

2019 CORPORATE RESPONSIBILITY REPORT

Inspiring Culture Disclosures					
		Associates Does not include contractors.	2019 As of 12/31/2019	2018	2017
GRI 102-7	Number of associates	Global Total	60,699	N/A ¹	N/A ¹
GRI 102-8	Male	Total associates	53,083	N/A ¹	N/A ¹
		Permanent associates	52,438	N/A ¹	N/A ¹
		Temporary associates	645	N/A ¹	N/A ¹
		Full-time associates	52,626	N/A ¹	N/A ¹
		Part-time associates	457	N/A ¹	N/A ¹
	Female	Total associates	7,525	N/A ¹	N/A ¹
		Permanent associates	7,297	N/A ¹	N/A ¹
		Temporary associates	228	N/A ¹	N/A ¹
		Full-time associates	7,268	N/A ¹	N/A ¹
		Part-time associates	257	N/A ¹	N/A ¹
	Gender not specified	Total associates	91	N/A ¹	N/A ¹
		Permanent associates	91	N/A ¹	N/A ¹
		Temporary associates	0	N/A ¹	N/A ¹
		Full-time associates	89	N/A ¹	N/A ¹
		Part-time associates	2	N/A ¹	N/A ¹
	Americas	Total associates	29,399	N/A ¹	N/A ¹
		Permanent associates	29,055	N/A ¹	N/A ¹
Temporary associates		344	N/A ¹	N/A ¹	
Europe, Middle East, Africa	Total associates	22,603	N/A ¹	N/A ¹	
	Permanent associates	22,141	N/A ¹	N/A ¹	
	Temporary associates	462	N/A ¹	N/A ¹	
Asia-Pacific	Total associates	8,697	N/A ¹	N/A ¹	
	Permanent associates	8,630	N/A ¹	N/A ¹	
	Temporary associates	67	N/A ¹	N/A ¹	
GRI 102-41	Collective bargaining	% of associates covered by collective bargaining agreements	59%	59%	59%

¹ New baseline established in 2019. We plan to report in the future.

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		Diversity and Inclusion Does not include contractors.	2019 As of 12/31/2019	2018	2017
GRI 405-1	Number of governance body members	Male	9	N/A ¹	N/A ¹
		Female	3	N/A ¹	N/A ¹
		< 30 years old	0	N/A ¹	N/A ¹
		30 - 50 years old	0	N/A ¹	N/A ¹
		> 50 years old	12	N/A ¹	N/A ¹
	% of governance bodies	Male	75%	N/A ¹	N/A ¹
		Female	25%	N/A ¹	N/A ¹
		< 30 years old	0%	N/A ¹	N/A ¹
		30 - 50 years old	0%	N/A ¹	N/A ¹
		> 50 years old	100%	N/A ¹	N/A ¹
	Number of salaried employees	Male	12,364	N/A ¹	N/A ¹
		Female	4,527	N/A ¹	N/A ¹
		Gender not specified	34	N/A ¹	N/A ¹
		< 30 years old	2,438	N/A ¹	N/A ¹
		30 - 50 years old	9,744	N/A ¹	N/A ¹
		> 50 years old	4,743	N/A ¹	N/A ¹
	% of salaried employees	Male	73%	N/A ¹	N/A ¹
		Female	27%	N/A ¹	N/A ¹
		Gender not specified	0%	N/A ¹	N/A ¹
		< 30 years old	14%	N/A ¹	N/A ¹
		30 - 50 years old	58%	N/A ¹	N/A ¹
> 50 years old		28%	N/A ¹	N/A ¹	
Number of hourly employees	Male	40,719	N/A ¹	N/A ¹	
	Female	2,998	N/A ¹	N/A ¹	
	Gender not specified	57	N/A ¹	N/A ¹	
	< 30 years old	9,408	N/A ¹	N/A ¹	
	30 - 50 years old	23,533	N/A ¹	N/A ¹	
	> 50 years old	10,833	N/A ¹	N/A ¹	

