we have continuously improved our waste management practices by maintaining corporate standards, processes and systems to help ensure the appropriate disposition of our waste and other materials. Goodyear began to incorporate legacy Cooper facilities in this program. Following the inclusion of our Cooper facilities in Asia Pacific, the Cooper legacy facility in Serbia achieved Zero Waste to Landfill status in 2025.

To properly manage and confirm the continued success of our Zero Waste to Landfill program, monitoring measures are in place, such as waste reports differentiated by waste types and dispositions and a detailed waste vendor approval process.

We require our waste vendors to comply with our Zero Waste to Landfill program and monitor and audit performance to ensure compliance. If we discover any deviation from the program, immediate actions are taken, which can include corrective action plans or the vendor contract termination.



KEY METRICS AND LOOKING AHEAD

The following outlines the progress we have made toward our established goals.

***We saw a slight increase in our tire weight reduction in 2025. In 2026 and beyond, we will continue to deliver a product portfolio that meets our customers' needs.*

CIRCULARITY AREA	METRIC	2025	2024	2023
Sustainable Materials	Sustainable Material Progress	Demonstrated ability to produce a 95% sustainable-material tire*	Introduced new products in EMEA, APAC and US	Demonstrated capability to produce a 90% sustainable-material tire*
Demonstration of Tire-to-Tire Circularity *	Percent by Weight	55%	34%	7%
Sustainable Materials	Percent of Bio-based Materials Used in Products <i>Includes materials derived from materials of biological origin such as natural rubber, plant-based oils, fatty acids, etc.</i>	22.60%	22.80%	22.30%
	Percent of Recycled Input Materials Used to Manufacture the Organization's Primary Products and Services <i>Includes both pre- and post-consumer recycled materials</i>	1.8%	1.4%	0.24%
	Percent of Renewable and Recycled Materials Used in Products <i>Sum of bio-based and recycled input materials</i>	24.40%	24.20%	22.54%
Petroleum-derived Oils	Percent Petroleum-derived Oils Used	98%	98%	98%
Tire Weight Reduction	Percent Reduction vs. 2005 Baseline <i>Includes Goodyear- and Dunlop-branded products, excludes tires made in recently acquired Cooper facilities. Our target was 9%.</i>	9.8%**	9.9%	9.9%

*Achieved via laboratory demonstration

LOOKING AHEAD

As we look ahead to 2026 and beyond, Goodyear plans to:

- Identify future opportunities for collaboration on new sustainable materials
- Continue collaborating with our customers to drive further adoption of sustainable material content in Goodyear tires
- Continue to evaluate weight reduction opportunities, determining ambitions and developing a programmatic approach
- Explore retreading technologies in other areas of the business
- Increase the demonstration of tire-to-tire circularity
- Continue to evaluate venture investments in companies that focus on recycled rubber materials and products



HUMAN AND LABOR RIGHTS

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HUMAN AND LABOR RIGHTS

Goodyear promotes the protection of individuals' social and economic well-being through responsible labor practices, protection of human rights within the value chain and workplace, and prevention of abuse, exploitation and trafficking of humans of any age.

WHY PROTECTING HUMAN AND LABOR RIGHTS MATTERS

Goodyear's commitment to acting with integrity, honesty and respect reflects how we work and serves as the foundation for our duty to protect and promote human rights across our value chain.

Our focus on human and labor rights is essential to maintaining a safe and fair workplace and to upholding ethical practices that strengthen our corporate culture, support operations, enable sustainable cost structures through responsible labor governance and mitigate operational and reputational risks. In turn, this focus allows us to strengthen associate engagement, enhance our working relationships with third parties and build organizational resilience by strengthening our long-term competitiveness.

Goodyear is committed to respecting, safeguarding and supporting fundamental human rights, in compliance with the laws and regulations of each country in which we operate and in line with internationally recognized human rights standards including the United Nations (UN) Guiding Principles on Business and Human Rights, the Organisation for Economic Co-operation and Development Guidelines for Multinational Enterprises, and the International Labour Organization's Declaration of Fundamental Principles and Rights at Work and related conventions.



GOVERNANCE FOR GOODYEAR'S HUMAN AND LABOR RIGHTS STRATEGY

The Human and Labor Rights Subcommittee — comprised of leaders from Human Resources, Legal, Communications, EHS, Procurement, Sustainability and Compliance & Ethics — meets routinely and is responsible for guiding Goodyear's approach to human and labor rights. This subcommittee is focused on health and safety, labor relations, supply chain, policy alignment and risk assessment and mitigation.

Our human rights policies and standards reflect our expectations across our value chain. All Goodyear stakeholders, including suppliers and other third parties, are expected to act with respect for human rights, consistent with our human rights policy and standards.

Goodyear's [Global Human Rights Policy](#) illustrates that we are fully committed to maintaining an inclusive workplace and value chain that is free of harassment based on a person's gender, race, age, religion, disability, ancestry, national origin, sexual orientation or other characteristics protected by applicable law. The policy — which was last updated in 2025 — also outlines Goodyear's commitment to the UN Guiding Principles on Business and Human Rights. This policy details our long-standing human rights commitments including:

- Prohibition of Forced and Child Labor
- Safe working conditions for associates and contractors
- Freedom of Association

We require our suppliers to comply with [Goodyear's Supplier Code of Conduct](#) or have their own comparable code of conduct and/or commitments, and we may deny or terminate a business relationship should a supplier not do so.

Using our Policy on Policy Governance process — which outlines the process by which we prepare, revise, review, approve and make available our company policies — as a guide, our Human Rights Policy has been incorporated into our Supplier Code of Conduct, as well as the following:

- Global Zero Tolerance Booklet
- Natural Rubber Procurement Policy
- Sustainable Soybean Oil Procurement Policy

HUMAN AND LABOR RIGHTS

HUMAN AND LABOR RIGHTS STRATEGIES AND ACTIONS

Our approach to human rights is informed by our understanding and evaluation of the potential risks and challenges as well as opportunities to reduce risk in our operations and value chain.

Labor Relations

Collective bargaining, a process for negotiating agreements between parties that defines the wages, terms and conditions of employment, is a core activity in which Goodyear's Labor Relations team engages.

At Goodyear, we aim to achieve agreements that are fair, sustainable and aligned with the long-term competitiveness of the business. We are committed to labor governance that supports our associates, and we are focused on building a global framework for collective bargaining that is transparent, responsible, consistent and aligned with strategic priorities.

We respect our associates' rights to freedom of association and collective bargaining. We maintain ongoing dialogue with our union and employee representatives around the world, which allows us to develop agreements that are fair and aligned with the needs of our associates and business.

In 2025, Goodyear advanced our labor relations approach by beginning to transition from a locally driven, regionally governed model to one that is globally aligned and governed with regional coordination and local execution. This evolution allows for greater consistency, shared standards and stronger connections across all geographies, ensuring a more unified approach to engagement.

Human Rights Education and Training

All Procurement, Legal, Human Resources and Internal Audit associates globally are provided training at least every two years on human rights designed to help them identify human rights-associated risks, including forced labor, child labor and to report concerns.

In 2025, Goodyear also required all salaried associates to complete an online training course focused on protecting human rights. Associates assigned this course learned how to detect and prevent modern slavery and gained the knowledge needed to understand the warning signs and how to look for them.

Stakeholder Engagement

We continue to evaluate expectations and requirements from our customers and other external stakeholders to understand their human rights guidelines and principles. These and other factors, such as those identified through our materiality process, inform our due diligence and risk evaluation processes.

Due Diligence Process

Supporting these policies and standards are various due diligence processes, including vendor and other third-party management programs and grievance and remedy mechanisms, like the Goodyear Integrity Hotline. We discuss our vendor management programs in our section on Supply Chain Transparency and Governance and our Goodyear Integrity Hotline in our Compliance & Ethics section.

We follow a risk-based approach and work with third parties to help identify risks and opportunities. This approach allows us to understand, identify and evaluate the human rights risks in our own business and within our supply chain and to prioritize these for further review. The results help us make decisions about working with suppliers.

Within our manufacturing facilities, we conduct regular site-level audits and compliance reviews covering working conditions, health and safety, and labor practices. Audit reports are issued, with a specific action plan and timeline to close any gaps identified.

Any allegation of human rights policy violation in our own operations or in our supply chain will be carefully investigated, and appropriate measures will be taken. The appropriateness and effectiveness of our process are reviewed and assessed periodically.



HUMAN AND LABOR RIGHTS

We also continually evaluate our processes, and we have continued to incorporate human rights topics into our audit protocols. We discuss these audits in the [Supply Chain Governance](#) section of this report.

At Goodyear, respect for human rights and management of environmental risks is a continuous process in which Goodyear considers the human rights- and environmental-related risks and due diligence obligations. Goodyear's policy statements on SCDDA can be found [on our website](#).

Additionally, Goodyear is aware of the [Corporate Sustainability Due Diligence Directive](#) and is preparing for its implementation.

KEY METRICS

Goodyear's commitment to protecting and preserving human rights is reflected in our educational programs that are focused on training associates and procedures. The following details our human rights training numbers for 2025.

METRIC	2025	2024	2023
Number of Hours Devoted to Training on Human Rights Policies/Procedures	22,742	21,699	23,831
Number of Associates Trained in Human Rights Policies/Procedures	27,583	48,882	33,635
Percentage of Associates Trained in Human Rights Policies/Procedures	46%	74%	49%

Our training program curriculum is risk based, runs across a multi-year schedule and is designed to ensure that associates receive training they need on an appropriate cadence.

We also monitor the percentage of employees covered by collective bargaining agreements.

