



GOODYEAR

2021 CORPORATE RESPONSIBILITY REPORT



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FEATURED ON THE COVER

In 2021, the world continued to face challenges and uncertainty from the ongoing COVID-19 pandemic and its effect on the global supply chain. Through it all, Goodyear associates around the world remained committed to delivering for our customers, working with an impressive display of dedication, agility and resilience. Our associates are also committed to Goodyear's sustainability journey, helping us to strengthen our culture, enable responsible operations and build a better future for society and our company.

As part of our sustainability journey, we have set a variety of goals, many of which are featured in this report. One of our goals is to develop a tire made of 100% sustainable materials by 2030. On the cover is the team of associates who made great progress toward that goal in 2021 by developing a demonstration tire made of 70% sustainable materials, including some industry-leading innovations. We're proud to recognize this talented team of associates for their hard work, perseverance and devotion to sustainability.

On the cover, from left to right in the top row: Justin Che, scientist principal; Donna Shipman, senior category lead; Rob Dennis-Pelcher, scientist principal; and Alexis Kruth, engineer. Middle row, from left to right: Doug Till, materials engineer; and Adam Baldan, engineer principal. Bottom row, from left to right: Ellis Jones, vice president and chief sustainability officer; Stacey Dean-Sioss, scientist principal; Kuo-Chih Hua, sustainability program manager, material science; and Chris Hiesel, senior vice president global operations and chief technology officer.

LEADERSHIP MESSAGES

A MESSAGE FROM OUR CHAIRMAN

The world is changing at a faster pace than most of us can remember. Through it all, Goodyear continues to be guided by our commitment to quality, integrity and sustainability. These values come to life in our 72,000 associates around the world, who have persevered through unprecedented crises, continued serving our customers and maintained their dedication to each other and our communities.

Over the past 12 months, Goodyear made significant progress in a variety of areas that we believe are critical to our long-term vitality. One of those areas is sustainability, which we define as responsibly balancing environmental, societal and financial demands without compromising the ability of future generations to meet their needs.

While we have always considered sustainability as an essential part of our business strategy rather than simply an add-on, its inclusion in our refreshed Strategy Roadmap makes our commitment clear and definitive for all our stakeholders and illustrates that sustainability is an integral part of our culture.

Last year, Goodyear also established several long-term sustainability goals, including net-zero greenhouse gas emissions by 2050, a commitment to all renewable energy in our facilities by 2040 and to be known as having the safest operations in the world. Additionally, we are making progress on previously stated goals of complete petroleum oil replacement in our products by 2040, and a tire made of 100% sustainable materials by 2030. As evidence of our commitment to these goals, the talented team of scientists and engineers featured on the report cover developed a demonstration tire in 2021 with 70% sustainable material content. We're proud of the progress they and other associates are making toward our sustainability goals.

While we can make progress alone, we've learned throughout our history that we can go so much further by building relationships with companies that share our passion for technology-driven solutions for a world of new mobility. As fleets of shared, electric and autonomous vehicles grow in use, Goodyear will be at the forefront of products and services to keep the world moving.

One example of this is the introduction of Goodyear SightLine, a suite of technologies—including intelligent tires—that enables fleets to identify and address problems in real time. SightLine led to our collaboration with Gatik, the first autonomous middle-mile logistics provider in North America. We look forward to more collaborations like this to help shape a new, more sustainable mobility ecosystem.

In this Corporate Responsibility Report, we reflect on the progress we have made along our sustainability journey. You will read about Goodyear's climate goals, our support of human rights and our corporate responsibility ambitions. However, we also look ahead to the future. We have accepted the high expectations of our brand and our products, including those from our customers who are looking to us to help them meet their sustainability goals and to work with them to shape the mobility revolution. We embrace the opportunities those expectations present and remain committed to keeping the world moving and to building a better future that enables Goodyear associates to deliver high-quality products and solutions for today and tomorrow.



RICHARD J. KRAMER

Chairman, Chief Executive Officer and President





A MESSAGE FROM OUR CHIEF SUSTAINABILITY OFFICER

Businesses today are faced with helping to solve some of the most consequential challenges we've ever seen. While the United Nations [Sustainable Development Goals](#) (SDGs) provide a framework for understanding the scope of the challenges, businesses must internalize how to leverage their business model to enable sustainable environmental and social outcomes.

I'm very excited about the progress Goodyear has made to integrate sustainability, set bold ambitions and chart a course toward a more sustainable business model. Our 2021 Corporate Responsibility Report highlights the work of our global associates as we develop strategies for responding to the challenges of today and tomorrow. Throughout all our work, the level of engagement across our organization has been inspiring. Our associates tell us sustainability is important in their personal lives. They also believe it's a key driver for Goodyear's success. From climate change to equality and inclusion to sustainable production and consumption, our associates know these challenges will not be solved by doing business as usual.

All companies around the world, including Goodyear, continue to face the effects of the COVID-19 pandemic. While supply chain disruptions are a visible example of the disruption caused by COVID, other effects are often harder to see. Since the pandemic began, we have paid special attention to its effect on our people. Such conditions as lockdowns, restricted movement, alternative working conditions, absenteeism because of illness, and others have had an impact on the mental and physical wellness of our associates. We believe that an essential part of our corporate responsibility is caring for our people, providing them the support they need to maintain good health.

While this is clearly the right thing to do, it also reflects our commitment to viewing our strategy through the increasingly important lens of environmental, social and governance (ESG) obligations. While we continue to build our functional capacity and capability to deliver outstanding performance across these areas, we elevated our focus on social issues, including human rights, in 2021. Through our newly launched Human Rights Steering Committee, we are developing an enhanced human rights strategy that aligns with the U.N. Guiding Principles on Business and Human Rights and includes action in policy and scope, implementation and engagement.

Our work to improve in all ESG areas is best described by the four pillars of our Goodyear *Better Future* framework—Sustainable Sourcing, Responsible Operations, Advanced Mobility and Inspiring Culture. Built on that foundation are our plans for the future, whether anticipating challenges, taking advantage of opportunities or increasing our expectations of ourselves as a corporate citizen. Within this report, you will find evidence of how each of these pillars comes to life in everything we do. We believe you'll also see how the pillars are connected to each other, to our business model and to our refreshed Strategy Roadmap.

Additionally, this report reflects the beginning of a new chapter in Goodyear's history with the acquisition of Cooper Tire. Since the acquisition did not close until June 2021, we won't fully integrate Cooper performance into this report until our 2022 edition. However, you'll read about some of Cooper's employees and their activities, all of which fit perfectly within Goodyear's strategy. Until then, we are focused on blending our strengths, increasing our agility and improving our efficiency as one company.

The foundation of Goodyear's corporate responsibility gives us the strength to act responsibly today while providing a vantage point to anticipate changes ahead. While we are building a more sustainable business enabling Goodyear to win today and tomorrow, the real winners will be those impacted by our outcomes—our associates win, the environment wins and our communities win.



ELLIS A. JONES

Chief Sustainability Officer

ABOUT GOODYEAR

OVERVIEW OF OUR BUSINESS

The Goodyear Tire & Rubber Company 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 operations in most regions of the world.

Headquartered in Akron, Ohio, we employ more than 70,000 people and manufacture our products in 57 facilities in [23 countries](#) around the world. This includes associates and facilities from The Cooper Tire & Rubber Company (Cooper), which Goodyear acquired in 2021. However, since the acquisition did not close until June 2021, this report does not feature many Cooper activities or events, nor does it include data from legacy Cooper facilities unless otherwise noted.

For more than 120 years, Goodyear has developed the technology that keeps people moving so they have the confidence to go faster, farther and more places, making all of life’s connections easier every day.

It’s that same spirit that put Goodyear on roads around every corner of the earth, in the record books and even on the moon. And we’re not stopping anytime soon. From today’s vehicles to the driverless fleets of the future, we’re not just putting cars on tires; we are fueling the science of motion.

Across [our brands](#), we offer all the benefits today’s drivers are looking for, from innovative technology and performance handling to all-weather reliability and affordable quality.



CORPORATE RESPONSIBILITY

Goodyear has a longstanding commitment to corporate responsibility. We anticipate and respond to market trends, customer needs, supplier capabilities and investor interests and are focusing on expanding our corporate responsibility transparency in response to stakeholder requests.

Goodyear *Better Future*, our corporate responsibility framework, was launched in 2018 to enhance the existing governance of our high-priority topics. The framework helps ensure corporate responsibility is integrated into all levels of our organization, promotes communication and awareness and drives alignment with our corporate strategy and stakeholder priorities.

Goodyear’s Board Committee on Corporate Responsibility and Compliance oversees our corporate responsibility objectives and regularly monitors our progress toward achieving them. Specific functional leaders implement our strategies, goals and purposes, reporting on progress in their areas to Goodyear’s Board of Directors or Board Committee.

The *Better Future* Steering Committee is responsible for ensuring functional goals are established for Goodyear’s high-priority sustainability topics and aligned with corporate strategy, and they advance our communications to external stakeholders. Our VP and Chief Sustainability Officer reports to the SVP Global Operations and Chief Technology Officer, leads the Steering Committee and provides an annual update to the Board Committee, enhancing their collective knowledge and awareness of key sustainability issues.

The *Better Future* Working Group is made up of the program managers of each of our high-priority topics. Each Working Group member maintains a sustainability scorecard to help ensure we are effectively managing our high-priority topics. Program managers share scorecard updates for their topic twice a year with the broader Working Group to enhance awareness and cross-functional collaboration. Members are responsible for understanding the current state of their topic, developing and aligning appropriate goals and targets and ensuring KPIs/metrics and strategies are in place for each goal. Performance is measured at least annually, and updates are shared internally and externally, as appropriate.

Current State	Stakeholder analysis to provide a thorough understanding of the topic
Goals & Targets	Ensuring we have effective goals in place to address the topic
KPIs/Metrics	A related metric for each goal to ensure we can measure our progress
Program Strategy	Programs, projects or processes established, and resources allocated
Performance	Current data for each KPI/metric to monitor progress
Governance	Vertical and cross-functional alignment/communication on goals
Reporting/Communication	Communicating our efforts on the topic internally and externally



The *Better Future* Associate Council is a cross-functional group of associates who identify and implement location-specific initiatives aligned to our high-priority topics. The Council launched at our Corporate Headquarters in Akron, Ohio, and meetings resumed in 2021. We hope to expand the Council to other global locations in the coming years.

Collectively, this governance structure is helping to grow internal awareness and engagement for our *Better Future* framework, including through quarterly town halls for associates, while enhancing our communication to key stakeholders.

BETTER FUTURE GOVERNANCE STRUCTURE



STAKEHOLDER ENGAGEMENT AND SIGNIFICANT CORPORATE RESPONSIBILITY TOPICS

Goodyear gathers stakeholder feedback through the year, building on information gathered during sustainability materiality assessments. We regularly talk with investors, customers, associates, distributors, suppliers, regulators and more, collecting sustainability-related requests, questions and feedback. This information is gathered and compiled by global functional business leaders and the global sustainability team to help inform strategies that are formulated and implemented at the functional level. Goodyear’s VP and Chief Sustainability Officer provides this stakeholder feedback to the Board Committee to inform their oversight.

To ensure we are managing our most significant environmental, social and governance (ESG) 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 interaction:

STAKEHOLDER GROUPS	REGULAR STAKEHOLDER INTERACTIONS
Board Members	<ul style="list-style-type: none"> Board meetings Committee meetings Annual shareholders meeting
Customers	<ul style="list-style-type: none"> Daily communication via emails, calls and meetings Occasional on-site visits Annual Customer Conferences
Distributors	<ul style="list-style-type: none"> Daily communication via emails, calls and meetings Occasional on-site visits Annual Customer Conferences
Suppliers	<ul style="list-style-type: none"> Daily communication via emails, calls and meetings Occasional face-to-face meetings at Goodyear or supplier facilities
Regulators	<ul style="list-style-type: none"> Engagement with governments in countries of operation, as necessary
Industry Associations and Non-Governmental Organizations (NGOs)	<ul style="list-style-type: none"> Tire Industry Project (TIP) and ongoing Working Groups Trade associations, including U.S. Tire Manufacturers Association (USTMA), European Tyre and Rubber Manufacturers’ Association (ETRMA), Japan Automobile Tyre Manufacturers Association (JATMA) and Automotive Industry Action Group (AIAG) Frequent interaction with Non-Governmental Organizations (NGOs)
Investors	<ul style="list-style-type: none"> Quarterly earnings calls Annual shareholders meeting Frequent investor calls and emails
Collaborators	<ul style="list-style-type: none"> Various collaborator engagements throughout the year on a variety of projects
Community Members	<ul style="list-style-type: none"> Communications with and contributions to charities Regular volunteer activities Community program development





During our most recent sustainability materiality assessment, conducted in 2018, we worked with an external consultant to perform industry research and gather feedback from internal and external stakeholders on our sustainability-related risks and opportunities and the significance of each. The final results are highlighted in a matrix of our high-priority topics (listed in the table below), ultimately influencing our governance and reporting strategies.

The 2018 sustainability materiality assessment validated what we know to be important to our organization and stakeholders and highlighted new opportunities. Following the assessment, we confirmed that we had owners for all high-priority topics and verified our commitments for these topics. In 2021, we introduced a sustainability maturity model within Goodyear to help inform, guide and advance the integration of sustainability topics throughout the organization. In 2022, we are refreshing our sustainability materiality assessment to confirm our high-priority topics for management and future reporting.

TOPIC & THE WAYS IT WAS DISCUSSED		STAKEHOLDERS EXPRESSING STRONG INTEREST	
1. Advancing Tire Performance			
<ul style="list-style-type: none"> Lowering rolling resistance and weight to help improve fuel efficiency 	<ul style="list-style-type: none"> Enhancing wet grip for consumer performance Tire wear/longevity Road noise 	<ul style="list-style-type: none"> Customers Distributors Internal leaders 	<ul style="list-style-type: none"> Associates providing insights from regulators, governmental entities and investors NGOs
2. Sustainable Raw Materials and Sourcing			
<ul style="list-style-type: none"> Sustainable natural rubber Sourcing conflict-free minerals Removing materials of concern 	<ul style="list-style-type: none"> Using recycled content Increasing the use of renewable materials Sustainable procurement polices 	<ul style="list-style-type: none"> Distributors Internal leaders Customers (OEMs) 	<ul style="list-style-type: none"> Associates providing insights from regulators and governmental entities NGOs Suppliers
3. Workforce Safety and Health			
<ul style="list-style-type: none"> Creating a culture of safety Ensuring safe handling of materials used during production 	<ul style="list-style-type: none"> Complying with workplace safety and health laws 	<ul style="list-style-type: none"> Customers Internal leaders 	<ul style="list-style-type: none"> Associates providing insights from regulators, governmental entities and investors
4. Supply Chain Management			
<ul style="list-style-type: none"> Supply chain management policies and strategies Assessing and monitoring supply chain ESG risks, impacts and opportunities 	<ul style="list-style-type: none"> Working with suppliers to implement ESG strategies Supply chain traceability Anticipating and navigating trade regulations 	<ul style="list-style-type: none"> Customers Distributors Internal leaders 	<ul style="list-style-type: none"> Associates providing insights from investors, regulatory and governmental entities NGOs Suppliers
5. Energy and Greenhouse Gas (GHG) Emissions			
<ul style="list-style-type: none"> Climate commitments and strategy 	<ul style="list-style-type: none"> Reducing energy use and GHG emissions across our value chain Increasing renewable energy use 	<ul style="list-style-type: none"> Customers Internal leaders 	<ul style="list-style-type: none"> Associates providing insights from investors, regulators and governmental entities NGOs
6. Business Continuity			
<ul style="list-style-type: none"> Anticipating disruptions and maintaining the ability to fulfill customer orders on time 		<ul style="list-style-type: none"> Board members Customers Distributors Internal leaders 	<ul style="list-style-type: none"> Associates providing insights from investors Suppliers
7. Product Quality			
<ul style="list-style-type: none"> Delivering high-quality products that perform as expected 		<ul style="list-style-type: none"> Customers Distributors Internal leaders 	<ul style="list-style-type: none"> Associates providing insights from investors
8. Shaping the Mobility Revolution			
<ul style="list-style-type: none"> Shaping a more sustainable mobility model enabling the move to autonomous and electric vehicles, shared vehicles and connected tires 		<ul style="list-style-type: none"> Customers Distributors 	<ul style="list-style-type: none"> Internal leaders New mobility entities
9. Ethics and Compliance			
<ul style="list-style-type: none"> Utilizing a Business Conduct Manual/Code of Conduct, policies, training and the Integrity Hotline program to drive ethical behaviors and compliance worldwide Acting with integrity, honesty and respect 		<ul style="list-style-type: none"> Board members Associates providing insights from investors, regulators and governmental entities 	<ul style="list-style-type: none"> Internal leaders
10. End-of-Life Tires (ELT)			
<ul style="list-style-type: none"> Driving ELT to the best beneficial reuse avenues 		<ul style="list-style-type: none"> Customers Industry associations Internal leaders 	<ul style="list-style-type: none"> Associates providing insights from investors, regulators and governmental entities Suppliers
11. Inspiring Culture			
<ul style="list-style-type: none"> Attracting and retaining talent Building a diverse and inclusive culture Acting with Integrity 	<ul style="list-style-type: none"> Promoting talent development, health and wellness and community engagement Succession planning 	<ul style="list-style-type: none"> Board members 	<ul style="list-style-type: none"> Internal leaders



BETTER FUTURE

Goodyear’s [Strategy Roadmap](#) defines how we win, how we work and where we focus, and after a 2021 refresh, features an even stronger emphasis on sustainability. *Better Future*, our corporate responsibility framework, supports and is integrated in the Strategy Roadmap and summarizes our high-priority topics from our most recent sustainability materiality assessment. The pillars of the framework are illustrated below and are followed by a description of our work related to climate, human rights and nature—important focus areas that are woven throughout the framework.

Throughout this report, we explain why these topics matter, what we are doing to manage each, and our progress and performance on our commitments. Some commitments outlined in the pages that follow were set recently and may not yet have performance data available.

BETTERFUTURE

Pillars of our Corporate Responsibility Strategy

Pillar				
Topic Sustainable Raw Materials and Sourcing Supply Chain Management	Topic Safety and Health Operational Impacts Product Quality End-of-Life Tires Business Continuity	Topic Advancing Tire Performance Shaping the Mobility Revolution	Topic Compliance and Ethics Health and Wellness Community Engagement Diversity and Inclusion Talent Development	
Focus Areas <ul style="list-style-type: none"> • Source sustainable natural rubber • Increase sustainable material usage • Pursue raw material traceability • Remove materials of concern • Manage supply chain ESG risks 	<ul style="list-style-type: none"> • Culture of safety and health • Reduce environmental impacts • Produce high-quality products • Drive ELT to beneficial reuse • Risk analysis and mitigation 	<ul style="list-style-type: none"> • Fuel efficiency, safety, longevity and comfort • Fleets, autonomous, connected and electric vehicles 	<ul style="list-style-type: none"> • Demonstrate ethical values • Healthy and well workforce • Global community engagement • Diverse and inclusive culture • Robust talent development 	



CLIMATE CHANGE

Climate considerations are driving change in the transportation sector. Advanced forms of mobility, such as electric vehicles, ride sharing and fleets, autonomous vehicles, and connected vehicles, have the potential to reduce vehicle emissions and energy use. Companies in the transportation sector are setting ambitious climate goals that require the support of the entire supply chain to achieve.

The move to a low carbon economy creates growth opportunities within the tire industry that Goodyear is well positioned to leverage through its continued innovation. Goodyear has a proven track record of producing tires for electric and autonomous vehicles, developing tires and rubber compounds that contribute to reduced emissions by lowering rolling resistance and reducing tire weight, and providing fleet solution services that promote fuel efficiency.

Climate change poses risks that could adversely impact Goodyear's operations, including risks related to our plans to continue to develop and supply the types of products, services and technologies demanded by consumers. Such risks could also include an increase in severe weather events that could temporarily disrupt Goodyear's operations or supply chain or the operations of Goodyear's customers, and the cost of compliance associated with increased climate-related regulations globally. That's why we launched our CEO-sponsored climate strategy development in 2021, led by a cross-functional operating committee and supported by external climate expertise. This collaborative approach ensures the Company understands our most significant climate impacts and the key risks and opportunities our business faces.

In December 2021, we announced our climate ambition, which includes our goal to reach net-zero Scope 1, 2 and certain direct Scope 3 greenhouse gas (GHG) emissions by 2050, aligned with the Science-Based Targets initiative (SBTi) and its new Net-Zero Standard. We also announced our commitment to achieve near-term science-based targets by 2030, including reducing Scope 1 and 2 emissions by 46% and certain direct Scope 3 emissions by 28%, as compared to 2019.

In the next phase of our climate strategy work, Goodyear will conduct a scenario analysis to evaluate the resilience of Goodyear's business model in the context of different climate scenarios and evaluate adaptation and mitigation strategies. Goodyear will also evaluate additional carbon reduction activities and will deliver a comprehensive roadmap, including an action plan to achieve our climate ambition.

In 2022, Goodyear will expand our climate reporting to align with the recommendations and supplementary guidance from the Task Force for Climate-related Financial Disclosures (TCFD). Goodyear's [TCFD report](#) was published in March 2022 and will be updated later in 2022 with the results of the extensive climate analysis work described on this page. Moving forward, we will work to integrate the climate roadmap activities across the business, and we will integrate the ongoing identification and analysis of climate-related risks into risk management and other business processes.

As the graphic on the next page shows, the biggest impact through the tire life cycle is in the product use phase. One way that Goodyear can influence this is by helping to increase consumers' fuel efficiency via improved rolling resistance products. Additionally, we work to improve our impacts throughout all life cycle phases through various strategies. Click on each strategy to learn more about our approach and commitments.

Goodyear utilizes Life Cycle Assessment (LCA) to evaluate products quantitatively through the entire life of the product—from the sourcing of raw materials all the way to the end of the product's life. Each LCA is performed using internationally recognized ISO frameworks that help provide a full picture of product impacts as well as opportunities for improvement that can be used in product development. Goodyear has also collaborated with the Tire Industry Project (TIP) to develop Product Category Rules (PCRs) for evaluating impacts from tires.



LIFE-CYCLE PHASE	DESCRIPTION	% CONTRIBUTION TO GLOBAL WARMING POTENTIAL ¹	MAIN DRIVERS TO IMPACTS	GOODYEAR STRATEGIES
Raw Materials	Purchased goods and services including raw materials production		Material production	<ul style="list-style-type: none"> • Optimized tire weight specifications • Research alternative material sources, such as soybean oil and rice husk ash silica • Collaboration with suppliers
Manufacturing	Production of the tire at Goodyear plants, including energy and waste in operations		Electricity use and grid mix in manufacturing Other energy use in manufacturing	<ul style="list-style-type: none"> • Application of zero loss thinking to plant energy • Source renewable electricity • Maintain zero waste to landfill expectation • Improve overall equipment efficiency
Distribution	Upstream and downstream transportation		Distribution distances	<ul style="list-style-type: none"> • Optimized warehousing • Laced-tire stacking for more efficient shipping • Aligned sales and operations planning • Improved demand forecasting
Product Use	Vehicle fuel or energy consumption related to the tire through rolling and acceleration resistance		Fuel consumption due to rolling resistance	<ul style="list-style-type: none"> • Lower rolling resistance tire portfolios • Increase product lifetime • Research air maintenance technology • Proper tire maintenance and use • AndGo consumer fleet maintenance services
End of Life	Transportation and processing at the end of the tire's lifetime where many tires are utilized for materials or energy recovery		Recovery rate of tires	<ul style="list-style-type: none"> • Support beneficial use options for ELT

¹ Dark shades represent the contribution to global warming potential. Values are based on Goodyear's 2019 baseline values developed through our climate strategy for Scope 1, 2 and 3.

HUMAN RIGHTS

Goodyear has strong policies and practices relating to human rights. For example, Goodyear's [Human Rights policy](#) is incorporated in our [Business Conduct Manual](#), [Zero Tolerance Policy](#), [Natural Rubber Procurement Policy](#) and the [Supplier Code of Conduct](#). Purchasing associates globally are provided annual training on Human Rights.

Reporting up through the [Better Future governance structure](#), the recently launched Human Rights Steering Committee is updating Goodyear's human rights strategy. This strategy aligns with the [U.N. Guiding Principles on Business and Human Rights](#) and includes active workstreams in policy and scope, implementation, engagement

and education. We are also developing additional education and communications resources for all our leaders and associates to understand and apply human rights standards in their areas of responsibility.

The scope of this strategy includes evaluating potential risks and opportunities to reduce risk in Goodyear's operations and supply chain, represented by the [Better Future Framework](#) pillars of Sustainable Sourcing, Responsible Operations, Advanced Mobility, and Inspiring Culture. We plan to provide an update on the Human Rights Steering Committee's efforts in future reports.

CLIMATE AND NATURAL RESOURCES

As part of our Goodyear *Better Future* framework, Goodyear is committed to responsible operations, which includes understanding the potential impacts our operations may have on climate and natural resources, such as forests, land and water.

When it comes to climate impacts, as described in the Climate Change section, most of Goodyear's impact lies within the product use and raw materials phases. We have set science-based climate goals, are creating a climate strategy and are committed to addressing Scope 1, 2, and 3 GHG emissions up and down our value chain. Refer to the [Climate Change](#) section and noted strategies.

While Goodyear does not own any rubber tree plantations, we have taken actions as a purchaser of natural rubber, as noted in the [Sustainable Sourcing](#) section and in our [Natural Rubber Procurement Policy](#). This includes supporting the livelihoods of smallholders while promoting responsible acquisition and management of land that is free from deforestation. Goodyear is an active member of the [Global Platform for Sustainable Natural Rubber \(GPSNR\)](#) where industry and other platform members throughout the value chain are collaborating under the guidance of the GPSNR Policy Framework.

Goodyear is also an active member of the [World Business Council for Sustainable Development's \(WBCSD's\) Tire Industry Project \(TIP\)](#), which has many working groups, including tire and road wear particles (TRWP) and end-of-life tires (ELT). To read more about our involvement and this important work, review the [Tire Industry Project \(TIP\)](#) section of this report.

Goodyear will continue to monitor the latest recommendations to inform our strategies.



THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGS)

In 2015, the United Nations launched the [Sustainable Development Goals \(SDGs\)](#), a set of 17 broad goals and 169 targets to address global challenges and drive sustainable solutions toward the [2030 Agenda for Sustainable Development](#). For a comprehensive list of how Goodyear is aligned to the SDGs, please [click here](#) to view our full SDG mapping.