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GRI 405-1	% of hourly employees	Male	93%	N/A ¹	N/A ¹
		Female	7%	N/A ¹	N/A ¹
		Gender not specified	0%	N/A ¹	N/A ¹
		< 30 years old	21%	N/A ¹	N/A ¹
		30 - 50 years old	54%	N/A ¹	N/A ¹
		> 50 years old	25%	N/A ¹	N/A ¹
	Number of managers	Male	3,875	N/A ¹	N/A ¹
		Female	833	N/A ¹	N/A ¹
		Gender not specified	4	N/A ¹	N/A ¹
		< 30 years old	141	N/A ¹	N/A ¹
		30 - 50 years old	3,038	N/A ¹	N/A ¹
		> 50 years old	1,533	N/A ¹	N/A ¹
	% of management	Male	82%	N/A ¹	N/A ¹
		Female	18%	N/A ¹	N/A ¹
		Gender not specified	0%	N/A ¹	N/A ¹
		< 30 years old	3%	N/A ¹	N/A ¹
		30 - 50 years old	64%	N/A ¹	N/A ¹
		> 50 years old	33%	N/A ¹	N/A ¹
	Number of individual contributors	Male	49,208	N/A ¹	N/A ¹
		Female	6,692	N/A ¹	N/A ¹
		Gender not specified	87	N/A ¹	N/A ¹
		< 30 years old	11,705	N/A ¹	N/A ¹
		30 - 50 years old	30,239	N/A ¹	N/A ¹
		> 50 years old	14,043	N/A ¹	N/A ¹
% of individual contributors	Male	88%	N/A ¹	N/A ¹	
	Female	12%	N/A ¹	N/A ¹	
	Gender not specified	0%	N/A ¹	N/A ¹	
	< 30 years old	21%	N/A ¹	N/A ¹	
	30 - 50 years old	54%	N/A ¹	N/A ¹	
	> 50 years old	25%	N/A ¹	N/A ¹	

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Non-GRI	Employee Resource Groups	Number of ERG members globally	2,268	N/A ¹	N/A ¹
		Number of ERG chapters globally	24	N/A ¹	N/A ¹
	Recruiting and hiring	% of executive slates with female representation (Global)	74%	N/A ¹	N/A ¹
		% of executive slates with minority representation (US only)	100%	N/A ¹	N/A ¹
		% of recruiters who are AIRS Diversity and Inclusion Certified (Americas and Executive team)	92%	N/A ¹	N/A ¹
	Veterans at Goodyear	% of military veterans in Goodyear's US workforce	6.7%	6.5%	6.4%
Talent Development			2019	2018	2017
GRI 404-1	Average hours of training per associate	Male	11.70	N/A ¹	N/A ¹
		Female	13.75	N/A ¹	N/A ¹
		Salaried	12.81	N/A ¹	N/A ¹
		Hourly	11.62	N/A ¹	N/A ¹
		Management	15.05	N/A ¹	N/A ¹
		Individual contributors	11.69	N/A ¹	N/A ¹
Non-GRI	Training	Number of courses offered during Associate Learning Week	335	262	164
		Number of associates trained in Connect and GROW Coaching Model	583 ⁸	1,707	1,010
		Number of associates who completed the formal two-week Plant Optimization Academy	148	236	267
		Number of associates who completed Plant Optimization Academy e-learning courses	13,484	10,783	8,467
Anti-corruption			2019	2018	2017
GRI 205-2	Total number of governance body members communicated to about anti-corruption	Total	12	N/A ¹	N/A ¹
		Americas	12	N/A ¹	N/A ¹
		Europe, Middle East, Africa	N/A	N/A ¹	N/A ¹
		Asia-Pacific	N/A	N/A ¹	N/A ¹
	% of governance body members communicated to about anti-corruption	Total	100%	N/A ¹	N/A ¹
		Americas	100%	N/A ¹	N/A ¹
		Europe, Middle East, Africa	N/A	N/A ¹	N/A ¹
		Asia-Pacific	N/A	N/A ¹	N/A ¹

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⁸ After a multi-year roll out of trained facilitators delivering Connect&GROW in an 8-hour live class format, we turned our strategy to reach leaders in more flexible "just in time ways" in our Connect&GROW campaign. We aligned our training strategy to meet the needs of the business by focusing efforts on virtual delivery, on-line tools, team application and sustainability strategies through multiple development programs.

