

2020 CORPORATE RESPONSIBILITY REPORT

Inspiring Culture					
		Associates	2020	2019	2018
102-7	Number of associates	Global Total	59,741	60,699	N/A ¹
102-8	Male	Total associates	52,122	53,083	N/A ¹
		Permanent associates	51,530	52,438	N/A ¹
		Temporary associates	592	645	N/A ¹
		Full-time associates	51,765	52,626	N/A ¹
		Part-time associates	357	457	N/A ¹
	Female	Total associates	7,562	7,525	N/A ¹
		Permanent associates	7,374	7,297	N/A ¹
		Temporary associates	188	228	N/A ¹
		Full-time associates	7,321	7,268	N/A ¹
		Part-time associates	241	257	N/A ¹
	Gender not specified	Total associates	57	91	N/A ¹
		Permanent associates	57	91	N/A ¹
		Temporary associates	0	0	N/A ¹
		Full-time associates	55	89	N/A ¹
		Part-time associates	2	2	N/A ¹
Americas	Total associates	28,995	29,399	N/A ¹	
	Permanent associates	28,663	29,055	N/A ¹	
	Temporary associates	332	344	N/A ¹	
Europe, Middle East, Africa	Total associates	22,114	22,603	N/A ¹	
	Permanent associates	21,754	22,141	N/A ¹	
	Temporary associates	360	462	N/A ¹	
Asia-Pacific	Total associates	8,632	8,697	N/A ¹	
	Permanent associates	8,544	8,630	N/A ¹	
	Temporary associates	88	67	N/A ¹	
102-41	Collective bargaining	% of associates covered by collective bargaining agreements	60%	59%	59%

¹ New baseline established in 2019.

2020 CORPORATE RESPONSIBILITY REPORT

Inspiring Culture					
		New Employee Hires	2020	2019	2018
401-1	Americas	Number of new hires- Male	5,355	N/A ²	N/A ²
		Number of new hires- Female	687	N/A ²	N/A ²
		Number of new hires- Gender not specified	15	N/A ²	N/A ²
		Number of new hires- < 30 years old	3,337	N/A ²	N/A ²
		Number of new hires- 30 - 50 years old	2,255	N/A ²	N/A ²
		Number of new hires- > 50 years old	465	N/A ²	N/A ²
	Europe, Middle East, Africa	Number of new hires- Male	1,810	N/A ²	N/A ²
		Number of new hires- Female	362	N/A ²	N/A ²
		Number of new hires- < 30 years old	1,316	N/A ²	N/A ²
		Number of new hires- 30 - 50 years old	810	N/A ²	N/A ²
		Number of new hires- > 50 years old	46	N/A ²	N/A ²
	Asia-Pacific	Number of new hires- Male	734	N/A ²	N/A ²
		Number of new hires- Female	206	N/A ²	N/A ²
		Number of new hires- < 30 years old	503	N/A ²	N/A ²
		Number of new hires- 30 - 50 years old	403	N/A ²	N/A ²
		Number of new hires- > 50 years old	34	N/A ²	N/A ²
	Americas	New hire rate- Male	21%	N/A ²	N/A ²
		New hire rate- Female	19%	N/A ²	N/A ²
		New hire rate- < 30 years old	52%	N/A ²	N/A ²
		New hire rate- 30 - 50 years old	16%	N/A ²	N/A ²
		New hire rate- > 50 years old	5%	N/A ²	N/A ²
	Europe, Middle East, Africa	New hire rate- Male	9%	N/A ²	N/A ²
		New hire rate- Female	13%	N/A ²	N/A ²
		New hire rate- < 30 years old	36%	N/A ²	N/A ²
		New hire rate- 30 - 50 years old	6%	N/A ²	N/A ²
New hire rate- > 50 years old		1%	N/A ²	N/A ²	

² New baseline established in 2020. Will continue reporting in future years.