METRIC	2025	2024	2023
Percentage of Associates Covered by Collective Bargaining Agreements	57%	56%	56%

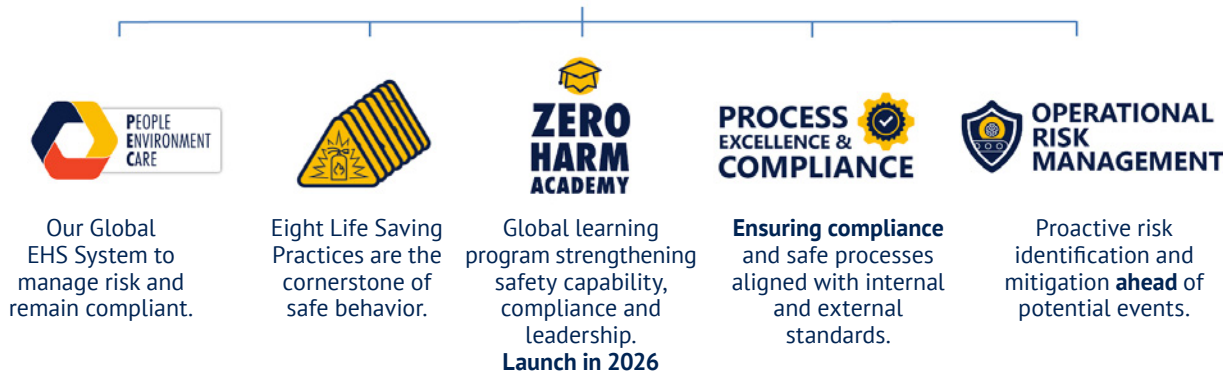
LOOKING AHEAD

Goodyear plans to continue to review and update pertinent policies and processes, as needed, to ensure they are aligned with current legal requirements and stakeholder expectations. In 2026, the Human and Labor Rights Subcommittee plans to identify metrics for this high-priority topic. Once these metrics are identified, Goodyear will share the company's progress in future reports.

HEALTH AND SAFETY

WHY HEALTH AND SAFETY MATTERS

The health and safety of our associates is our highest priority. We are committed to eliminating all serious injuries (SI), or those with the highest-severity outcomes across our global operations by building and sustaining a Zero Harm Culture. This means strengthening leadership, improving risk controls and reinforcing personal responsibility for safe work. Guided by the belief that every incident is preventable and no injury is acceptable, we focus on disciplined risk identification, effective corrective actions and strong leadership accountability every day.



GOVERNANCE FOR OUR HEALTH AND SAFETY STRATEGY

Our governance process integrates performance, management system maturity and compliance with internal and external requirements. Objectives cascade from senior leadership through geographies to facilities, with routine reviews that track progress, validate results and drive accountability. Safety Steering Committees – comprised of hourly and salaried representatives – support participation and continuous improvement at the site level.

HEALTH AND SAFETY STRATEGIES AND ACTIONS

In 2025, we deployed our enhanced safety strategy to reduce risk and prevent serious injuries, while continuing our process of escalating serious injuries and mitigations to senior leadership. The foundation of this strategy is our risk-based EHS management system – People, Environment and Care (PEC) – built on global standards and common metrics that enable consistent deployment and benchmarking across sites and regions.

We accelerated PEC maturity by globally recalibrating our management-system principles and maturity scoring - raising the rigor of site expectations and strengthening the process discipline needed to sustain improvements long term.

We fully deployed the enhanced system across global manufacturing in early 2025 – exceeding our maturity objectives by year-end. We are extending the same risk-control and governance principles into non-manufacturing operations in 2026.

This system-based focus is already improving risk visibility and driving targeted action. For example, injuries with Serious Injury Potential (SIP), those events involving our highest-risk tasks where severe harm was possible but prevented, declined meaningfully versus 2024, reinforcing the value of consistent global processes and disciplined follow-through at each facility.

Promoting a Zero Harm Culture

Our Zero Harm Culture is reinforced through governance, capability building and associate participation. Goodyear's [Responsible Operations Policy](#) underscores the principles that guide continuous improvement of EHS and our commitment to operating in a manner that protects our people, customers, company, reputation and the communities in which we operate.

While PEC was built on industry-leading requirements (ISO 45001), we do not require external certifications for all operations. Regardless, multiple locations maintain external certifications including 45 facilities that are ISO 14001-certified (environmental management) and 20 facilities that are ISO 45001-certified (occupational health and safety). These certifications provide additional independent validation of disciplined risk management, legal compliance and continuous improvement.

Technology continues to strengthen injury prevention and compliance execution. We continue to consolidate core EHS processes into a single global system and leverage new technologies to improve data quality, accelerate insight-to action and enable consistent governance across regions.

HEALTH AND SAFETY

Education and training remain central to our culture. We invest in EHS training and structured workforce engagement mechanisms — including formal safety committees — because a strong safety culture is built through visible leadership reinforcement and meaningful employee participation.

Across our global footprint, Goodyear reduced injury risk by standardizing expectations through a global ergonomics standard that applies to all operations and embeds musculoskeletal disorder (MSD) risk reduction into both existing work and the design/selection of new or modified equipment and processes. We used common assessment and capability-building tools - including the HumanTech System and advanced motion-capture-enabled risk assessment to consistently identify high-risk tasks, prioritize countermeasures, and track execution through structured, site-specific improvement plans. In parallel, sites implemented a balanced portfolio of administrative controls and engineered solutions resulting in 244 worksite improvements across the footprint with 68 percent averaging a 30 percent or more improvement in ergonomic risk. Together, these ergonomic improvements reinforce our Zero Harm Culture by turning risk visibility into disciplined follow-through - eliminating MSD exposures through consistent standards, leader accountability, and the shared expectation that every incident is preventable and no injury is acceptable.

KEY METRICS

Goodyear measures safety progress through both leading and lagging indicators. Leading indicators include corrective action completion, ergonomic risk reduction, industrial hygiene improvements, management system maturity, associate engagement, corrective actions from audits/inspections/near misses, and near-miss reporting. Lagging indicators include SIs and SIP, Total Recordable Injury Rate (TRIR), recordables, restricted/lost time, contractor injuries and first-aid injuries.

METRIC	2025	2024	2023
Percent of Employees and Contractors Who Are Covered by EHS Management System	100%	100%	100%
Employees and Contractors Who Are Covered by EHS Management System that has Been Audited or Certified by an External Party <i>Facilities with ISO 14001 and/or ISO 45001 certifications.</i>	69%	62%	60%
Number of Incidents <i>Recordable incidents.</i>	1,454	1,297	1,260
Total Recordable Injury Rate (TRIR) <i>Medical treatment above first aid and restricted/lost time injuries. Rate based on 200,000 hours worked and includes Goodyear associates and supervised contractors.</i>	2.56	2.09	1.96
Serious Injury Rate <i>Rate is based on 200,000 hours worked and includes Goodyear associates, supervised contractors and independent contractors.</i>	0.02	0.02	0.03

All incidents - including injuries, illnesses, near misses and property damage — are investigated to identify causes and implement corrective actions. Corrective actions are documented in our EHS data systems to enable escalation, learning transfer, analysis and reporting.

Year-over-year changes in recordable injuries reflect both workplace performance and the maturity of our reporting systems. In 2025, we strengthened data assurance through recordkeeping reviews and reconciliation across multiple data sources, improving the accuracy and comparability of our reporting.

Additional EHS indicators can be found in our data table on our [corporate website](#).

LOOKING AHEAD

In 2026, we will continue to advance our Zero Harm Culture and strengthen risk mitigation by continuing to embed EHS and Operational Risk Management disciplines into our management system and scaling the infrastructure needed for consistent execution across our operations. Key priorities include:

- **Preventing serious injuries:** Reinforcing critical controls and risk-based prevention programs, supported by consistent global learning and governance
- **Strengthening our Safety Management System:** Through continued implementation of the PEC principles across manufacturing sites globally
- **Deploying a scalable Operational Risk Management process:** To mitigate operational risk and proactively identify, assess and manage risk globally

ASSOCIATE EXPERIENCE

Goodyear is committed to attracting and retaining associates through integrated processes and programs designed to develop and engage associates throughout their career at Goodyear. The talent lifecycle begins with identifying and attracting the best talent in our industry. We then engage and enable associates to realize their full potential through integrated talent management and learning and development solutions.

WHY THE ASSOCIATE EXPERIENCE MATTERS

At Goodyear, we believe a strong associate experience drives business results. We continue to work to build a culture where our associates feel connected and inspired to make decisions in support of our values – being relentless, innovative, exceptional and bold, while acting as one team with integrity and safety in all we do.

We are committed to encouraging a culture that appreciates different perspectives, which is reflected in how our teams work together around the world. When our associates are engaged and supported, they bring their best ideas forward, put the customer first, and help drive the performance that will enable Goodyear to achieve its vision of being #1 in Tires and Service.

GOVERNANCE FOR GOODYEAR'S ASSOCIATE EXPERIENCE STRATEGY

Our Associate Experience Council brings together Talent Management, Learning & Development, Talent Acquisition, Talent Analytics, as well as HR Systems and HR Services leaders from around the globe to address enterprise-wide talent priorities. Through a structured, collaborative governance process, the Council develops integrated talent solutions that drive business impact.

Our Human Resources team also provides regular updates to the Board of Directors' [Human Capital and Compensation Committee](#). Pertinent workforce metrics, trends, and programs are reviewed to ensure continuous focus on our talent.

ASSOCIATE EXPERIENCE STRATEGIES AND ACTION

Talent Attraction

Our Talent Acquisition team, reporting to the Vice President, Global Talent & Associate Experience, creates and executes effective strategies – built from associate feedback and aligned to our core values – to attract qualified, top talent for all levels, from hourly to executive-level positions. The company leverages the Goodyear Employee Value Proposition (EVP) that showcases our culture, values, and the unique benefits associated with working at Goodyear. While the global EVP is standard, we customize campaigns based on the unique attributes of our various positions and locations. Our EVP is pivotal in helping us to attract the best talent.



ASSOCIATE EXPERIENCE



We use hiring practices that aim to attract the best qualified candidates in the market. Goodyear uses recruiting best practices and makes good faith efforts to identify and ensure all candidates are fairly considered. Hiring practices also include posting Goodyear job opportunities to career sites and partnering with community organizations, professional associations, trade schools, technical colleges, universities and career events and employment programs.

Additionally, identifying internal talent for open positions is critical to our talent management strategy. Associates apply for open roles through Goodyear's career site and regularly update their professional profiles in our talent management system for consideration for career advancement opportunities. We take pride in building and promoting internal talent through robust development and succession planning processes. In 2025, 84 percent of open management positions were filled by internal Goodyear associates.

Associate Development

We work with our associates to ensure they have the skillsets required for future success, as well as the guidance, coaching and feedback needed for career advancement within Goodyear.

Goodyear's Performance and Development Process (PDP) drives success for Goodyear and our associates by setting clear and measurable annual goals and fostering ongoing conversations and coaching between associates and their managers. In 2025, we introduced our new core values and competencies, which are now integrated into the 2026 PDP. By incorporating these two factors into our year-end performance review process, we reinforce what excellence looks like at Goodyear and gain greater insight into how associates are delivering business results and demonstrating our values. These insights inform opportunities for growth, development, and continued impact.

