

DATA TABLE

General Disclosures					
		Company	2022	2021	2020
2-6 ¹	Financial performance	Annual revenue (net sales)(million USD)	\$20,805	\$17,478	\$12,321
		Net income [loss](million USD)	\$202	\$764	\$(1,254)
		Total assets (million USD)	\$22,431	\$21,402	\$16,506
		Total liabilities (million USD)	\$16,965	\$16,218	\$13,247
		Total shareholders' equity (million USD)	\$5,466	\$5,184	\$3,259
	Tire units sold (million)	Global total	184.5	169.3	126.0
		Americas	95.0	85.9	56.7
		Europe, Middle East, Africa	55.1	52.7	44.5
		Asia-Pacific	34.4	30.7	24.8
	Number of manufacturing facilities (tire, development, chemical, molds, retread, mix)	Global total	57	57	46
		Americas	29	29	23
		Europe, Middle East, Africa	18	18	15
		Asia-Pacific	10	10	8
	Number of non-manufacturing facilities globally	Major offices (headquarters, development, innovation, purchasing)	9	9	9
		Retail	950	1,000	1,000
		Distribution	300	300	220
		Tire retreading	40	50	50
		Proving grounds	7	8	7
		Airship operations	3	3	3

¹ 2021-2022 Goodyear and Cooper combined data; 2020 Goodyear data only.

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Non-GRI	Area of manufacturing facilities (tire, development, chemical, molds, retread, mix)(thousand sq. ft.) ⁴	Global total	56,672	46,403	49,381
		Americas	26,973	21,418	24,291
		Europe, Middle East, Africa	18,979	17,207	17,528
		Asia-Pacific	10,720	7,779	7,562
	Total weight of products produced (metric tonnes) ² Includes Tire, Chemical, Retread, Bladder, Mold, Semifinished Products Exported and Other Production	Global total	3,977,000	3,944,000	3,140,000
		Americas	2,365,000	2,376,000	1,863,000
		Europe, Middle East, Africa	1,071,000	1,058,000	852,000
		Asia-Pacific	543,000	510,000	424,000
Sustainable Sourcing					
		Sustainable Sourcing/Supply Chain Management	2022	2021	2020
204-1 ³	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.	46%	45%	42%
308-1 ³	Supplier environmental assessment	% new suppliers that were screened using environmental criteria Tire raw materials only.	100%	100%	78%
308-2 ³		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.	186	184	171
		Number of suppliers identified as having significant actual and potential negative environmental impacts Tire raw materials only. We determine and define significant impact as 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. Confidentiality concerns limit further disclosures.	45	43	54
		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 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. Confidentiality concerns limit further disclosures.	100%	100%	98%

² 2020-2022 combined Goodyear and Cooper data.

³ Goodyear data only.

⁴ 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

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308-1 ³	Supplier environmental assessment	Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment	0%	0%	0%
308-2 ³		Tire raw materials only. We determine and define significant impact as 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. Confidentiality concerns limit further disclosures.			
412-2 ⁴	Human rights assessment	Number of hours devoted to training on human rights policies/procedures Based on total Goodyear associate count. Only procurement associates trained in 2020 and 2021. Training data for global associates captured in 2022.	10,967	340	348
		Number of associates trained in human rights policies/procedures Based on total Goodyear associate count. Only procurement associates trained in 2020 and 2021. Training data for global associates captured in 2022.	14,507	340	348
		% of associates trained in human rights policies/procedures Based on total Goodyear associate count. Only procurement associates trained in 2020 and 2021. Training data for global associates captured in 2022.	20%	0.6%	0.6%
412-3 ⁴		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

³ Goodyear data only.