2020 CORPORATE RESPONSIBILITY REPORT

Inspiring Culture					
		New Employee Hires	2020	2019	2018
401-1	Asia-Pacific	New hire rate- Male	10%	N/A ²	N/A ²
		New hire rate- Female	16%	N/A ²	N/A ²
		New hire rate- < 30 years old	33%	N/A ²	N/A ²
		New hire rate- 30 - 50 years old	6%	N/A ²	N/A ²
		New hire rate- > 50 years old	4%	N/A ²	N/A ²
		Employee Turnover	2020	2019	2018
401-1	Americas	Turnover number- Male	5,869	N/A ²	N/A ²
		Turnover number- Female	700	N/A ²	N/A ²
		Turnover number- Gender not specified	9	N/A ²	N/A ²
		Turnover number- < 30 years old	2,561	N/A ²	N/A ²
		Turnover number- 30 - 50 years old	2,455	N/A ²	N/A ²
		Turnover number- > 50 years old	1,562	N/A ²	N/A ²
	Europe, Middle East, Africa	Turnover number- Male	2,304	N/A ²	N/A ²
		Turnover number- Female	348	N/A ²	N/A ²
		Turnover number- < 30 years old	960	N/A ²	N/A ²
		Turnover number- 30 - 50 years old	912	N/A ²	N/A ²
		Turnover number- > 50 years old	780	N/A ²	N/A ²
	Asia-Pacific	Turnover number- Male	834	N/A ²	N/A ²
		Turnover number- Female	202	N/A ²	N/A ²
		Turnover number- < 30 years old	337	N/A ²	N/A ²
		Turnover number- 30 - 50 years old	548	N/A ²	N/A ²
		Turnover number- > 50 years old	151	N/A ²	N/A ²
	Americas	Turnover rate- Male	23%	N/A ²	N/A ²
		Turnover rate- Female	20%	N/A ²	N/A ²
		Turnover rate- < 30 years old	40%	N/A ²	N/A ²
		Turnover rate- 30 - 50 years old	17%	N/A ²	N/A ²
Turnover rate- > 50 years old		18%	N/A ²	N/A ²	

² New baseline established in 2020. Will continue reporting in future years.

2020 CORPORATE RESPONSIBILITY REPORT

Inspiring Culture					
		Employee Turnover	2020	2019	2018
401-1	Europe, Middle East, Africa	Turnover rate- Male	12%	N/A ²	N/A ²
		Turnover rate- Female	13%	N/A ²	N/A ²
		Turnover rate- < 30 years old	27%	N/A ²	N/A ²
		Turnover rate- 30 - 50 years old	7%	N/A ²	N/A ²
		Turnover rate- > 50 years old	14%	N/A ²	N/A ²
	Asia-Pacific	Turnover rate- Male	11%	N/A ²	N/A ²
		Turnover rate- Female	16%	N/A ²	N/A ²
		Turnover rate- < 30 years old	22%	N/A ²	N/A ²
		Turnover rate- 30 - 50 years old	9%	N/A ²	N/A ²
		Turnover rate- > 50 years old	16%	N/A ²	N/A ²
		Talent Development	2020	2019	2018
404-1	Average hours of training per associate	Male	12.70	11.70	N/A ¹
		Female	14.79	13.75	N/A ¹
		Salaried	14.62	12.81	N/A ¹
		Hourly	12.37	11.62	N/A ¹
		Management	14.65	15.05	N/A ¹
		Individual contributors	12.86	11.69	N/A ¹
Non-GRI	Training	Number of associates trained in Better-Up Coaching Program	1,444	N/A ²	N/A ²
		Number of Virtual Courses completed through Global Content Providers	18,243	N/A ²	N/A ²
		Number of associates who completed the formal two-week Plant Optimization Academy	215 ¹⁴	148	236
		Number of Plant Optimization Academy e-learning courses completed	20,421	13,484	10,783
405-1	Number of governance body members	Male	9	9	N/A ¹
		Female	3	3	N/A ¹
		< 30 years old	0	0	N/A ¹
		30 - 50 years old	0	0	N/A ¹
		> 50 years old	12	12	N/A ¹

¹ New baseline established in 2019.² New baseline established in 2020. Will continue reporting in future years.¹⁴ Virtual academies offered, which allowed for a larger population.

2020 CORPORATE RESPONSIBILITY REPORT

Inspiring Culture					
		Diversity and Inclusion	2020	2019	2018
405-1	% of governance bodies	Male	75%	75%	N/A ¹
		Female	25%	25%	N/A ¹
		< 30 years old	0%	0%	N/A ¹
		30 - 50 years old	0%	0%	N/A ¹
		> 50 years old	100%	100%	N/A ¹
	Number of salaried employees	Male	12,202	12,364	N/A ¹
		Female	4,594	4,527	N/A ¹
		Gender not specified	4	34	N/A ¹
		< 30 years old	2,317	2,438	N/A ¹
		30 - 50 years old	9,807	9,744	N/A ¹
		> 50 years old	4,676	4,743	N/A ¹
	% of salaried employees	Male	73%	73%	N/A ¹
		Female	27%	27%	N/A ¹
		Gender not specified	0%	0%	N/A ¹
		< 30 years old	14%	14%	N/A ¹
		30 - 50 years old	58%	58%	N/A ¹
		> 50 years old	28%	28%	N/A ¹
	Number of hourly employees	Male	39,920	40,719	N/A ¹
		Female	2,968	2,998	N/A ¹
		Gender not specified	53	57	N/A ¹
		< 30 years old	9,012	9,408	N/A ¹
30 - 50 years old		23,441	23,533	N/A ¹	
> 50 years old		10,488	10,833	N/A ¹	