Learning and Development

Building the skills associates need to meet business and professional goals is intrinsic to our organizational DNA. Goodyear's Learning and Development (L&D) programs are aligned with our business strategy and designed with the understanding that learning is experiential.

Our associates receive training on various leadership topics and competencies, technical elements related to their unique roles and compliance items to foster a positive work environment. In addition, continuous feedback and the exchange of ideas are critical to our business. As a global organization, it is through our connections with each other that we can hear unique perspectives and embrace new ways of thinking and new cultures to deliver for our customers. One example of this is our manager-lead table-top engagement sessions that provide the opportunity for associates to share their input and perspectives on important business topics.

We also prioritize development for our Manufacturing associates. Our current initiative engages and empowers associates by focusing on standardized work, safety and process improvement, emphasizing consistency across plants and regions. This is done through ongoing learning experiences and workshops to enhance technical and soft skills.

In 2025, our salaried and hourly associates completed an average of over 16 hours of training. Associates have access to a variety of global development resources and processes to advance their careers at Goodyear, including:

- Talent Central, a central repository of tools, books and articles for learning, as well as policies and processes, to help associates manage their career and their teams. This site was updated in 2024
- An internal learning system that houses a collection of 17,000+ courses—developed by internal teams and leading providers—available to all associates, allowing them to identify learning opportunities. These courses are updated on a regular basis
- Goodyear supports associate development through access to external coaching opportunities and mentoring, available through a variety of forums including Employee Resource Groups, individual development planning and select leadership programs

WORKFORCE PLANNING

Goodyear leverages an annual global talent planning process to prepare the next generation of leaders. This helps our business identify future experiences and capabilities needed to win, evaluate talent against those experiences and capabilities, identify successors to critical roles, and coordinate robust development plans focused on helping our leaders reach their full potential.

Complementing these global talent reviews, our Chief Executive Officer and Chief Human Resources Officer annually meet with Goodyear's top leaders in each business unit and function to align on succession plans and the development actions needed to grow the business and deliver the leader capability required for future success.

ASSOCIATE EXPERIENCE

Our talent planning process also includes a review of our internal talent pipeline to ensure our processes and development opportunities are inclusive of all our associates. During this process, Talent Management and Talent Acquisition partner with HR Business Partners and leadership to proactively identify internal or external talent needed for critical roles – helping the organization to attract and retain the most qualified talent.

ASSOCIATE ENGAGEMENT

Our people are our key differentiator, and we are committed to listening to our associates and using their feedback to strengthen our associate experience. Our global engagement survey provides a channel to solicit feedback about different elements of the associate experience, helping us understand engagement and the factors that drive it.

The survey’s results provide valuable feedback that our leadership teams use to guide meaningful actions that positively affect the associate experience. Every year, we use these results to enhance our associate communication, training offerings and recognition.

For example, in 2025, in response to engagement survey feedback, we introduced manager-led tabletop activities designed to foster team dialogue around our vision, shared objectives and global operating model. More than 2,600 managers facilitated discussions with their teams, gathering valuable associate insights and perspectives. This feedback was consolidated, analyzed and used to inform targeted actions and continuous improvement efforts across the organization.

Our 2025 Global Engagement Survey revealed that 78 percent of our associates responded to the survey questions, meaning more than seven out of ten associates indicated that they were engaged in their roles at Goodyear.

We also offer an exit survey to global salaried associates who elect to leave Goodyear. This exit survey helps us better understand our opportunities to attract and retain talent and provides additional insights to consider as we seek to improve our career development, engagement and retention programs.

These formal listening activities offer a powerful set of datapoints across the talent lifecycle that help us prioritize where we can be most impactful at enhancing the associate experience.

EMPLOYEE RESOURCE GROUPS (ERGs)

Goodyear’s eight ERGs help to foster a sense of belonging and community for all our associates. Our ERGs provide community, professional development, and volunteer opportunities to every associate around the world. In 2025, over 5,000 associates were members of one of our 47 ERG chapters globally.

In 2025, **5,000** associates were members of one of our **47** ERG chapters globally.

KEY METRICS

METRIC	2025	2024	2023
Average Hours of Training Per Associate	16.08	16.33	14.90
Number of Associates Participating in an ERG	5,064	4,188	4,000
Global Engagement Survey Participation	78%	76%	Goodyear began reporting in 2024
Percentage of Open Management Positions Filled by Internal Candidates	84%	86%	86%

LOOKING AHEAD

In 2026, we plan to continue to enhance the associate experience with a strong focus on driving alignment as one global team. This includes a focus on communications and regular engagement with business and functional leaders. We will also continue to assess and evolve our associate development and reward and recognition programs to ensure they support growth, reinforce our values, and recognize contributions that drive Goodyear’s success.

ASSOCIATE HEALTH AND WELL-BEING

WHY ASSOCIATE HEALTH AND WELL-BEING MATTERS

GoodLife embodies a holistic approach to health and well-being that associates and their families can champion, aiming to improve quality of life and productivity.

OUR FOUR PILLARS OF EMOTIONAL, FINANCIAL, PHYSICAL AND SOCIAL HEALTH GUIDE OUR ANNUAL PROGRAMS



EMOTIONAL WELLNESS - The ability to successfully handle life's stresses and adapt to change and challenging times.



FINANCIAL WELLNESS - The ability to manage money in a way that provides peace of mind.



PHYSICAL WELLNESS - Recognizing the need for physical activity, healthy food and sleep, as well as preventing illness or injury and/or managing chronic conditions.



SOCIAL WELLNESS - The relationships people have and how they interact with others. This involves building healthy, supportive relationships as well as fostering a genuine connection with those around you.

ASSOCIATE HEALTH AND WELL-BEING STRATEGIES AND ACTIONS

GoodLife measures the success of these initiatives through associate engagement and participation in company-provided benefit programs and special events designed to celebrate Goodyear and our associates. These wellness initiatives help ensure our associates are the best version of themselves at both home and work. By reducing unplanned absences and effectively managing life's everyday challenges, our associates can focus on creating successful professional and personal lives.



Encouraging and Supporting Healthy Habits

Goodyear encourages a healthy workforce through voluntary initiatives, including the Healthy Choice Incentive, wellness physicals, year-round vaccination clinics and educational programs.

Marathon Health, our GoodLife Health Center (GLHC) provider, administered vaccination and flu shot programs throughout 2025 at all Goodyear locations with onsite wellness services. Where onsite clinics are not available, Goodyear partners with local providers to ensure our associates have access to essential care.

Associates also have regular access to wellness programs at the GLHC, personal health services and onsite Fitness Center at HQ and other locations, to ensure associates can maintain a healthy body and mind.

GoodLife sponsors annual on-site trainings and activities that receive positive feedback and raise awareness of Goodyear's commitment to wellbeing, including:

- **Cardiopulmonary Resuscitation (CPR) Training:** In partnership with Goodyear Security Services, GoodLife sponsors an annual CPR certification program, training and certifying over 100 Akron-based associates every year.
- **World Heart Day:** Supporting the global effort to improve cardiovascular education, GoodLife annually observes World Heart Day by offering heart healthy food and recipes.
- **Akron Marathon Series:** GoodLife partners with our Community Engagement team to drive participation in the annual Akron Half Marathon & 10K. This includes waiving the race registration fee for early registrants.
- **Global Week of Volunteering:** GoodLife provides first aid kit items for associates to use during our annual Global Week of Volunteering, where associates give back to the communities in which they live and work.
- **"Know Your Numbers" Campaign:** This annual campaign encourages associates to speak with their healthcare providers to better understand key metrics related to their individual health and wellness. Through these campaigns and engagement with their care teams, associates have not only learned about ways to manage chronic conditions, but also how to incorporate healthier nutrition and lifestyle behaviors in their daily living.

ASSOCIATE HEALTH AND WELL-BEING



Goodyear's Global Employee Assistance Program (EAP)

EAP provides associates and their family members across the globe with an array of services, including a focus on strengthening relationships, enhancing communications skills and coping with depression, mental illness, anxiety, stress, grief and loss, 24 hours a day, seven days a week.

GoodLife and the EAP also provide tailored training services to different business segments throughout the year, focusing on identifying potential issues and teaching coping strategies for everyday challenges, both personally and professionally. With over 75 unique programs available through the EAP, we continually strive to optimize the well-being of our associates and their families.

We actively promote EAP services throughout the year, recognizing the value these services deliver by keeping associates and their families safe and healthy. Whether through print or digital communication or at a benefits fair, our EAP resources are central to our service offering to our associates.

Maintaining Safe and Healthy Worksites

Safe and healthy worksites are essential to our business, so we regularly assess the measures we have in place to help protect our associates.

As part of this commitment, eight manufacturing locations have comprehensive GoodLife Health Centers with first-responder teams and fire brigades. We also provide clinical services at five additional worksites.

These health services are aimed at preventing workplace illness and injury, but in the event something occurs, the GoodLife Health Center staff can provide the appropriate care and triage based on the severity of the event. The GoodLife Health Center staff also conducts new hire physicals, hearing conservation tests, injury prevention training and pro-active outreach to our associates on the plant floor to ensure both safety and personal wellbeing are a priority.

Delivering Robust Benefits

To meet the needs of our workforce, retirees and their dependents, we offer robust benefits packages with options for full-time and part-time associates for our significant locations of operation. Costs for most benefit plans are shared by both the Company and the associate.

COMMUNITY ENGAGEMENT

WHY COMMUNITY ENGAGEMENT MATTERS

Giving back to and serving the communities in which we live and work is an integral part of Goodyear's culture. In doing this, we seek to build and support collaborative programs that create positive outcomes for people, communities and the world around us.

GOVERNANCE FOR GOODYEAR'S COMMUNITY ENGAGEMENT STRATEGY

Our community engagement strategy is global, with a focus on local implementation. We support communities based on their unique needs with our expertise, time and financial support. This strategy and associated policies are developed at the corporate level and then shared with and customized by our locations around the world.

Our Community Engagement team, which reports to our Vice President, Global Public Affairs, provides the necessary tools, resources and guidance to help our locations meet the needs of their respective communities.

COMMUNITY ENGAGEMENT STRATEGIES AND ACTIONS

Associate Volunteerism – Safe, Smart, Sustainable

Our global Community Engagement strategy and efforts are an extension of our business, and providing our associates with meaningful volunteer opportunities throughout the year is a key component of this strategy. We regularly share with our associates how volunteerism helps to create value for all our stakeholders. Our team also works closely with leaders across the organization to build volunteerism-based plans for their respective functions.