⁴ 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

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414-1 ³	Supplier social assessment	% new suppliers that were screened using social criteria Tire raw materials only.	100%	100%	78%
414-2 ³		Number of suppliers assessed for social impacts Tire raw materials only.	186	184	171
		Number of suppliers identified as having significant actual and potential negative social impacts Tire raw materials only. We determine and define significant impact as 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. Confidentiality concerns limit further disclosures.	56	42	49
		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 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. Confidentiality concerns limit further disclosures.	100%	100%	98%
		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 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. Confidentiality concerns limit further disclosures.	0%	0%	2%
Non-GRI ³	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	65%	67%	57%
	Supplier Audits	Number of suppliers audited Tire raw materials only.	97	107 ⁵	66 ⁵
		Number of supplier facilities audited Tire raw materials only.	141	108	68
		Percentage of suppliers audited in compliance with code of conduct (or audit standard) Remedial action taken.	100%	100%	98%

³ Goodyear data only.

⁵ In 2020 and 2021, some facilities were incorrectly classified as a supplier. This has been remedied in 2022.

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		Sustainable Raw Materials	2022	2021	2020
301-1 ³	Renewable materials ⁶	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, fatty acids, etc.	637	641	496
		% of renewable materials used in products Includes materials derived from materials of biological origin such as natural rubber, plant based oils, fatty acids, etc.	23%	24%	23%
	Non-renewable and non-recycled materials ⁶	Weight (thousands of tons) of non-renewable and non-recycled materials used in products	2,080	2,082	1,644
		% of non-renewable and non-recycled materials used in products	77%	76%	77%
301-2 ³	Recycled input materials used ⁶	Weight (thousands of tons) of recycled materials used in products Includes both pre- and post- consumer recycled materials.	3.6	1.1	N/A ⁷
		Percentage of recycled input materials used to manufacture the organization's primary products and services Includes both pre- and post- consumer recycled materials.	0.13%	0.13%	0.18%
301-3 ³	Reclaimed products and their packaging materials	Percentage of reclaimed products and their packaging materials for each product category	ELT No to insignificant amounts of packaging associates with tires.	ELT No to insignificant amounts of packaging associates with tires.	ELT No to insignificant amounts of packaging associates with tires.

³ Goodyear data only.

⁶ For the 2022 reporting year, Goodyear re-classified certain raw materials based on internal definitions.

⁷ New baseline established in 2022. Will continue reporting in future years.

DATA TABLE

Responsible Operations					
		Health and Safety	2022	2021	2020
403-4 (2018) ⁴	Worker participation	% of manufacturing associate representation in formal joint management-worker health and safety committees	100%	100%	100%
403-8 (2018) ⁴	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.	71,377	59,056	59,741
		% 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.	71,377	59,056	59,741
		% 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.	35,795	37,765	37,260
		% 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.	49%	64%	62%

⁴ 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

DATA TABLE

403-9 (2018) ⁴	Work-related injuries	Number of hours worked (millions of hours)	134.2	108.7	96.0
		Number of incidents	1,373	3,163	2,336
		Total incident rate (medical treatment above first aid and restricted/ lost-time injuries) Rate based on 200,000 hours worked.	2.05	2.10	1.80 ⁸
		First aid rate Rate based on 200,000 hours worked.	3.83	3.71	3.07
		DART rate Rate based on 200,000 hours worked.	1.49	1.53	1.40
		Number of serious injuries Includes Goodyear associates, supervised and independent contractors.	38	13	17
		Serious injury rate Rate based on 200,000 hours worked. Includes Goodyear associates, supervised and independent contractors.	0.06	0.02	0.03
403-10 ⁴	Employees	Number of fatalities as a result of work-related ill health	0	0	0
		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.	93	76 ⁹	329 ⁸
	Contractors	Number of fatalities as a result of work-related ill health	0	0	0
		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.	0	5	3
Non-GRI ⁴	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.	91,000	43,827	39,237
		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.	1.30	1.35	0.7

⁴ 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

⁸ Does not include COVID cases.

⁹ New baseline established in 2021. Updated scope of data to exclude categories outside of recordable cases. Will continue reporting in future years.