¹ New baseline established in 2019.

2020 CORPORATE RESPONSIBILITY REPORT

Inspiring Culture					
		Diversity and Inclusion	2020	2019	2018
405-1	% of hourly employees	Male	93%	93%	N/A ¹
		Female	7%	7%	N/A ¹
		Gender not specified	0%	0%	N/A ¹
		< 30 years old	21%	21%	N/A ¹
		30 - 50 years old	55%	54%	N/A ¹
		> 50 years old	24%	25%	N/A ¹
	Number of managers	Male	3,863	3,875	N/A ¹
		Female	871	833	N/A ¹
		Gender not specified	0	4	N/A ¹
		< 30 years old	123	141	N/A ¹
		30 - 50 years old	3,060	3,038	N/A ¹
		> 50 years old	1,551	1,533	N/A ¹
	% of management	Male	82%	82%	N/A ¹
		Female	18%	18%	N/A ¹
		Gender not specified	0%	0%	N/A ¹
		< 30 years old	3%	3%	N/A ¹
		30 - 50 years old	65%	64%	N/A ¹
		> 50 years old	33%	33%	N/A ¹
	Number of individual contributors	Male	48,259	49,208	N/A ¹
		Female	6,691	6,692	N/A ¹
		Gender not specified	57	87	N/A ¹
		< 30 years old	11,206	11,705	N/A ¹
		30 - 50 years old	30,188	30,239	N/A ¹
		> 50 years old	13,613	14,043	N/A ¹

¹ New baseline established in 2019.

2020 CORPORATE RESPONSIBILITY REPORT

Inspiring Culture					
		Diversity and Inclusion	2020	2019	2018
405-1	% of individual contributors	Male	88%	88%	N/A ¹
		Female	12%	12%	N/A ¹
		Gender not specified	0%	0%	N/A ¹
		< 30 years old	20%	21%	N/A ¹
		30 - 50 years old	55%	54%	N/A ¹
		> 50 years old	25%	25%	N/A ¹
Non-GRI	% of U.S. workforce self-identified as:	Black or African American	19%	N/A ²	N/A ²
		Latino or Hispanic	11%	N/A ²	N/A ²
		American Indian or Alaska Native	2%	N/A ²	N/A ²
		Asian	3%	N/A ²	N/A ²
		Native Hawaiian or Other Pacific Islander	0%	N/A ²	N/A ²
		White	61%	N/A ²	N/A ²
		Two or More Races	2%	N/A ²	N/A ²
		Not Specified	1%	N/A ²	N/A ²
	Employee Resource Groups	Number of ERG members globally	3,065	2,268	N/A ¹
		Number of ERG chapters globally	32	24	N/A ¹
	Recruiting and hiring	% of recruiters who are AIRS Diversity & Inclusion Certified (Americas & Executive team)	N/A ¹⁵	92%	N/A ¹
Veterans at Goodyear	% of military veterans in Goodyear's U.S. workforce	6.8%	6.7%	N/A ¹	
		Anti-Corruption	2020	2019	2018
205-1	Operations assessed for risks related to corruption	Total number of operations assessed for risks related to corruption	1,335	1,306	1,296
		Percentage of operations assessed for risks related to corruption	100%	100%	100%
205-2	Total number of governance body members 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	12	12	N/A ¹
		Americas	11	11 ¹⁶	N/A ¹
	Europe, Middle East, Africa	N/A	N/A	N/A ¹	
	Asia-Pacific	1	1 ¹⁶	N/A ¹	

¹ New baseline established in 2019.

² New baseline established in 2020. Will continue reporting in future years.

¹⁵ Due to COVID-19, furloughs and business conditions, re-certifications were delayed until 2021.

¹⁶ This number was misstated in Goodyear's 2019 Corporate Responsibility Report. This is the correct number for 2019.