In 2021, Goodyear participated in developing the [Sustainability Driven: SDG Tire Sector Roadmap](#) as a co-chair of the working group through the TIP. The report highlights the sustainability impacts relevant to the tire sector and presents a series of impact pathways the sector can contribute to as part of the 2030 Agenda. The four tire sector sustainability megatrends that were identified in the report are listed the table on the following table, which also identifies the relevant SDGs and Goodyear initiatives/goals that support these SDGs.





Megatrend*	Impact on the Sector*	Relevant SDGs Goodyear is Supporting	How Goodyear is Supporting
Circular innovation to tackle resource scarcity	Burgeoning populations in emerging markets and increased urbanization globally are encouraging a rise in mobility. The resource challenges that can result from growing demand present the opportunity for the emergence of new business models such as those based on the circular economy.	 	<p>Goodyear Sections Responsible Operations Sustainable Sourcing Advanced Mobility</p> <p>Goodyear Goal</p> <ul style="list-style-type: none"> By 2040, we will achieve our goal of fully replacing petroleum-derived oils in our products.
Climate and nature crises to accelerate the low-carbon energy transition	Progress to reduce greenhouse gas (GHG) emissions, adapting to the physical impacts of climate change and halting biodiversity loss remains slow and insufficient. However, new regulations, investor pressure and citizen power have created momentum to which the business community must respond.	   	<p>Goodyear Sections Responsible Operations Sustainable Sourcing</p> <p>Goodyear Goals</p> <ul style="list-style-type: none"> 25% intensity reduction by 2023 (emissions and energy) Achieve 50% raw material spend traceability by 2025 10% intensity reduction by 2030 (water) By 2040, we will transform our manufacturing operations and processes to all renewable energy to significantly reduce our carbon footprint.
Industry 4.0 to allow systems transformation	Rapid digitalization and automation across industries is driving improved productivity, efficiency and safety—but could lead to widespread and disruptive implications for employment and workforce skills if not appropriately managed. Technologies, including artificial intelligence, internet of things and 5G, alongside autonomous, connected and electric vehicles, offer significant opportunities to organizations ready to embrace them. The adoption of such technologies must come with efforts to address rising cybersecurity and data privacy concerns and to manage the potential environmental impacts from material and energy consumption.		<p>Goodyear Sections Advanced Mobility</p> <p>Goodyear Goals</p> <ul style="list-style-type: none"> By 2023, we will more than double our flow of technology releases leading to more winning products and solutions. By 2026, we will increase efficiency through improvements in our manufacturing process. By 2027, we will reinvent tires and service, delivering data- and sensor-enabled intelligence in all new products. By 2030, we will win in innovation by introducing the first 100% sustainable-material and maintenance-free tire.
Human rights, safety, wellbeing and equal opportunities – across the value chain – are essential to building resilience.	Rising inequality is driving continued dissatisfaction with current political and economic models and global civil protests on issues relating to diversity and inclusion. Companies are increasingly expected to take strong positions on human rights and other social issues – including protecting employee wellbeing, promoting workplace safety and improving supply chain due diligence and transparency – to ensure long-term business resilience.	  	<p>Goodyear Sections Responsible Operations Inspiring Culture</p> <p>Goodyear Goals</p> <ul style="list-style-type: none"> By 2023, we will eliminate all serious injuries to become known as having the safest operations in the world. 100% of Goodyear facilities with tobacco-free campuses by 2025 except where prohibited by law.

* From the Tire Industry Project's report, "[Sustainability Driven: Accelerating Impact with the Tire Sector SDG Roadmap](#)"

The tire sector has also identified the relevant SDGs and seven impact pathways the tire sector believes as a whole have the greatest potential to influence and make progress. Please reference pages 13-15 of [the report](#) to see what eight SDGs the tire sector will focus on. Performance updates will be included in the TIP Environmental KPI report scheduled for release in 2023.

BOLD GOALS

In 2020, Goodyear’s Global Technology organization introduced six Bold Goals to articulate Goodyear’s role in the future of mobility. These ambitious goals are focused on developing great products and services that anticipate and respond to the needs of consumers and customers. They’re aspirational yet attainable, providing our associates with a long-term vision to enable mobility well into the future.

We have already made great strides toward the Bold Goals—for example, our 2022 release of a [70% sustainable-material demonstration tire](#) is great progress on our journey to launch the first 100% sustainable-material tire by 2030.



In 2021, our Global Operations organization introduced another five Bold Goals, bringing our total number to 11. Our operational goals are more internally focused and reflect our commitment to continuous improvement in everything we do. They include keeping our associates safe; increasing efficiency through improvements in our manufacturing process; increasing quality and consistency to remain “best-in-class;” improving customer satisfaction by providing the right tire when the customer wants it, every time; and reducing our carbon footprint.

Our Bold Goals include the tagline, “The road to success is an engaged and diverse workforce,” which sums up the simple fact that our associates are the driving force behind these goals. They are empowered to be curious and collaborative and encouraged to bring a proactive mindset to work every day to find new ways to contribute to these challenging endeavors. We will share updates on our progress toward our Bold Goals in future reports.

NOTABLE AMBITIONS:

BY 2023	BY 2024	BY 2025	BY 2027	BY 2030
We will eliminate all serious injuries to become known as having the safest operations in the world.	We will achieve first to approval for all development SKUs with only one physical iteration.	Reduce rolling resistance by 40% and tire weight by 9% for our global consumer tire portfolio from a 2005 baseline.	All Goodyear tires will contain sensors to capture tire data.	Reduce Scope 1 and 2 emissions by 46% by 2030 and certain Scope 3 emissions by 28% over the same time frame, aligned with the Science Based Targets initiative (SBTi) and its Net-Zero Standard.
BY 2030	BY 2040	BY 2040	BY 2050	
We will win in responsible innovation by introducing the first 100% sustainable-material and maintenance-free tire.	We will transform our manufacturing operations and processes to all renewable energy to significantly reduce our carbon footprint.	We will achieve our goal of fully replacing petroleum-derived oils in our products.	Reach net-zero value chain greenhouse gas (GHG) emissions, aligned with the Science Based Targets initiative (SBTi) and its Net-Zero Standard.	

MEMBERSHIP IN ASSOCIATIONS

We demonstrate our commitment to sustainable development by collaborating with a variety of organizations, including:

WORLD BUSINESS COUNCIL FOR SUSTAINABLE DEVELOPMENT (WBCSD)

[WBCSD](#) is a global, CEO-led organization of over 200 leading businesses working together to accelerate the transition to a sustainable world. Member companies come from all business sectors and all major economies, representing a combined revenue of more than USD \$8.5 trillion and 19 million employees. WBCSD offers members the opportunity to participate in a number of programs and projects, including sector-specific projects such as the Tire Industry Project (TIP). Goodyear has been a member of WBCSD for over 15 years as part of TIP, and in 2020, joined the [Digitalization and Data in Urban Mobility](#) project.





DIGITALIZATION AND DATA IN URBAN MOBILITY

A WBCSD initiative, the [Digitalization and Data in Urban Mobility](#) project brings businesses and cities together to implement system-level and integrated initiatives to steer urban mobility systems transformation toward a safer, cleaner, more accessible and more efficient future. WBCSD members are guiding and scaling digital solutions and data exchange between the public and private sectors to lower carbon emissions, enhance safety and accessibility and reduce road congestion and pollution in cities. Goodyear committed to involvement in the project in 2020 and became a member in early 2021. We aim to understand how Goodyear's beyond tires mobility strategy can contribute to and benefit from the opportunities and challenges stemming from the transformation of urban mobility.

TIRE INDUSTRY PROJECT (TIP)

Goodyear is a leader in the WBCSD's [Tire Industry Project \(TIP\)](#), formed in 2005 as a global, voluntary, CEO-led initiative undertaken by leading tire companies. Together, TIP member companies, representing approximately 65% of the world's tire manufacturing capacity, work to anticipate, identify, analyze and address the potential human health and environmental impacts associated with tire development, use and management throughout the tire's lifecycle.



TIP's focus areas include materials and chemicals, tire and road wear particles (TRWP), end-of-life tire management, and tools and frameworks.

TIP member CEOs meet biennially to review project progress and approve a two-year work plan. The work plan is reviewed by an assurance group of independent scientists who provide guidance on the scientific relevance and robustness of planned work.

Despite the COVID-19 pandemic, TIP's agenda remained a priority throughout 2021. Some of TIP's major accomplishments from the year include:

Tire and Road Wear Particles (TRWP) - TIP has been studying the potential impacts of TRWP on human health and the environment since 2005. The early research launched by TIP has been groundbreaking in terms of identification, quantification and risk assessment of TRWP in different environmental compartments, including air, soil, and sediments through the development of new sample collection methods and analytical techniques. As a result of this research TIP has published [15 peer-reviewed scientific studies on TRWP](#).

The topic of TRWP has been receiving increasing attention over the past several years from a large number of stakeholders, including international organizations, NGOs, governments and academic research institutions. As this group of stakeholders continues to expand, in addition to TIP, Goodyear participates as a member of regional tire trade associations (RTTAs), including the [European Tyre and Rubber Manufacturers' Association \(ETRMA\)](#) and the [U.S. Tire Manufacturers Association \(USTMA\)](#). The work with our regional associations involves advocacy and engaging with stakeholders to share tire industry research and expertise about TRWP, tires and tire-related materials.

In 2021, TIP continued commissioned research on TRWP conducted by independent research firms and consultants and guided by an advisory panel of academic experts. Recent research from TIP includes:

- Analytical Method Development and Refinement
- TRWP Aging Study
- TRWP Ecotoxicity Study
- TRWP Mass Balance Modeling
- TRWP Field Sampling

Additionally in 2021, TIP launched [a new website](#) to share [all TIP TRWP research](#) and provide an accessible multimedia [introduction](#) to the topic.

Beyond our engagement on TRWP with TIP and the RTTAs, Goodyear also takes into consideration impacts of TRWP as they relate to the sustainability of our products. To learn more about our efforts on product sustainability see [Sustainable Materials and Sourcing](#).

End-of-Life Tires (ELT) - In 2021, TIP published [End-of-Life \(ELT\) Management Toolkit](#), a guide to proven management systems to maximize collection and recycling of ELT in countries that do not have efficient programs in place. The toolkit outlines key steps for establishing and enhancing ELT management systems along with identifying the social, economic and environmental benefits of each system.

In 2021, TIP also organized stakeholder dialogues in Europe, the United States and China with regional participants from across the ELT value chain. The objectives were to promote and strengthen communication of the stakeholders; facilitate discussion and identify solutions for improved local-level ELT management; and maximize knowledge on ELT management along with identifying new research opportunities. TIP plans to release a report in 2022 describing the outcomes and lessons learned from these meetings.

Environmental Impacts – TIP published its [2021 report](#) on environmental key performance indicators (KPIs) for tire manufacturing, noting overall maintained or improved performance at TIP member locations. The selected KPIs include energy use, CO2 emissions, water use and ISO 14001 certification at member company tire manufacturing operations.

In 2021, common methodology was developed among TIP members in order to include waste data as a fifth environmental KPI that will be included for the first time in the 2022 report. Additional work will be conducted to identify and integrate SDG-related KPIs to report progress highlighted in the *Sustainability Driven: Accelerating Impact with the Tire Sector SDG Roadmap*, available [here](#).

GLOBAL PLATFORM FOR SUSTAINABLE NATURAL RUBBER (GPSNR)

TIP members and other stakeholders, including automakers, rubber producers, other end users, and civil society, launched the [Global Platform for Sustainable Natural Rubber \(GPSNR\)](#) in 2018 to move the natural rubber supply chain toward natural rubber sustainability.

In addition to being a GPSNR founding member, Goodyear continues to be an active GPSNR member, including being voted to the two-year seat on the Executive Committee representing the tiremaker category. Goodyear also continues to co-chair the Strategy & Objectives Working Group that completed the Environmental Risk Study and development of GPSNR's Theory of Change. Goodyear prioritizes engagement directly within GPSNR Working Groups or indirectly as necessary, as GPSNR facilitates the natural rubber industry's move towards a more sustainable supply chain. In 2021, GPSNR approved reporting requirements, under which members in the natural rubber value chain will report on their policy implementation progress, which Goodyear will complete in 2022.

COALITION FOR REIMAGINED MOBILITY (CRM)

The [Coalition for Reimagined Mobility \(CRM\)](#) brings together industry, government and academic leaders to shape policy for more equitable and sustainable solutions that leverage technology to improve the movement of people and goods around the world. CRM conducts research and advocacy to advance platforms that prioritize people while ensuring the wellbeing and security of the planet.

AUTOMOTIVE INDUSTRY ACTION GROUP (AIAG)

The [Automotive Industry Action Group \(AIAG\)](#) is a unique non-profit organization where Original Equipment Manufacturers (OEMs), suppliers, service providers, government entities and academia have worked collaboratively for more than 38 years to drive down costs and complexity within the automotive supply chain. In 2019, Goodyear joined AIAG's Corporate Responsibility Steering Committee (CRSC).

In 2021, the CRSC continued to raise awareness of emerging topics in the areas of environmental, human rights, sustainability and conflict minerals. It also continues to work to align reporting standards within the automotive industry.

THE CONFERENCE BOARD

As a nonpartisan entity founded in 1916, The Conference Board delivers insights to member organizations in such areas as sustainability, corporate philanthropy, social responsibility, education, and diversity and inclusion.

Goodyear is a member of The Conference Board's [Environmental, Social & Governance \(ESG\) Center](#) and its [Human Capital Center](#). We are involved in several councils and working groups as a part of these engagements.

Within the ESG Center, Goodyear participates in the [Product Stewardship and Regulatory Affairs Council](#), which allows us to exchange ideas and best practices about product-related regulatory, compliance and responsibility matters with peers from other companies and industries. We also have representation in [Sustainability Council 1: Strategy & Implementation](#), which is composed of companies that strive to track, manage and reduce their environmental and social footprints in their operations and across their supply chains.

As part of the Human Capital Center, we are also a member of the [Diversity and Inclusion Leadership Council](#), which delivers insights to help members optimize and enhance diversity and inclusion.

TRADE ASSOCIATIONS

We explore, and work collectively, to improve various tire-related sustainability topics through our membership in several RTTAs, including [USTMA](#) and [ETRMA](#).

In 2021, USTMA released a climate vision [update](#) and completed a [sustainability materiality assessment](#).

ETRMA launched the European Tyre and Road Wear Particles (TRWP) [Platform](#) in 2018 with support from CSR-Europe. The Platform has created an open and inclusive dialogue among relevant stakeholders, including policymakers, industry, NGOs and academia. The Platform published two reports in its first year and ETRMA, USTMA and TIP are taking actions, including sponsoring research and collaboration, to help the industry and society better understand and respond to questions raised regarding TRWP.



AWARDS

In 2021, Goodyear received a number of awards highlighting the achievements of Goodyear and our diverse associate team. On this page is a sampling of the awards we received:

- Goodyear was recognized among the World's Top Female-Friendly Companies by Forbes, determined by an independent global survey of approximately 85,000 women in 40 countries. This designation is only given to 300 companies around the world.
- Goodyear was again recognized as a top workplace on the Forbes World's Best Employers list. Now ranking at No. 466, Goodyear surpassed its spot on the 2020 list at No. 558. The World's Best Employers list is Forbes' most prestigious international employer accolade.
- Goodyear was named by Newsweek as one of America's Most Responsible Companies for its reputation as a company that strives to be an excellent corporate citizen.
- Goodyear was recognized by the Human Rights Campaign Foundation for receiving a high score in the 2021 Corporate Equality Index (CEI). This prestigious rating assesses corporate LGBTQ+ inclusion policies and practices and an organization's commitment to promoting a diverse and inclusive workplace.
- Goodyear won the Platinum Award of the Best Workplace Practices by The Global CSR Awards 2021™, which recognizes and honors companies for outstanding, innovative and world-class products, services, projects and programs.
- Goodyear was named a General Motors (GM) Supplier of the Year for 2020, marking the fourth consecutive year Goodyear has been a recipient of this distinguished award.
- Goodyear was recognized with the Best Supplier Award from FAW-Volkswagen (VW) at its annual supplier conference.



GOODYEAR ASSOCIATES NAMED 2021 TECHNOLOGY RISING STARS



Paola Romero Campo, senior business process lead, and Ashley Jones, chief engineer, were recognized by the Women of Color STEM Digital Conference as 2021 Technology Rising Stars. The annual award is dedicated to women with 21 years or less in the workforce who are helping to shape technology for the future.



Paola first joined Goodyear Colombia as an intern and today leads global projects from Akron, Ohio, to continuously improve Goodyear's procurement systems and processes. Her collaborative approach, extensive knowledge of procurement systems and fluency in three languages make her a valued teammate.

As chief engineer in the Tire Performance Life Cycle Mechanics group, Ashley demonstrates exceptional project leadership and team support through her technical insight and strong core competencies. She is recognized for providing steady, reliable leadership while managing functional responsibilities and driving process enhancements.

SUMITA SHETTY HONORED AMONG TOP 100 DIVERSITY OFFICERS



Sumita Shetty, global head of Diversity & Inclusion, was recognized among the Top 100 Diversity Officers by the National Diversity Council.

The second annual Top 100 Diversity Officers award recognized individuals who have the leadership and counsel to further diversity and create a culture of inclusion where people feel like they belong through programs that strategically prioritize the preservation and advocacy for diverse talent at a company.





LAURA DUDA NAMED AMONG TOP 100 WOMEN IN BUSINESS



Laura Duda, Goodyear's senior vice president and chief communications officer, was named one of the Top 100 Women in Business by the National Diversity Council. The award recognizes the achievements of women who are breaking barriers and setting high standards for themselves and others. These women are prominent leaders, and they have reached the top of their profession by being effective leaders in their organizations. They drive change, innovate and inspire others to succeed while contributing to business growth.

THREE GOODYEAR AND COOPER ASSOCIATES RECEIVED MANUFACTURING INSTITUTE HONORS

The Manufacturing Institute (MI) honored one Cooper associate and two Goodyear associates at the 2021 Science, Technology, Engineering and Production (STEP) Ahead Awards ceremony in Washington, D.C.



Shawn Donaldson was named a STEP Ahead Honoree for her influence on technical, manufacturing and procurement projects at Cooper. As a manager of the Composite Materials Group, Shawn leads a team driving cross-functional initiatives such as global consolidation of materials and global material developments. She helped facilitate the implementation of new processing equipment, launched new products and facilitated teams to develop standard processes to track and reduce scrap. In her community, Shawn participates

in Manufacturing Day, a Manufacturing Institute program, and also brings her family to join her for Relay for Life, the Heart Walk and the United Way Days of Caring.



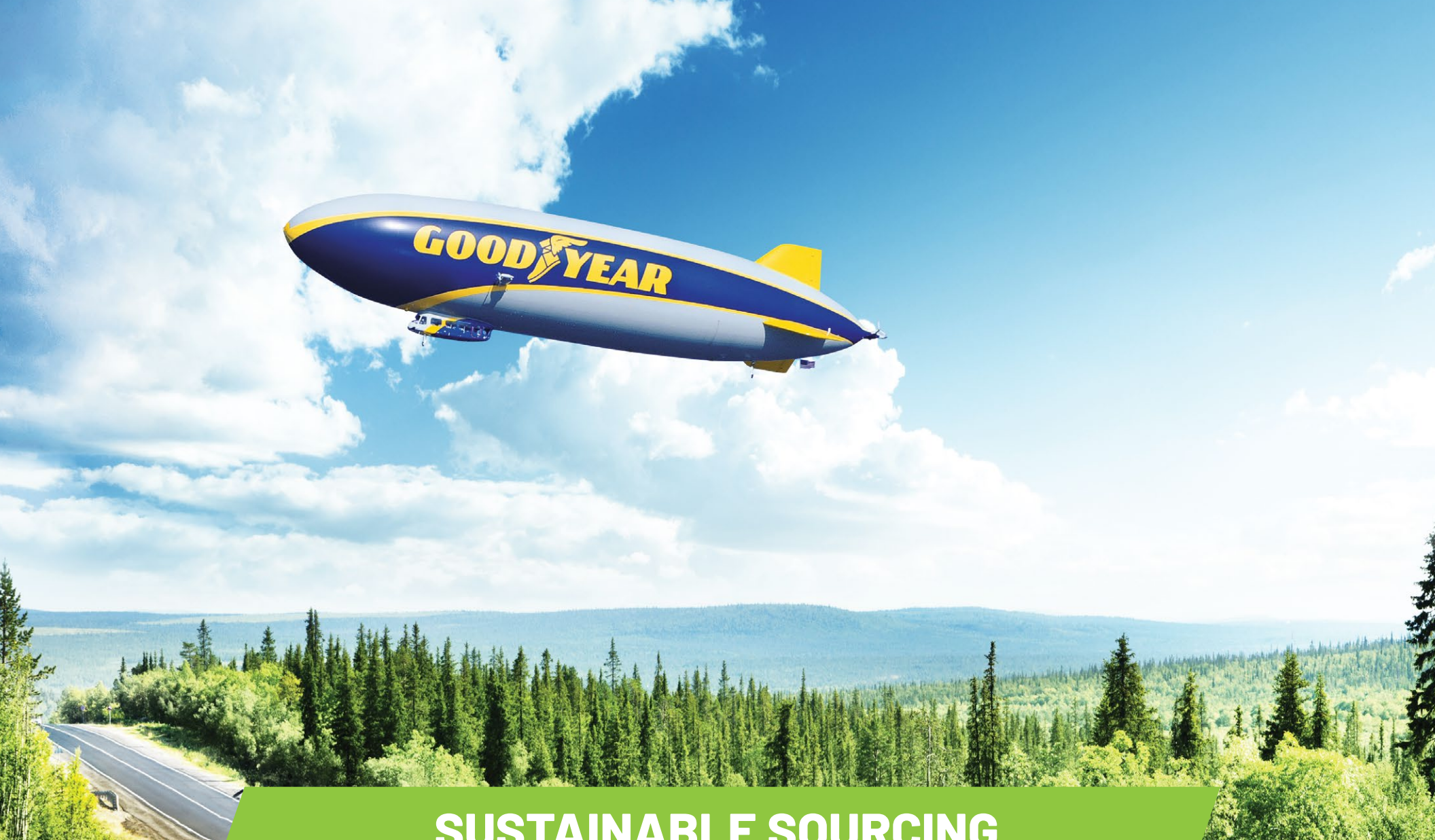
Ronda Williams was recognized as a STEP Ahead Honoree for her work as regional quality manager and for her dedication to community engagement programs. She led the creation of training and development resources for Quality staff in Goodyear's manufacturing plants, delivered key compliance improvements in Americas plants and collaborated cross-functionally to develop a global process for supplier qualification management. Ronda also serves as chairperson for Goodyear's STEM Corporate Council and is a leader for

Goodyear's Engineering Explorer Post program, which provides bi-weekly engineering experiences to high school students at the Akron, Ohio, headquarters throughout the school year.



Ann Myers, engineer associate, Global Reinforcement Tech & Non-Pneumatic Tire, was recognized as a STEP Ahead Emerging Leader for her contribution to Goodyear's Advanced Innovation non-pneumatic tire project. She developed both an analytical tool and a tire test that greatly enhanced the project's technical capabilities to enable a faster development cycle. Also central to her nomination is Ann's commitment to future STEM talent. Since 2017, she has actively engaged with Goodyear's STEM Career

Days for high school and middle school students, and she also serves as an adviser to the Engineering Explorers Post program. Beyond Goodyear, Ann serves as a Cornell Alumni Admission's Ambassador where she is a resource to students applying to STEM fields in the university.



SUSTAINABLE SOURCING



2021 CORPORATE RESPONSIBILITY REPORT



SUSTAINABLE SOURCING

Given the potential social and environmental impacts of a global supply chain, we proactively seek to understand our supply chain risks and address them to support a healthy ecosystem. At Goodyear, sustainable sourcing is our approach to responsibly managing the materials we use for our operations and products. That includes our efforts to source sustainable natural rubber, increase our sustainable material usage, pursue raw material traceability, remove materials of concern and proactively manage supply chain ESG risks.

TOPIC	IMPORTANCE
Sustainable Materials and Sourcing	Goodyear is actively working toward selecting more sustainable materials that deliver the same or enhanced product quality and performance, and selecting suppliers who uphold fair working conditions, use sustainable harvesting practices, and share our values.
Supply Chain Management	As part of Goodyear’s commitment to responsible sourcing, supply chain management remains a high priority for Goodyear.

SUSTAINABLE MATERIALS AND SOURCING

Prior to sourcing materials, Goodyear’s Product Stewardship team completes supplier reviews that include gathering safety data sheets (SDS) and ensuring the 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. In addition, through their management of change processes, our manufacturing facilities conduct environmental, health and safety (EHS) checks to help ensure safe use and compliance. Goodyear’s Procurement and Technology teams manage the governance of materials and sourcing.

SUSTAINABLE MATERIALS PERFORMANCE

Given that product quality, safety and customer satisfaction are our ultimate goals, our Procurement and Technology teams actively seek sustainable material options that deliver product performance while meeting our high standards of quality and safety and avoiding increasing supply or production costs.

To advance Goodyear’s sustainable material use, our Technology teams work to incorporate new innovations and use and/or investigate alternative raw materials that are more sustainable, such as innovative new rubber and soybean oil. As an

example, we have announced sustainability goals around the increased use of soybean oil in our products, including the goal to increase the use of soybean oil in place of petroleum-based oil by 25% by the end of 2019. We met, and far exceeded, this goal by increasing our soybean oil use by 90% in 2019, 73% in 2020, and 13% in 2021. When considering our total sustainable oil usage in place of petroleum-based oils, our 2021 increase was 27%. Our long-term goal of full petroleum oil replacement in our products by 2040 remains in place. These goals are supported by the established versatility of the technology, along with the demonstrated performance and processing advantages. To learn more about our soybean oil tread compound, see [Advanced Mobility](#).



In 2020, Goodyear set a goal to create a tire made 100% from sustainable materials by 2030. Our scientists and engineers made great progress toward that goal by developing a 70% sustainable-material tire. The demonstration tire includes 13 featured ingredients, including three different carbon blacks produced from methane, carbon dioxide, and plant-based oil; soybean oil; rice husk ash silica; and polyester recycled from plastic bottles and other plastic waste.

Another example is our use of bio-based replacements for silica. Goodyear is now using 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 is more environmentally friendly 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. We have been working closely with our suppliers to explore further expanding the use of RHA silica and set a goal to double our use by 2021 when compared to 2018 use. We made significant progress toward that goal in 2019 as our usage increased by 74%. However, COVID-19-related effects on production impacted our 2020 use of RHA silica, resulting in an increase of 47% compared to 2018 use. Impacts related to our RHA silica suppliers’ footprint limited our ability to source the expected RHA silica volume in 2021. For 2022, Goodyear has successfully secured RHA silica volumes that place us beyond our 2021 commitment.