DATA TABLE

		Energy	2022	2021	2020
302-1 ¹⁰	Energy consumption	Total fuel consumption within the organization from non-renewable sources (gigajoules)	47,389,000	53,640,000	48,545,000
		Total fuel consumption within the organization from renewable sources (gigajoules)	11,395,000	4,365,000	757,000
		Heating consumption (gigajoules)	3,593,000	3,529,000	3,252,000
		Cooling consumption (gigajoules)	N/A ¹¹	N/A ¹¹	N/A ¹¹
		Electricity sold (gigajoules)	N/A ¹²	N/A ¹²	N/A ¹²
		Heating sold (gigajoules)	N/A ¹²	N/A ¹²	N/A ¹²
		Cooling sold (gigajoules)	N/A ¹²	N/A ¹²	N/A ¹²
		Steam sold (gigajoules)	N/A ¹²	N/A ¹²	N/A ¹²
		Total energy consumption within in the organization (gigajoules)	62,377,000	61,534,000	52,554,000
		Total energy consumption (MWh)	17,315,000	17,093,000	14,598,000
		Fuel use - natural gas (MWh)	6,808,000	6,880,000	5,700,000
		Fuel use - other (MWh)	276,000	273,000	231,000
		Electricity consumption (MWh)	9,233,000	8,959,000	7,764,000
		Steam consumption (MWh)	998,000	980,000	903,000
302-3 ¹⁰	Energy intensity	Global energy intensity (BTU/lb.)	6,739	6,708	7,196
302-4 ¹⁰	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.	1,415,302	1,445,263	1,651,240

¹⁰ In 2022, we completed the integration activities with Cooper for all manufacturing facilities. As part of this integration and to align with our short- and long-term climate ambitions, we have reset our baseline to 2019 for all energy and GHG reporting. All data reported for manufacturing facilities is inclusive of all Cooper and Goodyear facilities as well as Goodyear's Chemical operations.

¹¹ Data not currently tracked.

¹² Not consolidated at a global level.

DATA TABLE

		Emissions	2022	2021	2020
305-1 ¹⁰	Direct GHG emissions	Total direct emissions (tonnes CO ₂ e)	1,297,000	1,334,000	1,108,000
		Direct CO ₂ emissions (tonnes)	1,294,000	1,332,000	1,106,000
		Direct CH ₄ emissions (kg)	30,000	32,000	27,000
		Direct N ₂ O emissions (kg)	3,600	4,000	3,300
		Biogenic CO ₂ emissions (tonnes CO ₂ e)	0	0	0
305-2 ¹⁰	Indirect GHG emissions	Total indirect emissions (tonnes CO ₂ e)	1,172,000	1,499,000	1,400,000
	Indirect GHG emissions	Gross market-based energy indirect (Scope 2) GHG emissions (tonnes CO ₂ e)	899,000	1,227,000	1,152,000
305-1, 305-2 ¹⁰	Total GHG emissions	Total CO ₂ emissions (tonnes)	2,469,000	2,833,000	2,508,000
	Total GHG emissions	Global GHG emissions (Scope 1 and Scope 2)(million tonnes CO ₂ e)	2.47	2.83	2.51
305-3 ¹⁰	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 ¹⁰	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	0.563	0.652	0.725
305-5 ¹⁰	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.	432,000	69,000	394,000
305-6 ¹³	Emissions of ozone-depleting substances (ODS)	Production, imports, and exports of ODS (tonnes CFC-11e)	N/A	0 ¹⁵	N/A ¹⁴

¹⁰ In 2022, we completed the integration activities with Cooper for all manufacturing facilities. As part of this integration and to align with our short- and long-term climate ambitions, we have reset our baseline to 2019 for all energy and GHG reporting. All data reported for manufacturing facilities is inclusive of all Cooper and Goodyear facilities as well as Goodyear's Chemical operations.

¹³ Goodyear is in the process of re-assessing the environmental data tool to systematically allow the tracking air emissions in the future.

¹⁴ Started reporting in 2021.

¹⁵ Inclusive of Goodyear facilities except Goodyear Chemical. CFC-11 only substance included. Zero emissions during 2021 data year.