Goodyear associates contribute their time and talent year-round helping to improve our communities. We do this by aligning our volunteer programs to our three engagement pillars – Safe, Smart and Sustainable.

- Safe: Promoting safe mobility to protect our communities
- Smart: Inspiring students to reach their full potential and prepare for careers
- Sustainable: Supporting environmental and societal needs to help communities thrive

Examples of our associate volunteer programs can be found on [our website](#).

Global Week of Volunteering

Our Global Week of Volunteering is Goodyear's largest community program. In 2025, we increased the number of projects associates completed for non-profit organizations by 13 percent compared to 2024. This effort allows us to make a collective impact, while engaging associates with volunteerism.

Additionally, Goodyear hosts free professional development workshops for nonprofits on topics including public speaking, computer skills and change leadership. The program utilizes our learning and development resources and is offered at no cost to more than 500 non-profit professionals who may not have the funding for it.



COMMUNITY ENGAGEMENT

KEY METRICS

In 2025, Goodyear associates logged more than 14,000 volunteer hours with nearly 100 non-profit organizations to help strengthen our communities.

Additionally, we set a goal for our Global Week of Volunteering each year. Our goal for 2025 was to grow the program by executing 235 volunteer events in 42 Goodyear locations totaling 11,800 volunteer hours. Due to changes in our footprint, we executed events in 40 Goodyear locations totaling 10,000 volunteer hours.

The table below provides a snapshot of community engagement activities in 2025.

METRIC	2025	2024	2023
Number of Goodyear Locations Participating in Global Week of Volunteering	40	40	35
Year-over-year Percentage Increase of Associate Involvement in Global Week of Volunteering	-2%*	48%	20%
Hours of Associate Volunteer Service	14,408*	17,193	13,400


*Due to changes in our footprint in 2025, we saw a decrease in participation and total hours of service.

Lastly, Community Engagement leverages the Goodyear Blimp to create value in our community. Each month, we award approximately 10 Blimp ride certificates to local nonprofits near our Blimp bases in Ohio, Florida and California for fundraising use. We also run annual Marine Toys for Tots campaigns at these bases each holiday season. In 2025, the program donated 31,151 toys and raised more than \$111,560. Since 2010, these events have generated more than 330,000 gifts and over \$985,000 to benefit the Marines Toys for Tots Program.

LOOKING AHEAD

Goodyear remains steadfast in our commitment to giving back to the communities in which we operate, looking for opportunities to engage in new projects and expand associate volunteerism.





SUPPLY CHAIN GOVERNANCE AND TRANSPARENCY

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SUPPLY CHAIN GOVERNANCE AND TRANSPARENCY

Goodyear is committed to managing sourcing in a manner that helps reduce environmental and social impacts and improves our global risk management. Goodyear's sourcing includes direct materials such as natural and synthetic rubber; fillers; chemicals and oils; semi-finished goods such as bead wire, steel cord and tire cord fabrics; and indirect items such as services, equipment, maintenance, transportation, energy and utilities.

WHY SUPPLY CHAIN GOVERNANCE AND TRANSPARENCY MATTERS

Our supply chain comprises a broad range of goods and services, and recognizing the potential for impacts within it, we remain focused on the importance of responsible sourcing. As part of this focus, we assess a wide array of sustainability concerns, including human and labor rights, child labor, safety and environmental matters. Goodyear actively addresses issues in these areas as they arise, and works to mitigate climate-, nature- and geopolitical-related risks in its supply chain.

GOVERNANCE FOR GOODYEAR'S SUPPLY CHAIN GOVERNANCE AND TRANSPARENCY STRATEGY

Goodyear's Chief Procurement Officer (CPO) leads the Global Procurement teams that serve Goodyear and its affiliates managing sourcing for the materials and services they use around the world. Goodyear's CPO is part of Goodyear's Senior Leadership Team reporting to the CEO and is part of regular Board reviews involving the Senior Leadership Team.

Together with other Goodyear teams, the Procurement team oversees and implements policies, programs and supplier assessments and audits. For example, in 2018, Goodyear established its Natural Rubber Steering Committee, which meets quarterly to track progress against annual goals - supplier audits conducted, third-party audit system onboarding and supplier assessment programs - and review natural rubber suppliers' environmental and social audits, and resolution of issues.

We require our suppliers to comply with [Goodyear's Supplier Code of Conduct](#) or have their own comparable code of conduct and/or commitments, and we may deny or terminate a business relationship should a supplier not do so. Topics covered in the Supplier Code of Conduct include child labor and other working condition regulations, safety, business ethics, environmental practices and anti-corruption as well as our requirements related to competition law compliance, conflicts of interest and privacy, among other topics.

Additionally, Goodyear has implemented several policies that underscore our commitment to sustainable sourcing. These include:

- [Natural Rubber Procurement Policy](#): Aligned with the Global Platform for Sustainable Natural Rubber (GPSNR) Policy Framework, this policy outlines our commitment to completing projects that improve livelihoods or yields, and to encouraging broader efforts aimed at improving living conditions in the communities that support our supply chain.

- [Sustainable Soybean Oil Procurement Policy](#): Helps guide processors, farmers and other members of the supply chain to establish practices and make sound environmental and social decisions related to growing, harvesting and processing soybeans. As we continue to replace petroleum-based oils in our products, we expect to continue to develop and assess supporting policies and reporting mechanisms, as needed, to help ensure responsible supply chain management.

In addition, our work aligns with our [Global Policy on Human Rights](#), which is a key part of our commitment to ethical and socially responsible business practices.

SUPPLY CHAIN GOVERNANCE AND TRANSPARENCY STRATEGIES AND ACTIONS

Training and Education

The Global Procurement team provides associate training on topics including human trafficking, forced and child labor, anti-corruption, compliance and strategic sourcing processes. First-year Procurement associates receive approximately 40 hours of Procurement-specific sourcing training, which includes helping associates identify potential issues and provides them with the skills and resources to respond appropriately.

Natural Rubber

More than 90 percent of the world's natural rubber is made from latex derived from rubber trees, which Goodyear primarily sources from Southeast Asia, West Africa and Brazil. The tire industry uses approximately 70 percent of the world's natural rubber, and demand for natural rubber is growing. Social and agricultural practices in natural rubber production can vary greatly and can have significant impacts on the local people's livelihoods and rights, as well as local ecosystems through, among other things, potential habitat changes and deforestation.

Goodyear does not own any rubber tree plantations, but we have taken actions as a purchaser of natural rubber. Our [Natural Rubber Procurement Policy](#) aligns with the [Global Platform for Sustainable Natural Rubber's \(GPSNR\) Policy Framework](#), showing our commitment to sustainability in our supply chain. Our Natural Rubber Procurement Policy applies to Goodyear and our affiliates. Key principles include:

- Supporting and protecting the rights of workers, including contract, temporary and migrant workers, landowners and local people;
- Promoting responsible land acquisition and management that is free from deforestation and land grabbing;
- Promoting practices that lead to the ability to trace natural rubber through the entire supply chain;
- Promoting the use of responsible and sustainable production techniques;
- Promoting the best available growing and harvesting techniques;
- Supporting the livelihoods of smallholders; and
- Regularly auditing and working with our supply chain to ensure policy compliance.

SUPPLY CHAIN GOVERNANCE AND TRANSPARENCY

Additionally, through the Tire Industry Project (TIP), Goodyear has worked with others, including automakers, rubber producers, small holders and civil society organizations, to move the natural rubber supply chain toward being more sustainable. TIP members and others launched GPSNR in 2018.

Goodyear has supported the GPSNR Smallholder GAP Coaching Project since its launch in 2022. The Project is now in its third phase, and this phase has already surpassed its goal, reaching 2,767 smallholders in South Sumatra, exceeding the target of 2,700.

Conflict Minerals

Goodyear does not directly purchase conflict minerals for use in our manufacturing processes; however, some of our Tier 1 suppliers incorporate these minerals into components that we purchase, such as bead wire. Goodyear conducts due diligence on our supply chain to assess our exposure to risk due to conflict minerals.

Our Supplier Code of Conduct requires that suppliers source minerals, derivatives of minerals and other raw materials in compliance with applicable laws and regulations and in a manner that respects human rights. It also requires suppliers to avoid directly or indirectly financing or benefiting armed groups in the Democratic Republic of Congo (DRC) and/or its adjoining countries. Suppliers are also required to (i) certify that all materials and products supplied to Goodyear do not contain tantalum, tin, tungsten, gold, cobalt or mica, or (ii) if they do contain those elements, cooperate with Goodyear to conduct appropriate due diligence, including determining the country of origin and the source, including the applicable smelter and chain of custody of those elements.

To ensure compliance with our expectations, we also require any supplier with products containing covered materials to fill out a Conflict Minerals Reporting Template (CMRT) twice a year. We are a member of the Responsible Minerals Initiative's (RMI) Conflict Free Smelter Program, an industry initiative that audits smelters' due diligence activities. View our most recent Conflict Minerals [report here](#).

Managing Our Supply Chain

Goodyear uses a third-party platform to assess our raw materials suppliers, as well as targeted strategic indirect materials suppliers, around their sustainability commitments, focusing on four pillars – environment; ethics; human and labor rights; and sustainable procurement. Through this process, covered suppliers are required to provide information on policies and programs pertaining to, but not limited to, human rights (for example, those related to collective bargaining, discrimination, child labor and forced labor); employee training; environmental, health and safety; chemical management; hazardous material controls; and waste management. These survey results help us to take effective action as we determine supply chain opportunities and strategies, as well as to create and implement action and improvement plans when appropriate. In 2025, we completed assessments of suppliers covering 99.3 percent of our raw materials by volume, and we also completed assessments of suppliers covering approximately 36 percent of our indirect materials and services spend.

In 2026, we plan to continue to work with suppliers, as needed, to develop agreed-upon improvement plans, with the aim to increase the overall sustainability-focused performance of our supply base, as well as continuing to look for opportunities to expand this program to additional suppliers of strategic indirect materials.