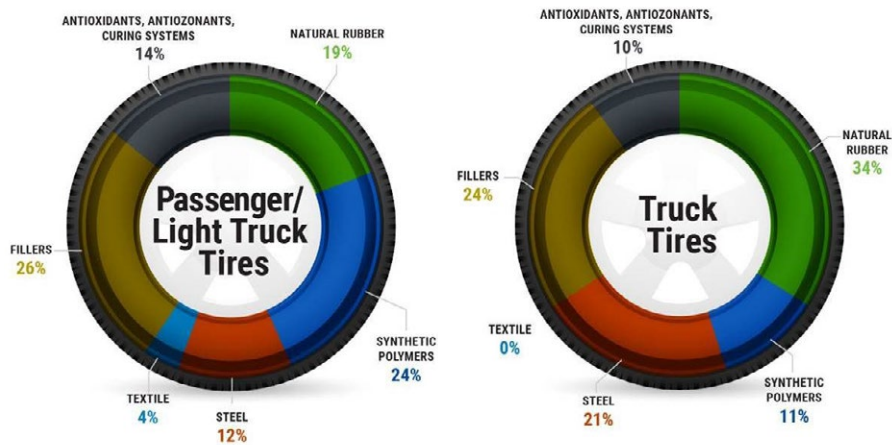
Goodyear was recognized by FEDIL, the Luxembourgish multisectoral business federation, with its 2021 Environmental Award in the category “Process” for its innovative and environmentally friendly traction resin. This special resin replaces petroleum-based resins and is used in the manufacture of Goodyear’s passenger and commercial ultra-high-performance tires such as the Eagle F1 Asymmetric 5 and Eagle F1 SuperSport (shown at right).



SUSTAINABLE SOURCING PERFORMANCE

At Goodyear, we strive to make an impact through our choice of the materials we use. We are committed to managing sourcing in a way that helps reduce environmental and social impacts and improve our global risk management. To that end, we are working to expand Goodyear’s requirements to include sustainable sourcing guidelines. In September 2021, we updated our [Supplier Code of Conduct](#) to underscore our expectations of suppliers. The changes to the Supplier Code of Conduct include expanded and/or clarified requirements relating to human rights, environmental sustainability, health and safety, and business ethics, as well as our requirements relating to competition law compliance, conflicts of interest and privacy, among other topics.

Goodyear’s sourcing includes direct materials such as: natural and synthetic rubber; fillers; pigments; chemicals and oils; semi-finished goods such as bead wire, steel cord and fabrics; and indirect items such as services, equipment, maintenance, transportation, energy, and utilities.



Materials by percentage for “typical” tires (Source: [USTMA](#)).

NATURAL RUBBER

More than 99% of the world’s natural rubber is made from latex derived from rubber trees, which is primarily sourced from Southeast Asia. The tire industry uses approximately 70% of the world’s natural rubber, and demand for natural rubber is growing. This raises various social, environmental and economic concerns and opportunities associated with the production of this important commodity. Social and agricultural practices in natural rubber production can vary greatly and can have

significant impacts on the livelihood and rights of local people, as well as local ecosystems through potential habitat conversions and reduction of species from deforestation.

Goodyear does not own any rubber tree plantations, but we have taken actions as a purchaser of natural rubber. In October 2021, we released an enhanced version of our Natural Rubber Procurement Policy to align with the Global Platform for Sustainable Natural Rubber’s (GPSNR) [Policy Framework](#). This update signals our strong natural rubber supply chain commitments across all aspects of sustainability. Our Natural Rubber Procurement Policy applies to Goodyear and our affiliates, including Cooper.

The key policy principles guiding Goodyear’s actions include:

- Support and protect the rights of workers (including contract, temporary, and migrant workers), landowners and local people;
- Promote responsible acquisition and management of land that is free from deforestation and land grabbing;
- Promote practices that lead to the ability to trace natural rubber through the entire supply chain;
- Promote the use of responsible and sustainable production techniques;
- Promote the best available growing and harvesting techniques;
- Support the livelihoods of smallholders; and
- Regularly audit and work with our supply chain on policy compliance.

Additionally, Goodyear is a founding member of the [TIP](#), a CEO-led initiative with 10 of the world’s major tire companies. Through TIP, Goodyear worked with other stakeholders, including automakers, rubber producers, other end users, and civil society, to move the natural rubber supply chain toward natural rubber sustainability. TIP members and others launched the [GPSNR](#) in 2018.

In addition to being a GPSNR founding member, Goodyear continues to be an active GPSNR member, including being voted to the two-year seat on the Executive Committee representing the tiremaker category. Goodyear also continues to co-chair the Strategy & Objectives Working Group that completed the Environmental Risk Study and development of GPSNR’s Theory of Change. Goodyear prioritizes engagement directly within GPSNR Working Groups or indirectly as necessary, as GPSNR facilitates the natural rubber industry’s move towards a more sustainable supply chain. In 2021, GPSNR approved reporting requirements, under which members in the natural rubber value chain will report on their policy implementation progress, which Goodyear will complete in 2022.



SUPPORT FOR NATURAL RUBBER FARMERS AND COMMUNITIES

Through our [Natural Rubber Procurement Policy](#), we are committed to supporting socially responsible projects in the communities that support our supply chain. In 2021, Goodyear, as a Gold Donor, contributed funding to kickstart GPSNR's capacity building project to help incentivize smallholders and industrial plantations to undertake sustainable practices. Initiatives related to the project are expected to pilot in Thailand, Indonesia and Ivory Coast beginning in 2022 and may include:

- Distribution of certified (re)planting material by establishing budwood gardens,
- Disease-fighting training,
- Sharing of good agricultural practices by setting up demonstration farms and training centers,
- Development of a rubberwood market through studies and workshops,
- Establishment of regional tapper co-operatives to boost labor availability, and
- Support for income diversification through agroforestry research and training.

We expect that GPSNR's capacity-building project will require ongoing funding to enable the long-term success and expansion of the programs. As an active member of GPSNR with representation in the Capacity Building Working Group, Goodyear believes it is important to support GPSNR in its efforts to identify and address capacity building gaps on the ground within the natural rubber supply chain.



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 from them, 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, and that they avoid directly or indirectly financing or benefiting armed groups in the Democratic Republic of Congo (DRC) and/or its adjoining countries. In addition, under the Code, suppliers are required, from time to time, (i) to certify that all materials and products supplied to Goodyear do not contain tantalum, tin, tungsten, gold or cobalt or (ii) if they do contain those elements, to 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 tantalum, tin, tungsten, gold or cobalt to fill out a Conflict Minerals Reporting Template (CMRT) twice a year. We require suppliers to disclose the smelters for those products, and 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 2021 Conflict Minerals report [here](#).

SOYBEAN OIL

As we continue to increase our use of soybean oil as a replacement for petroleum products, we identified a need to formalize our standards for the responsible procurement of soybean oil. Our [Soybean Oil Procurement Policy](#) was published in March 2021. Building upon our Business Conduct Manual and Supplier Code of Conduct, we believe the policy can help guide 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.



SUPPLY CHAIN MANAGEMENT

Goodyear’s Chief Procurement Officer leads our Procurement team to manage Goodyear’s sourcing for the materials and services we use globally. Together with other Goodyear teams, our Procurement team oversees and implements policies, programs, and supplier assessments and audits. The team also provides associate training on topics such as human trafficking, forced and child labor, anti-corruption, compliance, and strategic sourcing processes. First-year Procurement associates receive more than 40 hours of procurement-specific training, and all team members receive an annual refresher training. Training includes content that helps associates identify potential issues and provides us with the skills and resources to respond appropriately.

We require our suppliers to comply with Goodyear’s [Supplier Code of Conduct](#) or have their own equally substantial code of conduct, 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, environmental practices and anti-corruption. We discuss the remaining policies listed above in more detail in [Human Rights](#) and [Natural Rubber](#).

SUPPLY CHAIN MANAGEMENT POLICIES	THOSE REQUIRED TO COMPLY
Business Conduct Manual	All associates
Supplier Code of Conduct	All suppliers
Global Human Rights Policy	All Goodyear associates and suppliers
Natural Rubber Procurement Policy	All participants within the natural rubber supply chain (e.g., smallholders, plantations, intermediate dealers/consolidators, processors, and trading companies)
Soybean Oil Procurement Policy	All participants within the soybean oil supply chain

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: 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.

Our existing screening process includes an ESG survey and requires raw material suppliers – new or existing – to respond to the survey or provide answers to a similar assessment. In 2021, we completed an assessment for 95% of our raw material spend. Through this process, covered suppliers are required to provide information on policies and programs pertaining to, but not limited to: human rights; employee training; environmental, health and safety; chemical management; hazardous material controls; and waste management. These survey results help position 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 2022, we plan to continue to work with suppliers as needed to develop agreed-upon improvement plans as well as introduce a pilot program for strategic indirect suppliers to be included in our ESG assessment process.

Goodyear is also exploring processes and technology to enhance supply chain traceability, tracking materials along development paths from agricultural production to storage, distribution, processing, manufacturing and more. In 2020, Goodyear planned to pilot a new system utilizing smartphone technology to assist in field-based data capture with smallholders. The pilot has been put on hold due to concerns related to COVID-19, including travel restrictions for the safety of our employees as well as our suppliers’ employees, but is expected to resume when conditions improve. In this pilot, we hope to work toward rolling out this technology on a broader scale within our natural rubber and other raw material supply chains.



HUMAN RIGHTS

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. We prohibit all forms of compulsory, indentured, or slave labor as well as human trafficking, and this extends beyond our operations to include suppliers and other third parties.

Goodyear's raw material supplier assessments include questions pertaining to supplier human rights policies and violations. As noted above, our Supplier Code of Conduct addresses important topics including human rights, child labor and other working condition regulations, environmental practices and anti-corruption. All suppliers are expected to abide by Goodyear's Supplier Code of Conduct or have their own equally substantial code of conduct.

In line with Global Reporting Initiative (GRI) reporting recommendations, we reviewed the material contracts listed as part of our annual public financial reporting for those initiating strategic equity acquisitions or capital projects with a view to assessing human rights content in any applicable agreements. For the 2021 reporting period, our acquisition of Cooper fell into this category and included a clause addressing our human rights expectations.

With a comprehensive approach to ethics and compliance measures, we work to ensure our own 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 eliminate forced labor in our direct supply chain, such as the risk-based assessments, supplier audits and procurement trainings discussed above. To develop the baseline for our human trafficking risk assessments, we used the [2010 U.S. Department of Labor's \(DoL\) List of Goods Produced by Child or Forced Labor](#) that categorizes goods by country. Within the tire industry, the production of natural rubber, particularly in Southeast Asia, poses the highest risk of child or forced labor.

Goodyear audits all of our natural rubber suppliers every two years to ensure our operations are not supporting child or forced labor. In 2020 and 2021, we conducted onsite or virtual audits at 100% of our supply. Please see our [Natural Rubber Procurement Policy](#) for more information.

One hundred percent of Goodyear Procurement associates take an annual online training course on human rights issues. Beyond raising awareness about slavery and human trafficking, such as forced labor and child labor, the course also sets expectations for reporting any known or suspected violations.

Goodyear's [Integrity Hotline](#), available to both associates and suppliers, enables reporting of potential human rights issues, including anonymously (where permitted by law). This hotline is available 24 hours a day, 7 days a week from anywhere in the world via toll-free telephone or website.

PERFORMANCE

Our ongoing efforts to strengthen our understanding of our global supply chain through our ESG survey give us a baseline for enhancing our metrics and achieving forward-looking goals, including:

- Completing more than 90% of the assessments of raw material spend to Goodyear's ESG information (through our survey or similarly) by December 2020 – Completed and annually updated
- Creating and implementing an action plan to improve the performance of each raw material supplier below a defined ESG survey score by December 2020 – Completed and annually updated
- Updating Supplier Code of Conduct – Complete – Released September 2021
- Achieving 100% ESG survey response rate from suppliers of strategic indirect materials – Successful pilot wave of ~20 strategic indirect suppliers with 100% response rate. Broader roll out in 2022 based on risk areas and key suppliers
- Training Natural Rubber Procurement team on ISO 20400 standards – Did not complete training in 2021 due to social restrictions in place in Singapore preventing ability for on-site training. Expect to complete in 2022.
- Achieving 50% raw material spend traceability by 2025 – Delayed due to pandemic-related travel restrictions. Once lifted, we will reassess timing. Natural rubber tracing through [RubberWay](#) began in 2022.



RESPONSIBLE OPERATIONS



2021 CORPORATE RESPONSIBILITY REPORT



RESPONSIBLE OPERATIONS

Goodyear’s [Strategy Roadmap](#) speaks to our commitment to operational excellence, and that includes practices in support of responsible business growth. Our day-to-day efforts to deliver high-quality products in an efficient manner are supported by a culture of safety and health. We manage our environmental impacts and plan for adverse conditions to support business continuity. In the spirit of continuous improvement, we take lessons learned and proven best practices to create and update our global standards. Operating in a responsible manner worldwide leads to protecting our people, our customers, our planet, our company and our good name.

TOPIC	IMPORTANCE
Workforce Safety and Wellness	Our vision is to be known as having the safest operations in the world. We have also established the goal of eliminating all serious injuries and fatalities in our workplace while achieving a total incident rate (TIR) of less than 1.0 by 2023 and less than 0.5 by 2028. This goal contributes to the long-term success of our company and is in place for the health and safety of our people.
Operational Impacts	We continuously work to reduce our operational impact. We believe we have the ability to further improve energy efficiency, increase the use of renewable electricity and reduce emissions, water and waste within our operations—not only to meet and exceed environmental regulations, but also to help improve the environment.
Product Quality	Our customers and consumers demand high-quality tires that will help them get where they need to go safely. Quality is an integral part of our Strategy Roadmap, with a vision to be the tire supplier of choice across the world by providing industry-leading tire quality, performance and service.
End-of-Life Tires (ELT)	An estimated one billion tires reach the end of their useful lives every year around the world. We are committed to advancing the successful recovery, reuse and recycling of end-of-life tires. Environmental benefits include waste reduction, material recovery, decreased energy consumption and costs, and emissions reduction.
Business Continuity	In 2021, our Global Business Continuity teams focused on minimizing disruptions and impacts from four major risks— infectious disease and variant impacts; supply chain events; natural incident occurrences; and IT infrastructure reliance— while applying resilience strategies to all other events.

WORKFORCE SAFETY AND WELLNESS

Through Goodyear’s integrated EHS governance approach, objectives cascade from senior leadership to the regions and then to each facility. Our Vice President & Chief Sustainability Officer facilitates the Goodyear EHS Governance Council, which provides an aligned strategy for regional EHS teams and sets organizational EHS expectations. Goodyear’s Senior Leadership Team holds the Governance Council and local facility teams accountable for strategy execution and results.

Our [EHS Policy](#) underscores the principles that guide us toward continuous EHS improvement in our workplaces. Additionally, 19 facilities are Occupational Health and Safety Assessment Series (OHSAS) 18001/ISO 45001-certified, along with the 47 facilities that are certified to [ISO 14001](#). In 2019, we implemented our enhanced EHS Management System across all customer-facing operations, including retail and field service support businesses. The system aligns with recognized standards, including [ISO 45001](#), and serves as a valuable infrastructure to support our response to COVID-19. Our pandemic response focuses on risk assessment and the deployment of countermeasures in alignment with the hierarchy of controls. The controls, including engineering controls, administrative controls and personal protective equipment, were deployed through our employee teams and governed through global, regional, and local steering committees and audit and inspection processes.



Plant Optimization (P.O.) is our manufacturing operating system that is built on the foundation of People and Environmental Care (PEC). Associates are meaningfully engaged in EHS through PEC. Over the past four years, 802 associates completed the formal two-week, intensive P.O. Academy. The number of completed P.O. Academy eLearning courses was 21,486 in 2021, which is an increase from 20,421 in 2020 and 13,484 in 2019.

Work-related hazards are identified through associate recognition and identification, audits conducted by third parties skilled in the identification of EHS hazards, and facility management and safety team engagement through audits and safety walks. We use technology to track and execute our safety audit and inspection process. For example, the store locations in our North America Retail Operations complete their field leadership audits using our Risk Identification and Management System (RIMS) mobile application for ease of reporting, trending and tracking findings to closure.

Formal health and safety committees represent 100% of our manufacturing associates.



PERFORMANCE

Goodyear measures our safety progress through both leading and lagging indicators. In 2021 we expanded our leading indicators to include key metrics related to ergonomics; industrial hygiene; EHS management system maturity; associate engagement; Corrective Action/Preventative Action (CAPA) related to audits, inspections and near-miss incidents; near-miss incident reporting; Serious Injury (SI) and SI Potential; Total Incident Rate (TIR)(injuries that require medical treatment above first aid and restricted/lost-time injuries); contractor injuries; and first-aid injuries. As mentioned earlier in this report, because our acquisition of Cooper did not close until June 2021, this report does not feature many Cooper activities or events, nor does it include data from legacy Cooper facilities unless otherwise noted.

All incidents, including injuries, illnesses, near misses and property damage, are investigated. Causes are then identified, and corrections developed and implemented. These are captured in our EHS Management System for internal escalation, sharing of lessons learned, analysis, and data analysis.

We experienced a reduction in total serious injuries from our baseline year of 2018. However, we did experience 13 serious injuries in 2021. We remain committed to take actions needed in the furtherance of our goal of eliminating all serious injuries and fatalities in our workplace. We will continue to learn and build maturity in SI prevention, and teams throughout our global footprint are committed to reaching our goal of zero. Detailed metrics can be found in the [data table](#).

SERIOUS INJURY (SI) PREVENTION

To achieve our vision to be known as having the safest operations in the world, we focus our EHS efforts on continuously reducing the risk of serious injuries. We've identified serious injury risks, which we refer to as our Serious Injury Indicators, based on a review of incident history, external benchmarking and industry best practices. In 2021, we matured our SI Prevention capabilities in many areas, including a closure of 2,146 Serious Injury Indicator opportunities identified through more than 350 gap assessments performed in 2020. Additionally, we deployed several elements of our strategy to improve "how" we lead Serious Injury Prevention. Those key elements include our safety leadership curriculum, which we deployed to senior operational leaders in 2021 and will be cascaded through the organization beginning in 2022. We also launched a Serious Injury Prevention playbook, which is a step-by-step guide describing how to operationalize serious injury prevention learnings, principles and practices.



SYSTEMS AND TECHNOLOGY

Reliable data and easy-to-use technologies are vital to EHS decision-making. We have created internal processes to provide reliable data and invested in industry leading EHS management system software and mobile tools that generate real-time data analysis. This allows us to drive decision-making that supports our strategic goals. We continue to expand our use of technology and access to real-time data on the frontline.


INDUSTRIAL HYGIENE

Preventing work-related illness in the workplace begins with understanding the potential impacts of noise and the substances used in the manufacturing process. We assess workplace exposures through monitoring, which validates that controls are effective and provides transparency to associates. Goodyear's industrial hygiene process uses best practices and regulatory and consensus standards to move beyond compliance. To advance global alignment, capabilities and visibility, in 2021, we worked with our group of global subject matter experts to develop tools and training guides to build capability and drive continued maturity at our facilities.

ERGONOMICS

Goodyear's Ergonomic Core Teams implement a six-step problem-solving process to reduce injuries and maximize workplace performance, and our Ergonomic Core Teams' efforts have contributed to our overall incident rate reduction.

In 2020, we introduced motion capture technology to our ergonomic teams, which is a technologically enhanced way to assess jobs for musculoskeletal risks. The technology harnesses artificial intelligence and computer vision to accurately assess jobs and capture real-time data with a video camera or mobile device.



USTMA awarded Goodyear a 2021 Innovation Award, part of its Sustainability Awards for Workplace Safety and Health. In the technology category, USTMA honored Goodyear for its Goodyear motion capture app that performs ergonomic risk assessments.

The motion capture technology was leveraged globally in 2021 to drive ergonomic improvements. As an example, our Chemical division embraced the technology after they recognized the improved accuracy and reduced assessment time. They are currently using the technology to perform all of their new ergonomic assessments and they have reassessed several existing tasks. The reassessment allowed us to implement corrective actions and reduce risk to associates. Not only has the new technology improved our risk reduction capabilities, but it's also opened up associate engagement opportunities. The technology makes it possible for even more associates to engage in the ergonomics assessment process.

OPERATIONAL IMPACTS

Goodyear's SVP Global Operations and Chief Technology Officer oversees the teams that implement our robust approach to operational environmental impacts. This includes our network of global, regional and facility leaders in EHS, Sustainability, Engineering and Procurement. Our EHS Policy is our guiding principle for all levels of management, associates and contractors to continuously improve the safety and health of our workplaces and protect the environment.



We carefully monitor our energy, GHG emissions and water use, set company-wide and facility-specific goals to reduce our operational impacts, and continue to comply with all applicable laws and regulations. In 2021, Goodyear continued the integration of energy management principles through the cross-functional efforts of our Manufacturing, Engineering, Procurement and Sustainability

teams. Energy management is integrated into the P.O. operating system, which embraces a zero-loss mindset and is active in 30 of our plants. This includes aligning energy management with several of the key pillars of P.O., such as focused improvement, daily equipment care, reliability excellence and early equipment management.

During 2021, our manufacturing operations and production levels continued to be affected by the COVID-19 pandemic, which resulted in an inefficient use of energy.

ENERGY PERFORMANCE

Despite the ongoing pandemic, we continue to focus on our energy program. Through the integration of energy into P.O., we work to reduce energy through zero-loss thinking and equipment efficiency, led by global, regional and plant engineering teams. The energy loss assessment within our overall manufacturing zero-loss assessment reviews different categories of energy losses that can occur in all areas of the manufacturing facility, such as steam use, utility costs, heating and cooling, and electric use efficiency. Upon completion of the annual energy loss assessment, each plant identifies its greatest opportunity areas and sets its own goals in BTUs per pound of production.

These goals are incorporated into Goodyear's global energy reduction goal. We have identified almost 500 energy efficiency projects in our most recent five-year plan that leverage a zero-loss culture to prioritize opportunities, target cost reductions and increase efficiency. Our savings in energy efficiency in recent years, on average, has been \$10M each year. However, in 2021, our savings increased to \$16M as a result of energy-saving programs that were implemented in 2021 after being delayed in 2020 during the height of the pandemic. Through our efforts, we have reduced our global energy intensity by 18% versus our 2010 baseline.

In addition to our annual energy loss assessment and goal-setting process, Goodyear reviews and updates our energy strategy annually. Some of our recent strategic initiatives included increased sharing of best practices, the creation of a global energy project catalog and identifying key initiatives for the regions and plants. In 2022, we will continue to focus our efforts on increasing utilization of renewable energy and the expansion of metering at the plants to enable more robust, real-time monitoring of energy performance in a centralized energy management system in accordance with our digital manufacturing strategy. The launch of our Global Energy Dashboard is the first step in this process, and we will continue to expand this system as we mature our metering implementation globally.

In 2021, some of our energy efficiency projects included:

- Steam turbine installation at our Aurangabad, India, plant resulted in 1,170 MWh power generation and GHG emissions reduction by 1,105 MT.
- Upgrading compressors in Ballabgarh, India, and Tatsuno, Japan, to more efficient centrifugal compressors contributed to a reduction in power consumption by 3,133 MWh and GHG emissions reduction of 1,547 MT.
- Online steam trap installation in our Bogor, Indonesia, plant helped reduce gas consumption by 125 MMBTU and GHG emissions reduction by 6.7 MT.
- Installation of energy efficiency pumps in Pulandian, China, and Aurangabad, India, resulted in annual power savings of 737 MWh and GHG emissions reduction of 618 MT.
- Automation of the oil temperature control system in the mixing area at our Adapazari, Turkey, plant resulted in reduced machine down time, improved pump motor efficiency by 68% and achieved a quick investment payback of less than two months.
- Adding eight variable speed drives to the HVAC system in Izmit, Turkey, allowed for the optimization of the ventilation system according to the plant indoor temperature. This system has resulted in an annual energy savings of 652 MWh and an investment payback of less than six months.
- Replacement of thermodynamic steam traps with venturi-based condensate steam traps at our plant in Riesa, Germany, has resulted in significant savings for steam use, product quality, and reduced maintenance required to fix broken steam traps. In total more than 660 steam traps have been replaced since 2018, resulting in a steam savings of approximately 50 MWh/press/year.

Goodyear has 41 energy coordinators at our manufacturing facilities who are responsible for identifying energy efficiency opportunities and implementing the energy optimization strategy. Many of our energy coordinators are certified energy professionals, which Goodyear strives to have at our major manufacturing facilities. Internationally recognized certifications enable our plant energy coordinators to effectively develop projects related to energy efficiency and meet our corporate efficiency goals.



We believe we will reduce our energy consumption and have set a global energy intensity goal for a reduction of 25% by 2023 compared to our 2010 baseline. To realize our goal, we will focus on energy reduction opportunities at our plants, as well as expand our focus to include renewable energy opportunities.

In 2021, Goodyear announced it will adopt 100% renewable energy at its Goodyear plants across Europe and Turkey as the first step in a multiple-phase plan to procure 100% renewable energy in all its facilities across Europe, Middle East and Africa by the end of 2022. By purchasing around 700,000 MWh of renewable electricity, Goodyear can ensure that manufacturing plants in France, Germany, Luxembourg, Poland, Slovenia, Turkey and the Netherlands will operate on sustainably sourced electricity. This shift will reduce the company's carbon footprint by up to 260,000 MT.



The increased use of renewable energy at our manufacturing facilities will help Goodyear achieve our [climate goals](#), and several of our plants have already implemented renewable energy. For example, our plants in Chile and Peru purchase 100% renewable electricity from hydropower, eliminating CO2 emissions from the plant's electricity intake while reducing energy costs. In addition, in our AP region, there are solar installations at our plants in Aurangabad and Ballabgarh, India; Bogor, Indonesia; Kuala Lumpur, Malaysia; and Bangkok, Thailand. The investments in solar in our AP region have resulted in the generation capacity of approximately 4.7 MW of electricity with plans in place in 2022 to add additional onsite solar, bringing the generation capacity up to 7-10 MW.