DATA TABLE

305-7 ¹³	NOx, SOx, and other significant air emissions	NOx emissions (tonnes)	N/A	889 ¹⁵	N/A ¹⁴
		SOx emissions (tonnes)	N/A	168 ¹⁵	N/A ¹⁴
		Persistent organic pollutant (POP) emissions (tonnes)	N/A	0 ¹⁵	N/A ¹⁴
		Volatile organic compound (VOC) emissions (tonnes)	N/A	317 ¹⁵	N/A ¹⁴
		Hazardous air pollutant (HAP) emissions (tonnes)	N/A	0 ¹⁵	N/A ¹⁴
		Particulate matter (PM) emissions (tonnes)	N/A	217 ¹⁵	N/A ¹⁴
Non-GRI	CDP Climate	CDP Climate Change score	B	B	B-
	Electricity	Percentage grid electricity	66%	83%	96%
		Percentage renewable electricity	34%	17%	4%
		Water	2022	2021	2020
303-3 (2018) ²	Water withdrawal	Total withdrawals (m ³)	24,925,000	26,746,000	24,348,000
	Water withdrawal	Total fresh surface water and well water withdrawals (m ³)	17,577,000	18,537,000	16,529,086
	Water withdrawal	Total municipal water intake (m ³)	7,348,000	8,209,000	7,819,000
303-5 (2018) ²	Water consumption	Global water usage (gal/ton)	1,502	1,625	1,859
Non-GRI	CDP Water	CDP Water score	B	B	B
		Waste and Solvents	2022	2021	2020
306-3 (2020) ²	Waste generated	Total weight of waste generated (tonnes) Manufacturing sites only.	243,372	N/A ¹⁶	N/A ¹⁶
306-4 (2020) ²	Waste diverted from disposal	Total weight of waste diverted from disposal (tonnes) Manufacturing sites only.	177,256	N/A ¹⁶	N/A ¹⁶
		Total weight of waste diverted from disposal (tonnes): Recycling Manufacturing sites only.	177,256	N/A ¹⁶	N/A ¹⁶

² Goodyear and Cooper combined data.

¹³ Goodyear is in the process of re-assessing the environmental data tool to systematically allow the tracking air emissions in the future.

¹⁴ Started reporting in 2021.

¹⁵ Inclusive of Goodyear facilities except Goodyear Chemical. CFC-11 only substance included. Zero emissions during 2021 data year.

¹⁶ Started reporting in 2022.

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306-5 (2020) ²	Waste directed to disposal	Total weight of waste directed to disposal (tonnes) Manufacturing sites only.	66,116	N/A ¹⁶	N/A ¹⁶
		Total weight of waste directed to disposal (tonnes): Incineration (with energy recovery) Manufacturing sites only.	59,228	N/A ¹⁶	N/A ¹⁶
		Total weight of waste directed to disposal (tonnes): Incineration (without energy recovery) Manufacturing sites only.	6,887	N/A ¹⁶	N/A ¹⁶
		Total weight of waste directed to disposal (tonnes): Landfill	0	N/A ¹⁶	N/A ¹⁶
Non-GRI ⁴	Solvents	% reduction in use of solvents	40%	43%	40%
		Compliance/Conformance	2022	2021	2020
307-1 ⁴	Environmental compliance violations	Total monetary value of significant fines	\$146,903	\$0	\$0
		Total number of non-monetary sanctions	0	0	0
		Cases brought through dispute resolution mechanisms	0	0	0
413-2 ⁴	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 ¹	Number of environmental compliance violations (notices of violation and reportable releases)	8	25	8
	ISO 14001 ⁴	% of tire and chemical manufacturing facilities with ISO 14001 certification	100%	100%	100%
		Product Quality	2022	2021	2020
Non-GRI ⁴	Warranty	% warranty cost per net sales	0.14%	0.17%	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	3	2	N/A ¹⁷
		Number of units recalled during performance period	173,956	1,447	N/A ¹⁷

¹ 2021-2022 Goodyear and Cooper combined data; 2020 Goodyear data only.

² Goodyear and Cooper combined data.

⁴ 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

¹⁶ Started reporting in 2022.

¹⁷ New baseline established in 2021. Will continue reporting in future years.