2020 CORPORATE RESPONSIBILITY REPORT

Inspiring Culture					
		Anti-Corruption	2020	2019	2018
205-2	% of governance body members communicated to about anti-corruption	Total	100%	100%	N/A ¹
		Americas	92%	92% ¹⁶	N/A ¹
		Europe, Middle East, Africa	N/A	N/A	N/A ¹
		Asia-Pacific	8%	8% ¹⁶	N/A ¹
	Total number of employees communicated to about anti-corruption	Global total	59,741	60,699	N/A ¹
		Americas total	28,995	29,399	N/A ¹
		Europe, Middle East, Africa total	22,114	22,603	N/A ¹
		Asia-Pacific total	8,632	8,697	N/A ¹
		Salaried associates	16,800	16,925	N/A ¹
		Hourly associates	42,941	43,774	N/A ¹
		Management	4,734	4,712	N/A ¹
		Individual contributors	55,007	55,987	N/A ¹
	% of employees communicated to about anti-corruption	Global total	100%	100%	N/A ¹
		Americas total	100%	100%	N/A ¹
		Europe, Middle East, Africa total	100%	100%	N/A ¹
		Asia-Pacific total	100%	100%	N/A ¹
		Salaried associates	100%	100%	N/A ¹
		Hourly associates	100%	100%	N/A ¹
		Management	100%	100%	N/A ¹
		Individual contributors	100%	100%	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	31,583	35,593	N/A ¹
		Americas	12,098	12,954	N/A ¹
		Europe, Middle East, Africa	12,164	11,873	N/A ¹
		Asia-Pacific	7,403	10,766	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%	100%	N/A ¹

¹ New baseline established in 2019.

¹⁶ This number was misstated in Goodyear's 2019 Corporate Responsibility Report. This is the correct number for 2019.

2020 CORPORATE RESPONSIBILITY REPORT

Inspiring Culture					
		Anti-Corruption	2020	2019	2018
205-2	% 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>	Americas	100%	100%	N/A ¹
		Europe, Middle East, Africa	100%	100%	N/A ¹
		Asia-Pacific	100%	100%	N/A ¹
	Total number of governance body members trained on anti-corruption	Total	12	12	N/A ¹
		Americas	11	11 ¹⁶	N/A ¹
		Europe, Middle East, Africa	N/A	N/A	N/A ¹
		Asia-Pacific	1	1 ¹⁶	N/A ¹
	% of governance body members trained on anti-corruption	Total	100%	100%	N/A ¹
		Americas	92%	92% ¹⁶	N/A ¹
		Europe, Middle East, Africa	N/A	N/A	N/A ¹
		Asia-Pacific	8%	8% ¹⁶	N/A ¹
	Total number of employees trained on anti-corruption	Global total	15,498	21,378	N/A ¹
		Americas total	6,299	11,394	N/A ¹
		Europe, Middle East, Africa total	6,238	6,790	N/A ¹
		Asia-Pacific total	2,961	3,194	N/A ¹
		Salaried associates	15,222	14,323	N/A ¹
		Hourly associates	276	7,055	N/A ¹
		Management <small>Includes salaried associates only. Management vs. individual contributor breakdown not available for hourly associates trained.</small>	4,494	4,315	N/A ¹
		Individual contributors <small>Includes salaried associates only. Management vs. individual contributor breakdown not available for hourly associates trained.</small>	10,278	10,008	N/A ¹

¹ New baseline established in 2019.

¹⁶This number was misstated in Goodyear's 2019 Corporate Responsibility Report. This is the correct number for 2019.

2020 CORPORATE RESPONSIBILITY REPORT

Inspiring Culture					
		Anti-Corruption	2020	2019	2018
205-2	% of employees trained on anti-corruption	Global total	26%	35%	N/A ¹
		Americas total	22%	39%	N/A ¹
		Europe, Middle East, Africa total	28%	30%	N/A ¹
		Asia-Pacific total	34%	37%	N/A ¹
		Salaried associates	91%	85%	N/A ¹
		Hourly associates	1%	16%	N/A ¹
		Management Includes salaried associates only. Management vs. individual contributor breakdown not available for hourly associates trained.	95%	92%	N/A ¹
		Individual contributors Includes salaried associates only. Management vs. individual contributor breakdown not available for hourly associates trained.	20%	18%	N/A ¹
Non-GRI	Business conduct manual training	% of associates who have completed Business Conduct Manual training	99%	97%	96%

¹ New baseline established in 2019.