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GRI 205-2	Total number of employees communicated to about anti-corruption	Global total	60,699	N/A ¹	N/A ¹
		Americas total	29,399	N/A ¹	N/A ¹
		Europe, Middle East, Africa total	22,603	N/A ¹	N/A ¹
		Asia-Pacific total	8,697	N/A ¹	N/A ¹
		Salaried associates	16,925	N/A ¹	N/A ¹
		Hourly associates	43,774	N/A ¹	N/A ¹
		Management	4,712	N/A ¹	N/A ¹
		Individual contributors	55,987	N/A ¹	N/A ¹
	% of employees communicated to about anti-corruption	Global total	100%	N/A ¹	N/A ¹
		Americas total	100%	N/A ¹	N/A ¹
		Europe, Middle East, Africa total	100%	N/A ¹	N/A ¹
		Asia-Pacific total	100%	N/A ¹	N/A ¹
		Salaried associates	100%	N/A ¹	N/A ¹
		Hourly associates	100%	N/A ¹	N/A ¹
		Management	100%	N/A ¹	N/A ¹
Individual contributors		100%	N/A ¹	N/A ¹	
Total number of business partners communicated to about anti-corruption <small>"Business partners" includes active suppliers plus certain active customers (those that, based on certain criteria, are part of Goodyear's anti-bribery due diligence process)</small>	Total	35,593	N/A ¹	N/A ¹	
	Americas	12,954	N/A ¹	N/A ¹	
	Europe, Middle East, Africa	11,873	N/A ¹	N/A ¹	
	Asia-Pacific	10,766	N/A ¹	N/A ¹	
% of business partners communicated to about anti-corruption <small>"Business partners" includes active suppliers plus certain active customers (those that, based on certain criteria, are part of Goodyear's anti-bribery due diligence process)</small>	Total	100%	N/A ¹	N/A ¹	
	Americas	100%	N/A ¹	N/A ¹	
	Europe, Middle East, Africa	100%	N/A ¹	N/A ¹	
	Asia-Pacific	100%	N/A ¹	N/A ¹	
Total number of governance body members trained on anti-corruption	Total	12	N/A ¹	N/A ¹	
	Americas	12	N/A ¹	N/A ¹	
	Europe, Middle East, Africa	N/A	N/A ¹	N/A ¹	
	Asia-Pacific	N/A	N/A ¹	N/A ¹	
% of governance body members trained on anti-corruption	Total	100%	N/A ¹	N/A ¹	
	Americas	100%	N/A ¹	N/A ¹	
	Europe, Middle East, Africa	N/A	N/A ¹	N/A ¹	
	Asia-Pacific	N/A	N/A ¹	N/A ¹	

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GRI 205-2	Total number of employees trained on anti-corruption	Global total	21,378	N/A ¹	N/A ¹
		Americas total	11,394	N/A ¹	N/A ¹
		Europe, Middle East, Africa total	6,790	N/A ¹	N/A ¹
		Asia-Pacific total	3,194	N/A ¹	N/A ¹
		Salaried associates	14,323	N/A ¹	N/A ¹
		Hourly associates	7,055	N/A ¹	N/A ¹
		Management	4,315 ⁹	N/A ¹	N/A ¹
		Individual contributors	10,008 ⁹	N/A ¹	N/A ¹
	% of employees trained on anti-corruption	Global total	35%	N/A ¹	N/A ¹
		Americas total	39%	N/A ¹	N/A ¹
		Europe, Middle East, Africa total	30%	N/A ¹	N/A ¹
		Asia-Pacific total	37%	N/A ¹	N/A ¹
		Salaried associates	85%	N/A ¹	N/A ¹
		Hourly associates	16%	N/A ¹	N/A ¹
		Management	92% ⁹	N/A ¹	N/A ¹
	Individual contributors	18% ⁹	N/A ¹	N/A ¹	
Non-GRI	Business conduct manual training	% of associates who have completed Business Conduct Manual training	97%	96%	94%

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⁹ Includes salaried associates only. Management vs. individual contributor breakdown not available for hourly associates trained