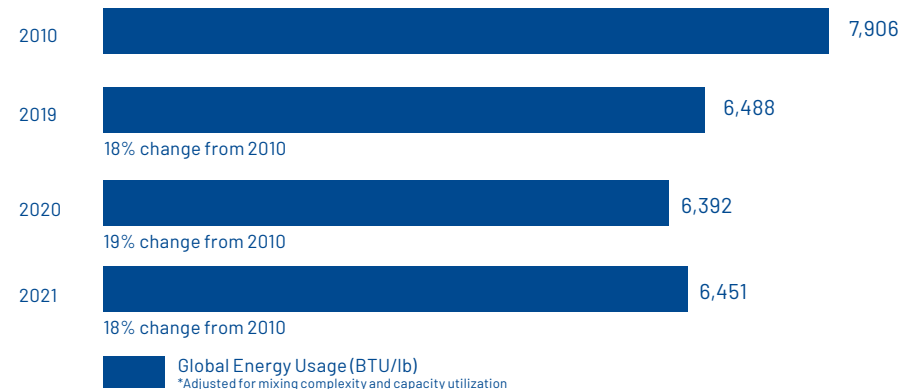
Goodyear's EMEA region also committed to the procurement of 100% renewable electricity through Energy Attribute Certificates (EACs) in late 2021. In our Americas region, our facility in Lawton, Oklahoma, began to procure a portion of their electricity from wind power in late 2021. Globally, our total renewable purchases and generation at our Goodyear manufacturing facilities account for 17% of our annual electricity consumption. We are projecting to increase the amount of renewable electricity to 28% in our footprint (including at legacy Cooper Tire facilities) in 2022 through our implemented and planned activities.

Goodyear's solar installations in 2021 include 0.5 MW solar power generation in Ballabgarh, India, which includes carports equipped with solar panels in the parking area (shown at right) and additional solar panels over the facility's canteen area. Ballabgarh's installations are expected to generate 500 MWh power with GHG emissions reductions of approximately 360 MT.



To continue the progress we have made, we established a cross-functional team within our Manufacturing, Global Engineering, Procurement and Sustainability teams to develop a global renewable energy strategy that will help us achieve our climate goals. In 2021, we worked with a renewable energy consultant to help develop a global roadmap for implementing renewable electricity at our facilities. This roadmap is helping us to define our long-term strategy to procure and generate renewable electricity in our manufacturing operations. In addition, we are beginning to investigate how we can significantly reduce the direct emissions from our operations by switching fuels to renewable options and developing new technologies for our processes.

GLOBAL ENERGY INTENSITY

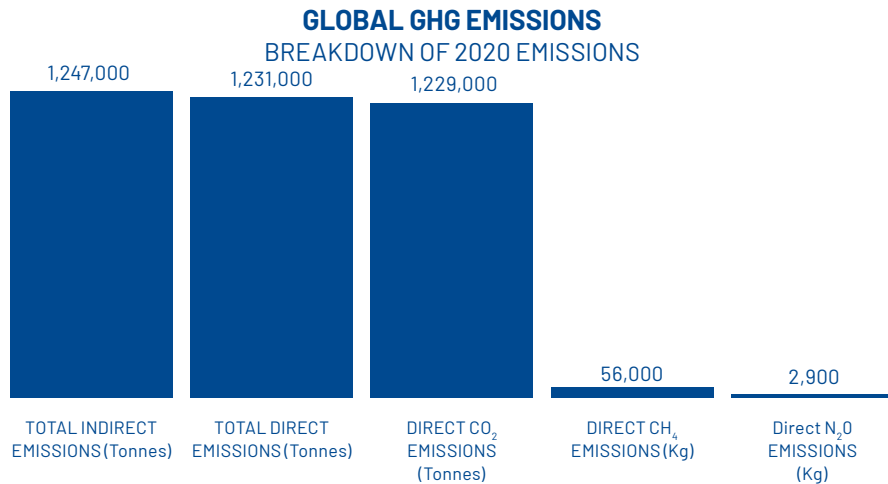


EMISSIONS PERFORMANCE

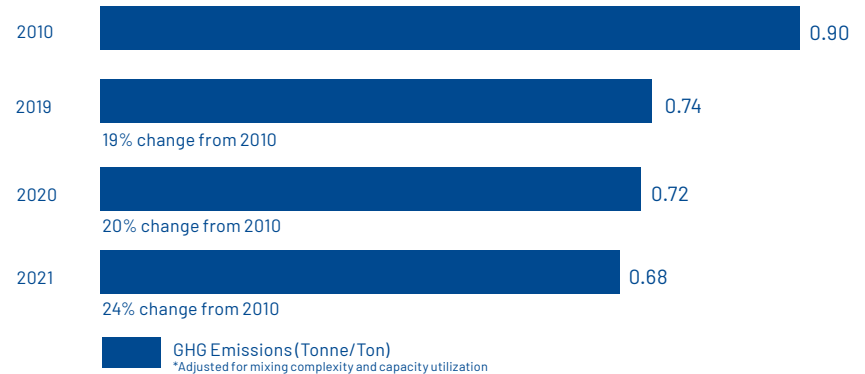
More than 90% of GHG emissions related to Goodyear’s products and services are realized during the product-use phase. To see how we are addressing these Scope 3 emissions, see [Advancing Tire Performance](#).

Within our operations, our drive to reduce energy consumption also benefits our GHG emissions reduction goal, contributing to a 24% reduction of GHG emissions in our operations since 2010 and progress against our goal of 25% GHG emissions reduction by 2023, from a 2010 baseline.

In 2021, Goodyear announced our [climate goals](#). While these goals are for our entire operations, reducing our emissions in our manufacturing footprint will play an important role. In 2022, we will reassess the emissions goals for our manufacturing footprint to help ensure they are aligned with our climate goals. Additionally, we will continue to focus on switching to renewable energy for our electricity and fuel sources, developing new technologies and consistently improving energy efficiency.



GLOBAL GHG EMISSIONS (SCOPE 1 AND SCOPE 2)



WATER PERFORMANCE

Goodyear’s production of tires is not a water-intensive process and we use water primarily for cooling and sanitary purposes. However, we do operate in areas where water stress can be high. Therefore, we strive to continuously reduce our water use. To understand the full breadth of our water footprint, we track water use and water withdrawal data at 43 of our facilities, and we use the [WRI Aqueduct Tool](#) to annually assess water stress, down to the basin level at every location. We have nine facilities in areas exposed to water risks, but those facilities are some of Goodyear’s most efficient in terms of water use. Additionally, even though our usage is not substantial in water-scarce locations, we include the WRI assessment results, where relevant, in new project scopes to ensure projects will not have negative impacts on local water supplies.

Goodyear’s goal for water use is to maintain our strong performance at our most efficient facilities, while improving water efficiency at our highest-intensity and water-stressed locations. Our facilities in high-stressed locations and the largest water users in each region evaluate their reduction opportunities and implement best practices for continued water savings. Our newer plants—for example, in San Luis Potosi, Mexico, and Dudelange, Luxembourg—are designed to meet high standards in water efficiency.



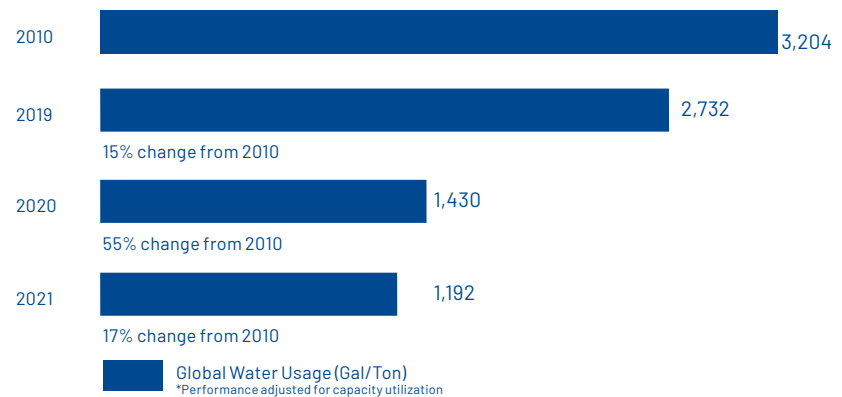


Goodyear first set a goal to reduce our global water use by 33% compared to our 2010 baseline, which was a goal we achieved in 2020 by reducing our global water usage by 55%. We then set a goal to achieve a global water reduction of 10% over the next 10 years. That goal was achieved in 2021 when we reduced our water usage by 17% compared to 2020, using 1,691 gallons of water per ton of production at our tire and chemical manufacturing sites. Going forward, we are evaluating where we can further reduce our water consumption and will set a new long-term goal for our global operations, which will include legacy Cooper facilities. In 2021, some of our water efficient projects included:

- Our plant in Pulandian, China, implemented a project to reuse wastewater in cooling towers, saving up to 26,000 gallons of water per day.
- A reverse osmosis treatment system was installed at our Izmit, Turkey, plant, resulting in the savings of more than 6.6 million gallons of water with an investment payback of less than six months.
- The implementation of a rainwater harvesting system for use in the sanitary system at our plant in Colombia resulted in a savings of 285K gallons of water per year.
- Our plant in Topeka, Kansas, reduced the amount of well water used in its fire water system by making adjustments to the level control, reducing 50% of consumption and saving approximately 600K gallons of water a day.

We source the water we use from public utilities, wells, lakes and streams, of which 25% (1.443 billion gallons) is from public utilities and 75% (4.416 billion gallons) is from well and surface waters. To reach our goal, we performed a study at our plant with the highest water use, assessing it for potential water reduction projects and rating priorities. We plan to continue to leverage closed-loop cooling systems, onsite treatment plants, and evaporative cooling to capture process water and steam condensate to reuse and reduce the use of water.

GLOBAL WATER USE



A variety of water reduction projects at our plant in Chile included recirculating pumps, water reuse from boilers in the cured water system and a water level control system, together resulting in a savings of more than 114 million gallons of water each year.



WASTE AND SOLVENT PERFORMANCE

Goodyear established a Zero Waste to Landfill expectation at our tire and chemical manufacturing plants in 2006, and 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 wastes and other materials.

To properly manage and confirm the continued success of our Zero Waste to Landfill program, we have monitoring measures 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 we 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 termination of vendor contracts.

We continue to strive to reduce solvent usage and, consequently, solvent emissions at our manufacturing and chemical facilities. Since 2010, we have reduced global solvent use by 43%.



RELEASES TO THE ENVIRONMENT

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. In 2021, we experienced 18, which included nine reportable releases and nine notices of violation. Thirteen of those 18 items arose in one business segment where we've since initiated targeted improvement strategies.

PRODUCT QUALITY

We ensure consistent quality through our robust Quality Management System (QMS). Our QMS provides a framework for our quality standards, minimum requirements and best practices that govern and enable our global operations. Goodyear continuously improves our QMS through the execution of our Global Quality Strategy, ensuring that we retain a quality leadership position in every region where we operate. Another way we ensure quality consistency across our facilities is through certified adherence to industry-accepted standards. While all of our facilities are [ISO 9001](#)-certified, our OEM-producing plants are certified to the higher [IATF 16949](#) standard, which is specific to the automotive industry and required by certain customers.

Quality is touched by every major level of the Company. Goodyear has a Product Performance Advisory Committee composed in 2021 of our: SVP & General Counsel; SVP Global Operations and Chief Technology Officer; VP Global Quality; VP Global Operations; VP Global Manufacturing; Director Government Compliance and Product Performance; and the president of the applicable strategic business unit. The committee meets as needed to discuss product quality issues, including those that may require some field action. There are also quarterly reviews with members of senior management to review field performance data. In addition, there are global-, regional- and plant-level quality teams that manage quality procedures and audits and implement continuous improvement actions when necessary. Finally, our production associates receive annual training on product quality and safety. This organizational approach, coupled with robust early warning systems and containment procedures, helps Goodyear maintain an industry leading position in the area of product field performance.



Manufacturing facility audits, by both local plant associates and regional functional experts, are conducted through a structured and layered audit process approach. This approach fosters engagement and ownership of our quality standards down to the floor-level associate.

Additionally, 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 SATISFACTION PERFORMANCE

A critical aspect of Goodyear's product and process quality is our goal of meeting and exceeding customer requirements. We monitor our progress toward this vision through our self-developed OEM customer index, which provides an end-to-end analysis of how we are doing at any given time with each of our OEM customers. This index utilizes a combination of leading and lagging quantitative and qualitative metrics to score overall OEM customer satisfaction, highlighting our priorities and areas for customer relationship improvement at a glance. We also measure customer satisfaction through warranty cost per net sales, which is the cost to fulfill warranties compared to net sales. This metric provides a barometer to measure Goodyear's ability to deliver full value of our tires from point of purchase.

Goodyear is among the industry leaders in warranty cost per net sales, and our goal is to maintain this status.

	2021	2020	2019
Warranty cost per net sales	0.17%	0.22%	0.22%

Product quality performance trends continued to evolve positively in 2021. We were focused on the safety of our associates and the quality of products as we managed through the continued impact of COVID-19. The company continues its firm commitment to the execution of key quality strategies toward the quality vision and supporting our Connected Business Model.

END-OF-LIFE TIRES (ELT)

Globally, an estimated one billion tires reach the end of their useful lives every year. The proper recovery and reuse of end-of-life tires (ELT) help to contribute to a circular economy, where they can be seen as a useful resource. Goodyear plays an important role in managing ELT at our own locations and through promoting the reuse of ELT through new markets. 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. In order to do our part, Goodyear:

- Promotes the proper management of ELT in our company-owned retail locations;
- Conducts research and collaborates with external organizations on the development of ELT recovery methods and uses of ELT as raw materials; and
- Actively collaborates with industry peers through TIP and RTTAs to advance industry-wide ELT management systems.

PERFORMANCE

Globally, a number of ELT recovery systems are already highly developed, such as in Europe, Japan and the U.S., with recovery rates of 92%, 92% and 81%, respectively.⁴ However, we will continue to work internally and collaborate with our industry peers in the search for improvement with the goal of reaching 100% recovery for all tires worldwide.

According to the latest [USTMA Scrap Tire report](#), almost 76% of scrap tires in the U.S. were recycled into products such as rubber modified asphalt, new manufactured automotive products and mulch for landscaping and other products, or used as tire-derived fuel. This is down from 96% in 2013 when scrap tire recycling peaked.

Within Goodyear, a cross-functional team contributes to the successful management of ELT from our company-owned locations, reviews current trends in ELT management, develops internal activities for new technology related to the use and recovery of ELT as a raw material, and aligns on regional ELT activities where we operate and sell tires.

In 2021, we began collecting metrics on the recovery routes from our company-owned retail and commercial truck locations based on the [TIP ELT Waste Hierarchy](#), and a common reporting methodology, to better understand the disposal of ELT we manage. Collecting this information from our waste management vendors for ELT will allow us to further advance the beneficial reuse of ELT.

Goodyear is also working to develop ELT as a raw material, promoting a circular economy. Goodyear tires may contain recycled materials, such as recycled rubber compounds that may include devulcanized butyl rubber, which has been used by Goodyear for more than 20 years. It comes from used truck tubes and can replace some virgin polymer and carbon black in the liner compound. Other devulcanized rubbers and ground rubbers from ELT can be used in various tire compounds. Tire materials such as steel in bead wire or steel cord may contain recycled content (pre- or post-consumer) where the recycled material may vary. We are exploring additional opportunities to use recycled materials in our tires such as recycled styrene for use in making styrene butadiene rubber. We also continue to investigate traditional recycling processes that provide acceptable properties beyond our current applications and are looking to work with customers to support beneficial reuses of tires.

We continue our active involvement in TIP's work to promote ELT recovery routes, especially in developing nations, and [its research](#) regarding emerging uses for ELT, such as rubber-modified asphalt and the development of new markets. In addition to our work with TIP, we continue to be active in the USTMA's and ETRMA's ELT market development efforts.



Cooper Tire plants in Findlay, Ohio, and Tupelo, Mississippi, sponsor annual tire amnesty days to promote proper scrap tire disposal in their communities. Working in cooperation with local or county management, Cooper associates volunteer to accept used tires and load them in trailers for transportation to a local tire recycler, collecting more than 4,000 tires each year. Associates also take the opportunity to hand out tire safety kits that include pressure and tread depth gauges, tire caps and tire safety information.

⁴[Global ELT Management – A global state of knowledge on regulation, management systems, impacts of recovery and technologies](#)



BUSINESS CONTINUITY

Goodyear’s Director Global Business Continuity aligns with all Business Continuity teams comprising representatives from each business unit and global and tactical functions. Governed by a senior leadership committee, these teams implement a risk-based, decision-making Business Continuity Process with steps for preparedness, response, restoration and recovery for any incident Goodyear may face. The focus in 2021 was on high-potential and high-probability impact operational risks as we recovered from COVID-19. The risks included infectious disease and variant impacts; supply chain events; natural incident occurrences; and IT infrastructure reliance. This Business Continuity Process is aligned with the [Disaster Recovery Institute \(DRI\) International](#) for certification in business continuity. All manufacturing locations, key business units and global leaders complete risk surveys to assess potential local risks. The Business Continuity team then prioritizes risks by highest probability and potential impacts to Goodyear and plans accordingly. At the end of each year, we evaluate actual incidents and set priorities to reduce future frequency and potential impacts.

We evaluate the maturity of our Business Continuity Process through an annual Business Continuity Maturity of Excellence process. Based on [DRI International’s Professional Practices](#) framework for maintaining organizational resilience, our assessment evaluates teams located at our manufacturing facilities. We then set annual targets for continuous improvement. Additionally, team members from each business unit complete monthly scorecards to track execution of activities aligned with our Business Continuity Strategy Roadmap. Included are quarterly meetings, training, contingency plan development and testing, post-incident gap analyses, best practice sharing and benchmarking to bolster our understanding of and response to potential risks. To assess year-over-year progress, we track completion of the following procedures:



METRIC	DESCRIPTION
Business Continuity Plans (BCPs)	All locations participate in the Business Continuity Process, based on their size. Facilities with 1-49 associates have a one-page plan, those with 50-199 have a playbook and those with more than 200 have a BC Plan (BCP).
Business Continuity Software	Facilities with a BCP use business continuity software to track risk assessments and business impact analyses (BIAs), which contribute to the BCP.
Business Impact Analysis (BIA)	BIAs are surveys to promote discussion among facilities, regions and headquarters around the most critical business processes at a given facility. The action plans outlined in BCPs are based on BIA results.
Number of Incidents	Classified as either human, natural or technological, incidents are tracked by region, type and duration with more than 2,000 incidents documented since the Business Continuity process was formalized. Business Continuity addressed more than 100 incidents in 2021, in addition to an ongoing focus on the COVID-19 pandemic. All regions and key support teams participated in ongoing tracking of COVID-19-related best practices, allowing for real-time improvements to applicable protocols and practices benefiting our associates and business operations.
Average Incident Duration	Duration of incidents is measured as less than a day, a day to a week or greater than a week. Approximately 25% of all 2021 incidents involved active team participation for greater than a week with another 25% requiring up to a week’s participation and 50% successfully addressed in a single day. Examples included supply chain disruptions, facility fires, security concerns, utility issues, cyber and IT outage events, and natural incidents (hurricanes, typhoons, tornadoes, flooding and earthquakes).



ADVANCED MOBILITY



2021 CORPORATE RESPONSIBILITY REPORT



ADVANCED MOBILITY

Advanced forms of mobility—such as fleets, autonomous, connected and electric vehicles—are transforming the tire industry and have the potential to make driving safer and more sustainable. Goodyear is positioned for success through our commitments to advanced energy efficiency, safety, tire longevity, comfort and convenience, as well as several digital-based solution offerings. And we don't expect to do this alone. Our Goodyear Ventures fund partners with innovative startups to help drive the future of mobility.

Goodyear's innovative spirit and drive for excellence puts us at the epicenter of the mobility revolution. We are working closely with customers and other innovators to shape this transformation. We are excited for the future of mobility and have much to offer the transportation industry through our work in Advancing Tire Performance and Shaping the Mobility Revolution.

TOPIC	IMPORTANCE
Advancing Tire Performance	We continue to advance our technologies to help our customers reach their emissions reduction and safety goals and to be part of the solution to these global challenges. OEMs, airlines, fleets and others continue to face significant pressure to further reduce vehicle emissions and energy use and increase safety.
Shaping the Mobility Revolution	We are driving toward a mobility future in which shared vehicle models and fleets are commonplace, and the vehicles themselves are smarter, safer and emit significantly fewer GHG. Tires are critical components to accomplishing these objectives.

ADVANCING TIRE PERFORMANCE

Goodyear's Innovation Centers, development centers and regional innovation labs help us develop and test state-of-the-art products and services. Our key business leaders hold annual product and innovation leadership reviews to discuss regional product needs, developing technologies, regulatory changes, customer input, benchmarking, new product roadmaps and upcoming product launches. Goodyear's Technology and Materials teams create roadmaps for potential products, following a global integrated release process that includes technology or product development,

prototype testing, manufacturing scale and ultimately product launches. Quarterly meetings discuss progress and emerging market trends and ensure that our processes and products provide optimized tire performance and meet tire labeling and regulatory requirements.

When we test our products, we consider regulatory requirements for all countries and regions where we operate, as well as additional testing to meet Goodyear's stringent standards for performance and quality. For example, tire labeling regulations in Europe require three metrics – fuel efficiency, wet grip and external road noise. In Europe, Goodyear was first to achieve an A label in rolling resistance for an all-season tire also rated as 3 Peak Mountain Snowflake-certified. We also test our tires across more than 50 safety and performance metrics before they enter the market.

Goodyear also has extended its leadership position in virtual product development with the expansion of vehicle simulation. This included the installation of both compact and fully dynamic driving simulators (shown at right), a first in the industry, providing a level of simulation sophistication to allow Goodyear to drive breakthroughs in future tire creation, leading to an enhanced customer and driver experience. Virtual simulation efforts will



help lead to fewer physical testing iterations and provide a more sustainable testing future. As referenced in the Bold Goals, by 2024, Goodyear is seeking to reduce our physical testing iterations to one per SKU, a dramatic reduction from current levels.

The automotive industry trend toward a virtual development cycle provides an opportunity for tire development, and this new simulation avenue allows Goodyear to work more collaboratively with automobile manufacturers on original equipment fitments. The driving simulators are being used for virtual development and tuning of dynamic performances of tires, aided by the ability to simulate a range of driving conditions.

IMPROVING ENERGY EFFICIENCY

Goodyear's LCA results point to the product-use phase as the greatest opportunity to reduce GHG emissions. Goodyear can foster energy efficiency through our tires' rolling resistance and weight. A tire with low rolling resistance and a vehicle with less weight consume less energy and emit fewer GHG emissions. To help reduce rolling resistance, tire construction must reduce unnecessary weight and minimize the energy losses in the tire while helping provide safe performance. Therefore, we test our rolling resistance and weight reduction advancements in tandem with wet, dry and winter traction to ensure optimized performance in all categories.

To illustrate our commitment to improving vehicle energy efficiency, through 2021 we had achieved a 32% reduction in rolling resistance from 2005 baseline values and are working toward another 8% reduction by 2025. Similarly, we decreased tire weight by 8% versus 2005 baseline and are on track to meet our objective of a 9% overall weight reduction by 2025.

Goodyear developed state-of-the-art technology in rubber compounding, tire construction and manufacturing to meet the increasing demand for lighter tires with low rolling resistance. Rubber compounding efforts include testing different methods to mix and cure the compound, as well as alternative materials and fillers that could enhance fuel efficiency. For the past decade, Goodyear has applied lightweight technology to many of our tires.

Additionally, Goodyear has responded to the increasing electrification of vehicles with tires customized to the unique load, torque, noise, range, rolling resistance and performance requirements of those vehicles. In 2021, we introduced the ElectricDrive GT, our first replacement tire in North America tuned for electric vehicles. This ultra-high-performance, all-season tire delivers long-lasting tread wear and a quiet ride for drivers and passengers.



Launched in 2021, the Goodyear ElectricDrive GT is Goodyear's first electric vehicle replacement tire in North America.

PERFORMANCE

Safety is a top priority for Goodyear and all of our stakeholders, including our OEM customers and consumers. Enhanced tire performance comes from wet grip – the braking behavior of tires on a wet road – and added traction for winter road conditions. We continuously innovate and test for potential performance improvements in wet, dry and winter conditions.



One Goodyear innovation that enhances tire performance stems from a renewable, bio-based material: soybean oil. A decade ago, Goodyear scientists and engineers – with support from the [United Soybean Board](#) – began developing a tread compound in which soybean oil replaced 100% of petroleum-derived oil. Soybean oil helps keep a tire's rubber compound pliable in changing temperatures, a key performance achievement to maintaining and enhancing vehicle grip on roadways. We initially commercialized this innovation in our Assurance WeatherReady consumer tire line, and soybean oil is now used in a variety of our consumer, commercial and racing tires. Given the innovation and performance excellence we're able to provide our customers with these products, Goodyear is successfully working toward the goal of fully replacing petroleum-derived oils by 2040. Visit [Sustainable Materials and Sourcing](#) for more examples of Goodyear's sustainable material use.


[INDEX](#)
[DATA](#)



As part of its commitment to sustainable sourcing, Goodyear is increasing its use of sustainable materials in its products, including soybean oil. Soybean oil helps keep a tire's rubber compound pliable in changing temperatures, a key performance achievement to maintaining and enhancing vehicle grip on roadways.



Goodyear tires with soybean oil instead of petroleum-derived oil.

TIRE LONGEVITY

Tire longevity reduces the number of tires that reach their end of life in a given year. This is especially important to Goodyear's fleet customers, who save significant time and labor by replacing fewer tires, as well as electric vehicle customers, who benefit from longer-lasting tires to handle increased torque from electric engines.

In 2018, we launched the Assurance MaxLife consumer tire in the U.S., featuring TredLife Technology with easy tread-depth readings and our highest tread wear limited warranty for consumer tires. TredLife Technology can now also be found in our Assurance ComfortDrive and Eagle Exhilarate tires. In our commercial truck tire portfolio, Goodyear's Endurance LHS steer tire is delivering extraordinary mileage, exceeding 200,000 miles* for some fleets.

When a new commercial tire's tread wears below the recommended level, commercial fleets can opt to retread the tire. Retreading is a process in which the remaining tread is removed from the tire casing and like-new tread is applied in its place and then cured so the tire can be reused. This cost-effective option allows fleets to extend the life of their tires. Most Goodyear casings are built with the durability and toughness to withstand more than three retread applications.

In 2021, Goodyear introduced the new Goodyear Assurance ComfortDrive featuring TredLife and ComfortFlex technology.



COMFORT

Goodyear is working to reduce the road noise from our tires through a combination of tread design and construction of the tire carcass. Because some vehicle constructions are more sensitive to tire noise produced by air vibration inside the tire cavity, we created Sound Comfort Technology to reduce tire air cavity resonance. Our technology applies an open-cell polyurethane foam element to the inner surface of the tire, reducing vehicle interior noise up to 4dB.⁵ The foam is also light enough to avoid impacting tire weight or rolling resistance.

*Actual results could vary based on a variety of factors, including road conditions, vehicle type, driving habits, tire inflation, vehicle loads, and temperature.

⁵ Test vehicle: Audi A7 3.0 FSI on straight line with measurement parameters of 50, 70, 90, 100, 110, 120, 130 kph, comparison of the airborne sound level in the interior when compared with standard tires.

SHAPING THE MOBILITY REVOLUTION

In addition to the innovation management outlined in Advancing Tire Performance, we also consistently monitor our customers' needs and explore technological advances to help meet them.