Goodyear's Business Continuity and Procurement teams annually conduct an all-category and commodity risk assessment that identifies top raw material supplier risks across our global supply chain. This annual survey considers a wide range of factors, including: climate risk; procurement spend and volume; supply or supplier alternatives; geographic spend; geopolitical concerns; and emerging laws and regulations. Goodyear reserves the right to request information or access to suppliers' facilities at any time to confirm compliance, including and especially as it relates to human trafficking and modern slavery. In the event of violations, our Procurement team pursues appropriate responses, which may include working with suppliers to create corrective action plans or, in appropriate cases, terminating the relationship. We include audit and corrective action results in our sourcing strategy discussions.

Due Diligence Process

We follow a risk-based approach and work with third parties to help identify risks and opportunities in our supply base. Taking this approach, which includes conducting a country-, sector- and commodity-specific risk analysis, allows us to understand, identify and evaluate the risks within our supply chain and to prioritize these risks for further processing. The results of this analysis aid in our decision-making processes regarding our supply base. We may also receive alerts through Goodyear's Integrity Hotline and other channels.

As noted above, if we identify a violation or opportunities for improvement, our Procurement team pursues appropriate responses, which may include working with suppliers to create and monitor corrective action plans to identify risks and mitigation or, in appropriate cases, terminating the relationship.

In addition, based on the outcome of our risk analysis and the potential alerts, including those raised through our Integrity Hotline, our Compliance & Ethics team coordinates the review, response and investigation, in appropriate cases. More specific information can be found in the Human Rights section of this report including information related to our 2024 German Supply Chain Due Diligence Act compliance efforts.

With a comprehensive approach to ethics and compliance measures, we work to ensure our own sourcing operations do not allow or pose significant risk for either child or forced labor. In accordance with the California Transparency in Supply Chains Act of 2010, Goodyear takes measures to prevent and uncover forced labor in our direct supply chain, such as the risk-based assessments, supplier audits and the procurement trainings discussed above. To develop the baseline for our human trafficking risk assessments, we used the U.S. Department of Labor's List of Goods Produced by Child or Forced Labor that categorizes goods by country.

KEY METRICS

Goodyear audits all our natural rubber suppliers every two years to ensure our operations are not supporting child or forced labor. In 2025, we conducted either onsite or virtual audits at those suppliers who were to be audited during this two-year cycle.

Transparency

Goodyear's Natural Rubber supply chain is complex, and Goodyear is exploring processes and technologies to enhance supply chain transparency, tracking materials along development paths from agricultural production to storage, distribution, processing and manufacturing.

In 2025, we continued to onboard natural rubber factories into a third-party platform that offers mapping solutions to identify and assess risks within a company's supply chain. 79 percent of our natural rubber volume was part of that system in 2025; up from 61 percent in 2024.

KEY METRICS

The following provides an overview of our progress towards our supply chain governance and transparency goals.

METRIC	2025	2024	2023
50% Raw Material Volume Transparency by 2025	46%*	13.2%	Began measuring in 2024
Percent of Goodyear's Natural Rubber Suppliers Onboarded Into a Third-party System for Assessment	79%	61%	Began measuring in 2024
% of New Suppliers Screened Using Environmental Criteria*	61%**	83%	89%
% of Suppliers Identified as Having a Significant Actual and Potential Negative Environmental Impacts with Which Improvements Were Agreed Upon as a Result of Assessment**	100%***	68%	84%
% of New Suppliers Screened Using Social Criteria*	61%**	83%	89%
% of Suppliers Identified as Having a Significant Actual and Potential Negative Social Impacts with Which Improvements Were Agreed Upon as a Result of Assessment**	100%***	71%	92%
% of Natural Rubber Suppliers Audited in Compliance with Code of Conduct	100%	100%	100%

*Some information not disclosed publicly.

**It may take up to nine months to fully onboard a supplier and activate them in our third-party assessment tool. This may delay Goodyear's receipt of assessment reports within a given reporting year.

***Suppliers identified as having significant actual or potential negative impacts were requested to develop corrective action plans aimed at mitigating the identified risks. These action plans are reviewed and discussed with Goodyear as part of regular meetings, ensuring accountability and integration of sustainability considerations into ongoing supplier relationships.

LOOKING AHEAD

Goodyear is committed to working towards supply chain transparency and helping to advance sustainability. This includes working with organizations like the Global Platform for Sustainable Natural Rubber (GPSNR) to help drive effective solutions.

As a GPSNR member, we plan a proactive, voluntary assessment in 2026 to identify and address gaps before the GPSNR's Assurance System assessment is implemented in 2027, reinforcing our dedication to a responsible and transparent supply chain.

We continue to conduct audits under our Natural Rubber Procurement Policy and our Sustainable Soybean Oil Procurement Policy, each of which addresses deforestation, and we continue to prepare for implementation of the EU Deforestation Regulation.



NATURE

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NATURE

Goodyear is committed to responsibly managing the materials we use in our operations and products, as well as understanding how activities and operations in our value chain may potentially affect nature – including forests, land, air and water.

Guided by our double materiality assessment and the Taskforce on Nature-related Financial Disclosures' LEAP (Locate, Evaluate, Assess, Prepare) assessments, we focus on the areas with the most significant impacts, risks and opportunities – natural rubber in our supply chain, product stewardship, tire and road wear particles and water management. We also remain committed to strong environmental health and safety practices and comply with local air, water and land regulations.

WHY NATURE MATTERS

Evolving global standards recognize nature as a key sustainability focus area, and at Goodyear, nature ties directly to our work around climate – due to interdependencies such as land use and water availability and circularity – with respect to materials efficiency, use of bio-based and recycled materials, sustainable sourcing and waste reduction. Our operations and value chain influence natural systems and depend on them.

Any nature-related risk has a direct impact on our business – from supply chain vulnerability to regulatory effects. By having a strategy focused on managing these impacts, as well as responsible resource use and activity, we aim to strengthen long-term resiliency and support a sustainable value chain.

GOVERNANCE FOR GOODYEAR'S NATURE STRATEGY

In 2024, Goodyear formed an internal Nature working group, sponsored by our Vice President and Chief Sustainability Officer, to assess our impact on nature using the Taskforce on Nature-related Financial Disclosures' (TNFD) LEAP approach. We determined that our initial scope would include our upstream natural rubber processors and direct operations.

By the end of 2024, Goodyear completed the first two phases of LEAP (Locate & Evaluate), identifying priority locations in our upstream and direct operations based on any location sensitivity and environmental performance. We evaluated location sensitivity using indicators like proximity to ecologically sensitive areas, species sensitivity, ecosystem integrity and WRI water risk scores. To determine a location's environmental performance, we followed TNFD's guidance and developed a tool to aggregate external data from sources like ENCORE, the Science Based Targets for Nature's (SBTN) materiality assessment, Integrated Biodiversity Assessment Tool (IBAT) and World Wildlife Fund's (WWF) Biodiversity Risk Filter tool and facility-level Goodyear data, for example, production, waste, emissions and water withdrawal.

By the end of 2025, Goodyear completed the LEAP Assess and Prepare phases by integrating the facility-level LEAP results into our broader Environmental Dependencies, Impacts, Risks & Opportunities assessment and our global Double Materiality Assessment (DMA). This concluded our nature impact assessment, identifying nature as a high-priority topic. The assessment also helped us recognize the connections nature has to our existing *Better Future* high-priority topics.

Our network of global, regional and facility experts in EHS, Sustainability, Engineering and Procurement are responsible for helping to manage our supply chain and operational environmental impacts. Our [Responsible Operations Policy](#) is the guiding principle for all levels of management, associates and contractors to continuously improve the safety and health of our workplaces and help protect the environment.



NATURE STRATEGIES AND ACTIONS

Natural Rubber

Social and agricultural practices in natural rubber production may impact local ecosystems through, among other things, potential habitat changes and deforestation. Goodyear is committed to sustainability in the natural rubber supply chain, and although Goodyear does not own any rubber plantations, we have processes and policies in place that demonstrate this commitment. Learn more about our work within our natural rubber supply chain in the [Supply Chain Governance and Transparency](#) section of this report.

Product Stewardship

Prior to sourcing materials, Goodyear's Product Stewardship team reviews suppliers by collecting safety data sheets (SDS) and ensuring materials comply with all applicable global chemical inventories and regulatory standards, including the European Union's Regulation (EC) No. 1907/2006 concerning Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) and the U.S. Toxic Substances Control Act (TSCA). Goodyear's Global Material Science team approves material specifications. Our manufacturing facilities also conduct environmental, health and safety (EHS) checks to help ensure safe use and compliance. Goodyear's Procurement and Technology teams oversee how materials are sourced and managed.

Our Product Stewardship strategy is governed under the *Better Future* framework. Quarterly reviews with members of Goodyear's Senior Leadership Team as well as periodic reviews with the *Better Future* Steering Committee drive coordinated decision-making, leadership communication and continuous improvement of stewardship processes. During these discussions the team provides updates on strategy progress and goal alignment, which are outputs from our Product Stewardship Steering Committee. Learn more on this governance structure and the Product Stewardship Steering Committee in the Corporate Governance section of this report.

Tire Road Wear Particles (TRWP)

Tire and road wear particles, or TRWP, are particles produced by the necessary friction to ensure grip between tires and road surfaces during the tire use phase. They are a mixture of tire tread fragments and road pavement materials plus other dirt particles present on the road surface.

Goodyear addresses TRWP through its work with the Tire Industry Project (TIP). TIP is mindful of an evolving scientific understanding of TRWP and continues to support independent research to improve the knowledge base.

In 2025, TIP published eight peer-reviewed publications in support of research related to TRWP, including its first two (of three) State of Knowledge (SOK) papers on the topic. Developed by an international group of independent scientists and supported by TIP, the SOK consolidates more than 850 research studies, identifies critical evidence gaps, and calls for greater harmonization. Additionally, TIP launched its first open call for projects awarding funding to five projects that assess and measure advance mitigation for tire wear emissions. You can learn more about this on the [TIP website](#).

Goodyear also engages with stakeholders from legislators, NGOs, academics and other industries as a member of tire trade associations, such as Tyres Europe and the U.S. Tire Manufacturers Association (USTMA).

Goodyear also conducts our own independent research and technology development to improve tire wear. Through these actions, we are already committed to work that supports reducing the impact of TRWP, while maintaining our robust tire development and design processes and ensuring our tires meet our high standards for quality, safety and performance.