DATA TABLE

		Business Continuity	2022	2021	2020
Non-GRI ⁴	Business continuity	Number of business continuity incidents	61	106	70
		Number of Goodyear facilities located in coastal or flood zones	21	15	15
Advanced Mobility					
		Advancing Tire Performance	2022	2021	2020
302-5 ³	Reductions in energy requirements of products and services	% reduction in rolling resistance - global consumer tire portfolio (2005 baseline)	32.9%	32%	31%
		% reduction in weight - global consumer tire portfolio (2005 baseline)	9.4%	8.8%	8.2%
416-1 ³	Product health and safety	% of product categories for which health and safety impacts are assessed	100%	100%	100%
416-2 ⁴	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
417-1 ⁴	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%	100%
417-2 ⁴	Incidents of non-compliance concerning product information and labeling	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
417-3 ¹⁸	Incidents of non-compliance concerning marketing communications	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

³ Goodyear data only.

⁴ 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

¹⁸ Goodyear data only. Representative of North America and Canada only.

DATA TABLE

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

⁴ 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

¹⁹ Baseline established in 2020.

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

² Goodyear and Cooper combined data.

⁴ 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

¹⁶ Started reporting in 2022.

DATA TABLE

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

⁴ 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

¹⁷ New baseline established in 2021. Will continue reporting in future years.

DATA TABLE

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

⁴ 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

DATA TABLE

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

⁴ 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

¹⁷ New baseline established in 2021. Will continue reporting in future years.

DATA TABLE

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

⁴ 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

DATA TABLE

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

³ Goodyear data only.

¹⁷ New baseline established in 2021. Will continue reporting in future years.

²⁰ Virtual academies offered, which allowed for larger population.

DATA TABLE

		Diversity and Inclusion	2022	2021	2020
405-1 ⁴	Number of governance body members	Total	12	14	N/A ¹⁷
		Male	8	10	9
		Female	4	4	3
		< 30 years old	0	0	0
		30 - 50 years old	0	0	0
		> 50 years old	12	14	12
	% of governance bodies	Male	67%	71%	75%
		Female	33%	29%	25%
		< 30 years old	0%	0%	0%
		30 - 50 years old	0%	0%	0%
		> 50 years old	100%	100%	100%
	Number of salaried employees	Total	18,920	17,030	N/A ¹⁷
		Male	13,587	12,253	12,202
		Female	5,329	4,774	4,594
		Gender not specified	4	3	4
		< 30 years old	2,721	2,486	2,317
		30 - 50 years old	11,177	9,969	9,807
		> 50 years old	5,022	4,575	4,676
	% of salaried employees	Total	27%	28%	N/A ¹⁷
		Male	72%	72%	73%
		Female	28%	28%	27%
		Gender not specified	0%	0%	0%
		< 30 years old	14%	15%	14%
		30 - 50 years old	59%	58%	58%
		> 50 years old	27%	27%	28%

⁴ 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

¹⁷ New baseline established in 2021. Will continue reporting in future years.

DATA TABLE

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

⁴ 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

¹⁷ New baseline established in 2021. Will continue reporting in future years.

DATA TABLE

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

⁴ 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

¹⁷ New baseline established in 2021. Will continue reporting in future years.

DATA TABLE

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

⁴ 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

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

DATA TABLE

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

⁴ 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

²² Restated correct number of facilities

DATA TABLE

205-2 ⁴	% of employees communicated to about anti-corruption	Global total	100%	100%	100%
		Americas	100%	100%	100%
		Europe, Middle East, Africa	100%	100%	100%
		Asia-Pacific	100%	100%	100%
		Salaried associates	100%	100%	100%
		Hourly associates	100%	100%	100%
		Management	100%	100%	100%
		Individual contributors	100%	100%	100%
	Total number of business partners communicated to about anti-corruption "Business partners" includes active suppliers plus certain active customers (those that, based on certain criteria, are part of Goodyear's anti-bribery due diligence process)	Global total	32,201	30,818	31,583
		Americas	13,028	11,724	12,098
		Europe, Middle East, Africa	11,840	11,896	12,164
		Asia-Pacific	7,333	7,198	7,403
	% of business partners communicated to about anti-corruption "Business partners" includes active suppliers plus certain active customers (those that, based on certain criteria, are part of Goodyear's anti-bribery due diligence process)	Global total	100%	100%	100%
		Americas	100%	100%	100%
		Europe, Middle East, Africa	100%	100%	100%
		Asia-Pacific	100%	100%	100%
	Total number of governance body members trained on anti-corruption	Global total	12	14	12
		Americas	11	13	11
		Europe, Middle East, Africa	N/A	N/A	N/A
		Asia-Pacific	1	1	1
	% of governance body members trained on anti-corruption	Global total	100%	100%	100%
		Americas	100%	93%	92%
		Europe, Middle East, Africa	N/A	N/A	N/A
		Asia-Pacific	100%	7%	8%