Driven by this customer insight, we are delivering on five key areas:

1. Digitizing the connection with the road
2. Offering vehicle readiness
3. Developing new tire architectures, such as maintenance-free tires
4. Simplifying the consumer buying and tire maintenance process
5. Driving the future of mobility by partnering and investing in seed-to-growth-stage startups

DIGITIZING THE CONNECTION WITH THE ROAD

Tires are the only thing on a vehicle that touches the ground. That critical position lends itself to breakthrough technology, allowing tires to contribute to enhanced levels of safety and performance.

With our global tire intelligence platform—called [Goodyear SightLine](#)—data from a variety of on-vehicle sensors is sent to our mobility cloud in real time, where unique, customizable algorithms indicate tire health, deliver performance insights and detect potential issues so drivers can seek proactive maintenance.

The benefits of this technology are wide-ranging. We have conducted studies showing, for example, that connecting intelligent tires with a vehicle's automatic braking system can reduce stopping distance loss by 30%. We also created a demonstration vehicle—dubbed “Frank” after Goodyear co-founder Frank Seiberling—that takes the data from sensor-enabled tires and uses it to show tire load, road-friction potential and remaining tire mileage on an in-car display, as well as monitoring road surface anomalies, tire pressure and temperature.

Goodyear has set a goal that, by 2027, we will reinvent tires and service, delivering data- and sensor-enabled intelligence in all of our new products.



The “Frank” demonstration vehicle equipped with tire intelligence technology powered by Goodyear SightLine.

Goodyear's ability to service commercial fleets is well established, and we have already begun to offer digital connectedness in the form of advanced telematics and predictive analytics technology. With our proprietary artificial intelligence technology, we help fleets predict when their tires need service or replacement, improving overall tire management and maximizing uptime across the fleet.

Tires are among the top expenses for commercial fleets. Through Goodyear services, we can help reduce a commercial fleet's total cost of ownership and maximize return on investment. For instance, by using our digitization tools and sensors such as [Tire Optix](#), our commercial fleet customers will no longer need to physically check the tire pressure of each tire on each vehicle in their fleet, saving time and money. Another tool, Goodyear's [Checkpoint Drive-Over-Reader](#), also aids in this automatic tire-checking practice.

Combined, the tools within Goodyear's Complete Tire Management system [inspected nearly 4 million tires](#) in a recent one-year period.

Goodyear also continues to partner with other like-minded companies to drive efficiency among commercial fleets. That includes our ongoing collaboration with [ZF](#), a global technology firm with which we entered into a long-term agreement. Together our organizations offer transportation companies a one-stop solution for tire and fleet management, including tire monitoring and tire management insights.



We also joined forces with the Stark Area Regional Transit Authority ([SARTA](#)) in Northeast Ohio to [test intelligent tire sensors and prototype tires](#) on SARTA's fleet of diesel and zero-emission hydrogen fuel cell-powered buses.

Connected tires can also enable widespread use of autonomous vehicles. We've partnered with leading autonomous trucking and logistics companies like [Gatik](#), [Plus](#) and [TuSimple](#) to enhance the performance and operation of their vehicles.



Goodyear and Plus announced a strategic collaboration to provide autonomous trucking solutions that elevate the intelligent and connected transformation of the logistics industry.

OFFERING VEHICLE READINESS

Goodyear offers [AndGo](#), a predictive vehicle servicing platform that provides full vehicle readiness for consumer and commercial fleets. When we launched AndGo in 2020, it was clear that emerging mobility companies needed a better way to service their vehicles. These new companies are spearheading the future of mobility, but they're held back by vehicle servicing solutions that are time-intensive, non-digital and difficult to scale.

AndGo's platform solves these hurdles by connecting each vehicle to service providers, such as Goodyear's nationwide footprint, and facilitating services in a connected and seamless way. The platform functions as a marketplace that becomes more efficient as supply and demand increase, leading to ecosystem benefits such as wider service coverage, increased uptime, lower costs, access to new markets and higher revenues for service providers.

AndGo is designed to service all connected vehicles. We support many kinds of fleets and vehicle types, including car-share and ride-share fleets, last-mile delivery, electric vehicles, and more. We service light- and medium-duty vehicles in both small and large fleets.

DEVELOPING NEW TIRE ARCHITECTURES

The architecture of tires will look different in the new mobility ecosystem, where ridesharing and autonomous vehicles will become mainstream. Given the shift in vehicle ownership, lower maintenance and longer-lasting tires will be in demand. Goodyear's development work in non-pneumatic tires (NPTs) is leading to products that are designed to eliminate flats and air pressure checks, contributing to worry-free performance. The technology is part of Goodyear's strategy to develop maintenance-free options for passenger and commercial vehicles, particularly in fleet applications.

In 2021, we developed and began in-field testing of an airless tire and wheel assembly [for use on autonomous passenger vehicles](#) in cooperation with the Jacksonville (Fla.) Transportation Authority. We also partnered with [Starship](#), which operates a network of more than 1,000 last-mile autonomous delivery robots, [to test custom-engineered NPTs](#).

NPTs ("airless") are a unique tire architecture that could offer important advantages over traditional tires, including greater durability and zero maintenance.



Goodyear and Starship are testing custom-engineered airless tires designed to extend tire life and reduce maintenance activities for Starship's delivery fleet.



SIMPLIFYING CONSUMER BUYING AND TIRE MAINTENANCE

We understand that our consumers favor convenience and efficiency. So, we designed a tire-buying and replacement process, Roll by Goodyear, which differs from our traditional tire stores in aesthetics, location and service offerings. Roll service offers delivery options such as online valet booking, where we will pick up and drop off our consumers' vehicles at their preferred locations. Roll brick-and-mortar locations are currently available in the Philadelphia and Washington, D.C., metropolitan areas. Alternatively, we offer a [mobile installation service](#), available in select U.S. cities, where we will travel to a consumer's desired location and install the tires.



Available in select markets in the U.S., Roll by Goodyear offers customers a new level of convenience when buying and installing tires.

DRIVING THE FUTURE OF MOBILITY

[Goodyear Ventures](#), our venture capital fund, fuels the future of mobility by partnering and investing in seed-to-growth-stage startups in emerging mobility technology. Leveraging Goodyear's global resources and technical expertise, Goodyear Ventures is supporting and collaborating with other visionaries that are driving the mobility revolution forward.

In 2021, Goodyear Ventures expanded its investment portfolio of innovative startups that share a vision of convenient, accessible, sustainable, efficient and safe new mobility experiences. This included [Gatik](#), a leader in autonomous middle-mile logistics; [Tactile Mobility](#), a data and virtual sensing company; and [AmpUp](#), an electric vehicle software company and network provider.

The Goodyear Ventures portfolio also includes [Autofleet](#), [Envoy](#), [Formant](#), [Revel](#), [Spiffy](#) and [Starship Technologies](#) along with [TuSimple](#), a long-haul autonomous trucking company that raised more than \$1 billion in a 2021 IPO.





INSPIRING CULTURE



2021 CORPORATE RESPONSIBILITY REPORT

INSPIRING CULTURE

Engaging and enabling our associates to realize their full potential is one of the core tenets of our [Strategy Roadmap](#). It starts with attracting top diverse talent and is followed by fostering inclusion; offering opportunities for skill and career development; promoting health and wellness; and making a positive impact in our communities. Over the past year, we have made progress in delivering and measuring our impact in these areas.



TOPIC	IMPORTANCE
Talent Experience	Our associates drive Goodyear’s success. They help Goodyear deliver value to our customers, shareholders, and communities. We provide integrated talent management and learning solutions aimed at inspiring our associates to reach their full personal and professional potential at Goodyear.
Diversity and Inclusion	A diverse workforce is critical to Goodyear’s long-term success. Embracing and valuing differences allows us to attract top talent; improve associate engagement; foster innovation; and drive enhanced customer service with direct impact to sales, marketing and operations. Our goal is to create a work environment where people have a real sense of belonging and are able to thrive.
Health and Wellness	Goodyear’s highest priority is the health and wellbeing of our associates, their families and partners. The wellness offerings we provide aim to improve quality of life and productivity.
Community Engagement	Collaborating with community organizations energizes our team and helps us all build a better future. Our global strategy and efforts are an extension of our business – aimed at safe mobility, inspiring students to reach their full potential and reducing environmental impacts.
Compliance and Ethics	To “Act with Integrity” is a core component of the Goodyear global Strategy Roadmap. Each associate is responsible for acting with honesty, integrity and respect – every day and everywhere we do business.

TALENT EXPERIENCE

PURPOSE

Goodyear strives to enhance all aspects of the talent lifecycle and enable associates to achieve their full potential through the components of the talent experience. We do this by:

- Identifying and attracting the best talent in our industry
- Enhancing the performance of our associates
- Supporting associate growth and career development
- Building and preparing Goodyear’s bench of future leaders
- Engaging and inspiring our associates to deliver “above and beyond” for our business and customers



In this section we highlight how Goodyear meets these goals through the associate experience.

TALENT ACQUISITION

Winning in the marketplace starts with attracting the right talent who embody our values—acting with integrity, inspiring each other, collaborating, embracing change, and delivering results. Goodyear builds and executes unique strategies for attracting interns, salaried associates, retail and hourly positions, and executives. We use key performance indicators to evaluate the effectiveness of our talent attraction strategies and work cross-functionally with business leaders to align on these initiatives.

We strive for qualified diverse candidates on slates for external hiring to increase the opportunity to enhance the diversity of our workforce. We post our job opportunities to a variety of diversity-focused career sites and sponsor and support diversity-focused events at our key and target universities and colleges.

Critical to talent acquisition is the ability to identify internal talent for open positions. We encourage our associates to check for job postings of interest through Goodyear’s career site—the same place where external candidates view and apply for Goodyear jobs. We also encourage our associates to regularly update their professional profiles in our talent management system for career advancement opportunities. We take pride in building and promoting our internal talent, as more than 80% of our open manager positions were filled by an internal Goodyear associate in 2021.

Although COVID-19 presented challenges to global talent acquisition, our team minimized disruption as we leveraged our virtual interviewing process and “interview day video” to give our HQ candidates a feel for our corporate offices. We also continue to enhance our approach to “virtual onboarding” to provide a globally consistent structure for essential onboarding activities that orient new associates to the company and their new role, make vital connections with their co-workers and enable them to perform successfully in their new roles.

PERFORMANCE

Goodyear’s Performance and Development Process (PDP) provides associates with the clarity and support needed to enable high performance. This annual process requires associates and managers to tie business objectives to our Strategy Roadmap, which defines how we work and how we win. The process allows us to drive performance during the year through ongoing conversations and coaching focused on the “what” (business objectives) and the “how” (core competencies). The performance year concludes with a Year-End performance evaluation and conversation that is factored into the ways we reward associates to reinforce strong performance.

To enable PDP, Goodyear creates processes and best practice resources for associates and managers to build capabilities and drive performance accountability, partnering with regional talent teams to locally deploy them. In addition, this process encourages associates to take performance and development feedback to create an Individual Development Plan (IDP) focused on acquiring skills, capabilities and experience required to achieve short-term and long-term career aspirations. Goodyear leaders have reinforced the importance of the PDP as we have experienced record levels of participation and process completion in this past year, even as much of the business has been operating in a hybrid environment.

LEARNING & DEVELOPMENT

Goodyear invests in the professional development of associates and the vital skills, experience and capabilities needed to enable opportunities highlighted within Goodyear’s Strategy Roadmap. In 2021, our salaried associates completed an average 13.7 hours of training. Associates have access to a variety of global development resources and processes to advance their careers at Goodyear:

- Talent Central – a central repository of career development resources
- The Goodyear Learning Center (GLC) – a collection of 16,000+ courses available to all associates
- Goodyear Connections – a mentoring system where associates can seek out and access mentors for specific developmental needs

Broadly, the GLC offers associates internally developed courses and external courses from providers such as Skillsoft, LinkedIn and Harvard Business Publishing to help them develop leadership capabilities, business skills, and technical capabilities.

As the pandemic has continued, we accelerated investments in technologies that improve the effectiveness of virtual learning capabilities and the employee experience of development. We continue to reach more associates at more times with meaningful learning that addresses current priorities.

We also continue to prioritize development for our manufacturing associates. Our P.O. initiative engages and empowers our manufacturing associates by focusing on standardized work and improvement processes to emphasize consistency across plants and regions (One Goodyear Way). We accomplish this through ongoing learning experiences and workshops on technical and soft skills.

LEADER DEVELOPMENT

Goodyear is investing broadly in development aimed at building capabilities vital to leaders. Initiatives to further leadership skills such as communication, connectivity, and appreciation were launched across the business units and functions in 2021. Notably, more than 1,000 leaders have completed a core “Inclusive Leader Program” to foster the diverse culture that will help Goodyear drive business results. Across the globe, almost 200 leaders participated in specific efforts to build their resilience and help their associates do the same.



Additionally, our General Manager Program, Global Manufacturing Leadership Program and our Plant Manufacturing Director Programs provide training and mentoring to develop the next generation of leaders vital to key leader roles in our business. These programs capture and transfer knowledge from incumbent leaders to aspiring leaders and promote best practice sharing across our business. While these programs were paused in 2021, Goodyear has developed plans in 2021 to deliver these vital programs in a virtual format in 2022.

TALENT PLANNING

Goodyear is committed to preparing the next generation of leaders through our annual global talent planning process. This mechanism helps our business identify future experience and capabilities needed to win, evaluate talent strengths and development needs against these experiences and capabilities, identify successors, and align on robust development plans focused on helping our leaders reach their full potential. On top of local talent reviews across our global business, our CEO and Chief Human Resources Officer annually meet one-on-one with the top leaders in each region or function to align on succession plans and development actions needed to grow the business of today and enable the leaders of tomorrow. Over the past year we have continued to establish more rigor and consistency in determining successor readiness using a common language of critical experiences and capabilities and have begun utilizing succession metrics to track our progress and measure success.



In concert with our effort in building capabilities for the future is a focus on inclusiveness and developing leaders with diverse backgrounds and experiences. As such, our talent planning process includes a review of our “Diverse Talent Spotlight,” a discussion focused on the career aspirations and development needs of high impact diverse talent and actions that are being taken to support them in their career goals. Through this process, we maintain our focus in building a pipeline of qualified, diverse leaders prepared to position Goodyear as an industry leader for today and for the future.

ASSOCIATE FEEDBACK

One of the most important indicators of our success as a company is how our associates feel about working for Goodyear. Our global engagement survey captures associate feedback about the associate experience and what Goodyear can do to enhance it. Established in 2018, our engagement survey measures engagement and a variety of topics connected to our Strategy Roadmap during the year. Insights from the survey are used to celebrate strengths and identify opportunities to take meaningful actions that drive engagement and increase the likelihood our associates recommend Goodyear as an employer of choice (Net Promoter Score). Notably, we have seen meaningful increases in our engagement metrics, including our Net Promoter Score, since we began the survey. Survey feedback has been essential to understanding and responding to our associates’ needs as we navigate through an increasingly volatile global environment.



Over the past few years, the Goodyear Senior Leadership Team set engagement-related goals as part of our PDP to keep the organization focused on the importance of building an engaged workforce in a quickly changing industry and talent market. We take pride that we have maintained the significant increases in global engagement achieved during the onset of the pandemic and are pleased to have expanded our engagement efforts to include our global hourly associates (i.e., retail stores and manufacturing plants).

In addition to listening to our associates through our engagement surveys, we also offer an exit survey to global salaried associates who elect to leave Goodyear. Our exit survey helps us better understand our opportunities to attract and retain talent and provide additional insights to consider as we seek to improve our career development, engagement, and retention programs. Combined, our listening surveys offer a powerful set of datapoints across the talent lifecycle that help us prioritize where we can be most impactful at improving the associate experience.

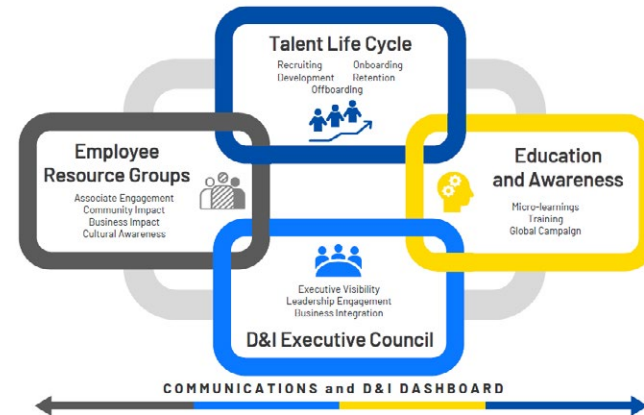
THE ROAD AHEAD

We are focused on continuously improving the people experience envisioned by our Strategy Roadmap. We will broaden and deepen our diversity and inclusion efforts and activate new capabilities needed in leaders at all levels, enabling Goodyear to accelerate its efforts to be an industry leader in enabling mobility. In 2021, we acquired Cooper and began efforts to integrate Cooper associates into Goodyear; that work will continue in 2022.

DIVERSITY & INCLUSION

We are committed to creating a diverse workforce, represented throughout our organization and our teams, with a goal to have a culture that fosters inclusive behavior. Diversity & Inclusion is also a business imperative at Goodyear. Our commitment to D&I is evident through Goodyear’s Strategy Roadmap and the policies that govern our workplace, such as the Business Conduct Manual and Global Zero Tolerance booklet.

DIVERSITY & INCLUSION STRATEGIC INITIATIVES



We have four D&I pillars that guide our organization in this space, including the Diversity & Inclusion Executive Council, Employee Resource Groups, Talent Lifecycle and Education & Awareness. Goodyear’s global head of D&I seeks to drive education, participation and engagement in our D&I strategy at all levels of leadership. Senior leaders have accountability for D&I priorities and progress is reported annually to our Board of Directors.

As part of Goodyear’s focused D&I journey, we aim to encourage discussion, reflection and thoughtful action by all. We have gained positive momentum through the creation of new initiatives, strong commitment from leaders, and high engagement from associates.

DIVERSITY & INCLUSION EXECUTIVE COUNCIL

Goodyear introduced the first-ever Diversity & Inclusion Executive Council to enforce the value proposition that visible demonstration by senior leadership is key to the success and sustainability of a D&I strategy.

The Council has representation from every Goodyear business and region. They are visible champions who help to reinforce D&I initiatives and create momentum in our teams. This group meets on a regular cadence and reviews key programs designed to help operationalize Goodyear’s vision of a diverse workforce with an inclusive culture.



One example of the Council’s visibility is during Global Diversity Awareness Month in October, members from the D&I Executive Council took part in a roundtable discussion where they reflected authentically on their roles as Council members and how to embed the D&I strategy into their businesses. This was received as being transparent and positive by associates.

EMPLOYEE RESOURCE GROUPS (ERGS)

Goodyear’s commitment to fostering an inclusive workforce is represented through eight Employee Resource Groups (ERGs) that boast 32 global chapters with more than 3,300 associates:

- Able & Disabled Associates Partnering Together (ADAPT)—this is a brand-new ERG that broadens our associates understanding of people with disabilities.
- Asia India Middle East Network (AIM)
- Goodyear Black Network (GBN)
- Goodyear Pride Network (GPN)
- Goodyear Veterans Association (GVA)
- Goodyear Women’s Network (GWN)
- HOLA (Hispanic/Latino)
- Next Generation Leaders (NextGen)

In 2021, we also added new chapters of our established ERGs including Australia/ New Zealand GWN, and NextGen Shanghai.

Our ERGs have executive sponsorship and provide associates with mentoring, professional development, networking and community volunteerism opportunities. The global footprint of our ERGs results in collaborative events that have a positive impact on our associates, business and communities. These celebrations foster cultural education, improve awareness and play a large role in highlighting the diversity at Goodyear to ensure associates feel valued, seen and heard.



In addition to honoring local, regional and global heritage months, our ERGs connect with associates to enhance the work experience at Goodyear:

- In Asia Pacific, our ERGs supported an office renovation project in Shanghai to help equip associates with workspaces that meet their needs.
- In EMEA, a new Executive Board was created for GPN and GWN to enable more effective dialogue.
- In the U.S., the discussions many of our ERGs had with leadership resulted in an Immigration Center of Excellence to assist in the handling of immigration matters.

Goodyear celebrated the members of our ERGs during Global Diversity Awareness Month via a virtual awards ceremony that was attended by more than 3,500 global associates and leaders. More than 60 nominations were submitted for six awards. This event helped to create a sense of community and belonging at work that drives inclusivity across all levels of the organization.

EDUCATION & AWARENESS

Our Global Office of D&I launched a comprehensive training program for leaders across our organization. The workshop, “Inclusive Leader Foundations: Understanding Bias to Unleash Potential,” was designed to bring awareness to and overcome potential biases and enhance leadership skills. Over 1,000 leaders completed this training in 2021.

Goodyear also launched a D&I microlearning program for global associates. This initiative allowed associates to learn at their own pace and discuss those learnings with their teams.

TALENT LIFECYCLE

To help attract and retain talent across Goodyear, a diverse and inclusive culture must be evident within our global teams and functions. To that end, the Global Office of D&I partners with the Talent Management and Talent Acquisition teams to embed D&I into Goodyear's talent processes.

We strive for qualified diverse candidates on slates for external hiring to increase the opportunity to enhance the diversity of our workforce. We post our job opportunities to a variety of diversity-focused career sites and sponsor and support diversity-focused events at our key and target universities and colleges. In 2021, we also participated in a Summer Leadership Academy for underrepresented students with the University of Akron, a career fair at Kent State University geared toward LGBTQ+ students and a Purdue Science of Women Engineering networking night, among other important diversity events.

One specific example of a program that embeds diversity into our talent process and lifecycle is the Driving Opportunity Scholars Program. In 2021 the Goodyear Foundation committed \$1.6M to The University of Akron to launch this new program designed to increase job readiness training for underserved students. This gift will support full tuition and fees scholarships for 15 undergraduate students over the next three years and provides Goodyear mentors that will follow the students through their undergraduate program as well as Goodyear internship experiences for these scholars.

HEALTH AND WELLNESS

Goodyear's highest priority continues to be the health and wellbeing of our associates, aiming to improve quality of life and productivity. We support this vision through GoodLife, our global wellness program that embodies a holistic approach to health and wellbeing that our associates, families and partners can champion.

We measure our progress in three ways:

1. Overall wellness of our associates, including physical, emotional, financial and social health;
2. Health of our worksites; and
3. Engagement in our wellness programs.

HEALTHY ASSOCIATES

We encourage a healthy workforce through various voluntary programs, a Healthy Choice Incentive, wellness physicals and year-round vaccination clinics.

In 2021, HealthStat, the GoodLife Health Center provider, administered the following programs at Goodyear's Global Headquarters:

- Flu shot clinics
- COVID-19 vaccination clinics
- COVID-19 booster clinics



To ensure our associates have access to timely health information that reinforce our global health strategy, GoodLife relaunched a new brand identity and global intranet on April 7, in honor of World Health Day.

With a refreshed online presence, Goodyear associates can learn about emotional, financial, physical and social health via training courses, educational articles, wellness tips and more. GoodLife online features our Employee Assistance Program (EAP) as well, which is available to all associates and their families worldwide.

Goodyear also added onsite EAP counselors at several of our larger worksite locations and conducted orientations to help familiarize associates with this resource and all it has to offer.

Many of the programs GoodLife hosted this year were focused on mental wellbeing to help improve resiliency and ensure our associates have resources available to navigate emotional health, including:

- **Mental Health Awareness Month:** In May, GoodLife partnered with our ERGs to host educational mental wellness sessions with an EAP representative.
- **World Mental Health Day:** On October 10, GoodLife launched a global series of emotional health resources, trainings and information.

Throughout 2021, GoodLife also partnered with Achieve Solutions to launch a collection of virtual and in-person wellness workshops. These meetings were designed to encourage dialogue about mental health and highlight the tools and resources Goodyear offers through GoodLife.

In 2021, Goodyear's Asia Pacific region launched Project Bounce, which was a fun-filled activity that encouraged associates to improve their physical, mental and social health. With a smartphone-based sports app, associates teamed up with colleagues to track their steps to accumulate the equivalent of 380,000 km, the average distance to the moon.





		Americas				Europe, Middle East, Africa					Asia Pacific		
BENEFITS		United States	Brazil	Chile	Mexico – SLP	Germany	Luxembourg	Poland	South Africa	Turkey	Australia	China	India
Lifestyle	Paid Time Off (Vacation, Sick and Holidays)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Leaves of Absence (Family, Medical, Personal)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
	Education Reimbursement	Yes	Yes	Yes	No	Yes	Yes	No	Yes	Yes	Yes	Yes	No
	Adoption Assistance	Yes	No	No	No	No	No	No	No	No	Yes	No	Yes
	Discount Tire	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Affiliation Discount (allowing associates to purchase services/ products from external vendors including automobiles)	Yes	No	No	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	No
	Relocation Assistance for transferring associates	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	EAP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	GoodLife Health Centers (onsite medical clinics to specifically handle injuries/illnesses while at work, but can also help accommodate any primary care visits [cold, immunizations, etc.])	Yes	Yes	Yes	Yes	No	Yes	No	Yes	Yes	No	Yes	Yes
Other	Financial - Interest-Free Loans	No	No	No	No	No	Yes	Yes	No	Yes	No	No	No
	Lifestyle - Meals	No	Yes	Yes	Yes	Yes	No	Yes	No	Yes	No	Yes	No
	Lifestyle - Transportation (shuttle bus/allowance)	No	Yes	Yes	Yes	No	No	No	No	Yes	No	Yes	No
	Healthcare - Medical Check-up	No	Yes	Yes	No	Yes	No	No	Yes	Yes	No	Yes	Yes
	Stock Ownership	Yes*	Yes*	Yes*	Yes*	Yes*	Yes*	Yes*	Yes*	Yes*	Yes*	Yes*	Yes*

* Stock Ownership: Eligibility for Long-Term Equity awards based on job level.

COMMUNITY ENGAGEMENT

Throughout 2021, Goodyear maximized the value added by our community engagement efforts by carefully evaluating opportunities to return to more traditional volunteer opportunities, while still offering alternative options that focus on keeping associates well. A thoughtful mix of programs and events allowed us to continue our Goodyear *Better Future* mission of helping enable safe, smart and sustainable communities in the areas where we operate.

The Global Community Engagement team brings Goodyear’s community engagement strategy to life, providing tools and guidance to help associates execute volunteer and engagement programs globally. Through collaboration and sharing of best practices among our locations around the world, Goodyear associates seek out valuable ways to positively impact their communities throughout the year.