NATURE STRATEGIES AND ACTIONS

Water

Goodyear uses water primarily for steam generation, cooling and sanitary purposes. We operate in some water-stressed regions and work to manage our water withdrawal and consumption. To understand the full breadth of our water footprint, we collect water withdrawal and water discharge data from our manufacturing facilities, and we use the [WRI Aqueduct Tool](#) to assess which facilities reside in water-stressed regions. In our latest CDP response, we identified 10 facilities in areas exposed to water risks, but these facilities are some of Goodyear's most efficient in terms of water use.

By assessing water stress per location, Goodyear can prioritize water-saving initiatives. Water conservation projects are included in Goodyear's five-year plan. Goodyear has continued to invest capital and operating expenses in water projects, where necessary.

Goodyear maintains global policies to manage water responsibly and comply with applicable regulations. Our approach includes:

- Investing in water infrastructure and management systems through capital and operating expenditures
- Monitoring and managing water withdrawal to support conservation and operational efficiency
- Identifying, classifying and minimizing potential water pollutants to reduce environmental and health impacts
- Implementing controls for the treatment and discharge of stormwater, process water and wastewater, including proper operation of oil-water separators
- Assessing water-related risks such as scarcity, flooding, and contamination at facility and watershed levels and taking steps to mitigate them
- Ensuring compliance with all relevant permits and regulations and tracking enforcement actions.
- Applying additional facility-level protocols to meet local requirements
- Reporting water-related risks, investments and performance to maintain transparency

In 2025, Goodyear conducted an internal global water survey at all our manufacturing facilities. This survey aimed to enhance the company's existing global water monitoring practices by consolidating various water-related information. Moving forward, Goodyear will leverage insights from this survey to advance our global water monitoring, strategy and goals.

Operating Responsibly

We are committed to reducing the environmental impacts of our manufacturing operations. Our goal is to achieve zero environmental compliance violations, and that includes our reportable releases and notices of violation. Details of our performance in this area are outlined in our data table found [on our website](#).

In 2025, Goodyear achieved 90 percent ISO14001 certification at our manufacturing facilities. ISO provides requirements on managing environmental topics like air emissions, water usage, waste generation, use of materials and resources and energy consumption. Additionally, Goodyear has established processes and systems to reduce operational impacts, such as our Zero Waste to Landfill program and programs to reduce solvent usage.

Goodyear had planned to add additional subcommittees focused on the rapid identification and mitigation of risk in this space. In 2025, we established two EHS peer review groups to develop and validate corporate standards aimed at improving the identification and mitigation of environmental risk. The groups are focused on (1) Environmental Incident Reporting and Investigation and (2) Global Waste Management and Vendor Evaluation. In parallel, we strengthened the environmental elements of our corporate EHS management system to further enhance risk identification and mitigation as manufacturing facilities continue to mature their local systems in 2026 and beyond.



Dudelage Facility

KEY METRICS

Water

At Goodyear's manufacturing facilities, we withdraw water from public utilities, wells, lakes and streams, of which, in 2025, nearly 42 percent came from public utilities and 58 percent from well and surface waters for a total of approximately 15,961,000 m³. Goodyear does not withdraw or discharge water from brackish surface water/seawater or produced/entrained water.

Goodyear's goal is to reduce water withdrawal by 30 percent by 2030 from a 2020 baseline.

KEY METRICS	2025	2024	2023
Percent Water Reduction	32%	32%	25%

**We achieved our goal in 2024 after restating our 2023 and 2024 performance data using the same methodology applied to our energy and greenhouse gas (GHG) emissions data. This restatement reflects portfolio changes resulting from divestitures and the reclassification of certain facilities, aligns with our Form 10-K reporting, and ensures consistency across disclosures. The updated data remains inclusive of our manufacturing facilities.*

By the end of 2025, the company achieved this target with a 32 percent reduction since 2020 driven by improved operational performance and the impact of divesting two chemical facilities with significant water usage. We previously framed this goal as a focus on water consumption. In 2025, we re-examined how we approach this topic in connection with our nature impact assessment and evolving guidance from standards like SBTN. While water consumption remains an important area of focus, we determined that absolute water withdrawals are a more decision-useful indicator for assessing potential impacts on local water systems. We are evaluating our current water footprint, impacts, risks and opportunities, and will be developing new water ambitions representative of the current and future impacts and risks associated with our ongoing operations.

Goodyear monitors total water withdrawals monthly at each manufacturing facility, as well as water withdrawals by source. The data is collected by the global Sustainability team and used to influence the water stewardship plan.

METRIC	2025	2024	2023
Total Water Withdrawal (m ³)	15,961,000	15,955,000	17,604,000

**We restated our 2023 and 2024 performance data to reflect portfolio changes resulting from divestitures and the reclassification of certain facilities to align with our Form 10-K reporting. The updated data remains inclusive of our manufacturing facilities.*

Operating Responsibly

We strive to reduce solvent usage and, consequently, solvent emissions at our manufacturing and chemical facilities. In 2025, we reduced global solvent use by 35 percent from our 2010 baseline.

METRIC	2025	2024	2023
Number of environmental compliance violations (notices of violation and reportable releases)	4	3	7
Percent of tire and chemical manufacturing facilities with ISO 14001 certification*	90%	96%	100%
Percent reduction in use of solvents (2010 baseline)	35%	38%	36%

**2025 number reflects portfolio changes resulting from divestitures and the reclassification of certain facilities to align with our Form 10-K reporting. Note past years were not restated.*

LOOKING AHEAD

We will refresh our nature impact assessment annually, following the LEAP approach using the latest industry data from ENCORE, SBTN, WWF and WRI, and leverage as an input into our Environmental Risks & Opportunities assessment and double materiality assessment.

In early 2026, we will establish a Nature Subcommittee to oversee the governance, strategy and progress across our nature-related initiatives. This subcommittee will be sponsored by our CSO and the head of EHS with members representing Global Procurement, Global Manufacturing, as well as EHS and Sustainability.

With respect to Product Stewardship, the team will enhance its technical roundtables to deliver additional insights. This includes cross-functional collaboration among leaders in Product Stewardship, Global Material Science, Legal, Public Affairs, Communications and Procurement. In addition, this group will monitor and align on Goodyear's approach to emerging global regulations.

In addition to continuing to fund research projects to deepen understanding of the nature and impact of TRWP, TIP anticipates the release of its third publication in the SOK series in 2026.

Goodyear also plans to evaluate and set a new water stewardship goal.



PERFORMANCE AND DATA

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HOW WE REPORT

HOW WE REPORT

Operational data is reported on owned and leased facilities where Goodyear has operational control, as well as our fleet of vehicles. All data reported has been collected from our operations based on standard reporting definitions and requirements.

Goodyear uses the operational control approach to account for and report our global greenhouse gas (GHG) emissions metrics. This includes manufacturing facilities (tire, chemical, tire manufacturing equipment, tire retread, aviation retread, mix plant), non-manufacturing facilities (offices, warehouses, vehicle service/repair, retread, aircraft bases, laboratories, proving grounds and remediation sites) where Goodyear has operational control and Goodyear's fleet of vehicles (cars, light-, medium- and heavy-duty vehicles, electric vehicles, forklifts, Blimps and corporate jets) used at facilities where Goodyear has operational control.

PricewaterhouseCoopers LLP (PwC) has performed a limited assurance engagement over the following metrics for the year ended December 31, 2025, as indicated in the Report of Independent Accountants: Direct (Scope 1) GHG emissions (metric tons CO₂e), Gross location-based energy indirect (Scope 2) GHG emissions (metric tons CO₂e), Gross market-based energy indirect (Scope 2) GHG emissions (metric tons CO₂e), Global GHG emissions (Scope 1 and Scope 2 market-based) (metric tons CO₂e), and Other indirect (Scope 3) GHG emissions - Category 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO₂e). The Report of Independent Accountants is included on page 54 of this report.

Goodyear considers the principles and guidance of the World Resources Institute (WRI) and the World Business Council for Sustainable Development's (WBCSD) *The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition, GHG Protocol Scope 2 Guidance: An Amendment to the GHG Protocol Corporate Standard, and Corporate Value Chain (Scope 3) Accounting and Reporting Standard: Supplement to the GHG Protocol Corporate Accounting and Reporting Standard* (together the "GHG Protocol") to guide the criteria to assess, calculate and report GHG emissions.

According to the WBCSD and WRI, Scope 1 emissions cover direct GHG emissions from sources that are owned or controlled by Goodyear. Scope 2 emissions account for indirect GHG emissions from the generation of electricity and steam purchased by Goodyear for our own use. Scope 3 emissions include other indirect GHG emissions that occur in connection with the activities of the company, but from sources not owned or controlled by Goodyear.

The emissions sources include electricity and steam generated offsite, fuels including natural gas, fuel oil, propane, diesel, gasoline, liquefied petroleum gas (LPG), waste fuel, agricultural byproducts, coal, jet fuel, ethanol, process emissions (chemical waste) and fugitive emissions (SF₆ and refrigerants).

REPORTING OUTSIDE OF GHG EMISSIONS

We track energy intensity and measure our progress at our tire and chemical manufacturing facilities through our global data management system. The system helps improve accuracy and metering to provide real-time energy data. Our energy intensity ratio is calculated using total finished production and includes sources of energy used in the manufacturing process, including purchased electricity, generated electricity, purchased steam, natural gas, fuel oil, propane, diesel, gasoline, liquefied petroleum gas (LPG), waste fuel, agricultural byproducts and coal.

We have developed internal recordkeeping requirements that build on OSHA (Occupational Safety and Health Administration) lagging indicator requirements and internal definitions for leading indicators.

Human Resource (HR)-related data is aggregated and reported as a reflection of the full reporting year. Global percentages are calculated using the total percentage of associate count (not FTE) and does not include contractors. Temporary employees include internal classifications of either temporary, intern, student and/or apprentice. All other employees are considered permanent.

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards. The GRI Standards are the most widely adopted global standards for sustainability reporting. These standards help businesses and governments understand and communicate their impact on a variety of sustainability issues in a common format. Our GRI Index is available on our corporate website. We also report against the Sustainability Accounting Standards Board (SASB) standards and the Task Force on Climate-related Financial Disclosures (TCFD) recommendations through standalone reporting indexes on our corporate website, with related data tagged in our full data table.

This report has been internally reviewed by Goodyear high-priority topic and focus areas owners, members of the Goodyear Senior Leadership Team and our Board of Directors' Committee on Corporate Responsibility and Compliance. The 2025 data table is on our [Reports and Policies page](#).