⁴ 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

DATA TABLE

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

⁴ 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

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

DATA TABLE

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

⁴ 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

DATA TABLE

		Community Engagement	2022	2021	2020
413-1	Local community engagement	% of operations with implemented local community engagement ⁴ Does not include retail, retreading or distribution locations at this time.	61%	44%	56%
Non-GRI		Number of Goodyear locations participating in Global Week of Volunteering ⁴	30	8	N/A ²⁴
		Hours of associate volunteer service ³	11,000	9,500	7,250
		Total value of associate volunteer efforts ³	\$640,000	\$600,000	\$600,000
		Community organizations served through associate volunteer efforts ³	118	96	93
Philanthropic Activities ³ Data reflects Corporate Philanthropy Budget; Does not include business unit budgets	Percentage of corporate citizenship/philanthropic contributions used for charitable donations	17%	10%	N/A ¹⁷	
	Percentage of corporate citizenship/philanthropic contributions used for community investments	70%	78%	N/A ¹⁷	
	Percentage of corporate citizenship/philanthropic contributions used for commercial initiatives	13%	12%	N/A ¹⁷	

³ Goodyear data only.

⁴ 2022 Goodyear and Cooper combined data; 2021-2020 Goodyear data only.

¹⁷ New baseline established in 2021. Will continue reporting in future years.

²⁴ No global week of volunteering in 2020 due to COVID-19 pandemic.

PROGRESS TOWARD GOALS

	Baseline		Goal		Performance		
	Year	Start (%)	Year	Target (%)	2020	2021	2022
Sustainable Sourcing Goals							
% raw material spend traceability	2018	0%	2025	50%	0%	0%	6.5%
% of natural rubber suppliers audited	2018	79%	Ongoing	100%	91%	100%	100%
% petroleum-derived oils used	N/A	N/A	2040	0%	98.3%	98%	98%
Responsible Operations Goals							
Total Incident Rate (TIR)	2018	1.96	2023	0.95	1.80	2.10	2.05
Serious Injury (SI) Rate	2018	0.04	2023	0.00	0.03	0.02	0.06
Number of environmental compliance violations and reportable environmental releases	2018	9	2028	0	8	25	8
% reduction in Scope 1 and 2 emissions	2019	0%	2030	-46%	N/A	-2.4%	*CDP 2023 response
% reduction in relevant Scope 3 emissions	2019	0%	2030	-28%	N/A	3.5%	*CDP 2023 response
% renewable energy at all manufacturing facilities	2019	0%	2040	100%	3.7%	17%	34%
% reduction to achieve net-zero value chain greenhouse gas (GHG) emissions	2019	0%	2050	-100%	N/A	2%	*CDP 2023 response
% reduction in global water consumption	2020	0%	2030	-30%	N/A	-12%	-19%
Advanced Mobility Goals							
% reduction in rolling resistance - global consumer tire portfolio	2005	0%	2025	-40%	-31%	-32%	-32.9%
% reduction in weight - global consumer tire portfolio	2005	0%	2025	-9%	-8.2%	-8.8%	-9.4%
Inspiring Culture Goal							
% of associates globally with access to GoodLife platform	2018	34%	2023	100%	72%	100%	Achieved in 2021

*We stopped disclosing our goal of tobacco-free campuses by 2025 in our 2021 CRR. This goal is under review as a result of organizational changes.