Associates at Goodyear’s Corporate HQ can gain both community engagement and professional development experience through Goodyear Corporate Councils. Each Council acts as the liaison between Goodyear and a particular community organization—coordinating opportunities while also developing leadership qualities. Goodyear’s Corporate Councils include, for example: Junior Achievement of North Central Ohio; Akron Children’s Hospital; National Inventors Hall of Fame® Science, Technology, Engineering and Mathematics Schools; and the Akron-Canton Regional Foodbank.

This year marked the return of many of our annual community engagement signature events, including the Goodyear Half Marathon & 10K and the Global Week of Volunteering. By keeping a focus on wellness, Goodyear associates were given options to get involved at their own comfort level. The Global Week of Volunteering supported longstanding community partners through in-person projects, collection drives, and at-home opportunities such as creating cards of encouragement for hospital patients and caregivers. Globally, associates volunteered their time and skills to fill the needs of their own communities.

PERFORMANCE

Our community engagement pillars—Safe, Smart and Sustainable—focus our efforts. This year, Goodyear continued support of healthcare workers globally while also returning to many of our annual community events. To the right and on the following two pages are a few of our efforts from 2021.

COVID-19 RESPONSE: CONTINUED SUPPORT FOR COMMUNITIES

As healthcare workers globally continued their fight against the COVID-19 pandemic, Goodyear also continued our support of these workers and facilities in our communities. At the start of 2021, associates in India provided a donation of personal protective equipment and quarantine ward supplies to hospitals in their area dealing with high numbers of COVID-19 patients. Goodyear provided Cleveland Clinic Akron General ICU staff with much-deserved supplies including new branded jackets, reusable water bottles, cell phone holders for patients, as well as supplies to create a “Lavender Lounge” where staff can take time to relax and de-stress during their shift. At the end of the year, Goodyear answered the call to further support Cleveland Clinic’s efforts with a contribution to help support caregivers going through hardships caused by the pandemic.



SAFE: PROMOTING SAFE MOBILITY

SOS CHILDREN’S VILLAGE – As part of the Global Week of Volunteering, associates in Austria partnered with the charity SOS Children’s Village to organize a day of “fun and learning” to promote road safety among children. Various activities taught safe behavior for walking near traffic and riding a bicycle, as well as the meaning of road signs they may encounter.





SAFE MOBILITY PROJECT – In 2016, Goodyear established the Safe Mobility Project with Akron Children’s Hospital with a goal of reducing childhood injuries in the Akron, Ohio, area. In 2021, the Safe Mobility Project team made great strides in serving the community despite challenges presented by COVID-19. Child passenger safety seats and bicycle helmets were distributed to new mothers at community distribution events, including events in areas with high refugee populations where participants could receive instructions and education in their native language. Students received safety education and bike helmets through in-school “Safety Town” programs, and high school students participated in Teen Driving Safe Mobility activities. To continue the success of the Safe Mobility Project and build upon the positive effect this program has on our community, Goodyear renewed support of the Safe Mobility Project for an additional three years.

SUMMIT LIBERTY HOUSE – The GVA ERG offered the skills and expertise of their members to Summit Liberty House, a housing facility for homeless female veterans and their families, following a security incident. A group of associates visited the building to take note of ways to improve the safety of the residents, and afterwards created a plan detailing projects to make the location more secure.

SMART: INSPIRING STUDENTS TO REACH THEIR FULL POTENTIAL

DRIVING OPPORTUNITY – The Goodyear Foundation developed the Driving Opportunity Scholars Program with The University of Akron, which will support full tuition and fees over the next three years for 15 undergraduate students majoring in in-demand fields for Goodyear. Those participating in the program will receive a full tuition scholarship, a program laptop, peer and Goodyear mentors and have the opportunity to attend Goodyear events and participate in career-focused activities and internships at Goodyear.



STEM CAREER DAY – Goodyear’s annual STEM career day encourages students to pursue opportunities in various science, technology, engineering and mathematics disciplines through creative and engaging projects. In 2021, Goodyear partnered with Soap Box Derby to adapt the program to a virtual format that allowed students to design mini cars that were sent to Goodyear for use in a track racing event. The races were streamed live

for the students to watch, with Goodyear associates coordinating the races and providing coverage of the results. Additionally, scholarships were awarded to STEM Career Day participants pursuing degrees in designated STEM disciplines.

BACK TO SCHOOL – Goodyear associates in Bucharest contributed to a “Back to School” campaign that provided students with backpacks and supplies necessary for their education. The campaign encourages the acceptance of education as a right for all, and the necessity of quality education for a bright future in our communities.

SUSTAINABLE: REDUCING OUR ENVIRONMENTAL IMPACT

KINDERGARTEN REVITALIZATION – Goodyear’s San Luis Potosi, Mexico, plant participated in the company’s Global Week of Volunteering by revitalizing the Juan Alvarez kindergarten in Villa de Reyes, San Louis Potosi. Associates completed projects including painting classrooms, cleaning the playground, landscaping and donating furniture for use in the classrooms.



ZERO WASTE MANAGEMENT – Associates at the Goodyear plant in Adapazari, Turkey, made a commitment to sustainable waste management by implementing a “zero landfill” policy throughout the factory. Bins around the factory were labeled for specific type of waste to better allow for recycling and reuse, rather than waste ending up in landfills. The Adapazari plant was awarded a “Zero Waste Certificate” from the Ministry of Environment and Urbanization for this program.



OHIO & ERIE CANALWAY COALITION – A close relationship with the Ohio & Erie Canalway Coalition allows Goodyear to contribute to the continued upkeep of the historic trails and natural resources throughout Ohio. During the Global Week of Volunteering, Goodyear associate volunteers landscaped around the Howe House in Akron, Ohio, which sits along the Ohio & Erie Towpath Trail and serves as a place for members of the community to learn more about Ohio’s trails. Additionally, the annual Goodyear Towpath Trek encourages Ohioans to experience the natural beauty of the trails and explore the communities that connect them.

ASSOCIATE VOLUNTEERISM: INSPIRING ASSOCIATES TO SERVE OUR COMMUNITIES

Goodyear associates returned to in-person volunteerism in 2021 and further explored alternatives such as at-home activities and collection drives. This year, Goodyear associates logged more than 9,000 volunteer hours with more than 2,000 of those hours logged by members of Goodyear ERGs.



THE GOODYEAR BLIMPS

The Goodyear Blimps have been supporting communities and nonprofit organizations since 1925 when the Santa Claus Express toy-giving program began. For more than 90 years, Goodyear Blimps have remained committed to dedicating a portion of operational time to community giving. The year 2021 was the 11th in Goodyear’s collaboration with the Marine Corps Toys for Tots program, which began by using Goodyear’s Blimp bases to generate donations of toys and cash and has grown to several retail stores. In 2021, the program raised a total of \$20,000 and generated more than 20,000 toy donations for families during the holiday season, bringing the combined total since 2010 to more than 165,000 toys and nearly \$500,000.



Additionally, in collaboration with the Goodyear Engineering Explorers Post, the Goodyear Blimps and associates provided customized content to create a “Blimp Challenge” for the participating high school students. The students were partnered with Goodyear associates to design a blimp that could withstand specific operating parameters and then build a miniature version to present virtually to the judges. Students and associates were both eager to show off their engineering skills and highlight their learnings to win the challenge.

Goodyear also regularly provides blimp ride certificates for charity, generating millions of dollars for nonprofits. In 2021, Goodyear provided nearly 100 ride certificates in local communities, which generated over \$150,000 to benefit the recipient nonprofits’ missions and work in the community, in a year where many were challenged.

COMPLIANCE AND ETHICS

Goodyear's Compliance and Ethics (C&E) Department provides updates on ethics and compliance activities to the Board of Directors multiple times per year. The Board Committee on Corporate Responsibility and Compliance reviews the activities and processes designed to uphold our commitment to ethical behavior.

Our global and regional C&E Committees—composed of top company leaders from business and functional areas—meet several times a year to discuss compliance and ethics matters, initiatives, and training. We also update policies and procedures as needed.

Goodyear's [Business Conduct Manual](#), updated in 2018, guides our Board of Directors, executive team, and all associates globally. It defines behaviors necessary to support our high standards and reinforces associate compliance with all applicable laws and business practices. The Manual is available on our corporate website, company intranet and in hard copy for associates without internet access. It is available internally in 17 languages to help ensure global comprehension. We regularly update our Manual to ensure it reflects the current workplace and regulatory landscape. On an annual basis, salaried associates must review and affirm their knowledge of the Manual, promise to abide by it and disclose any known violations of certain policies. This review and affirmation included Cooper salaried associates in 2021. Goodyear integrated Cooper associates into Goodyear's Act with Integrity culture and built on Cooper's long-standing Do the Right Thing commitment.

COMPLIANCE AND ETHICS TRAINING AND AWARENESS

We expect every associate to know and understand our compliance and ethics policies and to abide by them. Goodyear requires almost all global salaried associates and new hires to complete online training covering the Manual and key compliance policies. In 2021, more than 96% of those associates completed online training courses on such subjects as anti-corruption and anti-bribery, conflicts of interest and a Business Conduct Manual course with sections on fraud, financial integrity, workplace respect and discrimination and harassment. We have a three-year training cycle that we review and amend annually to ensure our ethics and compliance training topics remain relevant and address the risks facing Goodyear.

Goodyear has continued with its commitment to reaching associates wherever they were during 2021 for compliance training and programs. We conducted in-person and virtual trainings across all strategic business units as well as focused compliance campaigns in many countries and plants on various subjects, such as workplace respect (including harassment and discrimination), conflicts of interest, competition law, speaking up, preventing and detecting fraud and bribery, gift and

entertainment policies, and privacy. Additionally, our Compliance Week campaigns were held in selected locations around the globe for salaried and hourly associates and covered a wide range of topics through a variety of communication methods, including leadership messages or videos, electronic communications, newsletters, messages on internal digital screens, posters and team huddle sessions (in person and/or virtually).

Goodyear's Quarterly Ethics Awareness Campaign, covering topics from the Manual, takes place in our company-owned retail, wholesale and commercial tire service locations in the U.S., United Kingdom, France, Germany, Canada, Japan, Africa, Australia, and in our Airship Operations and the Hebron facility. During the 2020 quarterly campaign, managers led their teams in conversations on compliance and ethics subjects such as workplace respect, theft prevention, workplace violence and privacy.

Goodyear conducted numerous compliance campaigns in 2021 reaching thousands of hourly and salaried associates around the world, emphasizing the importance of compliance and educating associates on many topics. At our plant in Peru, for example, the Compliance Week held in July 2021 reached more than 400 salaried and hourly associates and included training sessions, videos and messaging from senior leadership.



INTEGRITY HOTLINE

All associates are required to report any actual, suspected, or potential misconduct to management or through the Company's [Integrity Hotline](#). Available 24 hours a day, 7 days a week from anywhere in the world via toll-free telephone or by a dedicated website, our Integrity Hotline allows associates and third parties to report a concern or ask a question, including anonymously (where allowed by law).

The C&E Department reviews each Integrity Hotline matter and, in cases where an allegation of misconduct is substantiated, the Company takes appropriate disciplinary or remedial action. Goodyear strictly prohibits retaliation against individuals for making a report in good faith. Speak Up education and awareness campaigns are held to remind associates of the Integrity Hotline and to encourage them to raise questions or concerns.





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. For example, in 2018, the European Union’s General Data Protection Regulation (GDPR) replaced the Data Protection Directive 95/46/EC. In 2019, California passed a comprehensive new privacy law, which was amended in 2020, and many other countries and U.S. states are contemplating or have passed similar legislation. As a response to these and other regulations, we regularly review and update our privacy policies and procedures to comply with regulations and privacy best practices and implemented dedicated training programs for associates who interact with personal information. In addition, we take other actions designed to protect the personal data of our associates, customers, suppliers, and others with whom we do business.

OPPORTUNITIES

To ensure Goodyear’s compliance with all appropriate regulations, our C&E Department continually monitors and prepares for upcoming regulations and works to anticipate and mitigate any potential compliance and ethics risks.



ABOUT THIS REPORT

Goodyear has been publishing corporate responsibility reports annually since 1996. This report covers activities and events in the 2021 calendar year. It includes information for all global Goodyear operations, including subsidiaries where the Company has a controlling ownership. However, since our acquisition of Cooper did not close until June 2021, this report does not feature many Cooper activities or events, nor does it include data from legacy Cooper facilities unless otherwise noted. Our 2022 report will include information and data for all global Goodyear operations, including legacy Cooper facilities.

Operational data are reported on owned as well as leased facilities. All data reported have been collected from our operations based on standard reporting definitions and requirements. Some energy and greenhouse gas (GHG) emissions data from our manufacturing plants in the European Union were verified by a third party. Some data have been reported to governmental agencies that check for accuracy.

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 all sources of fuel used in the manufacturing process, including purchased electricity, purchased steam, natural gas, fuel oil, propane, diesel, gasoline, waste fuel, pet coke, and coal.

We use the WBCSD and World Resources Institute (WRI) GHG protocol for calculating emissions. According to the WBCSD and WRI, Scope 1 emissions cover direct greenhouse gas emissions from sources that are owned or controlled by the Company. Scope 2 emissions account for indirect GHG emissions from the generation of purchased energy. Scope 3 emissions include all other indirect GHG emissions that occur as a consequence of the activities of the Company, but from sources not owned or controlled by the Company.

Reported emissions include all Goodyear manufacturing locations where Goodyear has operational control, and detailed direct (Scope 1) and indirect (Scope 2) sources. These sources include electricity and steam generated offsite and all fuels used in boilers and other combustion equipment, including natural gas, fuel oil, propane, diesel, pet coke, waste fuel, and coal. In 2021, 51% of our emissions were indirect and 49% were direct.



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

This report has been prepared in accordance with the GRI Standards: Core option. 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.





GRI CONTENT INDEX

GRI Standard	Disclosure	Location	Page
General Disclosures			
Organizational Profile			
GRI 102: General Disclosures 2016	102-1 Name of the organization	The Goodyear Tire & Rubber Company	
	102-2 Activities, brands, products, and services	Overview of Our Business	
	102-3 Location of headquarters	Akron, Ohio, USA	
	102-4 Location of operations	Overview of Our Business; Global Presence	
	102-5 Ownership and legal form	Overview of Our Business	
	102-6 Markets served	Overview of Our Business; Global Presence	
	102-7 Scale of the organization	Data Table	
	102-8 Information on employees and other workers	Data Table	
	102-9 Supply chain	2022 10-K, pp. 5 ; Sustainable Materials and Sourcing	
	102-10 Significant changes to the organization and its supply chain	2022 10-K, pps. 2-5	
	102-11 Precautionary principle or approach	Although Goodyear does not formally follow the precautionary principle, we assess environmental risks across our operations.	
	102-12 External initiatives	The United Nations Sustainable Development Goals (SDGs); Membership in Associations	
	102-13 Membership of associations	Membership in Associations	
Strategy			
GRI 102: General Disclosures 2016	102-14 Statement from senior decision-maker	Leadership Message	
	102-15 Key impacts, risks, and opportunities	Corporate Responsibility ; Stakeholder Engagement and Significant Corporate Responsibility Topics ; Better Future	
Ethics and Integrity			
GRI 102: General Disclosures 2016	102-16 Values, principles, standards, and norms of behavior	Compliance & Ethics ; Goodyear Strategy Roadmap	
	102-17 Mechanisms for advice and concerns about ethics	Integrity Hotline	



Governance			
GRI 102: General Disclosures 2016	102-18 Governance structure	Corporate Responsibility; 2022 Proxy Statement, pps. 1-4; Corporate Governance	
	102-19 Delegating authority	Corporate Responsibility	
	102-20 Executive-level responsibility for economic, environmental, and social topics	Corporate Responsibility	
	102-21 Consulting stakeholders on economic, environmental, and social topics	Stakeholder Engagement and Significant Corporate Responsibility Topics	
	102-22 Composition of the highest governance body and its committees	Corporate Governance; 2022 Proxy Statement, pps. 1-4; 6-9	N/A
	102-23 Chair of the highest governance body	Corporate Governance; 2022 Proxy Statement, pp. 2	N/A
	102-24 Nominating and selecting the highest governance body	Corporate Governance; 2022 Proxy Statement, pps. 5-6	N/A
	102-25 Conflicts of Interest	Board of Directors and Executive Officers Conflict of Interest Policy	N/A
	102-26 Role of highest governance body in setting purpose, values, and strategy	Corporate Responsibility; 2022 Proxy Statement pp. 8	
	102-27 Collective knowledge of highest governance body	Corporate Responsibility	
	102-28 Evaluating the highest governance body's performance	2022 Proxy Statement pp. ix Annual internal self-assessment If relevant actions are identified they will appear in Goodyear's Proxy Statement.	N/A
	102-29 Identifying and managing economic, environmental, and social impacts	2022 Proxy Statement pps. 3-4; Corporate Responsibility; 2021 CDP Climate Change Response pps. 2-4	
	102-30 Effectiveness of risk management processes	2022 Proxy Statement pps. 3-4; 2021 CDP Climate Change Response pps. 2-4	N/A
	102-31 Review of economic environmental, and social topics	2022 Proxy Statement, pp. 8; 2021 CDP Climate Change Response pps. 2-4	N/A
	102-32 Highest governance body's role in sustainability reporting	The Board of Directors has the opportunity to review, provide feedback, and approve Goodyear's Corporate Responsibility Report annually prior to publication.	N/A
	102-33 Communicating critical concerns	2022 Proxy Statement, pp. 12	N/A
	102-34 Nature and total number of critical concerns	Compliance & Ethics; Data Table: Considered confidential	N/A
	102-35 Remuneration policies	2022 Proxy Statement, pps. 29-55	N/A
	102-36 Process for determining remuneration	2022 Proxy Statement, pps. 31-37	N/A
102-37 Stakeholders' involvement in remuneration	2022 Proxy Statement, pps. 22-23	N/A	



Stakeholder Engagement			
GRI 102: General Disclosures 2016	102-40 List of stakeholder groups	Stakeholder Engagement and Significant Corporate Responsibility Topics	
	102-41 Collective bargaining agreements	Data Table	
	102-42 Identifying and selecting stakeholders	Stakeholder Engagement and Significant Corporate Responsibility Topics	
	102-43 Approach to stakeholder engagement	Stakeholder Engagement and Significant Corporate Responsibility Topics	
	102-44 Key topics and concerns raised	Stakeholder Engagement and Significant Corporate Responsibility Topics; Better Future	
Reporting Practices			
GRI 102: General Disclosures 2016	102-45 Entities included in the consolidated financial statements	2022 10-K, pps. 1-5 (Exhibit 21.1)	N/A
	102-46 Defining report content and topic boundaries	Stakeholder Engagement and Significant Corporate Responsibility Topics; Better Future	
	102-47 List of material topics	Stakeholder Engagement and Significant Corporate Responsibility Topics; Better Future Advancing Tire Performance Business Continuity Community Engagement Compliance and Ethics Diversity and Inclusion End-of-Life Tires (ELT) Energy & Greenhouse Gas (GHG) Emissions Health and Wellness Product Quality Shaping the Mobility Revolution Supply Chain Management Sustainable Raw Materials and Sourcing Talent Development Workforce Safety & Health	
	102-48 Restatements of information	There are no significant changes from previous reporting periods in the list of material topics or topic boundaries for the 2021 report.	
	102-49 Changes in reporting	There are no significant changes from previous reporting periods in the list of material topics or topic boundaries for the 2021 report.	N/A
	102-50 Reporting period	About This Report ; January 1, 2021 through December 31, 2021	
	102-51 Date of most recent report	June 22, 2022	N/A
	102-52 Reporting cycle	About This Report ; Annual	
	102-53 Contact point for questions regarding the report	Maureen DeSanzo, Director, Global Sustainability (maureen_desanzo@godyear.com)	N/A
	102-54 Claims of reporting in accordance with the GRI Standards	About This Report ; This report has been prepared in accordance with the GRI Standards: Core option.	
	102-55 GRI content index	GRI Content Index	
	102-56 External assurance	Goodyear does not conduct external assurance for our Corporate Responsibility Report.	N/A



Economic Topics			
Procurement Practices			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Sustainable Sourcing	
	103-2 The management approach and its components	Sustainable Sourcing	
	103-3 Evaluation of the management approach	Sustainable Sourcing	
GRI 204: Procurement Practices 2016	204-1 Percent procurement spend on raw materials from local suppliers	Data Table : 45% of 2021 procurement spend on raw materials from local suppliers	
Anti-Corruption			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Compliance & Ethics	
	103-2 The management approach and its components	Compliance & Ethics	
	103-3 Evaluation of the management approach	Compliance & Ethics	
GRI 205: Anti-corruption 2016	205-1 Operations assessed to risk related to corruption	Data Table	
	205-2 Communication and training about anti-corruption policies and procedures	Data Table	
	205-3 Confirmed incidents of corruption and actions taken place	Considered confidential	N/A
Shaping the Mobility Revolution			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Shaping the Mobility Revolution	
	103-2 The management approach and its components	Shaping the Mobility Revolution	
	103-3 Evaluation of the management approach	Shaping the Mobility Revolution	
Business Continuity			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Business Continuity	
	103-2 The management approach and its components	Business Continuity	
	103-3 Evaluation of the management approach	Business Continuity	
Non-GRI Key Performance Indicators	Number of incidents	Business Continuity ; Data Table	
	Average incident duration	Business Continuity	



Environmental Topics			
Materials			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Sustainable Sourcing; End-of-Life Tires	
	103-2 The management approach and its components	Sustainable Sourcing; End-of-Life Tires	
	103-3 Evaluation of the management approach	Sustainable Sourcing; End-of-Life Tires	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Data Table ; 24% of materials used in products in 2021 were renewable (641,000 tons) and 76% were non-renewable (2,082,000 tons).	
	301-2 Recycled input materials used	Data Table ; 0.13% recycled input materials used in products in 2021	
	301-3 Reclaimed products and their packaging materials	End-of-Life Tires ; No to insignificant amounts of packaging associated with tires.	
Energy			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Responsible Operations; Operational Impacts; Energy Performance; Improving Fuel Efficiency	
	103-2 The management approach and its components	Responsible Operations; Operational Impacts; Energy Performance; Improving Fuel Efficiency	
	103-3 Evaluation of the management approach	Responsible Operations; Operational Impacts; Energy Performance; Improving Fuel Efficiency	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Performance; Data Table; About This Report	
	302-3 Energy intensity	Energy Performance; About This Report; Data Table ; In 2021, global energy intensity was 6,451 BTU/lb.	
	302-4 Reduction of energy consumption	Energy Performance; Data Table; Progress Toward Goals; About This Report	
	302-5 Reductions in energy requirements of products and services	Improving Fuel Efficiency; Data Table; Progress Toward Goals ; 32% reduction of rolling resistance – Global Consumer Tire Portfolio from 2005 to 2021; 8.8% reduction in tire weight – Global Consumer Tire Portfolio from 2005 to 2021	



Emissions			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Operational Impacts: Emissions Performance	
	103-2 The management approach and its components	Operational Impacts: Emissions Performance	
	103-3 Evaluation of the management approach	Operational Impacts: Emissions Performance	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emissions Performance: Data Table; About This Report	
	305-2 Energy indirect (Scope 2) GHG emissions	Emissions Performance: Data Table	
	305-3 Other indirect (Scope 3) GHG emissions	2021 CDP Climate Change Response pgs. 21-25	N/A
	305-4 GHG emissions intensity	Emissions Performance: Data Table; About This Report : In 2021, global GHG emissions intensity (Scope 1 and 2) was 0.682 tonnes CO ₂ e/ton.	
	305-5 Reduction of GHG emissions	Emissions Performance: Progress Toward Goals	
	305-6 Emissions of ozone-depleting substances (ODS)	Data Table	
	305-7 NOx, SOx, and other significant air emissions	Data Table	
Environmental Compliance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Responsible Operations: Operational Impacts	
	103-2 The management approach and its components	Responsible Operations: Operational Impacts	
	103-3 Evaluation of the management approach	Responsible Operations: Operational Impacts	
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	Data Table ; In 2021, Goodyear had 25 environmental compliance violations (inclusive of Cooper operations). We did not incur any significant fines or non-monetary sanctions for non-compliance with environmental laws and/or regulations.	
Supplier Environmental Assessment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Supply Chain Management	
	103-2 The management approach and its components	Supply Chain Management	
	103-3 Evaluation of the management approach	Supply Chain Management	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Data Table ; As of the end of 2021, 100% of all raw materials suppliers had been screened using environmental criteria.	
	308-2 Negative environmental impacts in the supply chain and actions taken	Data Table ; As of the end of 2021, 184 raw materials suppliers had been assessed for environmental impacts.	