FORWARD-LOOKING STATEMENTS

Certain information, including our estimates, forecasts, targets and plans, contained in this report constitutes forward-looking statements that are based upon current expectations and assumptions regarding anticipated developments and other factors. These forward-looking statements are subject to a number of risks and uncertainties and do not represent a guarantee by us of future performance. There are a variety of factors, many of which are beyond our control, that affect our operations, performance, strategy and results, including global demographic and economic trends, energy prices, technological innovations, climate-related conditions and weather events, governmental policies and legislative and regulatory changes, and could cause our actual results and experience to differ materially from the assumptions, expectations and objectives expressed or implied by any forward-looking statements. These factors are discussed in our filings with the Securities and Exchange Commission, including our annual report on Form 10-K, quarterly reports on Form 10-Q and current reports on Form 8-K. In addition, any forward-looking statements represent our estimates only as of the date they are made and should not be relied upon as representing our estimates as of any subsequent date. While we may elect to update forward-looking statements at some point in the future, we specifically disclaim any obligation to do so, even if our estimates change.

REPORT OF INDEPENDENT ACCOUNTANTS

To the Board of Directors of The Goodyear Tire & Rubber Company

We have reviewed the accompanying management assertion of The Goodyear Tire & Rubber Company (“Goodyear”) that the greenhouse gas (GHG) emissions metrics for the year ended December 31, 2025 in management’s assertion are presented in accordance with the assessment criteria set forth in management’s assertion. Goodyear’s management is responsible for its assertion and for the selection of the criteria, which management believes provide an objective basis for measuring and reporting on the GHG emissions metrics. Our responsibility is to express a conclusion on management’s assertion based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) in AT-C section 105, Concepts Common to All Attestation Engagements, and AT-C section 210, Review Engagements. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to management’s assertion in order for it to be fairly stated. The procedures performed in a review vary in nature and timing from, and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether management’s assertion is fairly stated, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

The firm applies the Statements on Quality Management Standards established by the AICPA.

The procedures we performed were based on our professional judgment. In performing our review, we performed inquiries, performed tests of mathematical accuracy of computations on a sample basis, read relevant policies to understand terms related to relevant information about the GHG emissions metrics, reviewed supporting documentation in regard to the completeness and accuracy of the data in the GHG emissions metrics, and performed analytical procedures.

GHG emissions quantification is subject to significant inherent measurement uncertainty because of such things as GHG emissions factors that are used in mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for measuring such data. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.

As discussed in management’s assertion, Goodyear has estimated GHG emissions for certain emissions sources for which no primary data is available.

Based on our review, we are not aware of any material modifications that should be made to Goodyear’s management assertion in order for it to be fairly stated.

PricewaterhouseCoopers LLP
Cleveland, Ohio
May 27, 2026



MANAGEMENT ASSERTION

OVERVIEW

With respect to the greenhouse gas (GHG) emissions metrics presented by The Goodyear Tire & Rubber Company (Goodyear) in the table below for the year ended December 31, 2025, management of Goodyear asserts that the GHG emissions metrics are presented in accordance with the assessment criteria set forth below. Management is responsible for the selection of the criteria, which management believes provide an objective basis for measuring and reporting on the GHG emissions metrics and for the completeness, accuracy, and validity of the GHG emissions metrics.

ORGANIZATIONAL BOUNDARY

Goodyear uses the operational control approach to account for and report its global GHG emissions metrics. This includes manufacturing facilities (tire, chemical, tire manufacturing equipment, tire retread, aviation retread, and mix plant), non-manufacturing facilities (offices, warehouses, vehicle service/repair, retread, aircraft bases, laboratories, proving grounds, and remediation sites) where Goodyear has operational control, and Goodyear's fleet of vehicles (cars, light-, medium-, and heavy-duty vehicles, electric vehicles, forklifts, Blimps, and corporate jets) used at facilities where Goodyear has operational control.

Emissions of new facilities:

- Manufacturing and non-manufacturing facilities utilizing actual activity data are included starting in the month and year in which Goodyear begins operations.
- Non-manufacturing facilities utilizing estimated data are included for the full reporting period regardless of opening date.

Emissions of acquired facilities:

- Manufacturing and non-manufacturing facilities utilizing actual activity data are included starting in the month and year in which their original operation began.
- Non-manufacturing facilities utilizing estimated data are included for the full reporting period in which their original operation began regardless of acquisition date.

Emissions of closed facilities:

- Manufacturing and non-manufacturing facilities utilizing actual activity data are included through the month and year in which Goodyear ceases operations.
- Non-manufacturing facilities utilizing estimated data are removed for the full reporting period regardless of closure date.

Emissions of divested facilities:

- Manufacturing and non-manufacturing facilities are removed for the full reporting period regardless of utilizing actual activity data or estimated data and regardless of divestiture date.

GHG EMISSIONS METRICS	DEFINITION OF METRIC	2025 METRIC QUANTITY (rounded to the nearest thousand)
Direct (Scope 1) GHG emissions	Direct GHG emissions from stationary combustion, mobile combustion, process (on-site combustion of waste), on-site solar generation systems, and fugitive emission sources.	866,000 metric tons CO ₂ e
Gross location-based energy indirect (Scope 2) GHG emissions	Indirect GHG emissions from purchased electricity and steam, using the location-based method.	Location-based: 1,293,000 metric tons CO ₂ e
Gross market-based energy indirect (Scope 2) GHG emissions	Indirect GHG emissions from purchased electricity and steam, using the market-based method.	Market-based: 897,000 metric tons CO ₂ e
Global GHG emissions (Scope 1 and Scope 2 market-based)	Direct GHG emissions from Scope 1 and indirect GHG emissions from Scope 2 (market-based).	1,763,000 metric tons CO ₂ e
Other indirect (Scope 3) GHG emissions – Category 3: Fuel and energy-related activities (not included in Scopes 1 or 2)	Indirect GHG emissions from upstream well-to-tank (WTT) emissions associated with stationary combustion, mobile combustion, purchased electricity, and purchased steam, and transmission & distribution (T&D) losses that occur as a result of purchased electricity and steam.	461,000 metric tons CO ₂ e

GHG EMISSIONS DISCLOSURES

Goodyear considers the principles and guidance of the World Resources Institute (WRI) and the World Business Council for Sustainable Development's (WBCSD) *The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition*, *GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard*, and *Corporate Value Chain (Scope 3) Accounting and Reporting Standard: Supplement to the GHG Protocol Corporate Accounting and Reporting Standard* (together the "GHG Protocol") to guide the criteria to assess, calculate, and report GHG emissions.

GHG emissions quantification is subject to significant inherent measurement uncertainty because of such things as GHG emissions factors that are used in mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for measuring such data. The selection by management of different but acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.

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GHG emissions are expressed in carbon dioxide equivalents (CO₂e) and emissions are inclusive of carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), sulfur hexafluoride (SF₆), and refrigerants such as hydrofluorocarbons (HFCs) and perfluorocarbons (PFCs). Nitrogen trifluoride (NF₃) was not emitted in 2025 as a result of Goodyear's activities. A majority of CO₂e relates to CO₂. These carbon dioxide equivalent emissions utilize or are adjusted to Global Warming Potentials (GWPs) defined by the Intergovernmental Panel on Climate Change's (IPCC) Sixth Assessment Report utilizing the non-fossil origin value for CH₄, unless otherwise noted. CO₂e emissions are calculated by multiplying actual or estimated activity data (e.g., energy consumption, refrigerant gas loss) by the relevant emission factor and/or GWP. All emission factors are reviewed and updated annually where applicable.

Direct (Scope 1) GHG emissions:

- Emissions from stationary combustion (natural gas, fuel oil, diesel, gasoline, propane, liquefied petroleum gas (LPG), agricultural byproducts, coal, and waste fuel):
 - o Calculated based on actual activity data collected from utility invoices, meter readings, or third-party vendors who manage utility invoice payments and reporting. Goodyear assumes that natural gas is the fuel consumed for non-manufacturing facilities, unless additional sources were known or provided. Estimates were made for the following types of facilities and fuel sources:
 - For office, warehouse, and proving ground non-manufacturing facilities, natural gas usage was estimated using square footage obtained from lease agreements or estimated using average square footage by facility type multiplied by the United States (U.S.) Energy Information Administration's (EIA) 2018 Commercial Buildings Energy Consumption Survey (CBECS) factor for average natural gas consumption per square foot for these types of facilities.
 - For vehicle service/repair non-manufacturing facilities without actual activity data, natural gas usage was estimated using a proxy that was calculated utilizing actual activity data from facilities of similar business activities and square footage during the reporting period.
 - o Emission factors:
 - U.S. Environmental Protection Agency (EPA), Emission Factors for Greenhouse Gas Inventories 2025.
- Emissions from mobile combustion (diesel, gasoline, ethanol):
 - o For cars and light-, medium-, and heavy-duty vehicles in the North America (NA) region, calculated based on actual volume of fuel consumed collected from third-party vendors who manage fuel card transaction data.
 - o For cars in the Latin America (LA) region, calculated based on actual volume of fuel consumed collected from third-party vendors who manage fuel card transaction data.
 - o For cars in the Europe, Middle East and Africa (EMEA) region, calculated based on actual volume of fuel consumed collected by a third-party vehicle leasing broker from multiple leasing agents.
 - o For cars in the Asia Pacific (AP) region, calculated based on actual volume of fuel consumed collected from local Goodyear associates who manage fuel card purchases.