Social Topics			
Employment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Inspiring Culture; Talent Management; Benefits	
	103-2 The management approach and its components	Inspiring Culture; Talent Management; Benefits	
	103-3 Evaluation of the management approach	Inspiring Culture; Talent Management; Benefits	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Data Table	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits	
Occupational Health and Safety			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Responsible Operations; Workforce Safety and Wellness; Inspiring Culture; Health and Wellness	
	103-2 The management approach and its components	Responsible Operations; Workforce Safety and Wellness; Inspiring Culture; Health and Wellness	
	103-3 Evaluation of the management approach	Responsible Operations; Workforce Safety and Wellness; Inspiring Culture; Health and Wellness	
GRI 403: Management Approach 2018	403-1 Occupational health and safety management system	Workforce Safety and Wellness	
	403-2 Hazard identification, risk assessment, and incident investigation	Workforce Safety and Wellness	
	403-3 Occupational health services	Workforce Safety and Wellness; Health and Wellness	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Workforce Safety and Wellness; Data Table ; In 2021, 100% of manufacturing associates were represented in formal joint management-worker health and safety committees.	
	403-5 Worker training on occupational health and safety	Workforce Safety and Wellness	
	403-6 Promotion of worker health	Health and Wellness	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Workforce Safety and Wellness	
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	Workforce Safety and Wellness; Data Table	
	403-9 Work-related injuries	Workforce Safety and Wellness; Data Table	
	403-10 Work-related ill health	Workforce Safety and Wellness; Data Table	



Training and Education			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Talent Management; Compliance and Ethics	
	103-2 The management approach and its components	Talent Management; Compliance and Ethics	
	103-3 Evaluation of the management approach	Talent Management; Compliance and Ethics	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Data Table	
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Management	
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent Management	
Diversity and Equal Opportunity			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Diversity & Inclusion	
	103-2 The management approach and its components	Diversity & Inclusion	
	103-3 Evaluation of the management approach	Diversity & Inclusion	
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	Data Table	
Child Labor			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Supply Chain Management; Human Rights	
	103-2 The management approach and its components	Supply Chain Management; Human Rights	
	103-3 Evaluation of the management approach	Supply Chain Management; Human Rights	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights	
Forced or Compulsory Labor			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Supply Chain Management; Human Rights	
	103-2 The management approach and its components	Supply Chain Management; Human Rights	
	103-3 Evaluation of the management approach	Supply Chain Management; Human Rights	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights	



Human Rights Assessment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Supply Chain Management; Human Rights; Compliance & Ethics	
	103-2 The management approach and its components	Supply Chain Management; Human Rights; Compliance & Ethics	
	103-3 Evaluation of the management approach	Supply Chain Management; Human Rights; Compliance & Ethics	
GRI 412: Human Rights Assessment 2016	412-2 Employee training on human rights policies or procedures	Data Table : In 2021, 340 associates (0.6% of the global associate population) were trained in human rights policies/procedures.	
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Data Table : In line with GRI reporting recommendations, we reviewed the material contracts listed as part of our annual public financial reporting for those initiating strategic equity acquisitions or capital projects with a view to assessing human rights content in any applicable agreements. For the 2021 reporting period, our acquisition of Cooper Tire & Rubber Company fell into this category and included a clause addressing our human rights expectations.	
Local Communities			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Community Engagement	
	103-2 The management approach and its components	Community Engagement	
	103-3 Evaluation of the management approach	Community Engagement	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Engagement; Data Table : In 2021, 44% of operations had implemented local community engagement efforts.	
	413-2 Operations with significant community engagement, impact assessments, and development programs	Overview of Our Business; Global Presence; Data Table : In 2021, Goodyear had 25 environmental compliance violations (inclusive of Cooper operations). We did not incur any significant fines or non-monetary sanctions for non-compliance with environmental laws and/or regulations.	
Non-GRI Key Performance Indicators: Philanthropic Activities	Percentage of corporate citizenship/philanthropic contributions used for charitable donations	Data Table : 10% *Philanthropic budget; does not include business unit budgets	
	Percentage of corporate citizenship/philanthropic contributions used for community investments	Data Table : 78% *Philanthropic budget; does not include business unit budgets	
	Percentage of corporate citizenship/philanthropic contributions used for commercial initiatives	Data Table : 12% *Philanthropic budget; does not include business unit budgets	
Supplier Social Assessment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Supply Chain Management; Human Rights	
	103-2 The management approach and its components	Supply Chain Management; Human Rights	
	103-3 Evaluation of the management approach	Supply Chain Management; Human Rights	



GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Data Table : As of the end of 2021, 100% of all raw material suppliers had been screened using social criteria.	
	414-2 Negative social impacts in the supply chain and actions taken	Data Table	
Customer Health and Safety			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Product Quality	
	103-2 The management approach and its components	Product Quality	
	103-3 Evaluation of the management approach	Product Quality	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Data Table : 100% of product categories are assessed for health and safety impacts.	
	416-2 Incidents of non-compliance concerning product health and safety	Data Table : In 2021, there weren't any incidents of non-compliance concerning product health and safety.	
Non-GRI Key Performance Indicators: Product Quality	Warranty cost per net sales	Customer Satisfaction Performance ; Data Table : In 2021, Goodyear's warranty cost per net sales was 0.17%.	
	Percent of plants with quality certification (ISO 9001, IATF 16949, etc.)	Data Table : 100% of Goodyear plants have quality certification.	
Marketing and Labeling			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Product Quality ; Compliance & Ethics	
	103-2 The management approach and its components	Product Quality ; Compliance & Ethics	
	103-3 Evaluation of the management approach	Product Quality ; Compliance & Ethics	
GRI 417: Marketing & Labeling	417-1 Requirements for product and service information and labeling	Data Table : 100% of significant product categories are covered by and assessed for compliance with procedures for product information labeling.	
	417-2 Incidents of non-compliance concerning product information and labeling	Data Table : In 2021, there weren't any incidents of non-compliance concerning product information and labeling.	
	417-3 Incidents of non-compliance concerning marketing communications	Data Table : In 2021, there weren't any incidents of non-compliance concerning marketing communications.	

DATA TABLE

General Disclosures					
		Company	2021	2020	2019
102-7 ¹	Financial performance	Annual revenue (net sales)(million USD)	\$17,478	\$12,321	\$14,745
		Net income [loss](million USD)	\$764	\$(1,254)	\$(311)
		Total assets (million USD)	\$21,402	\$16,506	\$17,185
		Total liabilities (million USD)	\$16,218	\$13,247	\$12,640
		Total shareholders' equity (million USD)	\$5,184	\$3,259	\$4,545
	Tire units sold (million)	Global total	169.3	126.0	155.3
		Americas	85.9	56.7	70.4
		Europe, Middle East, Africa	52.7	44.5	55.1
		Asia-Pacific	30.7	24.8	29.8
	Number of manufacturing facilities (tire, development, chemical, molds, retread, mix)	Global total	57	46	47
		Americas	29	23	24
		Europe, Middle East, Africa	18	15	15
		Asia-Pacific	10	8	8
	Number of non-manufacturing facilities globally	Major offices(headquarters, development, innovation, purchasing)	9	9	9
		Retail	1,000	1,000	1,000
		Distribution	300	220	190
		Tire retreading	50	50	50
		Proving grounds	8	7	7
		Airship operations	3	3	3

¹ Goodyear and Cooper data.





Non-GRI	Area of manufacturing facilities (tire, development, chemical, molds, retread, mix) (thousand sq. ft.) ²	Global total	46,403	49,381	49,371
		Americas	21,418	24,291	24,281
		Europe, Middle East, Africa	17,207	17,528	17,528
		Asia-Pacific	7,779	7,562	7,562
	Total weight of Goodyear products produced (metric tonnes) ² Includes Tire, Chemical, Retread, Bladder, Mold, Semifinished Products Exported and Other Production	Global total	3,429,272	2,387,833	3,002,599
		Americas	1,883,175	1,279,666	1,618,969
		Europe, Middle East, Africa	1,114,489	801,552	1,017,005
		Asia-Pacific	431,609	306,615	366,625
	Total weight of Cooper products produced (metric tonnes) ⁸ Includes Tire, Chemical, Retread, Bladder, Mold, Semifinished Products Exported and Other Production	Global total	693,416	668,612	668,612
		Americas	511,489	511,023	511,023
		Europe, Middle East, Africa	51,367	41,744	41,744
		Asia-Pacific	130,561	115,845	115,845

Sustainable Sourcing

		Sustainable Sourcing/Supply Chain Management	2021	2020	2019
204-1 ²	Local suppliers	% procurement spend on raw materials from local suppliers used for significant locations of operation Tire raw materials only. We define significant locations of operation as our tire manufacturing operations, excluding retread related operations for certain regions and locations. We define local as sourced from the same country as the Goodyear manufacturing location being supplied. For purposes of this definition, due to geographic proximity, for selected materials in the European Union we have treated the European Union as a single country.	45%	42%	45%
308-1 ²	Supplier environmental assessment	% new suppliers that were screened using environmental criteria Tire raw materials only.	100%	78%	80%

² Goodyear only data.

⁸ Cooper only data



308-2 ²	Supplier environmental assessment	Number of suppliers assessed for environmental impacts Tire raw materials only. Number of new suppliers assessed or repeat assessments conducted during the year. Baseline established in 2019.	184	171	246
		Number of suppliers identified as having significant actual and potential negative environmental impacts Tire raw materials only. We determine and define significant impact as, and metrics in this row reflect, failing to meet then current acceptability limits based on response to our assessments (and where applicable audits, to the extent resulting in supplier action such as suspension or discontinuance), which focus on process. Fn: Confidentiality concerns limit further disclosures.	43	54	N/A ³
		Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment Tire raw materials only. We determine and define significant impact as, and metrics in this row reflect, failing to meet then current acceptability limits based on response to our assessments (and where applicable audits, to the extent resulting in supplier action such as suspension or discontinuance), which focus on process. Fn: Confidentiality concerns limit further disclosures.	100%	98%	N/A ³
		Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment Tire raw materials only. We determine and define significant impact as, and metrics in this row reflect, failing to meet then current acceptability limits based on response to our assessments (and where applicable audits, to the extent resulting in supplier action such as suspension or discontinuance), which focus on process. Fn: Confidentiality concerns limit further disclosures.	0%	0%	N/A ³
		Sustainable Sourcing/Supply Chain Management	2021	2020	2019
412-2 ²	Human rights assessment	Number of hours devoted to training on human rights policies/procedures	340	348	345
		Number of associates trained in human rights policies/procedures	340	348	345
		% of associates trained in human rights policies/procedures Based on total Goodyear associate count. Only procurement associates trained.	0.6%	0.6%	0.6%
412-3 ²		Number of significant investment agreements that include human rights clauses In line with Global Reporting Initiative (GRI) reporting recommendations, we reviewed the material contracts listed as part of our annual public financial reporting for those initiating strategic equity acquisitions or capital projects with a view to assessing human rights content in any applicable agreements. For the 2021 reporting period, our acquisition of Cooper Tire & Rubber Company fell into this category and included a clause addressing our human rights expectations.	N/A	N/A	N/A
		% of significant investment agreements that include human rights clauses In line with Global Reporting Initiative (GRI) reporting recommendations, we reviewed the material contracts listed as part of our annual public financial reporting for those initiating strategic equity acquisitions or capital projects with a view to assessing human rights content in any applicable agreements. For the 2021 reporting period, our acquisition of Cooper Tire & Rubber Company fell into this category and included a clause addressing our human rights expectations.	N/A	N/A	N/A

² Goodyear only data.

³ Baseline established in 2020.



414-1 ²	Supplier social assessment	% new suppliers that were screened using social criteria Tire raw materials only.	100%	78%	80%
414-2 ²		Number of suppliers assessed for social impacts Tire raw materials only.	184	171	N/A ³
		Number of suppliers identified as having significant actual and potential negative social impacts Tire raw materials only. We determine and define significant impact as, and metrics in this row reflect, failing to meet then current acceptability limits based on response to our assessments (and where applicable audits, to the extent resulting in supplier action such as suspension or discontinuance), which focus on process. Fn: Confidentiality concerns limit further disclosures.	42	49	N/A ³
		Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment Tire raw materials only. We determine and define significant impact as, and metrics in this row reflect, failing to meet then current acceptability limits based on response to our assessments (and where applicable audits, to the extent resulting in supplier action such as suspension or discontinuance), which focus on process. Fn: Confidentiality concerns limit further disclosures.	100%	98%	N/A ³
		Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment Tire raw materials only. We determine and define significant impact as, and metrics in this row reflect, failing to meet then current acceptability limits based on response to our assessments (and where applicable audits, to the extent resulting in supplier action such as suspension or discontinuance), which focus on process. Fn: Confidentiality concerns limit further disclosures.	0%	2%	N/A ³
		Sustainable Sourcing/Supply Chain Management	2021	2020	2019
Non-GRI ²	Supplier ESG Improvement	Percentage of current suppliers with corrective action plans that have improved their ESG performance within 12 months of the plan's launch	67%	57%	N/A ³
	Supplier Audits	Number of suppliers audited Tire raw materials only.	107	66	N/A ³
		Number of supplier facilities audited Tire raw materials only.	108	68	N/A ³
		Percentage of suppliers audited in compliance with code of conduct (or audit standard) Remedial action taken.	100%	98%	N/A ³

² Goodyear only data.

³ Baseline established in 2020.



		Sustainable Raw Materials	2021	2020	2019
301-1 ²	Renewable materials	Weight (thousands of tons) of renewable materials used in products Includes materials derived from materials of biological origin, such as natural rubber, plant based oils, rice husk ash silica, fatty acids, etc.	641	496	593
		% of renewable materials used in products Includes materials derived from materials of biological origin such as natural rubber, plant based oils, rice husk ash silica, fatty acids, etc.	24%	23%	22%
	Non-renewable materials	Weight (thousands of tons) of non-renewable materials used in products	2,082	1,644	2,118
		% of non-renewable materials used in products	76%	77%	78%
301-2 ²	Recycled input materials used	Percentage of recycled input materials used to manufacture the organization's primary products and services	0.13%	0.18%	N/A ³
301-3 ²	Reclaimed products and their packaging materials	Percentage of reclaimed products and their packaging materials for each product category	<u>ELT</u> No to insignificant amounts of packaging associates with tires.	<u>ELT</u> No to insignificant amounts of packaging associates with tires.	<u>ELT</u> No to insignificant amounts of packaging associates with tires.

² Goodyear only data.³ Baseline established in 2020.



Responsible Operations					
		Health and Safety	2021	2020	2019
403-4 (2018) ²	Worker participation	% of manufacturing associate representation in formal joint management-worker health and safety committees	100%	100%	100%
403-8 (2018) ²	EHS management system	Number of employees and contractors who are covered by EHS Management System Count includes both employees and supervised contractors. Independent contractors are not included in this count but are covered by the EHS Management System.	59,056	59,741	60,699
		% of employees and contractors who are covered by EHS Management System	100%	100%	100%
		Number of employees and contractors who are covered by an audited EHS Management System Count includes both employees and supervised contractors. Independent contractors are not included in this count but are covered by the EHS Management System.	59,056	59,741	60,699
		% of employees and contractors who are covered by an audited EHS Management System	100%	100%	100%
		Number of employees and contractors who are covered by EHS Management System that has been audited or certified by an external party Sites with ISO 14001 and/or OSHAS 18001 certifications.	37,765	37,260	30,957
		% of employees and contractors who are covered by EHS Management System that has been audited or certified by an external party Sites with ISO 14001 and/or OSHAS 18001 certifications.	64%	62%	51%
		403-9 (2018) ²	Work-related injuries	Number of hours worked (millions of hours)	108.7
Number of incidents	3,163			2,336	2,970
Total incident rate (medical treatment above first aid and restricted/lost-time injuries) Rate based on 200,000 hours worked.	2.1			1.80 ⁴	1.86
First aid rate Rate based on 200,000 hours worked.	3.71			3.07	3.45
DART rate Rate based on 200,000 hours worked.	1.53			1.40	1.42
Number of serious injuries Includes Goodyear associates, supervised and independent contractors.	13			17	10
Serious injury rate Rate based on 200,000 hours worked. Includes Goodyear associates, supervised and independent contractors.	0.02			0.03	0.02

² Goodyear only data.⁴ Does not include COVID cases.



403-10 ²	Employees	Number of fatalities as a result of work-related ill health	0	0	N/A ³
		Number of cases of recordable work-related ill health (including fatalities) Ill health recordables are primarily composed of sprain/strain/overexertion, and soreness/range of motion restricted cases.	76 ⁵	329 ⁴	N/A ³
	Contractors	Number of fatalities as a result of work-related ill health	0	0	N/A ³
		Number of cases of recordable work-related ill health (including fatalities) Repetitive motion and slip/falls are the primary work-related hazards encountered by contractors.	5	3	N/A ³
Non-GRI ²	Safety training	Total hours of safety training completed Data does not reflect the full volume of training conducted. A process for capturing all safety training hours is under development.	43,827	39,237	N/A ³
		Average hours of safety training per employee Data does not reflect the full volume of training conducted. A process for capturing all safety training hours is under development	1.35	0.7	N/A ³
		Energy	2021	2020	2019
302-1 ²	Energy consumption	Total fuel consumption within the organization from non-renewable sources (gigajoules)	22,666,000	18,620,000	20,987,000
		Total fuel consumption within the organization from renewable sources (gigajoules)	1,320,000	276,000	318,000
		Heating consumption (gigajoules)	2,794,000	2,535,000	3,367,000
		Cooling consumption (gigajoules)	N/A ⁶	N/A ⁶	N/A ⁶
		Electricity sold (gigajoules)	N/A ⁷	N/A ⁷	N/A ⁷
		Heating sold (gigajoules)	N/A ⁷	N/A ⁷	N/A ⁷
		Cooling sold (gigajoules)	N/A ⁷	N/A ⁷	N/A ⁷
		Steam sold (gigajoules)	N/A ⁷	N/A ⁷	N/A ⁷
		Total energy consumption within in the organization (gigajoules)	51,260,000	43,916,000	50,800,000
		Total energy consumption (MWh)	9,115,000	7,971,000	9,219,000
		Fuel use - natural gas (MWh)	6,064,000	5,019,000	5,589,000
		Fuel use - other (MWh)	232,000	153,000	240,000
		Electricity consumption (MWh)	2,043,000	2,095,000	2,455,000
		Steam consumption (MWh)	776,000	704,000	935,000
302-3 ²	Energy intensity	Global energy intensity (BTU/lb.)	6,451	6,392	6,488

² Goodyear only data.

³ Baseline established in 2020.

⁴ Does not include COVID cases.

⁵ New baseline established in 2021. Updated scope of data to exclude categories outside of recordable cases. Will continue reporting in future years.

⁶ Data not currently tracked.

⁷ Not consolidated at a global level.



302-4 ²	Reduction of energy consumption	Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives (gigajoules) Reductions in energy are calculated from the 2010 baseline. This figure accounts for energy reduction initiatives and changes in production.	6,129,501	13,473,259	6,589,472
302-1 ⁸	Energy consumption	Total fuel consumption within the organization from non-renewable sources (gigajoules)	3,022,000	2,681,000	2,936,000
		Total fuel consumption within the organization from renewable sources (gigajoules)	22,800	N/A	N/A
		Heating consumption (gigajoules)	188,000	N/A	N/A
		Cooling consumption (gigajoules)	N/A ⁶	N/A ⁶	N/A ⁶
		Electricity sold (gigajoules)	N/A ⁷	N/A ⁷	N/A ⁷
		Heating sold (gigajoules)	N/A ⁷	N/A ⁷	N/A ⁷
		Cooling sold (gigajoules)	N/A ⁷	N/A ⁷	N/A ⁷
		Steam sold (gigajoules)	N/A ⁷	N/A ⁷	N/A ⁷
		Total energy consumption within the organization (gigajoules)	9,678,000	8,387,000	8,853,000
		Total energy consumption (MWh)	1,493,000	1,285,400	1,376,200
		Fuel use - natural gas (MWh)	816,000	735,000	793,200
		Fuel use - other (MWh)	23,000	9,400	22,000
		Electricity consumption (MWh)	602,000	541,000	561,000
Steam consumption (MWh)	52,000	N/A	N/A		
302-3 ⁸	Energy intensity	Global energy intensity (BTU/lb.)	6,548	6,133	N/A
302-4 ⁸	Reduction of energy consumption	Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives (gigajoules) Reductions in energy are calculated from the 2010 baseline. This figure accounts for energy reduction initiatives and changes in production.	9,683,716	8,392,675	8,858,729
		Emissions	2021	2020	2019
305-1 ²	Direct GHG emissions	Total direct emissions (tonnes CO ₂ e)	1,231,000	1,031,000	1,156,000
		Direct CO ₂ emissions (tonnes)	1,229,000	1,029,000	1,154,000
		Direct CH ₄ emissions (kg)	56,000	47,000	53,000
		Direct N ₂ O emissions (kg)	2,900	2,500	3,000
		Biogenic CO ₂ emissions (tonnes CO ₂ e)	0	0	0

² Goodyear only data.

⁶ Data not currently tracked.

⁷ Not consolidated at a global level.

⁸ Cooper data only.



305-2 ²	Indirect GHG emissions	Total indirect emissions (tonnes CO ₂ e)	1,247,000	1,213,000	1,461,000
	Indirect GHG emissions	Gross market-based energy indirect (Scope 2) GHG emissions (tonnes CO ₂ e) Not Applicable - Goodyear reports location-based GHG emissions.	N/A	N/A	N/A
305-1, 305-2 ²	Total GHG emissions	Total CO ₂ emissions (tonnes)	2,478,000	2,244,000	2,617,000
	Total GHG emissions	Global GHG emissions (Scope 1 and Scope 2)(million tonnes CO ₂ e)	2.478	2.244	2.617
305-3 ²	Other indirect (Scope 3) GHG emissions	Gross other indirect (Scope 3) GHG emissions (tonnes CO ₂ e)	Reported in CDP Climate Response	Reported in CDP Climate Response	Reported in CDP Climate Response
305-4 ²	GHG emissions intensity	Global GHG emissions intensity (Scope 1 and Scope 2) (tonnes CO ₂ e/ton) Includes CO ₂ , CH ₄ , and N ₂ O	0.682	0.721	0.740
305-5 ²	Reduction of GHG emissions	GHG emissions reduced as a direct result of reduction initiatives (tonnes CO ₂ e) Reductions in CO ₂ are calculated from the 2010 baseline. This figure accounts for energy reduction initiatives, fuel changes, renewable energy generation and purchases and changes in production.	635,000	870,000	496,000
305-6 ²	Emissions of ozone-depleting substances (ODS)	Production, imports, and exports of ODS (tonnes CFC-11e)	0 ⁹	N/A ¹⁰	N/A ¹⁰
305-7 ²	NOx, SOx, and other significant air emissions	NOx emissions (kg or multiples)	889 ¹¹	N/A ¹⁰	N/A ¹⁰
		SOx emissions (kg or multiples)	168 ¹¹	N/A ¹⁰	N/A ¹⁰
		Persistent organic pollutant (POP) emissions (kg or multiples)	0 ¹¹	N/A ¹⁰	N/A ¹⁰
		Volatile organic compound (VOC) emissions (kg or multiples)	317 ¹¹	N/A ¹⁰	N/A ¹⁰
		Hazardous air pollutant (HAP) emissions (kg or multiples)	0 ¹¹	N/A ¹⁰	N/A ¹⁰
		Particulate matter (PM) emissions (kg or multiples)	217 ¹¹	N/A ¹⁰	N/A ¹⁰
305-1 ⁸	Direct GHG emissions	Total direct emissions (tonnes CO ₂ e)	155,000	150,000	137,000
		Direct CO ₂ emissions (tonnes)	155,000	137,000	150,000
		Direct CH ₄ emissions (kg)	2,600	2,300	2,500
		Direct N ₂ O emissions (kg)	360	270	350
		Biogenic CO ₂ emissions (tonnes CO ₂ e)	N/A	N/A	N/A

² Goodyear only data.

⁸ Cooper data only.

⁹ Inclusive of Goodyear facilities except Goodyear Chemical. CFC-11 only substance included. Zero emissions during 2021 data year.

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

¹¹ Inclusive of Goodyear facilities except Goodyear Chemical. Emissions from fuel combusted sources only. Emissions were calculated using emission factors developed by the United States Environmental Protection Agency (EPA) or estimated based on sample results.



305-2 ⁸	Indirect GHG emissions	Total indirect emissions (tonnes CO ₂ e)	307,000	261,000	266,000
	Indirect GHG emissions	Gross market-based energy indirect (Scope 2) GHG emissions (tonnes CO ₂ e) Not Applicable - Cooper reports location-based GHG emissions.	N/A	N/A	N/A
305-1, 305-2 ⁸	Total GHG emissions	Total CO ₂ emissions (tonnes)	462,000	411,000	403,000
	Total GHG emissions	Global GHG emissions (Scope 1 and Scope 2) (million tonnes CO ₂ e)	0.462	0.411	0.403
305-4 ⁸	GHG emissions intensity	Global GHG emissions intensity (Scope 1 and Scope 2) (tonnes CO ₂ e/ton) Includes CO ₂ , CH ₄ , and N ₂ O	0.559	0.604	0.599
305-5 ⁸	Reduction of GHG emissions	GHG emissions reduced as a direct result of reduction initiatives (tonnes CO ₂ e) Reductions in CO ₂ are calculated from the 2010 baseline. This figure accounts for energy reduction initiatives, fuel changes, renewable energy generation and purchases and changes in production.	(46,000)	17,000	N/A
Non-GRI ²	CDP Climate	CDP Climate Change score	B	B-	B
		Water	2021	2020	2019
303-3(2018) ²	Water withdrawal	Total withdrawals (m ³)	21,955,000	19,672,000	36,708,000
	Water withdrawal	Total fresh surface water and well water withdrawals (m ³)	16,382,000	14,523,000	29,957,000
	Water withdrawal	Total municipal water intake (m ³)	5,573,000	5,149,000	6,751,000
303-5(2018) ²	Water consumption	Global water usage (gal/ton)	1,192	1,430	2,732
303-3(2018) ⁸	Water withdrawal	Total withdrawals (m ³)	4,809,000	N/A	N/A
	Water withdrawal	Total fresh surface water and well water withdrawals (m ³)	2,952,000	N/A	N/A
	Water withdrawal	Total municipal water intake (m ³)	1,857,000	N/A	N/A
303-5(2018) ⁸	Water consumption	Global water usage (gal/ton)	1,580	N/A	N/A
Non-GRI ²	CDP Water	CDP Water score	B	B	B-
		Waste and Solvents	2021	2020	2019
Non-GRI ²	Solvents	% reduction in use of solvents	43%	40%	40%
		Compliance/Conformance	2021	2020	2019
307-1 ²	Environmental compliance violations	Total monetary value of significant fines	\$0	\$0	\$0
		Total number of non-monetary sanctions	0	0	0
		Cases brought through dispute resolution mechanisms	0	0	0

² Goodyear only data.

⁸ Cooper data only.



413-2 ²	Operations with local community engagement, impact assessments, and development programs	Operations with significant actual and potential negative impacts on local communities including the location of operations and the significant actual and potential negative impacts of operations	0	0	0
Non-GRI	Environmental compliance violations ¹²	Number of environmental compliance violations (notices of violation and reportable releases)	25 ¹³	8	8
	ISO 14001 ²	% of tire and chemical manufacturing facilities with ISO 14001 certification	100% ¹⁴	100%	84%
		Product Quality	2021	2020	2019
Non-GRI ²	Warranty	% warranty cost per net sales	0.17%	0.22%	0.22%
	Quality certification	% of plants with quality certification (ISO 9001, IATF 16949, etc.)	100%	100%	100%
	Product recalls	Number of recalls issued during performance period	2	N/A ¹⁰	N/A ¹⁰
		Number of units recalled during performance period	1,447	N/A ¹⁰	N/A ¹⁰
		Business Continuity	2021	2020	2019
Non-GRI ²	Business continuity	Number of business continuity incidents	106	70	130
		Number of Goodyear facilities located in coastal or flood zones	15	15 ³	N/A
Advanced Mobility					
		Advancing Tire Performance	2021	2020	2019
302-5 ²	Reductions in energy requirements of products and services	% reduction in rolling resistance - global consumer tire portfolio (2005 baseline)	32%	31%	29%
		% reduction in weight - global consumer tire portfolio (2005 baseline) <small>Data reported for 2019 data year was misstated in Goodyear's 2020 Proxy Statement. This is the correct number for 2019.</small>	8.8%	8.2%	7.7%
416-1 ²	Product health and safety	% of product categories for which health and safety impacts are assessed	100%	100%	100%
416-2 ²	Incidents of non-compliance concerning product health and safety	Total number of incidents	0	0	0
		Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0
		Incidents of non-compliance with regulations resulting in a warning	0	0	0
		Incidents of non-compliance with voluntary codes	0	0	0

² Goodyear only data.

³ Baseline established in 2020.

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

¹² 2021 data year inclusive of Goodyear and Cooper.

¹³ Inclusive of Goodyear and Cooper facilities.

¹⁴ Inclusive of 47 global Goodyear manufacturing facilities with ISO14001 certification or pending receiving it.



417-1 ²	Requirements for product and service information and labeling	Percentage of significant product or service categories are covered by and assessed for compliance with procedures for product and service information labeling Goodyear's procedures for communicating product information do not require disclosing the sourcing of product components, material content of products, or disposal of products. The warranty literature provided, or made available to consumers, includes sections on tire care and proper tire maintenance and applicable safety warnings for consumers to follow for the safe use of our products and to prevent or reduce the likelihood of property damage, serious injury or death. Baseline established in 2020.	100%	100%	N/A ³
417-2 ²	Incidents of non-compliance concerning product information and labeling	Total number of incidents	0	0	1
		Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	1
		Incidents of non-compliance with regulations resulting in a warning	0	0	0
		Incidents of non-compliance with voluntary codes	0	0	0
417-3 ²	Incidents of non-compliance concerning marketing communications	Total number of incidents	0	0	2
		Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	2
		Incidents of non-compliance with regulations resulting in a warning	0	0	0
		Incidents of non-compliance with voluntary codes	0	0	0

Inspiring Culture

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

² Goodyear only data.

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



102-8 ²	Male	Total associates	51,974	52,122	53,083
		Permanent associates	51,328	51,530	52,438
		Temporary associates	646	592	645
		Full-time associates	51,651	51,765	52,626
		Part-time associates	323	357	457
	Female	Total associates	7,959	7,562	7,525
		Permanent associates	7,720	7,374	7,297
		Temporary associates	239	188	228
		Full-time associates	7,703	7,321	7,268
		Part-time associates	256	241	257
	Gender not specified	Total associates	51	57	91
		Permanent associates	51	57	91
		Temporary associates	0	0	0
		Full-time associates	50	55	89
		Part-time associates	1	2	2
Americas	Total associates	29,404	28,995	29,399	
	Permanent associates	29,027	28,663	29,055	
	Temporary associates	377	332	344	
Europe, Middle East, Africa	Total associates	21,812	22,114	22,603	
	Permanent associates	21,449	21,754	22,141	
	Temporary associates	363	360	462	
Asia-Pacific	Total associates	8,768	8,632	8,697	
	Permanent associates	8,623	8,544	8,630	
	Temporary associates	145	88	67	
102-4 ¹²	Collective bargaining	% of associates covered by collective bargaining agreements	60%	60%	59%

² Goodyear only data.



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

² Goodyear only data.³ New baseline established in 2020. Will continue reporting in future years.¹⁰ New baseline established in 2021. Will continue reporting in future years.

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

² Goodyear only data.³ New baseline established in 2020. Will continue reporting in future years.



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

² Goodyear only data.³ New baseline established in 2020. Will continue reporting in future years.¹⁰ New baseline established in 2021. Will continue reporting in future years.



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

² Goodyear only data.³ New baseline established in 2020. Will continue reporting in future years.



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

² Goodyear only data.

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

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

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

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



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

² Goodyear only data.¹⁶ Added to reporting for 2021 data year. Will continue reporting in future years.



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

² Goodyear only data.¹⁶ Added to reporting for 2021 data year. Will continue reporting in future years.



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

² Goodyear only data.

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

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

¹⁸ Specific legal prohibitions

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

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

² Goodyear only data.¹⁹ This number was misstated in Goodyear's 2019 Corporate Responsibility Report. This is the correct number for 2019.



205-2 ²	% of governance body members trained on anti-corruption	Global total	100%	100%	100%
		Americas	93%	92%	92% ¹⁹
		Europe, Middle East, Africa	N/A	N/A	N/A
		Asia-Pacific	7%	8%	8% ¹⁹
	Total number of employees trained on anti-corruption	Global total	25,108	15,498	21,378
		Americas total	14,864	6,299	11,394
		Europe, Middle East, Africa total	6,478	6,238	6,790
		Asia-Pacific total	3,766	2,961	3,194
		Salaried associates	14,699	15,222	14,323
		Hourly associates	10,409	276	7,055
		Management <small>Includes salaried associates only. Management vs. individual contributor breakdown not available for hourly associates trained.</small>	4,483	4,494	4,315
		Individual contributors <small>Includes salaried associates only. Management vs. individual contributor breakdown not available for hourly associates trained.</small>	10,216	10,278	10,008
	% of employees trained on anti-corruption	Global total	42%	26%	35%
		Americas total	51%	22%	39%
		Europe, Middle East, Africa total	30%	28%	30%
		Asia-Pacific total	43%	34%	37%
		Salaried associates	86%	91%	85%
		Hourly associates	24%	1%	16%
		Management <small>Includes salaried associates only. Management vs. individual contributor breakdown not available for hourly associates trained.</small>	97%	95%	92%
		Individual contributors <small>Includes salaried associates only. Management vs. individual contributor breakdown not available for hourly associates trained.</small>	82%	20%	18%
	205-3 ²	Confirmed incidents of corruption and actions taken	Total number of confirmed incidents of corruption	Confidentiality constraints ¹⁸	Confidentiality constraints ¹⁸
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption			Confidentiality constraints ¹⁸	Confidentiality constraints ¹⁸	Confidentiality constraints ¹⁸
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption			Confidentiality constraints ¹⁸	Confidentiality constraints ¹⁸	Confidentiality constraints ¹⁸

² Goodyear only data.

¹⁸ Specific legal prohibitions

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



Non-GRI ²	Business conduct manual training	% of associates who have completed Business Conduct Manual training	99%	99%	97%	
		Community Engagement	2021	2020	2019	
413-1 ²	Local community engagement	% of operations with implemented local community engagement Does not include retail, retreading or distribution locations at this time.	44%	56%	63%	
Non-GRI ²		Number of Goodyear locations participating in Global Week of Volunteering	8	N/A ²⁰	32	
		Hours of associate volunteer service	9,500	7,250	33,000	
		Total value of associate volunteer efforts	\$600,000	\$600,000	\$1,800,000	
		Community organizations served through associate volunteer efforts	96	93	200	
		Philanthropic Activities Data reflects Corporate Philanthropy Budget; Does not include business unit budgets	Percentage of corporate citizenship/philanthropic contributions used for charitable donations	10%	N/A ¹⁰	N/A ¹⁰
			Percentage of corporate citizenship/philanthropic contributions used for community investments	78%	N/A ¹⁰	N/A ¹⁰
Percentage of corporate citizenship/philanthropic contributions used for commercial initiatives	12%		N/A ¹⁰	N/A ¹⁰		

² Goodyear only data.

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

²⁰ No global week of volunteering in 2020 due to COVID-19 pandemic.

PROGRESS TOWARD GOALS

	Baseline		Goal		Performance		
	Year	Start (%)	Year	Target (%)	2019	2020	2021
Sustainable Sourcing Goals							
% raw material spend traceability	2018	0%	2025	50%	0%	0%	0%
% of natural rubber suppliers audited	2018	79%	Ongoing	100%	98%	91%	100% ²¹
% petroleum-derived oils used	N/A	N/A	2040	0%	98.5%	98.3%	98%
Responsible Operations Goals							
Total Incident Rate (TIR)	2018	1.96	2023	0.95	1.86	1.80	2.10
Serious Injury (SI) Rate	2018	0.04	2023	0.00	0.02	0.03	0.02
Number of environmental compliance violations and reportable environmental releases	2018	9	2028	0	8	8	25 ¹
% reduction in global energy consumption	2010	0%	2023	25%	18%	19%	18%
% reduction in global greenhouse gas (GHG) emissions	2010	0%	2023	25%	19%	20%	24%
% reduction in global water consumption	2020	0%	2030	10%	N/A	N/A	17% ²³
Advanced Mobility Goals							
% reduction in rolling resistance - global consumer tire portfolio	2005	0%	2025	40%	29%	31%	32%
% reduction in weight - global consumer tire portfolio	2005	0%	2025	9%	7.7% ²⁴	8.2%	8.8%
Inspiring Culture Goals							
% of associates globally with access to GoodLife platform	2018	34%	2023	100%	72%	72%	100% ²⁵
% of Goodyear facilities with tobacco-free campuses	2018	11%	2025	100%	11%	11%	N/A ²⁶

*On December 17, 2021, we announced our climate ambition, which includes our goal to reach net-zero Scope 1, 2 and certain Scope 3 greenhouse gas emissions by 2050, aligned with the Science-Based Targets initiative (SBTi) and its new Net-Zero Standard. We also announced our commitment to achieve near-term science-based targets by 2030, including reducing Scope 1 and 2 emissions by 46% and targeted Scope 3 emissions by 28%, as compared to 2019. We will include and report our progress to these goals in future reports.

¹ Goodyear and Cooper data.

²¹ Virtual audits.

²³ 2020 goal was achieved and updated this for the 2030 goal.

²⁴ This number was misstated in Goodyear's 2020 Proxy Statement.

²⁵ GoodLife: Program platform changed in 2021 to target wired associates (100%); non-wired associates are provided local programs.

²⁶ Tobacco-free facilities: We suspended the survey scorecard measurement due to COVID operations and plan to re-survey sites in 2022.



TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURE (TCFD) RESPONSE

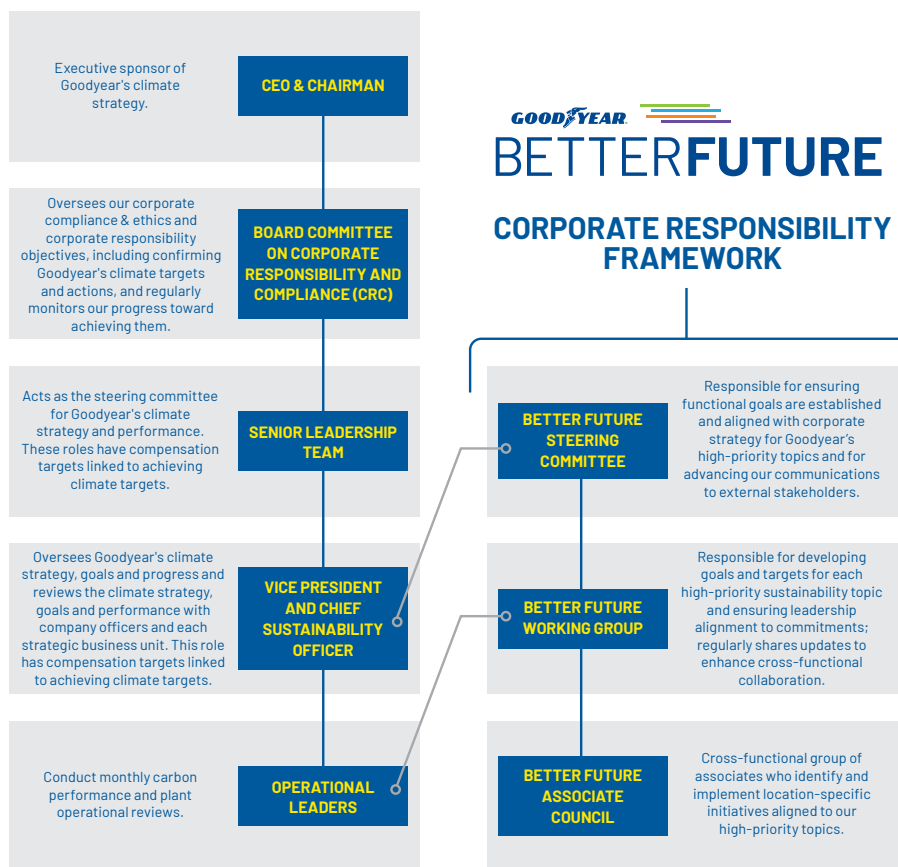
GOVERNANCE

Disclose the organization’s governance around climate-related risks and opportunities.

a) Describe the board’s oversight of climate-related risks and opportunities.

The Board of Directors of The Goodyear Tire & Rubber Company (“Goodyear” or the “Company”) has formed the Committee on Corporate Responsibility and Compliance (“CRC”), which is currently comprised of five members of the Board. The CRC’s purposes include, in part, monitoring how the Company manages its business in a responsible manner, including its environmental, social and governance (“ESG”) objectives, policies, programs and performance, which includes the responsibility to monitor its climate strategy, sustainability initiatives, and compliance with environmental laws and regulations. The CRC typically meets three times a year to review and receive updates from management relating to these matters, which includes reports and updates from the Vice President and Chief Sustainability Officer. The CRC is aware and supportive of the current work underway regarding the Company’s climate-related risk and opportunity materiality assessment, scenario analysis and financial impact assessment and plans to review results upon completion. This Board oversight is increasing Goodyear’s focus on climate-related risks and opportunities and their impacts on our business, strategy and financial planning, as well as risk management processes.

b) Describe management’s role in assessing and managing climate-related risks and opportunities.



Collectively, our climate-specific governance structure is helping Goodyear maximize accountability for risk and opportunity assessments and the integration and ongoing management of a climate strategy into the overall corporate responsibility framework.





Governance Structure

Chairman, CEO & President: Executive sponsor

Goodyear’s Board Committee on Corporate Responsibility and Compliance (CRC): Oversees our corporate compliance and ethics and responsibility objectives, including confirming Goodyear’s climate targets and actions, and regularly monitors our progress toward achieving them.

Senior Leadership Team: Acts as the steering committee for our climate strategy and performance. These roles have compensation metrics and goals that are linked to achieving certain climate targets.

Vice President and Chief Sustainability Officer: Oversees our climate strategy, goals and progress. Reviews Goodyear’s climate strategy, goals, and performance with company officers and each strategic business unit. This role has compensation metrics and goals that are linked to achieving certain climate targets.

Operational Leaders: Conduct monthly carbon performance and plant operational reviews.

Goodyear Better Future: Goodyear has a long history of Corporate Responsibility and established the CRC in 1976. Following an extensive materiality assessment, Goodyear *Better Future*, our current corporate responsibility framework, was launched in 2018 to better illustrate our high-priority ESG topics. The framework has a governance structure that helps ensure corporate responsibility is integrated into all levels of our organization, promotes communication and awareness, and drives alignment with our corporate strategy and stakeholder priorities.

Better Future Steering Committee: This committee of cross-functional leadership is responsible for ensuring functional goals are established and aligned with corporate strategy for Goodyear’s high-priority topics, including climate, and for advancing our communications to external stakeholders.

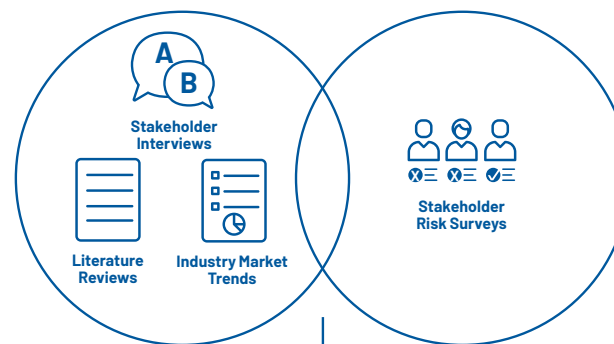
Better Future Working Group: This working group comprising program managers for each of our high-priority topics is responsible for developing goals and targets for each topic and ensuring leadership alignment to commitments. They regularly share updates to enhance cross-functional collaboration.

STRATEGY

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material.

a) Describe the climate-related risks & opportunities the organization has identified over the short-, medium- and long-term.

In the second half of 2021, Goodyear undertook a materiality assessment specifically focused on climate. Through extensive industry research and internal stakeholder engagement, the following material risks and opportunities were identified.



PHYSICAL RISK	TRANSITION RISK	OPPORTUNITIES
<p>P1: Limited availability or interrupted supply of purchased materials</p> <p>P2: Extreme weather events causing damage or closure at Goodyear facilities</p> <p>P3: Extreme weather events interrupting access to Goodyear supply chain</p> <p>P4: Disruptions in car manufacturing industry reducing demand</p>	<p>T1: Increased demand for low carbon products and sustainable materials</p> <p>T2: Accelerated regulations on carbon intensity, environmental, and social impacts</p> <p>T3: Increased accountability from investors and customers to develop a climate strategy and achieve GHG emission reduction targets</p> <p>T4: New penalties placed on carbon such as a carbon tax</p> <p>T5: Unsuccessful adaptation to emerging technologies</p>	<p>O1: Increase brand dependability through expanded business continuity planning</p> <p>O2: Differentiate Goodyear products, by reducing footprint of Goodyear tires</p> <p>O3: Leverage circular economies to reduce demand for raw materials</p> <p>O4: Supply chain engagement (esp. natural rubber) for resilience</p> <p>O5: Branding to demonstrate Goodyear’s commitment to sustainability</p> <p>O6: Leadership in providing and accommodating new technologies</p>

For the purposes of this disclosure, the material risks and opportunities listed below are the result of the risk identification and prioritization process explained in disclosure (a) Risk Management.

Later in 2022, Goodyear plans to assess these risks and opportunities to understand their potential financial impacts, and further define materiality in this context to reflect those elements. That definition will help Goodyear refine the list of material risks and opportunities to include only those having a potentially significant financial impact.

TIME HORIZON	MATERIAL RISKS IDENTIFIED
Short-Term (0-5 years)	<ol style="list-style-type: none"> Limited availability or interrupted supply of purchased materials Extreme weather events causing damage or closure at Goodyear facilities Extreme weather events interrupting access to Goodyear supply chain Disruptions in car manufacturing industry reducing demand Increased demand for low carbon products and sustainable materials Accelerated regulations on carbon intensity, environmental, and social impacts Increased accountability from investors and customers to develop a climate strategy and achieve GHG emission reduction targets New penalties placed on carbon such as a carbon tax Unsuccessful adaptation to emerging technologies
Medium-Term (5-10 years)	No additional material risks identified at this time; however, the short-term risks identified above may remain.
Long-Term (10-15 years)	No additional material risks identified at this time; however, the short-term risks identified above may remain.

TIME HORIZON	MATERIAL OPPORTUNITIES IDENTIFIED
Short-Term (0-5 years)	<ol style="list-style-type: none"> Increase brand dependability through expanded business continuity planning Differentiate Goodyear products by reducing footprint of Goodyear tires Leverage circular economies to reduce demand for raw materials Supply chain engagement (especially natural rubber) for resilience Branding to demonstrate Goodyear’s commitment to sustainability Leadership in providing and accommodating new technologies
Medium-Term (5-10 years)	No additional material opportunities identified at this time; however, the short-term opportunities identified above may remain.
Long-Term (10-15 years)	No additional material opportunities identified at this time; however, the short-term opportunities identified above may remain.

b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.

Goodyear currently is conducting scenario analysis in alignment with the TCFD recommendations and supplementary guidance. Scenario analysis will qualitatively evaluate the resilience of Goodyear’s business model in the context of three climate scenarios:

- “Failed Transition” considering high physical risk associated with global temperature rise reaching approximately 4.4°C by 2100;
- “Current Policy” considering both physical and transition risks associated with a future state likely to result from policies already enacted or committed to by global governments; and
- “Net Zero by 2050” considering high transition risk associated with a rapid and persistent transition to a low-carbon economy, such that global temperature rise is limited to 1.5°C by 2050.



The three climate scenarios will be informed by the most recent physical and transition models published by the Intergovernmental Panel on Climate Change (IPCC) and International Energy Agency (IEA) in their respective 2021 reports. The climate scenarios will be evaluated across short-term (0-5 years), medium-term (5-10 years), and long-term (10-30 years) timeframes. Qualitative scenario analysis will be followed by a financial impact assessment that will quantify the potential impacts of material risks and opportunities. The financial impact assessment will allow Goodyear to further prioritize material risks and opportunities as they pertain to their level of corporate impact and when impacts may become financially significant.

The scenario analysis and financial impact assessment will help identify the impacts of material climate-related risks and opportunities on Goodyear’s business, strategy, and financial planning. The knowledge of these impacts will, in turn, inform business continuity planning (see disclosures (b) and (c) within Risk Management below) and other strategic decision-making aimed at increasing resilience to a wide range of possible future states outlined in disclosure (a) within Strategy.

The results of Goodyear’s first scenario analysis and financial impact assessment will be made available in an update to our TCFD disclosures and additional annual reporting channels scheduled for later in 2022. Our scenario analysis and financial impact assessment will be reviewed on an annual basis to ensure parameters, assumptions, and data remain relevant.

c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

Please see disclosure (b) within Strategy.

RISK MANAGEMENT

a) Describe the organization’s processes for identifying and assessing climate-related risks.



Goodyear used a combination of internal and external insights gathered in 2021 to identify and prioritize potentially material climate-related risks and opportunities. A summary of that process is below:

1. Informational interviews with thoughtfully selected internal stakeholders helped to outline Goodyear’s “risk universe.”
2. A survey distributed to a broader and more diverse group of internal stakeholders evaluated the identified risks and opportunities based on when and how dramatically those stakeholders thought they would impact Goodyear’s business model.
3. To balance internal insights from stakeholder interviews and surveys, Goodyear leveraged industry and market trends, benchmarked examples of industry-relevant, climate-related risk reporting, and engaged professional consultants.
4. Finally, the internal and external insights were cross-referenced to consolidate a list of material risks and opportunities.



As stated earlier, Goodyear is conducting a climate-related scenario analysis and financial impact assessment in 2022 to evaluate the potential business impact of each material risk and opportunity. We expect that subsequent iterations of Goodyear's TCFD reporting will include a financial-based definition of materiality and further refinement of the list of material risks and opportunities based on that definition.

b) Describe the organization's processes for managing climate-related risks.

This report discloses the methodology and outcomes of Goodyear's first climate-related risk and opportunity assessment. Previously, climate-related risks identified through Goodyear's overall risk management process were managed primarily through our business continuity process.

Please see disclosure (c) within Risk Management below for information on how Goodyear manages climate-related risks.

c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.

Goodyear's processes include a robust Business Continuity function that, among other things, identifies, assesses, and manages climate-related operational risks utilizing frameworks developed by Disaster Recovery Institute (DRI) International and aligns with ISO Standard 22301 "Security and resilience – Business continuity management systems." Goodyear policy establishes an internal standard operating procedure for major incident reporting that includes climate-risk related events such as disruptions of operations and environmental releases.

Goodyear's Business Continuity teams conduct annual risk assessments that feature the following actions relevant to assessing climate-related risks:

1. Risk Assessment (RA) - Identification and prioritization of threats and risks
 - Benchmark industry trends, escalating risks and align on an annual operational risk focus for all regions
 - Review past risk assessment procedures and outcomes
 - Survey internal stakeholders via business continuity software
 - Evaluate the main activities in which the Business Continuity team has been engaged over the past year
2. Business Impact Assessment (BIA)
 - Conduct critical process identification and evaluation
 - Assess how well Goodyear is prepared for these risks from an operational perspective
 - Determine the appropriate Recovery Time Objectives (RTO) and potential impacts to operations

3. Business Continuity Planning (BCP)

- Aggregate the data collected during the Risk Assessment to categorize and define risks with the highest probability and impact
- Summarize regionally reported RTOs to define the time horizon required for recovery planning
- Develop detailed Business Continuity plans to summarize the actions, resources and tools required in supporting business units, associates and facilities to prepare for, respond to and recover from risk impacts, and restore normal operations within the RTO

This process is currently applied to overall operational risks. Going forward, Goodyear will integrate the ongoing identification and analysis of climate-related risks into risk management and other business processes.

METRICS AND TARGETS

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.

To assess the current materiality of identified climate-related risks and opportunities in this context, Goodyear used a risk/opportunity matrix produced from a climate-related risk assessment. See disclosure (a) within Risk Management for a complete description of the process.

Goodyear is currently conducting scenario analysis. For this exercise, we intend to use the **IPCC's SSP5-8.5 and SSP2-4.5** physical climate scenarios (with most likely temperature outcomes of 4.4°C and 2.7°C respectively) and the **IEA's "Stated Policies" and "Net Zero Emissions by 2050"** climate transition scenarios. Relevant data and analysis from the IPCC and IEA will be used to quantify the parameters, assumptions, and limitations of our three defined climate scenarios. See disclosure (c) within Strategy for additional detail on the anticipated scenario analysis approach.

Also underway is a financial impact assessment of the prioritized material climate-related risks. For this exercise, we intend to integrate several metrics including, but not limited to, physical asset values and coordinates, corporate greenhouse gas emissions, activity growth projects, carbon pricing estimates, and historical loss data.

Going forward, Goodyear will continue to monitor climate-related risks and opportunities and review our climate risk financial impact assessment and update as needed. This process will be further defined after we complete our scenario analysis and associated financial impacts assessment.

**b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.**

2019 Corporate Carbon Footprint in Million Metric Tons (MMT):

Scope 1: 1.47MMT CO₂e

Scope 2: 1.47MMT CO₂e (market-based)

Scope 3: 11.54MMT CO₂e (excludes indirect product use phase emissions)

Goodyear's latest corporate carbon footprint assessment was conducted using 2019 data, for both Goodyear's global footprint and the global footprint for Cooper Tire & Rubber Company (Cooper). Goodyear completed our acquisition of Cooper in June 2021; however, Cooper's 2019 data was included to provide full visibility of Goodyear's consolidated corporate carbon footprint.

In 2022, Goodyear expects to complete our 2021 corporate carbon footprint assessment and update values for Scope 1, 2, and 3 greenhouse gas (GHG) emissions. These updated figures will be included in the second iteration of Goodyear's TCFD response scheduled to be released later in 2022.

Goodyear has identified two key risks associated with our Scope 1, 2, and 3 greenhouse gas emissions:

1. **Policy Risk:** The potential implementation of cap-and-trade systems or other market-based approaches to limiting greenhouse gas emissions, such as a government-mandated carbon tax, poses a risk. The existing European Union (EU) Emissions Trading System (ETS) currently requires Goodyear to purchase carbon credits to offset 70% of emissions from energy use in four Goodyear plants in Europe. The expansion of the EU ETS or implementation of similar cap-and-trade systems in the United States or other regions where Goodyear-owned facilities are located may increase the required amount of purchased carbon offsets. Additionally, if the cost of carbon offsets increases over time, the financial impact on Goodyear would be expected to increase proportionately.
2. **Reputational Risk:** Various stakeholders, including Goodyear associates, customers, investors, and consumers, are increasingly asking for the reduction of corporate carbon emissions. A failure to take actions to comply with these requests poses a reputational risk for Goodyear.

c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

In 2021, Goodyear announced our commitment to achieving the following science-based climate goals, aligned with the Science Based Targets initiative (SBTi):

2030 Targets: Using 2019 as a base year, Goodyear is committed to reducing our Scope 1 and 2 emissions by 46% by 2030 and relevant Scope 3 emissions by 28% over the same time frame.

2050 Target: Goodyear announced our goal to reach net-zero value chain greenhouse gas (GHG) emissions by 2050.

Performance against near-term climate targets will be evaluated on an annual basis.