- o For cars with unreported fuel consumption data in the EMEA and AP regions, fuel consumption is estimated using a proxy that was calculated using an average of actual fuel consumed per vehicle in the region during the reporting period.
- o For all actual fuel consumption, Goodyear assumes the fuel type consumed to be 100% based on the primary fuel type identified by third party suppliers, in detailed listings obtained, rather than the more granular product description field(s).
- o In cases where the vehicle type is not defined, Goodyear assumes the vehicle type based on the predominant vehicle types in the region and the intended use of the vehicle.
- o In cases where the fuel type is not defined, Goodyear assumes the primary fuel type to be the fuel type with the largest volume consumed for that vehicle type within the region.
- o CO₂ emissions were calculated by multiplying the relevant emission factor (depending on vehicle fuel type) by the volume of fuel consumed during the reporting period, which was actual or estimated volume of fuel consumed.
- o CH₄ and N₂O emissions were calculated by multiplying the relevant emission factors by estimated vehicle miles traveled (VMT) (depending on vehicle type and year) by mileage driven during the reporting period. VMT was derived which was estimated from actual volume of fuel consumed using miles per gallon (MPG) estimates from the U.S. Department of Energy (DOE), *Alternative Fuels Data Center, Average Annual Fuel Economy Use by Major Vehicle Category Type*, last updated January 2024. The most recent available vehicle model year – or applicable model year range for non-road equipment – was selected to determine the corresponding CH₄ and N₂O emission factors.
- o In 2025, Goodyear revised its methodology for calculating mobile combustion emissions by replacing estimated and proxy-based inputs with actual fuel consumption data, where available, as described above.
 - These changes resulted in an increase of less than 1% in reported Direct (Scope 1) GHG emissions. This change was not reflected in the comparative information for the fiscal years prior to 2025.
- o Emission factors:
 - U.S. EPA, Emission Factors for Greenhouse Gas Inventories 2025.
- Emissions from mobile combustion (propane):
 - o For forklifts, calculated based on actual activity data collected from fuel invoices/receipts.
 - o Emission factors:
 - U.S. EPA, Emission Factors for Greenhouse Gas Inventories 2025.
- Emissions from mobile combustion (jet fuel):
 - o For Blimps and corporate jets, calculated based on actual activity data collected from internal flight logs provided by the Airship Operations and Flight Operations departments.
 - o Emission factors:

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- U.S. EPA, Emission Factors for Greenhouse Gas Inventories 2025.
- Process emissions (on-site combustion of chemical waste from chemical processes which include CO₂ emissions from flares, thermal oxidizers (TOs), and regenerative thermal oxidizers (RTOs) when volatile organic compounds (VOCs) are combusted at our chemical manufacturing facilities):
 - o Calculated based on the total waste vent gas flow from the chemical manufacturing units to the flare/TO/RTO provided by the Chemical Engineering team in million British thermal units (MMBTU). The total energy content in MMBTU was multiplied by the emission factor for Naphtha (<401 def F). Naphtha was used as proxy based on guidance from the U.S. EPA 40 Code of Federal Regulations (CFR) 98.253 (b)(iii)(C) for CO₂ emission factors for flares and RTO/TOs.
 - o Emission factors:
 - U.S. EPA, Emission Factors for Greenhouse Gas Inventories 2025.
- Fugitive emissions (SF₆):
 - o For manufacturing facilities, estimated by applying a 2% leakage rate to the electrical breakers' capacity.
- Fugitive emissions (refrigerants):
 - o For manufacturing facilities, calculations followed the simplified material balance method guidance from Section 2.4 of the U.S. EPA's *Greenhouse Gas Inventory Guidance: Direct Fugitive Emissions from Refrigeration, Air Conditioning, Fire Suppression and Industrial Gases* published in December 2023 with the data for the relevant inputs obtained from facility records. If facility records were unavailable for 2025, a proxy facility was used based geographic location and production output.
 - o For non-manufacturing facilities, Goodyear assumed the source of refrigerants was R-134A and calculated fugitive emissions by dividing an estimated area per cooling ton factor from the Green Building Advisor *Air Conditioner Sizing* published in August 2022 by the product of the following inputs:
 - Square footage obtained from lease agreements
 - Annual loss rate or commercial standalone units obtained from the U.S. EPA *Greenhouse Gas Inventory Guidance: Direct Fugitive Emissions from Refrigeration, Air Conditioning, Fire Suppression and Industrial Gases*
 - Refrigerant charge per cooling ton obtained from the U.S. Green Building Council Maximum Refrigerant Charge
 - o For cars, light-, medium-, and heavy-duty vehicles, and corporate jets, Goodyear assumed the source of refrigerants was R-134A and fugitive emissions were calculated based on number of vehicles obtained from third-party vendors who manage fuel card transaction data and third-party lease providers and estimated refrigerant charge factors by vehicle type and estimated annual operating loss factors for mobile air conditioning units from the U.S. EPA *Greenhouse Gas Inventory Guidance: Direct Fugitive Emissions from Refrigeration, Air Conditioning, Fire Suppression and Industrial Gases*. Blimps were excluded because they are not equipped with air conditioning units.

o Emission Factors:

- Department for Energy Security and Net Zero (DESNZ) 2025 UK Government GHG Conversion Factors for Company Reporting, last updated June 2025 which predominately uses the IPCC's Fifth Assessment Report (AR5). In some cases, the IPCC Fourth Assessment Report (AR4), IPCC Sixth Assessment Report (AR6), or estimates presented in the EU F-gas regulations annexes are used instead where AR5 values are not available.
- California Air Resources Board (CARB) which uses the IPCC's Fifth Assessment Report (AR5)
- Greenhouse Gas Protocol IPCC Global Warming Potential Values, last updated August 2025
- Solar generation systems are assumed to be used on-site and is categorized within Scope 1 GHG emissions with zero emissions.
- Estimated emissions account for approximately 4% of reported Direct (Scope 1) GHG emissions.
- Goodyear excluded the following sources, which are estimated to represent less than 5% of Goodyear's Direct (Scope 1) GHG emissions:
 - o Process emissions for tire manufacturing regenerative thermal oxidizers
 - o Acetylene usage for manufacturing process repairs in manufacturing facilities

Indirect (Scope 2) GHG emissions:

- At certain facilities, Goodyear directly consumes renewable electricity through on-site solar panels or through power purchase agreements (PPAs) where Goodyear has the right to consume or sell the energy generated through Energy Attribute Certificates (EACs). For this electricity consumption, there are zero GHG emissions associated with Scope 2 location-based or market-based.
- Emissions from purchased electricity:
 - o Calculated based on actual activity data collected from utility invoices, meter readings, or third-party vendors who manage utility invoice payments and reporting. Goodyear assumes that electricity is consumed for non-manufacturing facilities, unless additional sources were known or provided. Estimates were made for the following types of facilities or electric vehicles:
 - For office, warehouse, and proving ground non-manufacturing facilities, usage was estimated using square footage obtained from lease agreements or estimated using average square footage by facility type multiplied by the U.S. EIA's 2018 CBECS factor for average electricity consumption per square foot for these types of facilities.
 - For vehicle service/repair non-manufacturing facilities without actual activity data, usage was estimated using a proxy that was calculated utilizing actual activity data from facilities of similar business activities and square footage.
 - For electric vehicles, usage was estimated by using a proxy that was calculated using the average kWh consumed by electric vehicles in the region during the reporting period.

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- In 2025, Goodyear revised its methodology for calculating electric vehicle emissions by replacing estimated vehicle distance traveled or contractual mileage allowed inputs with proxy-based inputs, as described above.
 - ◊ These changes resulted in a decrease of less than 1% of reported location-based and market-based Indirect (Scope 2) GHG emissions. This change was not reflected in the comparative information for the fiscal years prior to 2025.
- o Emission factors - Location-based:
 - U.S.: U.S. EPA, Emissions & Generation Resource Integrated Database (eGRID) with 2023 data, released March 2025.
 - Canada: Environment and Climate Change Canada National Inventory Report 1990-2023: Greenhouse Gas Sources and Sinks in Canada (published 2025).
 - All other countries: IEA Emissions Factors 2024.
- o Emission factors - Market-based:
 - Goodyear has two instruments for renewable electricity procurement which include: 1) EACs in the form of Renewable Energy Certificates (RECs), International RECs (iRECs), Guarantees of Origin (GOs), and Green Electricity Certificates (GECs) and 2) green tariffs
 - RECs, iRECs, GOs, and GECs follow the application and retirement guidelines on geography, vintage, certification and retirement established by the GHG Protocol and RE100 guidelines.
 - RECs, iRECs, GOs, and GECs applicable to the 2025 reporting period have been retired by or on behalf of Goodyear as of the date of this report, June 3, 2026.
 - Renewable electricity purchased by Goodyear during the 2025 reporting period through its participation in green tariff programs with energy suppliers has been delivered to Goodyear as of December 31, 2025. Any remaining electricity not associated with an instrument was converted to emissions using the emission factor hierarchy described below.
 - ◊ Residual mix emission factors:
 - European countries (CO₂ emissions only): Association of Issuing Bodies (AIB), European Residual Mixes 2024, Version 1.0.
 - ◊ Other grid-average: Same as location-based, with the exception of:
 - Canada: Environment and Climate Change Canada National Inventory Report 1990-2023: Greenhouse Gas Sources and Sinks in Canada (published 2025).
- Emissions from the purchased steam:
 - o Calculations followed the Location-A emission calculation method from The Climate Registry, *General Reporting Protocol, Version 3.0* using the following inputs: volume of steam consumed obtained from invoices, meter readings, or third-party vendors who manage utility invoice payments, emission factors,

enthalpy values calculated based on an average temperature and pressure of Goodyear production requirements or from a third-party supplier, and default total efficiency factor obtained from The Climate Registry, *General Reporting Protocol, Version 3.0*.

- o Emissions from purchased steam for manufacturing purposes were calculated using emission factors for the source of fuel of the steam generation (i.e., natural gas). Emissions from purchased steam for non-manufacturing purposes were calculated using emission factors for purchased steam.

o Emission Factors:

- U.S. EPA, Emission Factors for Greenhouse Gas Inventories 2025.
- Estimated emissions account for approximately 2% of the reported location-based Indirect (Scope 2) GHG emissions and approximately 4% of the reported market-based Indirect (Scope 2) GHG emissions.

Other indirect (Scope 3) GHG emissions – Category 3: fuel and energy-related activities (not included in Scopes 1 or 2)

- Upstream WTT emissions associated with Scope 1 and Scope 2 (location-based) GHG emissions and purchased electricity and steam T&D losses, and T&D losses that occur as a result of purchased electricity and steam.
- For upstream WTT emissions: Calculated based on actual or estimated activity data associated with Scope 1 and Scope 2 (location-based) GHG emissions.
- For T&D losses: Calculated based on actual or estimated activity data associated with Scope 2 (location-based) GHG emissions.
- Emission factors:
 - o Upstream WTT emissions associated with stationary combustion, mobile combustion, purchased steam, and purchased steam T&D losses: WTT – Fuels (Gross CV), WTT – bioenergy, and WTT – heat and steam emission factors from the Department for Energy Security and Net Zero (DESNZ) 2025 UK Government GHG Conversion Factors for Company Reporting, last updated June 2025 which uses the IPCC's Fifth Assessment Report (AR5).
 - o Upstream WTT emissions associated with purchased electricity and purchased electricity T&D losses: total upstream and life cycle T&D emission factors from the IEA Emissions Factors 2024.



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